

# THE ELECTRICAL WORKER

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## IBEW Members Build the World's Largest Light Sculpture in San Francisco



Photo Credit: Lucas Saugen

The 25,000 LEDs of the Bay Lights project—installed by IBEW members on the San Francisco Bay Bridge—shine at twilight.

It's tough to be the second prettiest bridge in San Francisco. When the Bay Bridge opened 75 years ago, Oakland and San Francisco threw a four-day party to celebrate. On that day it was the longest, most expensive, most advanced bridge in the world.

Six months later, the Golden Gate Bridge opened just a few miles away and few people have given the Bay Bridge much love—let alone a party, let alone a four day party—since. Except if there is a problem, like when part of the roadway collapsed during an earthquake in 1989. Then people talked about the bridge, but nothing nice. Nothing like the love, the songs, the poems and the books showered on the competition.

Of all the hearts that have been left in San Francisco, has one ever been lost to the Bay Bridge? A few? None?

It is a testament to the

success of a monumental new work of public art on the 1.8-mile-long, 500-foot-tall suspension bridge, built in large part by IBEW members, that maybe for the first time since that four-day party in 1936, people are falling in love with the second prettiest bridge in town.

### Creating a Digital Campfire

The sculpture, known as the Bay Lights, is the brainchild of Ben Davis, founder of a public relations firm hired to promote the diamond anniversary of the bridge. Back in 2011, Davis asked artist Leo Villareal to transform the bridge into the largest light sculpture in the world.

**BAY BRIDGE** continued on page 2

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Continued from page 1

## IBEW Members Build the World's Largest Light Sculpture in San Francisco

Villareal's plan was to attach thousands of white LEDs—highly-efficient and extremely bright lights—to 300 support cables that hang from the main cable as it arcs its way out of San Francisco.

The LEDs would then create vivid patterns of light and dark based on abstract images inspired by the bridge itself.

"I'm always working with the kinetic motion that I find in places and trying to integrate that into what I am doing," Villareal said in a documentary made about the project. "In the case of the bridge, obviously you have cars moving back and forth, you have traffic. There is an incredible interplay of water, air, light and the movement of birds."

His goal was to bring people who would otherwise never have met into instant communities, sharing a moment around, what he called, a "digital campfire."

"You can't see things the same way after you've seen a great piece of art," he said. "That is what my goal is: to change how people see things."

Martinez, Calif., Local 302 member Chris Berge heard about the project in 2011 when Davis, Villareal and a nonprofit arts group called Illuminate the Arts were pitching the idea to the state and local agencies responsible for the bridge. Berge was in the room because the National Electrical Contractors Association firm he co-founded, Bleyco, had been working on the bridge for close to a decade.

In the '30s, there was no way to build a single span from San Francisco to Oakland nearly five miles away to the east. Happily, right in between is Yerba Buena Island, a steep mountain of shale rock that rises hundreds of feet out of the water and a natural meeting place for two spans. The west span is the suspension bridge to San Francisco. The largest diameter tunnel in the world, according to the Guinness Book of World Records—76 feet wide and 58 feet high—connects to the boxy east span, most famous for partially collapsing during the 1989 earthquake that interrupted game three of the World Series. All of it together is called the Bay Bridge.

Berge and Bleyco did repair and retrofitting on the both spans of the bridge after the quake. He said the \$8 million privately-funded sculpture was interesting, but most of his attention was on Bleyco's contract for the electrical work on the \$6.3 billion east-span replacement project.

"The whole idea was pitched before they had permits or money," he said. "But they had some unstoppable, hard-working people on their team and they got it through faster than government could have."

Caltrans, the state transportation agency, approved the project but there

were significant conditions. The lights could be up for two years, but no permanent changes could be made to the bridge. All the money had to be raised privately. The project had to be fully installed by early February, in time for the anniversary celebration, but federal environmental laws prohibited work until mid-October, when the thousands of migratory birds that temporarily nest on the bridge finally moved on to warmer homes.

The thousands of feet of lights and cable (see sidebar) would have to be installed at night, during the rainy, cold, Bay Area winter with the bridge open to traffic.

"There was a not much of a window to get all the work done," Berge said drily.

Caltrans then told Davis, Villareal and Illuminate the Arts to call Bleyco.

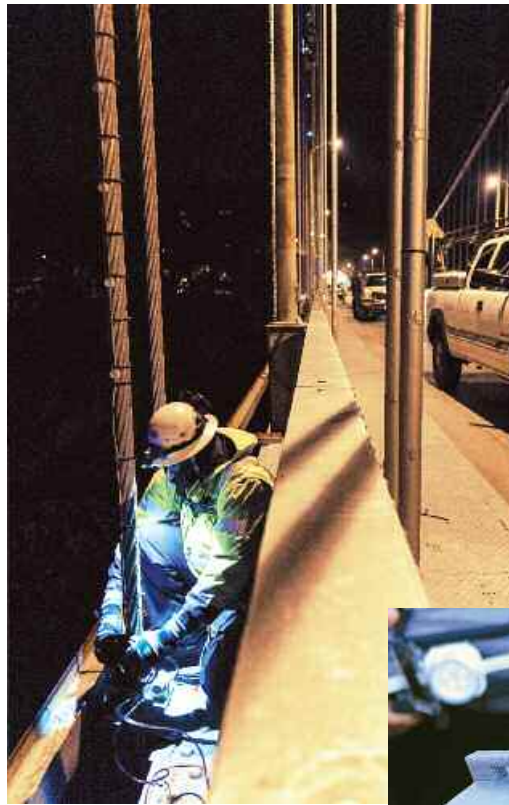
"I needed a team with a track record, that I was comfortable with, given the short window," said Saeed Shahmirzai, who directs electrical work for Caltrans on the new East Span of the Bay Bridge and was construction manager for the Bay Lights. "It was my decision, and I wanted Bleyco."

### Building the Largest Light Sculpture in the World

Villareal has been designing light sculpture for more than a decade and he had a specific LED system that he wanted to use. Every 12 inches, on wires up to 50-foot long, a plastic dome the size of a silver dollar, covered five snow-white LEDs. More than 500 strands were needed to complete the project.

"Our job was to figure out how to get it all up on the support cables, power it, get data to it and secure it for two years," Berge said.

Bleyco needed a clip to hold the strand of lights in place through cycles of heat and cold, wind, rain and salty spray without damaging the bridge or



*More than 250 feet above the water, a member bundled up against the cold connects a strand of LEDs to power and the computer network that controls how brightly individual lights shine.*

Photo credit: Lucas Saugen

*Below, the clip used to secure the LED strands, power cord and fiber optics to the suspension cables of the Bay Bridge.*

Photo used under a Creative Commons license from Flickr user Eddie Codel.



crushing any wires. They made extensive use of new 3D printing technology to accelerate the prototyping process and keep costs down. Similar to an inkjet printer, instead of drops of ink sprayed onto paper, a 3D printer head squirts out precise drops of quick hardening plastic, building up a model, layer by layer.

More than a dozen bridge clip prototypes were printed, tested and refined before the final design was chosen. More than 48,000 of the clips, secured with a beefy zip tie, now hold the installation in place.

Once that had been figured out, Shahmirzai said the conditions were often the challenging part of the job. Weather, traffic, wind and cold sometimes combined treacherously.

"The biggest challenge was often just getting to the work site," he said.

For 120 nights over six months, a crew of four IBEW members, two safety riggers, traffic handlers and supervisors headed out onto the bridge deck about 250 feet above the water. Two more riggers began the long climb up the main cable.

They were attached, one by one, by Martinez, Calif., Local 302 member Mike Durlinger and Sacramento Local 340 member Matt Montgomery. On support cables less than 50 feet high, they would work from a bucket truck. While they loaded up with the light strands, power cords and fiber optic cables, every one numbered and assigned to a specific part of the bridge, the two riggers on the main cable, often hundreds of feet above the work site, secured safety wires to the bridge. The safety team at road level secured Durlinger and Montgomery, the right lane was closed, and they would haul up the wires and clip them to the cable, 48,000 times.

"They spent a lot of time in that bucket," Berge said.

Down on the bridge, Martinez, Calif., Local 302 members Joel Baron and Jay Micheo worked behind a traffic barrier on the road deck, attaching the strands of lights to a control box with power and fiber optic cable. The control boxes were then connected to a computer cabinet in the center of the bridge that would instruct each LED exactly when and how brightly to shine. As the lights went up, Villareal could control the

display from shore, testing new ideas or designs on a laptop connected wirelessly to the computers on the bridge, looking like just another guy checking his e-mail on a bench.

The tallest support cable is 250 feet tall, and many were beyond the reach of the cherry picker, so they used a bucket that climbed the support cables themselves. To keep the power and data wires manageable on the longest cables, only three strands of light were powered from below. One or two more wires were run from controllers on top of the main cable, sometimes 500 feet above the water.

"I've been walking the main cable on the bridge for more than a decade, but I never set foot in the bucket," Shahmirzai said, "I can't imagine letting go of the rope and holding tools, let alone focusing and doing work."

### The Grand Lighting

On March 5, a driving rain did little to dim the spirits of the thousands of people who gathered on San Francisco's Embarcadero for the official lighting ceremony. There were a few sodden speeches, a countdown and the lights slowly swelled into life, dimmed out, swelled and dimmed again, like the whole bridge was taking a few deep breaths (watch videos of the opening <http://youtu.be/kPY51xiEYk> and <http://youtu.be/bVKg38ynh4A>)

Then a bright white star shot like a comet from the San Francisco skyline. A trail of flickering sparks drifted in its wake.

A love affair was kindled from the very first shot and the public reception has been rapturous.

"It is public art at best—temporal, contemporary and indescribably beautiful," wrote Trinity College Professor of Fine Arts Mary Tompkins Lewis in the Wall Street Journal. Christo, the artist who had Central Park draped in 1 million square feet of saffron-colored fabric in 2005, called it, "a milestone in public art."

Much of the attention has focused on Villareal, who has publicly thanked the men and women that transformed an idea into reality. Berge says they are the unsung heroes of the project.

"I take a lot of pride in the people I am fortunate enough to work with," Berge said. "They all took ownership of the project and committed themselves to a successful completion."

More than 50 million people are expected to see the Bay Lights Project before the three-month removal process begins in 2015. On opening night, San Francisco Mayor Ed Lee expressed doubt about that deadline.

"People, including myself, will want this to be ongoing," he said. ■

### Bay Lights, by the Numbers

100,000	Length of power, fiber optic and Ethernet wire (in feet)
60,000	Number of zip ties used
48,000	Number of Bridge clips to secure the wires and lights
25,000	Number of LED nodes
10,304	Length of the West Span (in feet)
728	Number of power and controller boxes
519	Height of the west span's four towers (in feet)
240	Length of the longest support cable (in feet)
2	Length of the shortest support cable (in feet)
150 to 175	Nightly power draw of the project (in kilowatt hours)
30	Cost to run the lights for one night (in dollars)
7	Hours the lights will be on each night



# New Tools for Rank-and-File ‘Citizen Organizers’

Every new member of the IBEW swears an oath that includes a promise “to further the purposes for which the IBEW is instituted,” and the first purpose is stated in the IBEW Constitution’s preamble: “to organize all the workers in the entire electrical industry in the United States and Canada.”

“But a lot of smart, committed and tough members are afraid to get involved in organizing,” said International Representative Jan Schwingshagl. “They think they don’t know the right things to say or feel like they are the wrong people to say it. If we are going to fulfill our oath, that has to change and we think we have a way to do that.”

Two programs from the Education Department are designed to equip members to become effective organizers. The Member-to-Member program focuses on internal organizing where the goal is getting current members more involved. The Member-to-Future-Member training teaches rank-and-file members how to effectively organize unrepresented workers.

Both draw on IBEW history to explain why every member should be a vocal advocate for unions in their communities. They provide answers for most common questions and practice through role plays.

Then they get out of the classroom and knock on doors. If it is a Member-to-Member class, they visit the homes of brothers and sisters already in the local, and talk to them about coming to meetings and volunteering. If it is a Member-To-Future-Member class, they will target people who aren’t in the union yet.

“It is the same skill set, the same conversation. The audience is different,” said Tracy Prezeau, International Representative in the Education Department, who, along with Ninth District International Representative Greg Boyd, designed the program. Boyd says the goal isn’t to turn the students into professional organizers.

“Organizers may have the answers, but we don’t always have credibility,” Boyd said. “Members in their own communities do and they are often more successful at starting conversations, especially with nonunion workers.”

The most effective member organizers aren’t always the ones who have lots of facts and answers, Prezeau said, so the bulk of the class focuses on how to listen well and understand the life of the person they are talking to.

“Before they care what you know, people want to know that you care. They want to know that you’re for real and that you are listening to them,” Prezeau said.



International Representative Tracy Prezeau, left, teaching a Member-to-Future-Member session to Portland, Ore., Local 48 members.

Photo credit: Oscar A. Merida

Below: George Vasquez and Jen Foster practice the organizing skills with fellow Portland, Ore., Local 48 member Rod Richardson playing an unrepresented worker.

Photo credit: Oscar A. Merida

## Member-To-Member

Columbia, S.C., Local 772 represents 500 utility workers, but in the right-to-work state, only 360 were members. Business Manager Scott Fulmer said organizing efforts had fallen flat in recent years and had basically stopped.

“We had become complacent,” he said.

Fulmer saw Prezeau and Schwingshagl present the Member-to-Member program at the Membership Development conference in 2012. He said the combination of inspiring IBEW history and practical skills was just what he was looking for.

“I had not been that excited in 10 years. I thought this could actually help,” Fulmer said. “They didn’t even have it set up for non-construction locals. We were the first.”

Less than two months later, Fulmer had his local’s leadership take the training, and then the volunteer organizing committee, who were primarily stewards. Fulmer says he noticed a change immediately.

“The biggest difference is that organizing wasn’t part of the job before, and now it is,” Fulmer said. “It made them realize that being part of IBEW was more than what they thought. Membership matters.”

Fulmer said that the stewards began talking—and listening—to non-members. The local’s leadership got deeply involved in the organizing campaign and within three months, more than 50 people already represented by Local 772 became dues-paying members, more than a 17-percent jump in membership.

“The officers and stewards, it just changed their mindset,” Fulmer said. “When they used to introduce themselves, they used to say, ‘Hi my name is Scott and I work for South Carolina Electric & Gas and I



am a member of the IBEW.’ Now they say, ‘My name is Scott and I am a member of the IBEW and I work at SCE & G.’”

## Internal Organizing Comes First

Prezeau said that too many members think of a union like an insurance company: They pay their money and the union will fix a problem when something goes wrong.

“We have to go back to the plan of the founders: workers talking to workers about the benefits of standing together,” Prezeau said. “We want them to embrace their membership and lose the insurance company model.”

Prezeau and Boyd designed the classes in 2009 at the direction of Ninth District Vice President Michael Mowrey to fill in gaps left by existing classes like the Construction Organizing Membership Education Training and its professional and industrial counterpart Membership Education and Mobilization for Organizing. They had been created during the unionwide push in the ‘90s to bring organizing back to the building trades.

“Somewhere we stopped using our membership as organizers,” said Gina Cooper, Director of Professional and Industrial Organizing. “COMET and MEMO opened our eyes to why organizing is so important.”

COMET was considered such a success that the AFL-CIO adopted it as a

model for the other building trades and, nearly 30 years later, it is still in use.

“But COMET and MEMO didn’t take the next step: bringing the message to nonunion workers. It told you why to do it, but didn’t teach how,” Cooper said.

Cooper said that the Member-to-Member training looks at different conversation strategies for non-professional organizers. Cooper says people are often surprised at what doesn’t work.

“No one wants to hear how great your salary and benefits are,” Cooper said. “It doesn’t inspire them to want it too. They just think ‘These union people think they’re better than me.’”

Students learn to keep the focus on topics that don’t risk alienating anyone: wages, benefits and working conditions.

“You are there to ask, ‘What’s it like at your job? Can you get your kids to college? Do you have the benefits to keep your family healthy? Will you have a decent retirement without relying on your kids? Are you safe at your job?’”

Boyd said that the success for Member-to-Member training can be measured in many ways. In the Ninth District, where locals are required to run at least one Member-to-Member course a year, attendance at meetings is up more than 50 percent at some locals. Others are reversing market share losses.

But success can also be about bringing life to a local that’s in deep trouble, Boyd said. He and Prezeau taught class two weeks before nominations at a

local. Too few people were running to fill all the officers’ positions. The local was in trouble, Boyd said, and they could feel it as soon as they came into the hall.

“It was like a sickness,” he said.

More than 25 people came to the class, Boyd said, and 22 members ended up running for office.

“The labor movement had done such a bad job of telling our story to our own members, they couldn’t explain the basic values and tenets to non-members,” Boyd said. “They couldn’t be missionaries. We needed to come back and internally organize first.”

## External Organizing

After a local has held at least one Member-to-Member training, they can begin running Member-to-Future-Member trainings for canvassing unrepresented workers.

