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Deadline: Nov. 1
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FROM THE OFFICERS

Protect Your Union



Kenneth W. Cooper
International President

Brothers and sisters, in just a month, you will be heading to the polls. In many states, early voting has already started.

I have been clear about where I stand and why I support Kamala Harris and Tim Walz. Their record at every step of the way has been 100% pro-worker and pro-union, and they have earned the IBEW's support.

But every IBEW member's vote is their own choice, and I respect whatever decision you make in the voting booth.

However, my job as international president is to take a hard look at where each candidate stands on the issues that matter to the IBEW: jobs, our rights as workers and the place of organized labor in society. And tell the truth about who is on our side and who isn't. Not just in words but in deeds.

Former President Donald Trump likes to talk a good game about supporting workers.

That is why every undecided IBEW member must take a good look at Project 2025, which reveals just how hollow that talk is.

Project 2025 is a 920-page policy manual designed as a roadmap for a second Trump presidency. It spells out what Trump and his allies hope to accomplish if he gets another shot at the White House.

This includes recommendations to abolish prevailing wage and project labor agreements, put an end to overtime as we know it, and even loosen child labor laws. You can read more about how these and other Project 2025 policies would greatly harm our members on pages 10-11 of this issue.

It also recommends allowing companies to take away unions mid-contract, banning them from voluntarily recognizing unions and making it easier to retaliate against union organizers.

That is just the labor section. On energy, it calls for repealing the Bipartisan Infrastructure Law and Inflation Reduction Act, which would kill tens of thousands of IBEW jobs nationwide.

It also calls for the elimination of federal support for nuclear power and clean coal technology, which would be disastrous for our members.

If any of Project 2025's recommendations went into effect, it would mean fewer jobs, lower pay and a weaker voice at work for IBEW members.

The Trump campaign claims he does not take Project 2025 seriously and that it does not represent his platform.

But there is an old Washington saying: personnel is policy. Former Trump officials authored most of Project 2025's chapters, including the labor section.

Some are veterans of Trump's anti-union Labor Department.

Donald Trump may not be concerned with the details of policymaking, but Project 2025's authors are, and it is more than likely that many of them will run the show regarding labor policy if he is elected this November.

Project 2025 represents a clear and present danger to the IBEW and the labor movement.

We have made so much progress under the Biden-Harris administration in the last four years. Joe Biden appointed officials supportive of organized labor and ensured that we had a seat at the table regarding legislation and rules that directly affect us. Kamala Harris and Tim Walz have shown in action they plan to stay the course, and I am committed to fighting to keep our nation moving forward when it comes to workers' rights. ■

Get In the Game

A lot of things have gone the IBEW's way since the Biden-Harris administration took office. But none of it happened magically. It took the hard work of thousands of our union brothers and sisters to help us achieve what we have.

As those of us in the U.S. gear up for Election Day, we owe it to our fellow IBEW members to cast ballots for candidates who share our union's values. It's the only way we keep our seat at the table and ensure that our accomplishments don't get wiped away by people who'd rather give tax breaks to corporations and billionaires than help put food on working families' tables.

Voting our IBEW values is crucial, but it's the least we can do. It's critical that you get involved in this election to send a message: We will keep what we've gained so far, and we're ready to tackle everything that still needs to be done.

Getting involved is easy. Ask if your local needs help with getting out the vote. Go to your building trades or AFL-CIO affiliate. Volunteer for a candidate. The folks there can find work for you, from knocking doors to making phone calls to stuffing envelopes. A little effort goes a long way, as Brother Bob Koerschner reminds us on page 7: "We're not going to change everyone's minds, and we don't have to. Each member just needs to try a few."

Then, get informed about every office and issue on your ballot. Presidential candidates get a lot of attention, but it took a majority of worker-friendly members of Congress to save our pensions and to pass the trillion-dollar infrastructure bills, which contained union worker incentives that continue to put thousands of IBEW members to work.

Local elections can bring plenty of local victories for working people, too — like in Michigan, which recently saw the repeal of so-called right-to-work, thanks in part to the help of IBEW volunteers, or in San Diego, where our activists helped elect a labor-friendly City Council that quickly enacted a city-wide project labor agreement.

The IBEW has lots of information to help you talk about the key issues and important races. Our union has district and state political coordinators, and every local has at least one registrar. These men and women work hard, for you, to identify candidates who support the IBEW's values.

You can also find a wealth of information on candidates and issues at ibewgov.org — click "Stay Informed" and select "Additional Resources."

Solidarity means that union members look out for one another. In these last few weeks before Election Day, please do your part to actively help protect your brothers' and sisters' livelihoods, as well as your own. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY



Mariexy Garcia Cruz, journey person
St. John's, Newfoundland and Labrador,
Local 2330

“Before I was an IBEW member, in 2014, I was cleaning houses with a friend. I had escaped Cuba as a political refugee, and I was really eager to do something other than cleaning houses. I wanted to give my kids a better future.

There's not anything wrong with cleaning houses, but I just didn't want to do that all my life. In Cuba, I had completed three years of medical school, but coming to Newfoundland was like being born again.

I wanted to go back to school, but I couldn't afford to go to a traditional school for four or five years. My friend told me about an initiative on the island awarding 10 women \$10,000 scholarships to introduce more of us to the trades, especially as electricians. So I needed to go to this place to start applying, and it was an IBEW hall.

At that point, I really didn't know what it was. When I went to the union, they told me I had to go to this college. I took an exam, and I got approved and accepted to the course. I remember being in the classroom with maybe 20 people and the instructor giving orientation and teaching the course. I had to learn the names of the tools, the vocabulary involved in the trade, electrical terms. And I had to learn the theory — I needed to learn it all.

It was a really challenging nine months because I had my two kids, who had joined me from Cuba by then. I was trying to be a good mom, but I was single and I had to work because I didn't have funds other than the \$10,000, which covered part of the education. So I drove taxis at night until 3 or 4 in the morning, was in school by 8:30 or 9, got home at 3, cooked some meals, got a couple of hours of sleep, went to drive taxis again — it was like that for nine months. It was pretty crazy, I have to say, but I did graduate with honors.

As I got into my courses, I fell in love with the work. I love to learn new things and to feel useful, and it's an interesting trade. So when I finished the course, the IBEW helped me to find my placement, and I don't know if I would have found it without their support. If it was not for the union, I probably would have never succeeded in the trade.

My first job was upgrading the runway at the airport with the company Black and McDonald. When I first started, the guy who managed the project was like, "Can you move that pile of pipes to this beam?" And it was way taller than me — well, it wasn't that high, but I'm only 5'2" and it was way taller than me. And I said, "Sure!" I started working without stopping, and he was like "OK!"

Before I finished my shift, I said: "It was really nice to work with you guys. Thank you so much for the opportunity. It was great." And he said: "No, wait — you have a job. We want to keep you." I said it was the best news I'd ever heard. I did my part, worked really hard and proved that I could do the work well.

After that project was completed, I was looking for work again. I'm pretty persistent, so I went to the hall every day after that. And they never left me hanging. They really cared about my life, my kids, my family.

I eventually got work with JSM Electrical. I got all my apprenticeship hours on the job and became a journey person in 2021. It's a good feeling having someone at your back. The IBEW gives you a new family and stability — it makes a huge difference to be part of a community. Also, all the benefits that I didn't have before — I now have a pension and health benefits, and I don't have to pay for my medication. I had been in survival mode for so long, and having the union behind me has made a world of difference. ■

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

For Minnesota Locals, Tim Walz Has Always Been ‘One of Us’

From the raucous, jam-packed floor of the Democratic National Convention, Greg Hansen flashed back 19 years to a Minnesota Democratic-Farmer-Labor party dinner where he and his dad happened to sit down next to “two very cool teachers from Mankato.”

Tim and Gwen Walz turned out to be lively seatmates, as the Minneapolis Local 292 father and son discussed on the way home.

“I remember saying, ‘That guy really had a lot of good ideas about how we could take [GOP incumbent] Gil Gutknecht out of Congress,’” Hansen recalled. “And I’ll be damned if a year later he didn’t do it.”

In the present, Hansen watched in awe as his longtime friend accepted the Democratic Party’s nomination for vice president of the United States.

“The guy we saw on stage that night, the guy the world saw, that’s the Tim Walz that those of us in Minnesota have known forever,” said Hansen, an electrician at the Minnesota Star Tribune. “He’s a regular working-class guy who loves Springsteen, never misses the state fair and likes to hunt pheasant. He’s one of us.”

Fellow IBEW members say Walz’s Midwestern values, modesty and generous spirit never waver no matter which hat he’s wearing — social studies teacher, football coach, union member, family man, congressman and now Minnesota’s popular governor.

“He’s been a brother to us for many years,” said Andy Snope, Local 292 legislative and political director. “Even in as high an office as vice president, we know that he’ll still have our backs.”

He and others said Walz exudes warmth toward the IBEW, whether he’s speaking at union halls, hosting members on Capitol lobby days, or dropping by picnics and parties, sometimes with Gwen and their children.

A past member of the American Federation of Teachers, Walz has joined workers on picket lines and earned a near-perfect score from the AFL-CIO as a congressman.

As governor since 2019, he has signed historic pro-worker bills, including a job-creating \$2.6 billion infrastructure package, the largest in state history. Other new laws raised the minimum wage, require paid sick days and

family leave, bar anti-union captive audience meetings, improve worker safety, bolster apprenticeships, and expand the scope of prevailing wage and project labor agreements.

“Everything that we’ve tried to do or wanted to accomplish in the building trades, he’s had an open ear for us,” St. Paul Local 110 President Logan Beere said. “Some states have governors who are actively trying to tear down unions. We have a governor who puts our issues on the front burner.”

Beere first saw Walz speak at a Democratic-Farmer-Labor Party caucus in 2018. (The DFL is Minnesota’s Democratic Party.) “He came in, and he just started rolling. It was like ‘Whoa! Who is this?’” Beere said. “He’s an intense, passionate speaker, and he was talking about middle-class issues in a passionate way. Hearing and seeing that was so inspiring.”

Simply put, IBEW members say, Walz is authentic.

“Tim and Gwen and their family are concerned about the same things we are,” Hansen said. “They just put one kid through college, and they’re about to send another. They sit around the table and have budget conversations. When they moved into the governor’s mansion, they sold their home in Mankato to save money.”

Walz’s U.S. House win in 2006 shook up a deep-red district that had elected only one other Democrat in more than a century. Rochester Local 343 was the first union to endorse him.

“He came and spoke at an informational meeting for our electricians who were building the Mankato Energy Center,” said John Swanson, the local’s political coordinator. “There was an instant connection, just the way he spoke to us. It was clear he understood us in a way few politicians do.”

As DFL officers in their congressional districts, both Swanson and Hansen served as delegates to the Democratic convention in August. They were a magnet for reporters and anyone else curious about a man most Americans had never heard of a few weeks earlier.

“They were excited to hear our stories,” Swanson said. “The day of his acceptance speech, there was so much electricity in the air and we were surrounded by media. It was an unbelievable experience.”



A loyal friend to the IBEW in Minnesota for 20 years, then-U.S. Rep. Tim Walz (center) visits Rochester Local 343 apprentices at a worksite in 2012.

Only three weeks earlier, speculation about Vice President Kamala Harris’ choice of running mate was rampant. Despite a deep bench of governors, lawmakers and Cabinet secretaries, Hansen had a good feeling.

“Everyone had a reason why a candidate checked this box or that box, and

I’m at, ‘If I were a betting man, my money would be on Walz,’” he said. “First he was on a list of 12 and then a list of six and then it was three, and we’re all looking at each other going ‘This is really going to freaking happen!’”

Since then, Walz has been filling arenas with cheering fans and charm-

ing voters at diners and ball games.

“As people continue to get to know him, especially working-class folk like us, they’re really going to like him,” Hansen said. “He’s a guy who speaks our language, who’s happiest wearing a camouflage hat, a T-shirt and pair of jeans. Who can’t relate to that?” ■

The IBEW Roots of Harris’ Unionism

By the time Californians elected Kamala Harris as attorney general in 2010, the subprime mortgage crisis had hit their state harder than any other, with 2.2 million homeowners underwater.

Union families had no more protection than their neighbors against the Wall Street bankers whose greed collapsed the housing market. Rejecting a \$2 billion settlement, Harris battled the predatory lenders until they coughed up 10 times as much in reparations.

Identifying borrowers who’d been swindled was another herculean task. Harris needed trusted, experienced canvassers to go door to door, and she knew where to find them.

“She turned to us to help bridge the gap with the community,” said Bob Dean, business manager of Vacaville, Calif., Local 1245, which spans Northern California. “So many working people had lost their homes or were on the verge of losing them, and they needed to know that help was available and how to get it.”

The local dispatched an army of organizing stewards, earning Harris’ gratitude and respect. “I think it deepened her understanding of unions and who and what we fight for,” Dean said. “She’s become one of labor’s strongest and most powerful allies, and we see it every day on the campaign trail.”

Harris grew up in a Bay Area rental home with an immigrant mother who took her to civil rights marches and instilled a robust sense of justice and fair play.

She carried those values into her career, rising from deputy prosecutor to San Francisco’s elected district attorney to state attorney general, taking on banks, drug companies, insurers, hospitals and for-profit colleges that defrauded working-class consumers out of billions of dollars.

Along the way, her bonds with the union movement kept growing, nourished by friends she’d made at the IBEW.

Brian D’Arcy, retired business



Arriving at a Los Angeles Local 18 conference when she was attorney general, Kamala Harris went on to deliver a rousing speech that brought members to their feet.

manager of Los Angeles Local 18, met Harris at a dinner on the cusp of her run for attorney general.

“She walked into the restaurant with that infectious smile and was so engaging and smart,” D’Arcy said. “After that, she started showing up at my office, sometimes unannounced, and we’d hang out and talk for a couple of hours.”

