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IBEW News



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'THE RIGHT PERSON FOR THIS MOMENT'

Introducing
International President
Kenneth W. Cooper

Kenneth W. Cooper grew up in a house with no indoor plumbing in one of the poorest neighborhoods of a dying Rust Belt town and then joined one of the smallest construction locals in Ohio.

On Jan. 4, he took over as international president of one of the most powerful labor unions in North America.

"Every brother and sister in the IBEW knows there are no self-made men in a labor union. I joined the IBEW because I wanted to provide for my family the life, stability and opportunity I didn't have as a boy," Cooper said.

Cooper was chosen after six years as international secretary-treasurer and nearly four decades in the IBEW, rising steadily through the ranks since his election as business manager of Mansfield, Ohio, Local 688 when he was only 31 years old.

"The IBEW is at an extraordinary moment, and Coop is the right person for this moment," said retiring International President Lonnie R. Stephenson. "Decades of work rebuilding our ranks has opened unprecedented opportunities over the next two decades. He's a listener, a uniter and, when the time is right, decisive."

After his appointment, Cooper thanked Stephenson and the International Executive Council for their faith in him.

"When Lonnie was appointed, we were still

PASSING THE TORCH

clawing our way out from the Great Recession. We faced the most anti-union U.S. government in decades, and we had to weather a global pandemic. But because of Lonnie, we have grown nearly every year, built a relationship with a sitting president that is unique in American history and delivered political victories that set this union up for decades of growth," Cooper said. "Lonnie set the highest possible standard as a leader, a man and as a friend."

Cooper will fill the remaining four years of Stephenson's term. Cooper was replaced as international secretary-treasurer by Sixth District International Vice President Paul Noble.

Little Kentucky

Mansfield lies smack between Ohio's two largest cities, Columbus and Cleveland. At first it was a farming town, almost a village. When three rail lines chose Mansfield for a crossroads, it grew into a small industrial powerhouse.

By the turn of the 20th century, Mansfield was home to dozens of union foundries and factories with a steel mill at its heart.

At its zenith, Mansfield was home to more than 50,000 people — nearly half the voting population were members of the trade council — and its economy was so strong, the local story went, that the Great Depression almost passed it by.

Ohio became a particular draw for families like Cooper's living several hours south in Kentucky, where the Great Depression was felt to the bone. Throughout the 1930s, dozens of families made the trip north to Mansfield, cousin joining cousin in a settlement north of downtown eventually called Little Kentucky. It was close to the mill but far from municipal sewers, water or electricity.

"I think 90% of the houses were built from crates from stuff coming to the mill. People saved them and built houses out of them," Cooper said.

Like all the houses near his on Belmont Street, Cooper's had an outhouse in the back yard. The well his grandfather dug fed eight neighboring homes in addition to his own.

Cooper's grandfather came to Little Kentucky to work at the mill and joined the Steelworkers. Until he became permanently disabled, Cooper's father had been a United Auto Workers member.

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FROM THE OFFICERS

A Mission to Grow



Kenneth W. Cooper
International President

It's the honor of my life to be international president of this great union that's done so much for me and my family over nearly 40 years as a member.

It's not a job I ever dreamed of having when I joined Local 688 in Mansfield, Ohio, back in 1986. I was a poor kid from a poor family looking to earn an honest living, and every opportunity I've had since I owe to the IBEW.

Over the last five years, I've had the great privilege to work alongside my friend and partner, Lonnie Stephenson, who taught me so much that I'll bring with me as I work to fill his big shoes.

But more importantly, Lonnie left this Brotherhood in the best possible position for success, and now it's up to every one of us to take advantage of the opportunities that lie ahead of us.

Those opportunities include a shot at trillions of dollars of work in the U.S. stemming from legislation that the IBEW helped write and get through Congress, bills President Joe Biden signed into law while recognizing the work the IBEW would do to bring projects in them to life.

Some of those jobs are in new industries and technologies that will require the expertise only IBEW tradesmen and tradeswomen can bring to a job.

There are also opportunities in manufacturing returning to our shores thanks to elected officials willing to do the hard work of getting those jobs back instead of just talking tough and doing nothing.

The truth is, every branch of the IBEW is poised to grow in every corner of North America. Thanks to years of work and relationship-building and holding government accountable to working families, we're at an inflection point, and IBEW members will lead us into the future.

This is the result of a lot of hard work by Lonnie and IBEW members at every level, but now we have to be ready to tackle a big new challenge.

And that challenge for the future of the IBEW is growth. Ever since I was a business manager, any problem I had got better with growth. It's as true in Mansfield as it is at the International Office.

Need better health care? Grow. Higher wages? Better pensions? Grow. Safer working conditions? More friends in government? Grow.

Growth equals power for working people.

For the IBEW in this moment, we must grow faster, and that means renewing our focus on organizing. Organizing new members is my No. 1 priority, and it's a job I need each and every one of you to take on with me.

There's a phrase that gets overused in the labor movement: "Every member is an organizer." But it wouldn't get used so much if it weren't so true.

On every job, in every community gathering place, soccer sideline or Little League bleacher, you represent the IBEW and what we stand for. You have the opportunity to bring more people into the IBEW family.

Set the best example on the job. Treat others with respect. Tell a young person about your career, and offer them your guidance if they show interest.

I'm proud to lead you in this effort, but we're going to do it together. Thanks for everything you do to make the IBEW bigger, stronger and more capable of delivering the promise of the middle class to the next generation of members. ■

Proud to Serve

There is no greater gift than to give back to an organization that has given so much to my family and me.

That is why I am so grateful to serve as your international secretary-treasurer.

The IBEW has been my life for nearly 40 years. I followed my father into the trade, becoming a proud electrician and member of Local 702 in West Frankfort, Ill.

From apprentice wireman to business manager to Sixth District vice president, I have always answered the call to serve this union in whatever capacity was demanded, and I am humbled and honored to take this next step in my IBEW career.

President Cooper leaves behind an admirable legacy of success in his previous role, and I pledge to continue his total commitment to the job as secretary-treasurer.

As a former pension plan trustee, I understand that managing the IBEW's retirement funds is much more than just accounting. It's about upholding a sacred promise to our members and families.

You work hard for your pension and health care benefits, and I am dedicated to ensuring that these plans are secure and continue to grow stronger in the years ahead.

I am also excited to come to D.C. as the IBEW celebrates major pro-worker legislative wins. Back in Illinois, I helped lead some significant political victories, most recently the historic Workers' Rights Amendment, which bans right-to-work laws across the state, and the Climate and Equitable Jobs Act, one of the most pro-worker pieces of energy legislation ever passed.

None of these victories would have been possible without the efforts of rank-and-file IBEW members in communities across the nation. We must continue to educate and mobilize our members to demand a government that respects working people.

For me, politics has never been about partisanship but supporting politicians who stand with IBEW members and opposing those who don't, and I will continue to follow that philosophy as your secretary-treasurer.

This is an exciting time. Unions are increasingly popular, and workers across the economy are coming together to demand a voice. This is a once-in-a-generation opportunity to rebuild the labor movement's power.

The IBEW has seen numerous successes over the past few years, but President Cooper and I understand that we can't rest on our laurels. We must continually strive to keep moving forward, and I pledge to keep pushing the IBEW to the forefront of the labor movement, the energy industry and our two nations.

This isn't just a job for Kenny and me. It is up to every member to carry out our founding mission, and I am thrilled to stand with all of you as we continue to ensure a bright future for the IBEW and working people everywhere.

Let's get to work. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Courtney Estacio

Waltham, Mass., Local 1505



"I attended a vocational high school and started working in electrical manufacturing at 17 when I landed an internship for a government contractor. That led to a position with a nonunion manufacturing company that offered a tuition reimbursement program for college. I thought I was set.

That changed when I was diagnosed with a rare form of head and neck cancer when I was 21. Despite those health issues,

my employer told me it could not change my shift for treatments, even though I had been an excellent worker. I left the company and relied on help from family and working numerous part-time jobs.

One of those jobs paid off. I was a bartender at a hotel that hosted several events sponsored by Raytheon. An employee of the company told me about his history there, that workers had IBEW representation and that he thought I would be a good fit. I also was familiar with the IBEW. My mother was a Verizon employee for 22 years and a member of Boston Local 2222.

I attended a job fair and, less than two months later, started work at a Raytheon facility in Andover, Mass. I was soon able to pay off my medical debt and receive follow-up treatment without worrying about the cost. Having good medical care that my union bargained for gave me peace of mind.

I keep in touch with my high school teachers and return every year to tell students the importance of union representation on the job. I served as a Local 1505 steward, and it was one of the most rewarding experiences of my life. I have received a promotion to a higher-paying job on the assembly floor.

I've heard and read that the only risk for the IBEW is not growing fast enough. I truly believe that. I will tell my story to every person I meet as long as I have my voice. I am proud to be a member of Local 1505 because of the solidarity with my brothers and sisters and our leadership that represents us so well. ■■

Every member in every branch has a story to tell about how the IBEW has improved their life both on and off the job. Tell us yours today for a chance to be featured here.

ibew.org/MyIBEWStory

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100% certified ring spun organic cotton long sleeve scoop neck t-shirt. Shirt is semi-fitted for the perfect length and fit.

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'The Right Person for This Moment'

International President Kenneth W. Cooper

That left Cooper's mother the sole bread winner, a line worker in a non-union factory that made kitchen supplies. A nonunion job leaves a family hard choices. Sometimes that choice was as basic as food or heat.

She was far from the only one forced to work without a union wage or decent benefits in those years.

Those union factories handing out jobs in the '50s died, left or shrank, first slowly in the '60s and '70s, then fast in the '80s and '90s.

"Mansfield didn't die. It was murdered," Cooper said. "Those factories didn't move or shut by accident. Decisions got made far away to break the back of the unions and the pride of working families."

IBEW: The Path Forward

The only way up was a trade that paid, and after high school, Cooper found work as a welder at Quanex, a 500-person union factory that supplied exhaust crossovers to Ford Motor Co. He joined the Steelworkers and even as a young man was a steward. He took night classes at Ohio State University for two years toward a business degree.

But it was still work that could be shipped away, and in 1984 he applied to two apprenticeships, the United Association (plumbers and pipefitters) and IBEW Local 688. He was accepted to both, probably because of his welding skills, Cooper said.

"I chose the IBEW because you would have a better education as an electrician than a plumber and a fitter. That's just how I felt: Electricity was a bigger challenge, and I wanted a challenge," he said.

Work was so scarce that, even though he joined the apprenticeship four years before Cooper, Carl Neutzling, now the business manager of Local 688, topped out at about the same time.

Neutzling said he and Cooper worked together fairly often in those years, and while Cooper was known for his sense of humor and his good company, he also earned a reputation for a relentless work ethic and devotion to the IBEW.

Cooper topped out in 1989, and within a year he was vice president. When the sitting president left for a job at OSHA in 1992, Cooper was appointed to fill the vacancy.

A year later, Cooper won a four-way election, becoming one of the youngest business managers in local history.

"Kenny has a way of listening to everybody before saying the right thing to the right person at the right time," Neutzling said.

Organizing Victories

Cooper said he quickly realized that whatever problem you had, it was nearly always made better, if not solved, by increasing numbers.

In 1994, Cooper led the largest



At left: Kenneth W. Cooper, then Fourth District international vice president, signs the certification of the winning election at Baltimore Gas & Electric in 2017. Welcoming the more than 1,400 BGE workers into the IBEW was one of Cooper's proudest moments leading the district.



Above: Cooper celebrates at the 2022 International Convention with his wife, Gina, and mother, Donna, after his election to a full term as international secretary-treasurer.

At right: Cooper and Lonnie R. Stephenson greet the crowd at the International Convention in Chicago in May. As international president, Stephenson worked closely with his "tool buddy" Cooper in presiding over a period of growth and innovation. "The IBEW is at an extraordinary moment, and Coop is the right person for this moment," Stephenson said of his successor.



organizing victory in local history when he signed Neer Manufacturing's 175 workers, increasing local membership to more than 700 members, the largest the local has ever been.

"He was so adamant about organizing," J.R. Rice, then the organizer at Local 688 and later its business manager, said of the Neer campaign. "Kenny's will to make this happen was extraordinary."

Cooper also oversaw the largest construction project in local history when a continuous thin caster was installed at the mill. For more than a year in the mid-'90s, more than 250 travelers were in his jurisdiction.

"We had as many travelers as we did local hands, and when I went to the membership, I said, 'Pretend that the caster doesn't even exist; do we have full employment?'" Cooper said. "When we asked how we can handle a job bigger than the local union and still manage the local union, there was that same answer: growth. It's always the answer."

Cooper was reelected three times, and then in 2002, he moved west to Las Vegas with his wife, Gina Cooper — now the Fourth District international vice president. He was hired as an assistant business manager at Las Vegas Local 396 and put in charge of the relationship with NV Power, the local utility. Cooper, relentless in the belief that organizing makes us stronger, organized five more units at the utility. Later, when the local was given the outside jurisdiction, he was put in charge of that and led the

successful effort to sign Davey Tree.

By the mid-2000s, Cooper had caught the attention of International President Edwin D. Hill, who called him back to the Fourth District and appointed him an international representative.

International Leadership

Cooper moved to western Maryland and in his first year was the service rep for telephone locals in Ohio, then from 2007 to 2011, he primarily serviced utility locals from West Virginia to the Eastern Shore of Maryland.

In 2011, when Fourth District International Vice President Salvatore "Sam" Chilia was appointed international secretary-treasurer, Hill called on Cooper again, this time to replace Chilia.

Cooper wrote a 100-day plan to set the targets and the tone of his tenure. He also required all new business managers in the Fourth to have one.

"A 100-day plan is about organizing and relationships — you have to have both of those to be successful," he said.

In his 100-day plan, Cooper said, he arrived at his three highest priorities: Baltimore Gas and Electric, the largest non-union utility in the Fourth District, which had voted four times against joining the IBEW; organizing Asplundh Tree's dozens of units across more than five states; and expanding the use of regional agreements covering the projects smaller than

200,000 square feet that many signatory contractors had stopped bidding.

In the next six years, Cooper oversaw the massive blitz at BGE involving organizers from across the country over more than two years that finally brought 1,400 new members into the fold. He led the team of organizers that won 39 of 42 elections at Asplundh Tree. And by 2017, the number of contractors who signed on to small works regional agreements grew from 11 to 455 — the smallest scope, for projects under 15,000 square feet, was the most commonly used.