Prezeau says Seattle, Wash., Local 46 embodies the lessons taught in the Member-to-Future-Member classes. Since classes began more than three years ago, Local 46 members knock on doors two times a week, every week.

“We believe in blitzing,” said Business Manager Virgil Hamilton. “Door knocking has been real advantageous for us and we do it constantly.”

Despite that commitment, Hamilton said too often such campaigns were little more than what he called, “making noise on a door.”

“They’d knock on the door and they didn’t know what to say other than, ‘The International Brotherhood of Electrical Workers is available,’” Hamilton said.

In the last three years, though, more than 100 volunteer organizers have gone through the Member-to-Future-Member training, along with the officers and executive board. Now, Hamilton said, they have answers and better listening skills.

“For a lot of our members, they didn’t understand why anyone is nonunion. It is hard to organize them if you don’t know why they are where they are,” Hamilton said. “Member-to-Future-Member helps them understand what it is like to be nonunion and see life through their eyes.”

In addition to the new training for members, Local 46 began another effort to improve relationships with unrepresented electricians in its jurisdiction, opening free continuing education classes for licensed electricians to anyone, member or not. Hamilton says that the goal in both cases is nothing less than organizing every electrician in his jurisdiction.

“That’s the Henry Miller mindset,” Hamilton said. “We must all stand together.” ■

# New Business Development Team Goes Straight to the Customer

Two years ago as an International Representative in the Eleventh District, John Bourne was approached by a business manager with a mystery.

"John Weyer, business manager of Burlington, Iowa, Local 13, saw someone installing twin 24-inch gas pipes, big enough to supply thousands of houses, but this was in the middle of the country," Bourne said. "He said, 'I don't know what it is. What can you do to help me find out and get this job?'"

The project was shrouded in secrecy. No one seemed to know much about the new company said to be behind the pipe's construction, the Iowa Fertilizer Company.

At that point, Bourne could have alerted a signatory contractor or two that something was up and hoped that one of them would make a bid when the time came. No one would have faulted him for not doing more because, after all, the IBEW's role is to do the work and organize workers and contractors across the electrical industry. The contractor's job is to get the work.

"How customers make decisions is something we never had to worry about before. We were happy with 'They bid it. We did it,'" Bourne said. "We don't have that luxury, if we ever did. If we wait for the bid, we'll be stuck at 30 percent market share forever."

Over the next 12 months, Bourne and Weyer called on dozens of people to find out what the pipe was for, who was paying for it and how to get Iowa workers and Local 13 members on the job.

They discovered that the gas lines were part of a \$1.6 billion fertilizer plant, the largest capital investment in Iowa history. Behind the Iowa Fertilizer Company was the Egyptian infrastructure and energy construction giant Orascom.

The Construction and Maintenance Department shot a video explaining why working with the IBEW was the best business decision Orascom could make. IBEW members had the right skills, of course, but they also highlighted the strength of IBEW connections to the community, political leaders and state and federal regulators.

Local 13 members are already working on the early stages of the project, and Davis says he is optimistic that when the full electrical contract is put out to bid, a NECA contractor will get the job and IBEW members will do the work.

"What you find out is that most customers want the help," Bourne said. "If you're offering them a hand of friendship, they'll take it."

## Key Projects Targeted by Business Development Team



John Bourne



Ed Hill Jr.



Tom Davis



Jim Ayrer



## Organizing the Work

Winning back market share by going straight to the businesses that pay for the projects and hire the contractors is the central purpose of the IBEW's new business development program, launched at the beginning of the year. Three International Representatives are already out in the field: Bourne in the Midwest and the Rockies; Ed Hill Jr. in the East Coast and the Middle Atlantic and Tom Davis on the West Coast, the Southwest and the South.

Business development is among several market recovery programs approved by delegates as resolutions at the 2011 IBEW Convention in Vancouver, a group of initiatives that includes the national advertising campaign, more organizers and a new training program to get the rank-and-file into the heart of organizing campaigns.

"First we organize the workers. Then we organize the contractors. Now we're organizing the work," said Jerry Westerholm, Director of the Construction and Maintenance Department.

Resolution 38 called for an ongoing program, "to aggressively seek and secure work for all IBEW members by building partnerships and engaging in customer marketing outreach."

"Too often, if we reach out to a customer we'll just say, 'We're here. We're the best trained electricians in the world.' It's true, but we're more than that," Westerholm said. "We have political connections, community connections, investments in companies. Our instructors often sit on the committees that write building codes. We are a valuable partner to have."

Westerholm said he brought Davis, Hill, Bourne and International Representative Jim Ayrer together in September

2012 to translate those goals into realizable tasks. They have broken down the job into four parts: develop relationships with present and future customers, research new job opportunities, raise the IBEW's profile and train locals how to do business development themselves.

One of their key tools is Project Tracker, an online database of upcoming construction jobs. Project Tracker consolidates information gleaned from specialized publications, trade journals and the information entered by districts and local officers.

"Project Tracker is the starting point, because in that database is every local's future," Ayrer said. "It's up to us make sure that work is ours, and the earlier we talk to customers about how we can help them, the more leverage we will have."

There is plenty to start with. Project Tracker was launched in 2011 and there are now more than 100,000

jobs in the system.

"There is so much work out there, it's a challenge figuring out where to start," Hill said. "But we're at 30 percent market share right now. We're like that general who told his men, 'The bad news is we're surrounded. The good news is we can attack in any direction we want.'"

## Setting Priorities That Win Back Market Share

A handful of other trades have business development teams, but there are few examples for them to follow. The challenge of prioritizing is particularly acute for Davis, whose turf extends from Seattle to San Diego and across the south.

Davis says he is targeting three industries: oil and gas, shipping and fertilizer production. All three industries are driving billions of dollars of new con-



# Apprentice Hailed at White House Veteran Outreach Event

struction across his territory and involve a relative few customers. Sasol, for example, has announced a \$20 billion plant in Lake Charles, La., that converts natural gas into liquid fuels. While natural gas processing will be especially important along the Gulf Coast, there is a \$6 billion uranium processing plant going up in Oak Ridge, Tenn., and multibillion dollar potash mining projects planned for northern Arizona. Ports nationwide are preparing now for the increase in traffic that will follow completion of the Panama Canal expansion project in 2015.

"We are getting insight into the dynamics of the construction industry as a whole," Davis said. "The better we understand what drives our customers, the better we will be at talking to them about how we can help them solve their problems."

Hill said the dollar value of an individual project won't always determine if he gets involved. There is a \$17-35 million hotel project in Ithaca, N.Y., where he is providing research and relationship-building support to Local 241 Business Manager Mike Talarski.

"A smaller hotel doesn't have a high number of work hours, but it helps the local learn how to do it," Hill said. "And we can leverage good work here into work in other places for these clients."

Hill has also been focused on winning back small commercial development, like retail pharmacy chain CVS. While each store isn't very large, each year CVS spends \$1.2 billion on capital projects.

Hill had developed a relationship with the regional director of construction at CVS who asked Hill for some help finding more minority-owned contractors. There are more than 300 minority-owned National Electrical Contractors Association signatory contractors, and Hill helped connect some of them with CVS, but he also made sure the executive understood that the IBEW could help him

in other, even more valuable ways.

"We have a lot of reach in a lot of areas, and we can leverage them to help our customers," Hill said. "Honestly, I think they were surprised that we were talking about helping them, because, I think in their minds, unions are something you deal with, not a resource you can take advantage of."

Already there have been new opportunities for work, but more importantly, the IBEW has a direct relationship with a national customer that is good for all sides. The key, he said, is speaking to people who are senior enough in an organization that they are thinking about the value of a proposal, not just the cost.

"If they value community connections, we will talk about volunteerism at the local. Some might need finance help. Some want political help," he said. "It is critical that we are productive and keep costs low, but if that's all we talk about, we are selling ourselves short."

## How to Work with Business Development

Today, Bourne says about 60 percent of the projects he works on come from him approaching a local or district office about an opportunity and 40 percent begin when a business manager contacts him, but he expects requests from locals to increase quite a bit.

"People have forgotten who we are, because we stopped telling them and even if we had a business development representative in each state it wouldn't be near enough," he said. "But if we can start teaching everyone—from the business manager and local president down to the first-year apprentice—that it is part of the job to pick up the phone and call a customer, that will be an important difference." ■

A short time ago, Erick Varela's journey from military service in Iraq to being introduced at the White House by Michelle Obama would have been more than implausible.

First lady Obama recognized Varela, a member of Vacaville, Calif., Local 1245 and an apprentice at Pacific Gas and Electric Co., for successfully completing a course in August 2009 designed to prepare military veterans for entry-level utility industry jobs. He is now an apprentice electrician in Tracy, Calif.

The two-tour combat veteran who had seen hard times at home, was filled with gratitude for his employer and his union at the April 30 press conference. And Varela was glad that the Joining Forces initiative, launched by the first lady and Vice President Joe Biden's wife, Jill, to encourage employers to train 100,000 veterans for jobs in 2013, was showing that veterans are a "huge advantage for their leadership, ability to think and listen, adapt and overcome obstacles."

**"I would love to be able to work with PG&E and Local 1245 to start a charity for local military families."**

— Erick Varela

From 2002 to 2008, Varela served as a non-commissioned officer in the U.S. Army's 82nd Airborne Division in Iraq. But after six years, things changed on the home front. The union journeyman heavy equipment operator returned to a construction market that had crashed.

"I joined the military to serve my country like members of my family, then come home and go to work," says Varela. But after six years away, he says, "the dispatcher at Operating Engineers Local 3 told me I should consider looking for another job."

For a time, he operated equipment for a nonunion company in Utah, then returned to California, but couldn't find steady work. Things got worse.

Varela and his wife, Katey, alternated between living with his father and living in their car in San Francisco. They sent one of their daughters to live with her grandparents in Utah.

Varela told PG&E's online magazine, *Currents*, "Back in Iraq, I had a purpose. I felt worse being homeless. It made me feel like a failure."

Experienced in working with natural gas, Varela filled out an application and



Erick Varela, Vacaville, Calif., Local 1245 apprentice, and wife Katey visit White House. Varela was recognized by first lady Michelle Obama for putting skills gained in military service in Iraq to work at Pacific Gas and Electric Co.



was accepted by PG&E's PowerPathway, which places veterans in the company's Bridge to Utility Worker training programs.

"The program gave me general information, knowledge and skill to be an entry-level worker. And, by attending classes with other veterans, it was easier to make a transition in careers," says Varela.

PG&E had no immediate openings upon Varela's graduation from the 16-week program, but the company sent his resume to one of its contractors, All Day Electric, a Local 1245 signatory.

Varela was hired and quickly took responsibility for a crew of eight. After demonstrating his effectiveness, he was sent to the company's parent firm, where he became a controller/scheduler supervising eight to nine crews of up to six workers and meeting with city officials to keep them abreast of utility work being performed in their jurisdictions.

"You pick up so much from the military," says Varela. "I lead from the front. I never ask my crews to do something I wouldn't. The military teaches you to adapt and find different ways to reach an outcome, to listen to your guys and push forward."

It's pretty mundane work, he says, compared to being in battle, getting shot at and seeing buddies die.

"Vets don't want a handout; they want a hand up," says Varela, who entered his apprenticeship program in 2011 and last year accompanied PG&E CEO Tony Earley to a bipartisan forum to

discuss job prospects for veterans and to encourage federal funding of work force training programs like PowerPathway.

"It [PowerPathway] opens so many doors and it's free, which is amazing," says Varela, who attended the White House event with PG&E's vice president for human resources, John Simon. "It's why we need government funding to get more classes going, to spread it to other states and industries, not just the utilities."

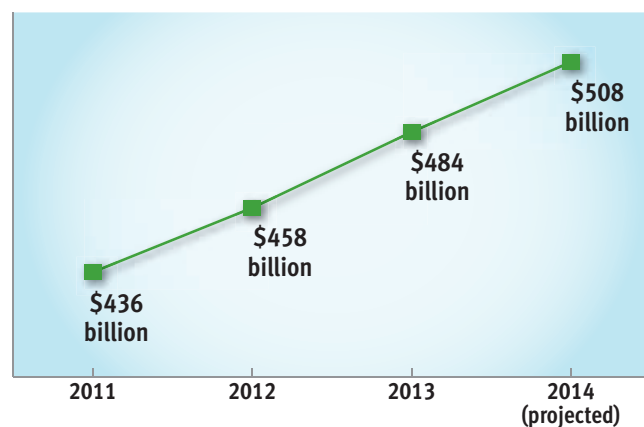
Today, Varela is nearly debt-free and hoping to buy a house in the San Joaquin Valley for himself, his wife, and their four children: daughters Blake, Brooklyn and Kelsey, and son Chase, who was born in July. He has time and money to hunt and savor his good fortune. But his thoughts often turn to the obstacles facing other veterans.

"I'm one of the lucky vets, but there are still a lot of struggling veteran families out there," says Varela, who keeps in touch with a few of his former comrades. Some are doing well; others have had problems finding work.

"I really enjoy the opportunity to raise awareness about all the work PG&E is doing to support our vets," he says. "I would love to be able to work with PG&E and Local 1245 to start a charity for local military families. There are still steps we can make to not only hire vets, but hopefully change their lives for the better." ■

## New U.S. Construction is on the Rise

The pool of projects for the IBEW's business development team to choose from is vast and growing. Source: U.S. Census Bureau





## IBEW MEDIA WORLD

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### HourPower

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### ElectricTV

In the latest edition of [ElectricTV.net](http://ElectricTV.net), we visit the USS Midway Museum in San Diego to see how the NECA-IBEW team is helping to bring the ship into the 21st century.



## 'IT WAS LITERALLY A SWEATSHOP'

# Okla. Organizers Go to Bat for Fired Tech Employees

**Oklahoma City**—Dan Lee was dripping with sweat and caked with dust and debris. He'd been at his job at an electronics recycling company for just a few weeks, the majority of that time spent sorting and testing cables and wiring from old computers and telephones. That bulky, cast-off home office Compaq computer that someone bought from Circuit City in the '90s? This is where it has come to die. And Lee's job was to see if any of its proverbial organs could be donated to modern tech equipment in need of a transplant.

"It was literally a sweatshop," Lee said. Temperatures would hit levels higher than 120 degrees in the warehouse. While dozens of low-wage workers frantically went about their business—sorting and classifying discarded parts—management discussed solutions to the heat. Air conditioning? Too expensive. So as the August temperature pushed the mercury to record highs, bosses placed high-powered fans throughout the concrete facility.

Which created more problems. Plumes of dust began churning and whirling in the warehouse, choking employees and stinging eyes. But there was a solution to that too: Supervisors passed out face masks—the flimsy kind that sell at drug stores in bulk for a few cents each. "Better than nothing," one manager said, according to an unidentified worker.

"Bosses constantly told us to work faster in the dust and heat, even though it became hard to breathe and see," said Lee, 30. "We were working with box cutters and sharp utensils. It's a wonder we remained more or less accident-free."

As the weeks rolled on, more warts began showing in his workplace. An owner walked through the office chain-smoking cigars, reminding Lee's co-workers to adhere to the company's non-smoking policy. Another ordered a nonsmoking worker to sweep up the cigarette butts that littered the parking lot. A third sent a warehouse worker to clean out the owner's personal car on company time—which got the worker in trouble with his lower-level supervisor. Then there was the favoritism, the verbal haranguing, the random firing sprees, the crippled morale.

"It was pretty obvious from the beginning that things were wrong," Lee said.

Workers' promised pay increases never materialized. According to employees knowledgeable about the company's finances, the business didn't meet its target revenue goal for the most recent fiscal year—despite performing

stronger than in the past few years.

So for Lee and a few trusted co-workers, enough was enough—especially when they were only getting \$10 an hour and had to pay up to \$200 per paycheck for family health insurance.

### Reaching Out Brings Crackdown

Last December, Lee and a few co-workers reached out to IBEW organizers, he said. Soon, they were meeting with Oklahoma City Local 1141 organizer Trentice Hamm, assistant business manager Jim Griffy and JATC assistant director Rusty Walker, who handles the CW/CE program—tradesmen with experience helping change the anti-union attitudes of many employers in the state.

"These guys were treated really, really badly," Hamm said. "It was such a terrible atmosphere." Quietly, a campaign to gain the trust of Lee's fellow workers began.

"We had a few meetings with some of the key contacts, and while things were moving, they were going slowly," Hamm said. Activist workers spoke to each other in hushed tones, refrained from passing out pro-union literature and kept the nature of the campaign tightly guarded. "There was no concerted activity on the job site—we were mostly just talking and testing the waters."

In this right-to-work state with many anti-labor laws on the books and a widespread distrust of unions even among union-represented workers, Hamm—along with Griffy, Walker and Lead Organizer Craig Parkman—has honed his craft. He knows when to amplify the "we're all in this together" language and when to boil it down to basic bread and butter issues that resonate better among the skeptics.

Which is why the final meeting Jan. 18 hardly resembled anything approaching an organizing drive at all. The local hosted a watch party for the Oklahoma City Thunder basketball team's much-anticipated game against the Dallas Mavericks, inviting more workers from the company.