Topics included Harris’s concern about the disparate number of young Black men trapped by the criminal justice system in a cycle of poverty and incarceration.

“At the time, I was working on a utility pre-craft training program that gave students a paycheck while learning about all aspects of water and power, and also remedial reading and math, to get them ready for any number of entry-level jobs,” D’Arcy said. “She was fascinated by that.”

Today, Harris is a champion of union apprenticeships. As a U.S. senator, she backed bills to expand them and has been on a self-described mission as vice president to visit as many IBEW training centers as possible.

She hails the programs in speeches and seizes moments like the one Carol Kim witnessed last year.

Kim, business manager of the San Diego Building and Construction Trades Council and a member of San Diego Local 569, had waited with an ironworker friend in a long receiving line for Harris at a holiday event.

“She was tired by the time we got up there, and I don’t blame her for that at

all. She’d been doing it for hours,” said Kim, expecting only a fleeting encounter.

“I shook her hand and then introduced Jennifer as a journeywoman ironworker who teaches apprenticeship readiness programs for union trades,” she said. “Kamala’s face lit up. She just came to life and engaged with her in such a meaningful way. They chit-chatted so long that the staff started circling.”

Kim first met Harris earlier in 2023 when the vice president and her staff hosted a group of California building trades leaders at the White House.

“She was terrific in that meeting, very strong, on point, and she knew the issues,” Kim said. “She talked about PLAs. She understood why we need to continue the critical investments in infrastructure and how the Bipartisan Infrastructure Law, the Inflation Reduction Act and the CHIPS Act have impacted all of us and are supporting our members with good, union jobs.”

Observing Harris in the national spotlight and thinking back on their talks years ago, D’Arcy said she is the same razor-sharp, focused, compassionate public servant she’s always been. He’s baffled by the absurdity of her opponents’ lies and smears claiming otherwise.

“It’s all bizarro world,” D’Arcy said. “She’s one of the most intelligent people I’ve ever sat down with, and there’s nothing fake about her. I’ve talked to a lot of politicians over the past 30 years, and I can tell you that Kamala Harris is the real deal.” ■



Minnesota Gov. Tim Walz chats with IBEW members at the state capitol in St. Paul.

U.S., Canadian Locals Light Up Historic International Bridge

The distance between Detroit and Windsor, Ontario, is only about two miles, but the delivery trucks that cross the Detroit River carry roughly one-third of all the trade between the U.S. and Canada.

Now, for the first time in 60 years, there's a new crossing, and it's being constructed in part by IBEW members from both countries.

"The construction of this international bridge is a powerful symbol of the unity and collaboration that are at the heart of the IBEW," Sixth District International Vice President Michael Clemmons said. "This project demonstrates how the IBEW seamlessly integrates talent from both sides of the border, proving that when we come together, we can connect and strengthen our communities."

Construction started in 2018 on the Gordie Howe International Bridge, adding a third border crossing to the major trade hub. The project also includes construction of ports of entry on both the U.S. and Canadian sides and a revamping of Interstate 75 in Detroit to provide a new connection to the bridge. Valued at nearly \$5 billion,

it's the largest and most ambitious binational infrastructure project along the Canada-United States border.

"The size of this project is fantastic," Detroit Local 58 Business Representative Byron Osbern said. "Years of planning and preparation have led us this far, and now it's time for our members to bring this to completion. This is another feather in the cap for the IBEW."

Roughly 400 members from Local 58 and Windsor Local 773 have worked on all components of the project so far, laying miles of conduit, sometimes at heights of more than 700 feet. Once complete, the 1.5-mile-long bridge, named after the famed Detroit Red Wings hockey player and designed to resemble a hockey stick, will be the longest cable-stayed bridge in North America.

"It's always great to be part of a legacy project like this," Local 773 Business Manager Karl Lovett said. "I'm almost positive that none of the current members of Local 773 will ever get this opportunity again in our area. And I told them there will be no labor disruptions on this significant project. We will keep working while I manage

any issues that might arise."

Once construction is completed next fall, the bridge will carry six lanes of traffic and include a multi-use path, as well as Indigenous art on the Canadian side and a peregrine falcon nesting box. But before all that can happen, IBEW members will be hard at work continuing to install miles of fire-rated fiberglass conduit, emergency power and other safety systems, communications and thousands of lights.

All 216 of the bridge's cable stays will light up with decorative and functional lighting. Lighting on the roadway and pedestrian portion of the bridge is designed to be noninvasive because of environmental concerns, especially the potential disruption of migratory bird routes. An it's all being done hundreds of feet over the water.

"It's not a job to be afraid of heights, that's for sure," said Local 773 member Jason Guignard, who's worked as a general foreman on the project.

There's also the state-of-the-art security systems for technology like X-rays and the latest in vehicle scanning, some of which involved working with government entities like the U.S. Department of Homeland Security.

"A project of this magnitude requires a workforce that is highly skilled, competent and adaptable to change," First District International Vice President Russ Shewchuk said. "It's the big leagues, and decision makers at this level seek professionals with a strong reputation who can get the job done properly and safely. Alongside our partner contractors, the IBEW offers the full package."

The degree of difficulty at this level means this work can't be done by nonunion workers, Guignard and Osbern said.

"The nonunion side simply doesn't have the capacity, skills or knowledge for

something like this," Osbern said. "But we're always here to teach them."

Working on a bridge provides a number of unique circumstances, like the weeks spent suspending the roadway over the Detroit River with the Coast Guard and an aquatic emergency medical services team on standby "just in case," Osbern said.

Once the two sides of the bridge were connected in July, all workers needed to provide their passports or other identification to enter the site.

"We're not allowed to touch Canadian soil by exiting the bridge or vice versa," Osbern said. "Tools and materials can be lifted up to us, but there is strict observation of what comes off the bridge and work areas."

There's also the sheer size of the project, which includes construction of the ports of entry on both sides of the bridge. The Canadian port of entry is being built on a 130-acre site, making it the largest Canadian port on the U.S.-Canada border. The U.S. port of entry is being developed on a 167-acre site and will be one of the largest border facilities in North America.

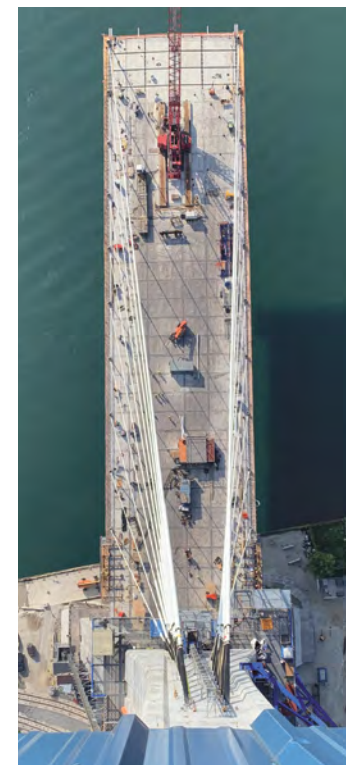
"It's a huge space. It's not just one area," Guignard said. "This is not like your typical job."

Despite the logistical challenges, IBEW members on both sides are proud to be working on the project, Guignard and Osbern said.

"Everyone's excited to be a part of this project," Guignard said. "There's a lot of union pride."

A beam at the bridge's midpoint bears the signatures of tradespeople who have worked on it. And for IBEW members, there's a Local 58-Local 773 pin to commemorate the project.

"The pin has become a coveted collector's item," Osbern said. "Teaming up with our brothers and sisters from Windsor 773 makes us proud, and the



The Gordie Howe International Bridge is being constructed with the help of roughly 400 IBEW members from Detroit Local 58 and Windsor, Ontario, Local 773.

pin is another way to cultivate that feeling of friendship between our locals."

Another point of pride will go to whoever gets to install the beacon light at the tops of the towers, which stand more than 700 feet tall.

"A lot of guys are hoping to get that," Guignard said. "It's going to be a pretty iconic moment."

The bridge, which can be seen from the Local 58 hall and has an expected lifespan of 125 years, holds a lot of significance for the men and women who have been working for years to make it a reality.

"It's truly a once-in-a-lifetime experience to work on something this historic," said Local 58 member Garland Bryant, who's also a steward on the project. "With something like this, your kids and grandkids will be able to tell people, 'I have a family member who worked on that.'" ■

THE IBEW'S 2024 PHOTO CONTEST

RAILROAD • TELECOMMUNICATION • UTILITY • BROADCASTING • INSIDE CONSTRUCTION • OUTSIDE CONSTRUCTION • MANUFACTURING • GOVERNMENT

Top Prize: \$1,000
Second Place: \$750 Third Place: \$500

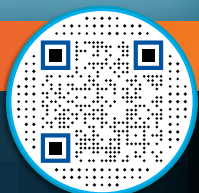
A \$200 Honorable Mention will also be awarded for **EACH BRANCH** of the IBEW:

- ▶ Broadcasting
- ▶ Inside Construction
- ▶ Outside Construction
- ▶ Government
- ▶ Manufacturing
- ▶ Railroad
- ▶ Telecommunications
- ▶ Utility

DEADLINE: NOV. 1

See official rules and submission instructions at IBEW.org/photocontest.

Entries **MUST** be submitted **electronically** by Nov. 1 via the Photo Contest link on IBEW.org. Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.



Captains of the Road

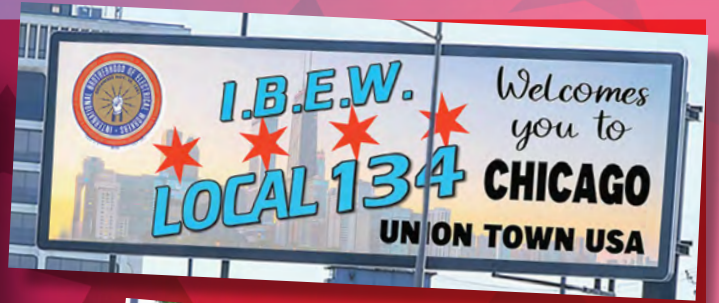
Hundreds of IBEW members and their families and friends cruised through Canaan Valley in West Virginia and raised nearly \$50,000 for St. Jude Children's Research Hospital at the 2024 Annual IBEW Motorcycle Ride.

The road captains who cleared the road for the bikers are (from left): Brian Maldarelli (partly hidden), New York Local 3; Jerry Westerholm, Minneapolis Local 292; Danny Burke, New York Local 3; Dave McPadden (lead road captain), New York Local 3; Matthew Walton, Denver Local 111; Carlos Diaz, New York Local 3; Eddie Rodriguez, New York Local 3; Road Kill the Squirrel, honorary; Manny Yllescas, New York Local 3; John Holler, New York Local 3; Joe Mora, New York Local 3; Rich Duva, New York Local 3; Safety Department Director Mark MacNichol, Ft. Pierce, Fla., Local 627; Josh MacNichol (ear), Teamsters; Eighth District International Vice President Jerry Bellah; and John "Johnny Taco" Marinelli, New York Local 3. ■

‘THE BIGGEST NATIONAL STAGE’

The reviews are in: The pulsating, dramatically lit Democratic National Convention in August was a high-tech triumph that couldn't have happened without the world-class electricians of Chicago Local 134. Crews began transforming the city's United Center two months in advance, working around other events while laying 90 miles of cable and wire. "With a project this big, you keep waiting for a shoe to drop, but nothing ever did, and that's a testament to our workforce — our members, contractors and business reps who made it look seamless," said Business Manager Don Finn, who added that abundant praise for the event "has been a great shot in the arm to our membership." He said, "That is the biggest national stage you can be on politically, and the IBEW was all over it."

Clockwise from top right: Local 134's supersized welcome at an I-55 exit into town; journeymen Brandon Trotter and Edgar Cruz on the job outside the United Center; for stage production and media areas to animated lighting and LED displays, members installed 400,000 feet of fiber optic/CAT 6 cable and 75,000 feet of temporary power; the nearly 1 million-square-foot arena as setup began and the festivities inside on the four-day convention's final night; California members, pictured, and other IBEW delegates from across the country donned shirts that glowed in the dark when the lights dimmed on the convention floor. ■



In Increasingly Union-Friendly San Diego, Local 569 Signs Its Biggest Contractor

San Diego Local 569 is celebrating its largest electrical contractor signing since the local was chartered in 1920.

"Ace Electric is a powerhouse," Business Manager Jeremy Abrams said. "These 85 newly organized brothers and sisters are a testament to the power, vision, determination and solidarity that defines our local."

With Ace's nearly 30 years of experience on more than 1,000 projects, "their portfolio speaks volumes," Abrams said.

Some of Ace's most visible work can be found at Southern California landmarks such as San Diego State University's Viejas Arena and Aztec Aquaplex, the San Diego Sports Arena and San Diego International Airport. The firm also serves federal, industrial, health care and renewable energy customers, and it has been working at schools around the area under project labor agreements.

Abrams stressed that getting Ace to sign took effort. "We reached out to

them about five years ago," he said.

Since then, several important changes — at Ace and in San Diego — worked in the IBEW's favor.

One of the most significant shifts came after a decade-long flurry of political activity by Local 569 and brothers and sisters in San Diego's building trades unions to help flip the City Council to a solid labor-friendly majority and persuade voters to overturn a 10-year-old citywide ban on PLAs.

"IBEW members knocking on doors, rallying and addressing City Council paid off," Abrams said.

Earlier this year, IBEW members cheered as the council approved a blanket PLA for nearly all city-funded construction, making San Diego the first major U.S. city to require such agreements between building trades unions and project contractors. (Learn more in the January 2023 and April 2024 editions of *The Electrical Worker*.)

PLAs come with a host of proven advantages for all involved, such as

better pay and greater security that projects will get completed by highly trained workers on time, under budget and correctly.

