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38th IBEW Convention Lights Course for Change, Progress



IBEW delegates convened in Vancouver, British Columbia, site of the 2010 Winter Olympic games.

From the opening gavel to closing, “Brotherhood Beyond Borders,” the theme of Vancouver’s IBEW 38th International Convention, gained greater prominence and meaning with each day’s gathering of delegates.

Speakers, from International President Edwin D. Hill to leaders of labor and industry, didn’t simply note the common aspirations and challenges of U.S. and Canadian members, however significant or vividly represented in a young and progressive city harboring the Pacific Ocean.

“Borders” was even more broadly defined. President Hill led the way, calling upon delegates to restore labor’s standing in our communities, taking on those powerful interests who

seek to “isolate us from each other.”

In his keynote address, President Hill who, along with Secretary-Treasurer Sam Chilia and International Executive Council Chairman Robert Pierson, was unanimously re-elected, spoke to the solemn duty facing each delegate:

“This is the time to stand up against all odds and reclaim our birthright, a society where those who labor for a living have dignity and opportunity and justice because those things are not guaranteed—they have never been given freely and they have never been won cheaply. They are the things we hold most

IBEW CONVENTION *continued on page 2*

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38th IBEW Convention Lights Course for Change, Progress

dear and we will hold on to them and fight for them, and pass them along to those who follow us.”

Building Diversity

Meetings of the Electrical Workers Minority Caucus and the IBEW Women’s Caucus outlined the progress made in building a more inclusive union. But they went further—hosting practical summations of exemplary work to help local unions better reflect the best qualities of a diverse, democratic society.

And, for the first time in convention history, the dual boundaries of experience and age were bridged as states and provinces sponsored a group of young IBEW activists to attend, observe and offer their unique perspective to the convention.

Per Capita Tax for Growth

Numerous speakers and delegates on the floor remarked upon the growing chasm between citizens who enjoy the protections of a collective bargaining agreement and workers in open shops. This divide, so fiercely debated in states like Wisconsin and Ohio, hurts all unions’ bargaining leverage with employers. But it has, more importantly, resulted in a growing disparity of wealth that is threatening our nations’ democratic traditions. Organizing is an ever-present imperative.

Delegates voted to provide more resources to organize new members by passing two per capita tax increases in 2012 and 2014 and a third, in 2016, if membership growth projections fall short.

The IBEW Pension Benefit Fund was strengthened by delegates approving an increase in payments of \$1 per month in 2013, and an additional \$1 beginning in January 2015.

Taking the microphone in favor of a per capita tax increase, Donald Hoak, business manager, Johnstown, Pa., Local 459 said, “There’s no more important business to be conducted at this convention than to protect this brotherhood, the greatest trade union in the world.... I will not return home and tell my children that when the IBEW needed additional money to accomplish our objectives and uphold our ideals, that I refused to support my union.”



New York’s Local 3 Sword of Light pipe and drum band performed on the first day of the convention.



A delegate at work on the convention floor

Constructive Debate

Lengthy, but constructive and respectful, discussions centered on resolutions and proposals to change sections of the IBEW Constitution.

One debate considered whether to adopt a national Book II standard to overcome the confusion caused for out-of-work electricians who sign books at several local unions, but often face differing rules and deadlines to keep their requests active. Delegates voted in favor of national standards.

Constructive discussion also focused on a resolution submitted by International President Hill and Secretary-Treasurer Sam Chilia on immigration.

While recognizing the important

contributions immigrants have made to the United States, the officers called for the convention to go on record for stronger measures to stem the tide of illegal immigration.

E-verify, an online program used to check employees’ legal status, became a topic of debate. An amendment to the officers’ resolution was passed that supports safeguards to help ensure that immigrants who are legally in the U.S. are not falsely accused or have their privacy invaded without just cause.

Productive Partnership

Industry speakers praised IBEW local and International leaders for upholding a model of constructive

collective bargaining. But they also brought compelling stories of changes taking place in their sectors that demand joint employer-union attention—like the growing use of prefab construction techniques that today present the alarming specter of outsourcing substantial elements in the construction of buildings to China and other nations.

Deepening fellowship flowed through the Vancouver gathering. Delegates voted on the winners of the first “IBEW Has Talent” contest. They traded local union pins and stories. But, more importantly, they built relationships that will benefit their members after they return home and need a helping hand, an objective opinion or a morale boost.

Fight the Right

The convention’s political conference and speakers, including talk show host Ed Schultz and AFL-CIO President

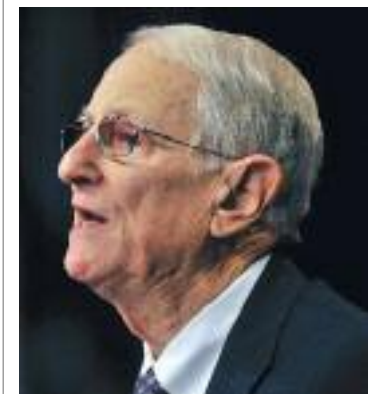
Richard Trumka, focused on the upcoming battle for the presidency in 2012 and the well-funded right-wing offensive against progressive traditions in the U.S. and Canada alike.

General Counsel Larry Cohen, who is retiring after a distinguished 48-year career with the IBEW, revisited the progress that has been made in enforcing workers’ rights since the election of President Barack Obama in 2008, rights that were ignored or marginalized by the Bush administration.

Cohen advised delegates, “Urge [your members] to work for Obama’s reelection next year. If, for some reason they’re not enthused about Obama, make them enthused. Labor would not do well under a president named Perry or Romney or Mad Michele from Minnesota.”

A Place in History

After the close of the convention, on a Saturday morning, nearly two thousand delegates and hundreds of guests crowded into Vancouver International Airport. IBEW jackets, T-shirts and caps were everywhere. But, more important than the labels, was the pride of brothers and sisters, convention delegates, who had taken their place in the union’s history, not for themselves, but for the future of their members back home. ■



IBEW General Counsel Laurence Cohen

About This Issue

The thousands of delegates each brought their ideas and aspirations to Vancouver, making the convention the perfect opportunity to gather vision from across the spectrum.

The various caucuses, conferences, proceedings and discussions gave members a collective focus. Throughout this special issue, readers will see how that focus was honed in areas of **partnership, youth, politics, community, diversity** and **growth**. Read on to learn how these many themes forged a clear picture of what members contributed to—and took from—the 38th International Convention. ■

FOCUS *Growth*

Delegates Ratify Resources for Growing Brotherhood

During the 38th IBEW Convention, President Hill said, “You heard a common theme from many of our speakers—if we stand still, we die. If we don’t change what’s not working, then we are condemning ourselves to a slow death.”

Convention delegates voted to change what’s not working and strengthen programs that have proven to be effective by approving a per capita tax increase to fund new growth.

Earlier in the week, facing a vast and attentive convention, with colorful panels of members at work in all the union’s branches flanking both sides of the hall, President Hill called for hope and renewal, presenting state-by-state slides showing an impressive number of organizing campaigns in progress.

Despite the hard work of members at all levels of the organization, a sour national economy and a corporate-dominated political agenda focused on austerity, not job growth, have contributed to a loss of members.

Making the case to delegates for a per capita tax increase, Hill recapped the organization’s challenges since the 37th International Convention in 2006.



Delegates affirmed the leadership team’s plans for the future.

Projections of total membership from the last convention fell short by 60,000. But in that time, the organization took in 130,000 BA members, largely through internal and external organizing. Without the organizing program set in place in 2006, said Hill, BA membership would be 40 percent smaller than it is now.

Two alternatives thus faced the 38th International Convention. The

IBEW could dial back its organizing efforts, bleed its investments to cover the union’s operating expenses and go into a defensive shell. Or delegates could reasonably reassess the organization’s financial needs and lay the groundwork for future growth, keeping the union’s invested reserves intact.

Convention delegates unanimously took the route of responsible management of resources and dynamic growth.

Two per capita tax increases of \$2 per month were approved. The first will be effective Jan. 1, 2012; the second on Jan 1, 2014. A third increase of \$1 per month will be effective on Jan. 1, 2016, if membership growth projections are not met.

The additional per capita funds will be deployed to fill gaps in the regional organizing structure, cover the hiring of new organizers to help bring more campaigns across the finish line and enact other measures to revitalize the union.

New revenues will be used to implement programs that won unanimous support as resolutions on the convention floor: establishing new internal education efforts—especially for younger members—and a national business development team.

Always cognizant of the decline

in construction and the painful reality of hard-working, dedicated unionists out of work, delegates resolved to authorize the union’s officers to kick off efforts to let everyone from homeowners to multinational corporations know that IBEW is the first and best choice for electrical services and construction.

Speaking in favor of a national business development team and marketing campaign, John Dougherty, business manager of Philadelphia Local 98, said: “I’ve been a delegate to five conventions. I do not know if I’ve ever supported any resolution more than this. I’m going to ask you to go back home and take a look at the numbers in your retirement funds, your general funds, your trading funds and realize that we need to give President Hill and all the officers all the tools to no longer stay on the defensive but get on the offensive. The old adage of pay me now or pay me later doesn’t play at all. Because we might not be around later if we don’t start funding these initiatives we put in place.”

Credit for the accomplishments of the 38th International Convention must be shared with the entire membership of the union, says International President Hill:

“Our brothers and sisters had



Philadelphia Local 98 Business Manager John Dougherty



Johnstown, Pa., Local 459 Business Manager Donald Hoak



Honolulu Local 1186 Business Manager Damien Kim spoke in favor of increasing the per capita tax.

the good sense to elect delegates who know that our union’s greatest challenges come not from corporations or politicians or the right-wing media, but from internalizing the narrative that we do not have the ability or will to rebuild a stronger labor movement. Delegates had the courage to reject fear, set high goals and move into the future.” ■

Per Capita Increase Fuels Membership Development Win

IBEW’s regional organizing structure, approved by delegates five years ago, has linked the International’s Membership Development Department staff and local organizers to build effective, innovative, winning campaigns.

Just one month before the 38th Convention, 300 Sears technicians in Illinois voted to be represented by Chicago Local 134.

Matt Kenney, assistant business manager/organizer, Joliet, Ill., Local 176, whose local got the first call from Sears’ employees seeking representation, discusses the winning campaign:

“Local union organizers worked hand-in-hand with the International. Local 176 is an inside construction local with little experience representing workers like the Sears technicians, but we got good support from professional and industrial organizers and several locals got involved. The technicians cover a vast geographical area, so the campaign was media and computer driven. It’s the way of the future. We’re making strides. This is the right time for everyone to be organized and come together. Unions are all they have.” ■

Grassroots Political Activism Mobilizes Delegates Across Borders

Building a cross-border grassroots political mobilization to reverse the hostile political climate and take on the legislative attacks on workers' rights was one of the top priorities at the 38th International Convention.

"Organizing, collective bargaining and political action are interdependent parts in the anatomy of our labor movement," International President Edwin D. Hill told delegates at the pre-convention political conference Sept. 17. "Power in the workplace is directly connected to our ability to mobilize our members at the ballot box and move our issues in the legislative arena—from the city hall on up."

Sharing his experiences from Wisconsin, ground zero last winter for the fight against executive overreach was Racine Local 430 Business Manager Chris Gulbrandson. Nowhere have working people been more under the gun than in the Badger State, but Gulbrandson says Gov. Scott Walker's attacks on collective bargaining rights have woken up the labor movement and built a massive pro-worker grassroots mobilization that few predicted possible.

"IBEW members stepped forward in a big way, going to Madison for the protests and walking door to door to tell voters the truth about Walker's real agenda," he said.

Gulbrandson also credits Walker with helping to forge unity between public and private sector workers that emerged during the massive protests that erupted in Madison in the wake of the governor's decision to strip bargaining rights from public employees.

"For a long time we didn't have much contact with the teachers and firefighters, but since Walker we've been working as one," he said.

It was a sentiment echoed on the convention floor as delegates unanimously passed a resolution calling on all IBEW locals to support the rights of public employees.

In Ohio, Columbus Local 683 Business Manager Mario Ciardelli says the Buckeye State labor move-



Delegates addressed the importance of grassroots political action.

"If we come together, if we work community by community, if we tell a different story about how we can succeed as a society—one that puts the middle class and working people first—then we can win."

— Adrian Dix, British Columbia New Democratic Party leader

ment has had similar success in putting Gov. John Kasich on the defensive in the months since he launched his attack on public workers.

Activists gathered more than 1.3 million signatures on petitions to repeal Senate Bill 5, which eliminated collective bargaining for state employees. That is more than four times the number needed to put the repeal on the November ballot.

Delegates and speakers reiterated the point that the No. 1 job of elected officials is job creation.

A video address from President Obama asked delegates to contact Congress to urge them to pass the American Jobs Act, which would help put construction workers back on the job doing vital infrastructure work, revamping the country's bridges, power system and schools.

"We are encouraged that

[Obama] has forcefully challenged Congress to finally address our catastrophic job crisis," said Building and Maintenance Trades Department, AFL-CIO, President Mark Ayers on Day Four of the convention. "And everything in his proposal has been supported in the past by Democrats and Republicans alike... So the question remains: What the hell is Congress waiting for?"

But the challenge is not only creating jobs, said delegates, but making sure they pay a decent, living wage and offer health and retirement security to help reverse the decline of the middle class.

Texas Gov. Rick Perry, for example, is running for president on a pro-jobs platform, boasting that the Lone Star State has created more jobs than anywhere else in the United States.

mother, works two restaurant jobs. "With two minimum wage jobs, the childcare and the transportation, she is lucky to just break even," he said.

Members in Canada are also facing increased threats to their rights and working standards from the emboldened Conservative Party government of Stephen Harper and anti-worker provincial governments across the country.

The First District has been beefing up its political action program in the past few years to meet the rapidly changing situation in the country. Matt Wayland, newly hired First District political action coordinator and media strategist, presented delegates with an update on pressing legislation of concern to Canadian members at the political conference.

Placing blame for the continuing economic crisis squarely on the shoulders of Wall Street and Bay Street, Canadian Labour Congress President Ken Georgetti asked delegates on Day 2 of the convention: "Did anyone here in this room take billions of dollars in bonuses while killing jobs? Of course not."

Delegates unanimously approved a resolution calling on all locals to educate and engage their members on the issues and candidates to further the union's grassroots political action program.

One of most important responsibilities of union activists is to educate their co-workers, neighbors and families on the major issues facing all working families—union and nonunion—a point driven home by British Columbia New Democratic Party leader Adrian Dix on the last day of the convention.

"It's our job to change the frame of political debate in our communities," said the Legislative Assembly member. "If we come together, if we work community by community, if we tell a different story about how we can succeed as a society—one that puts the middle class and working people first—then we can win." ■



British Columbia New Democratic Party leader Adrian Dix

But Houston Local 712 Vice President E. Dale Wortham says the kind of jobs created under Perry's watch won't contribute to rebuilding our economy.

"The jobs Perry has produced are all low-paying, minimum wage, service-sector jobs," he said. "They aren't the kind that can actually drive the economy."

Wortham, who spoke on the 38th International Convention floor in support of a resolution calling for strengthening the minimum wage, has family members who know firsthand the struggles faced by low-wage workers. His sister, a single

FOCUS *Youth*

Youth Delegation Amps up Convention Spirit, Creates Dialogue

Spend a few minutes talking with any member of the youth contingent at the 38th International Convention, and one thing becomes abundantly clear: the future is in good hands.

With members hailing from both major metropolitan areas and rural communities, the group of 48 young IBEW members selected from states and provinces across North America arrived in Vancouver as part of the union's RENEW effort (Reach out and Energize Next-gen Electrical Workers). The young activists spent more than a week in the coastal city networking with delegates, participating in caucus meetings and attending sessions sponsored by the IBEW's Education Department on the union's history, laws and structure.

Attendees like Columbus, Ohio, Local 1466 member James Jette came to the convention with savvy and enthusiasm. Jette said he traveled to Vancouver to garner ideas on how to get his co-workers to take some ownership in their union—especially at a time when so many working families are on the ropes. The 10-year member and American Electric Power employee has been active in the fight to overturn the anti-union Senate Bill 5 in his home state. Speaking to the urgency faced by many of his generation, he said, "A lot of people who didn't think that politics matters are really seeing that it affects us. There's a mix of Democrats and Republican union members, but everyone is uniting against SB5. If we lose, this [attack on collective bargaining] it will snowball."

Young workers nationwide are staring down daunting problems. The Bureau of Labor Statistics reported this summer that 4.1 million youth—or more than 18 percent of the demographic—are unemployed. That's why it's so important for young trade unionists to get active, said Vacaville, Calif., Local 1245 member Jennifer Gray.

Gray has worked as a customer service representative at Pacific Gas and Electric for five years. She was tapped as a shop steward by her



Members of the IBEW's young workers delegation

business representative after questioning a supervisor's interpretation of the parties' labor agreement.

Gray participated in last year's AFL-CIO's Next Up young workers summit. She returned to her local and helped to set up a Facebook page to engage more young workers in the union. "I came to the convention willing to observe, learn and take on any role that is needed," Gray said. "I've done so much growing being involved in the labor movement and politics. I live and breathe this stuff."

Many veteran IBEW leaders cut their teeth on political organizing when they were in their 20s—like Liz Shuler, who was elected secretary treasurer of the AFL-CIO in 2009. Shuler served in many positions in the IBEW, most recently as International President Hill's executive assistant for five years.

By spearheading the AFL-CIO's Next Up effort, Shuler has become the public face of youth empowerment in the labor movement. The federation hosted the second annual Next Up summit in Minneapolis a week following the IBEW convention. Of the 700 workers aged 35 and under who attended the conference, more than 100 participants were IBEW members,



Columbus, Ohio, Local 1466 member James Jette



St. John, New Brunswick, Local 1524 member Mark Elderkin speaks at a young workers meeting.

Shuler said. "This is yet another area where the IBEW is leading the way. This is historic. And we should all feel very proud to be a part of it."

Addressing more than 3,000 delegates and guests on the convention floor Tuesday, Sept. 20, Shuler highlighted the need to rebrand the

labor movement in Canada and the U.S. to ensure greater appeal among young workers and the general public.

"Unfortunately, the only public attention we get is when we strike," she said. "Of course, we're always going to be out there fighting for our members, and the recent strike at



AFL-CIO Secretary-Treasurer Liz Shuler

Verizon is a positive example of that. But does that have to be the only thing we're known for? Because the public rarely hears union members talking about our amazing training programs and apprenticeships that put young people on the road to middle-class jobs. ... We need to show the good that we do every day."

Members of RENEW met early on the last day of the convention before official business commenced on the floor. Sitting in a large circle in a conference room at the Vancouver Convention Center, the members reflected on their convention experience and brainstormed how to maintain their new-found momentum after they say their good-byes and venture back home.

International President Edwin D. Hill met with the group that morning. He said he was pleased with their contributions and looked forward to seeing how their futures take shape.

"Young workers across North America are facing an uncertain and sometimes frightening future," Hill said. "One of our goals at this convention was to tap the initiative of young leaders, give them a better knowledge of the IBEW and offer tools to succeed in changing the lives of their peers. This builds a stronger union—and we're honored that so many of our best and brightest young people took up the challenge to be a part of this." ■

FOCUS Partnership

Employers Focus on Common Goals

Major IBEW employers took the podium at the 38th International Convention to discuss the state of their relationships with the union and its members.

Says International President Edwin D. Hill, "The IBEW always works to build productive relationships with our employers. We welcome frank discussion and even constructive criticism from corporate leaders who bargain in good faith and reject the one-sided approach of their peers at companies like Verizon and Comcast."



Ferry

NECA President Rex Ferry: Joint Strategy and Action Needed

Rex Ferry, national president of the National Electrical Contractors Association, a former journeyman and job steward in Warren, Ohio, Local 573 recounted, how he built a successful contracting business with skilled IBEW labor.

"We [contractors and electricians] enjoyed the American Dream," said Ferry. "We were able to buy homes, have good health care insurance, retirement plans, good transportation."