He began tracking the work hours on the small works program and found the agreements not only increased hours for construction electricians and construction wiremen but also significantly increased the hours for apprentices and journeymen. He used this information to help him gain the support of all the Fourth District local unions for these agreements.

In 2017, Chilia announced his retirement as international secretary-treasurer. Stephenson asked Cooper to fill the remainder of Chilia's term. Cooper was now the ultimate trustee for the billions of dollars paid by hundreds of thousands of IBEW members for their health care and pension funds, the benefits that are a firewall between a middle-class life and a life where choices are made between food and heat.

In his five years in charge, Cooper and his team revamped the investment strategy to include infrastructure

investments and requiring labor standard provisions for all projects that used IBEW funding.

Under his leadership, the IBEW's two pension funds, the NEBF and the NEAP, posted strong asset growth, and the Family Medical Care Plan went from \$500 million in assets to more than \$750 million.

The IBEW's Future

Cooper begins his presidency with a good problem to have. The industries at the core of the IBEW are set to expand by hundreds of billions of dollars in the next two decades. In addition to the regular work of construction and building, maintaining and upgrading the grid, entirely new industries are growing: solar, offshore wind, electric vehicles and battery storage, just to name the largest.

To maintain market share, Cooper said, the IBEW will have to grow significantly, back to the membership it had when it was at its largest in the '70s: 1 million members.

Cooper said he thinks back to the time when he had as many travelers as local hands in his jurisdiction, and he now sees the entire IBEW as in a similar place as Local 688 was back then. "The difference is that we will not be able to travel our way out of this situation or apprentice our way out," Cooper said. "We must organize the unorganized if we are going to gain market share."

"We have this opportunity only because of decades of work by our predecessors. How will we come out the other side? Stronger than we ever have been? Larger than we ever have been? Closer to our original purpose of organizing the entire electrical sector?" he said. "We owe it to one another as members, to future members, and to our communities to answer those questions. And that is my highest priority."

Thankfully, he said, those are questions we can only answer together. ■

'Ideally Qualified': Sixth District's Noble Becomes Secretary-Treasurer

Sixth District International Vice President Paul Noble, a long-time IBEW leader in his home state of Illinois, has been appointed international secretary-treasurer. He began his duties Jan. 4.

Noble replaces Kenneth W. Cooper, who was appointed international president following the retirement of Lonnie R. Stephenson. Both moves were made and unanimously approved by the International Executive Council.

The secretary-treasurer serves as the IBEW's chief financial officer and oversees its many health, benefit and pension funds. He also is the chief adviser to the international president.

"Whenever he's been called to serve the Brotherhood, Paul Noble always said yes," Cooper said. "He's worked closely with all our branches and partners and has experience running large pension funds. He's ideally qualified for this role, and I welcome him and his wife, Gina, to Washington, D.C."

The appointment capped off a busy seven months for Noble, a former business manager at West Frankfort, Ill., Local 702.

He was appointed and took over as Sixth District vice president April 1 following the retirement of David J. Ruhmkorff. Six weeks later, the Sixth District hosted the International Convention in Chicago, where Noble was reelected to a five-year term. In June, he and Gina welcomed their first grandchild, Adeline.

By January, he had moved to the nation's capital and the International Office to begin his new duties.

"I was surprised," Noble said. "I wasn't expecting it. I've had several conversations with Coop not only about the position but really sharing his vision. We think alike. I'm just excited knowing what he wants to do."

"I know we're in a better place because of Lonnie's service," Noble added. "We're in a better place because of what he accomplished."

Noble and Cooper have been close friends and worked together for more than 25 years. Noble was a young organizer for Local 702 and he met Cooper — then the business manager of Mansfield, Ohio, Local 688 — for the first time at an IBEW conference in Dallas in 1995, he said.

"It's just fun when you go to events like that to be around people who are like-minded and want to do whatever they can to move the Brotherhood forward," Noble said. "That was what Kenny was all about. It wasn't about assigning blame for past mistakes. It was, 'What can I do to make things better?'"

Stephenson brought Noble onto the Sixth District staff in 2010, when Stephenson was the district's vice president. Noble later served as the district's



"I've had several conversations with Coop not only about the position but really sharing his vision. We think alike. I'm just excited knowing what he wants to do."

— Secretary-Treasurer Paul Noble

desk representative under Ruhmkorff.

"There's a lot of people who would have done a fine job," Ruhmkorff said of Noble's secretary-treasurer appointment. "The IBEW is blessed with a lot of talent."

"But Paul is very qualified, and I couldn't be happier for him and the IBEW. I've known Paul since he was a service rep for his local and I was the international representative servicing it. He wasn't even the business manager yet. We go back a long, long time and we've developed a deep relationship. I think the only thing Paul cares for more than the IBEW is his family, but he knows the IBEW and its work is what takes care of his family."

Noble, 56, was born in Granite City, Ill., a St. Louis suburb. Robert Noble, his father, was a journeyman wireman and member of St. Louis Local 1. The younger Noble worked summers as a material handler and stock boy before graduating from high school and attending classes at the ITT Technical Institute.

He briefly worked as a telecom service technician for Contel, where he was part of a unit represented by Local 702. It was then that Noble decided to apply for the local's wireman apprenticeship program and he became a member in 1990.

He served on numerous Local 702 committees, including the pension committee and the health and welfare committee, and was brought on staff full time as an organizer in 1996.

"I would volunteer for anything," he

said. "If they had a picket, I'd walk the picket line. Any volunteer project, the Labor Day parade, I was always involved."

Serving Local 702, which has members across a large swath of southern Illinois and a few utility members in southeast Missouri, provided Noble with a breadth of experience few leaders can match. The majority of the local's nearly 5,000 members work in utility, but it has members in every IBEW branch except Railroads.

Noble was elected business manager in 2006. In addition to construction organizing, he negotiated contracts for municipal and utility employees, nurses and even employees of a publicly owned golf course. He negotiated a collective bargaining agreement with Ameren Illinois, the state's second-largest publicly-owned utility, while he served as chairman of Utility System Council U-5. That council includes three other Illinois local unions besides 702: Springfield Local 51, Collinsville Local 309 and Alton Local 649.

"As business manager, he was engaged with everyone — utility members, manufacturing groups, line clearance," Stephenson said last year when Noble was promoted to district vice president. "It didn't matter. He was a hands-on leader and very well respected in his local. That's why when I was appointed vice president of the Sixth District, I asked Paul to come on staff."

Ruhmkorff also noted Noble was a trustee and active participant in the administration of the Decatur Fund, a

multi-state health and welfare/pension fund with more than 30,000 participants. The fund services 19 local unions in four states on the health and welfare side and 12 local unions on the pension side.

"He has experience making sure we spend our money wisely and ensuring our members and their families can retire with dignity," Ruhmkorff said.

Throughout his career, Noble has been active in major political wins for working families. He was among the labor

Then-Sixth District Vice President Paul Noble was introduced at the International Convention in Chicago last May. Noble took over as secretary-treasurer on Jan. 4.

leaders who successfully convinced the Illinois legislature to pass the Climate and Equitable Jobs Act, a plan for the state to transition to power generation methods that help prevent climate change while also supporting good jobs and historically overlooked communities.

Last year, he was part of the charge that persuaded Illinois' voters to pass the Workers' Rights Amendment, which added to the state's constitution language that bans so-called right-to-work laws, which allow employees to enjoy the benefits of a collectively bargained union contract without paying membership fees.

Noble and his wife have two daughters: Jayci Costello who is Adeline's mother, and Jasmine. His brother, Russell, is a member of St. Louis Local 1. A nephew, Russell Jr., is a journeyman wireman out of Local 702.

The new secretary-treasurer expects his transition into the role to be a smooth one, noting that he's been traveling to Washington regularly as part of his duties for more than two decades. He is a graduate of the Meany Center at the National Labor College, which was in nearby Silver Spring, Md., prior to its closure in 2014.

Closer to home, Noble served as president of the Southern Illinois Central Labor Council and as an officer for southern Illinois' Egyptian Building Trades.

The officers and staff congratulate Brother Noble and his family and wish him much success in his new position. ■



Noble's appointment was unanimously approved by the International Executive Committee. "Whenever he's been called to serve the Brotherhood, Paul Noble always said yes," said new International President Kenneth W. Cooper.

THE FRONT LINE: POLITICS & JOBS

North to South, IBEW Members Pitch In to Secure Pro-Worker Senate

From door knocks and worksite visits in Georgia to a Boston phone bank that drew the commander-in-chief, IBEW members pulled out the stops to turn out union voters in the U.S. Senate runoff election Dec. 6.

Their pivotal role in labor's campaign to reelect Sen. Raphael Warnock helped ensure that Georgia workers would continue to be represented by a steadfast friend and fortified a slender pro-worker Senate majority for all Americans.

"All the hard work really paid off," Atlanta Local 613 Business Manager Kenny Mullins said. "Every day in our union hall, you could feel the energy and excitement."

That was true up north as well, where members of Boston Local 103 packed into their union hall to call IBEW brothers and sisters in Georgia the Friday before the runoff — a get-out-the-vote phone bank launched with a special pep talk.

"What you're doing here makes a gigantic difference," President Joe Biden told some 150 volunteers after joking about how their Boston accents would be received at the other end of the line.

Local 103 Business Manager Lou Antonellis laughed about it, too. "Worlds were definitely colliding on the phone, North and South and the accents and everything that goes with it," he said the day after Warnock's victory.

Biden made several calls himself, choosing from a list of names that Mullins provided. "One of my members, a journeyman in 613, called me afterward and told me how much he appreciated it — that it was a once-in-a-lifetime opportunity," he said.

The four-week campaign began immediately after the Nov. 8 midterm election. Warnock led opponent Herschel Walker, but neither topped 50% of the vote, spurring a runoff under Georgia law.

The AFL-CIO was ready with a Georgia-centric game plan, refining the massive operation it rolled out in late 2020 when both of the state's U.S. Senate races went to runoffs.

With labor's wind at their backs, Warnock and Jon Ossoff bucked the odds and beat the anti-worker incumbents that year. Ossoff was elected to a full six years, while Warnock won an unexpired seat with two years to go, putting it back on the ballot in 2022.



At a pre-dawn visit to an MWG data center construction site, Atlanta Local 613 members serve up biscuits and talk to workers about re-electing pro-worker Sen. Raphael Warnock.

The senators' twin victories on Jan. 5, 2021, gave Democrats and Republicans 50 seats each, a split that favors the party in the White House but with limited power. That didn't stop Democrats from plowing forward with life-changing legislation, some of it passing by the narrowest of margins with Vice President Kamala Harris's tie-breaking vote.

With Warnock's latest win, Senate Democrats had the numbers to take full control of the chamber when the 118th Congress began its session Jan. 3.

Among other advantages, pro-worker voices now have more seats and a larger say on Senate committees dealing with unions, pensions, energy, health and other issues affecting workers' rights, jobs, safety and quality of life.

"What our members did in Georgia benefits workers and their families in every state in the nation," said then-International President Lonnie R. Stephenson, who retired in January. "I couldn't be prouder of their commitment or more thrilled about their success."

Team IBEW got a shout-out during the campaign's final week in an AFL-CIO blog post headlined "IBEW Goes All-In for Georgia's Runoff."

Beneath a photo of members serving morning biscuits and handing out fliers at Children's Hospital of Atlanta, it read: "The Electrical Workers

union is executing a key element of the labor movement's program in Georgia by holding worksite visits focused on the issues and the candidate who will fight for working families."

Mullins hailed the tireless efforts of members across Georgia and beyond, including a Local 134 delegation that Business Manager and International Executive Council member Don Finn brought from Chicago.

On election night, an Associated Press reporter asked Mullins how many votes for Warnock he'd credit to the IBEW's outreach.

"Thirty," Mullins told him, pausing a beat. "Thirty thousand."

"Our guys killed it across the state — Macon, Savannah, Albany, Athens," he said, emphasizing the domino effect. "In Atlanta, we gave out over 1,000 biscuits and 1,000 fliers at worksites over three days. Those guys go home and talk to their families, and that's now 2,000 people at least, and they talk to friends and extended families and so on."

Canvassers and callers said little or nothing about Walker, focusing instead on Warnock's character and resume — a lifetime social justice activist, a reverend who preaches from the same pulpit that Martin Luther King Jr. did, a senator with a perfect pro-worker, pro-IBEW voting record.

"All the hard work really paid off. Every day in our union hall you could feel the energy and excitement."

— Atlanta Local 613 Business Manager
Kenny Mullins

"Everybody in the IBEW is just good people, solid people with good hearts," Mullins said. "I'd tell them: 'This man is dedicated, he has compassion, he truly, genuinely cares about people. And he's voted with us 100%.'"

Biden expounded on that while visiting Local 103. Accompanied by Massachusetts Sens. Ed Markey and Elizabeth Warren, he stressed the difference a single vote makes in today's Senate and the urgency of adding one more to build on historic progress.

"We've created more jobs because of your two senators and because of Senator Warnock than any president has in his first two years. Over 10,500,000 jobs — it even surprises me when I say the numbers," Biden said. "We've got a lot more we're going to get ... for the American people."

At an election-night watch party in downtown Atlanta, it was a mix of confidence and nerves for IBEW members and leaders as the results came in. Just before 10:30 p.m., the race was called for their candidate.

"The room erupted so loud that I almost had to put ear plugs in," Mullins said. "You can't imagine how crazy it went. I got chills. It was amazing." ■

Board Ruling for IBEW Expands Damages in ULP Cases

A three-year IBEW battle on behalf of six illegally fired telecom members has led to a historic change in U.S. labor law that gives wronged workers new recourse for financial losses.

The National Labor Relations Board used the union's case against Thryv Inc. as the basis for a "make-whole" remedy that goes beyond reinstatement and back-pay awards that have done little to deter unfair labor practices, or ULPs.

"The decision expands remedies in all unfair labor practice cases, and I'm pleased that the NLRB adopted many of the arguments that we made," said IBEW General Counsel Jon Newman, who handled the case.

The December ruling holds employers liable for all "direct or foreseeable" harm, such as the medical bills that piled up for the former sales workers at Thryv, a conglomerate that began as the Yellow Pages.

In 2019, the company laid off the workers unilaterally and revoked their health care, in violation of its contract with then-San Francisco Local 1269, now North Hollywood, Calif., Local 45.

The NLRB put out a call for briefs seeking supporting and opposing views on expanding the standard remedy for unfair labor practices. The IBEW and the AFL-CIO filed a joint brief arguing in favor of broadening it.

An administrative law judge sided with Thryv originally, finding the layoffs lawful. His ruling was rejected unanimously on appeal, with all five NLRB members saying the company failed to bargain in good faith before terminating the workers.