"Local 569 and the building trades in San Diego have made it a priority to elect candidates who support working families," said Ninth District International Vice President David Reaves.

As a result, Abrams said, San Diego is positioned better than ever to compete for lucrative state and federal projects that require PLAs, while unionized signatory contractors like Ace have an edge on gaining work over their low-wage, nonunion competitors that bid on those jobs.

"There could be decades of consistent work on the way for our members," Abrams said.

Amid this favorable shift in San Diego's political winds, Abrams said, "we continued building a relationship with Ace."

Over time, Ace's owners recognized that Local 569's signatory contractors are



San Diego Local 569 recently organized Ace Electric, some of whose 85 new IBEW members are shown here working on a project at MiraCosta Community College.

the future of electrical work in the region, Abrams said, and they knew their company needed to be a part of it.

"They said, 'Unions do so much work here, and we want to be on your side,'" the business manager added. "For us to get that many new members almost overnight is super exciting."

Since the signing, Ace has continued to find solid success in school and public works projects, and the company is winning more work, thanks largely to its new alliance with Local 569.

"They want to meet our friends, and we want to meet theirs," Abrams said. "We're not done yet." ■

Credit: Local 40 member Brian Campbell

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Local 1928 Members Save Heart Attack Victim, Earn Lifesaving Award

Ten members of Halifax Local 1928 employed by Nova Scotia Power will receive the IBEW's Lifesaving Award after they saved the life of a retired member who was working as a supervisor in a power plant when he suffered a heart attack.

The incident occurred May 3 at Trenton Generating Station, about a two-hour drive north of Halifax.

"The guys are really happy to be recognized for a job well done," said Ryan McMullin, a Local 1928 steward at the plant and one of the honorees. "It's a pretty big deal. I'm just happy that our team responded and did what they were trained to do."

"It's a pretty big deal. I'm just happy that our team responded and did what they were trained to do."

— Ryan McMullin, Local 1928 steward

Besides McMullin, other Local 1928 members being honored are Evan Thompson, Ray Anderson, Kevin Avery, Dale Anderson, Ian Pye, Brian Beaton and Matt Baird. The first five are part of the plant's Emergency Response Team, which is trained to deal with medical emergencies.

Local 1928 members John "Junior" Aucoin and Ralph Harrietta were with supervisor Brian Noonan when he was stricken and alerted the ERT team. They also will be recognized.

"When you're a firefighter, either the person is all right or there is not much you can usually do when you arrive on the scene," said Anderson, who serves as a volunteer firefighter in the Nova Scotia town where he lives. "This was one where all the training pays off and makes a difference."

Noonan, who retired from Local 1928 in 2010 but still works six months each year as a maintenance supervisor for Myette Engineering, was working on a platform at Unit 5's burner front with Aucoin and Harrietta when he fell ill.

Aucoin stayed with him while Harrietta ran to the control room. McMullin just happened to be getting off the elevator and nearly bumped into him. He ran into the control room to notify Thompson, and both grabbed their EMT bags.

Thompson performed a scene assessment while McMullin got the oxygen ready. Noonan's heart did not respond to stimulation from a defibrillator, so Thompson began CPR.

After a few seconds of that, Noonan began to breathe. He was given oxygen and began to show more signs

of life. McMullin and Thompson worked to keep him calm as other team members arrived. They helped stabilize him as emergency medical technicians came and then transported Noonan to a hospital.

He later underwent quadruple bypass surgery and made a full recovery, returning to the job in early August.

"I'm really glad I was at the plant," he said. "I was maybe 35 to 40 feet from the ERT team. I live alone now and this could have happened at home or when I was outside by myself."

"If I was not working on the grid and those guys weren't there, I probably wouldn't be here now."

McMullin noted that even as Noonan appeared to be stabilizing, plenty of work remained. He had to be loaded on a backboard and lowered to the ground, where he was put on a

stretcher and taken to the hospital.

"It was a huge relief to hear that once he was in the hospital, he was going to be all right," McMullin said.

Since 2017, the IBEW's Lifesaving Award is awarded to members whose direct involvement saves the life of a fellow human being.

"I'd like to thank each and every member at the plant, who showed outstanding leadership during a crisis," Business Manager Jim Sponagle said.

"Saving a life is an incredible act, and these members responded quickly, working as a team in a challenging environment," First District International Vice President Russ Shewchuk said. "We're grateful to hear of Brother Noonan's recovery and especially grateful to these members for their heroic actions." ■



Halifax, Nova Scotia, Local 1928 retiree Brian Noonan, center, with members Evan Thompson, Dale Anderson, Ray Anderson and Ryan McMullin. Noonan suffered a heart attack earlier this year. The others pictured will receive the IBEW's Life Saving Award for coming to his aid.

Share your IBEW news!

IBEW Canada is seeking impactful stories from local unions and members. Please contact Shaina Hardie at Shaina_Hardie@ibew.org.

Les membres du local 1928 reçoivent le prix du secourisme

Dix membres de la section locale 1928 à Halifax au service de Nova Scotia Power ont reçu le prix du secourisme de la FIOE après avoir sauvé la vie d'un membre retraité qui travaillait comme superviseur au moment où il a souffert d'une crise cardiaque.

L'incident a eu lieu le 3 mai à la centrale électrique à Trenton, à environ deux heures de route au nord de Halifax.

« Les gars sont vraiment contents d'être soulignés pour un travail bien fait », formule Ryan McMullin, délégué syndical du local 1928 à la centrale et l'une des personnes mises en honneur. « Ce n'est quand même pas une mince affaire. Je suis juste heureux que notre équipe ait réagi et qu'elle ait fait ce qu'elle a été formée à faire. »

Autre que M. McMullin, les autres membres du local 1928 mis en honneur sont : Evan Thompson, Ray Anderson, Kevin Avery, Dale Anderson, Ian Pye, Brian Beaton et Matt Baird. Les cinq premières personnes font partie de l'équipe d'intervention d'urgence de la centrale, qui est formée pour faire face aux situations d'urgence médicales.

Les membres John « Junior » Aucoin et Ralph Harrietta du local 1928 se trouvaient avec le superviseur Brian Noonan lorsqu'il a souffert et ont alerté l'équipe d'urgence. Ils seront aussi mis en honneur.

« En tant que pompiers, soit la

personne va bien, soit qu'il n'y a pas grand-chose à faire une fois arrivé sur les lieux », déclare M. Anderson, qui est un pompier bénévole dans une ville en Nouvelle-Écosse où il habite. « Il s'agit d'un moment où toute la formation reçue a porté fruit et a fait une différence. »

« Ce n'est quand même pas une mince affaire. Je suis juste heureux que notre équipe ait réagi et qu'elle ait fait ce qu'elle a été formée à faire. »

— Ryan McMullin, délégué syndical du local 1928

Membre retraité du local 1928 en 2010, M. Noonan travaille encore six mois par année à l'emploi de Myette Engineering comme superviseur de la maintenance. Il travaillait sur une plateforme du brûleur de l'unité 5 avec M. Aucoin et M. Harrietta lorsqu'il a eu un malaise.

M. Aucoin est resté avec lui pendant que M. Harrietta est allé en courant à la salle de commande. M. McMullin se trouvait à sortir de l'ascenseur et lui est presque rentré dedans. Il a couru vers la salle de commande pour avertir M. Thompson, et ils ont tous les deux pris leurs sacs de premiers secours.

M. Thompson a effectué une évaluation des lieux pendant que M. McMullin préparait l'oxygène. Le cœur de M. Noonan ne répondait pas au défibrillateur, M. Thompson a donc commencé la RCP.

Quelques secondes plus tard, M. Noonan a commencé à respirer. On lui a administré de l'oxygène et il a commencé à montrer signe de vie. M. McMullin et M. Thompson travaillaient pour le calmer pendant l'arrivée d'autres membres de l'équipe. Ils ont aidé à le stabiliser pendant l'arrivée des techniciens en urgence médicaux, puis l'ont transporté à un hôpital.

Il a ensuite subi un quadruple pontage et a retrouvé sa pleine santé; il est retourné travailler au début du mois d'août.

« Je suis très heureux d'avoir été à la centrale », dit-il. « Je me trouvais à une distance de 9 à 12 mètres de l'équipe d'intervention d'urgence. Je demeure seul maintenant et cela aurait pu m'arriver à la maison ou aurait pu m'arriver seul à l'extérieur. »

« Si je ne travaillais pas sur le réseau et que ces personnes n'étaient pas là, je ne serais probablement pas ici aujourd'hui. »

M. McMullin fait remarquer que

même si M. Noonan semblait stable, beaucoup de travail restait à faire. Il a fallu le mettre sur une planche dorsale et le descendre au sol pour ensuite le déposer sur une civière et l'amener à l'hôpital.

« C'était un grand soulagement de savoir qu'une fois rendu à l'hôpital, il allait s'en sortir », mentionne M. McMullin.

Depuis 2017, le prix du secourisme de la FIOE est décerné aux membres dont l'implication directe a permis de sauver la vie à un être humain.

« Je tiens à remercier chacune et chacun des membres à la centrale qui a fait preuve d'un leadership d'exception pendant l'urgence », exprime le gérant d'affaires Jim Sponagle.

« Sauver une vie est un acte incroyable. Ces membres ont réagi rapidement et ont travaillé en équipe dans un environnement difficile », déclare Russ Shewchuk, vice-président international du Premier District. « Nous sommes reconnaissants d'apprendre le rétablissement du frère Noonan. Nous sommes particulièrement reconnaissants pour les actions héroïques de ces membres. » ■

Racontez-nous vos nouvelles FIOE!

La FIOE cherche des histoires marquantes des sections locales et des membres. Veuillez communiquer avec Shaina Hardie à Shaina_Hardie@ibew.org.

POWER AT WORK

SOLIDARITY IN ACTION

A Guide to Talking With Co-Workers About Elections

Talking with co-workers about politics can be tough. But preserving and expanding the wins that working people have achieved at the federal and local levels over the last few years stand a better chance of happening if IBEW members — and their family members and friends — vote for candidates who are committed to the same priorities the union is.

Veteran IBEW political activists shared some advice on how members can start conversations with co-workers about elections, candidates and issues.

“On a jobsite, member to member is how we always win,” said Jeannette Bradshaw, Detroit Local 58’s recording secretary and registrar. “You always want to meet members where they’re at.”

“I respect their opinions,” added Sixth District International Representative Robert Koerschner, “and I remind them I’m speaking only about what’s good for the IBEW.”

It might be useful for IBEW activists to set their sights on co-workers they don’t see regularly, Bradshaw said. “They might not be undecided, but they might not be excited about voting, either,” she said. “Have a conversation about what’s important to you and get on a personal level with them.”

Hit co-workers with facts about how politics directly affects them, Bradshaw said. Conversations can focus, for



“We’re not going to change everyone’s minds, and we don’t have to. Each member just needs to try a few.”

— 6th District International Rep Representative Bob Koerschner (middle)

example, on how Vice President Kamala Harris’ tiebreaking votes in the U.S. Senate helped put labor-friendly appointees on the National Labor Relations Board and protect the IBEW’s multi-employer pensions.

“To me, that issue alone makes the election a no-brainer,” Koerschner said.

Talking about families or retirement plans “makes it easier to have that connection,” Bradshaw added. “If they say, ‘I don’t need to hear this from my union,’ I say, ‘How can I help you trust the process?’”

Making the conversation a little easier is that members can rely on facts. The Biden-Harris administration promised to be pro-union and pro-growth and has delivered. Results include a tripling of investment in American manufacturing and the IBEW’s growing mem-

bership, now at 840,000.

“Generally, if I’m having a good conversation, I’ll tell them that Biden and Harris have been very pro-union,” Koerschner said.

Another effective strategy is “finding out how our representatives have voted on our issues,” he said. Voting

records — and many more valuable resources — are available at ibewgov.org

“Your union is a trusted source,” Bradshaw said. So are non-partisan election guides provided by organizations like the League of Women Voters or published by local, hometown newspapers and news websites.

“What I’ve learned is, keep it basic,” Koerschner said. “I have a tendency to get into the details, but you can end up sounding like a know-it-all that way. Just talk to folks.”

Members who have access to early voting or no-excuse absentee voting should “take advantage of the time to sit down and actually look at who’s on the ballot,” Bradshaw said.

For those who want to get more involved in politics but feel uncomfortable about things like knocking on doors and making phone calls, “it helps to remember that you’re only trying to get to a small percentage of people,” Koerschner said.

That’s where the IBEW’s union solidarity and strength in numbers come into play. “We’re not going to change everyone’s minds, and we don’t have to,” he said. “Each member just needs to try a few.” ■

COMMUNITY OUTREACH

Women Learn From Women at Louisville Local’s Barrier-Breaking ‘EmpowHer’



Louisville, Ky., Local 369’s inaugural EmpowHer event brought the local and the community together to offer more than 20 women a daylong introduction to the electrical trade, complete with on-site child care.

HELP ELECT PRO-WORKER CANDIDATES

SCAN CODE



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Contributions can be made only by IBEW members who are U.S. citizens.

When Jackie Norman was hired as an organizer with Louisville, Ky., Local 369 last September, she was asked by Business Manager Ed Devine why she thought more women didn’t join the skilled trades. She shared her opinions, but she also had a plan.

“I’ve been in the field for the last eight years, and over time I’ve gained a clear picture as to what the disconnect was, so together we started brainstorming on how we could be more inclusive and bring more women in,” Norman said.

The biggest barriers for women in her community, Norman said, are a lack of representation of women in the industry, the initial cost of tools and boots, being unaware of a pathway to the trades, child care, and the intimidation of trying something completely different. The “EmpowHer” event she came up with aimed to break them all down, one woman-led, hands-on workshop at a time.