While the IBEW and NECA have endured "tough issues and tough negotiations," said Ferry, new realities in the marketplace now call for joint strategy and action.

After showing a YouTube video featuring a 15-story hotel being erected in China in mere days, Ferry said: "I, like you in this room, used to think that we [the electrical construction sector] were import-proof."

But, with prefab construction and building information modeling, said Ferry, the day has come when whole buildings can be outsourced. He pointed to China's growing influence in the Panama Canal Zone, where shipping channels are being doubled in size to allow for wider cargoes, including sections of buildings.

Rather than ignoring this challenge, Ferry called on IBEW locals to work with contractors to enter the prefab construction sector by training more members in BIM and developing an export strategy to send high-quality U.S.-made buildings through the Panama Canal, competing with China.

"I know that you are thinking, 'Here we go again—givebacks,'" said Ferry. "No it's not about givebacks. It's about dealing with the change that we need to survive." Some local unions are paying attention.

Joan Fultz, a 34-year Dayton, Ohio, Local 82 member, has gained extensive experience in 3D building information modeling which she applied on one of the nation's most widely-watched prefab projects, a large hospital. She says,

"I, like you in this room, used to think that we [the electrical construction sector] were import-proof."

— Rex Ferry, national president of the National Electrical Contractors Association

"I was skeptical myself when we first started pre-fabbing about 10 years ago," says Fultz, who worried about the impact on the number of journeymen and apprentices who would be called out. Her concerns were quickly answered as she saw the potential for jobs to be finished quicker, increasing the competitiveness of her employer, freeing workers up to begin new phases or entirely new projects.

Delegates passed a resolution underscoring the importance of the NECA-IBEW relationship. They also approved resolutions calling for: the continuation of the Code of Excellence and support for IBEW/NECA programs,

including the IBEW/NECA 401(k) Plan, the IBEW/NECA Diversified Underwritten Real Estate Fund and the IBEW/NECA Family Medical Care Plan.



Isaacs

CBS V.P. Harry Isaacs: IBEW Leadership is Strong

Harry Isaacs, an executive vice president for labor relations at CBS, praised the productive collective bargaining relationship between the company and IBEW broadcasting branch locals.

"I truly believe that a union work force can be a better work force for the company where that union and company have a solid working relationship and where that union, like the IBEW, has a strong leadership," said Isaacs.

Meetings between IBEW and CBS, which are held mid-term during collective bargaining agreements, says Isaacs, allow problems to be resolved rather than letting them fester, damaging the employer-employee relationship.

"I tell union reps all the time, don't worry about the jurisdiction, go after the work."

— Harry Isaacs, executive vice president for labor relations at CBS

In a rapidly-changing industry like broadcasting, said Isaacs, flexibility is needed to take on competitors. "I tell union reps all the time, don't worry about the jurisdiction, go after the work."

Convention delegates discussed

the internal changes in broadcasting and telecommunications and passed resolutions calling for renewed organizing in the digital TV sector and for the expansion of broadband technology in underserved areas.



Rowe

Exelon CEO John Rowe: Honor to Share Industry with IBEW

As CEO of the Exelon Corp., John Rowe is in charge of the largest fleet of nuclear power plants in the nation. Nearly half of Exelon's 19,000 workers are members of the IBEW.

"As you know, union membership is growing in the utility industry, at a time when it's declining in most other sectors."

— John Rowe, CEO of the Exelon Corp.

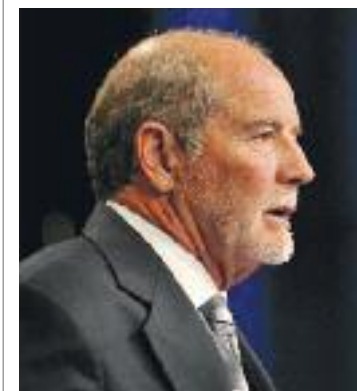
Said Rowe, "As you know, union membership is growing in the utility industry, at a time when it's declining in most other sectors." That, said Rowe, "makes it obvious to me, I'm sure it makes it obvious to you—that we simply have to have a productive partnership," most importantly for "the customers that we serve."

Delegates to the 38th Convention passed resolutions supporting nuclear energy, advanced coal technologies and for the IBEW to exert global leadership on climate change and energy planning.

Rowe, who praised several local business managers in his

remarks, referenced the political conflict between those who believe that the future can be built on renewable energy sources alone and others who grandstand about doubling the existing fleet of nuclear plants but don't support federal financial help to meet their immense costs. He asked delegates to consider the "best chance" for building new American-made energy capacity—natural gas.

"It has been a very, very high honor for the last three decades to be part of this industry with you," said Rowe.



Mott

Mott Electric President Dan Mott: Keep Changing with Times

After topping out of his Vancouver Local 213 apprenticeship, Dan Mott worked for several electrical contractors before joining Mott Electric, founded by his grandfather in 1930 and organized by the Brotherhood in 1935.

In his remarks to the convention, Mott recounted how his company, facing a changing economy, tapped the talents of 150 IBEW electricians to pivot from serving approximately 40 mostly industrial customers to a base of 1,500 end users on diverse projects.

Mott urged inside branch members to pay close attention to their employers' plans for succession, to try to keep any disputes from spilling outside the workplace hurting the parties' public image and to keep apprentices engaged on projects so they don't leave the trade and damage the ability to attract other talented entrants. ■

Convention Calls for Wider Community Outreach

In his keynote address, International President Edwin D. Hill told delegates that the problems of the labor movement run deeper than the opposition of business leaders, politicians or right-wing media. “Our problems stem from another cause,” said Hill. “We have slowly lost the hearts and minds of the community...we’ve stopped telling them who we are.”

Imploring delegates to support resolutions on increasing the union’s reputation and influence in their communities, Hill said, “We are in a good position to help restore labor’s standing in the community. Our record of giving back is impressive. The number of members who hold leadership roles in state and local labor councils or building trades councils is unmatched. We have something to tell the community and we need to step out from the pack of the labor movement and use some of that credibility and goodwill we have earned to make our voices heard.”

Peter Tighe, the leader of Australia’s electrical workers union, echoed Hill’s call for wider engagement in his remarks to delegates. “It’s about going into the community and talking to the people we live alongside of, telling them about the good things unions do,” he said.

Delegates unanimously supported resolutions on building the union’s image through public relations, funding political action, supporting public sector workers and setting up an organization of IBEW associate members.

Talk show host Ed Schultz and AFL-CIO President Richard Trumka punctuated the community outreach theme in remarks that fired up the convention.

Discussing the huge capital investment that labor’s opponents are pouring into political campaigns and anti-union advertising, Schultz said: “Your sacrifice needs to be your personal time. Your sacrifice needs to be the phone bank, the door-to-door, the social networking, the conversation. Let no stone go unturned when you meet your neighbor. Let your neighbor know what exactly is happening to you and to the middle class and don’t be afraid



“Nothing’s lost until you give up,” said TV talk show host Ed Schultz.

to stand up and talk about shared sacrifice and giving the middle class a chance to fight in our country. Nothing’s lost until you give up. Nothing’s lost until you say, “Well, I don’t have time. ...”

Reaching out to our surrounding communities and engaging in grassroots politics is especially important for workers in the public sector. Dennis Kuzyk, a Winnipeg, Manitoba, Local 2034 business representative and Clifford Seniuk, the local’s vice president, came to Vancouver on the heels of a struggle to keep Manitoba Hydro, a Crown

(government-owned) corporation, from contracting out work performed by bargaining unit members. Working to elect political leaders who respect collective bargaining and understand the value of union workers, say Kuzyk and Seniuk, is essential to protecting the jobs of their members.

Trumka discussed the common dreams of workers, organized and unorganized, calling on union members who are employed to support those who are out of work. He said, “It’s up to us, each and every one of us, to make sure that the jobless are



Australian electrical trade union leader Peter Tighe



Delegates unanimously supported resolutions on building the union’s image through enhanced public relations and reaching out to communities.



Seattle Local 46 member Sean Bagsby

not invisible, to make sure that nobody misunderstands the challenge of our time: Jobs. Good jobs. It’s up to us to change the debate from this mindless, senseless talk about cuts, to job creation, and the jobs crisis.”

Delegates supported a resolution that called for local unions to stay at the forefront of developing renewable energy technologies, including building relationships with workers in surrounding communities who are new to that sector.

Sean Bagsby recapped his

experience as Seattle Local 46’s renewable energy director during a panel discussion sponsored by the Electrical Workers Minority Caucus.

The work force entering the renewable energy sector, says Bagsby, includes a broad array of men and women new to electrical work, including many who are recent immigrants and some who have been incarcerated. Rather than rejecting these workers, says Bagsby, Local 46 has focused on a pre-apprenticeship program that takes capable and responsible men

and women from “jailhouse to job site” and helps the local union put more journeymen and apprentices to work in renewable energy.

To strengthen ties with unorganized workers, delegates unanimously passed a resolution to authorize the International Officers to investigate and consider the advantages, disadvantages and feasibility of creating and sponsoring an organization of associate members.

Gina Cooper, IBEW Director of Professional and Industrial Organizing, says, “Providing workers with the option of becoming associate members during an organizing campaign gives them the opportunity to immediately begin working with their fellow workers to resolve issues in the workplace as well as allowing the organizer to better gauge the workers’ interest and commitment to the campaign.” If the campaign is unsuccessful, Cooper says, rather than abandoning the volunteer organizers, the IBEW would have a vehicle for keeping them abreast of issues and activities in support of working families. ■

FOCUS *Diversity / Inclusion*

Caucuses, Conference Show that the Personal is Political

Hundreds of members gathered in pre-convention meetings to share stories of victory, ask the tough questions and assess how to strengthen the IBEW. Through a varied patchwork of ages, genders, ethnicities and experiences, a clear image emerged: a collective picture of personal will and enthusiasm to build on the proven traditions of the union.

Electrical Workers Minority Caucus

Under the banner “Always Moving Forward, Forever Lifting Up,” the Electrical Workers Minority Caucus event featured two panel discussions with leaders from local unions that have exemplified the mission of building a more inclusive organization.

Diana Limon and Eric Brown outlined how, under the leadership of Los Angeles Local 11 Business Manager Marvin Kropke, the local worked with its EWMC chapter to visit political leaders, building influence as part of a sustained campaign to win billions of dollars of work on public school projects.

“So let’s stop pointing the finger at what others aren’t doing and point the finger back at ourselves and ask what we are doing for our union.”

— Robbie Sparks, EWMC president

EWMC President Robbie Sparks charged hundreds in attendance to fight to keep the gains of the labor and civil rights movements from being snatched away. She recalled her own roots. The daughter of a postal worker and a mother who, she says, “kept our house and cleaned someone else’s, too,” Sparks remembered her first impression of unions.

“I was making \$1.03 per hour in 1966. I looked over at a union job that paid \$2 per hour and I said that’s where I want to be. ... It’s time



The EWMC meeting focused on transcending boundaries to build a more inclusive organization.

Congress for the Pacific region. She is the first woman director at the 3.2-million-member CLC, the Canadian equivalent of the U.S.’ AFL-CIO.

“The IBEW has taken great steps already in terms of promoting women and equity-seeking groups within the organization,” Hockin said. “I think that continuing to make space for these groups as they take on stronger roles is important.”

The diverse crowd—including many men—signaled agreement with the elected and appointed leaders’ refrain: that working from within any organization is the path to real progress.

Political Conference

Delegates also gathered at the Political Conference to make union history by bringing together IBEW political activists from both sides of the border for the first time.

Attendees took stock of recent victories and setbacks and prepared for challenges of the next year, including the 2012 elections in the United States and important provincial contests across Canada.

Promising to take action on jobs, anti-worker politicians have instead squeezed middle-class families and attacked collective bargaining rights.

Mike Bellcock, a Milwaukee, Wis., Local 2150 business agent and lobbyist, was knee-deep in the struggle to protect collective bargaining in his state. A 24-year line-man and first-time delegate, Bellcock attended the IBEW Political Conference, saying, “It was nice to hear acknowledgements from the speakers that Wisconsin is ground zero in the attack on our unions.”

San Diego Local 569 journeyman wireman Terrellyn Hartman said, “Having gone to the Political Conference, I’m going to go back and throw out some facts to my friends—like how 80 percent of the income gain in the last decade went to the top 1 percent of the population.” ■



At left, San Mateo, Calif., Local 617 member Kathleen Barber adds to the discussion at the Women’s Caucus.

Above, delegates listen to presentations from both sides of the border at the Political Conference.

for all of us to hit the bricks [to defend collective bargaining and unions],” she said.

Sparks addressed the impatience of members who believe that internal change is not happening fast enough in the IBEW. “We can disagree with each other, but we don’t have to fall out,” Sparks said. “So let’s stop pointing the finger at what others aren’t doing and point the finger back at ourselves and ask

what we are doing for our union.”

Women’s Caucus

The theme of the IBEW’s 6th Women’s Caucus was “Sisters in Solidarity: Leadership Beyond Borders.” Hundreds of attendees—including veteran activists and members of the young workers delegation—were encouraged to transcend their own boundaries and work collectively to be

effective change-makers in their locals and communities.

“Individual talent is great, but by sharing our common interests, strengths and abilities, we achieve a greater sense of unity,” said Carolyn Williams, director of the IBEW Human Services Department. “That way, we genuinely prosper.”

The centerpiece of the caucus was a presentation by Amber Hockin, director of the Canadian Labour

Guest Speakers Offer Added Vision, Enthusiasm to Proceedings

Delegates had the honor of hearing from many engaging speakers throughout the week who have deep roots in trade unionism. Ranging from veteran IBEW leaders to activists both local and international, presenters energized the proceedings while stressing the importance of building bonds to carry the movement forward for working families.



British Columbia Federation of Labour President Jim Sinclair

British Columbia Federation of Labour President Jim Sinclair addressed delegates during the convention's opening session Sept. 19. **"We are on the front lines of ensuring a decent life for members—but tens of millions of working people don't have a union,"** he said. "So we have to build a movement that encompasses all working people who see us as their champions, not just as champions for the labor movement itself."



International Secretary-Treasurer Emeritus Jerry O'Connor

International Secretary-Treasurer Emeritus Jerry O'Connor took the microphone Sept. 20 to emphasize that organizing is priority No. 1. **"So when President Hill and Secretary-Treasurer Chilia ask you to please organize, it's not just**

the IBEW that's at stake, it's the entire middle class," he said in his hard-hitting speech. "The only people who can organize are the local union officers and their members—us." O'Connor, who served as Sixth District Vice President before taking the post of Secretary-Treasurer, retired in 2005.

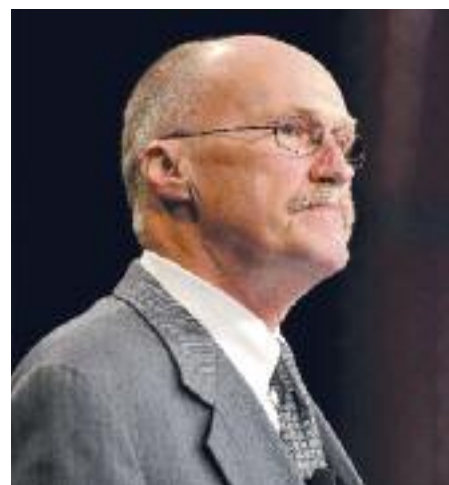
The convention also heard from Jeffrey J. Kanne, president and chief executive of the National Real Estate Advisors program, a subsidiary of the National Electrical Benefit Fund. Kanne reported on efforts to invest pension funds in projects that create IBEW construction jobs and secure members' retirement benefits.

"These funds are not just about money, they're about our values," Kanne said to the delegates during a presentation on real estate investment projects, including the Beekman Tower, a 76-floor skyscraper near Ground Zero in lower Manhattan built with union labor.



Jeffrey J. Kanne, chief executive of the National Real Estate Advisors program

Recently retired International Secretary-Treasurer Emeritus Lindell Lee commended the 38th International Convention Sept. 22 for incorporating so many younger members into its proceedings.



International Secretary-Treasurer Emeritus Lindell Lee

"It's wonderful to see so many young members here, including our young workers group, because you are truly the lifeblood of our organization," said the former Eleventh District Vice President. He retired this year after a more than 40-year IBEW career. "Our future is going to depend on you and your generation as we move forward."



Carlo De Masi, Secretary-General of the Italian Federation of Electrical Utility Workers

Giving added emphasis to the theme "Brotherhood Beyond Borders," Carlo De Masi, secretary-general of the Italian Federation of Electrical Utility Workers, told delegates that the increasing internationalization of the electrical industry makes global solidarity more important than ever.

"The growing number of European energy companies operating inside the United States and Canada makes the relationship between our union and IBEW vital," he said.

U.S. Ambassador to Canada David Jacobson addressed delegates to advocate for strengthening ties between the U.S. and Canada, the largest bilateral trade relationship in history. **"The IBEW practices every day what I say about the relationship between the U.S. and Canada, an integrated relationship where we are brothers and sisters,"** he said.

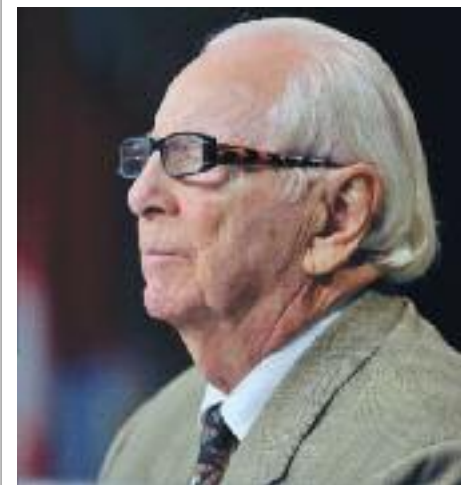
Jacobson recounted how, during his confirmation process as ambassador, he drew inspiration from the flags of the U.S. and Canada atop the IBEW International headquarters near his home in Washington, D.C. He addressed the need for union members to support President Obama's American Jobs Act to help put Americans back to work and sustain demand for Canadian-made goods in the U.S. "Over \$2 million in Canadian goods comes across the border every minute."



David Jacobson, U.S. Ambassador to Canada

Drawing on his decades of steady guidance as an International Officer and business manager for New York Local 3, International Treasurer Emeritus Thomas Van Arsdale delivered a message urging delegates to learn from our countries' rich labor history traditions.

"I believe that the labor movement is one very important organization that can join with others to change and correct the laws of federal government that are unfair to workers and poor citizens," he said.



International Treasurer Emeritus Thomas Van Arsdale

Van Arsdale became International Treasurer in 1978. He was re-elected to the office, then a part-time position, at the 35th International Convention in 1996. Two years later, in a referendum vote of IBEW locals, the duties of the International Treasurer were combined with those of the International Secretary, creating the new position of International Secretary-Treasurer. The International Executive Council then bestowed upon Van Arsdale the title of International Treasurer Emeritus. His dedication to the trade union movement continues the legacy of his family's activism, especially that of his father, Harry Van Arsdale Jr. ■

Convention Ratifies Caucus Choices for IVPs and IEC Members

Convention delegates unanimously ratified the choices of district caucuses that selected nominees Sept. 19 for International Vice President and International Executive Council. Each officer's name was placed in nomination by a brother or sister delegate from the district. The following are excerpts from the acceptance remarks of the winning candidates.

First District Vice President



Fredericton, New Brunswick, Local 37 Business Manager Ross Galbraith nominated Vice President Phillip Flemming.

"I gratefully accept the nomination, and I thank the Canadian delegates for the trust they have placed in me again at this Convention. I won't let you down."

Vice President Phillip Flemming

Second District Vice President

Bridgeport, Conn., Local 488 Business Manager Peter Carroll nominated his brother, Vice President Frank J. Carroll.

"I stand before you once again honored and privileged to represent the delegates of the Second District as their vice president of the greatest labor organization in the world, the International Brotherhood of Electrical Workers."



Vice President Frank J. Carroll

Third District Vice President



Reading, Pa., Local 743 Business Manager Melvin Fishburn nominated Vice President Donald C. Siegel.

