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The IBEW needs more journeyman inside wiremen. Hundreds of thousands more. “There are two, and only two, ways to get more journeymen: We organize them or we build them,” said Todd Stafford, executive director of the Electrical Training Alliance, the IBEW training partner. “Every apprentice that tops out at one of the 270 training centers in the U.S. and Canada is one less journeyman the IBEW has to organize.”

Last month, The Electrical Worker highlighted the almost universal boom in demand for electrical workers in nearly every electrical industry: energy, manufacturing, transportation, data centers and carbon reduction.

“I’ve been saying for years that we will not be able to indenture our way out of our manpower needs. But we can make our apprenticeship program — as good as it already is — bigger, shorter and more effective,” said International President Kenneth W. Cooper.

The Electrical Training Alliance has been planning for a radical increase in demand for construction electricians for about a decade, Stafford said.

“We asked ourselves: ‘How much more could

THE NEXT GENERATION

we do? How much faster could we go? Could we support 70,000 apprentices? 100,000? Then we set about creating the physical infrastructure and the computer-based curricula, classes, videos, simulations and tests that would make it work,” he said.

The result was more than just new classes, said ETA Managing Director Greg Greiner. It is a near complete reimagining of the apprenticeship process, from recruitment to topping out.

“The entire educational philosophy has changed. It had to. We need so many more journeyman wiremen so quickly, the way we use our training centers, the way we teach, the way we recruit, the time before graduation, all of it had to get with the times. We don’t have the luxury of doing what we always did,” Greiner said.

This new model, launched two years ago and known as “computer-mediated learning,” or CML,

is now putting down roots, and training directors are beginning to see how revolutionary it could be.

Computer-Mediated Learning

In the last decade, several IBEW locals have invested millions of dollars building state-of-the-art training centers with every resource, the latest technology and room for hundreds, even thousands, of apprentices.

Smaller locals may not have the resources to adopt this strategy.

“We’re on the south end of a really small town two hours south of Denver in an old metal building next to the union hall — 9,600 square feet, half offices, half shop space,” said Pueblo, Colo., JATC Training Director Dan Kraus. “Don’t get me wrong, I’d love to have a new facility. But we don’t need it.”

The ETA has been creating online and computer-based courses since 2009, first for linemen and then, starting in 2014, the core curriculum for the inside.

APPRENTICESHIP PROGRAM *continued on page 4*

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FROM THE OFFICERS

A Stronger Apprenticeship



Kenneth W. Cooper
International President

The IBEW-NECA joint apprenticeship program is one of the greatest achievements of the American labor movement.

Every year, tens of thousands of working men and women walk through the doors of one of our 270 training centers and learn a trade that changes their life trajectory.

When they top out, that union-made journeyman ticket frees them from the chains of low wages and uncertainty from nonunion contractors and hiring agencies.

No one built this for us. No one can tell us how to run it or force us to teach anything except what IBEW local leadership and our signatory partners in NECA choose.

No one knows better how to unleash the potential of working people.

And no one knows more about how crucial our apprenticeship program is to our economy.

The demand for electrical workers is higher than ever. And only the IBEW and NECA have the know-how and resources to meet that demand with the best-trained energy workers in the world.

This month's cover story is about how we are safeguarding that legacy by tirelessly innovating. With our partners at NECA and the leadership of the Electrical Training Alliance, we have been rolling out critical improvements to the apprenticeship to keep it the crown jewel of worker-run education in North America.

We are making it bigger, better, more efficient, more useful, more effective and more personalized.

The amount of on-the-job training hours hasn't changed, but nearly everything else has.

I encourage you to read the article about how we have revolutionized our apprenticeship to meet the demands of our times.

Critically, the leadership of the Electrical Training Alliance recognized years ago that the IBEW would need hundreds of thousands of new journeymen linemen and wiremen and began making plans to meet the moment when it came.

Today, we are reaping the benefits of their work. Using the computer-based educational tools the ETA created, every local in the country can grow.

And we urge every program to fully embrace the flexibility these powerful tools give us to expand and accelerate the production of the journeymen we desperately need.

Everyone should shift to computer-mediated learning as quickly and completely as possible.

Everyone should keep the lights on at their training facility as long and as frequently as possible: days, nights and weekends.

Everyone should use in-person instruction time primarily for hands-on training.

Everyone should consider shifting to rolling admissions so we have exactly the right number of apprentices at all times.

Organizing may be the largest source of the new members we need for the future.

But the apprenticeship will be the foundation. ■

Celebrating Black History

This month, we salute the many contributions of Black Americans to our nation's history and to the history of the IBEW and the greater labor movement.

When the IBEW was founded, segregation was in effect in most of the United States. Denied access to good jobs and homes, Black workers were also barred from membership in most white-led organizations, including many unions.

For the most part, this included the IBEW. However, that did not stop Black workers from playing a crucial role in the growth of organized labor and the IBEW. That's because for many leaders of the Black freedom movement, any campaign against Jim Crow must also be a movement for economic justice, so unions were at the center.

Throughout the IBEW's history, there have been numerous examples of Black members who worked to make this union what it is today, even in the face of discrimination.

Sam Taylor, who we write about in this month's "Grounded in History" column on Page 7, is just one example.

Trained as an electrician in 1920s Chicago, he was initially denied full membership in the IBEW. However, Taylor and fellow Black electricians did not give up on the union and, by World War II, were admitted as members in full standing.

Today, Taylor's company, Taylor Electric, stands as one of the oldest family-owned Black businesses in the United States, putting IBEW members to work throughout Chicago and Illinois.

While the days of Jim Crow are long gone and the IBEW has made significant strides when it comes to inclusion, we still have work to do to ensure that every worker in our industry knows they have a place in this union. That is why I am so excited by the efforts of the Electrical Workers Minority Caucus, which met last month in St. Louis.

The conference theme was "Evolving to Face Tomorrow," which perfectly sums up what the EWMC is doing.

As President Cooper and I have said, there are more opportunities for the IBEW to grow than there have been in generations, but we can't seize them without the efforts of IBEW leaders like those in the EWMC.

But we need to get the word out to every community and working person about what the IBEW is all about, especially workers who have never considered a career in the IBEW before.

As we celebrate Black History Month, let's remember that Black history is also America's history and the history of Black workers who helped make the United States what it is.

The IBEW is committed to supporting leaders of color and activists across our union who continue to make history for working families.

So let us all remember — not just in February — that we are one IBEW, sisters and brothers bound by a common cause, to build a better world for all working people. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Shawn Barton, installer/technician apprentice
San Diego Local 569



“I've been in the San Diego area my whole life. My mom was a county worker, so she was in a union, but it wasn't like the labor trades, negotiating contracts and stuff along those lines. Once I got to working age, I went to college, and it really wasn't for me. I worked a lot of hours at Starbucks and Panera, but I really wanted to get into the trades.

I knew someone who worked in construction, working with concrete, and I did that work for one summer. If I were to put my body through that year in and year out, I wouldn't make it for long in the trade.

Electricians are known to use their brains as well as their bodies as tools. I'm not talking down any other trade, but when it comes to dealing with power or any type of circuitry on a jobsite, it's important to know what you're doing. So I decided to apply for the IBEW apprenticeship.

The training program was very competitive. You take a written test and then present yourself in front of a panel of board members. And if you've never done our type of work in the trades before, you're probably going to need experience.

I had the construction experience, and it still wasn't enough. I interviewed and didn't get into the program at first.

At Starbucks, I had a regular guest who would come through my window. He was an electrical contractor, nonunion. I got an opportunity with his company to work a starting position. With that experience under my belt, I got into the apprenticeship.

Now I'm in my second year as a sound apprentice. I love the apprenticeship and how they've structured it, and I love working and being with my crew. The schooling and the journeymen and foremen that we have in place on our jobsites keep the work secure and safe.

The IBEW has definitely brought a sense of financial security to my household, along with the stability of our pension and our health care. Being able to cover my whole household with our benefits package is the best feeling — as is owning a home in San Diego, one of the most expensive U.S. cities to live in. I love to spoil my wife, and my pay allows me to do so. We have a 4-year-old, and my wife has a daughter from a previous marriage. My daughter goes for check-ups and there's no copay. It's just the icing on the cake.

I wouldn't want to imagine my life without the IBEW. It gives us members the opportunity to be more than just acquaintances, not just 'I work with this guy.' We are family, like brothers and sisters, probably further than blood at this point. My experiences being mentored, and helping wherever I can in turn, I hope to have for the rest of my life.”

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



Simple Fixes Make Big Difference at Peru Orphanage

November Trip by Electrical Workers Without Borders Was 'Full Circle of Help'

Replacing a light switch is a simple job for an IBEW member. But for Asa Shenandoah and Jim Beck, performing that task at an orphanage in Peru was life-changing work.

"Electrical failures here aren't simply an inconvenience. They're a barrier to care, safety and dignity," said Shenandoah, a member of Syracuse, N.Y., Local 1249. "Our work, routine in one context, can transform lives."

Shenandoah traveled with Beck, a retired member of Philadelphia Local 98, to Peru last November to volunteer with Electrical Workers Without Borders North America. A nonprofit founded by International President Edwin D. Hill in 2016, EWWBNA sends members all over the world to share their skills with communities in need.

Sometimes, as in Peru, the members work alongside volunteer electricians from sister organizations like Electrical Workers Without Borders Italy. In all cases, they make a real difference.

They also return home with a profound sense of fulfillment.

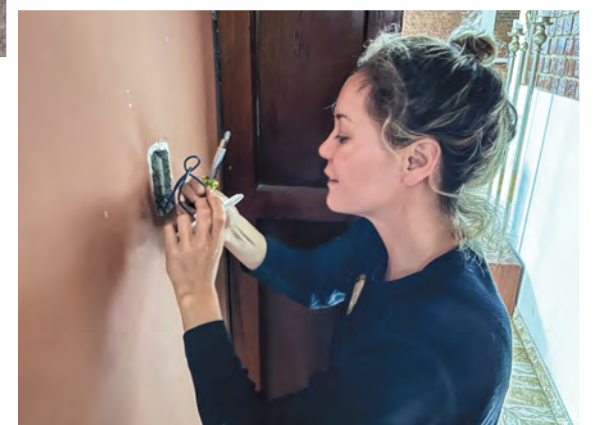
"It opens your heart wider than you ever thought possible," said Beck, who's been to Peru three times.

Beck and Shenandoah's two-week trip took them to Peru's capital city of Lima and to Huacho, about 90 miles north. They worked on electrical upgrades at a preschool in Huacho and at the Asociación de las Bienaventuranzas near Lima, which provides housing, food, education and health care for orphans and abandoned adults with mental and physical disabilities. The locations were in dire need of repairs, Beck and Shenandoah said.

"There were places with wires hanging off the walls. A lot of what we did was just making things safe," said Shenandoah, a journeyman lineworker.

At one point, Shenandoah was repairing a light switch in a closet that held toiletries and other supplies. It was completely dark until she installed the fixture. Once she did, the room, which had filled with residents from the dormitory while she worked, erupted in applause.

"For us, the work isn't a big deal. But for them, I made their job so much easier just by putting in a light bulb," Shenandoah said. "They were so happy some of them were putting stickers on my face."



Syracuse, N.Y., Local 1249 member Asa Shenandoah traveled with Philadelphia Local 98 retiree Jim Beck to Peru last November to volunteer with Electrical Workers Without Borders North America. Their work largely consisted of electrical upgrades at a preschool in Huacho and at the Asociación de las Bienaventuranzas near Lima, which provides housing, food, education and health care for orphans and abandoned adults with mental and physical disabilities.

As a lineworker, Shenandoah doesn't do inside work. She builds power lines. She also does a lot of storm restoration, which comes with its own sense of satisfaction. But the work in Peru is on another level, she said.

"It's like taking an antidepressant," she said. "It gives you such a perspective change."

Shenandoah, who has volunteered in different capacities in Syracuse, said she was taken with how little the people they were helping had, and yet they still gave all they could.

"There's a full circle of help happening there. It's an oasis of humanity," she said. "The people we met showed how you can be stripped of all but the essentials and still manage to laugh and love."

Beck, who's been retired for about 2½ years, made his first trip to Peru about 14 years ago with a different organization, which then led to a contractor asking him to head down and check on a solar array that EWWBNA had installed with EWWB Italy. While there, he also made some inroads on finding locals interested in learning the trade, something EWWBNA has encouraged.

"We want to build capacity through training, giving local apprentices the opportunity to learn from our volunteers," said Jim O'Leary, EWWBNA executive director.

O'Leary said that by installing a 10-kilowatt solar array, they were able to reduce the Asociación's electrical bill by \$1,000 a month.

"Putting in lights is life-changing," O'Leary said. "This work opens your eyes up to the world and all we take for granted."

Those simple repairs make a profound impact on the volunteers, too.

"I've never had a volunteer come back with a negative experience. They come home better people, better members, even leaders," O'Leary said. "It's an educational experience they can't get in the classroom, and it will stay with them their whole lives."

EWWBNA has also done work in Angola, Kenya, Haiti, St. Kitts and Suriname, and it has an ongoing project with the Navajo Nation. The nation, which covers an area larger than West Virginia, has thousands of homes not

connected to the grid.

"It's a really important project of ours," O'Leary said. "So many of the houses in the U.S. without electrical are Navajo. It's incredible to have that many here."

Beck and Shenandoah encourage any IBEW member who's interested in giving back to check out EWWBNA, which can be done through their local union.

"Probably the vast majority of members don't know about the great work EWWBNA is doing, and it's such a wonderful thing," Beck said. "We're so lucky as IBEW members. Why not do more than just get a paycheck and share what you've learned? Even if we only get to a small portion of world, it will make a big impact." ■



THE APPRENTICESHIP REVOLUTION

A Faster, Smarter Approach to Turning Out Journeymen

Continued from page 1

Kraus has been training director at Pueblo Local 12 since 2014, and he started using the new courses as soon as they were available for his 39 apprentices.

“We jumped in right out of the gate,” he said.

The courses didn’t just replace textbooks with interactive assignments.

Lectures, theory, math: They were all handled in video lectures that the apprentices could watch anywhere, anytime, as often as they wanted until they understood it. Tests are shifted from in-person to online and happen before class so instructors can see how each student is doing.