The full board also affirmed that the standard NLRB remedy should include compensation for direct harm such as medical costs. Among the consequences for Thryv workers were unsurmountable bills for a woman with a high-risk pregnancy.

The board's two Republican members dissented from the majority's finding that the remedy should also apply to the foreseeable harm of indirect damages.

"As a result of being fired unlawfully, a worker may lose their car or their house, or their kid may have to drop out of college, or they may have to put their rent on a credit card and get buried in fees and penalties," Newman said. "It's reasonable to say that those kinds of damages are the foreseeable result of unlawful conduct on the employer's part."

But he cautioned that the debate is only beginning. "Exactly what is and what is not 'foreseeable' will have to get sorted out in future cases," he said.

The ruling joins a long list of actions by the Biden-era NLRB to reverse generations of erosion of workers' rights and strengthen unions, one of the board's founding principles under the 1935 National Labor Relations Act.

"As the enforcement arm for workers' rights, the NLRB is essential to making President Biden's pro-worker, pro-union agenda a reality," International President Kenneth W. Cooper said. "IBEW members can be proud of the role that our union played in such a significant case, one that benefits every working person."

The outcome is especially satisfying for Local 45 Business Agent Harry Esquivel, who filed the ULP charges in 2019.

"This is a decision that is long overdue and, at the very minimum, will cause employers to review how quickly they make dismissal decisions," Esquivel said. "Hopefully it wakes people up to recognize the power of unionism and unions, and what that power can do for them." ■



Five days before the runoff election, President Joe Biden dropped by Boston Local 103 to cheer on volunteers making get-out-the-vote calls to Georgia members to ensure a pro-worker U.S. Senate. "What you're doing here makes a gigantic difference," Biden said.

IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out lots of other IBEW-related content online.

www.ibew.org

Get the latest news about your union, including an electronic version of this and previous newspapers, at IBEW.org.

YouTube

IBEW women and allies gathered in Washington to share strategies for recruiting more sisters. Check out YouTube.com/TheElectricalWorker for details.

Vimeo

View a highlight reel of retired International President Lonnie R. Stephenson's career accomplishments at Vimeo.com/IBEW.

HourPower

IBEW instructors from across the U.S.



traveled to Michigan to take part in the annual National Training Institute. Watch the story at IBEWHourPower.com.

ElectricTV

Visit ElectricTV.net to learn how Salt Lake City Local 354 helps



maintain Park City's 400-acre Utah Olympic Park, a U.S. Olympic team training facility.

TRANSITIONS

APPOINTED

Michael Clemmons



Sixth District International Representative Michael Clemmons, a first-generation trade unionist who learned

about the labor movement working in a unionized grocery store as a teenager, is the district's new international vice president.

Clemmons replaced Paul Noble, who was appointed international secretary-treasurer. The move became effective Jan. 4.

"It was a shock at first," Clemmons said of this appointment. "That was my initial reaction. But my next thought was: Let's get to work, let's address the issues in the district, and hit the ground running."

Those who know him say he's prepared to do just that.

"As soon as I met Mike, back when he was a [Local 176] business agent, I saw he had the best interests of the members at heart, whether on the jobsite or in the community," said Chicago Local 134 Business Manager Don Finn, a member of the International Executive Council. "He's going to be a phenomenal vice president."

Brother Clemmons did not grow up in a union household, but at age 16, he got a job at an Eagle Food Centers store in his hometown of Morris, Ill., and joined the United Food and Commercial Workers.

"I noticed how the union would come in and would fight for the store employees on issues they had with the company," Clemmons said. "The union stood up for them, and that made a lasting impression on me."

After high school, Clemmons enrolled in the electronics engineering program at Joliet Junior College and worked at a nearby Caterpillar plant, where he was a member of the International Association of Machinists and Aerospace Workers. Throughout this time, he had his sights set on a career as an IBEW electrician after a family friend and Local 176 member recommended it to him.

It proved to be a study in perseverance. Clemmons wasn't accepted into the apprenticeship program until his third attempt — and even then, it was as part of the residential training program instead of the inside apprenticeship, which didn't come until one year later. He topped out in 2003 and quickly made up for lost time by joining Local 176's political action committee. Soon after, he found himself a member of the Christmas and picnic committees.

"I always had a sense of community, a desire to give back," he said. "If it included service to the community, I wanted to be a part of it."

Clemmons worked for six years as an instructor and as assistant training

director in charge of curriculum at Local 176's training center. As a certified instructor, he trained apprentices and journeymen in many fields, including photovoltaics and instrumentation. He holds certifications in Instrumentation, solar and fiber optics.

He went on to complete the Electrical Training Alliance's four-year master program at the University of Michigan and was named UL apprenticeship instructor of the year in 2014. He also was a graduate of the first class of Electric Vehicle Infrastructure Training Program master instructors in 2013 and served as a trustee on Local 176's apprenticeship fund.

Clemmons was elected recording secretary of Local 176 in 2013, president in 2016 and business manager in 2019, with reelection in 2022. As business manager, Clemmons distinguished himself by overseeing the local's pension funds and health and welfare fund. The multilocal, multistate Decatur Pension Fund saw improved benefits for participants and achieved record funding levels while Clemmons served as chairman.

He also was a founding board member of the Union Wellness Center Coalition, under which seven unions collaborate to provide quality wellness and health care services to members and their families. Under his leadership, the coalition opened seven wellness centers throughout Illinois, providing eye care, physical therapy, urgent care and primary medical care with no out-of-pocket costs.

Over the course of his career, Clemmons has demonstrated sharp political acumen. A frequent presence in Illinois' state capitol, Clemmons was successful in urging officials to support working families and policies that supported labor.

Chicago Local 9 Business Manager Bill Niesman said Clemmons can "literally write legislation."

"Let's address the issues in the district and hit the ground running."

— Sixth District IVP Michael Clemmons

"There's probably not a legislator in the state who doesn't know him. He's just a guy that impresses you with his knowledge and memory," Niesman added. "He's great at everything that needs to be done."

Clemmons' efforts to forge institutional advantages for the IBEW have yielded long-term relationships with legislators on both sides of the aisle, resulting in the passage of landmark bills, such as the Climate and Equitable Jobs Act, which includes project labor agreements and prevailing wage requirements on almost all solar projects in Illinois. It also provides financial guarantees to Illinois' nuclear fleet, saving thousands of IBEW jobs.

He also worked with lawmakers to pass the 2019 Rebuild Illinois Capital

Plan, the largest infrastructure bill in Illinois history, and the 2022 Workers' Rights Amendment, which bars right-to-work laws in the state constitution.

In 2022, Clemmons was appointed a Sixth District international representative shortly after being reelected business manager. He served in that role for seven months before being appointed international vice president.

"My goal is to bring everyone working in the electrical industry into the IBEW," Clemmons said. "A rising tide raises all ships."

Clemmons lives in Morris, about a one-hour drive southwest of Chicago. He has one daughter, Cassie, who is an intensive-care nurse. The officers and staff congratulate Brother Clemmons and wish him much success in his new position. ■

RETIRED

Steven M. Speer



Seventh District International Vice President Steven Speer, whose career-long interest in training and organizing brought

prosperity to countless IBEW electricians, has retired from the IBEW, effective Jan. 1.

"I've worked for 48½ years inside the IBEW," Speer said. "It's time."

Speer graduated from Cortez High School in Phoenix in 1971. Although his father was a Teamster, Speer was unsure about his own career path. That started to change after Speer had a heart-to-heart talk with the man who would be his father-in-law, who was an IBEW electrician. "He said, 'We can welcome you into the family, but what's your plan?'" Speer recalled. "'You need to start thinking.'"

After some consideration, Speer decided to enlist in the Arizona Air National Guard. "It helped me stall while I made a plan," he said with a laugh.

When he came home from basic training, Speer was able to spend some time with electrical workers on job sites. "I've always been mechanical, and I liked working outside," he said, "so after I got exposed to the work, I got interested in it." Never one to back down from a challenge, Speer was accepted into a journeyman wireman apprenticeship on his third attempt and initiated as a member of Phoenix Local 640 in 1975. He topped out of his apprenticeship three years later.

Speer first considered IBEW activism while he was still a second-year apprentice on a job at a hotel in downtown Phoenix, assigned to work with a steward. "I got to see the bigger side of the Brotherhood that way, helping out members," Speer said.

But when the economy in the Phoenix area sputtered during the late 1980s, "I went to work on the West Coast for a while," he said. There, "I really got

exposed to how the IBEW banded together and took care of travelers like me."

When he returned to Phoenix in 1989, "friends started saying I ought to get more involved with the union," he said. And get involved he did.

"I'm just a working guy who got an amazing opportunity."

— Retired Seventh District IVP Steve Speer

In 1990, Speer was elected to the local's executive board, serving as its chairman for six years. But his ever-increasing participation as an IBEW activist didn't stop there: Speer also served as an apprenticeship instructor and trustee for the Phoenix Electrical Joint Apprenticeship Training Committee, and he was a member of the Seventh District's Electrical JATC. Additionally, he was a trustee for Local 640's trust funds for pension and for health and welfare, and he served on the IBEW Codes and Standards Committee.

In 1996, the members of Local 640 elected him their business manager. Among the local's biggest wins during Speer's tenure were organizing Arizona's largest electrical contractor and negotiating a contract that raised the wages of the state's electricians to national industry standards.

Speer went on to serve as president of the Arizona State Association of Electrical Workers, as treasurer of IBEW Government Coordinating Council No. 1 and as a member of the Arizona State AFL-CIO's executive council. Additionally, he was tapped by the International Office to serve on the IBEW-NECA Council on Industrial Relations.

Speer was also a member of the City of Phoenix Development Advisory Board; in 1999, he chaired the board's committee for the adoption of the National Electrical Code.

In 2005, International President Edwin D. Hill appointed Speer as an international representative for the union's Seventh District, which services IBEW members in Arizona, Kansas, New Mexico, Oklahoma and Texas.

When Jonathan Gardner retired as Seventh District international vice president in 2013, Hill, with the approval of the International Executive Council, appointed Speer to serve as Gardner's replacement. Delegates to the IBEW's convention in St. Louis in 2016 affirmed Hill's appointment by electing him to that office. At the 2022 convention in Chicago, Speer was re-elected.

"He was probably the most articulate rep I ever met. He's really good at his job," Gardner said. "He always had a persuasive ability, but he was not afraid to be tough. It's one of the reasons I recommended him to take my spot."

To be a leader in the IBEW, Speer observed, "you have to be willing to accept responsibility and take chances."

He added: "A vice president

doesn't need to be the smartest guy in the room. I had the smartest people on staff. My job was to see the big picture, make decisions."

Speer also served on the Arizona State Registrar of Contractors, as a member of the Arizona State Energy Code Advisory Commission's labor advisory committee, on the Arizona Town Hall's board of directors, and on the National Fire Protection Association's NEC Code Making Panel No. 16.

His No. 1 goal for retirement is to be home and spend time with his wife, Gina, to whom he's been married since 1976. "I've been on the road a lot," he said. "She's been retired for 10 years, waiting for me to retire, too."

Speer has three sons, one of whom, Christopher, is a 20-plus-year member of Local 640. Eight years ago, Speer said, he and Gina had no grandchildren to dote on. "Now, we have seven." Christopher is the father of three boys; his older brother, Steven Jr., works in banking and has two girls, while Andrew, the youngest of the three, works for a local utility company and has two sons.

The retiring vice president also is rifle enthusiast who hopes to get in some more shooting practice — that is, when he's not in his garage, working on restoring his 1966 Chevrolet Chevelle.

"I'm just a working guy who got an amazing opportunity, more than a kid with just a high school diploma has any right to hope for," Speer said of his time serving his fellow IBEW members.

The officers, staff and membership of the IBEW wish Brother Speer a long and happy retirement. ■

APPOINTED

Christian J. Wagner



Chris Wagner, who has served as an international representative for the Seventh District since 2017, has been appointed

the district's international vice president, effective Jan. 1.

"It's a daunting position to take on, but I'm excited," Wagner said. "It's an incredible honor to continue to work with a staff that's all very smart and very good at their jobs."

Wagner fills the unexpired term of Steven Speer, who retired. His appointment, one of the final official acts of now-retired International President Lonnie R. Stephenson, was unanimously approved by the International Executive Council.

Growing up, Wagner was no stranger to the Brotherhood and the passionate fellowship of its members. His late father, Jimmy, had been a member of Austin, Texas, Local 520, serving on the local's executive board and leading the picnic committee.

"I knew that my father's four-wheel drive pickup trucks, our nice family vacations and comfortable life were all available to us because of the union," he said.

After graduating from high school, Wagner started his own career as a residential wireman trainee with Local 520 in 1982.

"In high school, I knew that I wasn't college-bound," he said. Although he was always planning to follow his father into the electrical trade, he also had decided while he was still in school to join the Army National Guard.

"It's a daunting position to take on, but I'm excited."

— Seventh District IVP Chris Wagner

Wagner finished his journeyman inside wireman apprenticeship in 1987, around the same time he completed his National Guard commitment. It wasn't long afterward that he started following his father's lead to become an IBEW activist himself.

"Our local was going through some issues at the time," Wagner recalled, "I was young and had a big mouth, so one of my apprentice instructors, Mike Thomsen, said, 'Why don't you run for office yourself?'"

Wagner did, campaigning successfully in 1991 for a slot on Local 520's executive board, a stint that lasted six years. He also served on several of the local's committees, such as the annuity, new building, negotiations and joint apprenticeship training committees.

He quickly climbed the local's leadership ladder, as well, occasionally holding overlapping roles. For example, he was twice president of Local 520: from 1997 to 2000 and from 2009 to 2011. Meanwhile, he also served two separate terms as an assistant business manager, once from 1999 to 2003 and then from 2010 to 2011.

The Local 520 executive board appointed him as business manager in 2011. Among his proudest accomplishments in that role was the local's successful collaboration with the area's other construction trades and with Austin's Workers Defense Project, a non-profit organization that recognizes the crucial role that immigrant workers play in the construction industry and helps to foster respect for their contributions. Through this collaboration, they were able to help get labor-friendly candidates elected and worker-friendly ordinances passed in right-to-work Texas.

"While I was a business manager, union participation quickly grew and was really inclusive, and I'm really, really proud of that," Wagner said. "It began when I was business manager, and it has only increased. Today, union meetings are full, and the affinity groups are active."