"I am truly grateful and you have my pledge that I will do all I can to live up to your expectations as vice president. All of you in this room can be proud of each and every International Vice President, International Executive Council member and top officer."

Vice President Donald C. Siegel

Fourth District Vice President

Mansfield, Ohio., Local 688 Business Manager Carl Neutzling nominated Vice President Kenneth W. Cooper.

"I was sitting at the concert last night and Bruce Hornsby said something to all of us. He said 'that's just the way it is. Some things will never change.' And then comes my favorite part: 'Oh, don't you believe them.' We can change history by working together."



Vice President Kenneth W. Cooper

Fifth District Vice President



Tupelo, Miss., Local 1028 Business Manager Beverly Smith nominated Vice President Joseph S. Davis.

"In the Fifth District, our staff all works together as a team, and we've got some of the best business managers in the Brotherhood. We're pleased things are going well in the sunny South, so come and see us, we'd appreciate it."

Vice President Joseph S. Davis

Sixth District Vice President

Rock Island, Ill., Local 145 Business Manager Scott Verschoore nominated Vice President Lonnie R. Stephenson.



"We have many challenges before us over the next five years, and I can tell you that I will work tirelessly to offer my support as we not only maintain but grow our membership. No one person can do it by themselves. We have to do it together as a progressive team to overcome the adversities before us, and succeed in our goal of growing this great union."

Vice President Lonnie R. Stephenson

Seventh District Vice President



Tucson, Ariz., Local 570 Business Manager Michael Verbout nominated Vice President Jonathan B. Gardner.

"There is a saying that nothing is impossible for the person who doesn't have to do it. I am proud to say that our locals are not sitting on the sidelines, looking for easy solutions to complex problems. They are moving forward by adopting working solutions to the many problems we face."

Vice President Jonathan B. Gardner

Eighth District Vice President

Denver Local 111 Business Manager Michael Byrd nominated Vice President Ted C. Jensen.



"I have never been prouder of the IBEW. International President Ed Hill put forward a leadership plan, and this morning you funded that vision. Because of what you did today, we can promise you a better and more secure IBEW."

Vice President Ted C. Jensen

Ninth District Vice President



San Luis Obispo, Calif., Local 639 Business Manager Mark Simonin nominated Vice President Michael S. Mowrey.

“I am humbled and honored, but it’s not about me. It’s about the staff, the local unions that make up the Ninth District and the members they represent. That is what makes this district—and union—strong.”

Vice President Michael S. Mowrey

Tenth District Vice President

Chattanooga, Tenn., Local 175 Business Manager Barry Key nominated Vice President Robert P. Klein.

“While we still have many struggles and challenging times ahead, we will continue to press forward and remain focused in order to achieve our goals, knowing that even in the darkest of times we will not give up because we are a family.”



Vice President Robert P. Klein

Eleventh District Vice President



Hazen, N.D., Local 1593 Business Manager Darrell Kelsch nominated Vice President Curtis E. Henke.

“I want to leave you with a short quote I read the other day: ‘The consequences of today are determined by the actions of the past. To change your future, alter your decisions today.’ Brothers and sisters, this quote couldn’t be more appropriate.”

Vice President Curtis E. Henke

First District International Executive Council

Scranton, Pa., Local 81 Business Manager Jack Flanagan nominated IEC member Joseph P. Calabro.

“As I look over this hall, I see not only the delegates in this room, but the brothers and sisters you represent. I see an organization that will stand up to the corporate CEOs and fight for workers’ rights. I see a powerful team united in one common cause.”



IEC member Joseph P. Calabro

Second District International Executive Council



Worcester, Mass., Local 2325 Business Manager David Keating nominated IEC member Myles J. Calvey.

“I’d like to take this opportunity to thank each and every one of you for your tremendous support in our battle against Verizon. We don’t have a contract yet, but the confidence you have installed in our members at Verizon will never be forgotten.”

IEC member Myles J. Calvey

Third District International Executive Council

Steubenville, Ohio, Local 246 Business Manager Kyle Brown nominated IEC member John R. Clarke.

“I’m humbled. The labor movement has allowed me to exceed my goals and aspirations and become part of the team leading our Brotherhood in the fight for our future.”



IEC member John R. Clarke

Fourth District International Executive Council



Atlanta Local 613 Business Manager Gene O’Kelley nominated IEC member William W. Riley.

“Three years ago, I was selected to represent the Fourth District on the IEC. Today, I have been asked to continue this service by delegates. I will continue to express my devotion to you and the IBEW by serving with integrity, loyalty and devotion.”

IEC member William W. Riley

Fifth District International Executive Council

St. Louis Local 1455 Michael Datillo nominated IEC member Michael D. Walter.

“I thank all the delegates for your confidence and to my mentors—past and present—who reached out and asked me to get more involved. I ask all of you to identify the young members in your locals, such as those in attendance here today, and ask them to get involved.”



IEC member Michael D. Walter

Sixth District International Executive Council



Beaumont, Texas, Local 479 Business Manager David Gonzales nominated IEC member Joe P. Smith.

“I’m grateful for this opportunity to serve. I want to say thank you for your support today and for going forward. You can count on me to not only represent you, but to provide ongoing communications between you and International Executive Council.”

IEC member Joe P. Smith

Seventh District International Executive Council

San Francisco Local 6 Business Manager John O’Rourke nominated IEC member Patrick Lavin.

“I stand here before you as a proud yet humble member of this great Brotherhood. Sisters and brothers, it’s my honor to serve you once again and I thank you for this opportunity.”



IEC member Patrick Lavin

Eighth District International Executive Council



Halifax, Nova Scotia, Local 625 Business Manager Tim Swinamer nominated IEC member Solomon Furer.

“I look forward to the new challenge of being on the IEC and I pledge to all IBEW members in Canada and to the entire membership that I will give it my all, every day.”

IEC member Solomon Furer

SUMMARY OF CONVENTION ACTION

On All Amendments to the IBEW Constitution and Resolutions at the 38th International Convention

Action on Law Committee Report

Delegates to the 38th IBEW Convention began their review of the Report of the Law Committee on Wednesday, Sept. 21. Action on the Law Committee Report continued on Thursday, Sept. 22 and was concluded Friday, Sept. 23. The Law Committee Report was presented by Chairman John O'Rourke of San Francisco Local 6 and Secretary Ross Galbraith of Fredericton, New Brunswick, Local 37.



Law Committee Report Chairman John O'Rourke

At the 2006 convention in Cleveland, a decision was made prohibiting apprentices from serving as local union officers in most cases. A proposal was put forth by the International Officers to amend **Article XVI, Section 11** to state that an apprentice shall also not serve as an election judge or teller.

Advocating the need for experience and accumulated knowledge in decision making, the committee concurred with the officers' proposal.

This prompted spirited debate from the floor. Leonard Rousseau of Victoria, B.C., Local 230 agreed with the committee's recommendation, saying that the key responsibility of all apprentices was to become "the finest, most well-trained electricians they can be," and that serving as election assistants could divert progress toward this goal.

Helena, Mont., Local 233 Business Manager Keith Allen suggested a compromise: allow members of any classification in good standing for at least two years to serve.

Salvador Ventura of San Jose, Calif., Local 332 rose in support, saying, "When our members are sworn in, to exclude them is not fair." Additional discussion ensued, and the amended resolution to allow members with two years of service who are in good standing to assist in elections passed by a close voice vote.

A proposal put forth would amend **Article XVIII, Section 5** concerning local union expenditures and purchases. Currently, the International President provides guidelines and frameworks regarding local unions' spending. A motion was made to allow for expenses under \$5,000 to be approved more quickly and efficiently by an International Vice President, providing that any expenses above that figure be approved by the International President.

The committee, however, voted for nonconcurrence with the International Officers' proposal, stating that the resolution is cumbersome and restrictive on local unions' efforts to conduct business in a timely manner.

Vinny McElroen of New York Local 3 rose in support of the committee's recommendation. He said that while he appreciated the intent of the leadership to ensure financial integrity, "this resolution could overburden our ability to fight for our 29,000 members," as unfair litigation costs periodically threaten to eat into the local's funds. The delegation agreed with the committee's nonconcurrence.

A proposal was recommended to revise **Article II, Section 10** of the constitution regarding replacement of an elected delegate who resigns or is otherwise unable to attend the International Convention. Delegates voted to amend the constitution to provide for a democratic method of filling vacant slots.

Article II, Section 13 states that the International President shall nominate and the International Convention shall elect two delegates to conventions of the AFL-CIO, the Canadian Labour Congress, the Building and Construction Trades



Delegates considered amendments and resolutions.

and the Metal Trades departments of the AFL-CIO. One delegate will attend conferences of the Union Label and Service Trades and the Maritime Trades, AFL-CIO, departments. A proposal was made to ensure that each such delegate shall be a business manager of their local—though if that status changes, the member must resign and the International President shall appoint a replacement delegate. The delegation moved to carry the proposal with no dissenting discussion.

At prior conventions, elections of International Vice Presidents or International Executive Council members have taken place through the votes of a majority of local unions at the convention. However, not all of the locals present necessarily vote, such as when the delegates are deadlocked on a decision. Delegates amended **Article III, Section 3** of the constitution to ensure that the vote of each district must be decided by a majority of locals at the convention—which must be present and voting at the time of election. If the district is unable to determine its choice, a roll-call vote will be taken.



A delegate addresses the convention.

Formerly, when there were more than two candidates for the same office of IVP or IEC, voting would continue until one candidate received a majority overall vote count. Delegates further amended **Article III, Section 3** to allow for a single runoff election between the two candidates receiving the highest number of votes.

A proposal was introduced to revise **Article III, Section 8** to increase pension payments to retired officers, representatives and assistants. The committee, citing actuarial data, concluded that the proposal was cost prohibitive and moved for nonconcurrence. Delegates agreed,

citing tough financial times and the need to act prudently when increasing compensation for members.

As retired members are currently allowed to have a voice at local meetings but are not allowed to vote, an amendment to **Article XI, Section 6(d)** was proposed to revise the "prohibition of work" language in the constitution. The committee agreed that a retiree making a bona fide return to the trade should be allowed to vote only after 120 days back on the job to ensure integrity of elections. The amendment passed with voice vote.

As there has been some confusion about members holding man-



Delegates share and listen during the committee report sessions.



Law Committee Secretary Ross Galbraith

agement positions in companies they work for, the International Officers recommended changes to **Article XV, Section 5** and **Article XXIV, Section 1**. The officers proposed that no local should allow any member who becomes an employer, partner, or manager of an electrical business to hold local office, attend meetings or vote in elections. The resolution further recommended that such members apply for a participating withdrawal card. The committee concurred with the amendment, highlighting the need for clarification in such situations. Delegates proposed, debated and then voted down two additional amendments before passing the original amendment.

International Officers proposed a change to **Article XV, Section 6**

stating that no local shall enforce any bylaws, amendments or rules without the expressed approval of the International President. The officers recommend that bylaw amendments be forwarded to district International Vice Presidents, who will then forward them to the International President with any recommendations. The amendment now requires that the number of copies submitted shall be determined by the International President, instead of the previous requirement of multiple paper copies. The committee concurred, recognizing that additional assistance to local unions drafting potential bylaws is beneficial. Delegates passed the measure.

International Officers proposed an amendment to **Article XVI, Section 1** to clarify that examining board members are not operating officers of the local union. The committee concurred, stating that the responsibilities of examining board officers differ from those of certain operational officers—such as business managers, financial secretaries, etc. This passed with no discussion.

A proposed amendment to **Article XVI, Section 16** would require that vacancies in any local union office shall be filled by the local union

executive board until the next regular election. The intent of the amendment was to treat any vacancies on the examining board in the same fashion as that of any other vacancy in the local. Delegates agreed with the committee's concurrence.

International Officers proposed changes to **Article XVII, Section 1(f)** regarding local union independent audit procedures. The proposed amendment would either allow for the local to appoint an auditing committee of three members or employ a public accountant to reconcile the local's finances every three months. In addition, the amendment would mandate the local union to employ a certified public accountant to perform internal audits in accordance with generally accepted standards annually, or if financially unable, to request a waiver from the International Secretary-Treasurer. The proposal was discussed and passed by the convention.

A motion was made to amend **Article XX, Section 1** to ensure that no local union can admit an applicant for membership if he or she is already a member of another local. The only exception to this rule is if a member is a traveler, operating under the provisions of **Article XXIII**. The committee concurred, agreeing that

no person shall be a member of more than one local at the same time.

A new section to the constitution (**Article XXI, New Section 5**) and a revision to **Article XXV, Section 13** were proposed to clarify the good-standing status of members appealing trial board assessments. The proposals recommend that members making required monthly payments on an assessment may remain in good standing while protesting their assessment. The committee concurred, adding that it was never the intent to cause a member to lose his or her good standing status while appealing the decision of a trial board. The delegation passed the amendment with no discussion.

A proposal to **Article XXV, Section 8** states that since stewards are not local union officers, clarification is needed regarding the filing of charges against them. International Officers proposed a systematic procedure for filing charges through the district International Vice Presidents. The committee agreed with the proposal. An amended resolution passed the delegation by voice vote.

Representatives of Hamilton, Ontario, Local 105 submitted an amendment to **Article XI, Section 1(a)** that would increase pension benefit payments from the current level of \$4.50 per month to \$6 per month for each year of continuous "A" membership. The committee moved for non-concurrence, based on actuarial data, stating that the proposed amendment would jeopardize future PBF obligations. The delegation upheld the committee's decision.

A proposal was put forth to clarify **Article XII, Section 10** regarding military service cards. The resolution stated that any member voluntarily remaining in or re-entering national service shall not be entitled to the military service card. However, members in the National Guard or reserves may retain the card benefit if they are called to active duty. Recognizing the great sacrifices made by military personnel, the committee concurred. After discussion and clarification, delegates approved the resolution.

Since the last convention, several parties making trial board

charges have attempted to appeal the board's rulings. Amendments to **Article XXV, Sections 12** and **17** clarify the constitution to ensure that only parties being penalized or disciplined may make appeals through the International Vice President. The committee concurred, stating that it was never intended that anyone other than a member penalized or disciplined by a local union trial board could appeal. The delegation passed the amendment with no discussion.

As the IBEW Journal ceased publication in 2009, a resolution was proposed to substitute the words "monthly publication" in place of all references to "Journal" in the IBEW Constitution. The committee concurred, and delegates voted for the amendment.

A proposal was made stating that the task of making particular reviews and recommendations to the IBEW's structure and constitution can be too time consuming and cumbersome to be addressed exclusively at International Conventions.

Leaders of Detroit 58 proposed to amend **Article XXVII, Section 1** regarding the Select Committee on the Future of the Brotherhood. However, the Law Committee stated that the existing efforts of the original Select Committee, established in 1998, did not need alteration. Furthermore, expenditures for another committee to convene would be cost prohibitive, so the Law Committee nonconcurred. Sponsors of the resolution then withdrew their support of the proposal, and the delegation agreed with the committee's nonconcurrence.

A final amendment regarding pension department death benefit payments was submitted by leaders of St. Paul, Minn., Local 23. The proposal to revise **Article XI, Section 4(a)** called for raising the minimum death payment amount of \$3,000 to \$6,250. Citing actuarial studies, the committee nonconcurred, and delegates assented with the committee.

The Law Committee adjourned in the afternoon on Friday, Sept 23, concluding the discussion on amendments to the IBEW Constitution at the 38th International Convention.

SUMMARY continued on page 14

Delegate Action on Resolutions

Delegates began their work Tuesday, Sept. 20, 2011, on the report of the Resolutions Committee. The committee was chaired by Boston Local 104 Business Manager Tiler F. Eaton and Bloomington, Ind., Local 2249 Business Manager Carven B. Thomas served as secretary.



Toronto, Ontario, Local 353 delegate Jeffrey Irons

After discussion by delegates, the following actions were taken:

Resolution No. 1. A large proportion of IBEW members are military veterans. The union has long promoted programs like Helmets to Hardhats and Veterans in Construction Electrical to help returning veterans avoid the plague of joblessness facing so many of their fellow service members. The 38th IBEW Convention honors and reaffirms its commitment to veterans.

Resolution No. 2. The IBEW supports the Federal Communications Commission's "open Internet" principles to provide unlimited information on the Internet to all Americans and Canadians.

Resolution No. 3. The IBEW encourages members to utilize unionized providers of digital television and will post a list of those providers on www.ibew.org.

Resolution No. 4. The IBEW supports the deployment of high-speed Internet service to all unserved and underserved areas in the United States and Canada.

Resolution No. 5. The IBEW

calls upon members to spread awareness about the effect of theft or piracy of copyrighted films and television shows on union members in the broadcasting, television and motion picture industries.

Resolution No. 6. The IBEW calls upon local unions to continue to adopt, apply, and provide the necessary training to uphold the Code of Excellence program to stimulate job expansion and build membership participation in local unions.

Resolution No. 7. The IBEW supports the continued education of the union membership on the importance of supporting American and Canadian union-made products.

Resolution No. 8. The IBEW recommends that all local unions affiliate with and participate in the IBEW Safety Caucus, which meets twice a year in conjunction with the National Safety Council Labor Division meetings.

Resolution No. 9. The IBEW recommends that all local unions take advantage of Project Tracker tools to secure the employment of union members in the construction industry.

Resolution No. 10. The IBEW recommends the expansion of the tools of Hour Power to all branches of the union.

Resolution No. 11. The IBEW urges local unions to participate in and form a partnership with the Union Sportsmen's Alliance.

Resolution No. 12. The IBEW and all local unions should promote and communicate the values of the organization. Local unions and the International must expand the use of every tool to communicate the union's message to current and future members, customers and surrounding communities.

Resolution No. 13. The IBEW reaffirms its support for diversity and full inclusion that was supported in a resolution at the 37th International Convention. The organization recognizes the hard work and dedication of the International Officers, the Electrical Workers Minority Caucus, the IBEW Committee on Diversity and Full Inclusion and the staff since the last convention.

Resolution No. 16. The IBEW reaffirms the need to organize and believes that having a permanent international database (OARS) will

provide great value to that effort.

Resolution No. 17. The committee recognizes the important need for energy independence as well as the tremendous opportunity for job growth in the nuclear industry.

Resolution No. 20. The IBEW will stay strong against any effort to eliminate or decrease the minimum wage.

Resolution No. 21. The IBEW will support the International President to create a fund for the use of public relations to further business development initiatives.

Resolution No. 23. The IBEW stands opposed to the privatization of Amtrak's Northeast Corridor. Experience in Europe shows that privatization would be disastrous both in cost and in service to the public.

Resolution No. 24. The convention urges all local unions and their union employers to review and consider adopting and joining the IBEW/NECA Family Medical Care Plan to benefit all IBEW members and the electrical industry as a whole.

Speaking from the floor in favor of the resolution, Billy McDaniel, business manager of Kansas City, Mo., Local 412, trustee of one of three utility plans that are part of the FMCP, called attention to the drastically increasing out-of-pocket expenses facing workers across the nation. The FMCP, says McDaniel, is improving customer service and will be even stronger with more participating local unions.

Resolution No. 25. The convention urges all local unions, their officers and staff to promote and educate IBEW members and employees about participation in the National Electrical 401(k) plans.

Resolution No. 26. The convention calls upon the IBEW International Office to provide local unions with information and training regarding the various kinds of pension plans and retirement savings programs to assist in negotiations.

Resolution No. 27. The convention supports the continuing partnership between the IBEW and the National Electrical Contractors Association.

Resolution No. 28. The Resolutions Committee combined Resolution No. 28 (Funding of Political Action) and Resolution No. 58 (Political Action Committees).

The Resolutions Committee recommended that local unions be strongly discouraged from operating their own political action funds, saying that having one IBEW PAC shows the determination, strength and commitment of the members of our Brotherhood to friends and foes alike.

The original resolution was amended to endorse the establishment of a political action committee covering IBEW locals in Canada.

After a question from the floor from A. Michelle Laurie, president of Vancouver Local 258, concerning the different laws governing campaign contributions on either side of the border, President Hill clarified that any fund established in Canada will employ counsel to ensure that the fund is in compliance with Canadian law.