“CML is very different. We say, ‘Do it at your speed, but here’s the deadline,’” Kraus said.

Even for something as physical as conduit bending, there is a necessary educational component — the math and theory — that can be mastered before everyone meets at the training center.

“If we set aside two hours in person, we want them to be hands on tools. Sine, cosine, tangent: That’s all stuff they can do at home. Take the test. If everyone is struggling with one part, we zip through just that and then, back to bending and threading,” Kraus said.

If there are students who risk falling behind, Kraus’ instructors make time and space for them.

“We set up tutoring for the ones who flat-out don’t get it. You have simulations if they are struggling with labs. CML will not reduce the need for good instructors. We are just using them differently,” he said.

This, Greiner said, is where the revolutionary part comes in.

Rethinking the Classroom

Since its creation nearly 70 years ago, the ETA has never stopped innovating as the industry has evolved. It designs all the curricula, labs, software, simulators, virtual-reality immersive experiences and assessment tools that JATCs use to transform raw hands into the most productive construction electricians in the world.

But one thing stayed the same over the decades — training was done in person and in a classroom, with an instructor in front of a blackboard, or later in front of a screen. The whole class marched through lessons at the same speed.

The advantage to this model is that it gets a lot of training to a lot of people at a reasonable cost and a reasonable workload for instructors and administrators.

The problem is that one-size-fits-all education hasn’t ever fit anyone particularly well.

“Think about watching a movie. There’re some people who are wondering what’s about to happen, some thinking about what is happening now and another group that is still catching up trying to figure out what happened five minutes ago. The same is true in every classroom.



To get the same instruction in fewer hours, lectures and quizzes are online, freeing in-person time for maximizing labs and training.



“What most training centers need is not a new facility. What they need is new thinking about how we create journeymen.”

— Electrical Training Alliance Executive Director Todd Stafford

Everyone learns at different speeds, but we did not have tools to meet every learner where they were,” Greiner said. “The people at either end are being failed.”

It shows in retention rates of only 50% to 75% in many JATCs.

In the past, the only way to truly customize education was to reduce the ratio of students to teachers. What the ETA determined was that technology finally allows JATCs to increase personalization — Greiner calls it asynchronous learning — without giving every apprentice their own teacher.

“We have 180 hours a year of in-class time. We can’t lower standards. We can’t increase time. If we want to get journeyman faster, we had to remove something. What we removed were the lectures,” Greiner said.

In course after course, the lectures — what Greiner calls “the

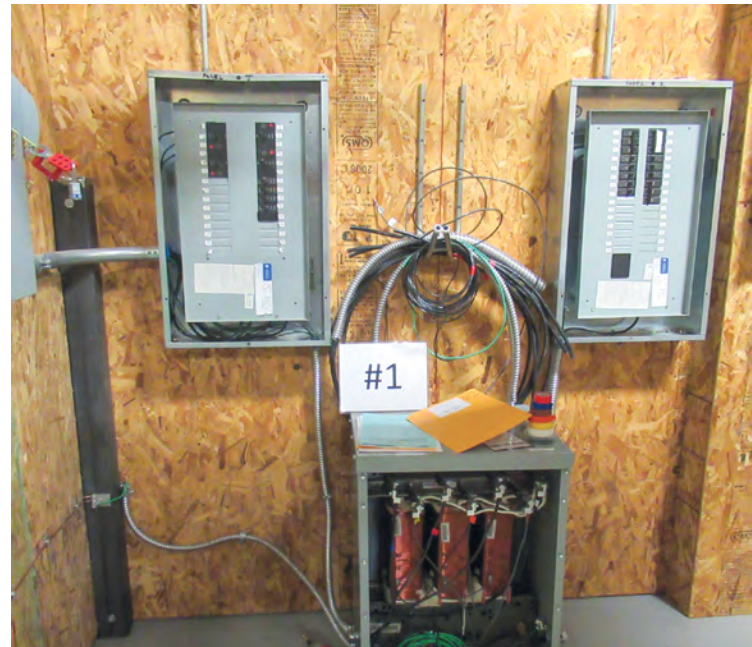
educational component” of courses — were recorded and made available online with a host of simulations, games and assessments.

What remains in person is training: the labs and physical skills that need to be done in person.

“Our student body is double what it was eight years ago, and we are absolutely expanding,” said Jacksonville, Fla., JATC Apprenticeship and Training Director Danny Van Sickle.

Van Sickle said that first- and second-year apprentices use the CML curriculum. The final fifth-year class tops out in February, and the fourth-years top out in June. By the middle of this year, nearly every apprentice in Jacksonville will be exclusively using the new system.

“When they come, they aren’t going over homework, we are putting them in a lab,” Van Sickle said.



Van Sickle said the impact of CML isn’t just about efficiency. It is critical to recruiting and retaining higher-quality applicants.

Jacksonville has satellite programs in six high schools and colleges but only has journeyman instructors in three of them. This past year, Van Sickle switched from the traditional Interim Credential Course — made up of five of the first-year apprenticeship classes — to one that is entirely run through the CML program.

“Now they are learning from some of the best instructors in the IBEW,” he said.

If they are accepted into the apprenticeship, graduates of the ICC go straight to second-year classes — though they aren’t paid second-year wages until they have 2,000 hours of on-the-job training.

Van Sickle also offers the ICC to the top 20 to 40 applicants who aren’t accepted.

“Before if you were accepted, you

started and if you didn’t get in you had to reapply and wait. Now we tell them ‘You didn’t get in. That doesn’t mean you can’t learn some things. Take the interim credential course. When you come in again, you’ll be ahead of the curve,’” he said.

They pay for the course books, just like apprentices do, and the ones who stick with it and do well are the people Van Sickle will look to first when there are openings again.

“There is an absolute improvement in retention because they know what is involved before they get in,” Van Sickle said. Same standards, less time, better retention. All that’s needed, Stafford said, is wider adoption.

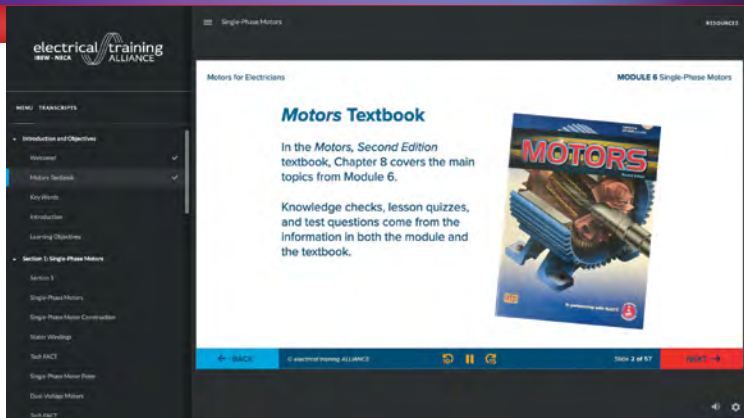
Now that nearly the whole curriculum is computer-mediated, training directors can start new apprentices at any time. Instructors can efficiently provide individual support for multiple



No End of Good Deeds for EWMC

An outpouring of charity in November was dubbed an international day of service for members of the Electrical Workers Minority Caucus. In reality, it was one of many days, weeks and months throughout the year that EWMC chapters in the U.S. and Canada engage in community good works. The photos, featuring activities in San Diego; Los Angeles; Denver; and Vancouver, British Columbia, highlight just some of November's projects.

Others included a huge turnout by Washington, D.C., Local 26 EWMC members at United Communities Against Poverty, where they spruced up the property and handed out school supplies, and the Greater St. Louis chapter's winter coat drive. "The dedication, kindness and energy of our EWMC members represents the very best of the IBEW," said International President Kenneth W. Cooper, who spoke at the organization's annual conference in St. Louis in January. "Not only are they directly helping people in need, they're making their communities stronger in the process."



Computer-mediated learning reduces class time and gives JATCs and apprentices more flexibility while raising educational standards.



apprentices. Contractors can be confident that every apprentice has the same minimum set of competencies wherever they trained and whoever taught them.

"When you stop thinking in cohorts and lectures, you can go from 50 to 150 apprentices without changing your footprint," Greiner said. "We have 52,000 apprentices today. Our learning system back end can handle well over 100,000. Our software can handle 100,000 in the same course at the same time. The course materials are here. But to take advantage of the flexibility and speed, you can't just flick a light switch. This will take real effort by JATC administrators."

Dave Nott is training director for one of the facilities Kraus calls a Taj Mahal.

The Electrical Training Institute in Los Angeles is a 144,000-square-foot showcase for the trade. This year, 455 apprentices topped out of the ETI, more graduates than Kraus' Local 12 has members.

And unlike Van Sickle, Local 11 isn't experiencing record growth. That happened before the Great Recession.

"In 2000 we had 400 apprentices. In 2008 we had 2,200," Nott said. Today, the ETI is down to 1,400.

But CML tools are still critical to his mission.

"To turn people out in four years instead of five, you need to make up that time somewhere. CML is the only way we do this and maintain our standards," he said.

In-person lecture time and test review are down, and time in labs has gone up. Nott rededicated classroom space to labs and hybrid rooms that can handle education, training and remote participants.

Nott said Local 11's training center can now support 2,500 apprentices.

"Apprenticeship cannot meet the need alone, but can we turn out tens of thousands more journeyman each year? Absolutely. It will take a change in mindset, but every JATC in North America has access to tools to take on many more apprentices, teach them the same material in less time, with more individual attention all while reducing the strain on training directors and instructors," Stafford said. "What most training centers need is not a new facility. What they need is new thinking about how we create journeymen."

The only unacceptable option is believing that things can stay the way they are, Greiner said.



EWMC members from Vancouver, British Columbia, Local 213, served up a hot, hearty meal at a park in a downtown neighborhood with many low-income and unhoused residents. They also distributed blankets, clothing and jackets donated by the Local 213 brothers and sisters. Pictured in the park's fieldhouse kitchen are apprentice wirewoman Morgan Wheeler, left, and journeywoman Wakenniosta Cooper.



In San Diego, EWMC members from Local 569 headed to the neighborhood of Southcrest, where they installed new electrical wiring, devices, and upgraded the subpanel for a family who hadn't been able to move back into their home since flooding in January of 2024. Inset are journeyman wiremen Billie Johnson, left, and David Johnson, no relation.



EWMC members from Los Angeles Local 11, accompanied this year by brothers and sisters from Local 18, made an annual trip to the 50-block neighborhood known as Skid Row to hand out clothing and other essential items. "We gave out nearly 400 jackets, over 500 blankets, 500 pairs of socks, and a ton of clothes donated by IBEW members and our families," Local 11 EWMC President Alton Wilkerson said.



Denver's EWMC hosted a Thanksgiving food drive at the Denver Inner City Parish to distribute turkeys and grocery vouchers that provided full meals for families in need. Inset: Local 68 journeyman wireman Dominic Hinton. Main photo, right to left: first-year apprentices Christina Soulie and August Gummere; Hinton; and journeywoman Felicia Hackney (orange hoodie).



NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Alberta Local Helps Defeat Foreign Worker Plan

The importance of political relationships was evident in Alberta in December, when Edmonton Local 424 officials helped persuade the provincial government to squash a plan to import construction workers from the United Arab Emirates.

“Employers have used programs like these to drive down wages and working conditions in construction,” said Assistant Business Manager Scott Crichton, a leader in the battle. “It’s never been a good way to fill worker shortages.”

A Local 424 business agent based in Calgary attended a November meeting of signatory contractors and noticed the government’s plan on the agenda. At that point, no details had been made public.

That information was passed to Crichton and Business Manager Mike Reinhart. They immediately realized the threat it posed to Local 424 members.

Alberta’s unemployment rate was 7.9%, fourth-highest of Canadian provinces, and less than 50% of Local 424’s construction members were fully employed. Its executive committee unanimously approved Reinhart’s request to send Local 424 representatives, including Crichton, to the Canadian Labour Congress’ annual Lobby Day on Parliament Hill in Ottawa in late November.

Once there, they met with MPs Heather McPherson (Edmonton Strathcona) and Charlie Angus (Timmins James Bay) from the New Democratic Party, traditionally the country’s most pro-worker party. They agreed to help and sent a letter of protest to the federal minister of employment.

Local 424 was able to schedule a meeting with provincial officials to discuss the issue Dec. 5. It was postponed until Dec. 11.

In the meantime, the CBC posted a story to its website Dec. 6 about the program, which the provincial government said in documents was a way to attract workers who were extensively vetted and could speak English. The initiative was tentatively scheduled to start in February or March.

The CBC also noted that Local 424 had more than 4,000 members in Alberta and the Northwest Territories, many ready to work in construction maintenance, which the foreign workers were supposed to address.

“If there are issues related to meeting skilled labour demands, we want to be part of that conversation,” Crichton told the CBC. “We want to be involved with any consultation the government does. ... We have a lot of electricians ready to go to work.”

A spokesperson for Premier Danielle Smith said she was unaware of the plan.

“For them to propose bringing in these foreign workers when these IBEW workers are already available was just a ridiculous statement,” Reinhart said.



Alberta Premier Danielle Smith during a visit to Edmonton Local 424. She was joined by, from left, Provincial Training Director Todd Chrunik, Assistant Business Manager Scott Crichton, Business Manager Mike Reinhart and First District International Representative Bill Begemann.

Two days later, the provincial government, which is ruled by Smith’s United Conservative Party, announced that it was changing course, and the program was scrapped.

“It was great that those in the know saw this was something worth reporting,” Reinhart said of the CBC’s story.

Human rights advocates have noted that imported foreign workers usually receive little of what they are promised, no matter the country. They often deal with unsafe conditions and substandard pay compared to native-born workers.

That was another reason to fight

the initiative, Crichton said.

“We stand against bringing vulnerable people into our province and exposing them to conditions workers should not be exposed to,” he said.

Battling anti-union initiatives is nothing new for Local 424. Alberta is the only province where a company can legally

engage in “double breasting” — where it operates both union and nonunion employee units to drive down wages.

But Reinhart and Crichton said they remain hopeful that the province will work with Local 424 to address any skilled-worker shortage. Smith visited the local and its training center earlier in 2024.