Current Local 520 Business Man-

ager Ben Brenneman has known Wagner for almost 12 years. "Chris has amazing composure," Brenneman said. "He is really intelligent and thoughtful, and he's also able to give people space to take responsibility for their leadership."

In 2015, Wagner was appointed by International President Edwin D. Hill as an International Executive Council member representing the Sixth District. Two years later, Stephenson appointed Wagner to work in the Seventh District's office as an international representative, helping to service IBEW members in Arizona, Kansas, New Mexico, Oklahoma and Texas.

Retiring Vice President Speer is pleased that President Stephenson approved his recommendation of Wagner as his successor. "Chris has very similar work experience to mine," Speer said. "He is somebody who can make the right decisions. He's always learning. I can only hope that my character and integrity were as strong as his."

As Wagner assumes the office of international vice president, he is anticipating a vast amount of work coming to his Seventh District, including possibly thousands of semiconductor manufacturing jobs made possible by the \$52 billion CHIPS Act signed into law by President Joe Biden in August.

"Our challenge," Wagner said, "will be organizing that work."

In his spare time, Wagner enjoys hunting, fishing and riding motorcycles. He is a graduate of the National Labor College in Silver Spring, Md., and is a member of the Masons. He and his wife, Yvette, have two children, one of whom, Coleman, is now a third-year apprentice with Local 520. The Wagners also have one grandchild and one on the way.

Please join the entire Brotherhood in wishing International Vice President Wagner the best of luck as he takes on his new role. ■

DECEASED

James "Jim" Greenwood



Retired Sixth District International Representative James "Jim" Greenwood died Nov. 14. "He was 88

years young and packed every one of those years full of laughter and life," his family wrote.

Born in 1934 on the east side of Des Moines, Iowa, Brother Greenwood started out as a paperboy and farmhand before being initiated into Local 499 in 1954. He eventually made his way to Minnesota, where he became a member of St. Paul Local 23 in 1967 and served on the executive board and as vice president. Then he moved once more, to Minneapolis Local 160 in 1976, where he served on the examining board and as a business representa-

tive. He was appointed international representative in 1981, a position he held until he retired in 1997.

"The IBEW was his life," said retired Sixth District International Representative Greg Shafranski, who worked with Greenwood for years and considered him a mentor. "He never missed a convention or a progress meeting, not until the very end."

Initiated as a lineman, Greenwood serviced both inside and outside locals, as well as utilities, in the Sixth District and was always willing to lend a hand when it came to organizing, even if it was in another jurisdiction.

"He loved to promote the IBEW," Shafranski said. "He'd even pull over when he saw other linemen in their trucks and ask if they were IBEW."

Known as a charismatic character who loved to socialize, Greenwood was the type who never had a bad word to say about anyone and no one ever had a bad word to say about him.

"Everybody liked him," said retired Sixth District International Vice President David Ruhmkorff. "He was just a good-hearted guy."

Greenwood was also known for his sense of humor.

"He always had a joke. Sometimes off-color," Ruhmkorff said.

Greenwood was laid-back in many ways but had strong beliefs when it came to unions and the IBEW, Ruhmkorff said.

"Jim could get worked up, and he was a big guy, but he was really a gentle giant," he said. "He was able to talk to most people and get them to understand where he was coming from."

That ability to talk to anyone served him well in negotiations.

"He was good at getting first con-

tracts," Ruhmkorff said. "And that takes a lot of patience. It's not for everybody. But people listened to him when he spoke."

"You could always count on him to put the IBEW first."

— Retired Sixth District IVP David Ruhmkorff

Greenwood, who served in the Army as well as the Reserves, was also known as a storyteller.

"Jim had more stories than anybody I ever knew," Shafranski said. "And most of them were about the IBEW. He was always promoting the union."

Greenwood was an active Democrat and a supporter of the late Sen. Paul Wellstone of Minnesota, who was known for promoting workers' rights.

"He strongly believed in unions, and he saw how politics impacted that, how politics affected people's lives," Ruhmkorff said.

A family man at heart, Greenwood was always appreciative of everything the IBEW gave him, Ruhmkorff and Shafranski both said.

"He gave a lot to the IBEW," Ruhmkorff said. "You could always count on him to put the IBEW first."

Greenwood was preceded in death by his wife of 68 years, Delores. He is survived by his five children, Cyn-di, Karen, Kristi, Craig and Steven, and 14 grandchildren.

The IBEW officers, staff and membership extend their sincerest condolences to Brother Greenwood's family and many friends during this difficult time. ■

CIRCUITS



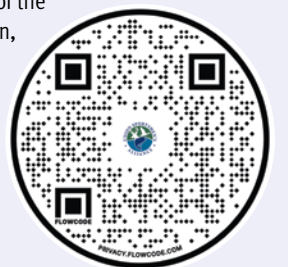
Why Wait? IBEW Members Can Join Sportsmen's Alliance Free

IBEW members are reminded that they are eligible for a free membership to the Union Sportsmen's Alliance, which brings together union members and their families to enjoy the great outdoors.

Members can visit unionsportsmen.org or scan their phone over the code below to go to the membership page. The alliance hosts a number of events throughout the year and across the country that aid conservation efforts and introduce children to the great outdoors who might not normally get that opportunity. IBEW members and local unions are among USA's most avid supporters.

USA membership also allows you to apply for an expedition to some of North America's great hunting and fishing areas as part of USA's "Brotherhood Outdoors" show, which airs on USA's YouTube channel youtube.com/@UnionSportsmen.

"The IBEW has been a proud supporter of the Union Sportsmen's Alliance since its inception, and I can think of no better way for our brothers and sisters to enjoy the great outdoors," International President Kenneth W. Cooper said. "Becoming a member is great way to give back to their communities while doing something they love. I look forward to continuing our association for years to come and expanding our efforts." ■



LOCAL LINES

Recent News From Local 16

L.U. 16 (i), EVANSVILLE, IN — Despite weather challenges on multiple days, including an unseasonably early snowstorm and 50-mph wind gusts, our local once again provided its annual manpower for the 29th annual Fantasy of Lights in Garvin Park. Fantasy is an event bringing a local park alive with synchronized lighting displays to raise money for the Easterseals Rehabilitation Center. The center provides much-needed services to children and adults who could not otherwise afford them. Thanks to those members who have donated their time and skills to this worthy cause.

In recognition of the IBEW's hard work, the National Maintenance Agreements Policy Committee recently presented Superintendent James J. Jones with its Zero Injury Safety award. Out of hundreds of contractors, this prestigious award was given to industrial contractor Skanska for working over 50,000 man-hours with no injuries at the Duke Energy Gibson Station generating plant.

The Brotherhood would like to congratulate Brandon Wonggamnit on his appointment as Indiana state organizing coordinator. Brandon has faithfully served as steward, organizer, agent and business manager, as well as a dedicated community servant. We have no doubt that he will do an excellent job bringing qualified candidates into the IBEW as SOC.

Donald P. Beavin, P.S.

Congrats, Brothers McCray and Johnson!

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City — We hope everyone's new year is going well! We are proud to congratulate Local 24's very own Sen. Cory McCray on winning his second consecutive term in the Maryland midterm elections. Brother McCray is an apprenticeship graduate, a journeyman wireman and a champion for



Local 24's Brother Montez Johnson receiving the Maryland Apprenticeship Mentor award with Lt. Gov. Boyd Rutherford, Secretary of Labor Tiffany Robinson and Director of Apprenticeship and Training Chris MacLarion.

Baltimore and the labor movement. Additionally, with our support, many pro-worker candidates across Maryland won their races. We will continue to work alongside them to advance the interests of our members and working men and women statewide.

In celebration of National Apprentice Week, we hosted a Recognition Ceremony on behalf of the Maryland Apprenticeship and Training Council. Over 200 people from across Maryland gathered at our hall to recognize individuals and industries for their support of apprenticeship. Local 24's JATC received an Apprentice Ambassador award, and Brother Montez Johnson received the Maryland Apprenticeship Mentor award. We are proud of our JATC and Brother Johnson, who exemplify what it means to mentor the next generation of electrical workers.

Live Better/Work Union.

Michael J. McHale, B.M.

Hello, 2023!

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — Local 26 hosted all three of its annual holiday parties in December in Front Royal, Va.; Roanoke, Va.; and Greenbelt, Md. All parties were well attended, fun was had, and memories were made!

Looking ahead in 2023, here are a few key dates to mark on your calendars:

- JATC Graduation — Sat., June 3
- Dollars Against Diabetes Golf Outing — Mon., June 5
- Virginia Picnic (Manassas) — Sat., June 24
- Maryland Picnic (Edgewater) — Sat., Aug. 19
- Local 26 Fishing Trip — Sat., Sept. 2
- Poker Run for Special Love — Sat., Sept. 23

Best wishes to the following new retirees: Tony A. Callaway, Jose De La O Sanchez, Paul G. Disharoon, Darrell E. Dixon, Stanley L. Eaton II, Torrence S. Edwards, Russell A. Galpin, John J. Harts-horne, George C. Hogan, Joseph Malovrh, Lambert J. Marlow, Phillip C. McDonald, Robert J. Quesin-berry, John E. Shreve, Gregory B. Surniak, Frank A. Szumilo Jr., Carlos A. Vitorino, Joseph M. Wilson and Michael C. Young.

The following members have passed away since our last article: Timothy J. Brown, Joseph R. Clark, Charles W. Gagnon Jr., Earl J. James, Ian S. Jones Sr., Michelle L. Mansfield, Robert L. McFarland, Gary L. McKinney, Nelson E. Cordova Orellana, Frederick A. Reckeweg, Paul J. Rosasco, Barry W. Rye, Shirley G. Sargent, Charles E. Scheller, Todd J. Slaseman and William G. Wooten.

Joseph F. Dabbs, B.M.

Happy New Year From Local 34

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Our local closed out 2022 with a wonderful retirees' meeting and holiday membership meeting to celebrate the year's accomplishments. Thank you to our Local 34 Retirees' Club, who donated gifts to labor's adopted grade school in Peoria Public Schools District 150. The holiday tradition gives great joy to students and staff alike.

Our new year is off to a great start. Work remains steady and we plan for it to continue into the spring months. This new year brings renewed opportunities for Local 34 to gather for fun and get out into the community to give back. We are a proud sponsor of various hometown athletics teams and host annual Local 34 Nights at several sporting events. In January, members and their families enjoyed a Rivermen hockey game at the Peoria Civic Center and had great fun watching the excitement on the ice.

At the time of this writing, members, fellow trades members and friends of labor are planning to take time out of their day Jan. 19 to donate blood with the return of our annual IBEW Local 34 Blood Drive. We appreciate all who attend and help fill the vital need for blood donations, and we hope they return next year.

George Rudd, Pres.

Local 46 Dreams Big

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Greetings, IBEW family: Our local closed out 2022 with good food and solidarity! We had our first Silverdale holiday dinner meeting, which brought together members and their families to celebrate. Hopefully, it will be the first of many.

Local 46 also continued our meals for members in November and December. A ham or turkey along with a grocery gift card was made available to any members in need. We had members volunteering to deliver meals and coming to the hall to



The 2022 Dream Big dinner award recipients (from left): Marisa Spenser, Sandra Moore-Jones, Tori Westman and Gillian Burlingham.

grab a meal for their apprentices. It was great to witness so many of our members stepping up to make sure their siblings had a nice holiday meal. It really showcased the meaning of solidarity.

Washington Women in Trades also held their Dream Big dinner, where several Local 46 members were recognized for their hard work and achievements. We were able to have many members of Local 46's Women's Committee and our siblings from Local 191 in attendance to celebrate our members' accomplishments.

Congratulations to awardees Gillian Burlingham, Active Advocate; Sandra Moore-Jones, Union Activist; and Na'Quelle Davis and Tori Westman, Josie Dunn Apprentices, along with an Honorable Mention to LeeAnne Cochran for her work as an electrical contractor providing pathways for women electricians to excel. We appreciate all the work you do!

Megan Kirby, P.S.

Local 50's Brad Stevens Announces Retirement



Retiring Local 50 President/Business Manager/Financial Secretary Brad Stevens.

L.U. 50 (u), RICHMOND, VA — President/Business Manager/Financial Secretary Brad Stevens announced that he will be retiring after more than 36 years in leadership of Local 50 and its preceding locals, effective Feb. 1. Brad became a member of our preceding local union (Local 699) under System Council

U-1 in 1978. Brad has been a leader of this local union and predecessor Local Union 699 since 1986. He has dedicated his entire career to the labor movement, serving in many capacities during his historic career as a union leader for almost four decades. He has served as executive council member of the Virginia state AFL-CIO, president of the Northeast Utilities Business Managers, president/business manager of Local 699, senior business representative, vice president, assistant business manager and president/business manager/financial secretary for Local 50. Local 50 officers, representatives, staff and members wish him well in his retirement.

The Executive Board unanimously confirmed current Assistant Business Manager and Treasurer John Albert to succeed Brad as president/business manager/financial secretary, effective Feb. 1.

Jason Davis, Vice Pres.

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd local number schedule. They can be submitted by designated press secretaries or union officers via our online form. For deadlines and questions, please visit ibew.org/media-center/submitting-local-lines or email locallines@ibew.org.

We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are made by our editorial team. Please adhere to a 200-word limit.

If you have an idea for an Electrical Worker story, please contact the Media Department at (202) 728-6219 or media@ibew.org.

Trade Classifications

(as) Alarm & Signal	(et) Electronic Technicians	(mps) Motion Picture Studios	(rts) Radio-Television Service
(ars) Atomic Research Service	(fm) Fixture Manufacturing	(nst) Nuclear Service Technicians	(so) Service Occupations
(bo) Bridge Operators	(govt) Government	(o) Outside	(s) Shopmen
(cs) Cable Splicers	(i) Inside	(p) Powerhouse	(se) Sign Erector
(catv) Cable Television	(it) Instrument Technicians	(pet) Professional, Engineers & Technicians	(spa) Sound & Public Address
(c) Communications	(lctt) Line Clearance Tree Trimming	(ptc) Professional, Technical & Clerical	(st) Sound Technicians
(cr) Cranemen	(lpt) Lightning Protection Technicians	(rr) Railroad	(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(rtm) Radio-Television Manufacturing	(u) Utility
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	(uow) Utility Office Workers
(es) Electric Signs	(mar) Marine		

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.



Local 68 has been conducting Code of Excellence training on a monthly basis.

Union Workers: An Active Force

L.U. 68 (i), DENVER, CO — Many thanks go out to all the volunteers who knocked on doors, phone banked, dropped off campaign materials and helped with the candidate interviews. Your hard work and help paid off in the 2022 elections. Labor continued to show that here in Colorado, organized labor is an active force that will make a difference. Thank you!