"We didn't want people to necessarily feel like they were coming to a meeting," Parkman said. "We just wanted to give them the chance to get to know us socially and see that though we're union, we really are just like them."

It was a typical heartland feast. Hamm's family cooked the barbeque. His two children helped serve the food. The fridge was stocked with cold beverages. And there was a raffle to win an authentic

OKC Thunder jersey after the game.

"Whether it's a night of folks getting together to watch a game and break bread, or it's trying to organize your fellow workers on a job site, it's the same principle," Hamm said. "It's simple in our city—family helping family."

In many respects, the night was a celebration. Bonds were made, walls were broken down and the city's vaunted NBA upstarts cinched a win in overtime.

But it was also the beginning of the end for the campaign. That day, word had gotten out to upper management that more and more employees were leaning union. Before the watch party, Lee was "let go," he said, "for what a manager said was 'no reason in particular—just that it wasn't a good fit.'" Another volunteer organizing committee member faced the same fate that week.

In the following days, the four key VOC members—Lee, Josue Ibarra, Emery Love and Gus Dillard Jr.—were terminated for unknown reasons. The campaign was effectively squashed. Those leaning toward signing authorization cards were too scared to press on, Hamm said. And those employees most hungry for change were now left with no income and the sting of defeat.

### Organizers Step Up For Fired Workers

After the watch party and in the days that followed, the mood was bleak. But Lee and his co-workers were undaunted.

Almost immediately, the fired workers talked more with IBEW organizers and learned what they could do to obtain union jobs in the area.

As luck would have it, a large construction job to expand a major data center 100 miles northeast near Tulsa was manning up rapidly. While none of the fired workers had bona fide construction skills, their experiences testing equipment at the electronics company—along with their proficient math abilities—made them shoo-ins for positions as construction electricians, construction wiremen and teledata technicians.

With help from representatives at the hall like Walker—the training director—paperwork was signed, interviews commenced, skills were assessed and training for the four new workers began. In just a few months after sucking down dust in one of the city's sweatshops, Lee was strapping on a hardhat and rugged boots as a CW-3 on a multibillion-dollar project for signatory contractor Allison-Smith. Here, he said, he enjoys the chance to learn vital career skills from

veterans with decades in the trade.

"Getting my dues ticket and receiving confirmation that I was officially an IBEW member is one of the proudest moments of my working life," Lee said. While he said it's difficult to be away from his wife and son for stretches at a time, "I was determined to start on the road to learning the electrical trade and make a new life for me and my family with the IBEW. I have learned more in the past few months than I've ever thought was possible."

Lee and Ibarra—both working under recovery agreement classifications—are now making more money than they were at the electronics shop, pulling "tens" (10-hour days) most days of the week. The same goes for Love and Dillard, who now work teledata jobs for contractors OESCO and Dane Electric, respectively.

For Hamm, it all goes back to one word: family.

"This is about IBEW brothers and sisters working together across areas of expertise to better the lives for our neighbors," he said. "Between the JATC, the professional and industrial side, and the local leaders we have who are effectively putting in place the recovery agreements, it's all one process."

"We've done this before, when workers stand up for the union and face consequences," said Hamm. "The bottom line is that the IBEW doesn't leave anyone behind."

Local 1141 Business Manager Joe P. Smith agrees. "At the end of the day, unions are always helping people—and we were glad to be able to assist these new members," said Smith, who is also a member of the International Executive Council.

For Lee, who had performed retail and other low-wage work just to try to make ends meet, becoming an electrician isn't just a job.

"I absolutely am going to get journeyman status one day," he said. "I've never before experienced such a sense of solidarity and brotherhood with my fellow workers as I have with the IBEW."

And while he and his co-workers may not have won their campaign, he remains optimistic for others enduring rough treatment from management.

"While an organizing campaign may not be initially successful, no effort of workers standing up for themselves is ever wasted."

And if any old co-workers come knocking?

"I'll be there to help them," Lee said. ■



# Union Members Decry Abuse of Temporary Foreign Worker Program

**E**arly this spring, Canada's largest bank came under fire when it was revealed that it had replaced 50 of its IT workers with temporary foreign workers from India. The new workers are employed by a multinational contracting firm.

"It's horrible to be in this situation," one former Royal Bank of Canada employee told the CBC. "The bank is doing this while making billions of dollars in record profits and they don't think about the impact on us."

In response, labour leaders across the country threatened to pull millions of dollars out of the bank, including Victoria, British Columbia, Local 230, which has banked with RBC for more than half a century.

"RBC is enjoying record profits and this blatant abuse of the temporary worker program is a slap in the face to all working Canadians," says Local 230 Business Manager Phil Venoit.

Unfortunately RBC's behavior is only the latest example of employers abusing the temporary foreign workers program to boost profits at the expense of Canadian workers, say union leaders.

Established to allow employers to bring in small groups of in-demand workers on a temporary basis, the program has since grown to the point that the number of temporary workers in Canada—more than 330,000—nearly equals the total population of New Brunswick. And the numbers keep growing.

Originally for highly-skilled workers, the program has expanded under Prime Minister Stephen Harper's Conservative government to affect nearly every sector of the economy—from construction to the service industry.

For Canadian workers, the expansion has meant increased downward pressure on wages, and stagnant employment numbers, particularly for those under age 35.

"You got fast food companies, hotels, all using foreign workers," Venoit said. "These are jobs our young people count on, and now it's hard for them to find work."

A study from the Alberta Federation of Labour found that employers brought in thousands more temporary workers into the province than jobs created, forcing Canadians onto the unemployment rolls or into low-wage part-time work.

In many parts of the booming oil sands region, there is a temporary worker for anywhere from four to nine of every 10 new jobs created.

For example, the AFL reports that

more than one in six new jobs in Calgary went to a temporary foreign worker.

In one of the most infamous incidents, HD Mining International Ltd. brought in more than 200 Chinese miners to work at its Murray River coal mine in British Columbia. The company even went as far as to require Mandarin Chinese language skills as a condition of employment.

The program also allows employers to pay 15 percent less to foreign workers, driving down wages across the board.

Despite the economic recovery since 2008, the number of Canadians making \$13 an hour or less has remained steady, reports the labour federation, a statistic it blames on the use of underpaid foreign workers.

The system also makes foreign workers ripe for abuse.

"It's essentially indentured servitude," Venoit said. Workers are wholly dependent on their employer for residency and can be sent home at any

time. Some are even dependent on the company for room and board. And they don't qualify for workers' compensation or pay into the Canada Pension Plan.

"They have no rights whatsoever," he says. For example, the British Columbia building trades found a group of Costa Ricans working on parts of Vancouver's rapid transit system for \$3.67 an hour.

Even government supporters, like right-wing economist Herb Gruel, who is associated with the Fraser Institute, are critical.

"The temporary foreign worker program is effectively a business subsidy that lets frequent users avoid increasing wages to attract workers, invest in training, or automate production to boost productivity," Gruel told the Vancouver Sun.

In April, public pressure pushed the federal government to announce changes to the system to address critics' complaints. Among the reforms are requiring employers make more of an effort to hire



Victoria, British Columbia, Local 230 is threatening to withdraw millions in funds from the Royal Bank of Canada to protest its role in outsourcing Canadian jobs.

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Canadians before bringing in foreign workers and pay a fee before applying for a foreign worker permit. The government will also eliminate the 15-percent wage differential between foreign and domestic workers.

Workers' rights advocates are skeptical, however. "This is more slippery politics from the Harper government," Alberta Federation President Gil McGowan told the Globe and Mail. "They're trying to give the impression that something big is being done to address public concerns,

when in reality the foundations of the program remain unchanged."

First District Vice President Phil Flemming says union members and all Canadians concerned with good jobs need to keep the pressure on the Conservatives to eliminate abuse of the temporary foreign workers program.

"It's up to the federal government to fully reform or scrap the program that is hurting both Canadians and foreign workers," Flemming said. ■

## Les membres du syndicat dénoncent un abus du Programme des travailleurs temporaires étrangers

**A**u début du printemps, la plus importante banque du Canada a fait l'objet de vives critiques lorsqu'il fut révélé que cinquante (50) de ses employés en technologies de l'information avaient été mis à pied et remplacés par des travailleurs étrangers temporaires venus d'Inde. Ces nouveaux salariés sont dépêchés par une firme multinationale de sous-traitance.

« Cette situation est inacceptable. Bien qu'elle ait fait des milliards en profits, la banque a pris cette décision sans se soucier de ce qui allait nous arriver », dit un employé de la Banque Royale du Canada touché par les licenciements.

Partout au Canada, les dirigeants syndicaux ont réagi en menaçant de retirer des millions de dollars de la Banque Royale. La section locale 230 de Victoria en Colombie-Britannique qui fait affaire avec la RBC depuis plus d'un demi-siècle, fait partie de ce groupe.

« La RBC affiche des profits records et cet abus flagrant du Programme des travailleurs étrangers temporaires est une

gifle à la figure de tous les travailleurs canadiens » dit le confrère Phil Venoit, gérant d'affaires de la section locale 230.

« Malheureusement, le comportement de la RBC n'est que le plus récent exemple d'employeurs qui abusent du programme des travailleurs étrangers temporaires pour augmenter leurs profits aux dépens des travailleurs canadiens », affirment les dirigeants syndicaux.

Le programme qui a été établi dans le but de permettre aux employeurs de faire entrer au pays de petits groupes de travailleurs qualifiés et en demande sur une base temporaire, n'a cessé de prendre de l'ampleur au point que le nombre de travailleurs temporaires au Canada, soit plus de 330,000, correspond presque à la population totale du Nouveau-Brunswick. Et ce nombre continue de croître.

Initialement mis en place pour recruter de la main-d'œuvre hautement qualifiée, ce programme s'est étendu de façon considérable sous le gouvernement conservateur dirigé par Stephen Harper, à presque tous les secteurs de

l'économie, du secteur de la construction à celui des services.

Cette expansion a entraîné une intensification de la pression à la baisse sur les salaires et une stagnation de l'emploi pour les travailleurs canadiens, en particulier pour les moins de 35 ans.

« Toutes les chaînes de restauration rapide et les hôtels ont recours aux travailleurs étrangers. Nos jeunes qui comptaient sur ces emplois auront beaucoup plus de difficultés à trouver du travail », affirme le confrère Venoit.

Une étude menée par la Fédération du travail de l'Alberta a révélé que les employeurs avaient fait venir dans la province, des milliers de travailleurs temporaires de plus que le nombre d'emplois créés, condamnant les Canadiens au chômage ou à des emplois à temps partiel peu rémunérés.

Dans plusieurs parties de la région des sables bitumineux, il y a un travailleur temporaire pour quatre (4) à neuf (9) de chaque dix (10) nouveaux emplois créés.

Comme l'indique la Fédération du

travail de l'Alberta (FTA), plus d'un nouvel emploi sur six est occupé par un travailleur étranger temporaire.

Parmi les incidents les plus remarquables, notons celui de l'entreprise *HD Mining International Ltd* qui a fait venir plus de 200 mineurs chinois pour travailler dans les mines de charbon de Murray River en Colombie-Britannique. La compagnie est même allée jusqu'à exiger la maîtrise du mandarin comme condition d'emploi.

Le programme permet également aux employeurs de payer 15% de moins que le salaire courant aux travailleurs étrangers, ce qui donne lieu à une pression à la baisse sur tous les salaires.

Malgré la reprise économique suite à la récession de 2008, le nombre de Canadiens gagnant 13 \$ l'heure ou moins est demeuré stable, indique la fédération du travail, une statistique qu'il attribue au recours à main-d'œuvre étrangère mal rémunérée.

**AU NORD DU 49° PARALLÈLE**  
continued on page 8





## Au nord du 49° parallèle

Continued from page 7

### Les membres du syndicat dénoncent un abus du Programme des travailleurs temporaires étrangers

Le système rend aussi les travailleurs étrangers vulnérables aux abus.

« Cela revient essentiellement à une forme de servitude. Les travailleurs dépendent complètement de leur employeur pour leur permis de séjour et peuvent être renvoyés dans leur pays d'origine en tout temps. Certains d'entre eux dépendent de l'employeur même pour leur fournir logement et couvert. De plus, ils ne sont pas admissibles à une indemnisation pour les accidents de travail et ne peuvent cotiser au Régime de pension du Canada », dit le confrère Venoit.

« Ils n'ont aucun droit. Le département des métiers de la construction de la Colombie-Britannique par exemple a indiqué qu'ils avaient trouvé un groupe de Costaricains travaillant sur le réseau de transport express de Vancouver à un salaire de 3.67 \$ l'heure », ajoute-t-il.

Même les partisans du gouvernement sont critiques, incluant l'économiste de droite Herb Gruel, associé de l'Institut Fraser.

« Le programme des travailleurs étrangers temporaires est en fait une subvention à l'entreprise qui permet aux grands utilisateurs d'éviter d'augmenter les salaires pour attirer la main-d'œuvre, d'investir dans la formation ou d'automatiser la production pour accroître la productivité », déclarait Gruel dans le Vancouver Sun.

Au mois d'avril, les pressions du public ont poussé le gouvernement

fédéral à annoncer des réformes au programme pour répondre aux plaintes et aux critiques. Ces réformes exigeront des employeurs qu'ils s'efforcent davantage à recruter des Canadiens pour doter les postes disponibles avant de faire venir des travailleurs étrangers et qu'ils paient des frais d'utilisation pour les permis de travail accordés. Le gouvernement a également éliminé la différence de salaire de 15% entre les travailleurs étrangers et ceux du Canada.

Toutefois, les groupes de défense des droits des travailleurs sont sceptiques. « C'est une autre politique glissante du gouvernement Harper. Ils veulent donner l'impression qu'ils ont pris une mesure importante pour répondre aux préoccupations du public, alors qu'en réalité les bases du programme sont inchangées », déclarait Gil McGowan, Président de la Fédération du travail de l'Alberta, au *Globe and Mail*.

« Les syndiqués et tous les Canadiens soucieux d'occuper des emplois bien rémunérés doivent continuer à faire pression sur les conservateurs afin d'éliminer les abus du Programme des travailleurs étrangers temporaires. Il incombe donc au gouvernement fédéral de réformer entièrement ou d'abolir le programme qui touche durement les Canadiens ainsi que les travailleurs étrangers », conclut Phil Flemming, Vice-président du Premier District. ■

## Circuits

### Returning High School Graduate Brings Back Solar Power and Sunshine

When Dave Royle was a student at central New Jersey's Woodbridge High School in the late 1980s, he was well known for his smile.

"What stands out still is that he really enjoyed people and what he was doing," says Woodbridge High Principal Lee Warren, who was vice principal when Royle was a student. "He was like sunshine."

It's appropriate then that almost 25 years after graduating, the New Brunswick, N.J., Local 456 member returned to Woodbridge High on a crew that installed about 2,000 solar panels on the school's roof. Royle worked on eight solar roof projects at New Jersey schools. Woodbridge was the last.

"I was ecstatic to go back. Ecstatic," says Royle. "That school had gotten me involved in using my hands and becoming an electrician and now 25 years later I am installing the panels to power it."

As a senior in 1989, Royle participated in a program that allowed students to split the day between school and a blue-collar job. Royle worked at a service station, assisting the mechanics and learning how to repair cars.

"I liked making money," Royle said. "I knew I wasn't going to college and I like working with my hands."

After graduation, Royle followed the advice he got from his union-carpenter father to become an electrician "since they always have work." ■



New Brunswick, N.J., Local 456 member Dave Royle

For nearly a decade he was a member of Perth Amboy Local 358 until it merged with Local 456 in 2000. In 2004, Royle decided to take a chance and open a massage therapy business, but, just in case, he kept paying his dues.

When the economy started to cloud over in 2007, Royle closed up shop, picked up his tools again and hasn't stopped working since.

"It's perfect," Royle says. "There is nothing better than having the sun on your face, having a great time working with co-workers and doing a good job."

Last fall he was appointed shop steward by Local 456 to represent IBEW members on Lighton Industries solar projects.

Warren says he just happened to run into Royle as he was walking down the hallway with the installation crew including fellow Local 456 members Chris Jones, Andrew Lieberman, Jahred Gallagher, Jim O'Neill and Paul Reybok.

"I hadn't seen him in decades, and the first thing I saw was the smile. He still had that," Warren said. "He looked like he was really enjoying what he was doing and that's what it's all about." ■

### IBEW: The Backbone of Construction Tradeswomen Meeting

IBEW members brought numbers, spirit and experience to the third annual Women Building California and the Nation conference, in Sacramento on April 5-7.

At 120 members, the largest delegation at the conference, the IBEW was represented by featured tradeswoman Rachel Bryan, a journeyman inside wireman who was recently appointed as community liaison, compliance and governmental relations staffer in Dublin, Calif., Local 595.

The focus of the conference was leadership. Delegates were encouraged to become active participants and leaders in their union and to serve and mentor others.