Norman recruited her journeyman sisters and apprentices to help run the event, held July 24, giving the participants the opportunity to see and learn from other women. She got signatory contractors and other organizations — like Dress for Success, which gives free clothing to women entering new careers — to donate tools, boots and personal protective equipment. She even got the Louisville Office for Women to provide free child care. Her efforts resulted in 23 women from all different backgrounds attending.

“She knocked this one out of the park,” Devine said. “For this being our first event like this, I couldn’t be happier.”

Norman advertised at job fairs and jobsites, on social media, and through community partners and non-profit organizations like Louisville Girls’ Leadership and the Urban League, as well as union allies like the Coalition of Labor Union Women.

She made fliers and brochures for

pregnancy resource centers and domestic violence shelters. She even went through Local 369’s online job applications and found any woman who had applied and reached out to them individually.

Like anything worth doing, it took a lot of time and effort, but it paid off. “The event more than exceeded expectations,” Norman said. “With the support of our community and sponsors, we removed barriers for 23 women.”

The event included a lot of hands-on activity designed around six aspects of the electrical trade. There were 35-minute workshops on teledata, conduit bending, solar power, basic circuitry, battery-operated power tools and scissor lift operation, with a scissor lift donated by signatory contractor Ready Electric.

Attendees also heard from guest speakers including Karen Waters-Hicks, the first female master electrician in

POWER AT WORK *continued on page 7*

POWER AT WORK *continued*



EmpowHer attendees got hands-on experience in six aspects of the electrical trade and heard from guest speakers including the first woman master electrician in the state.

Kentucky; Gretchen Hunt from the city's Office for Women; and Mary Taylor with the Kentucky Department of Education's Office of Career and Technical Education.

In addition to the donations of boots and tools, the women went home with a Local 369-themed cup and shirt and a certificate of completion. Norman also added them to the local's text notification list so they can receive updates about future events and meetings.

And there's a good chance she'll see a lot of them again: Over half of those who attended are applying to the apprenticeship.

"EmpowHer removed all of those barriers in just one day," Norman said. "It's a testament to what we can achieve, both at the local and the national level."

Norman also noted how events like this benefit not only the attendees but the member volunteers as well. In a survey at the end of the event, a number of the 15 journeyman and apprentice sisters, as well as the guest speakers, said it was fulfilling to share their skills with other women.

"That was the most inspirational thing I have done in a very long time," said Waters-Hicks, who works as the division manager for signatory contractor Comstock Brothers Electric. "To see the light in some of the faces was priceless. Sign me up to help every year."

The responses from the attendees were just as promising. Eighty-five percent rated the quality of information provided as "excellent." And 95% said it changed their perception of careers in the electrical industry and that they'd recommend an EmpowHer event to others.

One attendee said she appreciated having a "judgement-free day to learn new opportunities." Another said she liked "getting to talk to the volunteers and hear their stories of what brought them to the industry and their experiences with it."

For Norman, the event also gave her a way to connect with women who came from a background similar to her own.

"I came from nothing, had nothing. I owe all my successes to this organization," she said. "I joined when I was 18, and this local practically raised

me. It gave me a playing field that I didn't know existed before."

Like the other volunteers, Norman said it was rewarding to be able to offer the women a path to a life-changing career.

"As the participants completed each station, you could see the tidal wave of confidence swelling from them. ... They saw a bright light at the end of their tunnel for the first time,"

"That was the most inspirational thing I have done in a very long time. To see the light in some of the faces was priceless."

— Karen Waters-Hicks, first woman master electrician in Kentucky

she said. "Watching that hope spark was truly gratifying."

Norman said the local plans to make EmpowHer an annual event and will fill up the rest of the calendar with other recruitment opportunities like job fairs and speaking at vocational schools. She also plans to use the relationships she's built in the community to attend events that might otherwise not have a tradeswoman present.

Recruiting more women to the trade is a first step for the IBEW to ensure that it has the workforce the economy will need as demand for electrical workers soars, but Norman is not leaving out the long-term retention part of the equation. Local 369 started its Women's Committee in April 2023, and it has monthly meetings and bimonthly activities that have included a self-defense class, cookouts and bowling.

"We recognize that organizing comes from within," Norman said. "It's not just about bringing more women in. We must also change the culture and environment for the sisters we already have." ■

CIRCUITS

INNOVATION

Cutting-Edge Training Rolling Out for Battery, Manufacturing Apprentices

Specialized apprenticeships across the IBEW are on the way for members who work in the battery and advanced manufacturing industries, thanks to recent efforts from local leaders throughout California and in the union's Ninth District office.

In June, Ninth District International Vice President David Reaves announced the creation of the Clean Transportation and Advanced Manufacturing Electrical Training Trust. This new initiative seeks to pair IBEW educators with employers to craft apprenticeship and skilled training courses. Training targets include industrial manufacturing technicians, electric vehicle mechanics, and others who work in battery and advanced manufacturing.

Reaves noted that the Manufacturing branch was once the largest in the IBEW, with nearly 400,000 members. The White House's emphasis over the last 3½ years on infrastructure funding to expand U.S. manufacturing and bolster the country's supply chain has resulted in nearly 800,000 new domestic production jobs so far, a portion of which has gone to IBEW members.

Boosting domestic manufacturing also has helped reverse a four-decade downward employment slide, brought on by past presidential administrations' policies that made it easier for corporations to send their industries offshore.

"The unprecedented federal investments from the Biden-Harris administration are creating high demand for skilled workers in the battery and manufacturing sectors," Reaves said. "The IBEW is ready to meet this moment, and we are bringing national resources to this initiative, spearheaded by local unions, to ensure these sectors are creating middle-class, unionized career opportunities for our members."

Reaves said the IBEW is speaking with employers about these apprenticeships, which can combine modules created by the Electrical Training Alliance and the National Utility Industry Training Fund with those customized for whatever needs an employer might have.

These new apprenticeships are being designed to leverage the IBEW's established electrical expertise in a way that gets workers ready for thousands of current and potential jobs in the industrial, manufacturing and technology sectors.

"What's great about these apprenticeships is that they take what the IBEW already does so well to train our construction members and expand it for those of us who work a new set of employers," said International President Kenneth W. Cooper.

Reaves noted that his predecessor, John O'Rourke, had seen what was coming in manufacturing and battery work and wanted to make sure the



The recently announced Clean Transportation and Advanced Manufacturing Electrical Training Trust aims to craft apprenticeships for workers in battery and advanced manufacturing.

IBEW had a foothold. "He knew it was going to take training to do that, so we kept things rolling and, with help from some of our California locals, built it out from there," Reaves said.

The Ninth District Battery Committee includes representatives from Diamond Bar Local 47, Los Angeles Locals 11, 18 and 1710, San Diego Locals 465 and 569, and Vacaville Local 1245.

"After we started it here in the Ninth District, we took it to President Cooper, and now we're rolling it out across the IBEW," Reaves said.

Training at the union's JATCs will provide workers with classroom and lab experience to complement the skills they gain on the job. The new trust also will help JATCs adapt to handle such things as manufacturing training or maintenance of zero-emission vehicles.

"Once a company hears that there's established IBEW training, they get excited about it because a lot of federal funding is tied to having training," Reaves said.

Some of these companies are national and global, he noted. "You get an agreement in one of their areas, it could leapfrog into their other facilities as well," he said.

Reaves thanked the business managers who are helping the new trust get off the ground, as well as Ninth District International Representatives Robert Brock and Micah Mitrosky.

"We want to make sure your union is there to help handle the training needs of the current and next generation of workers," Cooper said. "We see this trust as a way to bring IBEW-backed standards across these critical industries." ■

INFLUENCE

Maine Court Project Shows IBEW's Edge Under Biden's Signature Laws

Portland, Maine, Local 567 members rebuilding federal infrastructure across the Pine Tree State were recognized for their work with a visit from Robin Carnahan, who leads the General Services Administration.

The GSA manages and leases buildings owned by the federal government. Carnahan said it will distribute about \$3.4 billion provided by the Inflation Reduction Act and Bipartisan Infrastructure Law for new buildings and renovating old ones.

About \$300 million is going toward projects in Maine, including five ports of entry along the Canadian border. The most visible project in Portland is a renovation of the historic Gignoux Courthouse.

The building is a local landmark and features a classic Italian Renaissance style but has had few renovations since opening in 1911. IBEW members are working overnights to upgrade its electrical system so the federal courts housed there can maintain normal hours during the day.

"It's clear to everyone across the Biden-Harris administration that organized labor helped build this country," said Carnahan, a former Missouri secretary of state. "That's why we're doing everything we can to help support our brothers and sisters in the unions, and

we're going to continue to do that. Not just in Maine, but all over the country."

Local 567 Business Manager Denis Lehouillier welcomed Carnahan's visit and was pleased to hear her reaffirm the Biden-Harris administration's commitment to using union labor in the transition to clean energy.

Signatory contractor Sargent Electric oversees rebuilding the courthouse's electrical system. Work is expected to take 2½ years, employ about 15 Local 547 members and cut the courthouse's energy costs by nearly 50% — savings that will be passed on to taxpayers, Carnahan noted. Workers also get a boost in pay for working nights.

"It's longevity work," Lehouillier said. "That's what's nice. You have people working for 2½ years instead of something like a solar installation project, which might take six months. This is much, much better."

Jason Queen, Sargent's New England operations manager and a former Local 567 member before moving into management, noted that upgrading an electrical system in an older building takes a highly skilled worker. For instance, workers are drilling through as much as 18 inches of granite.

"Everything needs to be restored back to the way it was," Queen said. "We're not completely gutting the space. It's pretty selective work. Drilling new holes is going to be a challenge."

Examples like that illustrate why union construction members and their signatory contractors are the best choice for this type of work, Carnahan said. Plus, the wages paid stay in the community.

"It's not always easy to find skilled trades workers to do these projects, particularly ones like this where the building is still going to be in operation," she said.

In her opening remarks, Carnahan thanked the IBEW and Local 567, personally mentioning Lehouillier and Second District International Representatives Joe Casey and Dave Keating, who also were in attendance.

Casey said the moment is especially significant because Maine has had no public projects in recent years that included project labor agreements.

PLAs ensure collective bargaining agreements that govern terms and conditions for all workers, both union and nonunion. They ensure that workers receive a fair wage and protect taxpayers by eliminating costly delays and guarding against a shortage of skilled trade workers.

Casey said all local unions and their partners bidding for the work created by public spending must maintain meticulous records to fend off attempts by nonunion contractors and other competitors looking to land the work.

"This in itself is not a huge project," he said about the courthouse. "But what it does is emphasize the importance of the PLA. That's good news for future projects and shows why [the Inflation Reduction Act] was such a big deal."

Later in the day, Carnahan attended a ribbon-cutting ceremony of a new U.S. Customs border station and bridge in Madawaska, Maine, just across from Edmunston, New Brunswick.

IBEW members also worked on that project, which replaced a decaying bridge more than 100 years old and the previous station, which was 65 years old. Large, modern trucks were not able to cross the bridge, so drivers had to find alternate routes.

Carnahan joins a long list of Biden-Harris administration officials to visit IBEW facilities during the last four years, led by the president himself and Vice President Kamala Harris, the Democratic nominee for president.

Others include Secretary of State Antony Blinken, Transportation Secretary Pete Buttigieg, Energy Secretary Jennifer Granholm, Commerce Secretary Gina Raimondo, acting Labor Secretary Julie Su and former Labor Secretary Marty Walsh.

"None of this happens without the work of our union partners because I know the work you are doing not just on

jobsites, but in training centers like this, where you are training the next generation of skilled workers," Carnahan said.

"That's why we are so excited to be able to implement going forward the president's executive order on PLAs because we know PLAs are good for American workers," she added. ■

Robin Carnahan, head of the General Services Administration, visited Portland, Maine, Local 567 in July. She was joined by, from left, Jason Shedlock, president of the Maine State Building and Construction Trades Council; Ed Starr, Joe Casey and Dave Keating from the Second District office; and Local 567 Business Manager Denis Lehouillier.



GROUNDING IN HISTORY

Every Day Is Solidarity Day

Over 40 years ago, more than 25,000 IBEW members took part in a massive display of labor's unity in the face of unjust policies.

The full crowd of over 300,000 gathered on the National Mall to protest the Reagan administration's assault on vital economic and social programs on Sept. 19, 1981. Not only was every AFL-CIO affiliate represented on "Solidarity Day," but over 200 civic organizations joined as well.

The demonstration began in the morning at the Washington Monument. From there, the crowd marched peacefully to the White House Ellipse and then along Constitution Avenue, finally ending at the west front of the U.S. Capitol, where various labor leaders, members and political allies addressed the crowd.

The event successfully demonstrated labor's united front against many backward proposals coming from the Reagan administration. These included the gutting of vital federal programs; repealing of EPA guidelines for clean air and water; tax giveaways to the wealthy; and termination of laws that protect workers' wages, health and retirement.

It was the largest single gathering of IBEW members in history. They came from across the country, accompanied by families and friends. They arrived in cars, buses, and trains representing every branch of electrical work. During the march, the IBEW contingent was six blocks long, stretching the entire width of Constitution Avenue.

Speaking at the podium that day was IBEW President Charles Pillard. While acknowledging the need for a balanced budget and strong national defense, he believed that those things "could be accomplished without the workers, the poor and the elderly paying the whole cost. The ultra-conservatives in Congress, under the guise of



On "Solidarity Day," Sept. 19, 1981, more than 25,000 IBEW members marched in protest of the Reagan administration's labor and social policies.



curbing inflation, are sponsoring legislation that will set back the protective labor legislation that's been gained for workers over the past 50 years."

Pillard also took a moment to highlight the importance of lobbying for the labor movement. At the time, the Reagan administration had refused to consult or even meet with organized labor for suggestions in helping curb inflation and unemployment. "In its duty as a lobbying force for workers," said Pillard, "organized labor must raise its voice in protest on Capitol Hill when it is a consensus of opinion that our members will be economically injured from their legislative actions."