Resolution No. 29. The IBEW and local unions will educate members about the benefits offered by the IBEW Pension Benefit Fund to encourage "BA" members to become "A" members.

Resolution No. 30. The IBEW calls upon leadership on every level to continue to participate in discussions to unite the AFL-CIO, Change to Win and the National Education Association to help create a unified labor movement to better advance the interests of all working families.

Resolution No. 31. The IBEW goes on record opposing an obscure corporate tax break known as a "Reverse Morris Trust." The loophole has been utilized by companies, including publicly regulated utilities, to avoid paying millions of dollars in taxes while having adverse consequences for consumers, workers, and the federal treasury.

Resolution No. 32. The convention calls upon all local unions with construction and maintenance jurisdiction to post and update the Construction Jobs Board on the first and third Monday of each month to include all current and upcoming information for each classification of construction members.

Resolution No. 33. The IBEW will continue to fight for legislation that will reverse the economic polarization in the U.S. and Canada and resist the growing right-wing movements in Canada and the U.S.

Resolution No. 34. The IBEW is

a strong ally of the March of Dimes. Members and employees have helped raise nearly \$250,000 for the organization since the 2006 International Convention. The convention resolved to strengthen and support these efforts in the future.

Resolution No. 35. The resolution called for parity among locals for all Book II re-sign procedures to ease the travel and bookkeeping requirements for members traveling to other jurisdictions for work.

The Resolutions Committee recommended nonconcurrency based on what they said was the impossibility of devising a system of complete parity in locals' re-sign procedures.

Speaking in opposition to the committee's recommendation, Detroit Local 58 delegate Susan McCormick said that while she acknowledged that it may be impossible to devise a system of complete parity, "by standardizing the day of the month in which re-signs are required, it will lessen the burden on both office staff and members."

The motion of nonconcurrency failed and after floor debate, the original motion carried. The convention, thus, votes to set up a system of parity in re-sign procedures.

Resolution No. 37. The IBEW supports its railroad members working for America's freight railroads who have been working without a contract since January 1, 2010, and calls on management to fairly negotiate a contract that is equitable for all employees.

Resolution No. 38. The Resolutions Committee combined Resolution 38 (Business Development) and Resolution No. 59 (Business Development and Strategic Investments). The IBEW will adopt a national business development team to aggressively seek and secure work for all IBEW members by building strategic partnerships and engaging in customer outreach.

Resolution No. 39. The IBEW recommends that in honor of the 125th anniversary of the Brotherhood, the 39th International Convention be held in the city of St. Louis—site of the first convention of what became the IBEW.

Resolution No. 40. The IBEW calls on all locals to educate and engage their members on the issues

and candidates to further the union's grassroots political action program.

Resolution No. 41. The IBEW recommends that all locals affiliate with the Labor Division of the National Safety Council.

Resolution No. 42. The IBEW supports public sector workers whose benefits and collective bargaining rights are under attack.

Referring to the massive protests against Wisconsin Gov. Scott Walker's efforts to strip public workers of collective bargaining rights, Madison, Wis., Local 159 Business Manager Mark Hoffmann said from the floor:

"I want to thank you, President Hill, for answering the call to stand with us in Wisconsin."

Resolution No. 45. The IBEW strongly encourages the United States federal government to fully fund the National Passenger Railroad Corp., Amtrak.

Resolution No. 46. The IBEW endorses President Obama's efforts to promote high-speed rail service.

Resolution No. 47. The IBEW supports the siting, construction, and operation of environmentally sound, coal-fired electric generation facilities to create and sustain good IBEW jobs.

A delegate from Salt Lake City Local 57 proposed an amendment adding the following language to the resolution stating "the IBEW will lead and support legislation and efforts that will require all nations to comply with greenhouse gas and other clean air regulations related to global climate change."

International President Hill stated that the amendment was unnecessary, as the IBEW has been out front on key legislative issues related to climate change. The amendment was defeated.

Resolution No. 48. The IBEW supports the changes made to U.S. National Mediation Board representation election procedures that give transportation workers the same rights as other private sector employees and opposes any efforts by Congress or the NMB to reverse those changes.

Resolution No. 49. The IBEW reaffirms its support for the National Utility Training Trust.

Resolution No. 51. IBEW opposes the outsourcing of American jobs.



Resolutions Committee Secretary Carven B. Thomas, left, and Chairman Tiler Eaton present the committee report.

Resolution No. 52. The IBEW supports the maintenance of the U.S. domestic shipbuilding industry.

Resolution No. 53. The IBEW will continue to fight to save the Avondale Shipyard from closure, participating in the Save Our Shipyard campaign.

Resolution No. 54. The IBEW opposes U.S. federal and state cuts to mass transit service.

Resolution No. 55. The IBEW International Office is authorized to investigate the feasibility of sponsoring an organization of associate members—workers who would not have full rights of regular members but would be given the opportunity to learn about the union and build identification with it to help organizing efforts.

Resolution No. 56. The IBEW supports the development of short haul container transport on inner coastal highways and the Mississippi River.

Resolution No. 60. The IBEW endorses single payer universal health care legislation.

Resolution No. 64. The IBEW reiterates its support for the National Training Institute.

Resolution No. 65. The IBEW urges all local unions and their employers to investigate and consider whether investing in INDURE would be appropriate action for local IBEW-NECA pension funds. (INDURE is a commingled real estate fund managed by the National Real

Estate Advisors (National), a wholly-owned subsidiary of the NEBF.

Nonconcurrency:

The Resolutions Committee recommended nonconcurrency with the following resolutions:

Resolution No. 18. The original resolution called for inclusion of language in the new Inside Jurisdiction Category 1 safety language related to the NFPA 70E Standard for Electrical Safety in the workplace. The language concerned de-energizing equipment.

The Resolutions Committee recommended nonconcurrency based on the advice of the IBEW General Counsel's office. Delegates supported the committee's recommendation.

Resolution No. 44. The proposed resolution called on the IBEW International Office to establish a system for an IBEW-wide Book II to allow out-of-work members to sign Book II at their home local.

The Resolutions Committee said it recognizes the hardships faced by many unemployed members of the construction branch, but creating an IBEW-wide Book II would precipitate a series of impossible administrative and logistical problems for the IBEW and local unions.

The convention upheld the recommendation of nonconcurrency.

Resolution No. 62. The original resolution moved that Everett, Wash., Local 191 establish a Rights

Awareness Program that would create a collective database of federal, state and union rules and regulations to ease difficulties with education and enforcement.

In its recommendation of nonconcurrency, the Resolutions Committee reaffirmed its commitment to labor education but said it did not believe it was necessary for convention actions.

Local 191 delegate Joe Peters offered two friendly amendments. The first would remove reference to the Code of Excellence and the National Referral Guidelines from one reference in the third paragraph. The second would delete the reference to Local 191 member Charlotte Hathaway. Both motions failed.

Amended:

Resolution No. 15. The IBEW reaffirms that organizing is the lifeblood of the union and is the first objective listed in the IBEW Constitution.

The resolution's statement that "organizing continues to be the highest priority of the IBEW International officers, local union officers, and the entire membership" was unanimously amended by the delegation to state: "organizing continues to be among the highest priorities of the IBEW."

Resolution No. 22. The original resolution called upon the IBEW to use every means at its disposal to fight for the preservation of the pre-

vailing wage at the federal, state and local levels.

The resolution was amended by the delegation to advocate the monitoring of any effort to reduce enforcement of Davis-Bacon provisions using land lease exceptions.

Resolution No. 36. A resolution submitted by International President Hill and Sam Chilia said the IBEW recognizes the important contributions immigrants have made to the United States, but stemming the tide of those entering the United States illegally must be a priority for federal officials. The organization is also on record as rejecting any guest worker program and for establishing strong labor and wage protections for foreign workers here on a visa.

The resolution's reference to E-verify—an online program used to check an employee's legal status—became a topic of debate. In support of a failed amendment to delete all references to E-verify, Victor Uno, business manager, Dublin, Calif., Local 595 said: "Many delegates here do not know what an E-verify program is. I cannot support a resolution that calls for a program that we do not use in the local."

An amendment offered by Anchorage Local 1547 delegate Chris Tuck proposed to add the words "that must contain safeguards against false positives and at the same time protecting the privacy of all workers" to the resolution's statement supporting "a worker verification program such as E-verify" was passed.

Resolution No. 43. The original resolution recommended that the International Office include new Inside Jurisdiction Category I safety language related to voltage test instruments.

The Resolutions Committee recommended nonconcurrency based on the advice of the IBEW General Counsel's office. It is the position of the IBEW and the building trades unions that all legal responsibility must rest with the employer alone.

San Francisco Local 6 delegate Gerald McDermott proposed an amendment to add the following language to the end of resolution: "It is the employer's exclusive responsibility to insure the safety of its employees and their compliance with these safety rules and standards." The amendment was passed by the convention. ■

Convention Committees

Law Committee



Law committee members on the front row are Steele, left, Venoit, Secretary Galbraith, Chairman O'Rourke, Webster and Key. Rear from left are Dunleavy, Brackett, Devine, Foley, Datillo, Langley and Murphy.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
John O'Rourke, Chairman	6	San Francisco, Calif.	Glenn Brackett	2320	Manchester, N.H.	Michael Devine	60	San Antonio, Texas
Ross Galbraith, Secretary	37	Fredericton, New Brunswick	Michael Dunleavy	5	Pittsburgh, Pa.	Lawrence Langley	768	Kalispell, Mont.
Philip Venoit	230	Victoria, British Columbia	John Steele	38	Cleveland, Ohio	Lloyd Webster	45	Hollywood, Calif.
			Philip Murphy	903	Gulfport, Miss.	Howell Key	175	Chattanooga, Tenn.
			Timothy Foley	134	Chicago, Ill.	Michael Datillo	1455	St. Louis, Mo.

Resolutions Committee



Resolutions Committee members standing front from left are Sweeney, Wine, Secretary Thomas, Stainbrook, Phillips and Martin. At rear, standing from left are Fishburn, Adams, Humphrey, Koehler, Chairman Eaton, Graham and Thornton.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
Tiler Eaton, Chairman	104	Boston, Mass.	Rita Sweeney	2313	Braintree, Mass.	Dean Wine	640	Phoenix, Ariz.
Carven Thomas, Secretary	2249	Bloomington, Ind.	Melvin Fishburn	743	Reading, Pa.	Harvey Humphrey	415	Cheyenne, Wyo.
Steven Martin	353	Toronto, Ontario	Charles Graham	26	Washington, D.C.	Alice Phillips	483	Tacoma, Wash.
			Donald Adams	505	Mobile, Ala.	Robert Thornton	295	Little Rock, Ark.
			Thomas Koehler	160	Minneapolis, Minn.	Randy Stainbrook	1250	Rapid City, S.D.

Grievance and Appeals Committee



Grievance and Appeals Committee members, standing front row from left are: Monahan, Burgham, Easton, Secretary Byrd, Collins and Bove. Back row from left are Hoak, Compton, Desmond, Kingery, Chairman Gonzales, Smith and Egelhoff.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
David Gonzales, Chairman	479	Beaumont, Texas	Michael Monahan	103	Boston, Mass.	John Easton	716	Houston, Texas
Michael Byrd, Secretary	111	Denver, Co.	Donald Hoak	459	Johnstown, Pa.	Richard Kingery	354	Salt Lake City, Utah
Neil Collins	2067	Regina, Saskatchewan	James Burgham	64	Youngstown, Ohio	Raymond Egelhoff	89	Seattle, Wash.
			Beverly Smith	1028	Tupelo, Miss.	George Bove	760	Knoxville, Tenn.
			Mike Compton	153	South Bend, Ind.	David Desmond	2	St. Louis, Mo.

International President's Report Committee



International President's Report Committee members, from left, are Grijalva, Davis, Talbot, Secretary Bell, Cloud, Chairman Dougherty, Avigliano, Casey, Mantele, Stephens, Stone, Petznick and Baker.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
John Dougherty, Chairman	98	Philadelphia, Pa.	Dan Baker	2048	Butler, Ala.	Jim Mantele	68	Denver, Colo.
James Bell, Secretary	222	Orlando, Fla.	Joseph Casey	490	Dover, N.H.	Glen Petznick	1525	Omaha, Neb.
Ralph Avigliano	1212	New York	Franklin Cloud	648	Hamilton, Ohio	Gregory Stephens	252	Ann Arbor, Mich.
			Clif Davis	48	Portland, Ore.	Gerald Stone	2113	Tulahoma, Tenn.
			Frank Grijalva	1116	Tucson, Ariz.	Laurent Talbot	568	Montreal, Quebec

International Executive Council Report Committee



International Executive Council Report Committee members, seated from left, are Secretary Morgan and Chairman Bellah. Standing from left are Moore, White, Harvey, Johnson, Randall, Sparks, Golden, Tscherne, Pierce, McBride and Lundien.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
Jerry Bellah, Chairman	667	Pueblo, Colo.	David Johnson	1505	Waltham, Mass.	Randall Pierce	2337	Fairfax, Texas
Donald Morgan, Secretary	43	Syracuse, N.Y.	Ronald Lundien	95	Joplin, Mo.	Charles Randall	396	Las Vegas, Nev.
Darrin Golden	364	Rockford, Ill.	Raymond McBride	1432	Charlottetown, Prince Edward Island	Robbie Sparks	2127	Atlanta, Ga.
Kevin Harvey	25	Long Island, N.Y.	Charles Moore	776	Charleston, S.C.	Larry Tscherne	245	Toledo, Ohio
						Aaron White	291	Boise, Idaho

Finance Committee



Finance Committee members in front are Pirrello, left, Lira, Abdo, Chairman Everett, Secretary Newman, Gulizia and Kim. Rear from left are Dockham, Craddock, Carroll, Boulet, Underwood and Stamps.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
Michael Everett, Chairman	34	Peoria, Ill.	Peter Carroll	488	Bridgeport, Conn.	Paul Lira	304	Topeka, Kan.
Tracy Newman, Secretary	1323	Rockwood, Tenn.	Robin Pirrello	1637	Erie, Pa.	Charles Dockham	322	Casper, Wyo.
Daniel Boulet	2228	Ottawa, Ontario	James Underwood	666	Richmond, Va.	Damien Kim	1186	Honolulu, Hawaii
			Richard Craddock	199	Fort Meyers, Fla.	Stan Stamps	386	Texarkana, Ark.
			Joseph Abdo	58	Detroit, Mich.	Jerry Gulizia	2366	Lincoln, Neb.

International Secretary-Treasurer's Report Committee



International Secretary-Treasurer's Report Committee members are front from left Levy, Chairman Firmani, Raymond, Donohue and Bell. Back row from left are Mattox, Guthrie, Dawson, Gulbrandson, Secretary Bruemmer, Paules, George and Uno.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
Lillian Firmani, Chairman	1200	Washington, D.C.	Richard Raymond	486	Worcester, Mass.	Joel Bell	769	Phoenix, Ariz.
Donald Bruemmer, Secretary	257	Jefferson City, Mo.	Matthew Paules	229	York, Pa.	Brent Donohue	57	Salt Lake City, Utah
Kevin Levy	424	Edmonton, Alberta	Dion Guthrie	1501	Baltimore, Md.	Victor Uno	595	Dublin, Calif.
			Dwight Mattox	359	Miami, Fl.	Chester Dawson	1749	New Johnsonville, Tenn.
			Chris Gulbrandson	430	Racine, Wis.	David George	204	Cedar Rapids, Iowa

Sergeant-At-Arms Committee



Sergeant-At-Arms Committee members.

Name	L.U.	City/State	Name	L.U.	City/State	Name	L.U.	City/State
Raymond Melville, Chairman	3	New York, N.Y.	Richard Carder	307	Cumberland, Md.	William Allison	612	Wheatland, Wyo.
James Howie	339	Thunder Bay, Ontario	Fred Sabol	986	Norwalk, Ohio	Joseph Bycroft	650	Salt Lake City, Utah
Terry Ugulini	914	Thorold, Ontario	Neil Gray	1340	Newport News, Va.	Brian Holmes	708	Denver, Colo.
Norman Harris	1802	Sarnia, Ontario	Charles Tippie	1466	Columbus, Ohio	Andy Thompson	1619	Delta, Utah
Ron Hewson	2019	Brantford, Ontario	Jerry Keenum	136	Birmingham, Ala.	Virgil Hamilton	46	Seattle, Wash.
Mike Velie	2034	Winnipeg, Manitoba	John Hopkins	446	Monroe, La.	Dennis, Callies	76	Tacoma, Wash.
Michael McLaughlin	2166	Fredericton, New Brunswick	Gene O'Kelley	613	Atlanta, Ga.	Kenneth Scherpinski	234	Castroville, Calif.
Bruce Silva	35	Hartford, Conn.	Edward Mobsby	682	St. Petersburg, Fla.	Charles Huddleston	413	Santa Barbara, Calif.
Louis Ciarlone	123	Boston, Mass.	Stephen Williams	756	Daytona Beach, Fla.	Jerry Koger	543	San Bernardino, Calif.
Richard McCombs	261	Groton, Conn.	Robert Prunn	824	Tampa, Fla.	Dominic Nolan	617	San Mateo, Calif.
Cirillo, Frank	420	Waterbury, Conn.	Daniel Baker	2048	Butler, Ala.	Billy Powell	684	Modesto, Calif.
Deering, Richard	567	Portland, Maine	Dean Apple	15	Downers Grove, Ill.	Alvin Warwick	342	Winston-Salem, N.C.
Gail Dreisel	1386	Newburyport, Mass.	Leslie Green	16	Evansville, Ind.	Robert Emery	429	Nashville, Tenn.
Lucy Wood	2015	Danbury, Conn.	Ronald Kastner	21	Downers Grove, Ill.	Scott Fulmer	772	Columbia, S.C.
John Gerrity	94	Cranbury, N.J.	Mark Glazier	31	Duluth, Minn.	Ronald Lynch	807	Little Rock, Ark.
Michael Kwashnik	163	Wilkes-Barre, Pa.	Thomas McTavish	117	Elgin, Ill.	Kirk Douglas	1516	Jonesboro, Ark.
Frank Telesz	712	Beaver, Pa.	Raymond Thacker	725	Terre Haute, Ind.	Robert Neely	1902	Charlotte, N.C.
Lawrence Mills	777	Reading, Pa.	Mark Pisca	1791	Wausau, Wis.	John Weyer	13	Burlington, Iowa
Dennis Affinati	910	Watertown, N.Y.	G. Vandever	387	Phoenix, Ariz.	Gary Kelly	22	Omaha, Neb.
James Jackson	2084	Syracuse, N.Y.	Larry Griffin	518	Globes, Ariz.	Robert Stuart	53	Kansas City, Mo.
Frank Gentry	2270	Wilmington, Del.	Javier Casas	583	El Paso, Texas	James Kavanaugh	231	Sioux City, Iowa
Nicholas Comstock	82	Dayton, Ohio	Sergio Salinas	1015	Weslaco, Texas	Steven Miller	426	Sioux Falls, S.D.
			Norman Dixon	44	Butte, Mont.	Donn Johnson	690	Mitchell, S.D.