International President Edwin D. Hill and AFL-CIO Secretary Treasurer Liz Shuler addressed the gathering and Carolyn Williams, Director of the Civic and Community Engagement Department, served as one of two masters of ceremony during the plenary session.

In 2002, the first "Women Building California Conference," was sponsored by the Building and Construction Trades Council of California. In 2005, the national BCTD Committee on Women in the Trades proposed the national conference as part of a resolution that called upon the department to take a stronger stand against discrimination on the job and for including more women in the skilled trades. ■

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At 120 members, IBEW constituted the largest delegation at the third annual Women Building California and the Nation conference, in Sacramento on April 5-7. Here, members of Local 11 flex their muscles as Rosie the Riveter.



# Transitions

## RETIRED Jonathan Gardner



Seventh District International Vice President Jon Gardner retired effective May 31. A native of Salem, Mass., Gardner moved to

Tucson, Ariz., in his early youth, later enrolling in University of Arizona as an electrical engineering major.

Securing a summer job during college in a copper mine north of Tucson, Gardner says, "I began working as a miner, breaking rock with a 16-pound double-jack, 2,000 feet underground."

In 1961, after transferring to the mine's electrical department, Gardner joined Tucson Local 570 and was enlisted to teach an IBEW-sponsored course in electronics.

Working a straight midnight shift in the mine to continue his education, Gardner was tapped by a new Local 570 business manager to serve as assistant. In 1966, after completing his electrical engineering degree, he was hired as an International Representative.

In a letter to Seventh District local unions, Gardner says, "Over my career in the IBEW, I had the good fortune of assisting in organizing thousands of new members, negotiating hundreds of contracts and handling hundreds of cases at arbitration and before the NLRB. However the goal of all these activities was to empower and serve the membership. They are the most important people in the IBEW."

Brother Gardner, whose father was a member of the Machinists union, says his greatest challenge was in convincing local unions and signatory contractors to embrace change. He expresses pride that all locals in the district voluntarily adopted the Code of Excellence.

Based on research, he says, 60 percent of the productivity issues on construction sites, planning management and supervision, were the responsibility of employers. "To truly address performance, the Code of Excellence needed to be a joint program."

Taking the lead in establishing foreman training throughout the district, Gardner says, "We changed local models to make contractors more competitive," and the Foremen Development Series was an important part of convincing contractors to change their business model to be more competitive and use the CW/CE classifications.

In a few areas, the contractors were slow to accept the IBEW's role in

training foremen. Convincing contractors to use CW/CE job classifications across the district was also a slow process.

Gardner credits Austin, Texas, Local 520 for piloting a program to evaluate the skill levels of workers in new classifications and provide an acceptable structure for implementing new classifications. He says, "We validated our evaluations by testing journeymen and apprentices which, in turn, gave CW/CEs credibility in the eyes of the contractors, as they were paid commensurate with their skills."

Fewer than 10 percent of strategic plans developed by organizations are implemented, says Gardner, because leaders are either afraid of making mistakes or putting in the hard work necessary to be successful. "I like change," he says. "But I also recognize that there is luck in this business and a lot of things have just worked out well."

In his letter, Gardner says, "I'm not going to retire to a rocking chair..." He may heed his wife's advice to write a book about his career and is planning to assist other unionists with arbitration cases and hearings before the NLRB.

"It may sound corny, but I like the members I worked for. Helping someone do something they didn't think they could do is the best part of this job." ■

## APPOINTED Steven Speer



International Representative Steven Speer has been appointed Seventh District International Vice President effective June 1. Speer replaces Jonathan Gardner, who retired.

A member of Phoenix Local 640, Speer completed his journeyman wireman apprenticeship in 1978. The son of a Teamster, Speer joined the IBEW after a heart-to-heart discussion with his soon-to-be father-in-law.

"He asked me what I was going to do to support his daughter," says Speer. "He was an IBEW electrician so I applied to become an apprentice."

He became active in the local, serving on its examining board. In late 1980s Speer travelled for work when the economy soured, returning to Phoenix in 1989.

In 1990, he was elected to the executive board, serving as its chairman. In 1996 he was elected business manager.

As business manager, he helped to organize the state's largest electrical contractor and negotiated a contract that

raised the wages of Arizona electricians to national industry standards.

In 2005, he was appointed Seventh District International Representative. In that position he serviced locals throughout Arizona and New Mexico.

While fighting to defend the rights of IBEW members on the job, he says, "I've always believed that labor's best interests are served if we can find solutions that benefit everyone—workers and management alike."

Grateful for the important groundwork laid by his predecessor, Speer says he looks forward to the challenges and opportunities ahead.

"I feel a great responsibility to the members of the Seventh District and a great responsibility to International Vice President Gardner to carry on the vital progress he's made in advancing the IBEW throughout the Southwest."

The officers, staff and membership of the IBEW wish Brother Speer success in his new position. ■

## DECEASED Ronald L. 'Ronnie' Raspberry



We regret to report that former Sixth District International Executive Council member Ronald "Ronnie" Raspberry died

on April 8. He was 71.

Brother Raspberry was initiated into Houston Local 716 in 1964, serving as a member of the examining board and the executive board before his election as business manager in 1974. He served as chairman of the Houston Joint Apprentice Training Committee, as vice president of the Texas State Association of Electrical Workers, vice president of the state Building and Construction Trades Council and as vice president of the Houston Gulf Coast Building and Construction Trades Council.

Active in the Democratic Party on the local, state and national levels, Raspberry served his country in the early 1960s as a member of the Marines.

He was elected to the IEC at the IBEW's 1986 Convention in Toronto, Ontario, serving in that position until his retirement.

He was remembered as a tireless advocate for the labor movement and its members, many of whom posted remembrances of Raspberry's life and career, including Local 716 Business Manager John Easton Jr.

"Brother Raspberry devoted his life to labor and elevating the lives of others," Easton wrote on the Houston Chronicle's online obituary page. "He had an awesome vision of members caring for each other and building our own 'union community.' It is because of Brother Raspberry and all those before me that I am here

today and I will do my best to continue the long-lasting legacy of Brother Raspberry doing everything I can for the betterment of the labor movement."

The IBEW members, officers and staff send our deepest condolences to Brother Raspberry's wife Roycie, his family and many friends. ■

## Organizing Wire

### Alberta Oil Sands Workers Vote IBEW

For the IBEW's Darrell Taylor, organizing water treatment workers at the Alberta oil sands has been a lot like the tricky process of extracting raw fuel from the soil—slow and steady, but promising in the end.

Fifty-one employees of Edmonton-based EPCOR Water who perform the crucial tasks of treating sewage and potable water at the massive sites across the northern areas of the province recently voted to join Local 1007.



Fifty-one EPCOR workers joined Edmonton, Alberta, Local 1007.

"The jobs these employees do are absolutely necessary for the safety and health of thousands of workers at the oil sands," said Taylor, the regional organizing coordinator for western Canada. "By gaining union representation, they'll have more of a voice in ensuring equity for co-workers and safety for all on the site."

Due to the sprawling nature of the oil sands' processing facilities, voting in the election was extended from late March to mid-April at various sites. Many new members also voted by mail-in ballot, and results were tallied April 15.

"It wasn't really about the money," said Taylor. "But these folks do very dangerous work, dealing with hazardous materials, caustic chemicals and sewage. They knew improvements could be made."

One worker who declined to be identified said that while the organizing process was delicate, "our goals as workers will also benefit management in the long run," citing better training as one of the aims for the unit's first contract.

"In many cases, employees are the ones who have to seek out additional education to excel on the job," the worker said. "Without proper training, there could easily be safety and environmental repercussions."

The gradual climb toward the election began in 2008, when EPCOR employees who were already represented by Local 1007 began talking with their nonunion co-workers.

Taylor and others—including District Organizing Coordinator Martin Duckworth and Local 1007 Business Manager Jimmy Connor—said the touch-and-go communication with the workers culminated in a bigger push to organize beginning last spring.

But getting employees together proved challenging. While nearly all performed similar jobs, having traveled from far-flung areas across Canada and working 10-hour shifts eight days in a row left little chance for face time. A campaign Web site—[www.UnionYesEpcorWater.org](http://www.UnionYesEpcorWater.org)—and frequent e-mail and cell phone conversations helped bridge the gaps.

"It was slow going at first, but momentum gradually grew," Taylor said. "By the time we had our most recent meeting with many of the workers, you could see that bonds were forming and these employees were really starting to get the sense of what solidarity is all about."

Duckworth, who was the former business manager of the Edmonton local, said that the campaign could not have been possible without the support of existing Local 1007 members. "They helped start the dialogue and brought the workers' concerns to us."

Organizers say they are optimistic about working with new members and EPCOR management to secure a first contract that will ensure added safety provisions and a voice on the job.

"We have our work cut out for us to now put a collective bargaining agreement in place that delivers what these folks need and have voted for," said Connor. "But isn't that the business we're in?" ■

# Local Lines

## 'Member-to-Member' Initiative

L.U. 6 (c,i,st&u), SAN FRANCISCO, CA—Local 6 proudly participated in the 162nd annual San Francisco St. Patrick's Day parade on March 16. As always, we rode on an impressive member-built float, tossing beads and waving to the crowd as we made our way up Market Street.

The Asian American Cultural Society, comprising Local 6 members, recently celebrated the new lunar year, welcoming in the Year of the Snake. At the celebratory dinner, state Sen. Leland Yee was honored with the Community Leader of the Year award.

Local 6 also has a newly formed Latino Society Club.

On the organizing front, our efforts to reach out are off and running with the Member-to-Member initiative, the goal of which is to connect to each of our members in person.

*Tom O'Rourke, A.B.M.*

## Kudos for Excellence

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Hello, brothers and sisters. Work in our area is still slow, but hopes are high that things will pick up with the approach of summer. If you are looking for work, call the referral office. They are in contact with other locals across the country and keep a list of places where work is available. If you are currently working on the road, please contact the referral office and provide them with any information you have on traveling. You could save some travel time and expenses for your fellow local members.

Congratulations to recently retired Local 8 members: Thomas Beck, Phil Davis, John Dimaria, Harry Jung, James Lemble, Bruce McCance, Don



Local 8 Membership Development Dir. Shawn Robaszkiwicz (left) and Bus. Mgr. Joe Cousino (far right) with two of seven members who received settlements from contractors: Bro. Dwight Steele (second from left) and Bro. Steve Puls.

Myers, Danny O'Kane, Rick Reiger and Diana Schwind. Thank you, everyone, for all your hard work!

Seven Local 8 members received wages, benefits and penalties as part of a \$35,000 settlement with Fortney & Weygandt and MJR Electric. [See photo, bottom left.]

Congratulations to all the IBEW members who recently worked on the Reformer Three Project at BP. John Schlagheck from the Northwest Ohio Building Trades received a letter from BP praising everyone for a job well done. Over 2 million man-hours were worked without a single lost-time accident. Thank you to everyone for working safe.

*Bryan Emerick, P.S.*

## 'Multiple Safety Achievements'

L.U. 16 (i), EVANSVILLE, IN—On Palm Sunday with cold, wet weather threatening, Local 16 hosted its 5th annual Easter Egg Hunt. More than 100 people turned out for this fun-filled family activity. The 3,500 colorful treasures were quickly gathered, and the crowd retreated into the union hall for door prizes and pictures with the Easter Bunny. Thanks to Bro.



Local 16 hosts Easter Egg Hunt for members' families.

Monquale Owsley for filling the suit, and to around 30 people who helped put it all together.

In early spring the membership held a barbecue fundraiser for two of its own. Around 40 people pitched in to smoke ribs and butts. Some of the brothers, including Agent Jeff Brady, worked through the night to ensure the sale's success. Hopefully more of these events can be held soon.

Evansville's office of The State Group Inc. (USA) recently celebrated multiple safety achievements with a meal for employees and honored guests. Among the prestigious awards received were: the Indiana Construction Association Gold Summit Award, the Thomas J. Reynolds Safety Award, and the National Maintenance Agreements Policy Committee's (NMAPC) Zero Injury Safety Award. Congratulations to State Groups' union electricians and management personnel for making this possible!

*Donald P. Beavin, P.S.*

## Union Events for Spring/Summer

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Your local officers and agents have been extremely busy. We attended the IBEW Construction and Maintenance Conference in April. The Minority Coalition held its 9th Annual Black History Month Luncheon. Also scheduled are: a Dollars Against Diabetes golf outing on June 3; the Manassas, VA, picnic on June 8; and the Edgewater, MD, picnic on Aug. 3.

Local 26 election results will be announced at the general membership meeting on Friday, June 14. Newly elected officers will be sworn in at the general membership meeting on Friday, July 12, at the union hall, 4371 Parliament Place, Lanham, MD.

Bus. Mgr. Chuck Graham presented retired former business manager Robert McAlwee with his 65-year pin.

We are saddened by the recent passing of



Local 26 Bus. Mgr. Charles "Chuck" Graham (left) presents service award to retired former business manager Robert McAlwee.

members Andrew Y. Tingen, Donald K. Rye and Lewis S. Orndorff. They will be missed.

Best wishes to recent retirees: Douglas Burner, Thomas Cave, Daniel Duvall, Jackie Friend, Edward Frejosky, John Long, Russell McCarty, Terrence Schlegel, Donald Wilson, Christopher Gillen, Gregory Haaser, Daniel Jones, John Magnanelli Jr., Wieslaw Porebski, Phillip Robinson, Richard Semler, Gary Stephens, David Rogovsky, Scott Bates, Michael Bell, Elvin Cavanaugh III, David Click Jr., Ernest Diehl, Raymond Gemmill, Allan Ng, Dennis Wallace, Robert Wooten and Larry Worrell.

*Charles E. Graham, B.M.*

## Longtime Service Recognized

L.U. 34 (em,i,rts&spa), PEORIA, IL—Local 34 elections are in June. With them, comes a new generation of leadership. We have been blessed with steady leadership for decades. This election season, however, sees many new leaders stepping up and the many longtime leaders stepping down.

Among those planning to retire sometime later this year are: Quincy Bus. Rep. Rich Jones, Galesburg Bus. Rep. Mike Hall, and Rec. Sec. Denny Greiner.

Rich Jones began his service to Local 34 in 1998 as an Executive Board member. In 2002, he was appointed Quincy business representative, a tough market for union labor. Rich has served the Quincy membership valiantly and led Local 34 into the digital age. Thank you, Bro. Jones.

Mike Hall was elected to the Executive Board in 1992. In 1998, he was appointed Galesburg business representative. Mike has built Local 34's organizing program from the ground up while faithfully representing the Galesburg membership. Thank you, Bro. Hall.

The granddaddy of them all, though, is Denny Greiner. Denny began his service to Local 34 as vice president in 1989. When a recording secretary was needed in 1992, Denny shifted to that office. In 2011, Denny served as delegate to the Vancouver Convention. This June marks the conclusion of Denny's tenure in office. He is Local 34's longest-serving officer at 24 continuous years! Thank you, Bro. Greiner.

*Mark McArthy, Sec.-Treas.*

## Marymount Hospital Project

L.U. 38 (i), CLEVELAND, OH—A number of Local 38 members are working on a project at Marymount Hospital. [Photo, pg. 11.] The project consists of a three-floor surgery center renovation and expansion

## Trade Classifications

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

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





Local 38 members, from left: Tim Stefanchik, Bill Skiba, Marty Kilbane, Gabrielle Guglielmi, Michael Honigman, Steve Waltos, Mark Robinson, Don Sullivan and James Westfall.

requiring permanent and emergency power equipment, as well as generator consolidation and upgrades. The Zenith Electric crew is pictured standing in front of the main power distribution for the newly added surgery center; at this writing, the crew is working on the fourth and final phase of the project. Work on the project started in January 2011 employing around 30 wiremen during peak times; project completion is scheduled for May 2013.

Some of the work has begun on the former Ameritrust Bank site at 9th and Euclid. The site is being converted into a multi-use development consisting of apartments, retail and restaurants, as well as the new Cuyahoga County Headquarters.

When the county moves its offices from the current site next to the new Medical Mart/Convention Center, that move will open up the space for development. The county hopes to draw a hotel chain with 600 to 800 rooms and attach it to the new complex.

The Local 38 picnic will be Sunday, July 7, at Cedar Point. Details will be available on the local Web site at [www.ibew38.org](http://www.ibew38.org).

*Dennis Meaney, B.M.*

## 'Heart of Local 40'

L.U. 40 (em,i&mps), HOLLYWOOD, CA—On behalf of Local 40, I wish to recognize all the hard work of our office staff—Bessie Capili, Shirley Boswell, Robyn Capili and Hilda Shinn—to help keep our union running like a well-oiled machine. Local 40 also thanks the staff on behalf of the membership for their commitment, which enables us to promote union causes and all the benefits associated with being in the union.