And in their place, we must "present to the administration and Congress ideas and programs that will better the social and economic needs for all our members."

The demands for labor are, and always have been, simple. The right to engage in free collective bargaining, to earn fair wages, good working conditions, safety at the job site, and security for the elderly in their retirement. And when workers secure these rights, they become duty-bound to protect them because the fight for social and economic justice is never over.

To that end, let us demonstrate in any way we can, big and small, so that every day is Solidarity Day. ■

Visit nbe-ibewmuseum.org for more on how to support the IBEW's preservation of its history. Have an idea for this feature? Send it to Curtis_Bateman@ibew.org.

THE METER

400,000

The length, in feet, of fiber optic/CAT 6 cable installed by Chicago Local 134 members to turn the United Center into the site of the 2024 Democratic National Convention.

See photo display on page 5 for more.

TRUMP'S PLAN TO KILL YOUR UNION

We know many of you are motivated by matters that the IBEW does not and will not take a position on. But on your income, your safety, and your power as a citizen and working man or woman, the IBEW does take a position.

Donald Trump isn't a mystery like he was eight years ago. He has a record, as a developer and as president. He has a comprehensive and specific plan for a second term known as Project 2025.

On these two pages of The Electrical Worker are just part of the record he built for himself, what he plans to do if he is given power again and what some of his allies have already done to hurt the IBEW. All of the information is public, including Project 2025, which was written by more than a hundred members of his administration. We put this record before you and leave it to you to decide.

Plan Now to Make Your Voice Heard

Here's how to fight the radical anti-union Project 2025 agenda: **VOTE.**

Vote early, vote by mail or vote in person. Make sure your friends and family members vote. Make sure your union sisters and brothers vote.

Hundreds of thousands of voters have been purged from the electoral rolls since the 2020 election, especially in Republican-run swing states. Even if you've voted in every election since you were eligible, you've got to be sure you haven't been dropped.

Are you registered to vote? Has your polling place changed? Do you know how to get a mail ballot? If you are not on the voter rolls, when is the deadline to register and get back on?

Check your status at [vote.org](https://www.vote.org). Don't wait or it will be too late.



VOTE.ORG

THE DEATH OF LOCAL 1205'S OCALA UNIT

It's no exaggeration to say the Republican plan is to kill unions.

They are already doing it, and it's hit IBEW workers.

For more than a decade, a unit inside Gainesville, Fla., **Local 1205** has represented **400 municipal workers**, including crime scene technicians, electric system operators, park workers and code enforcement workers in Ocala.

That unit is gone, along with the unions of tens of thousands of other Floridians because they fell afoul of a Republican law designed to kill unions in Florida.

The state passed a one-two punch against state workers' unions.

First, they **made paycheck deduction illegal**, making it **harder to pay dues**.

Then the state **decertified any unit of state workers if it had less than 60%** of the membership fully paid up at the end of the year.

Even if a majority of workers wanted the union and are paid in full, their union was taken away.

The state says the contract is still valid, but who enforces it? If the contract isn't followed, who can file a grievance? Does each worker have to put up the money for arbitration?

No one knows.

And **there is nothing to stop the state from raising the bar from 60%**.

Until 2023, the number was 50%, but not enough locals were decertified. It was only then that Gov. Ron DeSantis and the Republican Legislature raised the bar to 60%.

And there is nothing to keep this law from going after your union next.

How Project 2025

The quotes on the cover of this issue are real. You can find them on page 605 for a second Trump administration. The section on labor policy lays out a plan to cut your wages and raise your taxes, then go in.

THIS IS HOW TH

1 Cut Your Wages and Raise Your Taxes

THE PLAN: Union workers have high wages and decent benefits. They know their value, and that makes them harder to control as workers and as citizens. The first step of Project 2025's assault on unions is to chip away at that foundation, jacking up taxes on benefits, rewarding employers that pay less, putting overtime out of reach and weakening your pension.

- + Tax worker benefits worth more than \$12,000 a year. (page 697)
- + Repeal Davis-Bacon, which sets standards for construction projects.
- + End project labor agreement requirements.
- + Repeal the Bipartisan Infrastructure Act's unprecedented labor protections for investment in America. (page 365)
- + Repeal the Inflation Reduction Act's wage and labor standards to the transition. (page 365)
- + Privatize unemployment insurance.

THE RESULT: Longer waits for a new job after getting laid off, lower pay when you can't trust.

2 Make You Less Safe

THE PLAN: You're making less and worrying more, and good jobs are increasingly scarce. Exploiting your fears about job security and your safety only help to maximize corporate profits. Scared workers are cheap workers.

- + Exempt small business, first-time violators from fines issued by the OSHA and Health Administration. (page 582)
- + Let employers hire teenagers for hazardous work.
- + Stop collecting data on discrimination against workers. (page 582)

THE RESULT: Workers who are given the choice between losing their job and their future of their family. It's blackmail, and the IBEW was founded to fight it.

3 Silence You

THE PLAN: You're starting to struggle financially. Your rights at work and safety rules are disappearing. You and your remaining union brothers and sisters raise your collective voice to fight back. But this is bad for profits, so Project 2025 has a plan to try to silence you.

- + Exile unions from the public square and corporations spend whatever they can on campaigns. (page 600)
- + Ban all current and former union members from the administration. (page 31)
- + Allow local unions to be sued for "represent" a member if they ever make a decision the member does not agree with.

THE RESULT: What are you when you can't speak for yourself, negotiate for your own, though you may be closer to their ideal of an employee. All that is left is to talk.

4 Kill Your Union

THE PLAN: It can't be this bad everywhere, you think. There must still be jobs that respect your rights. Then you see how far a second Trump administration would go to snuff out your very union.

- + Give states waivers from federal labor laws for five years. (page 605)
- + Let companies eliminate unions from their contracts (page 603) and create "employee organizations" to replace them.

THE RESULT: You're back where they've wanted you since the end of the Gr

There is plenty in Project 2025 that the IBEW does not and will not take a position on. But the sections that lay out its vision for workers make plain its hatred of org

"Like so many billionaire politicians, Trump likes to speak for blue-collar workers, but there is no room in this plan for us to speak for ourselves," International President Kenneth W. Cooper said.

Would Kill a Union

can find every one in the Republicans' detailed plan term, Project 2025.

four-step strategy to shatter labor unions: es, make you less safe, silence you, for the kill.

THE PLAN WORKS:

THE STEPS:

- than
 - prevailing wage
 - cts. (page 604)
 - requirements. (page 604)
 - ure Law, which builds
 - is into a trillion-dollar
 - ct, which binds high
 - e clean energy
 - ce. (page 605)
- +
 - Increase the fees multi-employer pension plans pay to the Pension Benefits Guaranty Corporation even if they are healthy. (page 610)
 - +
 - End overtime as we know it:
 - Allow companies to replace overtime with paid time off. (page 603)
 - Change how companies calculate overtime to whatever they want — bi-weekly, even monthly, so you could work 60 hours in a week then be laid off and not get overtime. (page 592)
 - Allow states to opt out of federal overtime and minimum wage laws entirely. (page 605)

en you get it, higher copays and worse coverage for your family, and a pension

THE STEPS:

- e, [and] non-willful
 - e Occupational Safety
 - 594)
 - azardous jobs. (page 595)
 - ation
- +
 - Eliminate the federal agency that prosecutes companies for race and gender discrimination. (page 582)
 - +
 - Fire the pro-worker heads of OSHA and the Equal Employment Opportunity Commission on Day One. (page 615)

d doing something dangerous often put themselves at risk rather than risk the

THE STEPS:

- are, but let billionaires
 - er they want in political
 - members from jobs in
 - f failing to "fairly
 - r make a political
 - gree with. (page 600)
- +
 - Fire pro-worker members of the National Labor Relations Board on Day One. (page 615)
 - +
 - Make it easier to fire union members. (page 601)
 - +
 - Strengthen "management rights" so working conditions and scheduling are no longer subject to collective bargaining for public-sector unions. (page 81)

yourself, keep yourself safe or demand your due? You are no longer a fully free citi- ke away your right to join with others. The final step of the plan snuffs that out.

THE STEPS:

- labor laws for up to
 - in the middle of a
 - mployee involvement
 - (page 599)
- +
 - Ban companies from voluntarily recognizing unions. (page 603)
 - +
 - "Congress should also consider whether public-sector unions are appropriate in the first place." (page 82)
 - +
 - Make it easier for employers to interfere in union elections. (page 602)

eat Depression: POOR, UNSAFE, SILENT and ALONE.

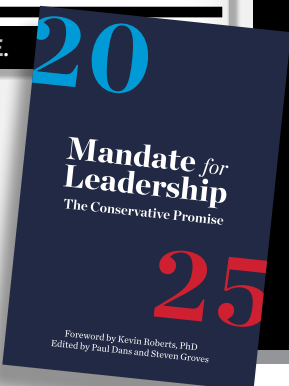
osition on.

But don't take our word for it.

Look for yourselves:



https://static.project2025.org/2025_MandateForLeadership_FULL.pdf



20 TRUMP CAN'T WASH HIS HANDS OF PROJECT 2025

Donald Trump praised Project 2025 and its authors at the Heritage Foundation for months before it gained wider notice and then ridicule.

In 2022, Trump spoke at Heritage and said, "This is a great group, and they're going to lay the groundwork and detail plans for exactly what our movement will do ... when the American people give us a colossal mandate to save America."

Once it became clear how radical — and unpopular — the play-book was, Trump backtracked furiously, insisting it all had nothing to do with him.

But here are the facts.

Thirty-one of the project's 38 section editors had roles in his administration, including six former Cabinet secretaries. The editor overseeing the section on labor policy, Jonathan Berry, was Trump's regulatory director at the Department of Labor.

Trump's director of the Office of Management and Budget, Russell Vought, wrote the section on executive power.

When he finished his work on 2025, he then headed the committee that wrote the Republican platform for this year.

In a video released in mid-August, Vought waved away Trump's rejection of Project 2025.

"I see what he's doing is just very, very conscious distancing himself from a brand," Vought said. "It's interesting, he's in fact not even opposing himself to a particular policy."

As Democratic vice presidential nominee Gov. Tim Walz said, "If you're going to take the time to draw up a playbook, you're damn sure going to use it."

“If you're going to take the time to draw up a playbook, you're damn sure going to use it.”

25

Developer Donald Trump Stuffed, Sued, Fought and Avoided Unions

Before Donald Trump became a reality TV star and then a professional politician, he built stuff.

When he built where unions were strong in the '80s and '90s, he hired union workers, though he often had to be taken to court to pay up.

But for the last 30 years, Trump has mostly built where laws keep unions weak, and there he almost always built nonunion.

Outside of New York and Atlantic City, N.J., for every union-built development, Trump built about two nonunion.

Even his famous home in New York City, Trump Tower, was built using 200 undocumented workers. He fought in court for 20 years to avoid paying the back wages and benefits he owed.

Whether he built union or not, not paying workers was a constant.

Trump faced at least 60 lawsuits for not paying contractors and was sued 24 times for violating the Fair Labor Standards Act.

It was so common, people inside the Trump Organization called it the "Trump discount."

"This is not complicated," said Miami Local 349 Business Manager and International Executive Committee member Bill Riley, who watched Trump project after Trump project go non-union. "Trump supports policies that are most common in those places where unions are weak, and where unions are weak, he hires nonunion."

But then he has always been clear what he thinks, telling a South Carolina radio station in 2015, "I am 100% right to work."

Trump's Anti-Worker Record as President, in Brief

A selection of 10 of the worst policies and feats:

1. There never was an Infrastructure Week.
2. Oversaw the loss of 2.7 million jobs.
3. Blocked extended unemployment benefits during the pandemic shutdown.
4. Passed a \$2.3 trillion tax cut for the bosses while raising taxes on the union members who work for them through the elimination of tax deductions for dues and work expenses.
5. Ended the ban on companies that cheat workers and bust unions winning government contracts.
6. Ended the requirement that companies report on-the-job injuries and deaths.
7. Barred 8 million workers from being eligible for overtime, stealing over \$700 million per year from their wallets.
8. Guttled OSHA so it had fewer inspectors than any time in recent history and did 5,000 fewer inspections per year than under the Obama or Bush administrations.
9. Made it easier for employers to fire or punish workers protesting unsafe working conditions.
10. Exiled the tally of worker deaths from OSHA's homepage.

THE VIEWS OF AN OHIO VOTER*



"I quickly realized that Trump's actual policy proposals, such as they are, range from immoral to absurd."

"We are, whether we like it or not, the party of lower-income, lower-education white people, and I have been saying for a long time that we need to offer those people SOMETHING ... or a demagogue would. Trump is the fruit of the party's collective neglect. ... I go back and forth between thinking Trump is a cynical a--hole like Nixon who wouldn't be that bad (and might even prove useful) or that he's America's Hitler. How's that for discouraging?"

"I can't stomach Trump. I think that he's noxious and is leading the white working class to a very dark place. [He] makes people I care about afraid. Immigrants, Muslims, etc. Because of this, I find him reprehensible. God wants better of us."

"Mr. Trump is unfit for our nation's highest office."



* This Ohio voter is Trump's running mate, Ohio senator and former private equity investor J.D. Vance. The quotes are, top to bottom, from an essay Vance wrote for USA Today, a Facebook message Vance wrote, a tweet Vance posted and a New York Times essay Vance wrote, all in 2016.

ORGANIZING WIRE

One Worker's Passion Helps Organize 200 SDG&E Call Center Workers

A majority of workers in San Diego Gas and Electric's call center recently voted to join the IBEW, and San Diego Local 465 Business Manager Nate Fairman says Cece Marquez deserves recognition for a historic win.