“We built a little rapport while she was visiting,” he said.

Crichton said the executive committee’s quick approval of Reinhart’s request to send representatives to Ottawa was crucial.

“It’s further proof that lobbying does work,” he said. “You just have to find the right people to talk to on Parliament Hill at the right time.”

Share your IBEW news!

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

Le local en Alberta aide à défaire le programme de main-d’œuvre étrangère

En décembre, les leaders de la section locale 424 à Edmonton en Alberta ont contribué à convaincre le gouvernement provincial à rejeter un projet qui vise à amener des travailleurs de la construction en provenance des Émirats arabes unis, d’où vient l’importance des relations politiques.

« Les chefs d’entreprises se sont servi des programmes similaires pour faire baisser les salaires et pousser les conditions de travail vers le bas », déclare Scott Ashton, l’assistant gérant d’affaires et un leader dans cette lutte. « Ça n’a jamais été une bonne idée pour combler la pénurie de main-d’œuvre. »

Un agent d’affaires du local 424 à Calgary a participé à une rencontre obligatoire avec les employeurs signataires et a remarqué que le plan du gouvernement figurait dans son ordre du jour. Rien n’avait été dévoilé au public à ce stade.

Cette information a été transmise à M. Crichton et le gérant d’affaires Mike Reinhart. Ils se sont immédiatement rendu compte que les membres du local 424 vivaient sous cette menace.

Le taux de chômage en Alberta était à 7,9 %, le quatrième plus élevé des provinces canadiennes et moins de 50 % des membres de la construction du local 424 travaillaient à temps plein. Le comité exécutif a approuvé la demande de M. Reinhart à l’unanimité

pour envoyer des représentantes et représentants, y compris M. Crichton, à la journée de lobbying sur la Colline du Parlement du Congrès du travail du Canada en fin novembre.

Une fois rendus, ils ont rencontré la députée Heather McPherson (Edmonton Strathcona) et le député Charlie Angus (Timmins — Baie James) du Nouveau Parti démocratique, le parti du Canada qui a toujours été pro-travailleurs. Ils ont accepté d’aider et ils ont envoyé une lettre de protestation au ministre fédéral du Travail.

Localement, le local 424 a été en mesure de prévoir une rencontre avec les autorités provinciales pour en discuter le 5 décembre, mais la rencontre a été remise au 11 décembre.

Entre-temps, en date du 6 décembre, CBC a publié un article à propos du programme sur son site Web. Dans l’article, le gouvernement provincial a déclaré dans les documents qu’il s’agissait d’un moyen pour attirer les travailleuses et travailleurs ayant fait l’objet d’examen approfondi et pouvaient parler l’anglais. L’initiative devait commencer en février ou mars.

CBC a aussi mentionné que le local 424 compte plus de 4 000 membres en Alberta et aux Territoires du Nord-Ouest, dont plusieurs sont prêts à travailler dans le domaine de la construction et l’entretien, qu’était la raison de l’embauche des travailleurs étrangers.

« S’il y a des problèmes liés à répondre à la pénurie de main-d’œuvre spécialisée, nous voulons faire partie de la conversation », partage M. Crichton avec CBC. « Nous voulons participer à toutes les consultations menées par le gouvernement [...] Nous comptons beaucoup d’électriciennes et d’électriciens prêts à travailler. »

Un porte-parole de la première ministre Danielle Smith a déclaré ne pas être au courant du plan.

« Pour eux de suggérer d’amener des travailleurs étrangers quand nous comptons déjà des travailleurs de la FIOE prêts à travailler était un énoncé ridicule », formule M. Reinhart.

Gouverné par le Parti Conservateur uni de Mme Smith, le parti a annoncé deux jours plus tard qu’il allait changer de cap et le programme a été annulé.

« C’était génial de savoir que ceux en connaissance de cause savaient que ça valait la peine de le signaler », émet M. Reinhart à CBC.

Les défenseurs des droits de la personne mentionnent que les travailleurs étrangers reçoivent très peu de ce qui leur a été promis, peu importe le pays. Ils font souvent face à des conditions dangereuses et gagnent un salaire inférieur à comparer aux travailleuses et

travailleurs originaires des pays.

Une raison de plus pour lutter contre, exprime M. Crichton.

« Nous nous opposons à amener des personnes vulnérables dans notre province et de les exposer à des conditions auxquelles les travailleurs ne devraient pas être exposés », dit-il.

Lutter contre des initiatives anti-syndicales n’est rien de nouveau pour la section locale 424. Alberta est la seule province où une entreprise peut légalement « jouer un double jeu », c’est-à-dire embaucher la main-d’œuvre syndiquée et non syndiquée pour faire baisser les salaires.

Mais M. Reinhart et M. Crichton gardent espoir que la province va travailler avec le local 424 pour régler la pénurie de main-d’œuvre spécialisée. Mme Smith a visité le local et son centre de formation plus tôt en 2024.

« Nous avons tissé un petit lien lors de sa visite », dit-il.

M. Crichton a dit que l’approbation rapide du comité exécutif d’envoyer des représentants à Ottawa était cruciale.

« C’est une preuve de plus que le lobbying est efficace », dit-il. « Vous n’avez qu’à parler avec les bonnes personnes au bon moment sur la Colline du Parlement. »

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.

GROUND^{ED} IN HISTORY

Black Leadership From Chicago's South Side to the Sears Tower



Photo courtesy of Taylor Electric Company

Sam Taylor founded Taylor Electric Co. in 1922. Taylor and a group of Black electricians first joined the IBEW as less-than-full members before a pressure campaign during World War II helped them gain full membership.

Taylor Electric Co. is one of the oldest family-owned Black businesses in the United States. It is also Chicago's oldest continuously operating Black-owned business. And the IBEW is proud to call its founder, Sam Taylor, one of our own.

Taylor was born in Montgomery, Ala., in 1896. As a teenager, he worked alongside his brothers at the Pratt City coal mines, a notoriously rough company town near Birmingham. By 1917, he had moved to Chicago during the Great Migration and found work stoking coal for a railroad, running a saloon, and sweeping floors at magazine publisher Cuneo Press. He also began to help his neighbor, Black electrician Robert Patterson, doing electrical work at the Pullman Co.

In 1922, Taylor completed a correspondence course to obtain his electrician's license from the city of Chicago. That year, he founded the Taylor Electric Co. with his chief assistant, Charles Stewart, the teenage son of Taylor's domestic partner. The company started by installing doorbells and lights in the Motor Row District, along with electrical maintenance work at Greer College. By the 1930s, Taylor wanted to take the next step and applied for union membership.

Segregationist attitudes at the time made it nearly impossible for Black men and women to join the trades. Successful stories were few and far between. But with the help of U.S. Rep. Oscar De Priest of Chicago, Taylor and a group of 50 Black electricians struck an agreement with Mike Boyle, business manager of Chicago Local 134. Instead of being granted full union membership, Taylor's group was awarded Charter 9362, allowing them to operate as an all-Black electrical union. Local 134 would use Charter 9362 members exclusively for projects on the South Side of the city.

This agreement continued up until the start of World War II. In 1941, under pressure from civil rights activist A. Philip Randolph, President Franklin D. Roosevelt issued Executive Order 8802 to desegregate the defense industries. Just over a year later, all members of Charter 9362 were admitted as full members of Local 134.

In the following decade, Chicago's urban-renewal policies forced Taylor Electric to move from the city's South Side, but it continued to grow as a union shop. Rufus Taylor, Sam's eldest son, took over the business in 1969 alongside his older sister, Jessie Taylor Dinkins.

Together, they shifted from performing electrical work for small businesses to large-scale construction projects. Taylor Electric worked on major projects like the Sears Tower, the McCormick Place expansion and the People Mover at O'Hare Airport. In the early 1990s, Taylor Electric took over the electrical maintenance at what was then Comiskey Park (now Guaranteed Rate Field, where the White Sox play) and at the Bears' Soldier Field. The company's founder and pioneer, Sam Taylor, passed away in 1973.

Today, Taylor Electric is more than 100 years old and one of the most successful Black-owned businesses in the United States. It continues its strong family roots under the leadership of CEO Kendra Dinkins and COO Karen Dinkins, both granddaughters of Sam Taylor. It employs about 100 people.

Through Brother Taylor's determination and lifelong recognition of the importance of union labor, this century-old business continues to grow. ■

Visit nbew-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.

CIRCUITS

Governor Visits Boston Local to Sign Historic Clean Energy Bill

Massachusetts Gov. Maura Healey visited Boston Local 103's training center in November to sign a clean energy bill into law. The landmark legislation will lower costs and support good-paying jobs while keeping the state at the forefront in the fight against climate change.

And for the first time in recent memory, the law recognizes that nuclear has a big role in the transition to clean energy.

The governor also met with a group of second-year apprentices during her visit. Securing the bill's passage was a priority for the IBEW and particularly the Second District, which includes the six New England states.



Massachusetts Gov. Maura Healey visits with second-year apprentices at Boston Local 103's training center before a ceremony to sign a clean energy bill last November.

“It's good for our members and ensures the work is done at the highest quality.”

— Second District International Representative Dave Keating

“Gov. Healey is a friend of the IBEW in Massachusetts,” said Second District International Representative Dave Keating, who worked with legislators and other unions to get the bill passed. “When she said she wanted to do this at 103 and its JATC, we were excited about it.”

All the IBEW's local unions with jurisdiction in Massachusetts endorsed

Healey, a former Massachusetts attorney general and pro basketball player, when she ran for governor in 2022.

Business Manager Lou Antonellis, who has formed a close working relationship with her administration, was especially pleased that she took time to meet with the apprentices.

“She likes everything that Local 103 and the IBEW stand for,” Antonellis said. “We're creating job opportunities for people that might not have had opportunities in the trades. I think that means a lot to her.”

Keating said IBEW members working in the state will benefit most from a provision in the bill that streamlines siting and permitting for clean energy projects, addressing a long-running issue for the industry.

Municipalities will be required to issue a siting permit within 12 months for smaller projects and within 15 months for larger ones. The state's

Department of Natural Resources will develop standards to ensure that clean energy materials are being used.

In the past, projects that could have provided jobs with good-paying wages often were slowed to the point where they never got off the ground, Keating said.

“It's been a problem forever,” he said. “Federal money was coming in, programs were being announced, and a lot of them would never come to fruition.”

The legislation contains provisions to boost battery storage and improve the state's electric vehicle charging infrastructure. The IBEW has been a leader across the country in training electricians to construct EV charging stations.

It also allows the state's utilities to reach agreements with the two

CIRCUITS continued on page 8



Healey with a group of Local 103 second-year apprentices. Ron Mariano, speaker of the Massachusetts House, is to the far right, and Business Manager Lou Antonellis is at center.

CIRCUITS *continued*

remaining nuclear plants in New England — one in Connecticut, the other in New Hampshire. Political observers in the state view that as recognition that nuclear is needed for Massachusetts to meet its aggressive climate change goals, especially with offshore wind projects struggling to get off the ground.

It's a stance that largely mirrors the IBEW's position nationally: Nuclear energy is a safe, viable alternative helping states and municipalities transition to clean energy.

Applicants for projects will be given added weight if they agree to meet prevailing wage standards and have a history of participating in state or federal certified apprenticeship programs — a win for the IBEW and other construction unions, and a win for communities depending on projects to be done on time by workers who live in the area.

The new law also creates a commission to study the impact the clean energy transition has on the state's fossil fuel workers and help those affected by it. The commission will have at least six labor representatives.

"It really is a historic bill," Keating said. "Things like prevailing wage and right to first bid based on registered apprenticeship programs are a boost to union labor. It's good for our members and ensures the work is done at the highest quality, which is good for taxpayers throughout the state."

Boston Local 104 Business Manager Brian Murphy welcomed the news. Local 104 represents utility and outside construction workers in five New England states. Clean energy projects almost always guarantee that more work will be available for them, he said.

"There are going to be new transformers, new secondary [energy sources] being built and new poles being installed," Murphy said. "I see a ton of work coming out of that."

"If it's windmills in the ocean, or it's solar panels, or whatever the clean energy source, it has to go from there to the stations and substations and into people's homes," he added. "There's

more than one piece to that, and that's where we come in."

Worcester Local 96 is an inside local, and Business Manager Jim Arthur said he is pleased by the streamlining of the sitting process and the bill's provisions that recognize the importance of skilled apprenticeship programs. Requiring registration with the state could lead to increased wages for most apprentices, he said.

"As a former training director, I think those things are important," Arthur said. "At some other places [besides the IBEW], they talk about the importance of the apprenticeship program but fail to register with the state. I think this will help those young people in the apprenticeship program because you're getting them registered and keeping the records maintained."

A climate bill appeared to be dead when the Massachusetts Legislature failed to pass one during its regular session that ended in July.

But state law permits the Legislature to hold informal sessions throughout the rest of the year, where votes can be taken on legislation when the majority party has a quorum present. House and Senate negotiators agreed to a bill in mid-October. It was passed a few days before Healey signed it.

Another reason the legislation is important: On the federal level, the future of clean energy projects is less clear after President Donald Trump took office in January.

"Who knows what will happen in the clean energy field in the new administration?" Keating said. "It's very uncertain. States that are forward-thinking on clean energy do not want to be stopped in their tracks."

Murphy said officials with National Grid, a major employer of Local 104 members, have told him they are committed to their projects. National Grid is a key energy supplier in Massachusetts.

"Their projects are scheduled to go, and they will only use our people, which is great," he said. ■



Members of the Confederated Salish and Kootenai Tribes are participating in a yearlong training program with utility Mission Valley Power, which includes an opportunity to join Kalispell, Mont., Local 768. Pictured left to right: Kaden Blixt, Paul Haynes, Micah Askan, George Bland, Michael Fisher, Isaak Brown, Jon-Anthony Henry Matt and Jackson Kallay.

Montana Local Partners With Utility on Training Program for Tribal Members

A new program is offering members of the Confederated Salish and Kootenai Tribes the chance to try their hand at linework, tree trimming and other utility jobs, along with the opportunity to join Kalispell, Mont., Local 768.