Bessie Capili has been our office manager since 2001. Shirley Boswell, our administrative assistant who is currently out on disability, was hired in 2000. Robyn Capili, administrative assistant, joined us in 2002. And Hilda Shinn, our newest administrative assistant, was hired in 2010. They work as a great team whether helping members with their dues, speaking to potential travelers, selling



Local 40 office staff, from left: Robyn Capili, Bessie Capili and Hilda Shinn.

merchandise, providing information for soon-to-be retirees, or answering members' questions. They are a great asset to our union, and Local 40 is proud to have them representing us in the office.

Local 40 also congratulates our newest class of graduating apprentices: Rene Doratt, Brendon Harding, Jermel Jamison, Tim Lewis, Mario Monge, Anthony Mora, Michael Villasenor and Stephan Davis, Outstanding Apprentice of the Year award recipient, class of 2012. "Good job" to all the graduates for their hard work, and best of success in the future.

*Marc Flynn, Pres.*

## Apprentice Graduation—Upcoming Events

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Local 42 held its Annual Dinner Dance & Apprentice Graduation on Saturday, April 13, at the Marriott Hartford Downtown.

We congratulate all the Local 42 members who graduated to become journeyman linemen: Mark Belanger, Cameron Chatham, Brian Cote, Ryan DiStefano, Matthew Ewers, Renee Gizzi, Joshua Joubert, Joshua Kiss, Jonathan Lachapelle, Markus Lestrade, Daniel Phillips, Lee Poggi, Justin Robbins, Martin Santulli, Eric Smith, Tyler Ursin and Joseph Van Gorder.

Congratulations also to members recently receiving pins for years of service. Award recipients are as follows. For 60 years of service—Herman Kristopik; for 55 years—Robert Basmajian, John Bullock and Francis Galica; and for 50 years—James Fields, Brine Fitzgerald, James D. Fraser and William McDermott.

Please save the dates for upcoming union functions: the Dinner Cruise on June 15; the Chartered Fishing Trip on July 13; and the Family Picnic on Aug. 24. The Motorcycle Run was held May 18.

*Jacquelyn Moffitt, P.S.*

## Local 48's Summer Picnic

L.U. 48 (c,em,i,rtb,rts&st), PORTLAND, OR—Please plan to attend our special IBEW Local 48 Summer Picnic. This year's picnic is extraordinary because it continues the celebration of Local 48's 100th anniversary. The picnic will begin at 11 a.m. on Sunday, July 14, at Oaks Park Amusement Park. Oaks Park is America's oldest continuously operating amusement park, and it is a great setting for IBEW families to celebrate our long-standing history in the community. The Local 48 picnic is well attended by members—and Bus. Mgr. Clif Davis expects record-breaking attendance again this year. Come enjoy the food and drink, rides bracelets\* and entertainment!

All members and retirees will be given Grand Prize Raffle tickets at the door. Prizes this year will include: grand prize—vacation destination travel package within the IBEW Ninth District; 2nd prize—vacation on the Oregon Coast travel package; and 3rd prize—Portland City Bar and Grill coupon. Just bring your IBEW family and your spirit of brotherhood to the picnic at Oaks Park. Let IBEW Local 48 provide the rest!

Volunteers are needed! Please contact Kierstan Dodd at [Picnic@IBEW48.com](mailto:Picnic@IBEW48.com) or by phone at (503) 889-3662.

\*Four free ride bracelets per family (ages 16 and under). Bracelets for ages 17 and older: \$5 Limited, \$7 Deluxe.

*Robert Blair, P.S.*

## 'Are You Making a Difference?'

L.U. 68 (j), DENVER, CO—Are you making a difference at your local union? At the general membership meeting on May 7, nominations for election to local union office were made and entered into the record. As you read this, the election results might already be posted. (At press time, a tally of the ballots was scheduled for June 8, with posting of results to follow.)

Are you making a difference in your neighborhood? We recommend you pay attention to other elections in addition to our Local 68 officer elections. The municipal elections are quickly coming up, to include School Board and City Council races. Could it be that you are the best person for one of these positions? Check with your locality to see whether you are eligible for the School Board or for City Council; and make a difference in your neighborhood!

Summer is upon us; please remember inherent dangers of high temperatures and overexposure to the sun; protect yourself by drinking lots of fluids and using sunscreen.

Our Local 68 Picnic will be Aug. 17 at the Westminster Elks Lodge from 12 noon to 3 p.m. (Horseshoe Tourney begins at 10:30 a.m.) Contact Bill Watters at (720) 563-7298 or [bwatters@myrgroup.com](mailto:bwatters@myrgroup.com) for details and to help make it a successful event.

We extend deepest sympathy to families of our recently deceased brothers: Paul V. Clerkin, Daniel M. Friesen and Ken F. Carlson.

*Ed Knox, Pres.*

## Volunteer Organizing Committee

L.U. 80 (i&o), NORFOLK, VA—Local 80 congratulates the recent retirees and thanks them for their years of service to the IBEW and Local 80. They are: Thomas Bosio, Mark A. Frazier Sr., Edward Ferebee, Ronald Gustafson, John Hague, Charles Hembree, Lee Norton, Michael Parker, Joseph Thornton Jr. and Cornelius Turner Sr.

Local 80 mourns the loss of recently deceased members James D. Holloman Jr., retired, and Danny Ray Nanney. The local extends our sympathies to their families.

Bus. Mgr. Matthew Yonka wishes to thank Bro. Warren Kilgore for his tireless work as a Local 80 organizer. Bro. Kilgore spent over four years working on the staff, spending long hours relentlessly working to organize electricians throughout the jurisdiction. Bro. Kilgore, your service is appreciated and you will truly be missed.

The Volunteer Organizing Committee of Local 80 meets the third Tuesday each month at the hall. Any member interested in working on the VOC should contact the hall for more information. Remember that each of us took an obligation to take an active role in the local. In order for our Brotherhood to grow, our entire Brotherhood has to make the effort to do more to "organize all workers in the entire electrical industry ... into local unions."

*W. Dennis Floyd, A.B.M.*

## IBEW Lifesaving Award

L.U. 82 (em,i,mt&rtb), DAYTON, OH—It has been a long time since Local 82 sent in an article and we apologize. I can't think of a better way to get back in the swing of things than with this article.

IBEW Local 82 Bros. Charles "Chuck" Taylor and Jeremy VanDyne recently put their own safety aside to come to the aid of a fellow brother in distress. Second-year apprentice Adam Trefz was hooking up lights on a school project when he got hung up in the 277 volt circuit. Bro. Trefz tried to kick his ladder out but was unable to do so. Hearing the sounds of a fellow worker in distress, Bros. Taylor and VanDyne came to his aid. Chuck grabbed Adam by the legs and pulled him out of the ceiling, and Jeremy was there to catch him before he hit the ground causing further injury.

Without the quick reaction of these two gentlemen, I might be writing about the death of a member. Bro. Taylor and Bro. VanDyne received the IBEW Lifesaving Award from Int. Pres. Edwin D. Hill. The award was presented at the Feb. 4 local union meeting by Fourth District Int. Rep. Donald W. Vidourek

*Doug Searcy, P.S.*



At IBEW Lifesaving Awards presentation, from left: Local 82 members Jeremy VanDyne and Adam Trefz; Int. Rep. Donald W. Vidourek; and Local 82 member Charles Taylor.

## A Strong Supporter of Labor

L.U. 94 (lctt,nst&u), CRANBURY, NJ—Local 94 is proudly endorsing state Sen. Barbara Buono in her election campaign for governor of New Jersey. Sen. Buono is a strong supporter of labor and working families.

Sen. Buono is fighting a tough, uphill battle; Gov. Christie has maintained a popularity rate that is unprecedented for a Republican in a Democratic state. Local 94 will support Barbara Buono for governor. She is the only representative who is willing



## Local Lines

to stand up against the current administration.

Although we are only one of 20 IBEW locals in New Jersey, we hope that we will make a difference by endorsing the candidate who will support all unions and trades.

*Carla Wolfe, P.S.*

### 'Giving Back ~ Thanks, Matt!'

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ—Matt Buckelew, a Local 102 member, approached us with a question—"I would like to do some work with Habitat for Humanity. Would Local 102 be able to help me out?" What has resulted is a partnership involving contractors, members, Habitat for Humanity, local communities, and of course the families who are blessed with the opportunity of home ownership due to the work of so many. Since that day we have worked on 11 homes, nine of them complete with solar.

The common factor is Matt; he coordinates and runs every job. We are proud of everyone involved and they will tell you Matt is the heartbeat of this effort. His work has directly impacted the lives of 11 families in New Jersey and that list will continue to grow. His passion to serve the community is easy to see; at each house dedication, you can see the smile on Matt's face as another family opens the door to their new home for the first time.

Matt, thank you for your dedication to Local 102 and Habitat for Humanity. Most of all, on behalf of all the families you and your volunteers have helped, thank you for providing a safe haven to those in need!

*Bernard Corrigan, Pres./B.R.*



Local 102 member and Habitat for Humanity volunteer Matt Buckelew with the Rev. Nancy Asbury, director, Raritan Valley Habitat for Humanity, at a home dedication in Bridgewater, NJ.

### Community Service Events

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL—2013 is a busy year thus far. In January we started negotiations with Tampa Electric Company. Members voted to ratify the TECO contract on April 10.

In February, Local 108 participated in the Union Sportsman Alliance Clay Shoot in Lakeland, FL. Our team included members Chris Parsels, Brent Ruedeman, Bill Liles, Travis Hardy and Gary Green.

On March 23, we held our annual golf tournament to raise funds for Tampa General Hospital's Burn Unit in memory of our fallen brothers. Fifty-two teams participated and one of the teams sponsored by Local 108 came in first place. Team members were Chris Parsels, Bill Liles, Jason Davis and Eddie Jones.

IBEW Local 108 sponsored the Annual BBQ Cook-off contest held April 6 by TECO/IBEW Local 108 members to raise money for Operation Helping

Hands, an organization that provides assistance for families of wounded active-duty military personnel.

We are organizing Young Workers of Florida in an effort to get our younger brothers and sisters more involved with the union movement.

Local 108 congratulates members who recently retired. They are as follows: from TECO—Warren Colhouer, William Crockett, Gregory Fowler, James Gentry, Carl Montalbano, Michael Peterson and Robert Shephard; from Peace River Electric Cooperative—Joe Mackay and Alan Southwell; and from Johnson Controls Inc.—James Markosen.

*William Cate, P.S.*

### Elected to State Legislature

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO—

Retired Local 124 member Joe Runions joined three other Missouri IBEW members who were elected to the Missouri House. We thank Joe and the others who stepped up to work hard for workers' rights. Although these wins didn't save Missouri from conservative super-majorities, we remain optimistic that they will raise awareness of the needs of working families within our state legislature. Unfortunately, the far-right agenda is the flavor of the week here, just as it is in many other Midwest states.

We remember the following deceased members: William D. Baxley, Wayne Burd, Steve Fennesy, Paul D. Foster, Lawrence D. Jewett, Johnnie J. Neitch, Robert S. Saunders, James C. Tripod and Donald E. Van Black.

Congratulations to recently retired members: Greg Carter, Bernard Gnefkow, Larry Goodman, Bobby Hyatt, Danny L. Knox, Robert N. Lindley, Stephen A. Milam, John B. Moreno Jr., Stephen Nolte, Richard M. Roberts, John Setter, Darrel Shackelford, Everett E. Shatto, Oliver Williams and Fred Wilson.

*Steve Morales, P.S.*

### Appointments Announced

L.U. 130 (i), NEW ORLEANS, LA—Local 130 congratulates former business manager Clay Leon, who

has taken a position with the IBEW Fifth District Office as International Representative. Bro. Chet Held was appointed business manager to fill the unexpired term. Bus. Mgr. Held has served in many capacities with Local 130, most recently as presi-



Local 130 Pres. Chad Lauga (left), IBEW Fifth District Int. Rep. Clay J. Leon III and Bus. Mgr. Chet R. Held.

dent. He will do a fine job representing the members and moving this local forward. Bro. Chad Lauga was appointed local president.

As of this writing, bids for the VA Hospital project were due April 10; the expected award date should be around June 23. We have two union joint-venture groups bidding against a nonunion military contractor that has been awarded multiple VA projects across the country.

We are also starting to see our contractors pick up more work recently, as a result of market recovery efforts and the use of CEs and CWs. I know many members don't like to hear those words—but WE, the IBEW, are now doing the jobs that nonunion contractors were typically doing just a year ago. Since 2010, we have taken 394,696 man-hours from the nonunion and paid over \$3.5 million in members' benefits, just as a result of our contractors using these tools.

*Chad Lauga, P.S.*

### Local 134 PAC Party

L.U.134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—At this year's St. Patrick's Day PAC Party on Saturday, March 16, we did not beat last year's warm temperatures—but we did beat last year's attendance with well over 1,500 members and family participating. Doors opened at 12 noon and we had a steady flow of participants, especially after the downtown parade, in which many of our members marched. Numerous politicians visited us at Boyle Auditorium including: Illinois state senators and representatives, the Illinois speaker of the House, the president of Cook County, the mayor of Chicago, the Illinois attorney general, several city of Chicago aldermen, along with various local and township officeholders who had elections scheduled for April.

Lively dancers from the Dillon-Gavin School of Irish Dancing performed on our stage. We were also entertained by the Shannon Rover Marching Band and enjoyed plenty of food, refreshments and good spirits to warm us on a windy Chicago day. The following week many of our honored guests contacted Bus. Mgr. Terry Allen to thank him for being included in such a wonderful celebration.

*Frank Cunningham, R.S.*

### Apprentice Graduation Banquet

L.U. 146 (ei,i&rts), DECATUR, IL—The Midstate Electrical Training Center 2013 Graduation Banquet was held Saturday, May 18 to honor our 28 inside apprentice graduates. The graduates were recognized for their accomplishment in successfully completing apprenticeship training.

Honored were: Jacob Berg, Aaron Bleavins, Cody Burns, Wayne Durbin, B.J. Durbin, Aaron Erlenbush, Josh Evans, Dennis Hanner, P.J. Hart, Travis Hendrickson, Brodie House, Mike Janssen, Justin Martin, Andy Murphy, Mike Nall, Tristan Nave, Justin Nave, Colby Peters, Dustin Plummer, Adam Pollard, Jerod Sarver, Doug Shafer, Kurt Slayback, Kyle Slayback, Jacob Songer, Josh Welch, Kalen Whitney and Cliff Wilson.

Congratulations to everyone!

*Rich Underwood, R.S.*

### Summer Activities

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—On Wednesday, June 5, 2013, elections were held in our local. By the time this reaches you our new officers will have been chosen. Whether or not your candidate won or lost, please support our new officers. It is still a terrible time in our country and in particular in the construction industry and our local; we need to all remember that we truly are in this together. The words "I feel your pain" usually mean nothing when the person hearing them is in dire straits but I would like to believe that in Local 150 we do feel each other's pain. We wish to thank to all our members who are leaving office for their years of service. This is just a reminder about our summer activities in Local 150. Saturday, June 29, 2013, is our local picnic. We will be in our usual spot at Lakewood Forest Preserve; always a fun day for the entire family.

We will be having a golf outing this year. On Saturday, Sept. 7, 2013, the golf outing will take place at the Fox Lake Country Club at 9 a.m. Please, no complaints about the weather as that is something that none of us have any control over, particularly the golf committee. Dress appropriately for the weather conditions!

In solidarity,

*Wendy J. Cordts, P.S.*

### Staffing Projects—Thanks to Members & Travelers

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—As was predicted in our last article, Local 158 became flush with work in March, and it happened all at the same time. We once again need to thank our traveling brothers and sisters and our members as well for helping us man all our work.

Calls came in for Bay Ship and Marinette Marine, two of our local shipyards. We filled calls for the Lambeau Field renovation, Schreiber's headquarters project in downtown Green Bay and Associated Bank's corporate office, as well as supplied manpower for an outage at Point Beach Nuclear Plant. We could not have done this without the help of others, both people looking for manpower for us and those who accepted the calls.

Our local celebrated its 94th anniversary at its annual banquet on April 27 at the Best Western near Lambeau Field. It was well attended and enjoyed by all. We gave out years-of-service and retiree pins to eligible members and also recognized our graduating apprentices. A great meal was served and lively music was played. The banquet is always a great chance to meet up with people you haven't seen in a while.

*Donald C. Allen, B.M.*

### 'An Abundance of Work' In Minnesota

L.U. 160 (lctt,o&u), MINNEAPOLIS, MN—There is still a great deal of work in Minnesota for outside line construction, and many travelers are being referred out to staff the various projects.

CAPX-2020, a large electrical transmission infrastructure improvement project, dominates the workload with large transmission line and substation upgrades and additions. Wind generation is also playing a big role in keeping IBEW members working.



Minnesota is in the top five states in wind farm generation with over 2,700 megawatt available capacity and growing. There is also continuing work on the light rail line that will run between Minneapolis and St. Paul. The Minneapolis/St. Paul Central Corridor Light Rail is expected to be completed by 2014.

The Missouri Valley Line Constructors Apprentice training facility, which was housed in the Local 160 office building, is being relocated to Rosemount, MN, near the Rosemount area vocational college. The new facility offers classroom and outdoor structures onsite. Now all classroom and outdoor training, including pole climbing, will take place at one site.