The Mile High RENEW crew, made up of members from Locals 68 and 111, hosted Trunk or Treat on Oct. 29. Thanks to all those who volunteered and gave up their personal time to decorate their vehicles and coordinate crafts and activities for the kids. It was very well attended, and everyone had a great time.

The assistant agents have been conducting monthly Code of Excellence training. In the last few months, over 160 members have taken part in the training. If you have not taken the Code of Excellence training, watch your mail for an invite.

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Wilbert Aab, Kenneth R. Cavenagh, Keith C. Cejka, John A. Laydon, Gregory L. Milligan, Duane W. White and James E. Wilson.

Morgan J. Buchanan, Pres.

Annual Bike Run Raises \$30,000 for Table of Hope

L.U. 102 (em.govt,i,mt,o,ws&ptc), PATERSON, NJ — Our annual Bike Run & Cruise-In continues to be a favorite for our brothers and sisters, a great time that brings us together with a shared mission to help those in the communities we serve. Since the event started nine years ago, area charities have been the beneficiaries of over \$270,000. This year we raised over \$30,000 for Spring Street CDC's Table of Hope to help them continue their work of helping families in need. Our sincere thanks go out to all our volunteers and those who joined us that day. Most of all, we salute our sponsors — without them we could never impact as many lives as we do. We look forward to Sept. 9, as we celebrate a decade of giving at our 10th annual Bike Run; we hope to see you there!

We would also like to congratulate two of our newest graduates from the National Training Institute: Instructors Victor Bland and Matt Oswald accepted their diploma this past summer. Congrat-



From left, 55-year member Don Oswald, retired International President Lonnie R. Stephenson and Vice President Matt Oswald after the NTI graduation.

ulations, brothers! It was also a pleasure to see two generations come together on this special occasion as 55-year member Don Oswald joined us in Michigan to see his son cross the stage. We thank retired International President Lonnie R. Stephenson for sharing in that special moment for the Oswald family.

Bernie Corrigan, Pres.

Local 104 Honor Flight to Washington, D.C.

L.U. 104 (lctt,o,u&ptc), BOSTON, MA — Journeyman lineman Joe Venti, U.S. Marine Corps; journeyman lineman Don McRea, U.S. Army; and journeyman lineman Gordan Robinson, U.S. Marine Corps, were part of Operation Thunderbolt, the 27th Honor Flight organized by the Rhode Island Fire Chiefs Honor Flight and sponsored by Local 104. This was a picture-perfect day for our three Vietnam veterans along with 81 other veterans, guardians and medical personnel. In a special moment of pride for Brother Robinson and our local, Brother Robinson presented Local 104's wreath to our nation's heroes during the changing-of-the-guard ceremony at the Tomb of the Unknown Soldier.

With immense honor and respect for all our veterans, the members of Local 104 want to thank you for your service, sacrifice and love for our country and promise that you, your brothers and sisters will not be forgotten. Please always know you are loved for your selflessness and example of brotherhood. May God bless you and your families, and may God bless America.

Hugh Boyd, A.B.M.



Pride of the Brotherhood, (from left) Local 104's Joe Venti, Don McRae and Gordon Robinson.

Fast-Growing Cannabis Market Providing Hundreds of Jobs

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — ABCO Electrical Construction & Design is helping to meet the demands of the fast-growing cannabis market by partnering with 4Front Ventures to build a large cultivation and production facility in Matteson, Ill. Phase 1 of this multiphase expansion project began in February 2022 and will include a 250,000-square-foot building, 65,000 square feet of flowering canopy and 70,000 square feet of manufacturing space. This project will create the largest cannabis cultivation and manufacturing facility in Illinois.

Mike Benker, the foreman for ABCO, said we

have installed 37 miles of 4-inch pipe, and 20,000 feet of Unistrut has been hung to date. When finalized, 96 grow rooms will be equipped with 125 light fixtures per room and 150 rooftop units for climate control. The facility is also expected to produce a variety of white-labeled products such as flowers, concentrates, edibles and other manufactured products for multistate operators and other cannabis businesses. Phase 1 of the expansion project is expected to create 240 livable-wage jobs in the Matteson region. Phase 2 will add 300,000 square feet of building and 260 jobs.

Donald Finn, B.M./F.S.



Local 134 is at work on the largest cannabis cultivation and manufacturing facility in Illinois.

Local 150 Welcomes 2023

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Thank goodness another seemingly endless election year is over. Now that the elections are behind us, we can get on with the business of continuing to right our ship and bringing our country back on course.

Sadly, we lost the following members over the past two years: Mauro Bartolai, John Brieden, Corky Bruckner, Terry Clark, Ted Dell, John Dollenmaier, Jerry Jorski, John Justice, Bob Larsen, Jim Lubkeman, Grant Mahoney, Leo McGrain, Jack Rivelli, Jim Robinson, Cliff Shottliff, Dick Sleyster, Joe Smith, Jerome Taylor, Dave Templeton, Mike Templeton, Bobby Vedder and my dear friend Lee Vanderspool. They were all good brothers and wonderful friends to many of us. We wish them Godspeed until we meet again.

Our local gives thanks to Pat Serzynski, who retired as our business manager in 2022. He did a great job during his terms in office, and we wish him all the best for a long and healthy retirement. Enjoy your family and your time, Pat! All the best to you.

Please be safe out there. We are all in this together, folks.

Wendy J. Cordts, P.S.

Local 158's Donald Allen Receives Governor's Award

L.U. 158 (i,it,mar,mt,spa&u), GREEN BAY, WI — Donald Allen has retired after 15 years as business manager. He received an award from Wisconsin Gov. Tony Evers for his dedication to the labor movement. Don is a 38-year member of Local 158. He held various positions in that time, including recording secretary, executive board chairman, vice president, business manager, president of the Wisconsin State Conference, president of the Northeast Wisconsin Building



Local 158 retired Business Manager Don Allen and Wisconsin Governor Tony Evers.

Trades and co-chair of the Wisconsin Apprenticeship State Board.

Don did wonderful things for Local 158. He had the vision of moving us into our own local office and building a training center, just to name a couple of them. Local 158 would like to thank Don for all the years of hard work. Enjoy your retirement!

Jesse Jacques, B.M.

Activities and Activism: A Winning Combination

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Our local has been staying active in the community with efforts driven by our committees. The RENEW Committee has been volunteering at food banks, cleaning up neighborhoods and supporting local politicians who support our efforts — including fifth-year apprentice Ryan Brosnan, who took the initiative and ran for a seat on the Troy City Council. Our young members have been stepping up to the plate and showing what the IBEW is made of. They've helped our Veterans' Committee as well, working with Homes for Heroes to renovate a home for those who served our country.

The past year was a favorable year for area projects, and 2023 is shaping up to be no different. Offshore wind turbine construction, dozens of solar projects and area industry leaders such as Plug Power and GlobalFoundries expanding their footprints are all offering promising opportunities.

There's also been no shortage of member events to promote camaraderie within the Brotherhood, including a New York Giants game [photo bottom right], Knick or Treat, and the Health and Wellness Fair. We want to ensure that being a member is about more than just getting work.

We wish all of our brothers and sisters a safe and prosperous 2023!

Michael Mastropietro, B.M./F.S.

Minnesota IBEW Day on the Hill

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — IBEW Day on the Hill is an excellent opportunity to meet with Minnesota legislators to talk about issues important to you and your fellow



Local 236 members enjoy the day at MetLife Stadium before the New York Giants' win over the Chicago Bears on Oct. 2, 2022.

LOCAL LINES

IBEW members. There is no better way to communicate with our elected officials than to talk directly to those who represent us at the Capitol. Please join us for our annual Day on the Hill on Feb. 28. We will be meeting at 7:30 a.m. at Local 110. Members must sign up now to ensure a scheduled meeting time with your legislators.

The 2022 elections proved to be very successful for the IBEW. We were able to elect a labor-friendly majority at the Minnesota House and Senate, as well as keep our friend in labor, Tim Walz, as governor. The Minnesota legislative session started Jan. 3, and we have been able to work closely with them on the IBEW's labor-friendly agenda.

The Minnesota Public Utilities Commission has approved the site permit for the Sherco Solar project, a 400-MW utility-scale solar project expected to start soon. With that, and the prospect of a couple of data centers, we hope to see a much-improved work picture this spring and summer.

Andy Snope, Bus. Rep.



Minnesota Gov. Tim Walz at Local 292's general membership meeting.

Organizing Efforts Pay Off

L.U. 306 (i), AKRON, OH — Over the past year, Business Manager Mike Might and organizer Cody Ulmer have been proactively pursuing nonunion electricians and contractors in our area. Thanks to their hard work and unrelenting dedication for organizing, it is our pleasure to announce that CSR Mechanical is now a union contractor.

Local 306 believes that one of the best ways to gain market share is to collaborate with fellow members to help them feel comfortable with opening their own shops. In addition to organizing, Brothers Might and Ulmer have also helped local members transition into contractors. Local 306 would like to congratulate and welcome Woodarski Electric, Moore Quality Enterprises and Nelson Electric & Controls.

We would like to welcome the 24 new journeymen inside wiremen and the two new residential wiremen who were recognized for their commitment throughout their apprenticeship at the Annual Apprenticeship Banquet on Sept. 23.

In closing, we would also like to congratulate Brother Glenn Might for being chosen as the recipient of the Vern Saylor award.

Chuck Zittle, A.B.M.



Local 306 congratulates its 2022 graduating apprentices!



Once known as the Santa Clara County Electrical JATC, the Electrical Training Alliance of Silicon Valley provides new training opportunities addressing the continued innovation that typifies its location.

Electrical Training Alliance of Silicon Valley

L.U. 332 (c,ees,i&st), SAN JOSE, CA — A group of over 600 inside wiremen and residential apprentices from our local are nearing the completion of their first formal semester of apprenticeship training at our new training facility. Once known as the Santa Clara County Electrical JATC, the Electrical Training Alliance of Silicon Valley serves to distinguish the impact and importance of training in this hub of innovation and invention.

The new facility is a tremendous reflection of the commitment to training of both the IBEW and NECA in our area. Additionally, it serves to emphasize the importance of partnerships that have been forged with industry leaders and companies that support training and the future of our industry.

Since the new facility has been open, we have experienced a tremendous influx of interest from journeymen and foremen alike. Some want to take advantage of new training opportunities. Others want to represent the Electrical Training Alliance as instructors. Both groups reflect not only a commitment to being the best the industry has to offer but also efforts to ensure that the best continue to be at the ready to address the continued innovation that typifies Silicon Valley and our place in it.

Andrew Rogers, P.S.

The Gift of Giving

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA — At the time of this writing, we are wrapping up 2022. We brought back our annual event, Operation Christmas Basket, which just reached its 41st year. The event helps to raise money for local charities that provide food and presents to union families during the holiday season. After the less-than-normal past two years, the totals this year exceeded our expectations. We are grateful to both contractors and members who wanted to help this special cause so near and dear to our local's heart. Operation Christmas Basket helps many during a time when some find themselves unable to provide for themselves, or they just need a little extra help.

With the help of our local Labor Council, we assist struggling families in our community with a warm holiday meal and toys for their children. It is a group effort, with many happily offering assistance in any way they can. We are proud to help our

brothers and sisters in need.

We hope everyone had a great holiday and a safe New Year's.

Robert D. Ward, B.M.

Hard Rocking in Rockford

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — On Dec. 10, our local held its annual Kids' Christmas Party at our banquet hall, and what an event it was. Nearly 400 members and their families attended this event, and of course retired brother Howard "SanTY" Hillman thrilled all the kids with his spot-on performance of Santa Claus. Our event featured a roaming magician and balloon animals, as well as a coloring contest and arts and crafts to keep the kids entertained while waiting for their visit with the big guy. This is our most heavily attended event and one that we look forward to each year.

We thought 2022 was busy, but here comes 2023, and the work outlook just keeps on coming on strong. As we reported in our last update, our new Hard Rock Casino has broken ground and, as of this writing, should start ramping up by summertime. This, along with the Facebook data center still going strong, puts Local 364 in the driver's seat for one of the best years in our history.

A special thanks to all our traveling brothers and sisters who have helped us out: We could not have done it without you.

Brad Williams, P.S.



EWMC's Local 520 chapter volunteered at Callison Elementary's Trunk or Treat.

Local 520 EWMC Gets it Done

L.U. 520 (i,spa&em), AUSTIN, TX — The local's Electrical Workers Minority Caucus has been working overtime to fulfill its mission: making our union a force for good in our community and building the future leadership to carry our local into the future.

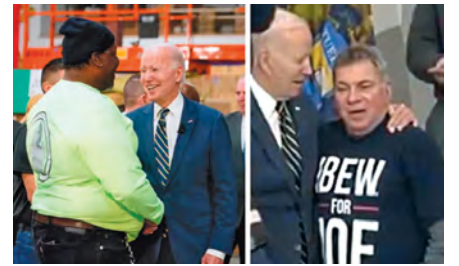
In the last quarter of 2022, there was barely a weekend where Local 520 members weren't volunteering at an event sponsored by the EWMC. We supported the Halloween Trunk or Treat at Callison Elementary, a school with a high percentage of economically disadvantaged students. We helped with the Special Olympics bocce and bowling tournaments. We cleaned headstones and planted flags at the Central Texas Veterans' Cemetery for Veterans Day. We volunteered for Blue Santa and held a toy drive and coat drive here at the hall.

It's amazing to watch young men and women engage with these projects and begin to organize events of their own. In watching these leaders develop, it's clear that the future of Local 520 is in good hands.

Ben Brenneman, B.M.

Our Seat at the Table

L.U. 692 (i,mt&spa), BAY CITY, MI — There is no doubt that today's political climate demands that the IBEW be involved in government affairs on a national level. There's truth in the old saying "Better to have a seat at the table than to be on the



President Joe Biden meets with Local 692 members John Davis (left) and Jackson Tobias (right) during a visit to SK Siltron's polysilicon manufacturing facility in Monitor Township, Bay City, Mich.

menu." In Bay City, the benefits of the International Office's political engagement were on full display as President Joe Biden visited a polysilicon manufacturing facility in November, touting the passage of the CHIPS and Science Act. Though Biden's visit was testament to organized labor's renewed political strength, we should be careful to never overlook the importance of local unions building working relationships with all locally elected officials.