"It's a win-win opportunity for Mission Valley Power to evaluate them for employment and for the worker to learn and explore the industry," Local 768 Business Manager George Bland said.

The yearlong training project, run through the tribes' Department of Human Resources Development in concert with MVP, provides federal funding to train tribal members as groundmen while introducing them to careers as lineworkers, operators, substation technicians and tree trimmers.

Upon completing the program and being accepted into an apprenticeship as a full-time employee and union member, they will have the opportunity to join Local 768.

The pilot program, comprising eight participants, is aimed at achieving several goals that focus on the human potential and individual achievement of tribal members, MVP General Manager Zachary Conko Camel said.

The trainees, who started in July, work under the supervision of journeyman linemen, substation technicians and tree-trimming crews, keeping the ground clean, loading trucks, cutting

and hauling brush, and fire-wrapping poles, among other duties. They also receive their commercial driver's licenses and learn "soft skills" like time management and communication.

"The goal is to be a well-trained individual capable of obtaining unsubsidized employment in the utility industry," said Conko Camel, who previously worked for the tribes.

Trainees also get an introduction to IBEW membership. As part of the program, the workers get a presentation on outside construction as an IBEW member, Local 768's referral system and book signing, and the benefits of working under a collective bargaining agreement. They also learn about the great wages, benefits and other opportunities that membership entails.

"We look forward to them signing our books and receiving credit for their time as groundmen," Bland said. "Thanks to the program, they'll know what kind of work they're getting into and hopefully stick around and advance their careers."

According to Conko Camel, the utility faces challenges due to its extensive service area, and this training program aims to prepare for MVP's future needs. Operated by the Confederated Salish and Kootenai Tribes, the utility is responsible for 1.2 million acres and more than 40,000 utility poles. Its workforce is almost entirely tribal members. The program is a

great way to introduce a potential employee to the rigors of the job, as well as the perks.

"You always take a chance with apprentices, but with this program, you can see them for a year," Conko Camel said. "You can learn a lot about somebody in that amount of time."

Bland and Conko Camel said the trainees are enjoying the program and all that they're learning.

"Whenever I ask them how they're liking it and if they're learning a lot, I always get yeses," Conko Camel said. "They're doing stuff they've never done before, and they're excited about it."

Conko Camel credits the success of the program to the buy-in they've gotten from leadership, as well as the journeymen who are working with the trainees. And some of those trainees have already expressed an interest in becoming tradesmen.

"I've learned a lot from the journeymen, like chainsaw training and how it's important to stay safe on the job" said Micah Askan, a trainee who learned about the program from his grandfather, who works for MVP. "It's really impressive."

For Bland, this is Local 768's first time participating in such a program with tribes, but hopefully not the last.

"As long as the funding is available, we see this as an excellent opportunity for the next generation of tribal members," he said. ■



The trainees work under the supervision of journeyman lineworkers, substation technicians and tree-trimming crews, keeping the ground clean, loading trucks, cutting and hauling brush, and fire-wrapping poles, among other duties.



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In Memoriam

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Checkett, R. J.	10/20/24	58	Strauch, J. C.	11/13/24	291	Wearin, L. C.	8/12/24	601	Halberstadt, D. P.	12/12/24
1	Miller, R. G.	11/4/24	60	Ahr, R. J.	2/12/23	292	Berlin, T. K.	10/14/24	607	Cook, J. G.	8/23/24
1	Prade, T. H.	11/14/24	66	Davis, A. M.	10/21/24	294	Lunka, F. J.	10/9/24	611	Chavez, R. D.	10/26/24
1	Scullin, J. C.	10/18/24	66	Hall, E. G.	10/19/24	295	Malott, Z. B.	11/30/24	611	Phillips, R. E.	7/23/24
3	Acquesta, J. J.	12/9/24	68	Gordon, G. C.	9/30/24	300	Becker, R. W.	12/1/24	613	Canady, E. W.	10/25/24
3	Allende, J.	11/2/24	68	Scott, R. H.	6/19/24	303	Dale, W.	11/1/24	613	Howell, J. E.	11/10/24
3	Angrisani, A.	3/15/23	68	Singleton, L. L.	9/26/24	304	Coleman, D. D.	9/8/22	613	Railey, T. W.	5/3/24
3	Boccio, F. W.	11/19/24	71	Gribble, W. W.	10/31/24	305	Harris, T.	11/25/24	613	Smith, W. H.	11/15/24
3	Casano, P.	10/22/23	71	Reeves, W. C.	10/22/24	306	Haywood, M. D.	10/17/24	617	Frazier, D. J.	10/5/24
3	Catherall, C. M.	9/30/21	71	Wine, L. E.	8/6/24	307	Lee, R. E.	11/18/24	640	Collins, B. E.	7/23/24
3	Correa, L. A.	10/19/24	72	Ybarra, J. E.	10/23/24	309	Keck, R. W.	9/4/24	649	Travis, R. E.	10/5/24
3	Davis, D. G.	9/30/24	76	Shively, D. A.	11/13/24	309	Tsupros, J.	12/4/24	654	Miller, J. R.	10/7/24
3	Doherty, J. M.	10/5/24	77	Carey, J. D.	7/20/24	317	Minor, C. A.	9/14/24	661	Southards, S.	10/29/24
3	Duva, M. A.	11/15/24	77	Holland, R. G.	10/3/24	322	Wood, S. L.	11/5/24	665	Bair, S. C.	9/16/24
3	Keegan, R. M.	9/12/24	80	Lilley, E. P.	11/9/24	332	Alexander, B. G.	10/18/24	666	Kossan, J. A.	7/21/23
3	Lanatra, P.	11/15/24	82	Bates, L. R.	11/2/24	332	Butlar, L. S.	11/12/24	673	Galaszewski, G. G.	5/4/23
3	Oliveri, J. F.	11/23/24	82	Jones, O. L.	10/27/24	340	Tomlin, D. K.	11/7/24	673	Ziemak, D. J.	10/31/24
3	Ortutay, M. S.	11/13/24	84	Brien, R. B.	11/1/24	343	Hecimovich, B. P.	8/2/23	683	Biser, J. C.	10/24/24
3	Petri, C.	11/1/24	84	Hood, B. T.	2/8/23	343	Neff, D. A.	11/8/24	683	Garich, R. E.	11/3/24
3	Quinn, P. J.	8/26/22	84	McMillan, R.	9/28/24	347	Aller, J. E.	12/27/22	683	Glass, T. D.	12/7/24
3	Rathgeber, E. P.	8/27/24	86	Krause, T. J.	5/5/24	347	Johnson, C. A.	7/8/24	683	Good, R. G.	11/9/24
3	Victor, A.	10/1/24	98	Allmond, K. L.	9/28/24	349	Albury, R. E.	5/11/24	683	Harris, R. L.	10/9/24
3	Witkowski, A. C.	9/8/22	98	Bach, J. J.	10/21/24	349	Garcia, L. M.	2/1/24	683	Hartung, P. J.	10/28/24
5	Hruby, W. P.	3/14/23	98	Brosious, D. H.	10/25/24	349	Janetos, G. R.	11/17/24	684	Langley, R. J.	10/22/24
6	Currie, M. J.	8/7/23	98	Granroth, J. F.	10/16/24	349	Marks, W. E.	10/27/24	684	Miller, J. A.	9/20/24
6	Hickey, J. M.	10/22/24	98	Lamina, J.	10/9/24	349	Midence, R.	9/2/24	684	Mize, D. A.	5/29/23
6	Mueller, M. J.	10/24/24	98	McQuillen, F. M.	10/23/24	349	Simpson, R. H.	9/24/24	684	Pezzoni, G. L.	11/15/22
6	Sheals, D. L.	11/28/24	98	Parrish, R. S.	5/21/24	349	Smith, R. D.	4/14/24	697	Yelich, A. W.	11/26/24
6	Spillane, W. P.	3/29/24	98	Waters, D. A.	4/2/23	353	Abbott, K. M.	11/2/24	701	Brooks, J. R.	6/28/24
8	Rupp, D. F.	11/5/24	99	Cottle, R. D.	9/29/24	353	Blauth, H.	7/3/24	701	Vileta, J. A.	9/15/24
9	Beranek, E. E.	11/10/24	102	McDonald, C. E.	12/5/24	353	Brown, B.	11/20/24	712	Crees, B. A.	10/6/24
9	LaLond, D. P.	11/20/24	102	Reduzzi, A. J.	6/10/23	353	Fitzsimons, R. C.	5/9/24	716	Martino, S.	11/16/24
9	Mini, V. J.	11/16/24	102	Thatcher, L. D.	4/14/24	353	Madeley, F. H.	10/4/24	721	Graham, T. P.	8/28/24
9	Vazquez, C.	11/5/24	103	Bowser, M. S.	11/23/24	354	Boynnton, J. D.	11/15/24	725	Mahurin, J. L.	10/31/24
11	Gryder, D. F.	11/16/24	103	Henry, C.	11/21/24	354	Kristensen, R. K.	10/8/24	728	Grosenbaugh, H. W.	11/7/24
11	Hopkins, J. N.	10/5/24	105	Dempster, A.	9/5/24	354	Roberts, C. G.	7/3/24	760	Shepherd, G. S.	11/3/24
11	Lopez, H.	9/5/24	109	McKnight, J. D.	4/14/24	357	Richardson, R. C.	10/27/24	776	Gadsden, M.	11/6/24
11	Miller, E. J.	9/4/24	110	Hafner, M. F.	10/24/24	357	Scarborough, R. D.	12/10/23	903	McDaniel, R. A.	11/23/24
11	Roque, A.	10/28/24	110	Suess, F. J.	11/20/24	363	Tansey, C. R.	4/20/24	915	Chavers, D. W.	1/19/24
16	Pfender, J. C.	10/31/24	111	Alexander, M. J.	12/31/23	369	Ferguson, T. J.	3/5/23	915	Keller, D. R.	12/4/24
17	Salvaterra, R. E.	5/18/24	111	Kercheval, A. J.	11/15/24	379	Brouwer, J. A.	6/8/24	917	Richards, W. H.	10/17/24
20	Horne, J. F.	1/13/23	111	Rauckmann, B. S.	9/24/24	387	Anderson, S. E.	9/30/24	948	Zwerican, J. W.	11/17/24
20	Morley, W. L.	11/7/24	115	Imbeault, L.	11/10/24	405	Eichler, E. C.	10/6/24	995	Browning, T. R.	11/3/24
22	Casey, D. C.	11/23/24	124	Ackerman, S. A.	8/12/24	413	Forsythe, G. K.	10/27/24	995	Landry, H. E.	5/3/24
24	Miller, F. A.	4/10/24	124	Alport, M. G.	1/6/23	415	Brunette, G. R.	10/3/24	995	Russell, G. M.	8/8/24
24	Wilkins, R. W.	9/9/24	124	Hartley, E. A.	8/20/24	424	Seggie, G. E.	9/25/24	995	Watts, V. C.	11/23/24
25	Stawarski, H. V.	11/17/24	124	Kreutzer, P. B.	8/15/24	424	Woodard, T.	9/4/22	1002	Johannsen, B. R.	11/5/24
26	Baldwin, K. W.	11/3/24	124	Martinez, N. G.	8/27/24	426	O'Brien, R. C.	9/1/24	1003	Blackwood, R. D.	10/19/24
26	Baranga, V. S.	11/18/24	126	Bambling, B. D.	11/2/24	429	Brannon, D. A.	10/24/24	1049	Higgins, M. P.	10/24/24
26	Blevins, K. L.	10/30/24	126	Ott, H. E.	3/25/24	429	Holton, J. T.	9/15/24	1186	Miyahira, D. Y.	7/28/24
26	Burke, P. M.	11/21/24	126	Wiltrout, J. R.	11/6/24	436	Medlin, C. N.	11/2/24	1245	Stanke, K. S.	8/18/24
26	Fitzgerald, C. T.	9/21/24	134	Andree, H. F.	11/13/24	445	Jarmul, J. J.	11/26/24	1288	Barch, M. E.	10/28/24
26	Herber, R. L.	11/4/24	134	Fitzmaurice, R. R.	8/31/24	456	Mulvey, J. E.	10/24/24	1391	Galletta, R. J.	9/25/24
26	Leslie, J. I.	6/28/23	134	Gernady, G. E.	10/11/24	479	Manganice, D. W.	5/19/24	1393	Ellis, J. E.	10/19/24
26	McDonough, J. M.	10/3/24	134	McDonald, E. J.	6/20/24	481	Adair, B. K.	9/15/24	1393	Snyder, W. L.	11/14/24
26	McMahon, C. L.	10/13/24	134	Narducci, A. P.	6/25/24	481	Boothman, R. G.	10/30/24	1393	Timberman, G. L.	8/27/23
26	Quillin, B. F.	11/3/24	134	Parente, F.	11/13/24	481	Markins, D. R.	11/5/24	1531	Stone, R. A.	10/31/24
34	Funk, D. R.	10/22/24	134	Pfeiffer, R. J.	11/17/24	488	Galvin, J. E.	8/14/24	1547	Campbell, H. S.	8/9/23
34	King, J. R.	11/18/23	134	Strong, W.	11/9/24	494	Dinauer, T. A.	11/22/24	1547	Dragseth, J. L.	10/11/24
34	Luginbuhl, L. E.	8/24/24	134	Vega, D.	9/16/24	494	Swartwout, E. W.	10/25/24	1555	Fletcher, D. E.	9/26/24
35	Hackemack, R. L.	11/12/24	143	Ebersole, B. L.	10/25/24	494	Urban, R. A.	9/19/24	1749	Meadows, M. O.	8/19/24
41	Schneider, W. H.	11/26/24	145	Jordan, R. G.	11/20/24	498	Porter, G. V.	10/25/24	1925	Farr, L. T.	5/27/24
41	Sennett, K. T.	11/19/24	145	Leighty, R. W.	11/12/24	502	Soucy, G. A.	12/2/24	1997	Martin, R.	2/6/24
43	Gronlund, S.	10/31/24	146	Angell, R. L.	10/30/24	502	Sweet, R. W.	11/17/24	2038	Brady, M. B.	12/9/24
46	Allen, R. W.	10/9/24	146	Walker, D. D.	11/24/24	505	Nelson, D. C.	11/8/24	2166	Burns, W. L.	10/23/24
46	Madsen, A. L.	9/2/24	150	Jelinek, R. J.	10/29/24	508	Austin, R. A.	11/13/24	2166	Godin, L.	10/26/24
46	Smith, G. W.	10/3/24	158	Gerhard, J. D.	11/5/24	518	Lewis, G. L.	9/4/24	I.O. (5)	Baxter, D. C.	10/20/24
47	Carlos, F.	9/13/24	163	Katzor, R.	11/18/24	530	Seybold, U. W.	11/29/24	I.O. (111)	Coats, D. T.	8/26/24
47	Franks, G.	10/3/24	164	Conboy, P. V.	10/11/24	530	Ward, R. R.	8/24/24	I.O. (433)	Sanford, M. L.	7/26/24
47	Reyes, M.	10/10/24	175	Ogle, L. E.	11/9/24	530	Winsor, E. S.	11/2/24	I.O. (455)	Goodell, F. W.	11/7/23
47	Vaness, R. M.	11/3/24	175	Swafford, B. S.	11/7/24	531	Love, V. T.	10/8/24	I.O. (569)	Schlesinger, M.	10/26/24
48	Brown, H. A.	6/14/23	176	Kozak, K. M.	11/15/24	538	Jameson, J. A.	11/1/24	I.O. (611)	Lamkin, K. W.	9/4/24
48	Butts, D. E.	10/25/24	176	LaMonte, D. G.	10/10/24	538	Scott, J. R.	11/13/24	I.O. (625)	Gorman, P. E.	10/31/24
48	Kryck, P. T.	11/18/24	177	Tabler, C. W.	11/3/24	545	McCart, R. P.	10/29/24	I.O. (1393)	Roberts, E. L.	11/12/24
48	Roshak, M. H.	11/11/24	194	Gladden, J. E.	11/13/24	557	Emeott, R. J.	10/20/24	I.O. (1426)	Peda, J. T.	11/5/24
48	Smith, W. M.	6/23/24	212	Tritsch, T. R.	10/22/24	557	Rogalski, E. J.	9/14/24	I.O. (2166)	Leech, D. H.	2/19/24
56	Kubiak, R. L.	1/14/23	214	Meland, M. G.	3/29/24	558	Allen, W. J.	10/22/24	Pens. (I.O)	Dawsey, J. W.	4/6/24
56	Yukon, L. A.	10/14/24	229	Laughman, K. E.	7/6/24	558	Cooper, J. M.	11/7/24	Pens. (I.O)	Golas, R. M.	11/5/22
57	Bourne, D. E.	10/7/24	236	Rich, M. J.	10/13/24	558	McAfee, R. W.	11/6/24	Pens. (I.O)	Heinl, R. A.	2/24/23
57	Michels, J.	11/6/24	241	Shultz, W. J.	5/15/24	558	McMinn, T. W.	11/18/24	Pens. (I.O)	Kurpil, S.	9/23/24
58	Beyer, W. R.	11/15/24	245	Deese, C. H.	9/3/24	568	Kirkham, R. E.	11/19/24	Pens. (I.O)	Proctor, R. C.	9/2/24
58	Hoste, D. D.	11/18/24	252	Minick, J. H.	7/26/24	569	Sherrell, J. D.	11/5/24	Pens. (I.O)	Risner, B.	11/10/24
58	Jirasek, J. C.	11/30/24	258	Banner, C. Q.	10/24/24	569	Williams, J. E.	11/13/24	Pens. (I.O)	Stamper, L. L.	10/27/24
58	Labowitch, B. L.	10/18/24	258	Soroka, W. M.	1/15/24	570	Marts, K. D.	11/11/24	Pens. (I.O)	Wanderscheid, J. A.	8/22/23
58	McClendon, J. W.	10/14/24	269	Ailey, R. C.	11/21/24	576	Velotta, C. D.	4/1/24			
58	McCormick, R. A.	10/17/24	278	Aguirre, R. C.	1/25/22	577	Schley, N. M.	8/8/24			
58	Nannah, H. D.	8/13/24	278	Eastwood, W. M.	10/20/24	595	Degner, D. R.	6/30/24			
58	Roose, M. G.	10/17/24	280	Marlow, G. L.	10/9/24	595	Galvin, S. L.	3/4/23			
58	Stewart, R. M.	9/17/24	291	Lamm, W. J.	8/10/24	595	Michel, S. W.	9/23/22			