Local 160 held its annual stewards training on March 2. Two law offices donated time to talk to the group. A refresher on Minnesota Workers Compensation was presented by law firm Gadtke & Brenna, PA. Also, labor attorney Dick Williams spoke about the stewards system and how important stewards are to a union.

*James P. Brereton, P.S.*

## Work Picture Strong— Updating to New ‘Smart Grid’

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—Congratulations to Local 196 lineman apprentice Darrell Holmstrom, who was selected as IBEW Hour Power “Apprentice of the Year” for 2012! Bro. Holmstrom is a deserving recipient, who has represented the IBEW, our local, and the ALBAT program in a positive manner from the day he was indentured. He received the award in April at the 2013 Construction and Maintenance Conference in Washington, D.C. Int. Pres. Edwin D. Hill made the presentation and it was a moment Bro. Holmstrom will never forget. Great job, Darrell!

Work continues to be very good in Northern Illinois mostly due to the fact that Com Ed, with the assistance of several Outside and Utility locals of the IBEW, helped pass legislation in 2011 (and again in 2013) to allow a formula-based rate structure to recoup the costs of updating an out-of-date system to a new “smart grid.” The update was way overdue and will help draw industry and jobs to Illinois to take advantage of a healthy, secure electric system. The legislation has already created over 800 jobs in Illinois and will, at the peak of construction, create more than 2,000 new jobs for our industry. Cooperation is the key—power in numbers.

As always, work safe every minute of every day and attend your monthly meeting!

*Eric Patrick, B.M.*

## ‘Enjoying Full Employment’— Labor Day Bike Ride Planned

L.U. 222 (o), ORLANDO, FL—Greetings from Local 222 officers and members.

We are enjoying full employment currently and looking forward to a very busy summer.

Local 222 is also planning our first annual Labor Day Bike Ride for Saturday, Aug. 31 and Sunday, Sept. 1. On that Saturday we will ride from Local 349 in Miami to Local 915 in Tampa. On Sunday we will ride from Local 915 to Local 222 in Ocala, where we will have our end of ride celebration. Anyone who wishes to participate should contact Willy Dezayas at (305) 324-1215, or visit our Web site at [www.ibew222.org](http://www.ibew222.org).

We had a great turnout for the March meeting in Jacksonville where we had the opportunity to present Bus. Mgr. Mike Bell with a plaque honoring his 40 years of service to the IBEW. Congratulations, Mike.

We wish everyone a safe summer, and remember to participate in your local union activities.

*Bill Hitt, Pres.*



*Local 222 Bus. Mgr. Mike Bell (left) accepts honorary plaque presented by Pres. Bill Hitt.*

## Solar Photovoltaic Project

L.U. 234 (i&mt), CASTROVILLE, CA—We are proud to have recently commissioned over a half megawatt of solar PV for the City of Watsonville in Santa Cruz County, CA, supporting the county’s efforts to embrace renewable energy. The project, which put 20 members to work, was spread over three sites, utilizing various types of ground and roof mount systems.

The installed roof arrays are: an 89.2 kilowatt system on the Water Resources Administration/Lab LEED Platinum building; 84.3 KW on City Hall; and 145.1 KW on the Waste Treatment Building. In addition, a ground mounted array of 225.5 KW was installed at the Water Resources Center.

There are two notable elements for the Water Resource Center. First, the roof array offsets all the Administration/Lab electrical requirements. Second, the ground array offsets the annual electrical requirements for a 350 HP recycled water pump. This helps local farmers reduce their coastal well usage, thereby reducing aquifer overdraft and resultant saltwater intrusion.

*Stephen Slovacek, P.S.*



*Daniel Gilbertson, Local 234 fifth-year apprentice, checks the weather station at the 222.5 KW solar array at Watsonville Water Resources Center.*

## Solar Power Workshop

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—We have spent the last few months discussing several projects that we hope will bring our membership many great employment opportunities for some time to come. By the time you read this, we hope that these projects are well underway and we are experiencing full employment.

As we waited for these projects to break ground, we hosted a solar power installation workshop. Staff from American Solar Partners came to discuss the latest developments and benefits of solar power. Around 80 local members participated. ASP presented a discussion of the tax incentives and grants available, the equipment used and the solar installation process itself. After the workshop, many attendees signed up for site evaluations—and I am sure several will be enjoying the benefits of solar power before the summer is over. We look forward to hosting another workshop to hear our own members discuss their solar installation experience.

Another important event that kept us busy this past spring was the negotiation and ratification of a new three-year contract for our members at Fairpoint Communications. Congratulations to those members, and may everyone have a safe and enjoyable summer.

*Michael Torres, P.S.*

## Volunteers Needed

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR—At this early spring writing, work is really starting to ramp up in central Oregon. The “Pillar” project in Prineville has been going into Book II steadily, and we thank the traveling brothers and sisters from around the country for their fine work and union brotherhood. These large projects require a very short notice when quality craftsmen are needed and Local 280 has been fortunate to have available the best trained wireman ready to hit the ground running.

We are also thankful of the volunteerism that our local members have given along with the travelers. Upcoming events like our picnic, political actions, Habitat for Humanity, fair booths and organizing are just some of the activities that need your help and thought. Local 280 is very involved and respected in Oregon and it is because of your dedication and commitment. Now that summer is almost upon us, there are many events that will need your help. You will find that it is not only fun, but also helpful to all and well worth the effort. Come to the union meeting to find out how to help or ask for volunteers to help you!

Work safe and enjoy the summer!

*Jerry Fletcher, P.S.*



*Oregon Gov. John Kitzhaber (left) congratulates Local 280 Bus. Mgr. Tim Frew for the political action regarding Senate Bill 1532, instrumental in bringing huge data centers to Central Oregon.*

## Newly Remodeled Facility— Projects on the Increase

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—IBEW travelers have helped us man the work at the Monticello nuclear power plant, and we thank them and their locals for supporting us during this outage.

In February Local 292 took first place in the North Dakota IBEW Ice Fishing Tournament for the third year in a row. This fun event is organized by Locals 714 and 1426.

A stewards training session was held at our newly remodeled office’s main conference room, less than a month after the open house. The Guy Alexander Conference Room, named after one of Local 292’s founding fathers, is designed to serve both as a board room and as a training room. The room is furnished with USA Made/Union Made furniture and also is used to host the History Committee’s movie night on the first Tuesday of every month at 7 p.m.

The work picture is improving with more projects throughout the jurisdiction. Our organizing is going full strength—including bannerizing of a national retail chain that hires nonunion contractors, signing a nonunion shop and bringing experienced electrical workers into our JATC.

We have several brotherhood events this summer: a MS150 Bike Ride from Duluth to Minneapolis, a Retirees Spring Picnic, a Fishing Trip, a Golf Tournament and a Family Picnic.

*Carl Madsen, P.S./B.R.*



*Local 292 takes first place in the North Dakota IBEW Fishing Tournament. Members Jeremy Schmaltz (left) and Jeff Orth display their catch.*

## Safety Summit a Success

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Congratulations to IBEW members at the Vermont Electric Co-op, who successfully pulled off their first safety summit without a hitch. It is planned as an annual event. More than 70 members took part in the all-day summit at the headquarters in Johnson, VT. [Photo, pg. 14.] Guest speakers were invited to talk to members to reinforce safety in the workplace.

Members with the Morristown Police Department signed a new three-year contract with the town. Congratulations to members at the department who negotiated the agreement securing increased benefits. Don’t forget to practice for your fitness bonus.

Vermont Yankee successfully completed RFO 30 in April. More than 90 electricians from Local 300 assisted in the refueling outage at the plant. IBEW members at Vermont Yankee did an outstanding job as usual. Congratulations on a job well done.



## Local Lines



IBEW Local 300 members at Vermont Electric Co-op conduct one of many classes at their first safety summit gathering.

Local 300 is planning a motorcycle ride sometime this fall to commemorate members of the IBEW and Local 300. Stay tuned for dates, times and locations. We hope to raise money for Local 300 members who are in need of assistance during times of loss and hardship.

Make safety a priority. In solidarity,

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

## District Organizers Conference

L.U. 302 (i,rts&spa), MARTINEZ, CA—Int. Pres. Edwin D. Hill addressed the IBEW Ninth District Organizers Conference in Las Vegas about our industry and our union.

His message was simple: IBEW Ninth District market share has fallen to 30 percent. Union membership is falling. Our old, ineffective methods of promoting our union must be replaced with new tactics and new ideas.

Gone are the days when we could count on jobs being union jobs. We must embrace and include input from our membership. We can no longer rely on others to do our work for us, whether it is local politicians, our contractors or our neighbors.

Being a union member means more than driving around with a union seal on the back window of your pickup truck. It means getting back to the ideals of our union—skilled and knowledgeable craftsmen performing an honest day's work in a safe environment for a fair rate of pay.

Pres. Hill delivered this sobering message that holds us all accountable—from the highest officers of our local to the newest apprentices.

No one is born into the union—we are all “organized.” Hopefully, we can return our Brotherhood to a path of success before it is too late.

*Bob Lilley, P.S.*

## Work Outlook Improving

L.U. 306 (i), AKRON, OH—Second generation IBEW Bro. Chris Genet recently traveled to Yixing, China, to compete in the “Tian DiLong Cup” 2013 China Yixing Shuai Jiao International Invitational Tournament. Throughout the tournament, challengers from 28 countries and six continents competed for medals in Shuai Jiao, a wrestling style of

Kung Fu. Chris won second place in the 100 KG weight class, beating several competitors including those from Hong Kong and Brazil, while earning international respect and gaining valuable experience for future competition. Congratulations, Chris!

On Saturday, March 23, the annual Local 306 Easter Egg Hunt was held at the Uniontown Community Park. Despite the low temperatures, there was a high turnout and everyone had a great time. Thanks again to our Social Committee and everyone who helped.

Work in the area continues to improve with new and ongoing projects—including the Children's Hospital addition, Giant Eagle stores, First Energy Data Center and the new Hard Rock Café Racino—due in part to a project labor agreement recently negotiated by our local union representatives.

Please remember to patronize the businesses and stores that help to employ us, and be sure to let them know that's the reason you shop there.

Work safe; vote smart.

*Thomas Wright, P.S.*

## A Life of Union Service

L.U. 320 (catv,t&u), POUGHKEEPSIE, NY—Graham E. Kelder Sr. of Cornwall, NY, passed away on Feb. 19 this year. Born Aug. 15, 1927, Bro. Kelder was an IBEW Local 320 member for more than five decades.

In 1957 he became a Central Hudson Employee and IBEW Local 320 member. He started as a maintenance worker in Central Hudson and worked his way up to chief control operator. He worked for Central Hudson for 32 years, and during that time he was strongly involved in the union and held several local positions. Graham was the recording secretary, Bylaws Committee chairman and Clam Bake chairman. He was a longtime, dedicated union member and will be missed.

*Allison Morris, P.S.*

## Training Center Goes Solar

L.U. 340 (i,rts&spa), SACRAMENTO, CA—In 2012, the Sacramento Area Electrical Training Center/JATC was awarded the Energy Star Award by the U.S. Environmental Protection Agency. Since then, our Training Center has undergone construction in

phases to increase its energy savings by installing advanced lighting controls and a PV/Solar Parking Canopy. Local 340 is “walking the talk” by showcasing the many benefits of electrical energy improvements to its industry partners and customers. We also installed two electric vehicle charging stations; one is used regularly by one of our JATC instructors who owns a new Volt and is enjoying major savings!

I wish to thank the various Local 340 committees and clubs: the Local 340 Sportsman's Club, EWMC, Safety Committee, Women's Club, EIAP Committee, the Local 340 Softball Team and our Community Service Committee. They are active throughout the year representing Local 340 and the IBEW at events to better our communities. Members of these clubs are also politically active by volunteering during election season to walk precincts, phone bank and get out the vote for labor-friendly politicians regardless of party.

The work picture is still very slow. I thank the locals that are providing work to our traveling members.

Rest in peace: Bros. Carl Monroy, Rudolph Nobriga, Richard Painter and Alton “Al” Porter. They were great electricians and very proud union members—and they will be missed.

*A.C. Steelman, B.M.*



IBEW Local 340 Training Center's PV/Solar Parking Canopy installed by Cal Valley Solar, Schetter Electric and Sac Valley Electric.

## Officer Transitions—Tribute to Union Service

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—Local 364's distinguished former business manager Bro. Darrin Golden made a great and positive impact during his decade in office. He recently was appointed by Int. Pres. Edwin D. Hill as an International Representative assigned to the IBEW CIR/Bylaws and Appeals Department at the I.O.

Bro. Golden's legacy is profound. Under his leadership we upgraded, renovated and doubled our union hall's size; upgraded technology systems;



Newly appointed Local 364 Bus. Mgr. Tom Sink (left) and Pres./Asst. Bus. Agent Patrick Tomlin (right) present outgoing business manager Darrin Golden with a plaque honoring his service.

and implemented internal policies and procedures to serve the membership more effectively. We now occupy a completely modernized, updated hall.

Additionally, under his leadership we've upgraded our training center and transitioned from night school to a day-school model, which is now accredited and degree granting. Our local celebrated Bro. Golden's last day here, fittingly, during a union meeting.

Toward the meeting's end, Bro. Golden supportively passed the reigns of leadership to Bro. Tom Sink, who was unanimously appointed as business manager by our Executive Board to fill the remainder of the unexpired term.

Cast from the same mold as Bro. Golden, Bus. Mgr. Sink brings 30 years of union loyalty and dedication to the office of business manager. He pledges to continue to add and build on the positive qualities of Local 364 and to determinedly serve our members.

*Charlie Laskonis, B.A./Org.*

## Improved Work Picture

L.U. 520 (i&spa), AUSTIN, TX—The work picture in our area has greatly improved since our last report,

getting our members back to work. The Flextronics project, with signatory contractor KST, and other projects have manned up recently.

With the increase in the calls, we have also recruited new members and last month brought the JATC's first-year class into the local as new members.

Congratulations and welcome to all of our new IBEW Local 520 members. Our New Member

Orientation as well as the Seventh District Code of Excellence sessions are held monthly and are open to all members.

*Lane Price, Pres.*

## Celebrating 95 Years

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—IBEW Local 558 proudly celebrated our 95th anniversary on Feb. 28 this year. The local was established on Feb. 28, 1918.

In 1918, Local 558 was located on Tennessee Street in Florence, AL, above The Pool Room and later relocated to Court Street in Florence above the old Lamar Furniture Store. In 1938, the local moved to 3325 Jackson Highway in Sheffield and purchased the building in 1940. The local remained at this location until Jan. 29, 2007, when it moved to 1803 E. 17th St. in Sheffield. We are fortunate to have a 30,000 square foot facility, which is also shared by the North Alabama Electrical Joint Apprenticeship Training Center.



We will never know what our founding fathers would have expected this local to evolve into, but I do believe they would be very proud of what it has become today. The membership is the backbone of the local and we are thankful to have a strong, proud, and dedicated membership. May our next 95 years be as rewarding as the last.

*Mac Sloan, Mbr. Dev.*

### 'Politically Incorrect'

L.U. 636 (as,catv,em,spa &u), TORONTO, ONTARIO, CANADA—Following the lead of Corporate America, Corporate Canada is nurturing (and financing) a movement that promotes the politics of envy—making others jealous of what unions have fought so hard to win for our members, and encouraging them

to support efforts to strip such rights and benefits away.

Witness the escalating attacks on the rights of working people by governments at every level, choosing austerity over prosperity. With the middle class already on life support, the right wing wants to now pull the plug. So, how will we respond to this "Code Blue"?

In his White Paper on "Flexible

Labour Markets," Tim Hudak sees what's happening in America as a model for building a "Conservative" Ontario. Among other things that means: elimination of the Rand Formula, introduction of "right-to-work" legislation, privatization, cuts to health care, education and pensions, and tax cuts for corporations and the wealthy only.

Brothers and sisters, no one can do everything, but we can all do something—and the time has come for us to act. The losses in Michigan, Wisconsin and elsewhere in the U.S. are our losses too. We must change the narrative from, "Why should union members have that?" to "Hey, why can't I have what union members have?"

This is our time. We didn't start this fight, but we can certainly end it on our terms. In the battle for justice, fairness, dignity and respect, we cannot back down—Carpe diem!

*Paddy Vlanich, P.S.*

### A Call for Volunteers

L.U. 666 (i,mt&o), RICHMOND, VA—This spring work picture is better than during much of the last few years. The book is moving, but we are still far short of full employment. The practice facility for the Redskins is moving along. Also, by the time you read this, we will hopefully have finished one data center project and started the next; at press time, we are still waiting to hear who is awarded the job.

As summer progresses, we will need help with canvassing for the fall election, as well as volunteers and participants for charitable events. Come help out and spend a good day with some of your brothers and sisters!

Just a reminder: You can pay dues with your credit or debit cards now as well as cash or checks.