School boards and county commissions share a goal with skilled trades organizations when it comes to providing a pathway to a career that allows local youth to earn a livable wage and solid benefits. By keeping talent local, communities can attract and retain employers, which strengthens the tax base, ultimately providing more resources for officials to provide services to taxpayers. It is this continued symbiotic relationship between labor and local governments that will ensure that future generations can further the purposes for which the IBEW was founded.

Brendon Baranek, P.S.

Local 2304 Volunteers at Holiday Fantasy in Lights

L.U. 2304 (u), MADISON, WI — For years, our local's members, retirees and families have volunteered their time to staff the Holiday Fantasy in Lights booths at Olin Park in Madison. This season, Local 2304 staffed the booths every night from Nov. 22 through Dec. 4. Through our volunteer efforts over these two weeks, the local was able to donate \$2,500 to Second Harvest Foodbank. Local 2304 would like to give a special shout out to Local 159's electricians, apprentices and retirees who perform the behind-the-scenes work on the lighting displays to help make this 34-year Madison tradition a reality.

Nate Rasmussen, B.M.



Brother Brian Larsen, Local 2304 Executive Board member, volunteering his time at the 2022 Holiday Fantasy in Lights booth.

ORGANIZING WIRE

PGA Tour Entertainment Employees Choose IBEW, Long History of Excellence

The IBEW has had a strong relationships with its national broadcasting partners for decades. So, when PGA Tour Entertainment employees went looking for a union, they had a good idea where to turn.

In December, they voted by more than 70% to accept IBEW representation following a yearlong organizing campaign by the Broadcasting and Membership Development departments. Contract negotiations begin soon and will add about 350 members to the Brotherhood when finished, Broadcasting International Representative Neil Ambrosio said.

“We know how to administer large agreements,” Ambrosio said. “We know how to administer national agreements. We know how to build long-standing relationships with employers.”

The tour employees “think they need a seat at the table, and they think we’re the best people to sit besides them and improve things,” he added.

The IBEW represents technicians at CBS and has had a professional relationship with it since 1939, when it was a radio company. The network has been the lead broadcaster of the PGA Tour for most of the last 52 years.

PGA Tour Entertainment is responsible for all in-house production for the tour. It has a handful of full-time employees, but like the major networks, it relies on freelancers based all over the country, particularly when it is working a live event.

It took on added responsibilities in 2022, the first year of a contract between the PGA and Disney that offered supplementary coverage of 28 tour events on ESPN+, the streaming service of Disney-owned ESPN.

The move is a boon for golf fanatics. PGA Tour Entertainment concentrates on marquee groupings and streams of individual holes, and its workers are responsible for those pictures and sounds. In that role, they often found themselves working alongside colleagues from CBS Sports, who enjoyed higher pay and enhanced job protections of a collective bargaining agreement — all while keeping a positive relationship between the IBEW and company management.

“I think they saw how we interacted with our partners on the PGA Tour and were impressed,” Ambrosio said.

Still, that didn’t guarantee an organizing win. Many of the tour employees were reluctant to speak with IBEW representatives in a public setting for fear of upsetting management and losing future assignments — an understandable reaction for a freelancer.

So the IBEW designed a website that prospective members could turn to for information. The card-signing process was done digitally, meaning those employees could vote on representation from the privacy of their homes, hotel rooms or wherever they chose.

Those involved in the campaign made it clear the PGA Tour workers could contact them at any time with questions.

“The ability to use online authorization cards really cleans up the process,” said International Representative Joe



PGA Tour Entertainment headquarters in Ponte Vedra Beach, Fla. [above], and the scene inside its control room during a tournament [right]. The IBEW successfully organized about 350 of the companies freelancers.



Mastrogiovanni Jr., a lead organizer for the Third District who assisted with the effort. “You don’t have to worry about what I call the hand-to-hand combat you often get. Sometimes, the only opportunity you get to approach someone is on the job, and a lot of times, people do not want that interaction. They’re always looking over their shoulder.”

Ambrosio said that’s why the work of Mastrogiovanni and Workforce Recruitment Coordinator Craig Perica, who both handled the digital operations, was so important. So was the cooperation between Broadcasting, Membership Development and other departments, he said.

“We were fortunate to have a tremendous amount of resources and talented people to put this together,” he said.

For his part, Mastrogiovanni said the campaign was going well before he got involved. But he agreed that the combination of the teamwork and the motivation of PGA Tour Entertainment employees put it over the top.

“This was a unique campaign in that there were a lot of moving parts,” he said. “These employees are freelancers that get these different jobs that send them all over the country. Having the digital cards was a definitely factor.

“But all throughout the campaign, there really was overwhelming support. These people work at tournaments doing a lot of the same work our members [employed by CBS] do but they don’t get the same pay and benefits. The only difference was they weren’t IBEW members.”

Retired International President Lonnie R. Stephenson, who was still serving in that role when the vote was announced in December, welcomed the new bargaining unit to the Brotherhood.

“For as long as there has been a broadcast industry, the IBEW has been a part of it, giving voice to the men and women who keep it going, and it’s an honor to have PGA Tour Entertainment professionals as part of our union,” he said.

Ambrosio noted the PGA Tour Entertainment employees could have accepted representation from other unions.

“For me personally, that’s what makes the success of this campaign even better,” he said. “It’s not about the numbers. It’s about the fact that these television professionals had the choice of unions and they chose the IBEW. I think that’s a recognition of how we do business and the relationships we have in the industry.”

“The IBEW has a long history of representing workers in the broadcast industry, from radio and local television stations to sports and news, regionally and across the country,” Broadcasting Director Robert Prunn said. “The decision by PGA Tour Entertainment’s freelance employees to join us shows we understand the industry and work with our employer partners to benefit our members’ lives.

“I’m excited and look forward to meeting our new members at a remote site in the near future.” ■

Independent Auditor’s Report

International Executive Council
International Brotherhood of Electrical Workers

Opinion

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2022 and 2021, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2022 and 2021, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union’s ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union’s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union’s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Calibre CPA Group, PLLC

Bethesda, MD
October 21, 2022

International Brotherhood of Electrical Workers and Subsidiaries
**Consolidated Statements of
 Financial Position**

JUNE 30, 2022 AND 2021

	2022	2021
Assets		
Cash and cash equivalents	\$ 9,465,063	\$ 12,323,872
Receivables		
Loans and advances to chartered bodies	400,500	406,000
Per capita tax receivable	10,393,692	9,971,939
Due from Trust for the IBEW Pension Benefit Fund (PBF)	125,799	157,275
Unbilled rent	6,501,869	6,452,356
Accrued interest and dividends	571,568	592,009
Security sales pending settlement	584,804	310,115
Other	578,267	583,809
Total receivables	19,156,499	18,473,503
Investments – at fair value	515,185,087	545,544,107
Property and equipment – at cost		
Land, building and improvements	139,556,712	139,086,208
Furniture and equipment	57,717,247	53,768,163
	197,273,959	192,854,371
Accumulated depreciation	(94,186,431)	(89,003,871)
Net property and equipment	103,087,528	103,850,500
Other assets		
Cash held for reciprocity agreements pending settlement	9,142,453	7,462,291
Deferred leasing, organization and financing costs (net of amortization)	2,148,137	2,500,384
Prepaid expenses	1,378,623	3,375,602
Inventory of merchandise and office supplies, at cost	1,867,853	1,484,041
Excess of pension plan assets over projected benefit obligation	4,090,687	5,657,828
Other	2,177,944	1,674,799
Total other assets	20,805,697	22,154,945
Total assets	\$ 667,699,874	\$ 702,346,927
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 12,817,173	\$ 7,701,798
Liability for postretirement benefits	90,516,000	86,921,000
Security purchases pending settlement	7,219,890	8,159,873
Deferred per capita tax revenue	11,144,644	11,721,924
Reciprocity agreement funds pending settlement	9,140,769	7,461,300
Other	4,224,689	5,336,416
Total liabilities	135,063,165	127,302,311
Net assets without donor restrictions		
Appropriated for additional postretirement benefits	252,518,000	176,851,000
Unappropriated	280,118,709	398,193,616
Total net assets	532,636,709	575,044,616
Total liabilities and net assets	\$667,699,874	\$702,346,927

International Brotherhood of Electrical Workers and Subsidiaries
**Consolidated Statements of
 Activities and Changes in Net Assets**

YEARS ENDED JUNE 30, 2022 AND 2021

	2022	2021
Operating revenue		
Per capita tax	\$ 154,849,713	\$ 152,914,203
Initiation and reinstatement fees	1,950,302	1,606,545
Rental income, net	11,036,351	11,737,829
Sales of supplies	1,419,987	570,860
Other income	3,574,196	1,881,702
Total operating revenue	172,830,549	168,711,139
Operating expenses		
Program services expenses		
Field services and programs	118,737,551	106,146,307
Media relations	9,752,830	9,020,042
Industry trade programs	13,604,854	18,290,391
Per capita tax expense	7,471,660	7,379,281
Legal defense	2,882,912	2,742,178
Total program services	152,449,807	143,578,199
Supporting services expenses		
Governance and oversight	7,539,017	6,928,604
General administration	10,241,607	9,998,592
Total supporting services	17,780,624	16,927,196
Total operating expenses	170,230,431	160,505,395
Change in net assets from operations before investment and other income	2,600,118	8,205,744
Investment income (loss)		
Interest and dividends	6,141,555	5,844,625
Net appreciation (depreciation) in fair value of investments	(26,593,756)	77,131,806
Investment expenses	(770,295)	(933,804)
Net investment income (loss)	(21,222,496)	82,042,627
Other income (expense)		
Convention expense	(21,150,000)	–
Convention revenue	2,440,150	–
Gain (loss) on sale of property and equipment	77,698	(137,332)
Currency translation adjustment	(272,010)	2,177,323
Total other income (expense)	(18,904,162)	2,039,991
Change in net assets from operations after investment and other income	\$ (37,526,540)	\$ 92,288,362
Other components of defined benefit pension and postretirement net periodic benefit cost		
Pension benefits	22,156,874	(681,772)
Postretirement health care benefits	(1,754,000)	(1,630,000)
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Pension benefits	(24,000,503)	134,292,858
Postretirement health care benefits	(1,283,738)	(6,122,738)
Appropriation of net assets to fund postretirement benefits not yet accrued	(75,667,000)	(3,083,000)
Change in net assets without donor restrictions, unappropriated	(118,074,907)	215,063,710
Net assets without donor restrictions, unappropriated		
Beginning of year	398,193,616	183,129,906
End of year	\$ 280,118,709	\$ 398,193,616
Net assets without donor restrictions, appropriated		
Beginning of year	\$ 176,851,000	\$ 173,768,000
Appropriation of net assets to fund postretirement benefits not yet accrued	75,667,000	3,083,000
End of year	\$ 252,518,000	\$ 176,851,000

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Functional Expenses

YEARS ENDED JUNE30,2022 AND 2021

	2022							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 49,434,532	\$ 2,231,034	\$ 5,277,766	\$ -	\$ -	\$ 3,184,057	\$ 5,939,070	\$ 66,066,459
Payroll taxes and employee benefits	44,350,202	2,066,096	4,649,461	-	-	2,944,148	5,265,173	59,275,080
Per capita taxes	-	-	-	7,471,660	-	-	-	7,471,660
Professional fees	929,012	55,825	468,799	-	2,882,912	51,821	427,208	4,815,577
Travel and related expenses	4,245,210	31,452	205,047	-	-	295,044	24,597	4,801,350
<i>Electrical Worker</i> printing and mailing expenses	-	4,824,118	-	-	-	-	-	4,824,118
Other expenses	12,322,710	300,257	2,482,475	-	-	552,461	793,062	16,450,965
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,900,000)	(2,900,000)
Building operations	8,727,918	301,456	657,112	-	-	593,417	845,319	11,125,222
Total operating expense	120,009,584	9,810,238	13,740,660	7,471,660	2,882,912	7,620,948	10,394,429	171,930,431
Less: software development costs capitalized	(1,272,033)	(57,408)	(135,806)	-	-	(81,931)	(152,822)	(1,700,000)
Net operating expense	118,737,551	9,752,830	13,604,854	7,471,660	2,882,912	7,539,017	10,241,607	170,230,431
Other components of defined benefit pension and postretirement net periodic benefit cost	(15,266,544)	(688,996)	(1,629,898)	-	-	(983,312)	(1,834,124)	(20,402,874)
Total	<u>\$ 103,471,007</u>	<u>\$ 9,063,834</u>	<u>\$ 11,974,956</u>	<u>\$ 7,471,660</u>	<u>\$ 2,882,912</u>	<u>\$ 6,555,705</u>	<u>\$ 8,407,483</u>	<u>\$ 149,827,557</u>

	2021							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 45,882,788	\$ 2,108,657	\$ 8,201,514	\$ -	\$ -	\$ 3,154,849	\$ 5,719,732	\$ 65,067,540
Payroll taxes and employee benefits	41,236,376	1,905,105	7,348,915	-	-	2,857,966	5,255,834	58,604,196
Per capita taxes	-	-	-	7,379,281	-	-	-	7,379,281
Professional fees	1,793,295	57,713	552,403	-	2,742,178	76,067	720,992	5,942,648
Travel and related expenses	1,487,915	4,803	57,772	-	-	34,440	2,305	1,587,235
<i>Electrical Worker</i> printing and mailing expenses	-	4,547,184	-	-	-	-	-	4,547,184
Other expenses	8,451,703	180,674	1,636,676	-	-	341,798	543,519	11,154,370
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,800,000)	(2,800,000)
Building operations	8,965,451	292,711	791,840	-	-	578,395	764,544	11,392,941
Total operating expense	107,817,528	9,096,847	18,589,120	7,379,281	2,742,178	7,043,515	10,206,926	162,875,395
Less: software development costs capitalized	(1,671,221)	(76,805)	(298,729)	-	-	(114,911)	(208,334)	(2,370,000)
Net operating expense	106,146,307	9,020,042	18,290,391	7,379,281	2,742,178	6,928,604	9,998,592	160,505,395
Other components of defined benefit pension and postretirement net periodic benefit cost	1,626,660	75,151	289,894	-	-	112,739	207,328	2,311,772
Total	<u>\$107,772,967</u>	<u>\$9,095,193</u>	<u>\$18,580,285</u>	<u>\$7,379,281</u>	<u>\$2,742,178</u>	<u>\$7,041,343</u>	<u>\$10,205,920</u>	<u>\$162,817,167</u>