"Cece was the leading force of the campaign," said Fairman, whose local now represents more than 1,700 SDG&E workers across multiple departments after organizing the unit of more than 200 people. "She was involved in every organizing attempt in the call center. We couldn't have organized these members without her."

Marquez, who began working at the call center in 2002, was highly motivated to improve conditions there. "I was 20 years old, with very limited education and no college," she said.

Even for someone with experience, Marquez said, the job of energy service specialist can be overwhelming.

"We're supposed to be the one-stop for handling billing items," she said, "plus electrical emergencies, power outages, Mylar balloons on power lines, people wanting to go solar or install electric vehicle chargers."

"They handle hundreds of customer calls and help our communities and crews handle issues," Fairman added. "They're essential workers who do extraordinary work in an extremely high-stress environment every day."

What could often make the job harder, Marquez said, were poor training, conflicting orders and an inability for workers to get help.



Local 465 Business Manager Nate Fairman joined Marquez and one of her daughters on an informational picket line at SDG&E headquarters.

"I used to cry on my way to work," said Marquez, a single mother of two. Time and again, she tried to advocate for better working conditions.

"[Managers] told me, 'Just be a good worker bee and don't ever talk about your pay and compensation,'" she said.

Marquez's drive to organize got personal when "I found out new people were coming in making more than me," she said. "Something needed to be done."

In 2016, a fed-up Marquez got in touch with Local 465, and she soon found herself meeting in a cafe with Assistant Business Manager Raul "Kiko" Diaz. Not long after, a unionizing campaign was underway.

"Our volunteer organizing committee was a small but mighty few," she said. Throughout the entire drive, Marquez feared retribution from



San Diego Local 465's Cece Marquez (center, standing) recently met with some of the 200 newly organized workers from San Diego Gas and Electric's call center. Marquez led the organizing campaign.

SDG&E for her efforts.

After that first try failed, Marquez said, SDG&E "held captive audience meetings, hired new people and pretended to care. They said, 'Give us another chance.'"

"That's also when they realized it was me behind it," she said. By then, though, Marquez was eager to mount another campaign as soon as possible.

"I found out we had to wait 12 months till the next election," she said, adding that during that time, "I got more knowledgeable about my rights, and I learned I shouldn't have to be in fear."

Fairman, who at this point had been elected business manager, made sure the local's support for Marquez's efforts remained unbroken. "Nate's energy is contagious," she said. "His drive and enthusiasm are inspiring."

The VOC, meanwhile, enlisted backing for their campaign from a broad range of local community members. "We talked to people, held town hall meetings, held a lot of late-night meetings at people's houses," Marquez said. These strategies proved useful when organizers needed help with things like informational pickets outside SDG&E's corporate headquarters.

This drive in 2017 lost by just seven votes. Afterward, Marquez said, SDG&E "held more captive audience meetings, but this time, they never invited me. I still had to work."

Marquez noted that her pay had been so meager that she qualified for a low-income discount for her own electricity from SDG&E — rather than an employee discount — and her children were eligible for state-paid health care.

She had applied for a promotion to call center dispatcher — a Local 465-represented job that came with a \$15-an-hour raise — but received an offer only after the failure of the second organizing campaign. While she accepted the job, she could see SDG&E's motives. "This was them pushing me off the call center floor," she said.

Marquez still gets emotional when she remembers her co-workers on her last day with them in the center. "They said, 'Cece, don't forget about us!'"

She was adamant. "I'm not gonna forget you," she told them. "I'm always here for you guys."

True to her word, a third organizing attempt was launched in 2023. As he had in 2017, Fairman again got help from Vacaville, Calif., Local 1245. "They came down, made house calls, helped us out," Marquez said. "We are so thankful for their solidarity."

Marquez also got help from District Organizing Coordinator Greg Boyd and Regional Organizing Coordinator Bob Brock. "We learned so much about how to use the International Office's

resources," she said.

The timing of this third campaign was fortuitous, as SDG&E's franchise agreement, which grants the company exclusive rights to serve San Diego's business and residential customers, was expiring.

"They wanted the union's help to get it renewed by City Council," she said. The company was aware of IBEW members' good relations with the council after the union worked for more than a decade to help elect the body's pro-worker majority.

"We used the franchise agreement negotiations to pressure SDG&E to enter into a card-check neutrality agreement," Fairman said.

It worked. The council approved the extension of the franchise agreement, and SDG&E stayed out of the way of IBEW's organizing. Not only was Local 465 successful in going after the 200 call center workers, but it also organized more than 50 workers in the utility's generation department. Negotiations toward first contracts for both units were ongoing as this newspaper was being prepared.

"We also made it known to [SDG&E] labor relations that every nonunion department is an organizing opportunity," added Marquez, who now serves as Local 465's recording secretary. "We've had other nonunion departments reach out to us."

Fairman noted that the IBEW represents workers at more than 250 utility call centers across the U.S. "The IBEW is a perfect fit for SDG&E, too," he said. ■

War on Workers' Rights in South Continues With Alabama, Georgia Laws

The IBEW and other labor unions in the South took another body blow recently, when Alabama and Georgia both passed and signed into law bills that strip state incentives from any company that voluntarily recognizes a union.

But in a way, it was something of a compliment. Support for unions is at its highest level in decades, and organizing drives are taking place throughout the country — including in the Deep South.

"If you're not doing anything and you're off the radar, no one is wasting their time with you," said Fifth District International Vice President Glenn Brannen, whose district includes Alabama and Georgia. "When you get on their radar, people want to take you on."

The new laws come at a time when organized labor's massive gains under the Biden-Harris administration are threatened by a Republican agenda that would take anti-union policy nationwide. (See the cover and pages 4-5 of this issue for

more information.)

Workers at a Volkswagen plant in Chattanooga, Tenn., overwhelmingly voted to join the United Auto Workers earlier this year despite stiff resistance by state officials. Georgia workers for the Blue Bird Corp., one of the country's largest manufacturers of school buses, voted for representation from the Steelworkers last year and approved a first contract in May.

The IBEW worked with the AFL-CIO in both Alabama and Georgia against the laws, but it was an uphill battle from the start. Both statehouses are dominated by the GOP, and Republicans also control the governor's mansions. Georgia has two Democratic U.S. senators, but the GOP still controls statewide politics.

"Our governor [Brian Kemp] wants to see the percentage of Georgia citizens as union members go down, not up," Georgia Political Director and Fifth District International Representative Will Salters said.

Salters said he isn't sure if the new law will have much impact on the IBEW in Georgia. Voluntary recognition of a union is largely unheard of in the state, so having a vote is the norm. It also should have little impact on the IBEW's signatory contractors in the state, he said.

"Anything that kind of discourages unions and tells companies they should not be working with unions, that makes an impact," said Salters, who was a leader in securing IBEW workers at the Vogtle Power Plant when he was the business manager of Augusta Local 1579. "But in Georgia, we've been fighting these battles for many, many decades. It makes it a little harder, but it's almost insignificant to us."

Alabama Political Director Ross Roberson, who also serves as president of Birmingham Local 136, echoed many of Salters' comments. The state's AFL-CIO recommends getting at least 74% of workers at a proposed bargaining unit to sign representation cards before even calling for an election, Roberson said.

"We're fighting an uphill battle," he said. "A majority of the statehouse is not friendly to unions. Our governor [Kay Ivey] is one of the biggest union-bashing governors in the country."

The right-wing American Legislative Exchange Council, which long has fought against union rights, has been shopping bills like the Alabama and Georgia laws to other GOP-led states, the Associated Press reported. Some labor analysts expect the laws to eventually be challenged in court, on the grounds that Alabama and Georgia are interfering with a worker's right to join a union.

Prominent politicians have railed against unions for decades in the Deep South, and every state in the area has a so-called right-to-work law, which allows employees to benefit from a collective bargaining agreement without contributing toward it. Brannen has watched that up close. He grew up in Louisiana and is a former business manager of Shreveport Local 194.

But he said it seems more intense now, in part because most workers — even in the South — say they want to join a union. It's also likely a reaction to what has happened on the federal level, where President Joe Biden's administration has been the most union-friendly in American history.

In Arkansas, several laws banning child labor were rolled back. Florida has done away with almost all protections for members of public-sector unions.

"One of these governors says, 'Look what we did,'" Brannen said. "Another one says, 'Well, we're falling behind when it comes to attacking unions.' They sadly want to be the one that keeps on the case." ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2025

Many collective bargaining agreements between private sector employers and the IBEW or its local unions include “union security” provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law, and the Railway Labor Act permits these provisions in all states. Under these laws, employees may fulfill their “union security” obligations either by joining the union and thereby enjoying the full rights and benefits of union membership or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers — that is, who choose not to become full-fledged IBEW members — forfeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such “chargeable” activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political causes, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2025 must do so during the month of November, 2024. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November open period. Objections filed during this open period will become effective on January 1, 2025 and will remain effective for as long as the objector remains in the bargaining unit.

No special form is required to register an objection. However, please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move, please advise the International Secretary-Treasurer of your new address.

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion retained by the local union and a portion transferred to the International. The International will mail a check reflecting the reduction in the International’s portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. During these same time frames, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector’s periodic payments, and will provide information explaining the basis for its reduction.

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2022-23 fiscal year, 52.06% of its expenditures were for “chargeable” activities and 47.94% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction, thereby giving objectors a larger reduction than if the locals used their own figures.

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers’ Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States has the right to object to expenditures of their fees for activities that are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as “nonchargeable activities.” The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for “chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be postmarked during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement or, for current agency fee payers, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, the IST will forward the names of the objectors to the LUs to which they pay their agency fees. No later than January 31 of each year (or as soon as possible in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who has perfected their objection under this plan a check reflecting the reduction in payments to which the objector is entitled, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will

determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which the objector is entitled for a particular portion of the upcoming calendar year. If the check representing the reduction in per capita payments is not for the entire calendar year, then the IST shall later within the calendar year repeat the process and mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which the objector is entitled for a subsequent portion of the upcoming calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International’s expenditures on chargeable activities may appeal to an independent arbitrator.

- The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector their first per capita reduction check of the calendar year. The appeal should explain the basis of the challenge.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, as Amended and effective January 1, 1988.
- Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit their views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to ensure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which the objector pays agency fees does not accurately reflect the LU’s expenditures on chargeable activities may appeal through procedures established by the LU. An objector challenging both the International’s and the LU’s reductions must appeal through the procedure specified in paragraph 6.a., except that the appeal must be received in the office of the IST within 30 days of (a) the date on which the International mailed the objector the per capita reduction or (b) the date on which the LU mailed its reduction, whichever is later. ■

LOCAL LINES

Local 16 Celebrates Grads, Golf Win and 125th Anniversary

L.U. 16 (i), EVANSVILLE, IN — Congratulations to the graduates of the 2024 inside wireman program: Zachariah Adams, Sean Armstrong, Daric Bailey, Joshua Barnard, Tyler Blazier, Morgan Britton, Ryan Carithers, Anthony Cross, Jacob Dorris, Jacob Epperson, Michael Foster, Brandon Gentry, Alexander Gerling, Destin Gresham, Sam Griggs, Brian Haag, Jeremy Hall, Cole Harpenau, Copper Hobbs, Griffin Hodgson, Keith Holman, Victor Jackson, James Kaster, Joseph Kayser, John Kercher, Andrew Kirves, Edward Koch III, Shane Miles, Jonathan Parkerson, Dalton Peerman, Jeffery Perigo, Ernest Phillips, Maegan Powers, Benjamin Reising, Charles Reuter, Trevor Skaggs, Paul Sokolowich, Loden Spain, William Spradlin, Trey Staples, Isaiah Stockman, Michael Sutherby, Adam Sweeney, Cameron Utterback, Zachary Wargel, Tanner Weaver and Dakota Wheelock.

This year's Academic Award winner was Paul Sokolowich. The John D. Brenner Memorial Award went to Joshua Barnard. Best wishes to these journeymen as they begin this new phase of their career!

Kudos to Local 16's outstanding golf team for bringing home the first-place trophy in the IBEW Indiana State Golf Tournament.

Local 16 celebrated its 125th anniversary with a special party Sept. 14. Everyone enjoyed the music and refreshments, making this a perfect opportunity for reminiscing, renewing old friendships and building lasting memories.

Donald P. Beavin, P.S.

Congratulations, Local 24 Graduates!

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City. We'd like to congratulate all our apprentices, construction electricians and VDV technicians who topped out this year.

The graduation ceremony was held at the Baltimore Museum of Industry. With the Inner



The graduating class of Local 24's JATC.

Harbor as the backdrop, 97 members received their certificates of completion. They were joined by family, friends and industry leaders to celebrate this milestone accomplishment. The graduates consist of 91 inside wiremen and six VDV technicians. Completing an electrical or VDV apprenticeship is no easy task, and we are grateful to have skilled brothers and sisters committed to our industry by building their careers. Once again, congratulations on a job well done.

In other news, we held our 24th annual family picnic in August at Conrad's Ruth Villa in Middle River, Md. More than 1,300 members, families and guests joined us on the beautiful lawn for a day of brotherhood. Thank you to all our volunteers who helped run this large event, and to our officers, agents and staff who worked hard to set up and sell tickets. It is always a pleasure to see our members, retirees and their families enjoying the day.

Live Better/Work Union!

Mike McHale, B.M.

Local 26 Holiday Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — Our two annual Virginia picnics and the Maryland picnic were held in June and August, the fishing trip and Poker Run were held in September, and we will host the pension seminar Oct. 5.

Local 26 will host holiday parties in Front Royal, Va. (Dec. 6); Roanoke, Va. (Dec. 7); and Greenbelt, Md. (Dec. 13). We hope that you have planned to take an evening out for some brotherhood/sisterhood and holiday cheer at one of these locations. For more information and to register for one of these events, please visit ibewlocal26.org.