Congratulations to Bros. Lawrence A. Temple Jr. and W. Frank Gifford on their recent retirement. Apologies go to recently retired Bro. Horace N. Trower, whose name was inadvertently misspelled in the Local 666 article in the April issue.

*Charles Skelly, P.S.*

gone nonunion if not for the CE/CW program. It is giving us the ability to become very competitive and put our members to work.

Save the date for Local 684's annual picnic. It will be held at Yosemite Lake in Merced, CA, on July 27. Plans include a horseshoe tournament, games, food and a raffle. Bring the whole family; it is always a great time. Hope to see all our members there.

*Bobby Stutzman, Organizer*

### Volunteers Make Us Stronger

L.U. 692 (i,mt&spa), BAY CITY, MI—We are in need of members to join the Democratic Party in their area to help make our union strong. The annual memberships start as low as \$20. If you are already a member, we thank you for that and we encourage you to encourage friends and family to also join. This is one of many things you can do to help the union, to help our livelihood and the livelihood of our children and grandchildren. If you wish to learn more about what you can do to help make our

union stronger, please call the union hall. We know times are tough financially for a lot of our members, so please remember that volunteering and donating time is very helpful.

Bus. Mgr. Mark Bauer reported that our work situation looks good for this year and we should be putting out Book 2.

We wish everyone a summer of working in the trade and safe travels!

*Tammy Gottleber, P.S./R.S.*



Local 570 Pres. Donald T. "Tom" Berry (seated) registers members and gives out raffle tickets.

### Annual Union Picnic

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Local 570 moved the annual picnic to the spring this year and had one of our best turnouts of members and their families. Thank you to all the members who volunteered to make this a great picnic.

We extend a special thank-you to Bro. Tom Berry—who has served for more than 20 years as local union president and almost 40 years as a member—for all his hard work and dedication. Tom was elected president in July 1992. He plans to retire in July this year. Best wishes on your retirement, Bro. Berry.

*Scott W. Toot, Organizer*



Local 606 Bus. Mgr. Bob Carr (left), Pres. Jimmy Singletary, Jimmy Darby, Butch Cox, Al Brower and Rec. Sec. Fernando Rendon at the union hall.

### 40-Year Pin Ceremony

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Bus. Mgr. Bob Carr awarded 40-year pins to members Jimmy Darby, Butch Cox, Al Brower, Dave Donat and Local 606 Pres. Jimmy Singletary. We are all proud of our brothers who reached this prestigious milestone in their career. Congratulations and thanks to them for their outstanding service.

Congratulations also to Jim Sullivan and Taylor Skipper for volunteering in the Cure for Diabetes effort.

Thanks to member Clay McNeely, who has spearheaded the "RENEW" program for Local 606. Clay has reached out to younger members and has made face-to-face contact with 150 apprentices in getting this program off the ground. Clay and Local 606 are committed to ensuring that a new generation of IBEW members is active and engaged in the future.

*Fernando Rendon, R.S./P.S.*



Local 684 members are working with Collins Electric on the Black Oak Resort hotel project.

### Success with Projects

L.U. 684 (c,i,rts&st), MODESTO, CA—Shown in the accompanying photo are proud Local 684 members at the Black Oak Resort in Tuolumne, CA. This five-story, 119,000-square-foot hotel was wired by a 12 man crew utilizing the CE/CW program. Collins Electric out of Modesto did a design/build for this project.

The local was able to obtain the new Amazon distribution center project in Patterson. This is a 70,000 man-hour private project that would have

### Contract Agreement Ratified

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL—Local 702's Annual Retiree Luncheon was held April 9 at the Rend Lake Resort Convention Center. A total of 178 retirees and spouses attended. The luncheon is a great way for retirees to catch up with former co-workers and enjoy good food and conversation.

A tentative agreement was reached and ratified by the members at Illinois Consolidated Telephone.

After approximately one year of negotiations with Frontier Communications, a tentative agreement was reached; at press time it was being voted on by the members.



Jim Nolen, Local 702 Retirees Club president, welcomes retirees to 2013 luncheon.



Local 636 members stand in solidarity with members from Local 353 at a "Rally for Rights and Democracy," organized by the Ontario Federation of Labour to protest anti-union legislation (Bill 115).



## Local Lines

Local 702 currently has 92 on Book I-journeyman wireman, and 111 on Book II. Please go to our Web site for all the latest job information on work in other locals.

We have eight journeyman lineman on Book I and nine on Book II. Their work remains steady.

Thanks again to all our members who walked door-to-door for our labor-friendly candidates.

*Marsha Steele, P.S.*

## Remembering Two Brothers: Bros. Wirzbach and Galliat

L.U. 704 (catv,em&i), DUBUQUE, IA—Local 704 members extend condolences to the families of recently deceased Bros. Bob Wirzbach Sr. and Fred Galliat. Longtime Local 704 members, they both were World War II veterans.

Bob Wirzbach Sr. passed away on March 8. Bob will be remembered by many as a longtime apprenticeship instructor. He was employed by United Electric and Westphal Electric. Initiated in 1946, Bob was an IBEW member for 67 years. He retired in 1985. Bob's father, Herman Wirzbach, was a charter member of Local 704. Both of his sons, Bob Jr. and Tom, are continuing the family tradition as third-generation journeyman electricians who are also active IBEW members.

Bro. Fred Galliat passed away on March 15. Fred will be remembered for his sense of humor and his unique way of passing on his knowledge of the electrical trade to apprentices. Fred was initiated in 1951, and he retired in 1984. He was a Local 704 member for 62 years.

The work situation has had a slow start this year. Many members were working out of town. Thank you to our sister Local 14 for helping to employ several of our members last winter. Hopefully our work outlook for this summer will bring all our members back home.

*Ron Heitzman, P.S.*

## Ongoing Campaign Builds Growth

L.U. 776 (i,o,rts&spa), CHARLESTON, SC—We have been blessed with work recently.

This didn't just happen by chance or luck. It has been an ongoing campaign to build relationships and encourage our NECA contractor partners to come bid work in our jurisdiction. We have spent money and energy to weed through loads of potential bids and send them to individual contractors in each ones' niche. We gave 8 for 8 on the job and proved we can get the job done right the first time. Trust is not built overnight. It takes years to build the foundation of trust ... but it only takes one day to destroy it. Our name means a lot to us at Local 776.

Because of our work, we have welcomed all of our unemployed brothers and sisters to come sign our Book II and to work alongside us. But recently we have had those come who want to pick and choose jobs, or not even show up for referral after committing to it. If you are not interested in going to work, by no means feel pressured to sign our "out of work" list. We promised we would be there when our contractor partners called us, and that is what we will do. Thank you to those who are here helping us grow—we couldn't do it without you.

*Chuck Moore, B.M.*

## W. Texas Transmission Line—Built by Team of IBEW members

L.U. 898 (i&o), SAN ANGELO, TX—More than 100 IBEW members came together from 23 states to build a transmission line in west Texas.

Working for Michels Corp. and led by Gen. Foreman Rodney Garcia, these crews are building 52 miles of new double circuit 345 kilovolt line and 35 miles of new single circuit 345 kV line in an area dominated by a nonunion work force.

The crews, including linemen, operators, drillers and groundmen, have persevered in the face of months of triple-digit temperatures, high winds and other challenges. Says Gen. Foreman Garcia: "We've got a great team out here; everyone is looking out for their fellow workers and getting the job done, every day."

In fact the outstanding performance of NECA contractor Michels Corp.'s IBEW crews was recognized by the line developer, and Michels was asked to take on the stringing of an additional 34 miles of double-circuit bundled 1590 ACSR conductor—work that had previously been assigned to a nonunion contractor.

"Michels [Corp.'s] support has been top-notch, from the equipment, to the tools, to the personnel both onsite and offsite," notes Garcia. "It's some of the best I've seen in the industry."

The lines are part of a 380 mile Competitive Renewable Energy Zone (CREZ) project near Midland, TX, built to enable future wind farm development and reinforce the Texas power grid. The project is scheduled to be energized in summer 2013.

*Bobby Colvin, P.S.*



*IBEW Local 898 Gen. Foreman Rodney Garcia (left) and Michels Corp. project manager supervise erection of one of 333 steel monopoles.*

## 'Moving into Summer'

L.U. 1116 (em,lctt&u), TUCSON, AZ—Our continuing goal is organizing—which is part of what our union stewards and officers are doing when they sit down and explain the benefits of being union to all new hires.

Members have asked why we have not tried to find a local office in a building owned by our local union that will give us our own identity like other IBEW locals in the state (something that our current and future members can call home "IBEW Local 1116 style"). There is a process that has to be followed to accomplish that and it includes

approval from the I.O.

Thank you to the new union faces within the TEP Joint Safety and JAC committees, union members equally voicing input regarding safe working conditions and holding apprentices to a higher standard of craftsmanship.

Best wishes to our recent retirees: Bros. Larry French, Clayton Carson, Michael McClelland, Daniel Wynn, Wally Brumfield and Gary Bruins. Congratulations to all!

Even with the summer heat, many members continue promoting family values and giving their time through weekend volunteer activities or by assisting those dealing with tough times. There's never a dull moment for this local and its members. Have a safe summer.

*Richard "R.C." Cavaletto, P.S.*

## Election of Officers

L.U. 1466 (u), COLUMBUS, OH—Local 1466 will hold our election of officers this month. This is your chance to voice your opinion and help decide who will lead our local for the next three years. Please watch your mailbox for your individual ballot. A

return envelope and stamp are provided, so all you have to do is cast your ballot and send it back in. If you do not receive your ballot, please call the hall immediately at (614) 866-6411.

Many of you may have heard the news that the wage offer from AEP was approved by the majority of locals on the System Council. We will receive a 2.5 percent raise, which will go into effect in July. This was an increase from the 2 percent raise that we voted to accept in 2012. Thanks to all who cast their ballots and made their voices heard.

The Executive Board is planning our annual Fall Family Gathering, scheduled for the last week in September. This event has been well received the last few years, and we look forward to seeing many members and their families in attendance. Information will be sent out to the Union Boards closer to the date.

Finally, be sure to stay safe in the coming summer heat, and always look out for your fellow brothers and sisters.

*Jimi Jette, P.S.*

## Career: Up. Tuition: Down.

IBEW has partnered with Excelsior College to give IBEW members access to college degrees and significant savings on tuition and fees.

College is more affordable than ever for all IBEW members.

IBEW members may transfer in credits already earned at other accredited colleges and universities, credit for evaluated industry training, such as NJATC and NUAP, and ACE-evaluated military training.

Start today.  
Visit us on the web at:  
**ibew.excelsior.edu**  
OR  
To speak to an admissions  
counselor, call us toll free at:  
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 **EXCELSIOR  
COLLEGE**  
*Start to Finish*<sup>SM</sup>