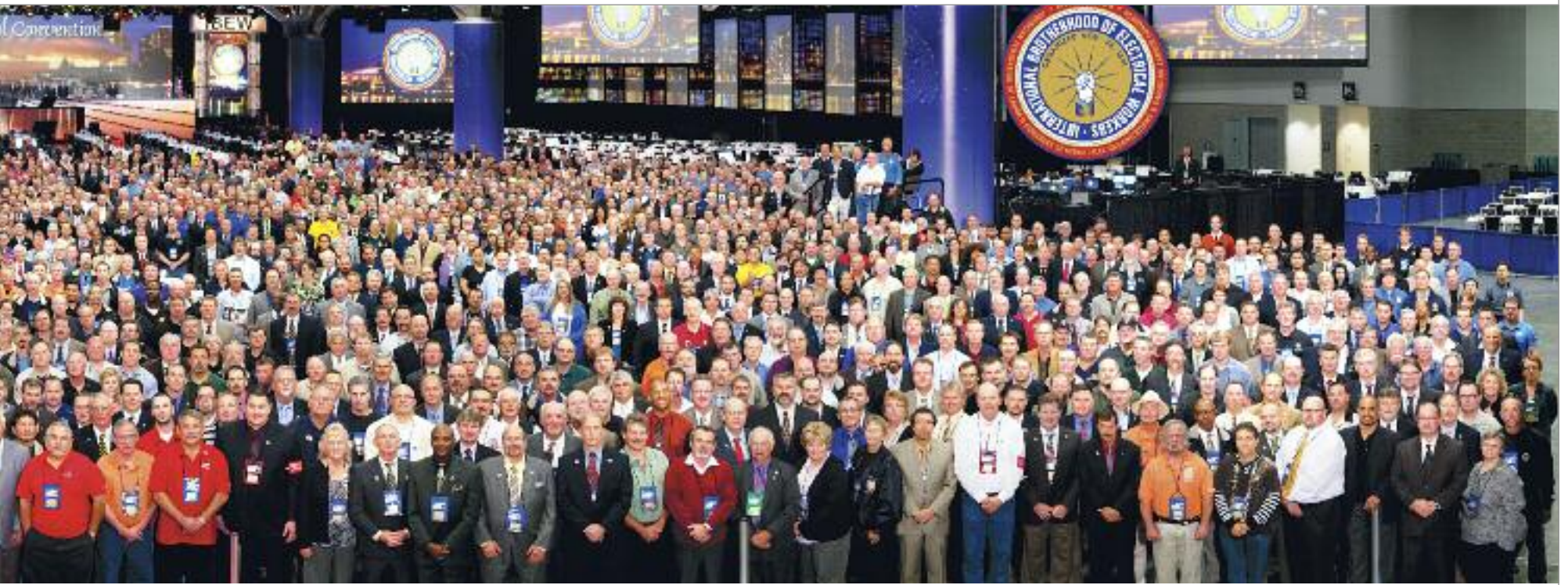


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SEPTEMBER 19-23, 2011



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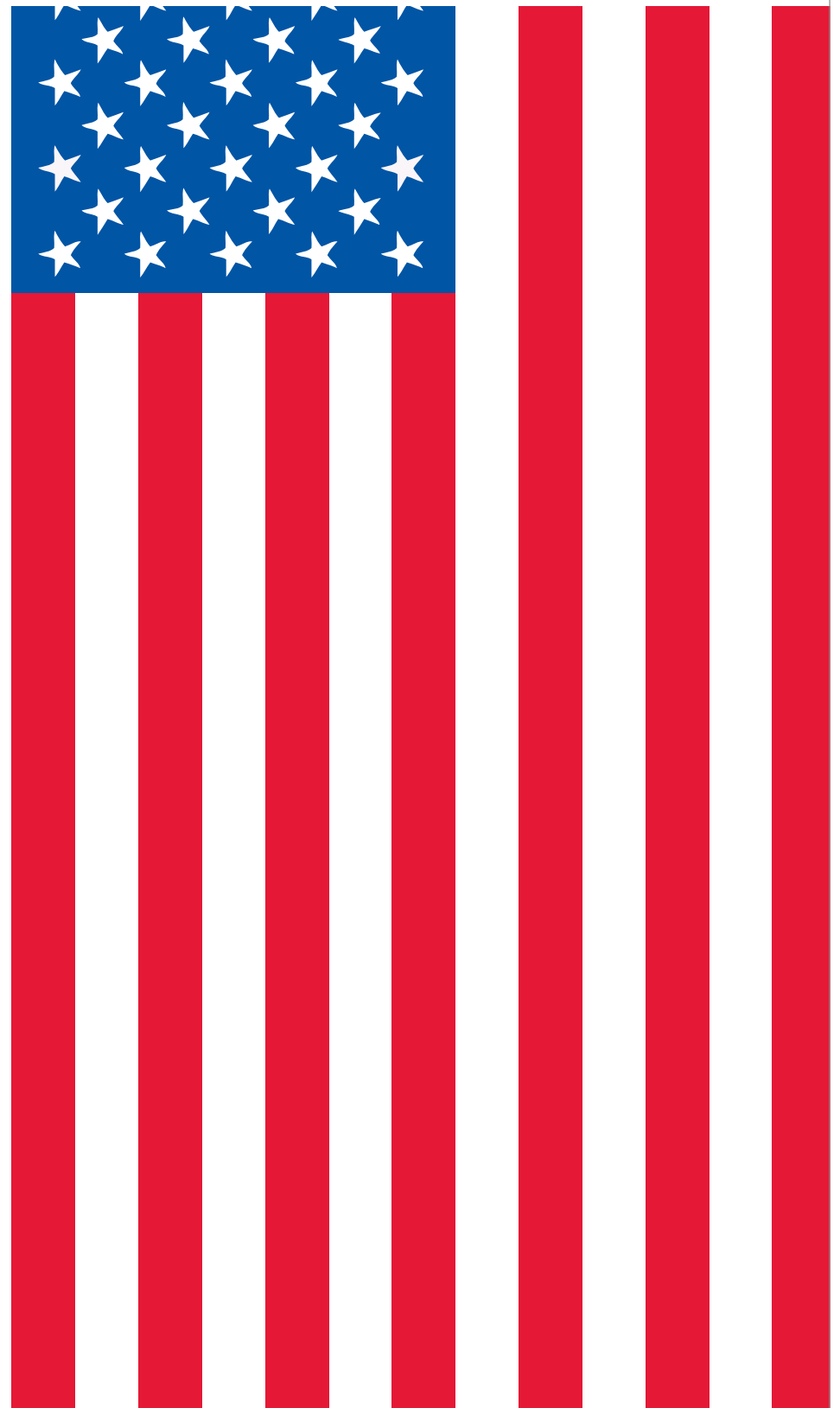
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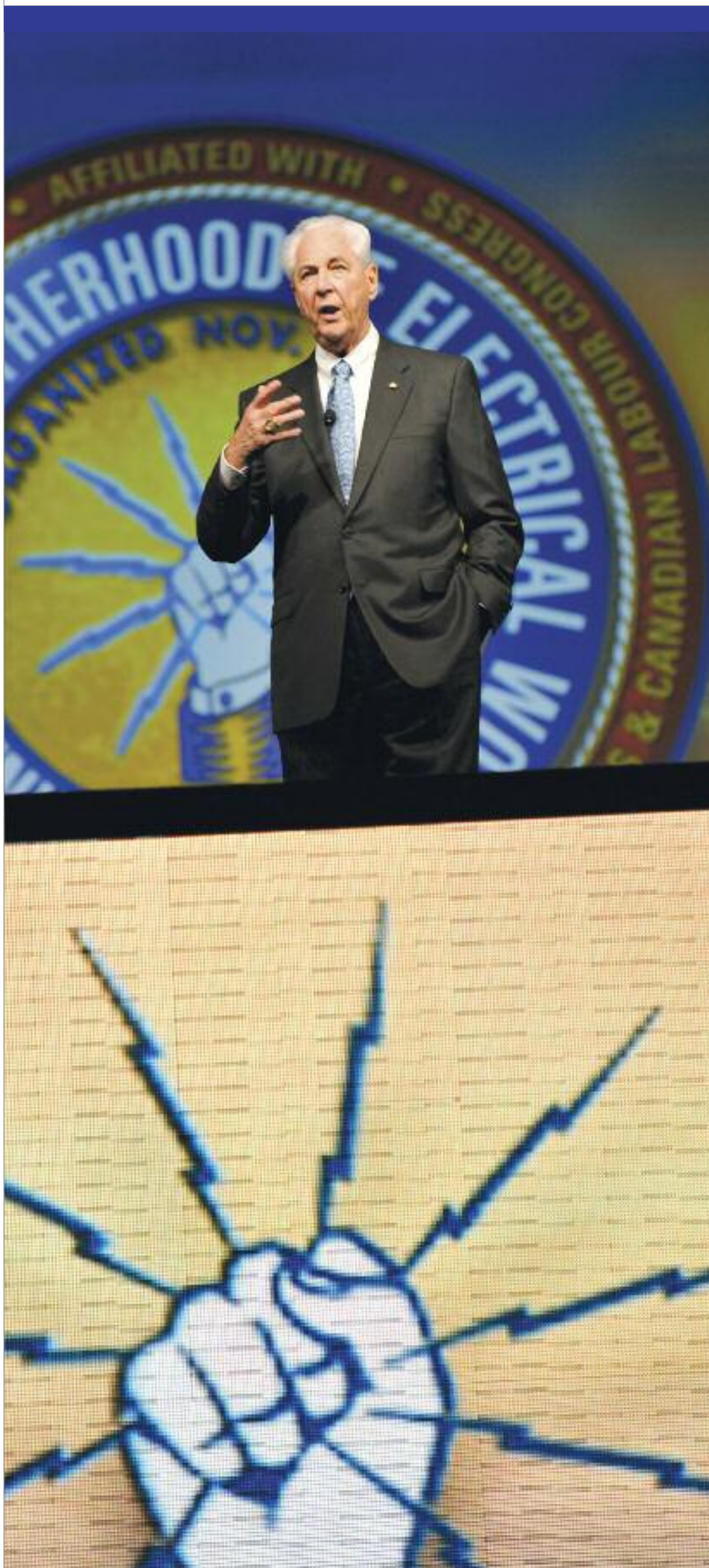
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Other photos:

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Visit www.flickr.com/photos/IBEW_IO

2011 VANCOUVER, BC





International President Edwin D. Hill's Keynote Address

Thank you, brothers and sisters.

I have a lot to be thankful for.

This morning I spoke about my father, a journeyman wireman from our local union.

Thank God he believed in opening the door of opportunity for me.

Many of you are in similar situations, a parent or relative or friend opened a door and gave us a path to a good future.

Today is my father's birthday. He would have been 101.

Thanks, Dad, for the opportunity.

I am truly humbled by your confidence in me and to be chosen again to lead the greatest trade union in the world, with apologies to our guests, but with the utmost pride in our Brotherhood in my heart.

I am fortunate to have such a wonderful family, my wife Rosemary, my daughters Michelle and Toni, and my son Ed, who have supported me in everything I do, well since Rosemary is hitting her head on the table, I should clarify that with, almost everything.

The IBEW has given my family all we have, but in turn, I am thankful that they were willing to make the sacrifices necessary, so that I could dedicate my working life to the IBEW, to be honest, that is a story that holds true for most of the lives of virtually everyone present here today.

I thank the officers who I introduced to you this morning, the International Representatives for their willingness to push forward with the everyday work that makes the IBEW what it is, I want to acknowledge a particular group in Washington beginning with Janice Boylan and Kendra Peoples who make sure that the Office of the President and Secretary-Treasurer operates without a hitch.

Larry Neidig the senior assistant to the Officers, Sherilyn Wright my assistant, Larry Reidenbach assistant to the IST, their staffs, each of the Directors and their staffs, for without them to direct and make sure that the wheels don't fall off the wagon, we would not get done what needs to be done in a day.

They have done the heavy lifting to bring our policies and our ideas to life.

Their dedication, their hard work must never be underestimated.

And most of all, I am thankful for you, the delegates to this great convention and all the brothers and sisters you represent back home.

As local union officers and activists, you have shown the courage and commitment to step forward and be counted.

You have taken on the often thankless task of serving your fellow workers, and in this day and age, that means facing up to some very stiff opposition from those who would deny us, that which you have earned.

Your determination and strong will are the very things that keep this Brotherhood going, slogging on, making progress no matter what the challenge.

Thank you for, among many things, showing that we indeed, are a Brotherhood beyond borders.

In thinking about what to say to you today at this convention, this historic gathering of our representative democracy, I decided to share the words of one of the most courageous and visionary leaders of the 20th century, Franklin Delano Roosevelt, the 32nd President of the United States.

In the depths of the Great Depression, FDR had this to say to his countrymen, the citizens for whom he was responsible:

“This is preeminently the time to speak the truth, the whole truth, frankly and boldly... let me assert my firm belief that the only thing we have to fear is fear itself, nameless, unreasoning, unjustified terror which paralyzes needed efforts to turn retreat into advance.”

Let me repeat that last line, “Paralyzes needed efforts to turn retreat into advance.”

Do these words ring true today?

The retreat part certainly applies.

Two weeks ago today, the United States celebrated Labor Day, if “celebration” is the word.

The opinion sections of all the diverse media we have today were full of evidence to support not only the decline of organized labor, the standard piece that gets written this time of year, but also the raw deal that workers in general are getting.

I don’t think I need to spell it out.

You know what’s happened.

And if you work in construction, you know that 2009 and 2010 weren’t part of a Great Recession, they were a new depression.

Because that’s how high unemployment levels in our biggest branch turned out to be, the largest since the days FDR spoke to his countrymen, and by extension, to Canada and the world because the Great Depression, like today’s global economy, knew no borders.

And, like then, the greatest threat we face is not a right-wing ideology.

It is not government debt.

It is not the unemployment rate.

The biggest threat to our existence is our own fear, a fear that can paralyze us into doing nothing, or too little.

I do not stand here and pretend to tell you that the IBEW can solve everything by ourselves.

But we have shown that we are capable of defying the conventional wisdom and turning our Brotherhood around in the face of grave challenges.

It is time to do it again.

All of us are used to the up and down of the economy.

We have all lived through it, even our younger members.

What is scary today, however, is that the Great Recession is looking like an unwelcome relative sleeping on the couch, it is not here for the short term but threatens to settle in for a long stay.

Without a bounce back in the economy, we could be in for a long period of stagnation that will stifle growth and prosperity for the foreseeable future.

Do we have what it takes to fight through this?

Can we overcome our fear?

Consider the five years we have just lived through since our last convention.

Those of you who were at the 2006 convention in Cleveland will recall the high spirits with which we left the hall after the final gavel had sounded.

We had set this union on a solid course for the future.

We had looked beyond the immediate concerns of the present, and thought about the future, putting in place the resources for an unprecedented organizing program.

And we didn’t leave it in the convention hall or on the E-board room table.

We took that spirit and we continued on the path of progress.

We reached an all-time high in our A membership.

For the first time in decades, we won a string of victories in our professional and industrial branch because we had a plan, the resources and the people to make it work.

We re-established ourselves in every industry becoming a voice of common sense and the standard of excellence.

The brothers and sisters of our host nation led the way with impressive growth and embarked on new programs to capture more outside line work, reach out to young workers, and get in the game for green energy.

Cleveland bolstered our spirits to win some of our greatest political victories.

In the United States, we set our goals high, won back the Congress in 2006 to limit George W. Bush’s power and then capture the White House in 2008.

Less than two months after the gavel fell in Ohio, union volunteers took back the U.S. Congress for the Democratic Party.

Two years later, we had the greatest grassroots political action effort in IBEW history, maybe in all of labor history.

And Barack Obama sits in the White House because of it.

And I don’t want to hear about the independent voters.

Labor pulled Obama across the finish line in the key industrial states of the East and Midwest that he had to have in order to win.

And, by damn, we did it.

By the dawn of 2009, it looked like we were on our way, the way to the brighter future we had worked so hard to build.

Our progress came to a screeching halt as the recession spread beyond the shattered portfolios of the big banks and investment houses and spread its tentacles around the world, upending the markets in bonds, housing and commercial real estate and then driving down consumer demand, the availability of credit, and the money needed to keep construction alive.

The recession caused companies and families to retrench, to hold onto their money.

And that caused the most terrible thing to happen, the widespread loss of jobs.

Unemployment most directly affects those who want desperately to work, but can’t find it.

Unemployment hurts those who still have work, but are squeezed by the boss for more overtime or a steady degradation of their pay and benefits.

Unemployment hurts the unorganized because they put their hopes and their dreams, and even their rights on hold because they don’t want to be fired for speaking up.

Unemployment clouds the judgment and results in working people casting protest votes, even if their support goes to phony populists bought and paid for, lock, stock and barrel by the corporations and powerful billionaires.

Fear.

The consequences are everywhere.

Since our last convention, some of our brothers and sisters aren’t here.

They’re not in our ranks anymore.

The plants they worked in closed or moved.

They lost jobs at utilities or at phone companies.

Their work in construction dried up.

Their television station cut its work force.

Their employer lost a government contract.

Their railroad lost money and cut back.

They are not here and they are not represented.

But, they are still with us.

Their spirit is still in this hall.

They remind us what can be lost and has been lost and is being lost, because in most cases, their lives are not as comfortable as they were when they were part of the IBEW, or as good as they could and should be.

KEYNOTE ADDRESS *continued on page 24*

Hill's Keynote Address continued

There is a dark cloud over the land, brothers and sisters.

Right now it is concentrated over the United States, but it's making its way toward Canada too.

It's a toxic brew of reactionary politics, greed, prejudice, and class warfare, and it is all waged against us.

Our job, right here in Vancouver, is to make sure that the union we love does not become a victim of fear.

Our job is to make sure we are not lost in that dark cloud.

There is one big difference between us and the generation that founded the IBEW 120 years ago.

They had nothing to lose.

The companies had all the power.

There was an endless supply of labor, many of them new to North America, willing to take any job, no matter how dangerous, and electrical work was one of the most dangerous jobs of all.

We saw a picture of Henry Miller come to life on the screen this morning and talk about brotherhood beyond borders.

The story of what the 10 founders of the IBEW did in St. Louis in 1891 is part of our heritage, our shared values.

And we have what we have today because of what those ten leaders did, and generations of leaders who came after them did.

We, on the other hand, have a lot to lose, our jobs, our pensions, our health care and the middle-class lifestyle that we enjoy.

And people who have that much to lose can get paralyzed with fear and curl up into a ball and hope the storm blows over, hope that they don't become one of the victims.

And nine times out of ten, they wind up losing it anyway.

No, we have to fear losing only one thing, brothers and sisters.

We, must fear losing the future.

Some of you have met our group of young members who are here as guests at this convention.

They are doing more than enjoying the parties and watching the action.

They are shadowing you, brothers and sisters.

They are watching, they are learning and they will be conducting mock votes by paper along with you in an exercise to see how they would make the decisions that you will be making here this week.

They are from every corner of Canada and the United States.

All districts are represented, and we tried to get at least one from every province and state.

They're sitting in a special section in the back.

And they are not here as a treat or a feel-good PR program.

They are here because they represent the first wave of the future.

They are part of us, and it will be their turn in the box before too long.

Take a good look at them.

Shake their hands and talk to them, because when you look at them, you will be reminded what we have to lose.

Go home and look at the apprentices or the newly hired members in your units.

Look at your own children around the dinner table.

That's what we have to lose, brothers and sisters, the future.

Their future.

I can say with confidence that everyone in this hall, that I have the honor of knowing personally, and those of you with whom I am acquainted, because we carry cards in the same great union, everyone I know would answer that we will stand up and fight for their future and our way of life.

There are no cowards here.

We bring different skills to the table and fight in our own way, but all of us are here because we don't accept having someone else tell us how we are going to live our life, and what we are permitted to earn.

The fighting spirit is there.

What do we do with it?

How do we channel it?

What's the plan?

The way forward has many roads, all leading us to the same place.

We don't have the luxury of picking a battle and concentrating our focus, our energy, and our resources in one area over another.

We must defend ourselves everywhere, and go on the offensive everywhere.

Let's start with a subject that never goes away, politics.

I think it's fair to say that we can't do political action any better than we did in 2006 and 2008 in the United States.

I've been active in electoral politics since almost my first day in the IBEW, and I have never seen us fire on all cylinders as well as we did in those elections.

Our program to develop and train a registrar in every local was a rousing success, resulting in an unprecedented number of members and their families getting registered and then getting out the vote.

Our educational effort was second to none.

Our communications focused on issues, not on personalities, and our members responded in overwhelming numbers to elect candidates we thought were pro-labor.

As we approach the big political year of 2012, however, we find ourselves hard pressed to repeat that success.

We learned our lesson that political, and by extension legislative, mobilization is an engine that needs to be running all the time.