Best wishes to the following retirees: Thomas Buhler, Christopher Burch, David Caporaletti, Gregory Carr, Peter Chiurco, Thomas Collins, Abdul Conteh, Gary Clum, Stephen DeYoung, Nathaniel Fannin, Michael Fricia, Eduardo Garcia, Lynnard Geddis, James Gleaton, Rudel Hart, Richard Houchen, Arnold Jenkins, Michael Kloby, Michael Miller, William Miskovic, David Norman, Steven Ogle, Eugene O'Sullivan, Joseph Stakem, Stuart Sullivan, Andrew Thompson, Stephen Townsend,

Vincent Tyler, Krzysztof Wabik, John Whitmire, Alphonso William and Stephen Williams.

The following members have passed away since our last article: Calhoun Anderson, Ronald Auth, Matthew Brickhouse, Harry Clegg, Vincent Cutino, Roy Gilliss, Patrick Hall, Misael Martinez, Elwood Ness Jr., James Norris Sr., Enrico Pelousa, Steven Tolliver, Allen Weese and Robert Young Jr.

Joseph F. Dabbs, B.M.

Prosperity in Local 34

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Fall brings a promise of more good work. Contractors report plenty of work across classifications.

We are happy to announce Local 34 ratified a new three-year inside contract. Our negotiating team worked hard to get a contract that provides a great standard of living and improves jobsite conditions.

Our RENEW program held its first event, a charity bags tournament at the union hall June 29. This event successfully raised more than \$1,100 for our local's sick and needy fund. Local 34 strives to serve not only its members but community members in need, too.

This year, the local once again hosted the Thomas Jefferson Foundation Scholarship banquet alongside fellow trades members to fund scholarships for students with special needs. Recent and upcoming events include our annual Lee Hall Memorial Golf Outing on Aug. 10, the 24th annual trap shoot Sept. 14 and Local 34's 125th anniversary celebration Oct. 11.

Congratulations to member Tim Madison for his successful completion of the four-year



From left, Local 34's Outstanding Apprentice J.P. Flambeau, Top Inside Apprentice Alex Krile, Top Residential Apprentice Brady Boyd and Top Telecom Apprentice Dylan Huddleston.

Instructor Group program at NTI in Ann Arbor, Mich., and to J.P. Flambeau, who attended NTI as new journeyman. Brother Flambeau was awarded this year's Outstanding Apprentice recognition at the JATC graduation.

Stay safe out there, brothers and sisters!

Zach Helms, V.P./P.S.



Local 38 members, families and friends enjoying lunch and refreshments at the union's annual picnic.

Local 38 Cedar Point Family Picnic

L.U. 38 (i), CLEVELAND, OH — On July 7, our local's members, families and friends gathered at Cedar Point amusement park in Sandusky, Ohio, for the union's annual picnic. More than 900 tickets were sold to enjoy a day of roller coasters, games, food and solidarity.

Records show that Local 38 has been having the annual picnic at Cedar Point dating to 1915 and possibly longer. Cedar Point opened in 1870 and is the second-oldest amusement park in the country. All new construction and maintenance at the park is done with the IBEW, and Local 129 represents the electrical workers on site.

The work outlook remains very strong, with several large projects underway and on the horizon. At the Cleveland Clinic Main Campus, the Cole Eye Institute, the Neurological Institute and new research buildings are underway. Work continues at both Sherwin-Williams sites, Cleveland Police headquarters, Progressive Field, the Rock & Roll Hall of Fame and Case Western Reserve University, to name a few.

On the horizon are a new jail in Garfield Heights, the new Cavs' training facility, Bedrock's development on the Cuyahoga River, Blue Abyss' astronaut training facility in Brook Park and the conversion of the historic Rose Building downtown (formerly Medical Mutual headquarters).

Dan Gallagher, B.M./F.S.

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 46 members accepting the 2024 Power to the People Award after their successful 10-week strike.

Local 46 Accepts Power to the People Award

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — The Washington State Labor Council presented the 2024 Power to the People Award to our limited energy electricians for their successful 10-week strike that electrified Washington’s labor movement. Sisters Trina Chapa and Megan Kirby were also presented with the Mother Jones Award for their service leadership during the limited energy strike. One day longer, one day stronger.

I am so proud of this unit’s dedication, determination, fortitude and unity!

Thank you to the Local 46 Women’s Committee, who brought tie-dye to our summer picnics. The Women’s Committee set up tie-dye stations to raise funds to send delegates to conferences and trainings. I look forward to seeing you in your tie-dye on Tuesdays to show solidarity.

The crisp fall air feels full of possibilities. I hope this time is spent collaborating with one another, whether that be special meetings, strategic planning or reaching out to our sister locals. I believe we can make positive change together to make things better for everyone.

Solidarity forever!

Megan Kirby, P.S.

Local 104 Participates in Golf Fundraiser

L.U. 104 (lctt,o,u&ptc), BOSTON, MA — Our local’s members, contractors and Veterans Committee participated in an annual golf fundraiser sponsored by Central Maine Power.

This event took place June 13 at the Sunday River Golf Club in Newry, Maine. The proceeds go to the Travis Mills Foundation. In the three years since this annual fundraiser began, more than \$500,000 has been raised.

This money is well spent by the Travis Mills Foundation to provide barrier-free outdoor experiences; emotional support; and a new heated, wheelchair-accessible indoor pool for veterans and their families.

This foundation was born from retired Army Staff Sargent Travis Mills’ experience and challenges during his recovery and rehabilitation. He is one of only five quadruple amputees from the wars in Iraq and Afghanistan to survive.

Tim Burgess, A.B.M.



Local 104 Veterans Committee members, from left: Brian Mackinnon, Micheal Beddie, Dylan Hixon and Eric Wernig.

Local 130’s Paul Zulli Becomes Fifth District Rep

L.U. 130 (i&ptc), NEW ORLEANS, LA — In a significant development for our local, Paul Zulli has accepted the position of Fifth District international representative. Paul, who previously served as the business manager and financial secretary of Local 130, will represent the union at the district level. His extensive experience and commitment to the IBEW make him a great choice for this new role.

Paul’s transition to the Fifth District position comes after a successful tenure as business manager. Under his leadership, Local 130 saw growth in membership, improved labor relations and increased engagement with the community. His dedication to advocating for workers’ rights and ensuring fair working conditions has been widely recognized.

Rodney Wallis will step into the role of business manager and financial secretary of Local 130. Rodney brings a wealth of experience to the position, having served in various capacities within the

local. His background includes work as an organizer, chairman of the Executive Board, political director, Apprenticeship Committee member, and Health and Welfare board member. Rodney is committed to maintaining the union’s strong foundation and continuing its legacy of supporting electrical workers in the region.

Paul Zulli’s leadership has been instrumental in our local’s success. We are confident that Rodney Wallis will continue to uphold our values and serve our members with integrity.

Members of Local 130 can expect a seamless transition as Paul assumes his new responsibilities and Rodney takes the helm as business manager.

Butch Naquin, R.S.



Local 130’s Business Manager/Financial Secretary Rodney Wallis and Fifth District International Representative Paul Zulli.

IBEW Takes Center Stage at the DNC

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — The Democratic National Convention rolled into Chicago Aug. 19 and put on one of the most highly attended, massively viewed

and technically flawless conventions ever, showcasing Local 134’s electrical work to tens of millions of Americans.

More than 70 Local 134 members were instrumental in the installation, preparation and execution of this global event. Working on an extremely tight timeline, they laid more than 400,000 feet of fiber and CAT 6 for DNC production, press pool and media, as well as 75,000 feet of temporary power for animated lighting installations, LED monitors and video display, which included IBEW logos projected throughout the enormous facility. Not only did our members raise production values to a new level for political conventions, but the event’s producers also said they had never

worked with a more professional workforce.

The success of the DNC would not have been possible without the talented electricians and contractors from Local 134, whose skills, dedication and hard work are unmatched.

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

Congratulations and Thanks to the Members of Local 150

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — The local congratulates the following 2024 graduates: Sarah Ahern (VDV) and Paul Campbell, Jacob Carus, Alex Chobanian, Hunter Falotico, Mark Favia, John Carlos Figueroa, Leonardo Figueroa, Ivan Garcia, Alan Miller, Jake Morgan, Sebastian Piorek, Matthew Renz, Dakota Sarabia, Randall Schmidt, Aaron Sims, Daniel Trychta and Mikolas Vogt (inside). Good luck in your future careers!

Local 150 thanks the VDV apprentices for their hard work updating the wireless mesh networking system at the union hall. We appreciate what you do for the local.

Solidarity and union participation were abundant at Local 150’s summer events. Brotherhood and great weather made these experiences most enjoyable. Thank you to all the sisters and brothers who volunteered and participated to make this all possible.

Mark your calendars and be sure to attend our Christmas general meeting Dec. 4. We will be honoring our retirees and awarding pins to those with 50-plus years of service. Looking forward to seeing you all there.

Sisters and brothers, look out for one another and continue to guide our apprentices to become proud journeyman wiremen and technicians for Local 150 and the IBEW.

Aaron M. Rendon, R.S.



Local 150’s VDV apprentices who worked on the wireless mesh system upgrade: (back row, from left) Sydney Weinkers, William Hayek, Armond Nailor and Nicholas Murphy; (front row, from left) Kelsey Anderson, Kevin Dominguez and Misael Perez.



Local 134 electricians, pictured during the set-up phase of the DNC, were essential to the convention’s success.

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LOCAL LINES



Local 164 members giving their all at the tank pull in Clifton, N.J.

Tank Pull for Veterans

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — On June 9, 23 of our local’s members, including active journeymen, apprentices and retirees, came out for a day of fun to give back to our veterans. There was an 80,000-pound tank pull competition in Clifton for the Knights of Columbus and Catholic Charities to benefit veterans in need.

The team, led by Local 164’s Veterans Committee and its chair, Brother Richard Paredes, came to win and put in a spectacular effort pulling the tank by hand with a rope. They didn’t emerge victorious, but they had a great time and gave back to a great cause.

Business Manager Dan Gumble, President Tom Sullivan, officers and staff thank our members who came out for this great cause.

Warren M. Becker, P.S.

Congratulations, Newly Elected Local 236 Officers

L.U. 236 (cat,ees,govt,i,mo,rtb&t), ALBANY, NY — Congratulations to all our newly elected officers this year, and thank you for serving your local and the IBEW. Members who want to be involved and care for the betterment of the organization are critical to its success.

Local 236’s first elected business manager, Timothy Paley, now retired, is evidence of this lifelong passion for the IBEW and its brotherhood. In the picture below, he can be seen visiting Anchorage, Alaska, Local 1547 and meeting with Assistant Business Manager Sven Westergard.

While the work picture for the first half of 2024 has been slower than desired, the future still looks promising for upcoming large-scale projects including the Wadsworth Center laboratories, the Albany NanoTech Complex and GlobalFoundries, to name a few.

Thanks to everyone who has been a part of Local 236 as we strive to make it a better place for electricians every day.

Mike Martell, A.B.M.



Local 1547 Assistant Business Manager Sven Westergard, left, with Local 236’s first elected business manager, Timothy Paley (now retired).

Local 258 Hosts Utility Arborist Summit

L.U. 258 (ees,em,lctt,o&u), VANCOUVER, BC — Our local recently hosted a utility arborist summit. We invited our signatory utility arborist contractors, along with the apprenticeship training provider. Additionally, we leveraged our relationship with electric utility BC Hydro and invited its vegetation management and contractor procurement teams to attend. Having a large utility participate resulted in four non-signatory utility arborist companies attending the event.

The summit had a strong focus on improving the industry and was well-received by all participants. Discussions revolved around safety standards, attraction/retention issues, contract procurement and apprenticeship management. The chair of our Joint Line Apprenticeship Training Association gave a presentation to explain the concept of a joint apprenticeship committee and to demonstrate the success we have had using that model in the power line industry.

Reflecting on the history of Local 258, Business Manager Cody Gatzke stated: “Utility arborists were the first group outside of BC Hydro that Local 258 organized, back in 1984. This milestone happened four years prior to us obtaining outside line jurisdiction in 1988. While most of our membership works for BC Hydro and our line contractors, hosting this summit reaffirms our long-standing commitment to supporting and advancing the line clearance tree trimming sector.”

Emily Organ, P.S.

Longtime Local 288 Organizer Retires

L.U. 288 (i,rts,spa,u&ptc), WATERLOO, IA — Brother Ritchie Kurtenbach retired from his position as organizer/assistant business manager at the end of July. Ritchie had served in the role for 22 years after serving as business manager for two terms. He has been pivotal in organizing many new members into the IBEW, offering opportunities for electrical workers to improve their lives through union labor — labor that guarantees good wages, real benefits and dignity.

Ritchie has always been very active in the community. He has been a part of the Iowa Irish Fest since its inception, growing it into one of the largest Irish festivals in the Midwest. Local 288 members donate their time and expertise to meet the electrical needs of the festival.

When asked, Ritchie said setting up Local 288’s Lost Brother Fund was his proudest accomplishment. The fund is an optional program that provides the families of members who have passed with a cash donation.

In his retirement, Ritchie plans to continue his longtime advocacy for organized labor and the rights of working people in his community.

Congratulations, Brother Kurtenbach! May you have a long and healthy retirement.

Ethan Seidenkranz, P.S.

New and Improved Agreements and Leadership

L.U. 300 (govt,i,u,mo&lctt), MONTPELIER, VT — Congratulations to Gabe Miller for being the North-east Public Power Association’s Apprentice of the Year for the first-year class. Gabe and his co-workers at Ludlow Electric Department recently organized and will have their first-ever IBEW agreement in place by end of 2024. Congratulations to Gabe and Ryan Wardell (third-year apprentice) for their hard work and dedication to learning the trade. Congratulations to the other new members for their desire to make a difference and become IBEW utility workers.