This list shows members for whom PBF death claims were approved in December 2024. ■



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LOCAL LINES

Community Service and Apprenticeship Changes

L.U. 16 (i), EVANSVILLE, IN — Our area’s brotherhood and Christmas spirit were strong as dozens of wiremen, apprentices and helpers contributed hundreds of hours on nights and weekends to make the 31st annual Ritzy’s Fantasy of Lights possible.

FOL is the premier fundraising event for Easterseals’ tri-state rehabilitation center. Since its inception, millions of dollars have been generated to help underwrite life-altering therapies for local children and adults who could otherwise not afford them. Special thanks are due to the Evansville JATC students and their instructors for the many evenings they gave to this worthy cause.

This year’s Entertainment Committee members have been busy with family activities, including the Halloween trunk-or-treat and Christmas photos with Santa. Thanks to each of them for making these events possible.

Local 16 will soon be changing its apprenticeship program to a four-year schedule. It is hoped that this initiative will accelerate journeymen’s availability. It should also make the program more appealing to nonunion tradesmen deterred by the length and intensity of the curriculum without compromising the program’s high educational standards.

Donald P. Beavin, P.S.

High-Voltage National Apprenticeship Week

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! We hope you had an enjoyable holiday season.

During National Apprenticeship Week, our JATC hosted another Industry Connect event with NECA and ELECTRI International. More than 120 students from high schools and technical programs in our jurisdiction joined us to interview our apprentices about their careers, watch a demonstration of medium-voltage cable splicing and test



Local 24’s Cory Shiflett shows high school students how to splice cable.

their skills bending conduit. It was a pleasure to watch so many young people realize this might be the career they’ll choose in their near future. Many of them picked up apprenticeship applications on their way out.

After the tour and demonstrations, Baltimore City Council President Zeke Cohen had a few words to say to the gathered students, including high praise for union apprenticeships. We’d like to thank our entire JATC team and especially apprentices Rachael Ampsacher, Brandon Bowers, George Kiama and Dominik Parks for speaking to the students about how they joined the union and are building family-sustaining careers in our industry.

Live Better/Work Union!

Michael McHale, B.M.

Local 26 Events in 2025

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — I hope everyone enjoyed the holidays. Local 26 is very excited about the prospects of 2025!

Here are some key dates in 2025 to mark on your calendars:

- Spring Pension Seminar — Sat., April 5
- Spring Financial Awareness Seminar — Sat., May 3
- D.A.D.’s Day Golf Outing — Mon., June 2
- JATC Graduation — Sat., June 7
- Virginia Picnic (Manassas) — Sat., June 28
- Virginia Picnic (Roanoke) — Sat., July 26
- Maryland Picnic — Sat., Aug. 23
- Local 26 Fishing Trip — Sat., Sept. 20
- Poker Run for Special Love — Sat., Sept. 27
- Fall Pension Seminar — Sat., Oct. 4
- Fall Financial Awareness Seminar — Sat., Nov. 1
- Front Royal Holiday Party — Fri., Dec. 5
- Roanoke Holiday Party — Sat., Dec. 6
- Maryland Holiday Party — Fri., Dec. 12

For more information about our events or to register, please visit our website at ibewlocal26.org.

Best wishes to the following retirees: Andrew Alexander, Nelson Asamoah, Gregory Bayliff, Donald Callahan, Peter Chin, Dean Cristarella, Dean Filomena, Nathan Gignac, Stephen Herber, Laurence Humble, David Johnson Sr., Vuthy Kheav, Michael Locastro, Anthony Lord, William Muise, Calvin Phoenix, Scott Ponton, John Schroeder, Mark Smith, Douglas Thomas, Mark Thomas, Thomas Trainum and Darrell Williams.

The following members have passed away since our last article: Robert Adcock, Kenneth Baldwin, Viorel Baranga, Michael Bibb, Kyle Blevins, Richard Herber Jr., James McDonough, Charles McMahon, Bernard Quillin and Karl Statter.

Joseph F. Dabbs, B.M.



From left, Local 46’s X. Shelley, A. Butler, L. Rushwald, T. Eastland, S. Megenow, M. Del Toro, A. Hassam, T. Walker and V. Bethea.

Local 46 Graduates and Award Recipients

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — The IBEW Pathway to Apprenticeship (IP2A) became a Washington state recognized pre-apprenticeship program in October. This organizing tool, developed by our project labor agreement/community workforce agreement team, is designed to attract students who will be entering the workforce soon, especially those in underrepresented communities. All the seniors in Cohort 1 are off for an interview at the Puget Sound Electrical JATC.

The Washington Women in the Trades held their 16th Dream Big Dinner in October. Four Local 46 sisters were acknowledged for their contributions: Angela Jackson, Carol Nishikawa, Laurie Meyers and Julie Southwick.

Our political action committee put in countless hours getting the word out to our local members to vote. Thank you to Nicole Grant and all the many volunteers who made phone calls and knocked on doors. Coming off the heels of an election that will surely change what the IBEW and other construction unions look like, it is more important than ever to continue to organize and secure work for our members.

Remember that electrical work just wants to be done. It doesn’t care what the worker looks like, what gender the person is, how they vote. We are all unit-

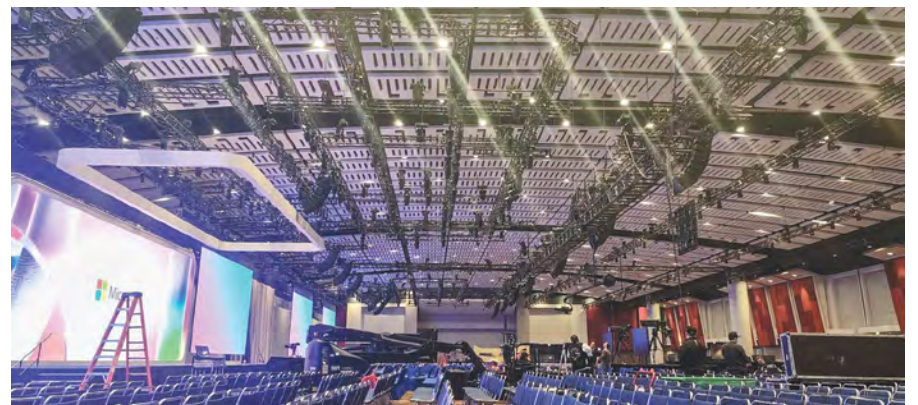
ed as brothers and sisters of the IBEW. #NoExcuse
Chris Boling, V.P./P.S.

Record-Breaking Job Call for 700 Electricians Filled at McCormick Place

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — Contractors working at McCormick Place entered a record-breaking work order into the IBEW referral system in November. A total of 700 electricians were needed, and Local 134 was proud to fill that call. Trade show work at McCormick Place has been a steady source of short-call job opportunities for Local 134 members dating to the 1960s.

On Nov. 22, the McCormick trade show schedule had an overlap where the highly successful Microsoft trade show was tearing out while the world’s largest medical imaging exhibition, the Radiological Society of North America, was moving in.

This created an opportunity for 400 IBEW members to work on the Microsoft tear-down while another 300 members were working on the RSNA installation. The 700 qualified members on site in a single day surpassed the number of electricians used to build McCormick Place. This well-coordinated venture occurred throughout all four McCormick Place buildings and the Marriott and Hyatt hotels. All of these jobs would not have been possible without the well-coordinated efforts of MPEA,



Local 134 members rigging for a Microsoft event in the McCormick Place West Skyline Ballroom.

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	(u) Utility	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(uow) Utility Office Workers	(ws) Warehouse and Supply
(em) Electrical Manufacturing	(mow) Manufacturing 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.

Freeman and Edlen, the contractors who execute events throughout McCormick Place every day in conjunction with the Local 134 referral department.

We want to take this moment to recognize the number of skilled professionals on-site from Local 134 and surrounding locals who answered this record-breaking call to action.

Thank you for all that you do!

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

Local 150 Honors and Remembrance

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Happy New Year from Local 150! We wish all members of the IBEW and their families a healthy and successful 2025.

We awarded retirement watches and years-of-service pins for those with 50+ years of service at our annual Christmas general meeting. We would like to congratulate and thank the 23 members who received their retirement watches. May you all have a long and enjoyable retirement!

We were honored to present 19 members with 50-year pins, 11 members with 55-year pins, four members with 60-year pins and five members with 65-year pins. We recognized Brother Gerald Wicks and Brother Robert Dixon for achieving 70 years of service. Congratulations, and thank you for your lifelong commitment and service to the IBEW and Local 150!

While our Christmas meeting is a time for honor and celebration, it is also to remember those who came before us. With deep sadness, we report the deaths of our following brothers in 2024: Ronald "Roy" Ballantini, Ronald Bigelow, Kenneth Crede, Arthur Forsell, Richard "Rich" Jelinek, Steven Karr, Ronald W. Lobodzinski, Thomas Love, Ardell Maatta, John Meyer, Lee Morley, William "Bill" Rose Sr., Roger S. Shoumake, Ken Umbdenstock Sr., Stephen Vizcarra, and Richard Wells. Please keep thoughts of our departed brothers and their families in your minds and hearts.

Sisters and brothers, we look forward to making memories with you all at upcoming 2025 IBEW and Local 150 functions! See you there!

Aaron M. Rendon, R.S./P.S.



Local 226 Brother Richard Rawlings.

Local 226 Brother Richard Rawlings Retires

L.U. 226 (em,i,rtb,rts&spa), TOPEKA, KS — Our local congratulates Brother Richard Rawlings on his retirement. Here's to a wonderful next chapter of life. Enjoy your retirement, Brother Rawlings!

"I don't think I would have ever gone to Alaska if I hadn't joined the IBEW." —Richard Rawlings

Anthony (Tony) Cahill, B.M./F.S.