You can't put it in the garage in an off year and expect it to start right up and begin to hum again right away.

Political education and mobilization is an ongoing process.

Part of the education is to make sure our members know that electing the candidates we support isn't the end in itself.

We try to be realistic about what can be achieved because politics is an endless give-and-take.

Politics isn't a retail transaction where you invest your money and time and expect a defined result, at least it never seems to be that way on our side.

But you know, it's still hard to explain why working people haven't gotten more from those we helped elect.

It's been three years since we went to the mat for Barack Obama and the Democratic candidates, along with a few loyal Republicans, for Congress and for state and local offices.

And yet we continue to see lingering unemployment, a steady flow of proposed trade deals that just keep up the insanity of giving away our industrial base, the tacit acknowledgement of the Republican argument that government spending and debt are bigger priorities than job creation, an Employee Free Choice Act that died without even a vote, or worse yet, not even a substitute bill that would give us some relief and get some improvements to labor law.

Fairly or not, the president is perceived as being weak in negotiations, by conceding too much ground before the first dealing even takes place.

And then, the Democratic Party announces that it's going to hold its convention in Charlotte, North Carolina, a right-to-work paradise that is a stronghold of nonunion labor, including the nonunion construction industry that is a mainstay of the Republican Party, and they think they can satisfy us by throwing some installation work our way.

Are we perceived as being that stupid to them?

They might rethink that perception since we have advised them that the IBEW will not be participating in the convention as we, or the rest of the trade union movement has, in years past.

We are hopeful that this action will get their attention.

I sound like I'm being hard on the president and the Democrats.

I really do think he is doing his best in the face of a backlash of epic proportion.

As one political observer noted, the Republicans and the right-wing establishment that backs them are not prepared to acknowledge the legitimacy of a Democratic presidency, they hounded Bill Clinton and they are throwing every trick in the book at Barack Obama.

The President did push through the biggest change to health care in a generation, improvements which are only now being felt, and which will make life better for millions of people.

The president stood fast to save the auto industry and did so in a way where the Big Three have actually paid back their loans and are doing the best they have in decades, and he did it in the face of loud whining and crying on the part of the free market purists.

The president's actions saved countless jobs, not only in the auto industry but related jobs, including those of many of our people.

And there is the inescapable fact that if the Republicans recapture the White House and control of one or both houses of Congress, we are in even deeper, stuff.

Just watching the current crop of Republican presidential candidates' debate is enough to cause a strong man to tremble, a grown woman to cry, a child to be scared, and the damn dog will even beg for a thunder shirt.

I am tempted to say: Where do they get these people?

But, we know that answer.

These candidates are developed, groomed, bought, and paid for and they have one job and one job only, to convince the average American that giving more of their money in the form of higher prices, less wages and declining value of their property is better than giving one penny to the government where it might do all of society some good.

They are there to convince you and me, that our rights as working people aren't as important as their right to make as much money as they can, any way they can, free from any interference.

And they've done a damn good job of it.

So heading into the next election, it will be hard to look our members in the eye and tell them to vote for this guy or that gal and everything will be all right.

It *won't* be all right.

And rallying around the slogan of "They're not as bad as the other guys," doesn't exactly stir the blood or create any excitement.

And yet, we can't quit.

I've said it so many times before, a modern trade union has to be involved in politics.

There is too much to lose if we leave the field to our opponents.

We have to keep fighting, we have to keep talking about the issues, and we must keep our members involved.

And the good news is we do have some help, that help comes in the form of the Republicans who were elected in 2010.

Do the words Wisconsin and Ohio ring a bell?

Those states are exhibit A of how candidates can ride a wave of unrest and fear, then think they have a mandate to enact a radical right-wing agenda.

They messed with our core rights, including the right to bargain collectively.

They thought that they had made public employees the enemy but didn't realize they had struck a chord in the vast majority of working people, both union and those still waiting to be organized.



President Hill: 'Many of our people voted out of frustration in 2010. ... and now the Republicans own at least a piece of the jobs crisis.'

In seeking to silence us, they helped us regain our voice, our passion and our grassroots power.

Scott Walker and John Kasich, the governors of Wisconsin and Ohio, respectively, and all those who attack us viciously seeking to deprive us of our rights, must know that there is and there will be a fast and furious response to their actions.

We must make them pay a price if they are going to go after us.

Case in point, the working families of Ohio mobilized and got an overwhelming number of signatures to put S.B. 5, the state bill gutting collective bargaining for public employees, on the ballot this November.

Governor Kasich took a look at the polls, saw that he was about to have his ass handed to him.

So he offered to negotiate if labor would pull the referendum issue.

The answer was: We'll see you at the polls and talk after your bill is history.

Memo to the White House: Mr. President, that's how you negotiate.

What the battles in Wisconsin, Ohio, Indiana, Michigan and other states have shown is that the issues haven't gone away.

The concerns of working families are still on the front burner.

Yes, many of our people voted out of frustration in 2010, but they are even more frustrated today, and now Republicans own at least a piece of the jobs crisis.

We have living proof that our warnings about the consequences of electing nut jobs are real and have a devastating impact on people's lives.

We are showing that the Tea Party doesn't have a monopoly on anger, and we are showing the upper-middle class what real populism looks like.

And that's what we need to build on as we approach 2012 in the United States.

We have also talked for a couple of years now about increasing our political efforts in Canada.

Voters in Canada have a wider range of parties to choose from, and those parties can vary dramatically from province to province.

But the bigger problem seems to be that many of our Canadian brothers and sisters base their vote on factors other than their membership in the IBEW.

The challenge is the same no matter which side of the 49th parallel you live on.

It boils down to education on issues, linking the way a member votes to the impact on his or her job.

It takes time and patience to build that consciousness.

We took heart at the results of the last national election where even though the Conservatives won a clear majority, the New Democratic Party became the official opposition with strong showings in several parts of the nation.

KEYNOTE ADDRESS *continued on page 26*

Hill's Keynote Address continued

With Stephen Harper as prime minister, the need for an opposition that articulates the needs and wants for working men and women is sorely needed to counter the corporate tilt of this government.

Unfortunately, the capable leader of the New Democrats, Jack Layton, lost his battle with cancer last month at only 61 years of age.

Jack was a strong voice for social justice and we had hoped to have him address the delegates at this convention.

It is a tragic loss for all of us in the IBEW.

But as always, the cause survives.

The fight transcends one individual and goes on.

The best way to honor Jack's memory is to build a strong, grass-roots labor political effort in Canada, and that is what we will do.

Important as it is to have political allies, we have learned from experience that we can't wait for anyone to rescue us, or come up with the magic bullet.

Even in the worst of times, there are circumstances we can control, if we are willing to think differently and try new programs and new solutions.

I spoke earlier about our membership development program which was put in place after our last convention.

The bitter economy of the past two years has reduced our numbers in all branches, but before that, we were heading in exactly the right direction.

And, in a vindication of the vision of the delegates to our last convention, the program was producing, for the first time in some 30 years, gains in our professional and industrial branches.

Unlike in days gone by, we were not able to walk in and organize units of several thousand in one swoop because those types of units have either long been organized or don't exist on this continent anymore.

But our strategy of careful targeting primarily within our existing industries was paying dividends.

Later this week, you'll see some of the hard numbers.

You will see that since 2006 we have had a net loss of 30,000 BA members.

That sounds bad, but a little perspective is in order.

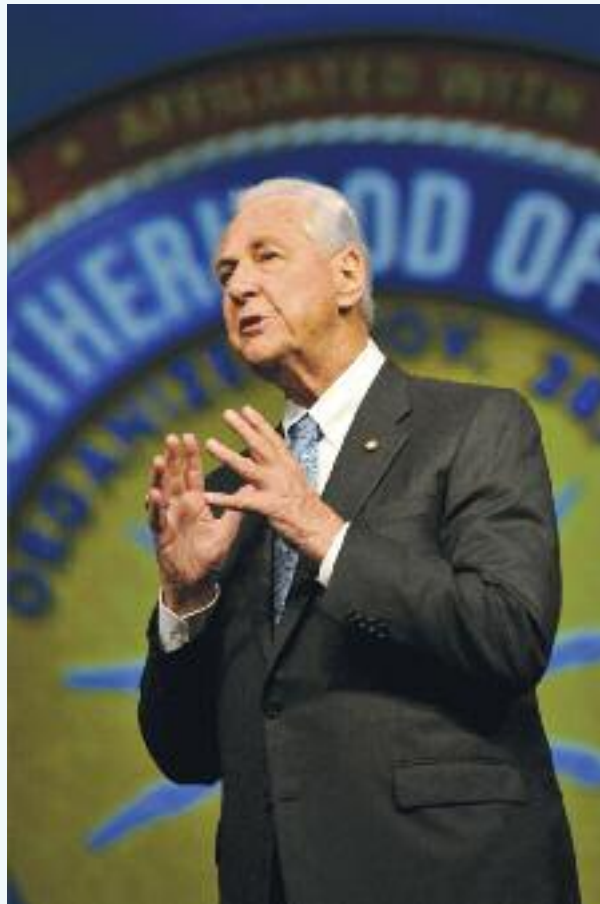
In that time, we brought in 130,000 new BA members, largely through organizing both internal and external.

Had it not been for the sour economy, we very well could have made a net gain.

And had it not been for our program, we would be in a hole that is even deeper and more difficult to climb out of.

There will be *no* retreat from our mission.

We have the structure and systems in place, and are constantly fine tuning and re-evaluating our plans.



Hill discussed new plans to build market share and put construction members to work.

We need only the will and the courage to keep moving forward in the face of all obstacles.

In construction we have taken a comprehensive approach, building our program step by step not only to organize new members into the Brotherhood but to organize new *work*.

The depression in construction made the task more urgent, but no one who was paying close attention could deny that even in good times, our market share was slipping, year after year after year.

Full employment has a way of hiding the problems, just as unemployment has a way of magnifying them.

We started before the last convention by getting our act together in what is now called the Code of Excellence.

We moved on by trying new things in Florida in a statewide effort to build market share where it had been abysmal.

And in case you're wondering, we are still doing better in the Sunshine State than we would have if we had done nothing at all.

We moved onto other Southern states with industry nights, job leafleting and other tactics, including the introduction of alternative classifications of construction wireman/construction electrician.

Let me say something about that at this point.

I can't remember any single policy move I have made that ignited the blowback that these alternative classifications have created.

I have said many times that I didn't like doing it.

I come out of the same tradition that all of our construction journeymen do, and I had all the same complaints and doubts.

But I also had something else, the obligation to uphold the constitution of this Brotherhood and the sacred trust to lead this union on the right path, out of the current storm and past the cycles of boom and bust to something more stable, more solid, more worthy of our great Brotherhood.

I've communicated the reasoning behind using these classifications and our recovery agreement program to go after the work we are not doing and without which we won't survive.

I made a video and sent it to every construction member in the U.S., then made a Canadian version which has now been sent to all members in Canada.

We even made a follow-up video, which was placed on ibew.org last week, documenting the indisputable success that locals all across the U.S. have experienced by using recovery agreements, including putting more journeymen back to work.

I hope everyone heard that, putting more journeymen back to work.

That was always the goal, brothers and sisters.

And it's working.

And we have no intention of changing what's working.

And there's more we will do.

At this year's construction conference, we announced our plans for business development, including programs that will track projects in the pipeline and require you to help us gain the intelligence we need by inputting information online.

If you think we're asking a lot of you, you're right.

But without this input, we would be flying blind.

The data tracking was only the first step.

Our goal now is to tie all we are doing together in a comprehensive plan to go after the work before it's started.

Government spending to stimulate construction will help.

The market will eventually improve.

But we can't wait.

We are going to take responsibility for our own future.

You've all heard the expression about getting in on the ground floor of a good thing.

By the time there is a ground floor, it's way too late, hell, the first shovelful of dirt is too late.

Our construction locals must get in the game while the structure is on the architect's drawing board.

We are going to get there and compete for everything, and we are asking our NECA partners to get in the game with us.

There will be a resolution on business development brought to the floor later this week, and you will hear more and have the chance to make your views known.

Brothers and sisters, when I look at all the challenges facing us, I see a common thread running through them.

I'm not afraid of any politician or any business leader or any right-wing talk show blowhard.

They haven't caused our problems.

Our problems stem for another cause, we have slowly lost the hearts and minds of the community.

By the community, I'm not talking about people who have a professional interest in either the success or demise of the labor movement.

I'm not talking about the true believers in our cause or the hardcore union haters.

I'm talking about the people we rub shoulders with every day.

The people who live on our block, attend our places of worship.

See us at the local eatery or watering hole.

Play with our kids in organized sports, go to school with our kids, run a small business in town, and most important, who work in a place that doesn't have union representation.

Those are the people we've been slowly losing over the years.

They may have bought into the stereotypes that constantly assault them in the media, cleverly placed there by our opponents.

But that's not the whole story.

We're losing them in too many towns and cities across the U.S. and Canada because, we've stopped telling them who we are.

They might know Bill who helped fix up a house for a person in need on a Habitat for Humanity project.

They might know Jane who's active in the PTA.

But do they know that these folks are not only members of the community but, are IBEW members?

Do they know that the IBEW locals and members, in their community, are out there doing good things?

I know you are.

We hear story after story of the goodness and generosity of our locals and our members.

Do others know?

Have you tried to tell them?

You see, we have a hell of a time making the case to use local workers on construction projects or convincing a unit of workers to join us when they don't know enough about us.

They don't make the connection that if local jobs are substandard or are lost altogether due to a runaway plant or a project going to an out-of-province contractor, then it tears at the fabric of the community, the places we live.

This isn't nostalgia for the good old days, brothers and sisters.

This isn't a longing for an America or a Canada that doesn't exist anymore or can't be achieved again.

Our neighbors are out there.

Our communities are alive.

Yes, society isn't as tight knit as it once was and I for one, am sorry about that.

Prosperity, technology, and fear, there's that word again, have isolated us from one another.

But people still seek community, and they find it, just in different forms.

We are in a good position to help restore labor's standing in the community.

Our record of giving back is impressive.

The number of our members who hold leadership roles in state and local labor councils or building trades' councils, is unmatched.

We have something to tell the community and we need to step out from the pack of the labor movement and use some of that credibility and good will we have earned to make our voices heard.

This will not be an overnight process.

This will not come without cost.

Our adversaries spent years and hundreds of millions of dollars to back us into a corner.

We don't have that kind of time, and we certainly don't have that kind of money.

Our treasury is not deep enough to support a comprehensive effort using modern methods of advertising and communication, because in our media-driven society, nothing less will get the job done.

There will be resolutions put to this body to endorse community outreach in principle.

If adopted, they will put this convention on record as supporting the concept, while not addressing how we proceed or how we pay for it.

The answers will have to wait for now, but the imperative is real and it is immediate.

I believe that this will be one of the key issues that our Brotherhood will grapple with over the next five years, affecting our ability to succeed in membership and business development.

The conversation is just beginning.

Brothers and sisters, on the eve of the Great Depression in 1929, the IBEW met in convention.

It would be the last convention held by the IBEW until 1941 because it wasn't until the wartime boom in industry that the International and the locals had the funds to stage a convention and travel to it.

It can happen.

It did happen.

But even as the clouds were gathering, the IBEW's publication of the time sounded the theme that resonated among the delegates: a union is more than an economic instrument.

It is a fellowship.

And that is what we remain today.

Our mission, spelled out in the Objects of our Constitution is timeless, to elevate the moral, intellectual and social conditions of our members, and by extension their families and the communities in which they live.

Our adversaries can mock our idealism.

They can scorn our tradition and our beliefs.

But they will never, ever, douse the flame of solidarity that beats in the hearts of every one of us.

Those who think our day is over are in for a surprise.

Brothers and sisters, our day is being reborn, renewed and redefined every day, just as it has been throughout our 120-year history.

Brothers and sisters, if you want a better IBEW, demand it, if you want a better IBEW work for it, if you want a better IBEW, then join me to regain our place in history, regain our place at the table.

It's all still there, brothers and sisters.

The spirit, the flame, the passion, the undying commitment to the cause of labor.

It lives in us just the way it lived in our fathers and mothers and just the way it is growing in our children.

This is not the time to leave it buried within us.

This is not the time to let fear extinguish the fire.

This is the time for action.

This is the time for courage.

This is the time to stand up against all odds and reclaim our birthright, a society where those who labor for a living have dignity and opportunity and justice, because those things are not guaranteed, they have never been given freely and they have never been won cheaply.

They are the things we hold most dear and we will hold on to them, and fight for them, and pass them along to those who follow us.

We will take back our work.

We will take back our communities.

And we will take back our countries, because we are the IB of EW.

We are the champions of the working man and woman.

We are a Brotherhood Beyond Borders.

Thank you and God bless you all. ■

Electrical Industry Expo Features Union Products, Services

Prior to the 38th IBEW Convention, the Electrical Industry Exposition Sept. 16-18 featured exhibits from more than 70 vendors, many of whom directly employ IBEW members and provide their services to the IBEW and its local unions.

AFL-CIO Building Investment Trust

Washington, D.C.
Real estate fund

AFL-CIO Housing Investment Trust

Washington, D.C.
Investment company run by a labor-management board

Allen Bates Technologies, Inc.

Pittsburgh, Pa.
Web-based applications

The Alliance / Alliance Plus

Somerset, N.J.
Employee training for the telecommunications industry

American Income Life Insurance

Washington, D.C.
No-cost health discount plan

American Products

Rochester, N.Y.
Web stores, American-made watches, clothing, and promotional items

American Technical Publishers, Inc.

Orland Park, Ill.
Instructor support materials relating to the electrical trade (textbooks, workbooks, etc.)

Anthem Blue Cross Blue Shield

Indianapolis, Ind.
Health care

ASB Capital Management, LLC

Bethesda, Md.
Investment management services

Blomquist & Company

Oakbrook Terrace, Ill.
Insurance

Blue Cross Blue Shield Association

Washington, D.C.
Health care

BMA Media Group

Willoughby, Ohio
Web, graphic design, and video/audio production

Cementex Products, Inc.

Burlington, N.J.
1,000-volt rated double insulated hand tools and personal protective equipment

CIGNA HealthCare

Jersey City, N.J.
Health care

Cohen Milstein Sellers & Toll PLLC

Washington, D.C.
Portfolio monitoring, legal services

Columbia Partners, LLC

Chevy Chase, Md.
Investment products for Taft-Hartley benefit plans

CompuSys, Inc.

Salt Lake City, Utah
Administration of employee benefits for government, corporate, and Taft-Hartley organizations

Concero Technology

Portland, Ore.
EPR.live/Web-based fringe benefit and hours reporting system supporting more than 100 IBEW local unions

Eberts & Harrison, Inc.

Columbia, Md.
Specializing in labor unions and benefit plans

Electrical Industry Training Institute

Surrey, B.C.
Specialized training for the utility industry

Excelsior College

Washington, D.C.
Adult higher education

Fair-Play Scoreboards

Des Moines, Iowa
Electronic scoreboards, message displays

Foreman's Development Series

Arlington, Texas
Foreman training

Frank Doolittle Co.

Bellevue, W.Va.
Union apparel: T-shirts, pens, lapel pins, bags, caps, etc.

Henkels & McCoy, Inc.

Blue Bell, Pa.
Power specialty contractors; engineering, project management, construction, and training

HGK Asset Management, Inc.

Jersey City, N.J.
Investments plans

Hubbell Power Systems

Centralia, Mo.
Hot line tools, grounding equipment, gloves and cover-ups.



Thousands of IBEW delegates and guests attended the Expo.