A shout-out goes to members at Hardwick Electric Department for their perseverance and commitment to the town they service. The members recently secured a successor agreement during a difficult transition period. This new agreement is a step in the right direction for the employees and future management. I wish the members the best with their pursuit of leadership that is mindful of the residents and employees’ needs.

The holiday season is upon us, and we are hopeful that the flood waters have receded so that

we may enjoy our time with friends and family.

I would like to thank all the members who participated in their negotiations throughout the year and look forward to 2025.

Jeffrey C. Wimette, B.M./F.S.



Local 332 members volunteer to construct and light the holiday tree in San Jose, Calif.

Record Wage Increases at Local 332

L.U. 332 (c,ees,i&st), SAN JOSE, CA — Our local’s members take pride that we helped build Silicon Valley. Our work can be seen in tech campuses, hospitals, schools and government buildings. Because of our world-class training and craftsmanship, the contractors who are signatory to our master agreement respect our members. That is why we were able to negotiate a record wage increase this year, even in a down market.

The increase for our inside wireman contract is the highest in the history of the West Coast, a \$19.42 raise over three years. The journeyman wage will be \$87.17, with the rest going into health and welfare, retirement, and our training program. Our residential members also won record wage increases.

As with many areas across the nation, much construction



Ludlow Electric Department apprentices Gabe Miller and Ryan Wardell.





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was put on hold during the pandemic, projects were delayed and many professionals never returned to their offices. This caused a work slowdown. However, things are picking up, with more projects getting the green light and calls coming into dispatch. So now our members will not only have record high wages, but we will have the hours, too. Come work with us in Silicon Valley!

Beth Trimarco, Comm. Dir.

30 Years in the Making

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — After more than 30 years of waiting, Rockford finally has our casino. The new Hard Rock Casino opened Aug. 29, and the party continued into Labor Day Weekend to much fanfare. Three acts performed — Joan Jett, Brad Paisley and Akon — and what a show it was. The casino is now the crown jewel of the city.

This project was aggressive from Day 1, and Local 364 came through with all deadlines met. Many thanks to all our members who worked on this project for keeping the gold standard that we have come to expect from Local 364 projects.

Our Facebook DeKalb Data Center project is going strong, with more than 400 members on the project at press time, and it will continue through 2025.

In Belvidere, Project Yukon has taken shape with approximately 80 wiremen on site. This project has a few years to go before completion, another large project under construction in our local.

Many thanks to all our traveling brothers and sisters who are helping us with the work. We couldn't have come this far and done so much without you.

On Aug. 24, Local 364 held its 21st annual golf playday at Silver Ridge Golf Course in beautiful Oregon, Ill. More than 150 golfers attended, a fantastic success with camaraderie and good cheer. The proceeds went to the Local 364 Scholarship Fund, which are drawn from a raffle bin at our September union meeting for our members with children attending college.

Brad F. Williams, P.S.

Cha Cha Memorial Golf Tournament

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, AB — Hello, brothers and sisters! The annual Cha Cha Memorial Golf Tournament was a fantastic success this year, raising more than \$20,000 for charity. On July 29, Business Manager Michael A. Reinhart presented checks of \$7,500 to the Prostate Cancer Centre and \$13,500 to the Juvenile Diabetes Research Foundation.

As of this writing, there are still two events scheduled before the end of the year. The Labour Day rematch is Sept. 7, and the family fun day will be Nov. 24. Tickets can be purchased by contacting the main office at 780-462-5076.

Scott Crichton, P.S.



Local 728 congratulates its new journeymen: (back row, from left) Matthew Robinson, Jered Tansky, Nayara Monteiro, Shane Capers, Kevin Peguero, Shawn Butler, Desmond Brown and William Ulrich Jr.; (front row, from left) Verlandieu Etienne, Kolin Stapp, Jacob Smith, Carlos Tineo and Justin Campagnano.

New Graduates of Local 728

L.U. 728 (em,i,rts&spa), FT. LAUDERDALE, FL — Congratulations to the newly minted journeymen of our local! May your dedication and expertise illuminate a promising future with the IBEW and in the electrical industry. Special shout-outs to the two top apprentices of 2024: Jered Tansky (Fisk Electric) and Nayara Monteiro (Miller Electric).

Effie Cruz, P.S.

Local 760 Member Treks Ecuador's Chimborazo

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN — Earlier this year, Brother Richard Hatten went on a climbing trip to Ecuador, where he trekked up Chimborazo, a stratovolcano where the elevation is 20,549 feet. He was able to make this trip with the help of Local 760's Contractor Specialty Service Group.

The success rate to make the climb is less than 50%, which makes his climb a

huge achievement. One year before he made this trip, Brother Hatten climbed Huayna Potosi, a mountain in Bolivia.

No matter what mountain he climbs, Brother Hatten always represents Local 760 and the IBEW on his hiking gear, giving recognition to the IBEW around the world. Brother Hatten looks forward to his next adventure.

Glenn S. Clevenger II, R.S.



Local 760's Richard Hatten hiking the Chimborazo in Ecuador.



Local 424 Business Manager Michael A. Reinhart presents a check to the Prostate Cancer Centre.

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 or call 202-728-6263

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

In accordance with the Labor-Management Reporting and Disclosure Act (LMRDA) and the Civil Service Reform Act of 1978 (CSRA) as revised, the IBEW is advising you of your rights as a union member in the United States who is subject to those laws, and explaining the responsibilities of union officers covered by those laws. The LMRDA applies to the IBEW and most, but not all IBEW local unions in the U.S., and the CSRA applies to U.S. federal employees and the unions that represent those employees. The rights and responsibilities under these laws are as follows:

Union Members Rights

Bill of Rights — Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- A voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions

and bylaws and an annual financial report (Form LM-2, 3, or 4) with the U.S. Department of Labor's Office of Labor-Management Standards (OLMS) and retain the records necessary to verify the reports for at least five years. Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The reports are public information and are available from OLMS.

Officer Elections Local union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships Local unions may not be placed in trusteeship by the IBEW except for those reasons specified in the IBEW Constitution and the LMRDA or CSRA, as applicable.

Protection for Exercising LMRDA/CSRA Rights A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA/CSRA right, as applicable.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her LMRDA/CSRA rights, as applicable.

Union Officer Responsibilities

Financial Safeguards Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the IBEW's Constitution and local union bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Prohibition of Conflicts of Interest A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Officer Elections Local unions must:

- Hold elections of officers of the union by secret

ballot at least every three years.

- Conduct regular elections in accordance with the IBEW Constitution and local by-laws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.
- Under the LMRDA, allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time.

The above is only a summary of the LMRDA and CSRA rights and standards of conduct. More detailed information is available from the OLMS. ■

Notice to Participants in the National Electrical Annuity Plan Explanation of Preretirement Surviving Spouse Benefit

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■

2023 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$485,239,313. These expenses included \$25,228,080 in administrative expenses and \$460,011,233 in benefits paid to participants and beneficiaries. A total of 172,411 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$14,631,630,171 as of December 31, 2023, compared to \$12,607,972,331 as of January 1, 2023. During the plan year the plan experienced an increase in its net assets of \$2,023,657,840. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$2,508,897,153

including employer contributions of \$1,123,733,532, gains of \$2,434,071 from the sale of assets, earnings from investments of \$1,361,422,973, and other income of \$21,306,577.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- insurance information;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the

plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$27.00 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20220. ■

Paul A. Noble
NEAP Trustee

Kenneth W. Cooper
NEAP Trustee

David Long
NEAP Trustee

Dennis F. Quebe
NEAP Trustee



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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President

Paul A. Noble
International
Secretary-Treasurer

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Myles J. Calvey

Third District
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Third District
Dennis C. Affinati

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HOW TO REACH US

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:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by email to: media@ibew.org

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WHO WE ARE

Retired Olympic Athlete Finds a Successful Second Act With the IBEW

Paul Terek has made a career of clearing hurdles, the literal and figurative kinds.

Terek is a member of Vacaville, Calif., Local 1245, working since 2011 at Pacific Gas and Electric's Diablo Canyon nuclear power plant near San Luis Obispo. Before that, he had been a distinguished student-athlete who later qualified to compete with the U.S. track and field team as a decathlete at the 2004 Olympic Games in Athens, Greece.

For Terek, the path from a promising career as a decathlete to a steady, family-supporting one as an IBEW-represented reactor operator came with a few challenges.

Terek grew up in Livonia, Mich., and excelled in track and field in high school while also distinguishing himself as a defensive back and wide receiver for the school's football team.

"I ran track to stay in shape for football," he said. In track, he discovered his talent for the pole vault.

"I jumped pretty well," he said. "I was decent at it."

Terek is being modest: The Livonia Observer notes that he once held the Michigan High School Athletic Association's pole vault record: 16 feet, 6 inches. He still holds the school's long jump record, at 22 feet, 0.75 inch.

"I think the union jobs like the ones we have are important because our union is always looking to push for better, safer working conditions, better pay and better benefits."

— Paul Terek, Local 1245 member and former Olympic decathlete

He planned to continue his athletic pursuits wherever he went to college — he had appointments to both the U.S. Air Force Academy and the U.S. Military Academy.

"My dad had a heart attack," Terek said, "so I decided to stay close to home."

He enrolled at Michigan State University, 90 minutes away in East Lansing. The school had initially sought Terek for football, but in the end, a track-and-field scholarship got him there.

Terek excelled at MSU. In his junior year, he set a school and Big Ten Conference record for points scored in the decathlon, a grueling event that features 100-, 400- and 1,500-meter dashes, along with a 110-meter hurdle, plus pole vault, long jump, high jump, discus throw, javelin throw, and shot put.

"I wanted to be the greatest athlete," he said, noting that his teammates motivated him to excellence.

The following year, Terek broke his own record.

He also set records in the seven-event heptathlon. In 2001 and 2002, the



Big Ten named Terek its Men's Outdoor Track and Field Athlete of the Year. And he was hailed as MSU's Male Athlete of the Year in 2002, the year he graduated with a degree in mechanical engineering.

Terek's athletic activities continued, and in 2003 and 2004, he was crowned U.S. heptathlon champion. He competed with the U.S. men's decathlon team in the 2003 world championships in Paris, too.

On the strength of his pole-vault performance at the 2004 Olympic Track and Field trials, Terek earned a bronze medal. That earned him a spot on Team USA for the Athens Games.

"It was incredible to compete at the birthplace of the Olympics," he said, noting that something historically significant was usually nearby wherever he went.

Although Terek scored respectably among the 30 competing decathletes, he didn't win a medal in Athens. "Having my family and friends there to experience it with me, though, is a memory I'll never forget," he said.

Back in the U.S., Terek eventually settled in California's Central Coast, where he continued to train for and compete in national and world championships. He had hoped to qualify for the 2008 Games in Beijing, but he injured his knee and missed the trials.

"It was crushing," he said. "Years of preparation, family and friends' support, coaches' sacrifices." They were all just as sad for him as he was for them, he said.

Nearly 30 and with mounting injuries beginning to take their toll on his body, Terek decided to retire as a decathlete. "I had gotten married," he said, "and I had to reevaluate where I



was going and what I was going to do for a living."

At the time, PG&E was looking for operations workers at Diablo Canyon. In 2011, "I put my application in and was hired as a nuclear operator," Terek said. "It's a great job with a lot of teamwork."

Seven years in, Terek had moved up to a reactor operator position, controlling the reactor along with its turbines and support systems. "You're always keeping an eye on things," he said of that role. "I take pride in the fact that it's an important job. I'm constantly thinking about it."

Terek encountered another hurdle when PG&E announced plans in 2016 to

begin decommissioning Diablo Canyon. "There was a lot of stress and a lot of anxiety," Terek said. "My wife and I had a lot of discussions about what our lives were going to look like, what our financial futures were going to look like."

Fortunately for Terek, he still had a team. Years of intense lobbying by the union helped persuade state and federal authorities to fund a lifespan extension for the plant, the state's only remaining nuclear generator of baseload power. Diablo Canyon employs more than 1,100 people, including nearly 400 Local 1245 members, along with members of San Luis Obispo Local 639 who handle the plant's maintenance work.

More challenges lie ahead for Diablo Canyon: Although PG&E's application to renew the plant's license for an additional 20 years was being reviewed by the Nuclear Regulatory Commission as this newspaper went to press, California's Legislature had not yet finalized a plan to keep it open beyond 2030.



Vacaville, Calif., Local 1245 member Paul Terek (left and below, in dark blue) is a reactor operator at the Diablo Canyon nuclear power plant. In 2004, he competed as a decathlete in the 2004 Olympics in Athens, Greece (above).

Helping to make a case for clean, carbon-free nuclear generation of electricity, Terek was featured recently in a video produced by the U.S. Department of Energy.

"I think the union jobs like the ones we have are important because our union is always looking to push for better, safer working conditions, better pay and better benefits," he said in the video, which went wide on the department's social media channels over the summer. "With that better pay and with the better benefits, they provided me an opportunity to start my family out here and build a life with my wife out here."

Terek also was recently inducted into athletics halls of fame at MSU and Franklin High School in Livonia. He said he watched as much of this year's Olympics as he could — although the nine-hour time difference between San Luis Obispo and Paris didn't make it easy to see events live.

"Mostly highlights, as I was working some of the time they were going on," he said.

Terek said he was particularly excited for Team USA in track and field, noting with pride that one of the decathletes, Heath Baldwin, is a fellow MSU graduate.

"Watching the Games always brings back a lot of emotion and excitement," he said, "not just about my experience, but for the athletes competing." ■

ELECTION DAY IS NOV. 5

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VOTE

Get up to speed on the IBEW's legislative priorities by scanning this code or going to ibewgov.org > Issues & Campaigns > 2024 IBEW Policy Brief.

VOTE

.ORG

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- Check your registration.
- See what's on your ballot.
- Request an absentee ballot.
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