Much to Be Thankful For

L.U. 340 (i,rts&spa), SACRAMENTO, CA — It has been another booming year for our members and local as a whole. In the past year, we managed to supply manpower to a jobsite requiring close to 100 calls, and we revamped our organizing group, VOLT (Volunteer, Outreach, Leadership Team), which assisted on political walks.

Many of our local's committees had the opportunity to host fundraising events and participate in outreach programs, and we sent some of our members to conferences to network and gain resources. One of our new members organized a jiu-jitsu group and received a full-page article in this very newspaper. (See "How a California Local Got Its Own Brazilian Jiu-Jitsu Club" on page 20 of the September issue.) Additionally, a recent apprentice graduate won first place overall at the Western States Electrical Contest, the first time Local 340 won at this competition.

These are just a few of the accomplishments our local can boast about. There are many things our local has been thankful for, but one that stands true every year is our membership. Without each of our members, both current and retired, we would not be where we are today. I am grateful to all those who have stood beside us and trusted the direction in which we strive to lead our local. Wishing all another wonderful year ahead.

Robert D. Ward, B.M./F.S.

Local 488 Swears In New Members at December Meeting

L.U. 488 (i&mt), BRIDGEPORT, CT — During the holiday season, our local gave the best gift of the season to 19 new members, the gift of IBEW membership. At a well-attended meeting in December, Local 488 was extremely proud of the latest members brought into our Brotherhood.

President Stephen Rodrigues said: "Welcome, new members — you will get out of the membership what you put in. Stay active and be involved." Business Manager Daniel McInerney remarked: "Congratulations and welcome to our new brothers and sisters. I encourage you to participate in our union and wish you a long and healthy career in the IBEW."

Jerome White, R.S.

In Solidarity We Triumph

L.U. 540 (i), CANTON, OH — A Massillon City Council proposal to remove a nearly 15-year-old ordinance regarding project labor agreements was voted down thanks to the combined efforts of members of our local, the East Central Ohio Building and Construction Trades Council, and the Hall of Fame Central Labor Council.

The proposed ordinance removal was first brought to the attention of Local 540 leadership



Opposition by Canton, Ohio, Local 540 members and leaders helped defeat a proposal to ban PLAs on public projects in their city.

Sept. 30. No time was wasted on making a call to action to the surrounding labor organizations, and the call was answered in force. Over the next month, the council chambers were packed at each public hearing with union members giving testimonies and opening the conversation to the city council on exactly what PLAs are.

The cross-trade solidarity and determination of the area's tradespeople were commendable and a testament to what we can accomplish in the face of adversity when we stand together. With the less-than-ideal outcome of election season, we must not forget the power we wield in unity. We have been elevated to the middle class because we stand on the shoulders of our unions' forefathers, and we will never compromise our history. Solidarity forever!

Logan Hammer, P.S.



A rendition of Local 648's new training lab.

New Training Lab for Local 648

L.U. 648 (em,i,spa&u), HAMILTON, OH — Our local and the Hamilton division of NECA received a grant from the Economic Development Administration for the construction of a new training facility. The Butler Warren Co. EJATC worked on this grant application with our contracted grant writer, A.M. Crawford, for over a year before receiving final approval. We are excited to receive this award, allowing us to begin construction after years of discussion. This facility will improve our apprenticeship training and allow us to grow at a time when the work picture demands it. Everyone on our Apprenticeship Committee came together and collaboratively made this happen.

The future of apprenticeship looks bright, and in Hamilton, the stars have aligned. This project will carry our apprenticeship into the future of

an ever-changing industry. Ten years ago, our program generally carried approximately 70 apprentices. Currently, we have 129 active apprentices, with plans to grow and offer even more opportunities.

This project was supported by the Apprenticeship Committee, contractor association, union members, grant team, several secured union electrical projects and our community backing for union apprenticeships. The award is timely, and this grant will significantly aid in the construction of the estimated \$3.2 million training lab.

Bobby Angst, P.S.

Bill and Jennifer Towler Honored With Life-Saving Award

L.U. 1002 (o&govt), TULSA, OK — Bill and Jennifer Towler received the IBEW Life Saving Award at the local's Christmas party for their heroic actions in saving Ashlen Franklin, a construction member gravely injured by electrocution in March 2023. While walking, the Towlers heard an explosion and rushed to help. Jennifer called 911 while Bill performed chest compressions, with the couple alternating CPR until emergency services arrived, saving Ashlen's life.

Ashlen endured a challenging recovery, including 49 days in the hospital, 20 surgeries and the loss of her dominant arm. With a robotic arm and myoelectric hand, she continues to rebuild her life with strength and the unwavering support of her family. Her mother, Mandy Beck, expressed deep gratitude to the Towlers for their life-saving actions.

The award was presented by Business Manager Brad Perkins with Tulsa Mayor Monroe Nichols IV and Seventh District International Vice President Chris Wagner attending to celebrate this extraordinary act of humanity. The Towlers'



Local 488 members gathered to swear in new members at the December meeting.

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LOCAL LINES



From left, Monroe Nichols IV, Chris Wagner, Brad Perkins, Ashlen Franklin, Bill Towler, Jennifer Towler, Jonathan Feero and Mike Cannon honor the Towlers' life-saving actions at the Local 1002 Christmas party.

courage and compassion exemplify the spirit of the IBEW community, reminding us all of the profound impact of quick thinking and selflessness in the face of tragedy.

Brad Perkins, B.M./F.S.

Banquet Honors Apprentice Graduates and Member Service

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our local and the Hampton Roads JATC held a combined graduation and service awards banquet Oct. 4 at the Virginia Air and Space Center in Hampton, Va. About 150 members, family and others related to the industry attended, along with several elected officials who support labor interests. We were pleased that Rep. Robert Scott (D-Va., 3rd District) was able to attend and share some insights.

Top-grade awards went to James Hagin (first year), Nicholas Bowman (second year), Lamarr Burnett (third year) and Renee Perry (fourth year). Class of 2024 graduates include Eric Auston, Michael Baker, Jason Cibrin, Hunter Csicseri, Jennifer DaSilva, Bryant Jackson, Joshua Leote, Daniel McKinlay, Brittany Miller, Nathan Moyer, Malik Nolder, Renee Perry, Hunter Ruder, Samuel Snow, Dominick Thomas and Jacob Vera. Congratulations and best wishes to them all!

Service pins were also given to members to recognize years of membership, with 50-year pins to Michael Fulgham and Frank Keene and a 55-year pin to Raynard Wood.

We regret to report the passing of Dennis Barbour (Oct. 12), Richard Adams (Oct. 24) and Calvin Saunders (Nov. 10).

Jim Avery, P.S.

Local 1900's Rick Giammaria Celebrated With Photo Exhibit

L.U. 1900 (so&u), WASHINGTON, DC — IBEW member Rick Giammaria, senior staff photographer at Potomac Electric Power Co. (Pepco), was celebrated with a retrospective of his photography at the Pepco Edison Place Gallery in the closing weeks of 2024.

Local 1900 President/Business Manager/Financial Secretary Jerry R. Williford Jr., colleagues and family members praised Giammaria's photographs, work ethic and personality at the exhibit's Nov. 13 opening reception. The exhibit featured 50 of his favorite photos, culled from thousands he shot for three Pepco Holdings utilities during 35 years at Pepco.

His theme was how people who work for Pepco, Atlantic City Electric and Delmarva Power respond to crises.

One was taken on Thanksgiving weekend in 2022 when a small plane crashed into a Pepco transmission tower in Maryland, leaving 85,000 people without power and two people injured inside a crumpled plane 100 feet above ground. Giammaria captured emergency responders, Local 1900 workers and Pepco contractors at the scene conferring about the forthcoming rescue effort's safe execution. "That's a pretty powerful photo that everyone seems to respond to," he said.

His photos spotlight the need for utilities to respond quickly to catastrophes and restore customers' power safely in harsh, even dangerous, conditions.

"I really want people to understand the professionalism of the employees," Giammaria says.

Jerry R. Williford Jr., B.M./F.S.



Local 1900's Rick Giammaria celebrated by Pepco with a photography retrospective.

Independent Auditor's Report

International Executive Council
International Brotherhood of Electrical Workers

Opinion

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2024 and 2023, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Union as of June 30, 2024 and 2023, and the changes in its consolidated net assets and its consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Responsibilities of Management for the Consolidated Financial Statements

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

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

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

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

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

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

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

Calibre CPA Group, PLLC

Bethesda, MD
December 11, 2024

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

JUNE 30, 2024 AND 2023

	2024	2023
Assets		
Cash and cash equivalents	\$ 20,146,090	\$ 9,852,722
Receivables		
Loans and advances to chartered bodies	362,000	374,000
Per capita tax receivable	14,614,440	12,945,281
Due from Trust for the IBEW Pension Benefit Fund (PBF)	364,939	-
Unbilled rent	4,387,809	5,446,100
Accrued interest and dividends	856,402	820,699
Security sales pending settlement	4,804,323	61,228
Other	787,181	1,071,720
Total receivables	26,177,094	20,719,028
Investments – at fair value	559,145,879	533,667,678
Property and equipment – at cost		
Land, building and improvements	138,144,778	138,765,144
Furniture and equipment	55,827,226	53,764,784
	193,972,004	192,529,928
Accumulated depreciation	(101,728,934)	(95,690,798)
Net property and equipment	92,243,070	96,839,130
Other assets		
Cash held for reciprocity agreements pending settlement	12,880,331	15,952,924
Deferred leasing, organization and financing costs (net of amortization)	1,514,314	1,991,265
Prepaid expenses	1,281,221	1,357,910
Inventory of merchandise and office supplies, at cost	2,231,884	2,177,270
Excess of pension plan assets over projected benefit obligation (PBO)	116,936,715	55,136,675
Right-of-use asset - finance leases	684,718	516,385
Other	208,078	1,258,662
Total other assets	135,737,261	78,391,091
Total assets	\$ 833,449,394	\$ 739,469,649
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 8,386,768	\$ 7,900,875
Due to Trust for the IBEW Pension Benefit Fund	-	173,081
Liability for postretirement benefits	88,139,000	89,448,000
Security purchases pending settlement	9,113,293	7,009,909
Deferred per capita tax revenue	14,703,112	13,692,396
Reciprocity agreement funds pending settlement	12,847,827	15,950,416
Lease liabilities - finance leases	691,584	515,689
Other	2,594,153	1,715,570
Total liabilities	136,475,737	136,405,936
Net assets without donor restrictions		
Appropriated for additional postretirement benefits	283,557,000	267,747,000
Unappropriated	413,416,657	335,316,713
Total net assets	696,973,657	603,063,713
Total liabilities and net assets	\$ 833,449,394	\$ 739,469,649

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

YEARS ENDED JUNE 30, 2024 AND 2023

	2024	2023
Operating revenue		
Per capita tax	\$ 175,698,090	\$ 164,127,782
Initiation and reinstatement fees	2,075,539	1,730,574
Rental income, net	9,791,260	10,492,375
Sales of supplies	1,270,104	1,333,760
Other income	7,564,729	6,258,461
Total operating revenue	196,399,722	183,942,952
Operating expenses		
Program services expenses		
Field services and programs	137,730,121	126,801,617
Media relations	11,377,349	10,791,238
Industry trade programs	17,404,213	15,859,616
Per capita tax expense	8,203,426	7,724,423
Legal defense	2,831,432	2,716,329
Total program services	177,546,541	163,893,223
Supporting services expenses		
Governance and oversight	8,202,048	8,223,272
General administration	8,531,541	9,143,537
Total supporting services	16,733,589	17,366,809
Total operating expenses	194,280,130	181,260,032
Change in net assets from operations before investment and other income	2,119,592	2,682,920
Investment income		
Interest and dividends	9,078,707	7,675,907
Net appreciation in fair value of investments	31,967,969	17,051,833
Investment expenses	(1,604,256)	(445,973)
Net investment income	39,442,420	24,281,767
Other income (expense)		
Convention expense	(21,600)	(232,052)
Gain (loss) on sale of property and equipment	(37,427)	155,454
Currency translation adjustment	(1,421,386)	(1,341,007)
Total other income (expense)	(1,480,413)	(1,417,605)
Change in net assets from operations after investment and other income	\$ 40,081,599	\$ 25,547,082
Other components of defined benefit pension and postretirement net periodic benefit cost		
Pension benefits	15,410,565	13,582,827
Postretirement health care benefits	(4,200,000)	(2,608,000)
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Pension benefits	37,201,188	29,942,210
Postretirement health care benefits	5,416,592	3,962,885
Appropriation of net assets to fund postretirement benefits not yet accrued	(15,810,000)	(15,229,000)
Change in net assets without donor restrictions, unappropriated	78,099,944	55,198,004
Net assets without donor restrictions, unappropriated		
Beginning of year	335,316,713	280,118,709
End of year	\$ 413,416,657	\$ 335,316,713
Net assets without donor restrictions, appropriated		
Beginning of year	\$ 267,747,000	\$ 252,518,000
Appropriation of net assets to fund postretirement benefits not yet accrued	15,810,000	15,229,000
End of year	\$ 283,557,000	\$ 267,747,000