IBEW Political Department (U.S. & Canada)

Washington, D.C.
Political/legislative affairs

Image Pointe

Waterloo, Iowa
Jackets, T-shirts, sweatshirts, hats, promotional items

Invesco

Atlanta
Investment management

Janus Capital Group

Denver
INTECH investment managing

Kaiser Permanente

Rockville, Md.
Health care organization

Leventhal, Ltd

Fayetteville, N.C.
Quality uniforms, shirts and trousers

The Marco Consulting Group

Chicago
Consulting services

Marvel Union Office Furniture

Chicago
100% union-made, union-built office furniture

MassMutual Financial Group

Springfield, Mass.
Retirement plan products and services

The McLaughlin Company

Rockville, Md.
Insurance and risk management

Mercer

Norwood, Mass.
HR and related financial advice, products, and services

Multi-Employer Property Trust

Washington, D.C.
Open-end commingled real estate fund

National Labor College

Silver Spring, Md.
Education institution devoted exclusively to educating union members, leaders, and staff

NEBF

Washington, D.C.
Pension benefits, etc.

NECA-IBEW NLMCC

Bethesda, Md.
National facilitator for joint industry efforts, pooling of resources to save each local LMCC from the need to create new programs from scratch

NETCO

Canadian Electrical Contractors Association
Toronto, Ontario
Certification program for construction electricians installing solar PV systems/ electrical trade training

NJATC

Upper Marlboro, Md.
IBEW/NECA (NJATC) curriculum for apprentice- and journey-level training

Office Solutions-USA

Westby, Wis.
Office supplies

The Okonite Company

Ramsey, N.J.
Industrial cables and wires

Ontario Construction Secretariat

Etobicoke, Ontario
Information developed at the Tripartite Conference to benefit all parties in pre-job and jobsite activities

Oswego Creative

Arvada, Colo.
IBEWHourPower.com/online magazine connecting IBEW members

Pacific Gas & Electric Company

San Francisco
Gas and electric utility

PNC Institutional Investments

Pittsburgh, Pa.
Institutional asset management

Polartec®, LLC

Lawrence, Mass.
Polarfleece® and performance textiles

Prudential Financial

Hartford, Conn.
Insurance, investments, institutional investors, commercial property, benefits, and services

SAV-RX Prescription Services

Fremont, Neb.
Pharmacy benefit management services, prescriptions through mail order

Schneider Electric

Palatine, Ill.
Square D load centers, circuit breakers, panel boards, transformers, etc.

ScreenSafe, Inc.

Joliet, Ill.
Substance abuse random drug-testing programs

Silent Partner

LaPlata, Md.
Rolling tool bag with patented axle system

Southern Company

Atlanta
Promoting electrical generation, transmission, and distribution

TD Insurance Meloche Monnex

Etobicoke, Ontario
Group home and auto service

True North Gear

Seattle
Flame resistant apparel: fleece jackets, hats, mittens, base layers HRC1 and HRC2

Tyndale

Pipersville, Pa.
Flame-resistant apparel: jackets, shirts, pants, coveralls and boots

Ullico Inc.

Washington, D.C.
Insurance and financial services

Unions-America.com Inc.

Moses Lake, Wash.
Union made Web site, web hosting and union printing

Union Insurance Group

Chicago
Commercial insurance for labor organizations

Union Privilege

Washington, D.C.
Union member benefits: mortgage, credit card, auto insurance, etc.

Union Pro Manufacturing Sportswear, Inc.

Toronto, Ontario
Union-made sportswear

Union Sportsmen's Alliance

Nashville, Tenn.
North America's premier hunting and fishing association

United Power Ltd.

North Vancouver, B.C.
Solar electrical and renewable energies

Web Connectivity, LLC

Indianapolis, Ind.
Union Web sites, systems for business, office, training centers and benefits

Westex Inc.

Chicago
Ultrasoft flame-resistant fabrics for protective clothing

Working Systems, Inc.

Olympia, Wash.
Dues, membership tracking, job dispatch, grievance, organizing software for labor unions

Zubie Wear

Universal City, Texas
Screen printing: lapel pins and embroidered products ■

IBEW HAS TALENT

First District Act Wins with Living Tribute to Brotherhood



The 38th International Convention featured the much-anticipated IBEW Has Talent competition as part of pre-convention activities. Showcasing some of the union's best singers and musicians, 11 acts representing all IBEW districts lit up the Pacific National Exhibition stage Saturday, Sept. 17 in pursuit of top honors.

First District finalists Greg McFarlane and Rob James took home the grand prize with their song "IBEW Fights for Me." The soulful ballad is a salute to the sacrifices made by past generations of IBEW members. The song had delegates and other attendees on their feet, winning over the crowd, who determined the winners.

Judges selected three of the 11 acts to move on to the finals later in the day, when the grand prize winner was ranked by audience applause via a high-performance volume meter.

Second-place kudos went to the heavy melodic rock sounds of Joe Maraio and the Whyte Trash All-Stars, representing the Second District. The quartet, featuring Boston Local 103 journeyman wireman Michael Scapicchio on drums, performed an original song entitled "Angels of Envy."

"We were excited to enter the contest," Scapicchio said. "I love the union and getting to meet my fellow members from all over. Everybody here in Vancouver is unbelievable and it's a great time. The whole thing was a blast."

Fourth District finalists The Safety Boys took third place for their entry, "The Safety Rap."

Taking the stage in safety gear, Richmond, Va., Local 50 lineman Dennis McDade rapped about the importance of workplace safety, dropping lines about safety cones and hard hats. He was backed up by fellow Local 50 members Ashley Windsor and Norman Soaper.

McDade, who works for Dominion Power, says they were inspired to do the rap after sitting on a local safety committee. "We wanted a fun and humorous way to communicate the message about the importance of on-the-job safety," he said.

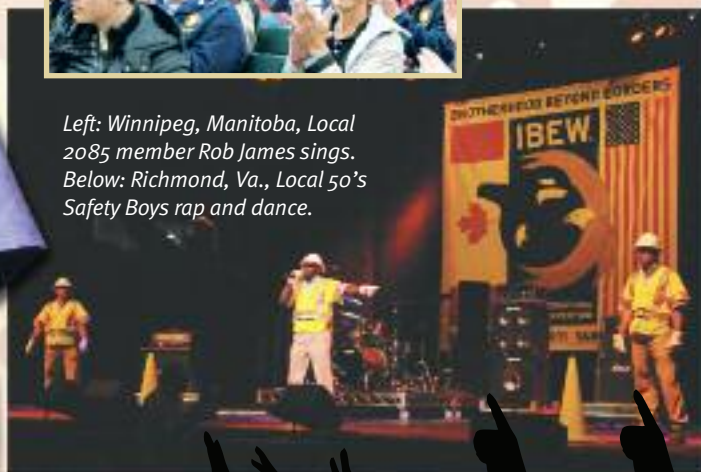
McDade put "The Safety Rap" video on YouTube two years ago, and it quickly became a viral hit, getting more than 200,000 hits.



Boston Local 103 member Michael Scapicchio rocks out.



Left: Winnipeg, Manitoba, Local 2085 member Rob James sings. Below: Richmond, Va., Local 50's Safety Boys rap and dance.



Other contestants included:

- **Third District:** Elmira, N.Y., Local 139 journeyman wireman Jeremy Horton has been an IBEW member for five years.
- **Fifth District:** Clifford Zylks, a 34-year member, is an organizer and assistant business agent for Baton Rouge, La., Local 995. He was backed up by fellow Local 995 member Albert Mondt, a journeyman wireman.
- **Sixth District:** West Frankfort, Ill., Local 702 member Gary Burt has 32 years in the trade, most recently as a welder repairman.
- **Seventh District:** Oklahoma City, Okla., Local 1141 journeyman wireman Steven Gibson has been a member since 2006. He was accompanied by construction wireman Jimmy Stromberg, a fellow member of Local 1141.
- **Eighth District:** Pocatello, Idaho, Local 449 president and organizer Mike Miera has been with the union since 1995. Also in his group was Boise Local 291 Business Manager Aaron White.
- **Ninth District:** Anchorage, Alaska, Local 1547 member Cody Beltrami is a shop steward and the daughter of Alaska AFL-CIO President Vince Beltrami, a former business representative at Local 1547.
- **Tenth District:** Wilmington, N.C.'s David Gwinn of Local 495 is a 27-year member currently working as a superintendent. His performance included Huntington, W.Va., Local 317 journeyman wireman Mick Donovan.
- **Eleventh District:** St. Louis Local 1439 lineman David Pursley, a 19-year member, has been the safety representative in his garage for more than a decade. ■





Behind the Scenes

An IBEW International Convention is a massive undertaking that relies on meticulous planning and the work of hundreds of individuals to make it a success.

Officers, staff and employees spent weeks behind the scenes—before, during and after—to make the 38th Convention one of the most successful and exciting in recent union history.

Rivers Electric and Houle Electric, signatory contractors that employ members of Vancouver Local 213, helped get the Vancouver Convention Centre wired and ready for the more than 2,000 delegates.

The IBEW thanks the many companies and union workers who helped out in Vancouver—from the broadcast professionals who set up a world-class communications system that wowed delegates, to the courteous hotel staffs—members of UNITE HERE—that made sure our stay in the city was top-notch. ■





International Brotherhood of Electrical Workers

IBEW[®] MERCHANDISE

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\$25.00

Moisture Management Polo Shirt

100% polyester, grey polo shirt with IBEW initials. Wicks moisture away by using rapid dry interlock fabric.



\$24.00

IBEW Pocket Knife

3" wood handle with brass accents and etched with IBEW initials. Stainless steel blade measures 2.25"



\$57.00

Embossed Denim Jacket

100% cotton, rugged blue denim, with embossed IBEW initials on front and large 10" embossed logo on back.

These items and more are now available at your IBEW Online Store.



Twenty-three-year IBEW member Ralph Riviers is one of the many Vancouver Local 213 electricians instrumental in powering the 38th International Convention. Here, he prepares to throw the switch that will energize myriad lights in the vast Vancouver Convention Centre—including dimmers, strobes, spotlights and lasers. "I love what I do in this job," Riviers said. "You're always learning and doing something new and different." ■

Transitions

DECEASED

Michael H. Namadan



We regret to report that retired Third District International Representative Michael H. Namadan died

July 17 at the age of 90.

A native of Rochester, Pa., Brother Namadan initiated into Beaver Local 712 in 1947 as an inside wireman apprentice. He traveled extensively, working in both Delaware and Ohio, before returning to Beaver in 1950. He went on to serve as the local's president before his election as business manager in 1952.

During his tenure as business

manager, the local started a benefits fund and beefed up its apprenticeship program.

In 1959, Namadan was appointed a Third District International Representative. He helped lead several successful organizing drives in Lancaster, which at the time was a center for the anti-union Associated Builders and Contractors.

He was also active in the local labor movement, serving as president of the Beaver County Building Trades and as vice president of the Pennsylvania AFL-CIO.

In 1977, Brother Namadan, along with then-Third District International Vice President J.J. Barry and then-Local 712 Business Manager Edwin D. Hill, headed up the IBEW's relief ef-

forts in Johnstown, Pa. which suffered from disastrous floods that summer.

Speaking at the 38th International Convention, Hill told delegates that Namadan "was there every step of the way through my involvement in politics, my involvement in the community, and my involvement in the trade union movement."

Namadan retired in 1982. In an article submitted to the IBEW Journal in honor of his career, Local 712's press secretary wrote: "Mike has been assigned many arduous tasks, so many assignments that I'm sure he could write a book on his experience. He has fulfilled them to a letter, and knows that the International is appreciative of his efforts."

In retirement he enjoyed golf and spending time with his family.

Brother Namadan is survived by his wife Evelyn, two children, two grandchildren, and four great-grandchildren. He was preceded in death by his oldest son, Robert, who was a Local 712 member.

On behalf of the members of the IBEW, the officers and staff send our condolences to Brother Namadan's friends and family. ■

DECEASED

Arthur J. Jones



Retired Ninth District International Representative Arthur J. Jones died on September 12.

A memorial service was held during the 38th IBEW Convention in Vancouver to honor his life and contributions to the union.

International Representative Juanita Luiz, IBEW Political and Legislative Department, who worked closely with Jones, says, "Everyone at the memorial service agreed that Art was a great IBEW mentor."

A founding member and one of the first chairmen of the Electrical Workers Minority Caucus, Jones "had a huge influence on the IBEW and the EWMC and helped enhance the credibility of the IBEW through his organizing and his leadership," says Ninth District International

Representative Keith Edwards.

"Art Jones left a gigantic footprint on the IBEW and the labor movement. His contribution will live on through the many sisters and brothers he mentored," added Edwards.

Initiated into Redwood City, Calif., Local 1969 in 1963, where he worked at Lenkurt Electric, a large manufacturing plant, Brother Jones served as a picket captain during a 1963 strike, then as a rank-and-file chairman of a 1968 strike.

Jones's leadership ability was recognized with his appointment as the local's business manager in 1969. In charge of negotiating 34 separate collective bargaining agreements, he was re-elected in 1970 and 1973. He was appointed an International Representative in 1976.

After working as an organizer in Louisiana, Alabama and Florida for a couple of years, Jones returned to California, where he spent 25 years servicing manufacturing and construction locals in the Ninth District before retiring in 2004.

Says Edwards, "Art was always positive. He gave constructive criticism. I don't know anyone that didn't receive it as such."

A veteran of the U.S. Army's 4th Armored Division, Jones played football and ran track while stationed in Germany.

Brother Jones, who lectured on labor issues at the University of California at Berkeley and Skyline College, enjoyed golf and fishing and volunteer work in his retirement.

On behalf of the entire membership of the IBEW, the officers convey our deepest condolences to Brother Jones' family. ■

RETIRED

Gary Klinglesmith

Fourth District International Representative Gary Klinglesmith retired effective May 1.

In 1981, Klinglesmith joined IBEW Local 2100 in his native Louisville, Ky., after helping to lead an organizing drive at Louisville Gas and Electric, where he was employed as a boiler-maker and was a member of a company union. The campaign, organized by the IBEW Organizing Department, brought 2,700 members into the local.

"Thanks to International Representative John Mitchell, we negotiated a 15 percent pay increase and several other perks," says Klinglesmith. "That was the launching pad for building a real strong bargaining unit at the utility," he says.

Elected business manager of Local 2100 in 1992, Klinglesmith also served as an interim director of the Kentucky State AFL-CIO Committee on Political Education. He was appointed International Representative in 1995 and later served as IBEW's political coordinator in the state.

"I became interested in unions after the assassination of Dr. Martin Luther King, who was in Memphis to support striking AFSCME sanitation workers," says Klinglesmith, whose wife was an AFSCME representative.

"Those events were in my wheelhouse in my formative years. I learned that labor unions were the only organizations that gave blacks and women some semblance of equality," he said.

Klinglesmith, who serviced manufacturing, telecommunications and utility locals, was also tapped for some organizing efforts in construction, where his trade background was helpful.

"In 15 years, I only had two strikes in the bargaining units I serviced, neither of which lasted more than two weeks," says Klinglesmith. Among his proudest achievements was defeating an attempt by Duke Energy to replace union contractors with nonunion employers after Duke purchased Cincinnati Gas and Electric Co. Klinglesmith led a corporate campaign that lasted four months, challenging Duke's moves in the media.

In retirement, Klinglesmith has revived a career as a championship chess player that he put on the shelf during his years on the road as a representative.

A 1976 World "Class A" champion, Klinglesmith says he, "knocked the rust off my game," then took up Internet chess. He is now captain of the No. 1 team in the world, composed of 54 players from all over the globe. He hopes to travel overseas and meet some of his players face-to-face.

"I am very grateful that in the

Attendees Donate to Families of Members Killed On the Job

Attendees to the convention were saddened to learn of two on-the-job fatalities involving IBEW members that occurred during the events in Vancouver.

Los Angeles Local 11 member Duane Pfannkuch and New York Local 3 member Cesar Cespedes both died Sept. 20 while at work.

Brother Pfannkuch had been an IBEW member since 2008. He was 33 years old. Pfannkuch is sur-

vived by his wife, Katy, and their daughters Macy and Samantha.

A 20-year member, Brother Cespedes is survived by his wife, Yajaira, his son Justyn and daughter Brianna. Cespedes was 44.

Delegates collected a total of \$14,910. Checks in the amount of \$7,455 each were issued to relief funds at Locals 3 and 11, and the donations will be passed directly to the families of the members. ■

New Scholarships for Building Trades Members

Taking your career to the next level with a college degree just got easier. Building trades members are now eligible for hundreds of dollars in scholarship money when registering for classes at the National Labor College.

Seventeen "Building Trades President's Award" scholarships of \$795 each are available to active members of building trades unions who enroll in any of the school's

online degree programs—including construction management, business administration or emergency readiness and response management. The scholarship amount is equivalent to the cost of one three-credit course.

Sponsored by Union Plus, a total of \$13,500 in new scholarships is now available. Deadline for spring term scholarship applications is December 12. Register today by visiting www.NLC.edu/scholarships. ■

2010 Summary Annual Report for the National Electrical Annuity Plan

IBEW, I was able to build a career doing things that I love to do," says KlingleSmith, who plans to consult unions on bargaining, corporate campaigns and organizing in retirement.

On behalf of the entire membership, the officers and staff of the IBEW wish Brother KlingleSmith a long, healthy and happy retirement. ■

RETIRED Douglas Saunders



Ninth District International Representative Douglas Saunders retired effective May 15, concluding a career that spanned 40 years.

Born in Honolulu, Brother Saunders moved with his family to Orange County, Calif., when he was 15. He was initiated into Santa Ana Local 441 in 1971, working as a journeyman wireman and foreman for several area signatory contractors for the next few years. He went on to serve members of the local as shop steward before being elected to various other positions, including business agent, organizer and assistant business manager.

Brother Saunders was elected business manager of the local in 1993, at a time when the state and nation were experiencing a harsh recession.

"The county was bankrupt, spending was down—it was certainly a task to try to create work for our members," he said.

An antidote was his office's increased organizing, savvy bargaining skills and efforts to build a strong political base to lobby local lawmakers, he said. "In the mid-'90s, we were second in the state for increasing membership. Even in the worst of times, we grew the local. The staff and members were extremely dedicated and worked hard in an effort to survive and move the local forward."

Saunders was appointed International Representative in 1997 by then-International President J.J. Barry. He spent the next 14 years servicing Locals 11, 440, 441, 477 and 569 in Southern California in construction, maintenance, sound and public address and other trade classifications.

Brother Saunders' leadership goals at the district office were natural outgrowths of his strategy as business manager.

"Organizing was the most important task we had ahead of us," he said. He also helped negotiate contracts with major employers—including management at Disneyland—while continuing to build a political base. He recalled one rally in Los Angeles to support prevailing wage laws in California in the late '90s that drew 30,000 supporters.

On his reasons for joining the IBEW, Saunders said, "I had respected unions and the dignity they gave to their members, and I felt the IBEW was the top trade in the construction industry. When I became an apprentice, there was much work going on in Orange County, and I saw a career for my family and myself where I could be outdoors and not tied to the same spot every day while earning a decent wage with good benefits.

"I feel blessed for what the IBEW did for me and my family in the years that followed," he said. "I'm most thankful for the good people I've worked with over the years. It's been a great experience."

Brother Saunders is a Vietnam veteran who spent more than 16 months in the war. Prior to joining the IBEW, he served in the Merchant Marines and was a member of the Sailors' Union of the Pacific. He served on numerous committees including the IBEW Code and Standards Committee—which suggests changes to the national fire code—as well as vice-president of Orange County's Central Labor Council and the United Labor Agency. Saunders also served as a member of the sergeant-at-arms committee and chairman of the IBEW nominating committee for the 7th District International Executive Council at the 35th International Convention in Philadelphia in 1996.

In retirement, Saunders plans to spend more time with his family, read, travel and enjoy outdoor sports and activities.

On behalf of the entire union membership, the officers and staff wish Brother Saunders a healthy and happy retirement. ■

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2010. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$128,514,199. These expenses included \$9,683,549 in administrative expenses and \$118,830,650 in benefits paid to participants and beneficiaries. A total of 83,387 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$3,149,521,368 as of December 31, 2010, compared to \$2,698,382,446 as of January 1, 2010. During the plan year the plan experienced an increase in its net assets of \$451,138,922. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year. The plan had total income of \$579,653,121, including employer contri-

butions of \$233,473,310, gains of \$37,957,592 from the sale of assets, earnings from investments of \$307,822,231, and other income of \$399,988.