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE30,2022 AND 2021

	2022		2021		2022	2021
	2022	2021	2022	2021		
Cash flows from operating activities						
Cash flows from						
Affiliated chartered bodies	\$ 157,220,969	\$ 158,932,059				
Interest and dividends	6,161,996	5,907,316				
Rental income	10,895,506	11,314,412				
Participant contributions collected on behalf of PBF	92,998,169	92,318,735				
Reimbursement of administrative expenses from PBF	2,900,000	2,800,000				
Other	6,019,888	1,919,273				
Cash provided by operations	<u>276,196,528</u>	<u>273,191,795</u>				
Cash paid for						
Salaries, payroll taxes, and employee benefits	(120,189,539)	(110,607,873)				
Service providers, vendors and others	(55,090,695)	(38,373,774)				
Participant contributions remitted to PBF	(92,966,693)	91,412,028)				
Per capita tax	(7,471,660)	(7,379,281)				
Interest	(70,981)	(58,342)				
Cash used for operations	<u>(275,789,568)</u>	<u>(247,831,298)</u>				
Net cash provided by operating activities	<u>406,960</u>	<u>25,360,497</u>				
Cash flows from investing activities						
Repayments on loans and advances made to chartered bodies					5,500	18,000
Purchases of property and equipment					(4,299,078)	(3,330,932)
Purchases of investments					(162,698,444)	(333,451,913)
Proceeds from sales of property and equipment					101,835	45,475
Proceeds from sales of investments					163,279,637	296,837,325
Net short-term cash investment transactions					1,969,399	14,953,416
Net cash provided by (used for) investing activities					<u>(1,641,151)</u>	<u>(24,928,629)</u>
Cash flows from financing activities						
Principal repayments under capital lease obligations					(1,352,608)	(1,353,371)
Net cash used for financing activities					<u>(1,352,608)</u>	<u>(1,353,371)</u>
Effect of exchange rate changes on cash and cash equivalents					(272,010)	2,177,323
Net change in cash and cash equivalents					<u>(2,858,809)</u>	<u>1,255,820</u>
Cash and cash equivalents						
Beginning of year					12,323,872	11,068,052
End of year					<u>\$ 9,465,063</u>	<u>\$ 12,323,872</u>
Supplemental disclosure						
Property and equipment acquired under capital lease obligations					<u>\$ 1,854,700</u>	<u>\$ 1,306,386</u>

International Brotherhood of Electrical Workers and Subsidiaries

Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2022 AND 2021

Note 1. Summary of Significant Accounting Policies

Nature of Operations — The International Brotherhood of Electrical Workers (International Union or IBEW) is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

Basis of Presentation — The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%, and the IBEW Relocation Holdings LLC, of which the International Brotherhood of Electrical Workers is the sole member. The IBEW Headquarters Building LLC holds title to an office building that serves as the headquarters for the International Brotherhood of Electrical Workers. The IBEW Relocation Holdings LLC's purpose is to acquire, hold, own, maintain, hold for investment, operate, lease, convey interests in, mortgage or otherwise encumber, sell, exchange or dispose of, and otherwise invest in and deal with real estate property and any personal or intangible property associated with the real estate. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union appropriates a portion of unrestricted net assets representing the estimated liability for additional postretirement benefits not yet accrued.

Method of Accounting — The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Financial Statement Presentation — Financial statement presentation follows the recommendations of U.S. generally accepted accounting principles in accordance with Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic *Not-for-Profit Entities — Presentation of Financial Statements*. Under those principles, the International Union is required to report information regarding its financial position and activities according to two classes of net assets — net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions — These net assets are available to finance the general operations of the International Union. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the International Union, the environment in which it operates, and the purposes specified in its organizing documents.

Net assets with donor restrictions — These net assets result from contributions and other inflows of assets, the use of which by the International Union is limited by donor-imposed time or purpose restrictions that are either temporary or perpetual.

As of June 30, 2022 and 2021, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses, the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are reported as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2022 and 2021 were settled in July 2022 and 2021, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2022 and 2021.

Property and Equipment — Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10-40 years
Tenant improvements and capital leases	Life of respective lease
Furniture and equipment	2-10 years

Inventory — The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the net realizable value of items held.

Revenue Recognition — Revenue is derived from both exchange transactions and contribution transactions. Revenue from exchange transactions is recognized when control of promised goods or services is transferred to our members and customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. Except for goods and services provided in connection with per capita tax, which are transferred over the period of membership, all goods and services are transferred at a point in time. Unconditional contributions are recognized upon receipt of cash or other assets, or when a donor promises to transfer cash or other assets in the future. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return or release, are not recognized until the conditions on which they depend have been substantially met.

Per capita taxes — Per capita taxes entitle members to a bundle of goods and services that are considered a single performance obligation and provided ratably over the membership period. Per capita tax payments are generally required in advance and amounts not yet recognized as revenue are deferred to the applicable membership period.

Initiation and reinstatement fees — Initiation and reinstatement fees are assessments levied and recognized at the time of initiation or reinstatement.

Sales of merchandise and supplies — Sales of merchandise and supplies entitle members and customers to IBEW branded goods for which revenue is recognized when goods are shipped to the member/customer.

Revenue from other exchange transactions — Event registrations are recognized as revenue when the event is held, and royalties are recognized as revenue as underlying sales are made.

Contributions — Contributions received are reported as increases in net assets without donor restrictions unless received with donor stipulations that require the assets be used for specific purposes or in specific time periods. All donor-restricted contributions are reported as an increase in net assets with donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

Canadian Exchange — The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes, all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the consolidated statements of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statements of activities and changes in net assets are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statements of activities and changes in net assets.

Statements of Cash Flows — For purposes of the consolidated statements of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

Estimates — The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Functional Allocation of Expenses — The costs of providing the various programs and supporting activities of the International Union have been summarized on a functional basis in the consolidated statements of activities and changes in net assets and functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort. Other common costs such as occupancy, depreciation and related infrastructure costs are allocated based on salary allocations.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law (there were no unrelated activities during the years ended June 30, 2022 and 2021). IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, Return of Organization Exempt from Income Tax, and Form 990-T, Exempt Organization Unrelated Business Income Tax Return, for the years ended June 30, 2019 through 2021 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity and Availability of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$252,518,000 as of June 30, 2022 and \$176,851,000 as of June 30, 2021 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2022 and 2021.

	2022	2021
Total assets	\$ 667,699,874	\$ 702,346,927
Less nonfinancial assets		
Net property and equipment	(103,087,528)	(103,850,500)
Net deferred leasing, organization, and financing costs	(2,148,137)	(2,500,384)
Prepaid expenses	(1,378,623)	(3,375,602)
Inventory	(1,867,853)	(1,484,041)
Excess of pension plan assets over PBO	(4,090,687)	(5,657,828)
Other nonfinancial assets	(2,177,944)	(1,674,799)
Total financial assets	552,949,102	583,803,773
Less amounts unavailable within one year		
Appropriated for additional postretirement benefits	(252,518,000)	(176,851,000)
Reciprocity Agreement funds pending settlement	(9,140,769)	(7,461,300)
Loans and advances to chartered bodies not expected to be collected within one year	(379,500)	(388,000)
Unbilled rent receivable due in more than one year	(6,366,947)	(6,452,356)
Total financial assets available for general expenditures within one year	<u>\$ 284,543,886</u>	<u>\$ 392,651,117</u>

REPORT OF INDEPENDENT AUDITORS *continued on page 16*

Note 4. Investments

The cost and fair value of investments held as of June 30, 2022 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 25,423,398	\$ 25,423,398
Government and government agency obligations		
Corporate bonds and notes	37,489,639	33,580,474
Preferred stock	72,893,800	68,262,689
Common stock	190,800	188,848
Mortgage loans	95,692,932	151,218,720
Mutual funds	49,080,474	49,505,339
103-12 entities	29,037,897	45,399,238
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	113,781,842
AFL-CIO Housing Investment Trust	31,490,943	27,824,539
	<u>\$ 389,427,337</u>	<u>\$ 515,185,087</u>

The cost and fair value of investments held as of June 30, 2021 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 27,568,794	\$ 27,568,794
Government and government agency obligations	40,559,438	41,352,517
Corporate bonds and notes	75,186,592	76,195,883
Preferred stock	190,800	193,406
Common stock	90,262,697	161,254,051
Mortgage loans	1,500,974	1,603,977
Mutual funds	46,423,063	59,008,196
103-12 entities	29,108,604	54,424,588
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	92,979,492
AFL-CIO Housing Investment Trust	30,773,883	30,963,203
	<u>\$ 389,702,299</u>	<u>\$ 545,544,107</u>

Fair Value Measurement

Accounting standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following tables sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2022 and 2021:

	June 30, 2022			
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$ 25,423,398	\$ -	\$ 25,423,398	\$ -
Government and government agency obligations	33,580,474	6,208,396	27,372,078	-
Corporate bonds and notes	68,262,689	-	68,262,689	-
Preferred stock	188,848	-	188,848	-
Common stock	151,218,720	124,590,469	-	26,628,251
Mutual funds	49,505,339	49,505,339	-	-
Total	328,179,468	<u>\$ 180,304,204</u>	<u>\$ 121,247,013</u>	<u>\$ 26,628,251</u>
Investments measured at NAV*	187,005,619			
Investments at fair value	<u>\$ 515,185,087</u>			

June 30, 2021

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$ 27,568,794	\$ -	\$ 27,568,794	\$ -
Government and government agency obligations	41,352,517	5,647,633	35,704,884	-
Corporate bonds and notes	76,195,883	-	76,195,883	-
Preferred stock	193,406	-	193,406	-
Common stock	161,254,051	136,536,918	-	24,717,133
Mortgage loans	1,603,977	-	1,603,977	-
Mutual funds	59,008,196	59,008,196	-	-
Total	367,176,824	<u>\$ 201,192,747</u>	<u>\$ 141,266,944</u>	<u>\$ 24,717,133</u>
Investments measured at NAV*	178,367,283			
Investments at fair value	<u>\$ 545,544,107</u>			

*Investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in the tables on the preceding page are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

Changes in Fair Value of Level 3 Assets

The following table sets forth a summary of the changes in fair value of the International Union's Level 3 assets for the years ended June 30, 2022 and 2021:

Changes in Level 3 Category	2022	2021
Balance at beginning of year	\$ 24,717,133	\$ 20,826,945
Net gains (realized/unrealized)	1,911,118	3,890,188
Purchases	-	-
Sales	-	-
Transfers in/out Level 3	-	-
Balance at end of year	<u>\$ 26,628,251</u>	<u>\$ 24,717,133</u>

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2022 and 2021.

Level 1

Equity securities (except the ULLICO Stock), U.S. Treasury bonds and notes, and mutual funds are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period.

Level 2

Most Government and government agency obligations, municipal bonds, corporate bonds and notes, preferred stock and mortgage loans are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that includes inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Short-term cash investments are valued at cost which approximates fair value.

Level 3

Common stock represents stock holdings of ULLICO Inc. and fair value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs. There were no changes in valuation techniques used during the years ended June 30, 2022 and 2021.

Note 5. Investments in Investment Entities

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV. The net asset value per share is the amount of the investee's net assets attributable to each unit share of ownership interest.

The International Union's investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the International Union's proportionate share of fees and expenses incurred or charged by these investment entities.

The International Union's risk of loss in these entities is limited to its investment. The International Union may increase or decrease its level of investment in these entities at its discretion. The International Union typically has the ability to redeem its investment from these entities on a daily or quarterly basis, but longer lock-up periods can apply to certain investments.

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2022 and 2021 by investment strategy. There were no unfunded commitments at either June 30, 2022 or June 30, 2021.

Description	Fair Value (in millions)		Redemption frequency	Redemption notice period
	2022	2021		
a. 103-12 investment entities	\$ 45.4	\$ 54.4	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	27.8	31.0	Monthly	15 days
c. INDURE REIT LLC	113.8	93.0	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day

The following summarizes the investment strategy for each of the Plan's investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$35.0 million at June 30, 2022 and \$41.0 million at June 30, 2021, and another in the ULLICO Diversified International Equity Fund for \$10.4 million at June 30, 2022 and \$13.4 million at June 30, 2021. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity markets of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC, which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

Note 6. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by an outside actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006. The annual measurement date is June 30.

The net periodic pension cost for the plans for the years ended June 30, 2022 and 2021 is summarized as follows:

	2022	2021
Reported as part of compensation expense		
Service cost	\$ 25,241,068	\$ 25,326,433
Reported as other changes in net assets		
Interest cost	22,981,217	22,260,945
Expected return on plan assets	(46,349,877)	(36,069,490)
Net amortization of loss	1,211,786	14,490,317
	(22,156,874)	681,772
Net periodic pension cost	\$ 3,084,194	\$ 26,008,205

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2022 and 2021 are as follows:

	2022	2021
Net actuarial loss	\$ 24,000,503	\$ (134,292,858)

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2022 consist of the following:

Net actuarial loss	\$ 95,841,231
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The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2022	2021
Discount rate	3.50%	3.50%
Average rate of compensation increase	4.00%	4.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2022 and 2021 are summarized as follows:

	2022	2021
Fair value of plan assets	\$ 622,756,784	\$ 681,075,558
Projected benefit obligation	618,666,097	675,417,730
Excess of plan assets over projected benefit obligation	\$ 4,090,687	\$ 5,657,828

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2022	2021
Discount rate	4.50%	3.50%
Average rate of compensation increase	4.00%	4.00%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2022 and 2021 were as follows:

	2022	2021
Employer contributions	\$ 25,517,556	\$ 24,773,626
Employee contributions	1,941,812	1,890,552
Benefit payments	31,389,955	31,887,487

Total expected employer contributions for the year ending June 30, 2023 are \$25.8 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2023	\$ 32,849,765
2024	33,502,082
2025	34,260,882
2026	35,287,037
2027	36,278,447
Years 2028-2032	196,068,612

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2022 and 2021, by asset category, are as follows:

Asset category	2022	2021
Cash and cash equivalents	5%	5%
Equity securities	54%	58%
Debt securities	21%	21%
Real estate and other	20%	16%
	100%	100%

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following tables sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2022 and 2021:

Description	June 30, 2022			
	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 100,596,689	\$ 100,596,689	\$ -	\$ -
Preferred stock	188,848	-	188,848	-
Corporate bonds	29,056,770	-	29,056,770	-
U.S. Government and government agency obligations	19,061,449	8,354,413	10,707,036	-
Municipal bonds	6,942,980	-	6,942,980	-
Registered investment companies	78,403,184	78,403,184	-	-
Common/collective trusts	10,757,561	-	-	10,757,561
	245,007,481	\$ 187,354,286	\$ 46,895,634	\$ 10,757,561
Investments measured at net asset value*	345,270,118			
Total	590,277,599			