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

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

YEARS ENDED JUNE 30, 2024 AND 2023

	2024							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 57,611,662	\$ 2,560,313	\$ 7,038,825	\$ -	\$ -	\$ 3,690,669	\$ 5,152,407	\$ 76,053,876
Payroll taxes and employee benefits	43,650,825	1,966,093	5,375,077	-	-	2,732,753	3,849,054	57,573,802
Per capita taxes	-	-	-	8,203,426	-	-	-	8,203,426
Professional fees	1,664,995	69,984	499,367	-	2,831,432	64,169	747,921	5,877,868
Travel and related expenses	7,027,358	71,764	238,845	-	-	297,347	28,910	7,664,224
Electrical Worker printing and mailing expenses	-	5,940,833	-	-	-	-	-	5,940,833
Other expenses	19,715,788	435,974	3,138,548	-	-	707,180	590,948	24,588,438
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,900,000)	(2,900,000)
Building operations	8,059,493	332,388	1,113,551	-	-	709,930	1,062,301	11,277,663
Total operating expense	137,730,121	11,377,349	17,404,213	8,203,426	2,831,432	8,202,048	8,531,541	194,280,130
Other components of defined benefit pension and postretirement net periodic benefit cost	(8,492,128)	(377,398)	(1,037,544)	-	-	(544,015)	(759,480)	(11,210,565)
Total	\$ 129,237,993	\$ 10,999,951	\$ 16,366,669	\$ 8,203,426	\$ 2,831,432	\$ 7,658,033	\$ 7,772,061	\$ 183,069,565
	2023							
	Program Services					Supporting Services		
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	Total
Salaries	\$ 52,276,994	\$ 2,197,671	\$ 6,300,403	\$ -	\$ -	\$ 3,528,173	\$ 5,204,032	\$ 69,507,273
Payroll taxes and employee benefits	41,515,659	1,766,430	5,001,206	-	-	2,845,439	4,156,352	55,285,086
Per capita taxes	-	-	-	7,724,423	-	-	-	7,724,423
Professional fees	1,403,649	102,901	535,812	-	2,716,329	54,569	509,885	5,323,145
Travel and related expenses	6,859,408	48,797	300,010	-	-	320,696	46,681	7,575,592
Electrical Worker printing and mailing expenses	-	5,835,750	-	-	-	-	-	5,835,750
Other expenses	16,189,136	599,133	3,200,368	-	-	943,005	959,007	21,890,649
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,700,000)	(2,700,000)
Building operations	8,898,228	254,911	562,969	-	-	554,435	1,001,571	11,272,114
Total operating expense	127,143,074	10,805,593	15,900,768	7,724,423	2,716,329	8,246,317	9,177,528	181,714,032
Less: software development costs capitalized	(341,457)	(14,355)	(41,152)	-	-	(23,045)	(33,991)	(454,000)
Net operating expense	126,801,617	10,791,238	15,859,616	7,724,423	2,716,329	8,223,272	9,143,537	181,260,032
Other components of defined benefit pension and postretirement net periodic benefit cost	(8,254,258)	(347,001)	(994,800)	-	-	(557,080)	(821,688)	(10,974,827)
Total	\$ 118,547,359	\$ 10,444,237	\$ 14,864,816	\$ 7,724,423	\$ 2,716,329	\$ 7,666,192	\$ 8,321,849	\$ 170,285,205

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

YEARS ENDED JUNE 30, 2024 AND 2023

	YEARS ENDED JUNE 30, 2024 AND 2023		2024		2023	
	2024	2023	2024	2023	2024	2023
Cash flows from operating activities						
Cash flows from						
Affiliated chartered bodies	\$ 178,385,290	\$ 167,188,279				
Interest and dividends	9,043,004	7,426,776				
Rental income	10,807,028	11,456,812				
Participant contributions collected on behalf of PBF	109,367,745	102,579,896				
Reimbursement of administrative expenses from PBF	2,900,000	2,700,000				
Other	7,908,058	5,765,008				
Cash provided by operations	318,411,125	297,116,771				
Cash paid for						
Salaries, payroll taxes, and employee benefits	(130,586,678)	(121,123,359)				
Service providers, vendors and others	(58,330,552)	(58,811,918)				
Participant contributions remitted to PBF	(109,964,555)	(102,281,016)				
Per capita tax	(8,203,426)	(7,724,423)				
Interest	(40,416)	(64,597)				
Cash used for operations	(307,125,627)	(290,005,313)				
Net cash provided by operating activities	11,285,498	7,111,458				
Cash flows from investing activities						
Repayments on loans and advances made to chartered bodies			12,000		26,500	
Purchases of property and equipment			(2,633,534)		(1,899,001)	
Purchases of investments			(147,091,161)		(165,050,399)	
Proceeds from sales of property and equipment			353,034		300,224	
Proceeds from sales of investments			135,164,597		179,713,872	
Net short-term cash investment transactions			15,776,621		(15,780,636)	
Net cash provided by (used for) investing activities			1,581,557		(2,689,440)	
Cash flows from financing activities						
Principal repayments under finance lease obligations			(1,152,301)		(2,693,352)	
Net cash used for financing activities			(1,152,301)		(2,693,352)	
Effect of exchange rate changes on cash and cash equivalents			(1,421,386)		(1,341,007)	
Net change in cash and cash equivalents			10,293,368		387,659	
Cash and cash equivalents						
Beginning of year			9,852,722		9,465,063	
End of year			\$ 20,146,090		\$ 9,852,722	
Supplemental disclosure						
Property and equipment acquired under finance lease obligations			\$ 1,328,000		\$ 1,442,000	

International Brotherhood of Electrical Workers and Subsidiaries

Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2024 AND 2023

Note 1. Summary of Significant Accounting Policies

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

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

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

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

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

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

As of June 30, 2024 and 2023, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses, the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are reported as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2024 and 2023 were settled in July 2024 and 2023, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. The allowance for credit losses is based upon historical loss experience in combination with current economic conditions and a forecast of future economic conditions. Any change in the assumptions used in analyzing a specific account receivable might result in an additional allowance for credit losses being recognized in the period in which the change occurs. However, the International Union has historically had insignificant credit losses.

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

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

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

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

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

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

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

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

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

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

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

Leases — In its consolidated statements of financial position, the International Union records a right-of-use asset and lease liability, initially measured at the present value of total lease payments using a risk-free rate that approximates the remaining term of the lease. The International Union considers the likelihood of exercising renewal or termination clauses (if any) in measuring its right-of-use assets and lease liabilities. A single lease cost calculated so that the cost of the lease is allocated over the lease term on straight-line basis. Short-term leases (those with an initial term of twelve months or less and no purchase option) are expensed over their terms, with no corresponding right-of-use asset or lease liability recorded. The International Union does not separate non-lease components (if any) from lease components in determining the lease payments for leases of office equipment.

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

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

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

New Accounting Pronouncement Adopted — During the year ended June 30, 2024, the International Union adopted the provisions of Accounting Standards Update (ASU) 2016-13, (Topic 326). This ASU replaced the incurred loss methodology with an expected loss methodology that is referred to as the current expected credit loss (CECL) methodology. The ASU requires the immediate recognition of estimated expected credit losses over the life of a financial instrument, including trade receivables, per capita tax receivables, and loan receivables. The estimate of expected credit losses considers not only historical information, but also current and future economic conditions and events.

The International Union adopted this ASU effective July 1, 2023. The impact of the adoption was not considered material to the consolidated financial statements and primarily resulted in additional disclosures.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law (there were no unrelated activities during the years ended June 30, 2024 and 2023). IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return* for the years ended June 30, 2021 through 2023 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity And Availability Of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$283,557,000 as of June 30, 2024 and \$267,747,000 as of June 30, 2023 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

REPORT OF INDEPENDENT AUDITORS *continued on page 16*

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2024 and 2023.

	2024	2023
Total assets	\$ 833,449,394	\$ 739,469,649
Less: nonfinancial assets		
Net property and equipment	(92,243,070)	(96,839,130)
Net deferred leasing, organization, and financing costs	(1,514,314)	(1,991,265)
Prepaid expenses	(1,281,221)	(1,357,910)
Inventory of merchandise and office supplies, at cost	(2,231,884)	(2,177,270)
Excess of pension plan assets over PBO	(116,936,715)	(55,136,675)
Right-of-use assets	(684,718)	(516,385)
Other nonfinancial assets	(208,078)	(1,258,662)
Total financial assets	618,349,394	580,192,352
Less: amounts unavailable within one year		
Appropriated for additional postretirement benefits	(283,557,000)	(267,747,000)
Reciprocity Agreement funds pending settlement	(12,847,827)	(15,950,416)
Loans and advances to chartered bodies not expected to be collected within one year	(350,000)	(360,500)
Unbilled rent receivable due in more than one year	(3,954,746)	(4,883,689)
Total financial assets available for general expenditures within one year	<u>\$ 317,639,821</u>	<u>\$ 291,250,747</u>

Note 4. Investments

The cost and fair value of investments held as of June 30, 2024 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 25,602,863	\$ 25,602,863
Government and government agency obligations	48,937,448	46,073,702
Corporate bonds and notes	55,616,873	53,111,562
Preferred stock	190,800	189,094
Common stock	102,783,041	207,344,297
Mutual funds	45,473,526	56,729,079
103-12 entities	28,862,627	49,005,531
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,209,221	92,939,120
AFL-CIO Housing Investment Trust	33,316,472	28,150,631
	<u>\$ 388,492,871</u>	<u>\$ 559,145,879</u>

The cost and fair value of investments held as of June 30, 2023 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 41,372,662	\$ 41,372,662
Government and government agency obligations	37,468,254	34,274,719
Corporate bonds and notes	62,181,024	58,361,378
Preferred stock	190,800	182,580
Common stock	97,567,476	168,676,572
Mutual funds	44,846,708	50,660,922
103-12 entities	28,943,651	46,949,003
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	105,985,748
AFL-CIO Housing Investment Trust	32,318,176	27,204,094
	<u>\$ 393,016,205</u>	<u>\$ 533,667,678</u>

Fair Value Measurement

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

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.
- Level 2 Inputs to the valuation methodology include other significant observable inputs including:
- Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2024 and 2023:

Description	June 30, 2024			
	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$ 25,602,863	\$ -	\$ 25,602,863	\$ -
Government and government agency obligations	46,073,702	7,834,083	38,239,619	-
Corporate bonds and notes	53,111,562	-	53,111,562	-
Preferred stock	189,094	-	189,094	-
Common stock	207,344,297	174,277,700	-	33,066,597
Mutual funds	56,729,079	56,729,079	-	-
Total	<u>389,050,597</u>	<u>\$ 238,840,862</u>	<u>\$ 117,143,138</u>	<u>\$ 33,066,597</u>
Investments measured at NAV*	170,095,282			
Investments at fair value	<u>\$ 559,145,879</u>			

Description	June 30, 2023			
	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$ 41,372,662	\$ -	\$ 41,372,662	\$ -
Government and government agency obligations	34,274,719	6,553,786	27,720,933	-
Corporate bonds and notes	58,361,378	-	58,361,378	-
Preferred stock	182,580	-	182,580	-
Common stock	168,676,572	142,048,321	-	26,628,251
Mutual funds	50,660,922	50,660,922	-	-
Total	<u>353,528,833</u>	<u>\$ 199,263,029</u>	<u>\$ 127,637,553</u>	<u>\$ 26,628,251</u>
Investments measured at NAV*	180,138,845			
Investments at fair value	<u>\$ 533,667,678</u>			

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

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2024 and 2023.

Level 1

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

Level 2

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

Level 3

Common stock represents stock holdings of ULLICO Inc. and fair value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs. There were no changes in valuation techniques used during the years ended June 30, 2024 and 2023.

Note 5. Investments In Investment Entities

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

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

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

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2024 and 2023 by investment strategy. There were no unfunded commitments at either June 30, 2024 or June 30, 2023.

Description	Fair Value (in millions)		Redemption Frequency	Redemption Notice Period
	2024	2023		
a. 103-12 investment entities	\$ 49.0	\$ 46.9	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	28.2	27.2	Monthly	15 days
c. INDURE REIT LLC	92.9	106.0	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day

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

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$35.4 million at June 30, 2024 and \$34.6 million at June 30, 2023, and another in the ULLICO Diversified International Equity Fund for \$13.6 million at June 30, 2024 and \$12.3 million at June 30, 2023. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

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

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

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

Note 6. Pension Plans

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

The net periodic pension cost for the plans for the years ended June 30, 2024 and 2023 is summarized as follows:

	2024	2023
Reported as part of compensation expense		
Service cost	\$ 20,360,203	\$ 20,048,867
Reported as other changes in net assets		
Interest cost	28,419,184	26,291,760
Expected return on plan assets	(45,975,196)	(43,387,624)
Net amortization of loss	2,145,447	3,513,037
	(15,410,565)	(13,582,827)
Net periodic pension cost	\$ 4,949,638	\$ 6,466,040

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2024 and 2023 are as follows:

	2024	2023
Net actuarial (gain) loss	\$ (37,003,685)	\$ (29,948,121)

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2023 consist of the following:

Net actuarial loss	\$ 32,981,460
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The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2024	2023
Discount rate	4.90%	4.50%
Average rate of compensation increase	4.00%	4.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2023 and 2022 are summarized as follows:

	2023	2023
Fair value of plan assets	\$ 709,763,891	\$ 658,564,915
Projected benefit obligation	592,827,176	603,428,240
Excess of plan assets over projected benefit obligation	\$ 116,936,715	\$ 55,136,675

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

	2024	2023
Discount rate	5.30%	4.90%
Average rate of compensation increase	4.00%	4.00%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2024 and 2023 were as follows:

	2024	2023
Employer contributions	\$ 29,427,516	\$ 27,543,999
Employee contributions	2,272,035	2,142,440
Benefit payments	33,630,108	32,966,690

Total expected employer contributions for the year ending June 30, 2025 are \$19.0 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2025	\$ 35,075,849
2026	35,771,517
2027	36,468,412
2028	37,431,140
2029	38,353,226
Years 2030 - 2034	204,475,808

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

Total pension plan weighted-average asset allocations at June 30, 2024 and 2023, by asset category, are as follows:

	2024	2023
Asset category		
Cash and cash equivalents	5%	5%
Equity securities	63%	59%
Debt securities	19%	19%
Real estate and other	13%	17%
	100%	100%

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

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2024:

Description	June 30, 2024			
	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 127,608,918	\$ 127,608,918	\$ -	\$ -
Preferred stock	189,094	-	189,094	-
Corporate bonds	28,838,318	-	28,838,318	-
U.S. Government and government agency obligations	20,526,465	10,769,793	9,756,672	-
Municipal bonds	8,650,150	-	8,650,150	-
Registered investment companies	101,765,306	101,765,306	-	-
Common/collective trusts	9,732,632	-	-	9,732,632
	297,310,883	\$ 240,144,017	\$ 47,434,234	\$ 9,732,632
Investments measured at net asset value*	369,083,617			
Total unitized pool investments	666,394,500			
Non-Pool Investments				
Cash and cash equivalents	780,133	\$ 780,133	\$ -	\$ -
Common/collective trusts	30,041,259	-	-	30,041,259
Canadian Government obligations	8,957,393	2,774,460	6,182,933	-
Corporate obligations	6,481,495	-	6,481,495	-
Common stocks	33,463,299	33,463,299	-	-
Total non-pool investments	79,723,579	\$ 37,017,892	\$ 12,664,428	\$ 30,041,259