Minimum Funding Standards

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

Your Rights to Additional Information

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

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- loans or other obligations in default or classified as uncollectible;
- transactions in excess of 5 percent of plan assets;
- insurance information, including sales commissions paid by insurance carriers; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

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

tors, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$16.75 for the full annual report, or \$.25 per page for any part thereof.

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

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, EBSA Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210. ■

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

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

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

Elections/Consents

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

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

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

Lump Sum

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

September International Executive Council Meeting

Minutes and Report of The International Executive Council's Regular Meeting

The regular meeting of the International Executive Council was called to order at 8:00 a.m., by Chairman Pierson, on Tuesday, September 7, 2011, in Vancouver British Columbia. Other members of the council in attendance were Lucero, Riley, Walter, Lavin, Calabro and Clarke. Myles Calvey arrived on Thursday, September 8, 2011, and remained throughout the remainder of the meeting. John Briegel was absent and was excused from this regularly scheduled meeting.

International President Hill

International President Edwin D. Hill met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Chilia

International Secretary-Treasurer Salvatore (Sam) J. Chilia presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood both in Canada and in the United States.

Legal Defense

Payments for legal defense, made from the General Fund, were examined and approved in accordance with the requirements of Article X, Section 1, of the IBEW Constitution.

Financial Reports

The International Secretary-Treasurer's Reports for the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved and filed.

Local Union(s) Under International Office Supervision

International President Hill advised the council members that there are no local unions under the supervision of the International Office, at this time.

Financial Statements for Political Education

Reviewed and Filed

IBEW and Subsidiaries—Consolidated Financial Statements for June 30, 2011

Reviewed and Filed

IBEW Headquarters Building LLC—Financial Statements for June 30, 2011

Reviewed and Filed

IBEW and Subsidiaries—Consolidated Financial Statements for a Five-Year Period Ended June 30, 2011

Reviewed and Filed

Trust for the IBEW Pension Benefit Fund and Subsidiaries Consolidated Financial Statements June 30, 2011

Reviewed and Filed

Trust for the IBEW Pension Benefit Fund and Subsidiaries Consolidated Financial Statements Five Years Ended June 30, 2011

Reviewed and Filed

Pension Plan for Officers, Representatives and Assistants of the IBEW Financial Statements June 30, 2011

Reviewed and Filed

Pension Plan for Office Employees of the International Brotherhood of Electrical Workers Financial Statements June 30, 2011

Reviewed and Filed

Article XX and XXI Cases

There has been no activity under either Article XX or Article XXI.

Charges Filed with the International Executive Council Against Brother James Isaacs, Sr., Card Number D141327, Retired Member of Local Union 466, IBEW

On December 4, 2009, Brother Fernando Rendon, a member of Local Union 606, IBEW, preferred charges against James Isaacs, Sr., Card Number D141327, a retired member of Local Union 466, presently receiving IBEW Pension Benefits, for allegedly violating Article XI, Section 6(d), of the IBEW Constitution.

After a thorough review of the facts presented in this case, the members of the council found Brother Isaacs guilty as charged and hereby orders him to remit all monies he has collected from the IBEW Pension Benefit Fund for the period of January 2006, through and including, February 2010, in the amount of \$7,097.50. The IEC ordered him to reinstate his membership into Local Union 466 and pay back per capita from January 2006 to date.

Charges Filed with the International Executive Council Against Brother Thomas E. Adams, Card Number D392733, Retired Member of Local Union 16, IBEW

On March 16, 2011, Paul Green, Business Manager of Local Union 16, IBEW, preferred charges against Thomas E. Adams, Card Number D392733, a retired member of Local Union 16, presently receiving IBEW Pension Benefits, for allegedly violating Article XI, Section 6(d), of the IBEW Constitution.

After a thorough review of the facts presented by International Representative Alan Goddard, the members of the council found Brother Adams guilty as charged and hereby order him to remit all IBEW Pension Benefits that he has collected from the IBEW Pension Benefit Fund, since July 2010, through and including, June 2011, in the amount of \$1,243.88.

Brother Adams is also ordered to reinstate his membership with Local Union 16, IBEW, and to pay all back per capita, from that day forward, to Local Union 16, IBEW.

Appeal Filed with the International Executive Council by James Van Dyke, Card Number D989981, a Member of Local Union 43, IBEW

James Van Dyke's appeal to the members of the executive council was heard and the facts and data regarding his appeal were considered.

After a thorough review of Brother Van Dyke's appeal, it is the decision of the executive council members to uphold International President Hill's decision and to support Vice President Siegel's decision.

Charges Filed with the International Executive Council Against Brother Jerry Mihovilovich, Card Number D598637, Retired Member of Local Union 150, IBEW

On October 15, 2010, William R. Holst, a member of Local Union 150, IBEW, preferred charges against Jerry Mihovilovich, Card Number D598637, a retired member of Local Union 150, presently receiving IBEW Pension Benefits, for allegedly violating Article XI, Section 6(d), of the IBEW Constitution.

After a thorough review of the charges filed against Mihovilovich, the members of the council had determined that Brother Mihovilovich was not in violation of the IBEW Constitution, with regard to the IBEW Pension Benefits, and hereby instructs the International Secretary-Treasurer to reinstate Brother Mihovilovich's IBEW Pension Benefits. The International Secretary-Treasurer is also instructed to refund any back dues that had been collected from the date of suspension.

Local Union 292's Attempt To Appeal To Overturn Vice President Stephenson's Decisions On Trial Board Appeals

After a thorough review of the facts, submitted by the Executive Board Members of Local Union 292, IBEW, it was determined that their appeal to overturn Vice President Stephenson's decision was deemed improperly placed before the council.

Correspondence to that affect has been addressed and forwarded to the Executive Board members of Local Union 292, IBEW, attempting to appeal.

Retirement of International Representative

Walter S. Ray, International Representative
Ninth District
Effective—October 1, 2011

Retirement of International Office Employees

Sara Duncan, Supervisor, International Office
Political/Legislative Department
Effective—March 3, 2011

Joyce Mason, Senior Agreement Approval Analyst, Grade 9
Construction Department
Effective—July 11, 2011

The Next Regular International Council Meeting

This regularly scheduled meeting was adjourned, on Thursday, September 8, 2011, at 1:00 p.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Tuesday, December 13, 2011, in Washington, D.C.

For the International Executive Council

Patrick Lavin, Secretary
September 2011

The IEC acted on numerous applications under the IBEW Pension Benefit fund. For a complete listing, consult www.ibew.org, clicking on the International Executive Council link on the "About Us" page. ■

IBEW MEDIA WORLD

In addition to this special issue of the *Electrical Worker*, check out even more coverage of the 38th International Convention online.

www.ibew.org

From breaking news to video stories, our updated Web site has information not available anywhere else. Visit us to connect with the IBEW on Facebook and to follow International President Edwin D. Hill on Twitter!

www.brotherhoodbeyondborders.org

The IBEW's convention Web site delivers in-depth coverage, daily updates and delegate profiles.

Flickr

See speakers, delegates and all the action from Vancouver in full color. The IBEW's Flickr photo page has more than 140 photos from the convention—including all the Vice Presidential District and convention committee portraits—at www.flickr.com/photos/ibew_io/.

YouTube

The IBEW's video team brought delegates and members daily coverage of the 38th Convention. Watch all seven days of news and features at www.youtube.com/user/TheElectricalWorker.

Facebook

The IBEW's Facebook page was viewed more than 1 million times during the convention—a new record! If you haven't connected with the IBEW on Facebook yet, go to www.facebook.com/ibewfb.



International Brotherhood of Electrical Workers

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.

EXECUTIVE OFFICERS

Edwin D. Hill
International President

Salvatore J. Chilia
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Robert W. Pierson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
John R. Clarke

Fourth District
William W. Riley

Fifth District
Michael Walter

Sixth District
Joe P. Smith

Seventh District
Patrick Lavin

Eighth District
Solomon Furer

INTERNATIONAL VICE PRESIDENTS

First District
Phillip J. Flemming

Second District
Frank J. Carroll

Third District
Donald C. Siegel

Fourth District
Kenneth Cooper

Fifth District
Joe S. Davis

Sixth District
Lonnie R. Stephenson

Seventh District
Jonathan B. Gardner

Eighth District
Ted C. Jensen

Ninth District
Michael S. Mowrey

Tenth District
Robert P. Klein

Eleventh District
Curtis E. Henke

THE ELECTRICAL WORKER

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Len Turner

Tim Prendergast

Curtis D. Bateman

John Sellman

FROM THE OFFICERS**Next Step after Vancouver: Win New Allies**

Edwin D. Hill
International President



Salvatore J. Chilia
International Secretary-Treasurer

While more than 3,000 delegates and guests were assembling in Vancouver under the banner "Brotherhood Beyond Borders" for the 38th IBEW Convention, another gathering was gaining momentum 3,000 miles away in New York City.

With signs saying, "Occupy Wall Street" and "We Are the 99%," a mostly-young, diverse group of citizens was making its voice heard at the heart of the U.S. financial system. Some carried signs denouncing the bankers who nearly collapsed our economy or the influence of big money on the politicians who bailed out Wall Street with taxpayers' money.

Others dramatized, in picture and word, their own stories of lost jobs and disrupted dreams, the bitter fruits of rapidly growing economic inequality in the U.S. exacerbated by politicians who—under the cover of "austerity"—block legislation that would create jobs.

On the surface, the events of early September were very different. Hotels, suits and ties and official credentials in Vancouver. Tents, jeans and open invitations to activists of all stripes in New York, and, now, in cities and small towns across the nation.

However, when we focus on the messages that come out of each gathering, differences between our members and the activists on the street fade.

That is as it should be. Because, brothers and sisters, Vancouver was about building bridges, not just between two great nations, but among citizens of both nations fighting for a brighter and more equitable future.

Economic pain is spreading in North America, urging more of our family members, our neighbors and our own union members to wake up. They are looking for real solutions to their problems and leaders who will stand by their side.

In this issue of *The Electrical Worker*, we review the speeches, the resolutions and the floor debates from Vancouver.

A single strand runs through the entire convention—the need to intensify our efforts to reach beyond our boundaries and our own comfort zones ... to unorganized workers, our own members, our youth, our communities, our employers, our customers and our political leaders, offering the kind of leadership that is truly worthy of a mature, progressive and powerful union.

The IBEW's convention cycle is five years. But no delegate left Vancouver with any consolation that we have five years to begin to accomplish our objectives. We should all be proud that our delegates displayed the courage and determination that our times demand.

If anyone questions the urgency of accomplishing the goals established at our 38th Convention, maybe they should listen not to us, but to some of the men who live in the world of our adversaries, men like William Gross, the managing editor of global investment management firm Pimco.

Gross is one of a growing number of wealthy Americans who contend that high unemployment and low wages are hurting the ability of businesses to sell their products or collect interest on investments.

Suddenly powerful men are worried about the future of our entire economic system if our nations don't change course.

Need we say more?

Listening is the first skill of anyone who hopes to reach out and make change. When even our natural adversaries agree that things need to change fast, we simply have no time to waste.

The success of a convention cannot be gauged at its closing. Progress will be measured by how well our members and leaders grasp the urgency of our times and act to sow new plans.

Our adversaries will always question the ability of workers to change our circumstances just as they ridicule the notion of young activists who have the audacity to claim that society should exist for the 99 percent.

Leave them to their doubts. We choose, instead, to heed the words of Samuel Adams, a signer of the Declaration of Independence.

Adams said, "It does not take a majority to prevail, but rather an irate, tireless minority keen on setting brushfires of freedom in the minds of men."

Vancouver 2011 is behind us. Tireless work lies ahead. ■

**HOW TO REACH US**

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

Send letters to:

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

Or send by e-mail to: media@ibew.org

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Letters to the Editor

God and Country, continued

I must respond to a previous letter to the editor from August 2011 entitled "Do Labor and Religion Mix?" To say that the Catholic Church is against workers, homosexuals and women would be false.

In May of the year 1891 (six months before the organization of the IBEW and two years before "The Electrical Worker" was first published) Pope Leo XIII issued the encyclical, "Rerum Novarum," regarding the importance of workers' rights. In 1988, Pope John Paul II issued an encyclical addressing women's essential role in society.

While the church does not condone homosexual sexual relations, it teaches that we must recognize and respect the dignity of homosexual persons.

In 2009, Pope Benedict XVI issued an encyclical stating that the voices of workers must be heard and that labor unions are a strong solution to our failing economy. Not bad for some "fat old men in dresses."

*J.J. Crow
Local 11 member, Los Angeles*

Honoring Labor's Legacy

The Who We Are story in the recent issue of the Electric Worker ("77 Years after Bloody Mill Strike, Remembering the Slain," Sept. 2011) moved me to tears. God bless those brothers and sisters whose service of the slain workers memorial will help both honor those who made the greatest of sacrifice and keep their story from being forgotten. We must do as Brother Peterson so well states in his letter ("Are You With Us?") in the adjoining column: not let the "wedge issues" such as gun rights, abortion, etc. have us vote for those whose politics and policies are the most anti-life, anti-family, leaving a national landscape of broken families, communities, towns and cities.

*John Andrechak
Local 44 member, Butte, Mont.*

Four More Years

Organized labor's public displays of disgust with President Barack Obama are ill advised and premature. When he won the election in 2008, no one believed he could do all that was needed in only one term as president.

Because of the headwinds he faces with his policies and proposals, only 1 1/2 more years is not enough time. Given the staunch opposition he faces in Congress, another term is an absolute necessity.

While it is true that unions have not realized the political, economic and regulatory gains that were promised during the 2008 campaign, to rebel, revolt and jump ship now is nothing but an impatient temper tantrum.

We need to continue to support Obama's presidency and his campaign for re-election for more reasons than you can imagine. How far do you think organized labor will get with President Rick Perry?

While unions may be rightfully upset at the lack of political respect given to us after the efforts we expended to get Obama elected, we must remember that the alternative is a nightmare from which we may never recover.

*Reggie Marselus
Local 124 retiree, Kansas City, Mo.*

A Grandson Remembers

My grandfather died a couple years ago and was one of the great men I knew; he led me to law school. James, or as his friends knew him, Tom, was proud to be two things above all else: First to be a free man in the brotherhood of Freemasons and second, to have been a member of the IBEW for nearly his entire life.

Just to share, the story he always told about the IBEW was working on the atomic bomb. The way he told it, he was called in to work on a private contract to do wiring for an ambiguous project. It wasn't until the debriefing that he discovered that his work had been military in nature. Following up years later, he discovered that his work had helped end the second World War. Being unable to serve due to a hernia, he was proud to have served his country through the electrical worker's union.

*Jack Tomberlin, St. Louis
Grandson of James "Tom" Tomberlin*

[IBEW Pension Department records show that James Tomberlin was born on Sept. 16, 1910 or 1911 (obligation card and beneficiary card show 1911, but pension records list birthdate as 1910). He was initiated into Charlotte, N.C., Local 379 in 1944 but transferred later to Diamond Bar, Calif. Local 47. Brother Tomberlin retired in 1975 and died on Oct. 31, 2006.]

Who We Are

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

83-Year-Old IBEW Activist: 'If I Can Do It, Anyone Can'

When Salisbury, Md., Local 1307 retiree Tom Willey turned on his TV, he deplored what he saw. Wisconsin Gov. Scott Walker was opening his salvo on collective bargaining in February. And all over the country, right-wing pundits were scapegoating union members, public servants and working families for ballooning state deficits caused by reckless Wall Street financiers.

But Willey also saw resistance. Broadcasts featuring legions of activists peacefully occupying the state Capitol gave the 83-year-old former Fourth District International Representative a rush he hadn't felt in years.

Willey had hope. And he quickly decided the next thing he needed was a plane ticket.

"If you're a union member, you know which side you need to be on."

— Tom Willey, Local 1307 retiree

"I saw them down at the Capitol [in Madison, Wis.], and I'm thinking to myself, 'I need to go out there and do my share,'" he said. "It was a challenge I wanted to take on." So in late February, Willey flew to Chicago to meet his daughter and son-in-law, who accompanied him to Madison.

The next morning Willey made his way to the Capitol building. Tens of thousands of pro-working family demonstrators hoisted signs and chanted outside, while more banged on drums and blew horns inside the spacious rotunda.

Walking with his cane, Willey made his way past the security guards and into the ecstatic din of demonstrators. "They had a setup in the center where people were getting on a microphone and making speeches," he said. "Everyone from state labor leaders to regular folks were talking to the crowd. When it was my turn, I just spoke from the top of my head. I told them I was there to



Salisbury, Md., Local 1307 retiree and activist Tom Willey attended his 14th IBEW convention in Vancouver.

support their protest against Walker taking their collective bargaining rights away. Then I used a few other choice words for how I felt about him.

"When I was finished, the drums rumbled and the horns sounded," Willey said. "I felt good. I came to say my piece, and I did."

Willey happened to be in the rotunda a day before International President Edwin D. Hill spoke to crowds gathered at the statehouse on Feb. 21. Willey flew home to Silver Spring, Md., that day.

Willey's union roots run deep. When he was fresh out of high school in 1945, one of his teachers was able to connect him with a job working for Eastern Shore Public Service Co. (now a subsidiary of Pepco). Two years later, at the age of 18, he started his lineman apprenticeship with the local. He became a field representative for the union in 1960 and spent the better part of the next three decades servicing 32 local unions across Maryland, Ohio, Kentucky, Virginia, West Virginia and in the nation's capital. He earned his 65-year pin in August.

He recently returned from the IBEW's 38th International Convention in Vancouver, B.C., which he attended as a guest—his 14th convention since 1954. Willey said he was pleased to see so many activist members, which he attributed to the union's leadership team, the positive example set by AFL-CIO top officers Rich Trumka

and Liz Shuler and the IBEW's young workers contingent.

"At the AFL, we've got a mine worker—who's a fighter—and we've got our own great Liz Shuler [former executive assistant to President Hill]," he said. "And I'm happy that we're working with these young people. You can't ever start too soon. We ought to start talking with them about these issues when they're infants."

Willey said that Madison offered him a renewed faith in widespread trade union activism. A longtime member of I-ROAR—the organization of retired IBEW representatives—Willey wrote a letter to the group's publication describing his Madison experience and also spoke about the trip at local union meetings. After returning from the protest, Willey joined Facebook to keep abreast of what's happening at the netroots level and further his engagement. "If you're a union member, you know which side you need to be on," he said. "Being at the protest vitalized me. I think I picked up five years that day. If I can do it, anyone can."

Willey said he soon hopes to attend an Occupy D.C. event near his home to show his support of the burgeoning mass protests against corporate greed at Wall Street and across the nation.

"I definitely support what these folks are doing to protest," he said. "It's the beginning of a great movement." ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2012

Special note: The IBEW has rescinded its former policy of requiring fee payers to renew their objections annually. All objections will now be treated as continuing for as long as the objector remains in the bargaining unit.

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

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

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

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

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2012 must do so between November 1 and December 31, 2011. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November-December open period. Objections filed during this open period will become effective on January 1, 2012, and will remain effective for as long as the objector remains in the bargaining unit.

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

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

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2009-10 fiscal year, 54.8 percent of its expenditures were for “chargeable” activities and 45.2 percent of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International,

although some of the locals use the International’s percentage to calculate their own annual reduction—thereby giving objectors a larger reduction than if the locals used their own figures.

Some public sector collective bargaining laws require different procedures for honoring the rights of non-members. If you are a public employee covered by such a law, your local union will advise you of the proper procedure to follow to register your objection.

The IBEW Agency Fee Payers Objection Plan¹

1. Nonmembers’ Right to Object.

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

2. Procedure for Filing Objections.

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

3. Reduction in Agency Fees.

No later than January 31 of each year (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the

objector pays agency fees will mail to each objector who has perfected his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the non-chargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

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

pendent arbitrator.

- The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

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

¹ Where public employees are employed under a law requiring different procedures, the employees’ Local Union will provide information about the proper procedures to follow.