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

June 30, 2022				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Non-Pool Investments				
Cash and cash equivalents	\$ 1,609,325	\$ 1,609,325	\$ -	\$ -
Common/collective trusts	19,756,018	-	-	19,756,018
Canadian Government obligations	7,276,290	1,098,430	6,177,860	-
Corporate obligations	5,758,597	-	5,758,597	-
Common stocks	26,893,561	26,893,561	-	-
	61,293,791	\$ 29,601,316	\$ 11,936,457	\$ 19,756,018
Investments measured at net asset value*	2,041,717			
Total	63,335,508			
Other Assets and Liabilities				
Cash	501,562			
Contributions receivable	150,500			
Accrued investment income receivable	653,469			
Accounts payable and accrued expenses	(285,030)			
Net transactions pending settlement	(9,278,436)			
Total	(8,257,935)			
Net assets, total	645,355,172			
Less: share to other employers	(22,598,388)			
Fair value of plan assets	\$ 622,756,784			

June 30, 2021				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 112,237,160	\$ 112,237,160	\$ -	\$ -
Preferred stock	193,406	-	193,406	-
Corporate bonds	28,206,256	-	28,206,256	-
U.S. Government and government agency obligations	22,709,382	8,854,220	13,855,162	-
Municipal bonds	9,036,434	-	9,036,434	-
Registered investment companies	94,813,628	94,813,628	-	-
Common/collective trusts	11,002,994	-	-	11,002,994
	278,199,260	\$ 215,905,008	\$ 51,291,258	\$ 11,002,994
Investments measured at net asset value*	360,086,417			
Total	638,285,677			
Non-Pool Investments				
Cash and cash equivalents	986,104	\$ 986,104	\$ -	\$ -
Common/collective trusts	23,200,972	-	-	23,200,972
Canadian Government obligations	7,430,036	1,190,950	6,239,086	-
Corporate obligations	6,198,736	-	6,198,736	-
Common stocks	33,648,597	33,648,597	-	-
	71,464,445	\$ 35,825,651	\$ 12,437,822	\$ 23,200,972
Investments measured at net asset value*	2,529,902			
Total	73,994,347			
Other Assets and Liabilities				
Cash	295,249			
Contributions receivable	145,000			
Accrued investment income receivable	703,664			
Accounts payable and accrued expenses	(413,569)			
Net transactions pending settlement	(10,056,734)			
Total	(9,326,390)			
Net assets, total	702,953,634			
Less: share to other employers	(21,878,076)			
Fair value of plan assets	\$ 681,075,558			

*Investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy.

Investments valued based on Level 3 inputs consist of amounts held in a common/collective trust which is not publicly traded and for which the fair value is based on \$1 per unit of investment held. There were no changes in valuation techniques used during the years ended June 30, 2022 and 2021.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2022 and 2021:

Changes in Level 3 Category	Common/Collective Trusts	
	2022	2021
Beginning balance– 7/1/	\$ 34,203,966	\$ 22,712,158
Net gains(realized/unrealized)	-	-
Purchases	55,460,111	117,780,442
Sales	(59,150,498)	(106,288,634)
Ending balance– 6/30/	\$ 30,513,579	\$ 34,203,966

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,494,647 and \$1,401,000 as of June 30, 2022 and 2021, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,235,385 and \$1,196,295 for the years ended June 30, 2022 and 2021, respectively.

Note 7. Postretirement Benefits

The International Union provides medical and prescription insurance coverage for both active and retired employees through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union does not report a liability for the excess of the related postretirement benefit obligation over plan assets in connection with the provision of these benefits. However, the International Union does appropriate net assets in an amount sufficient to fund the liability that would be accrued for the medical and prescription insurance coverage were those benefits not funded through a multiemployer plan. The International Union also provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union. A liability is reported for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these additional benefits.

Related benefit costs for the years ended June 30, 2022 and 2021:

	2022	2021
Reported as part of compensation expense		
Service cost	\$ 3,452,000	\$ 3,335,000
Reported as other changes in net assets		
Interest cost	3,111,000	2,987,000
Amortization of prior service cost	(1,357,000)	(1,357,000)
	1,754,000	1,630,000
Total postretirement benefit cost	\$ 5,206,000	\$ 4,965,000

The accumulated postretirement benefit obligation and funded status at June 30, 2022 and 2021 are as follows:

	2022	2021
Postretirement benefit obligation	\$ 90,516,000	\$ 86,921,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$ 90,516,000	\$ 86,921,000

The above postretirement benefit cost does not represent the actual amounts paid (net of estimated Medicare Part D subsidies) of \$2,968,000 and \$2,773,000 for the years ended June 30, 2022 and 2021, respectively. Amounts of as June 30, 2022 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Prior service cost	\$ (1,316,000)
Net gain	2,740,000
	\$ 1,424,000

The amounts that will be amortized from net assets into net periodic benefit cost during 2023 total \$1,316,000.

During the years ended June 30, 2022 and 2021, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$16,000,000 and \$15,700,000, respectively, for medical and prescription coverage for both active and retired employees.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2022	2021
Discount rate	3.50%	3.50%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2022	2021
Discount rate	3.50%	3.50%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2022, were assumed to increase by 8.0% for medical, 5.5% for green shield, 10.5% for dental/vision, 5.0% for Medicare Part B premiums, and 3.28% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.28% over 20 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2022 by \$11,835,000 and \$1,185,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2022 by \$9,323,000 and \$891,000, respectively.

Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year ending June 30, 2023	\$ 3,121,000
2024	3,296,000
2025	3,490,000
2026	3,688,000
2027	3,874,000
Years 2028–2032	21,542,000

The International Union appropriated investments of \$252,518,000 at June 30, 2022 and \$176,851,000 at June 30, 2021 to pay for future postretirement benefit costs.

Note 8. Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2022 and 2021 are as follows.

	2022	2021	2020
Receivables			
Per capita tax	\$ 10,393,692	\$ 9,971,939	\$ 12,905,051
Merchandise sales	212,791	226,381	33,868
	<u>\$ 10,606,483</u>	<u>\$ 10,198,320</u>	<u>\$ 12,938,919</u>
Deferred revenue			
Per capita tax	\$ 11,144,644	\$ 11,721,924	\$ 10,814,585
Convention income	–	2,023,486	1,604,904
	<u>\$ 11,144,644</u>	<u>\$ 13,745,410</u>	<u>\$ 12,419,489</u>

Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2018, these agreements were extended to December 2025. For the years ended June 30, 2022 and 2021, the International Union recognized as revenue \$549,416 and \$588,044, respectively.

In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2031, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2023	\$ 9,025,876
2024	7,968,892
2025	7,085,348
2026	6,247,179
2027	6,279,745
Years 2028–2032	14,467,713

Note 10. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,900,000 and \$2,800,000, for the years ended June 30, 2022 and 2021, respectively.

In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

Note 12. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its build-

Note 13. Capital Leases

The International Union has entered into a master lease agreement for automobiles that qualifies as a capital lease arrangement. As such, the leased automobiles are capitalized and depreciated over their respective lease terms, and a liability is reported for the net present value of the future lease payments due. Remaining lease payments as of June 30, 2022 are due as follows:

Year ending June 30, 2023	\$ 1,980,734
2024	56,637
	<u>2,037,371</u>
Less amount representing interest	<u>(270,403)</u>
Net present value of remaining lease payments	<u>\$ 1,766,968</u>

Note 14. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

Note 15. Subsequent Events Review

Subsequent events have been evaluated through October 21, 2022, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom *The Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

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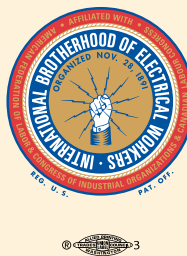
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WHO WE ARE

‘We Made a Commitment’:

Good Works a Way of Life for New Jersey Local

For 49 days on the picket line in 2016, striking Verizon workers in New Jersey were bolstered by moral support and kindnesses. Area residents dropped off food and water, and financial relief came from county labor councils and the IBEW Unity Fund.

The good will helped them go the distance, carrying members of East Windsor Local 827 across the finish line to a strong contract and an era of relative labor peace.

Ever since, Business Agent Tom Kelly of the local’s Hudson Unit has been rallying members to return the benevolence by paying it forward. And they’ve never let him down.

“When we came back after the strike, we decided that if we have the opportunity to help other people, we’re going to do it,” said Kelly, who was barely a week into his job leading the unit when Verizon workers walked out in mid-April.

“We wanted to be about more than just grievances and labor walks,” he said. “We made a commitment to our community.”

What began with fundraisers for critically ill and injured members, hurricane relief in Puerto Rico, and fellow unions on strike has become an ever-rising crescendo of good deeds, one that kept Kelly’s unit as busy as the North Pole during the 2022 holiday season.

They were even busier than expected, it turned out, with a huge 11th-hour appeal that came in while members were prepping a sleigh’s worth of gifts for a low-income housing complex.

Within hours of the “Tap into Paterson” website publishing a Nov. 28 story

about the Hudson Unit’s charity, Kelly got a call from a woman at children’s services who was desperate to collect toys for 200 youngsters within 10 days.

“We polled 105 of our members at a virtual meeting, and 97 said, ‘No problem, we can do this,’” Kelly said. “In less than a week, we had more than 240 toys that we delivered, along with 300 vocabulary workbooks, to her office in Newark.”

The social worker was overwhelmed. “You all are an amazing group of individuals who have not only impacted the lives of children we serve but me as well,” she wrote them. “Just when you think the clouds are hanging low and it seems so dark, there’s a ray of sunshine that illuminates the atmosphere!!! Your team is the LIGHT!!!”

The generosity came as no surprise to Rachel Keenan, even though the longtime union activist at Verizon wondered how much more members could spare in 2022.

“In all fairness, I think everyone’s feeling the pinch right now,” said Keenan, who represents workers at central offices in Bergen County as a Local 827 delegate, a role just below chief steward.

But as usual, she was bowled over. “I am so impressed by them, because I know their back stories, I know what they have, and I know their struggles, and they still put their hands in their pockets



Business Agent Tom Kelly (at right, above) and members of the Hudson Unit of East Windsor Local 827 make a special delivery to Child Protective Services during the holidays, dropping off more than 240 gifts in response to a social worker’s last-minute plea. Unit members already had given generously to make Christmas merry for children at a low-income housing community where they throw an annual party (pictured at left) complete with presents and Santa, aka Chief Steward Pat Glover. The opportunity to play St. Nick and see the youngsters light up is a dream come true, he says.



and give.”

The holiday whirlwind began in force six days before Thanksgiving with an epic annual delivery to the Father English food pantry in Paterson — more than 15,000 pounds of groceries.

“We partnered with Verizon, and our members donated at their worksites or contributed money that we shopped with that morning,” Kelly said of the bounty of shelf-stable and fresh food that arrived in a caravan of company trucks and members’ vehicles.

“It is my favorite thing to do,” Keenan said. “But it broke my heart to see the line of people out there in the cold waiting for food.”

The activists credit Verizon for supporting many of the union’s good works, stretching members’ contributions that much further.

Kelly also saluted Local 827’s other five units statewide for running their own food and toy drives.

The Hudson Unit, located across the border from New York, has been fine-tuning its game plan for years, with Kelly and chief stewards Pat Glover and Andy Newman relying on a team of delegates and stewards at each garage and worksite.

“Our stewards, they put boxes out, they give members the spiel, and I’m sure some of them roll their eyes — ‘There they go again,’” Kelly said with a laugh.

“To get the opportunity to touch the hearts of kids, it’s an honor and a blessing,” said Glover. “I’m sitting there in front, and I’ll look at a little kid and they wave and you see a glimmer in their eye. I might be a guy playing Santa, but to them, I am Santa.”

He looks forward all year to donning the red suit, fulfilling a lifelong dream. “It was on my bucket list to play Santa,” he said. “I’d even practice my ho-ho-hos.”

Glover takes mental notes as the children gather in the holiday-trimmed room, seeing “the kid who doesn’t stop talking, the girl sitting prim and proper.”

Between his observations and tips from Molina and parents, he makes each child’s visit with Santa as magical as possible, amazing them with what he knows about their lives. “It’s the miracle of Christmas,” he said.

He’s grateful to his friend and business agent for making it possible.

“None of this happens if it wasn’t for Tom Kelly,” Glover said. “After the strike, Tom said, ‘We’re not going to spend all our time processing grievances — we’re going to do that, but we’re going to do a lot more.’ And ever since that day, it’s been nothing but a pleasure to be here.”

Kelly turns the praise back on others, from members to stewards to the local’s big-hearted Business Manager Bob Speer and the area’s labor councils.

“I’m extremely fortunate to be involved with so many generous people,” he said. “They’re all in, all the time.” ■

Serial Giving



The list of holiday good deeds at Local 827 got even longer in mid-December when Joe Baker, a retired Verizon technician dying of cancer, told a TV reporter about his mission to collect boxes of cereal for the homeless. “We called him up and told him we were going to make his Christmas wish come true,” Business Manager Bob Speer said. “He told us, ‘There’s love in this world, and you’ve just got to find it.’ I was holding back tears.” Inside a week, they’d collected enough money from members to purchase more than 1,200 boxes of assorted cereals that they packed into pickup trucks and delivered to Baker on Dec. 22. “It means the world to us to be able to help people,” Speer said. “Whether it’s a hurricane, a snowstorm, a member with a sick child, whatever the need is, we’re there.”

He and his co-chiefs also make the rounds. “We talk about how fortunate we are,” Kelly said. “And I always tell the story about the little girl and the toothbrush from the first time that we went to Martin de Porres Village.”

Each December since 2016, save for a year’s gap during the pandemic, Hudson Unit elves and Santa — aka Glover — have thrown a holiday party for children growing up in the low-income community in Paterson.

With funds donated by members, Newman does much of the shopping, making sure every child receives something special. “Like Santa, I’m checking my list twice to make sure no kid is missed,” he said.

On top of presents such as stuffed animals, basketballs, racecars and Bluetooth devices, each child receives a bag that includes a toothbrush, toothpaste, and gloves.

“This little girl ran to her mother that first year and said, ‘Look! I got a pink toothbrush!’” Kelly said. “She was so excited. It really put everything in perspective.”

Lucy Molina, who raised her family at Martin de Porres and is now its longtime director, described big smiles and squeals of delight during the festivities, and the enduring gift of happy holiday memories.

“This is a very low-income housing project, so they don’t have too much,” Molina said. “The children, they don’t always have the opportunity to be so close to Santa. To see their faces light up is priceless.”

They’re not the only ones bursting with joy.