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

June 30, 2024				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Other Assets and Liabilities				
Cash	(10,223)			
Contributions receivable	189,646			
Accrued investment income receivable	1,189,823			
Accounts payable and accrued expenses	(411,310)			
Net transactions pending settlement	(8,198,443)			
Total other assets and liabilities	(7,240,507)			
Net assets, total	738,877,572			
Less: share to other employers	(29,113,681)			
Fair value of plan assets	<u>\$ 709,763,891</u>			

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2023:

June 30, 2023				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 108,854,491	\$ 108,854,491	\$ -	\$ -
Preferred stock	182,580	-	182,580	-
Corporate bonds	27,166,600	-	27,166,600	-
U.S. Government and government agency obligations	18,680,615	9,518,082	9,162,533	-
Municipal bonds	8,895,585	-	8,895,585	-
Registered investment companies	90,138,856	90,138,856	-	-
Common/collective trusts	9,425,078	-	-	9,425,078
	263,343,805	<u>\$ 208,511,429</u>	<u>\$ 45,407,298</u>	<u>\$ 9,425,078</u>
Investments measured at net asset value*	355,007,794			
Total unitized pool investments	618,351,599			
Non-Pool Investments				
Cash and cash equivalents	723,345	\$ 723,345	\$ -	\$ -
Common/collective trusts	23,926,475	-	-	23,926,475
Canadian Government obligations	7,331,342	2,404,437	4,926,905	-
Corporate obligations	6,127,930	-	6,127,930	-
Common stocks	31,597,623	31,597,623	-	-
	69,706,715	<u>\$ 34,725,405</u>	<u>\$ 11,054,835</u>	<u>\$ 23,926,475</u>
Investments measured at net asset value*	2,194,988			
Total non-pool investments	71,901,703			
Other Assets and Liabilities				
Cash	4,723			
Contributions receivable	433,699			
Accrued investment income receivable	1,018,370			
Accounts payable and accrued expenses	(280,853)			
Net transactions pending settlement	(7,398,763)			
Total other assets and liabilities	(6,222,824)			
Net assets, total	684,030,478			
Less: share to other employers	(25,465,563)			
Fair value of plan assets	<u>\$ 658,564,915</u>			

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

Investments valued based on Level 3 inputs consist of amounts held in a common/collective trust which is not publicly traded and for which the fair value is based on \$1 per unit of investment held. There were no changes in valuation techniques used during the years ended June 30, 2024 and 2023.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2024 and 2023:

Changes in Level 3 Category	Common/Collective Trusts	
	2024	2023
Beginning balance – July 1,	\$ 33,351,553	\$ 30,513,579
Net gains(realized/unrealized)	-	-
Purchases	82,051,873	76,029,776
Sales	(75,629,535)	(73,191,802)
Ending balance – June 30,	<u>\$ 39,773,891</u>	<u>\$ 33,351,553</u>

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$962,085 and \$800,116 as of June 30, 2024 and 2023, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,447,732 and \$1,313,961 for the years ended June 30, 2024 and 2023, respectively.

Note 7. Postretirement Benefits

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

Related benefit costs for the years ended June 30, 2024 and 2023:

	2024	2023
Reported as part of compensation expense		
Service cost	\$ 3,041,000	\$ 3,215,000
Reported as other changes in net assets		
Interest cost	4,200,000	3,924,000
Amortization of prior service cost	-	(1,316,000)
	4,200,000	2,608,000
Total postretirement benefit cost	<u>\$ 7,241,000</u>	<u>\$ 5,823,000</u>

The accumulated postretirement benefit obligation and funded status at June 30, 2024 and 2023 are as follows:

	2024	2023
Postretirement benefit obligation	\$ 88,139,000	\$ 89,448,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	<u>\$ 88,139,000</u>	<u>\$ 89,448,000</u>

The above postretirement benefit cost does not represent the actual amounts paid (net of estimated Medicare Part D subsidies) of \$3,523,000 and \$3,355,000 for the years ended June 30, 2024 and 2023, respectively. Amounts of as June 30, 2024 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Net loss \$ 7,139,000

During the years ended June 30, 2024 and 2023, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$16,700,000 and \$16,500,000, respectively, for medical and prescription coverage for both active and retired employees.

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

	2024	2023
Discount rate	4.50%	4.50%

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

	2024	2023
Discount rate	4.90%	4.50%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2024, were assumed to increase by 8.0% for medical, 5.5% for green shield, 5.0% for dental/vision, 5.0% for Medicare Part B premiums, and 3.94% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.94% over 20 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2024 by \$10,494,000 and \$1,282,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2024 by \$8,383,000 and \$979,000, respectively.

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

Year ending June 30, 2024	\$ 3,719,000
2025	3,919,000
2026	4,131,000
2027	4,327,000
2028	4,497,000
Years 2029–2033	25,051,000

Note 8. Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2024 and 2023 are as follows.

	2024	2023	2022
Receivables			
Per capita tax	\$ 14,614,440	\$ 12,945,281	\$ 10,393,692
Merchandise sales	185,751	776,503	212,791
	<u>\$ 14,800,191</u>	<u>\$ 13,721,784</u>	<u>\$ 10,606,483</u>
Deferred revenue			
Per capita tax	\$ 14,703,112	\$ 13,692,396	\$ 11,144,644
Convention income	956,923	6,000	-
	<u>\$ 15,660,035</u>	<u>\$ 13,698,396</u>	<u>\$ 11,144,644</u>

Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2023, these agreements were extended to December 2029. For the years ended June 30, 2024 and 2023, the International Union recognized as revenue \$1,150,607 and \$621,020, respectively.

Note 10. Litigation

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

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,900,000 and \$2,700,000, for the years ended June 30, 2024 and 2023, respectively.

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

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

Note 12. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2031, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

The International Union appropriated investments of \$283,557,000 at June 30, 2024 and \$267,747,000 at June 30, 2023 to pay for future postretirement benefit costs.

Year ending June 30, 2025	\$ 8,366,486
2026	7,951,690
2027	8,354,015
2028	8,475,515
2029	6,492,877
Thereafter	6,853,427
Total minimum lease revenue	<u>\$ 46,494,010</u>

Note 13. Finance Leases

The International Union has entered into a master lease agreement for automobiles that qualifies as a capital lease arrangement. As such, the leased automobiles are capitalized and depreciated over their respective lease terms, which have a weighted average term of 0.75 years, and a liability is reported for the net present value of the future lease payments due, using a weighted average discount rate of 3.5%. Remaining lease payments as of June 30, 2024 are due as follows:

Year ending June 30, 2025	\$ 715,789
Less: discount to present value (with a rate of 3.5%)	(24,205)
Total lease liability	<u>\$ 691,584</u>

Total finance lease costs for the years ended June 30, 2024 and 2023 is as follows:

	2024	2023
Amortization of right-of-use assets	\$ 1,159,863	\$ 2,691,727
Interest expense	40,416	64,597
	<u>\$ 1,200,279</u>	<u>\$ 2,756,324</u>

Note 14. Risks and Uncertainties

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

Note 15. Subsequent Events Review

Subsequent events have been evaluated through December 11, 2024, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

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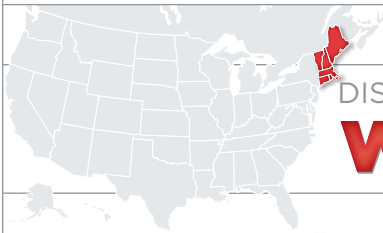
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WHO WE ARE

‘You Made Us Union Believers’: Boston Members Shine in N.C. Storm Recovery

The caravan of trucks from New England was a welcome sight as it rumbled through North Carolina’s Appalachian passes after Hurricane Helene’s torrential beating in late September.

Rural utility officials had a disaster on their hands like none in memory. But as badly as they needed help, some were skeptical: How good were these Northern linemen and outside construction workers with IBEW cards?

“It was kind of like, ‘You’d better be able to pull your weight,’” said Boston Local 104 lineman Leo Barletta, a foreman for D&D Power who made the trip with more than 30 brothers from his company and fellow signatory contractor Northern Power.

Any doubts disappeared as soon as local officials saw the IBEW crews in action.

“Those guys were awesome,” said Rocky Flemming, an operations manager for the French Broad Electric Membership Corp., a co-op with 42,000 customers in five counties north of Asheville, N.C. “They were so thorough and knowledgeable. I’d recommend them to anyone.”

Their first stop was two hours south in the town of Highlands, where electrical superintendent Joe Allison said, “All I had to do was point where to go, and they knew exactly what to do.”

With some 25 downed poles and 33 blown transformers, it wasn’t the group’s biggest job. But the extra hands were a godsend to Allison’s small department.

“There’s me and five other guys to try to keep the lights on for the town,” he said. “It was overwhelming with all the damage that we had. They were a great help — excellent crews, very easy to work with and very well educated.”

The good will went beyond utility leaders. Entire communities embraced the visitors, especially in an area of French Broad where IBEW members spent October camping in a school gymnasium.

When the last crews left Mars Hill Elementary School on Nov. 8, “there were very few dry eyes,” Principal Kristina Lowe said.

Despite catastrophic flooding in their town, Lowe’s staff and Madison County residents at large made sure the men were as comfortable as possible after chilly 16- to 18-hour days in the muck and mud.

From hot meals to clean clothes to toiletries and even handmade cards left on their cots by schoolchildren, everyone made them feel at home.

“Whatever they needed,” Lowe said. “It gave us a real sense of purpose to be able to help them, and we really got to know them over the six weeks. It’s like, ‘I washed your laundry, we’re friends now.’”

D&D workers headed back to Massachusetts in late October, arriving home with hours to spare before taking their youngsters trick-or-treating. Northern Power crews stayed until Nov. 8.

As their trucks pulled away, children and teachers lined the school’s driveway to wave and cheer. A beaming boy at the tail end held a fluorescent sign saying, “Thank You Linemen.”

“That was emotional. It felt great,” said Local 104 member and Northern Power owner Jared Cormier, who managed the field operations for the IBEW team and has kept in touch with his new friends via texts and social media.

“To see everything back to normal for them and



Local 104 crews headed to western North Carolina to help local utilities recover from Hurricane Helene. The crews slept for weeks at a local school, where grateful area residents helped make them feel at home. At left, a spirited farewell from teachers and schoolchildren.



“One word describes these guys’ commitment: Excellence! I’m proud of them beyond words.”

— Local 104 Business Manager Brian Murphy

everyone happy, it made us feel like the long, hard weeks were worth it,” he said. “That kind of closure and appreciation is something we don’t always get.”

Helene was the 2024 Atlantic hurricane season’s worst and deadliest storm, hitting the Florida panhandle with Category 4 winds on Sept. 26 and dumping 42 trillion gallons of rain over the Southeast.

For as many wounds as it carved across the top of Florida and into Georgia, AccuWeather said Helene’s most “infamous legacy will be the scar it left on the southern Appalachians.”

It was unlike anything Flemming and Donald Webb, operations manager in the Burnsville district of French Broad, had seen in their decades-long careers.

“Every storm in the last 40 years put together was not as big as Hurricane Helene,” Flemming said, noting that the utility’s previous record of 120 storm-damaged poles had held since 2009.

Helene was 20 times worse, he said — “close to 2,400, 2,500 poles,” with floodwaters that destroyed roads and swept away power lines.

“We had entire sections of main lines that were entirely gone, washed away,” Webb said. “We thought it would be several months before everyone’s power was back on.”

Instead, IBEW members helped restore power for the majority of customers in a “time frame we never could have matched,” as one official put it.

His quote was among the tributes in a letter

to D&D’s parent company, United Utility, from Tennessee-based contractor Phillips & Jordan, which oversaw the IBEW crews.

Shared with Local 104 Business Manager Brian Murphy and Second District International Vice President Michael Monahan, the letter is a source of pride. One official’s quote in particular jumped out at them: “You have made us union believers.”

The rural utilities ordinarily would have turned to other electrical co-operatives or nonunion contractors after a big storm. But those resources were largely tied up with Helene’s wrath farther south.

“I think it definitely opened the door for them to reach out to union contractors,” Barletta said. “Each day when we let them know what we’d accomplished, we got a lot of positive feedback.”

The challenges were as steep as the terrain they climbed, with some areas so rough, muddy and debris-strewn that Local 104 members had to hike in to try to clear paths for the excavator.

“In the Appalachians, everything was elevation,” said Ryan Grady, a D&D general foreman. “Nothing was easy.”

But they held on to their sense of humor, stuck together and returned home full of good stories and gratitude — for their hosts at the school and for the bonds they formed with the initial skeptics who hired them.

“Everyone was just overwhelmingly nice,” Grady said. “They took such good care of us. And Rocky and the rest of the guys were great.”



Flemming, one of the initial skeptics, said his first concern about hiring the Boston crews was money: “Compared to other guys, they were a little pricey.” Then there was the union factor.

“I had a small exposure to union workers years ago, and I wasn’t impressed,” he said. “To be 100% honest with you, that’s why I spent the first two days with them.”

He observed how skilled the IBEW members were — and how careful.

“Even when things were grounded, they continued to wear their rubber gloves and sleeves,” Flemming said. “Not only were they thorough and efficient, they were the safest crew I’ve ever worked with.”

Webb also praised the IBEW members’ safety habits, adding that “the other thing that impressed me was how self-sufficient they were.”

“We were very thin on people we could send with them,” Webb said. “In fact, I don’t think we sent any of our [Burnsville] guys with them. They were very good about getting where they needed to go on their own and finding the materials they needed.”

By doing their job so well, Local 104 members served as ambassadors for the IBEW and its Code of Excellence.

“Coming from a strong training background, the Code of Excellence is definitely first in everyone’s minds,” Cormier said. “Every morning, we talked about being down here, doing the right things, being our brothers’ keepers, proper work area protection, quality craftsmanship and professionalism — a hard day’s work for a hard day’s pay.”

They lived those values, and it showed. ■