# In Memoriam

## Members for Whom PBF Death Claims were Approved in April 2013

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Heisner, J. E.	12/15/12	41	Miklas, R. L.	3/8/13	126	Hurbanek, F. W.	2/22/13	307	McElfish, G. W.	1/21/13	494	Strupp, H. P.	12/30/12	804	Heron, J. T.	11/6/12
1	Keplinger, J. C.	3/2/13	41	Quattrini, R. J.	12/14/12	126	Hurrell, N. L.	2/28/13	313	Furness, R. H.	3/18/13	494	Wild, R. W.	2/4/13	861	Benoit, E. S.	3/6/13
1	Reinke, R. A.	1/26/13	42	Ashby, J. D.	7/1/2007	126	Sherwood, I. S.	2/9/13	313	McLaughlin, G.	2/19/13	508	Carbo, B. J.	12/21/12	861	Hart, J. C.	5/10/12
2	Taylor, W. H.	11/25/12	43	Budd, J. E.	12/31/12	129	David, R. L.	3/4/13	317	Huff, W. E.	3/18/13	508	Odom, D. C.	2/14/13	861	Kent, S. C.	2/6/13
3	Berman, H. B.	12/11/12	43	Caufield, E. M.	12/29/12	129	Marquis, M. C.	3/7/13	317	Young, A. E.	3/2/13	520	Smith, R. W.	2/3/13	861	LeJune, S. S.	1/30/13
3	Bradley, A. D.	1/11/13	43	Evans, O. R.	2/21/13	130	Boutte, W. M.	2/23/13	322	Miller, D.	8/20/12	530	Lusk, W.	2/15/13	870	Dawson, H. L.	2/4/13
3	Deutscher, L.	1/13/13	43	Nelipowitz, A. F.	1/17/13	130	Compagno, M. J.	2/7/13	332	Carvalho, R. M.	3/13/11	540	Furcolow, D. L.	1/12/13	898	Jeffries, C. B.	2/28/13
3	Duva, F. A.	2/15/13	43	Salamone, V.	1/22/13	130	Ervin, T.	12/1/12	332	Sanchez, S. V.	1/22/13	551	Beer, J. F.	1/5/13	903	Ezell, K. E.	2/19/13
3	Fisher, G. M.	1/9/13	44	Lehmann, F.	1/28/13	134	Carroll, R. J.	2/14/13	339	Laprade, B. R.	1/27/13	551	Grooms, L. D.	2/8/13	903	Killingsworth, B. R.	2/19/13
3	Garfinkel, I.	5/12/12	46	Hoppe, W.	11/30/12	134	Dibernardino, A. F.	2/17/13	340	Monroy, C.	2/27/13	551	Spangler, K. A.	8/10/12	903	Seymour, R. K.	2/26/13
3	Indovino, S.	1/24/13	46	Hotton, H. J.	12/28/12	134	DiCarlo, V. A.	12/26/12	342	Tracy, D. W.	11/15/11	558	Canaday, C. E.	1/24/13	910	Cochran, P.	12/13/12
3	Leinwohl, R. E.	3/5/13	46	Mebust, A. C.	12/8/12	134	Garner, J. E.	2/7/13	343	Brewer, C. L.	1/3/13	558	Clement, J. C.	2/24/13	915	Ward, W. R.	3/12/12
3	Liberman, L.	2/11/13	46	Peterson, M. P.	1/14/13	134	Kotula, J. E.	3/17/13	343	Unverzagt, L. D.	2/25/12	558	Counce, G. C.	3/2/13	968	Farra, J. R.	1/12/13
3	Ludemann, B. J.	8/31/11	46	Pinter, M.	7/11/12	134	Masel, R. W.	2/19/13	347	Bryant, W. L.	1/25/13	568	O'Neil, R.	1/6/13	995	Stewart, D. E.	2/26/13
3	Mahoney, J. S.	12/16/12	46	Potter, J. R.	1/19/13	134	Roche, T. M.	12/2/12	349	Park, L.	3/10/13	569	Cole, E.	12/22/12	1105	Schneider, M. H.	2/21/13
3	Padula, C.	3/13/13	46	Ramsden, K. A.	1/16/13	134	Rusch, E.	2/8/13	351	Van Hove, J. F.	2/26/13	569	Flahive, R. G.	2/8/13	1141	Cotton, W. D.	1/5/13
3	Palmer, W. K.	3/10/13	48	Brannan, R. A.	2/12/13	134	Senne, F. I.	1/6/13	351	Wheeler, S. L.	6/22/12	569	Guire, W. A.	3/1/13	1141	Leesekamp, R. E.	2/7/13
3	Roth, D. A.	2/18/13	48	Holcombe, W. G.	3/11/13	134	Smith, H. V.	2/8/13	353	Anderson, M. R.	11/22/12	569	Ragan, T. F.	2/4/13	1186	Odo, K. S.	12/19/12
3	Sgroi, D. W.	2/26/13	48	Keitel, B. J.	2/16/13	134	Welz, M. J.	1/15/13	353	Barnes, S. C.	2/14/13	569	Richardson, G. L.	2/27/13	1205	Bowlin, G. S.	12/29/12
3	Widmer, J. E.	1/13/13	48	Teafatiller, T. B.	11/3/12	139	Newcomer, W. A.	2/1/13	353	Chiodo, D.	3/3/13	569	Rodman, D. R.	12/1/12	1205	Downs, W. W.	11/25/12
3	Woodard, A. L.	2/21/13	51	Pettitt, W.	12/19/12	143	Whitcomb, W. E.	1/26/13	353	Craw, D. J.	2/20/12	569	Sammann, H. F.	1/25/13	1220	Bartusek, F. J.	11/11/12
3	Wynkoop, R. B.	10/8/12	51	Thoms, H. V.	8/9/12	146	McGrew, A. D.	3/6/13	353	Hunter, G. E.	4/1/13	570	Sowle, P. E.	2/14/13	1228	Cook, J. H.	2/18/13
3	Zitelli, J.	3/10/13	51	Walker, L. D.	12/9/12	146	Reinhardt, G. L.	1/28/13	353	Mungy, M. W.	4/1/13	584	Carlton, J. A.	2/11/13	1249	Finch, H. R.	6/13/12
5	Kloes, A. A.	2/12/13	53	Gunz, R. E.	1/3/13	150	Lothar, K. A.	11/4/11	353	Owens, C.	3/3/13	584	Crain, W. R.	3/3/13	1253	Scott, E. V.	3/7/13
5	Ochs, K. C.	1/18/13	57	Olsen, R. J.	12/30/12	153	Birtwhistle, R. C.	11/25/11	353	Prior, J. G.	3/1/13	584	Eaton, E. M.	1/7/13	1289	Spratford, J. M.	1/25/13
6	Batbie, J. J.	1/3/13	58	Accettura, M.	3/3/13	153	Enright, T. M.	2/7/13	353	Saygi, E.	2/20/13	584	Mills, B. R.	2/24/13	1307	Venable, H. E.	7/5/12
6	Dolinajec, D. G.	3/2/13	58	Caldwell, T. W.	3/9/13	158	Bledsart, R.	2/19/13	353	Thompson, R.	11/20/12	595	Blairsdale, D. A.	11/30/12	1393	Dodson, R. D.	2/9/13
6	Hanley, M. T.	9/13/12	58	Conigliaro, J. P.	3/5/13	159	Polnow, T. J.	1/15/10	353	Varpula, I.	3/5/13	595	Cooper, L. L.	4/13/12	1393	Schuler, T. C.	12/24/12
6	Mortimore, D. C.	4/5/13	58	Galvin, F. W.	3/18/13	159	Voigtlander, C. J.	1/21/13	353	Young, J. A.	2/26/13	596	Randall, W. J.	2/15/13	1393	Woodruff, W. B.	10/23/12
6	Pressey, J. G.	2/2/13	58	Vanryckeghem, G. C.	3/3/13	163	Higgins, E. J.	3/10/13	353	Zaina, B. P.	1/7/13	601	Merry, W. A.	3/1/13	1426	Overland, E. T.	10/28/12
6	Wider, W. W.	2/11/13	64	Ide, J. S.	1/27/13	164	Duncan, J. C.	12/15/12	354	Bogus, R. J.	2/25/13	606	Pendleton, J. J.	2/28/13	1547	Pardy, F. G.	2/2/13
8	Benner, W. L.	2/2/13	66	Thomas, L. L.	1/24/13	164	Sadaka, A. H.	7/16/12	354	Brock, J. B.	1/14/13	611	Montoya, P. T.	1/10/13	1579	Rachels, E.	1/19/13
8	Browning, J. L.	3/3/13	68	Carlson, K.	2/14/13	164	Vandermark, A. C.	1/25/13	357	Brecheisen, H. D.	2/21/13	611	Shane, M. A.	2/10/13	1579	Sammons, R. W.	3/5/13
8	Henricks, R. L.	3/12/13	68	Farnham, A. K.	9/8/12	175	Brogdon, M. U.	3/3/13	357	Moore, W. E.	1/7/13	613	Irvin, R. E.	2/20/13	1687	Leppanen, L. W.	8/7/12
8	Hoffman, R. J.	11/3/12	68	Fisk, R. T.	5/17/12	175	Duvall, S. G.	2/5/13	357	Quicksey, D.	1/10/13	613	Shaw, J. R.	3/3/13	1701	Crist, L. B.	2/22/13
11	Babyak, G.	12/21/10	70	Graves, R. L.	6/17/12	175	Morrison, B. D.	1/30/13	357	Wood, M.	1/28/13	617	Rangell, S. C.	2/6/13	1837	Litwinowich, J.	1/15/13
11	Bell, T. E.	3/5/13	71	Hudson, T. D.	9/30/12	175	Runyan, C. L.	3/21/13	363	DiMarco, J. F.	2/9/13	617	Strobel, F. M.	1/30/13	1925	Buckelew, L. N.	2/27/13
11	Compton, E. K.	1/11/13	73	Johnson, E. G.	3/3/13	175	Sullivan, K. M.	3/7/13	363	Smith, D. E.	11/18/12	617	Walters, J. C.	2/8/13	2149	Longworth, K. M.	3/15/13
11	Firestone, M.	12/30/12	77	Musick, H. L.	3/22/13	176	Anderson, K. O.	3/24/13	369	Napier, C.	11/26/12	640	Catt, C. E.	2/22/13	I.O. (134)	Hennelly, W. J.	2/14/13
11	Kenny, M. F.	1/21/13	77	Pankowski, P. E.	1/2/13	176	Blanding, E. R.	2/17/13	369	Oliver, G. W.	6/17/12	640	Field, H.	2/25/13	I.O. (134)	Krohn, J. A.	2/12/13
11	Nolan, R. L.	9/15/12	77	Smith, D. W.	3/7/13	176	Koster, V. S.	1/28/13	375	Mescavage, J. J.	3/12/13	640	Wendt, A. G.	10/20/11	I.O. (134)	Niedermeyer, K. O.	2/7/13
11	Postlewait, C. B.	11/13/12	82	App, A. D.	1/29/13	177	Wade, V. K.	2/18/13	380	Werner, R. N.	10/23/12	648	White, J. T.	2/28/13	I.O. (134)	Reardon, J. P.	1/15/13
11	Rojas, J.	1/24/13	84	Ivey, C. E.	2/14/13	191	Pearl, J. N.	12/15/12	387	Gerbens, A. R.	1/30/13	649	Garbs, L. J.	1/16/13	I.O. (134)	Zito, M. L.	1/26/13
11	Shrainer, S. E.	2/12/13	86	Wolf, J. P.	3/13/13	191	Schneller, S. S.	11/7/12	388	Galarowicz, J. V.	1/17/13	659	Georgianna, A.	3/2/13	I.O. (573)	Gabrielson, W. R.	2/28/13
11	Zizian, G.	2/17/13	90	Distasio, S. C.	3/8/13	191	Viger, W. J.	2/19/13	388	Piotrowski, D. R.	12/17/12	659	Peterson, L. A.	1/6/13	I.O. (625)	Pitcher, W. M.	2/12/13
12	Amick, H. J.	10/8/12	96	Josey, A. R.	1/28/13	193	Coutu, R.	2/18/13	400	Rella, A.	2/15/13	661	Byroad, G. L.	2/19/13	Pens. (840)	Toombs, F. W.	2/17/13
12	Gray, H. M.	2/10/13	98	Darcy, P. A.	3/5/13	194	McCormick, C. L.	2/20/13	413	Vallozza, P. L.	11/26/12	661	Palnar, G. P.	1/8/13	Pens. (I.O.)	Astheimer, R. P.	2/25/13
12	Zupancic, V. W.	2/13/13	98	Gillies, W. I.	3/7/13	196	Ehmen, J. V.	1/9/13	424	Lindballe, B. J.	2/22/13	665	Larson, J. O.	3/1/13	Pens. (I.O.)	Becker, J.	10/23/12
16	Bell, J. R.	11/30/12	98	Walizer, D. D.	3/13/13	212	Burnett, R.	2/15/13	428	Beauchamp, J. D.	3/12/13	665	Morgan, L. A.	2/14/13	Pens. (I.O.)	Birch, G. H.	1/22/13
16	Hammonds, G.	2/15/13	99	Barboza, J.	2/11/13	212	Hensley, E. D.	1/9/13	428	Pettijohn, J. H.	3/6/13	666	Bosher, B. E.	2/26/13	Pens. (I.O.)	Brown, E. C.	2/12/13
16	Unfried, T. J.	3/3/13	99	Hubert, L. R.	1/6/13	213	Chapple, W. D.	11/26/12	429	Smith, J. H.	2/20/13	688	Davis, R. E.	2/22/13	Pens. (I.O.)	Bullister, J. P.	2/6/13
17	Howe, J. C.	1/25/13	99	Nash, W. J.	2/27/13	213	Powell, S. R.	12/22/12	436	Bamberg, C. E.	9/1/12	697	Rajkowski, A. J.	1/27/13	Pens. (I.O.)	Donnelly, L. R.	3/11/13
20	Blackburn, D. J.	2/8/13	100	Finney, R. L.	1/28/13	213	Sommers, F.	8/20/10	436	Sanders, J. C.	6/9/12	701	Nelson, R. P.	2/7/13	Pens. (I.O.)	Drew, F.	2/19/13
20	Crouch, J. E.	2/19/13	100	Swanbom, D. J.	10/9/12	213	Wood, D. J.	2/4/12	440	Martine, R. S.	1/6/13	702	Snider, J. L.	3/16/13	Pens. (I.O.)	Dyrlund, E. D.	2/26/13
20	Hobbs, C. L.	3/10/13	102	Anthenelli, V. A.	2/23/13	223	Olson, W. S.	2/15/13	449	Parker, V. D.	2/26/13	702	White, L. E.	3/6/13	Pens. (I.O.)	Ferrari, R. J.	1/14/13
20	Price, D. W.	3/16/13	102	Bakke, A. J.	1/15/13	230	McAvoy, J. R.	2/21/13	453	Luce, D. C.	12/12/12	704	Wirzbach, R. C.	3/8/13	Pens. (I.O.)	Fields, M. W.	2/19/13
21	Rath, V. A.	10/6/12	102	Simpson, J. M.	11/15/12	231	Ostermann, R. L.	1/6/13	456	Hussey, T. J.	11/10/12	714	Holmquist, H.	12/2/12	Pens. (I.O.)	Fleming, H. E.	2/2/13
24	Bailey, D. H.	12/25/12	102	Stauch, A. M.	3/12/13	236	Wood, W. F.	2/9/13	456	Sur, S. J.	2/27/13	716	Dumas-Fonseca, A. R.	12/7/12	Pens. (I.O.)	Higgins, G. R.	2/23/13
24	Brown, R. E.	2/27/13	103	Brown, M.	1/17/13	237	Jordan, D. L.	1/6/13	459	Mattison, M. F.	10/15/12	716	Golden, M. S.	12/15/11	Pens. (I.O.)	Hill, H. J.	1/30/13
24	Carder, G. O.	2/16/13	103	DeYoung, G. A.	1/15/13	238	Hyatt, D. F.	1/19/13	461	Hartman, D. D.	11/15/11	716	Hughes, C. D.	2/20/13	Pens. (I.O.)	Hopkins, J. L.	12/26/12
24	Davis, E. R.	2/13/13	103	Downing, J. A.	2/27/13	246	Gasser, K. W.	2/12/13	461	Muranyi, J. S.	1/19/13	716	Norris, W. R.	3/2/13	Pens. (I.O.)	Jirik, R. A.	2/8/13
25	Ceckowski, W. P.	1/16/12	103	Keenan, W. F.	2/26/12	257	Loyd, W. C.	3/27/13	466	Cook, R. L.	2/7/13	716	Sobon, B. R.	3/5/13	Pens. (I.O.)	Kirkman, J. W.	1/17/13
25	Gates, G. A.	3/2/13	103	Maciariello, A. J.	10/24/12	258	Doskotch, W.	10/30/12	466	Mundy, G. G.	2/9/13	716	Wood, D. R.	1/27/13	Pens. (I.O.)	Krick, W. W.	2/16/13
25	Larsen, A. G.	1/14/13	103	Pinto, D. M.	1/19/13	269	Foy, C. M.	9/7/12	466	Murphy, T. L.	1/12/13	738	Landriault, J. C.	1/31/13	Pens. (I.O.)	Lantz, R. J.	3/2/13
25	Romann, E.	1/27/13	105	Tabone, J.	2/15/13	269	Tozzi, M. A.	3/20/13	474	McB							





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.

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**FROM THE OFFICERS****Stand with Low-Wage Workers**

**Edwin D. Hill**  
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In 1883, a group of telegraph linemen, members of the Knights of Labor, went on strike protesting low pay and unsafe working conditions. Their strike was broken. Still anonymous, still suffering an appalling percentage of tradesmen electrocuted on the job, it took eight more years for a small contingent of courageous leaders to successfully form a national union of electrical workers.

One hundred and thirty years later, groups of unsung workers in the fast food and retail industry are walking off the job in major cities protesting low pay and benefits.

They don't face the same carnage of the linemen of yesterday, but these mostly-young workers are throwing a spotlight on another dangerous national shame—the growing chasm between the wealthiest Americans and the rest of society.

Striking workers include Chris Thomas, a Nike store employee in Chicago who told the Huffington Post how he only made \$10 an hour after working for Nike for years. He got a raise to \$11, but then the store closed for renovations. When he came back to work, his pay was dropped back to \$10 an hour. "They say we're low-skilled workers, but we're helping generate billions of dollars in profits," says Thomas.

The Pew Research Center says that the top 7 percent of Americans saw their average net worth skyrocket by 28 percent between 2009 and 2011. The remaining 93 percent of the population saw their paychecks erode. The wealthiest 400 individuals in America have more cash and assets than half of all the families in the entire country put together.

Even billionaires Warren Buffett and Lloyd Blankfein, the CEO of Goldman Sachs, say the lopsided distribution of wealth in the U.S. has reduced the purchasing power of average workers to a point that it endangers economic growth in an economy that is increasingly dependent upon consumer spending.

In New Jersey, several IBEW locals have joined with 200 other groups in a petition campaign in support of a referendum on this coming November's ballot to increase the state's minimum wage to \$8.25 with a cost-of-living adjustment. Hundreds of new voters are being registered under the slogan: "Register to Vote Yourself a Raise." Other states are seeing similar efforts.

Workers who fill orders for expensive electronic equipment at Amazon.com have sued the company to be paid overtime for unpaid hours waiting in line to be checked by security personnel at the end of their shifts.

In June, a caravan of workers and advocates will travel to Wal-Mart's annual stockholder's meeting in Bentonville, Ark. They will call for limits on executive pay while spreading awareness about the company's arrogant refusal to recognize the rights of their employees to speak out and organize.

Some say members of a union of skilled workers don't have much in common with the strikers at restaurant chains—who began their protests on April 4, the anniversary of Dr. Martin Luther King's assassination in Memphis 45 years ago—or with the actions of those challenging Wal-Mart or Amazon.

But we have everything to gain by supporting these men and women who are putting a human face on the statistics about growing inequality in America. Numerous books and articles have hit the blogs and stores over the past few years on how the polarization of wealth threatens our economy and our democracy.

Nothing makes the case better than the narratives and the spirit of men and women who, like our own members, exhibit the courage to speak up and demand justice on the job.

And rather than being strangers—without fundamental changes in our economy—these workers are ever more likely to be our neighbors, friends or relatives. The Bureau of Labor Statistics says that at the current rate, by 2020, nearly three-fourths of all job openings in the U.S. will pay a median wage of less than \$35,000 a year, with nearly 30 percent paying a median of about \$20,000 a year.

In November, hundreds of IBEW members will participate in grassroots campaigns for candidates who pledge to stand up against growing wealth inequality and support real steps to reduce unemployment by rebuilding our nation's infrastructure.

We will talk about how—if our nation continues on its current path—it will be that much harder for working families to educate our children and for our communities to supply the kinds of public services we need to be safe and secure.

Sometimes our campaigns will help to win elections. Inevitably, some of our candidates will lose. When they do, it can make us feel like all of our talk is cheap or our voices are echoes in the desert.

The low-wage worker strikes, campaigns like the one in New Jersey to raise the minimum wage, and the lawsuits of the workers at Amazon show that we are part of a growing movement that reaches far beyond the men and women who belong to unions and even beyond which political party we belong to.

If we truly want to level the playing field in our economy, if we want to preserve America's historic promise for the next generation, we should take hope and inspiration from the newest fighters for economic justice and give them our support. ■

**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](mailto:media@ibew.org)

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## Letters to the Editor

### A True Labor Party?

In the April issue of *The Electrical Worker*, Brother Robert Fitz (“GOP Friends or Foes?”) takes the Republican Party to task for their attacks on the working class and, in particular, organized labor. I agree with his sentiments wholeheartedly. But although he doesn’t mention the Democratic Party by name, it could be inferred that that is the logical alternative to the GOP for a working man’s vote; sadly, that is no longer the case.

Bill Clinton gave us NAFTA. President Obama was in favor of single-payer health care as a candidate but immediately caved in to the insurance industry and Big Pharma upon being elected. Despite numerous opportunities, not once has our president honored his pledge to walk a picket line with us. And does anyone remember the Employee Free Choice Act promised us for our support? In Oregon most of the members of the Progressive Democratic Caucus wouldn’t sign a pledge not to vote for cuts to the social safety net. I worked to re-elect the president and was rewarded for my efforts by his proposal to cut Social Security, despite the fact that it is a self-funded trust and has no place in the federal budget.

Until we get a true labor party going, I’d suggest that Brother Fitz take a look at the Working Families Party; they have more allegiance to the working class than either of the major parties.

*Ray Kenny, Local 48 retiree, Oregon Working Families Party delegate  
Portland, Ore.*

### A Storied Career

William “Bill” Mitchell and Norman Howard finished their long careers in the IBEW on March 28 with their retirement from Hatzel & Buehler, Inc. They are the first journeyman wiremen to retire from Hatzel & Buehler since the opening of H&B’s Ohio/West Virginia office. Brothers Mitchell



*Mitchell and Howard*

and Howard spent the last several years working at the Ashland Works of AK Steel Corp., as members of Huntington, WVa., Local 317.

Established in 1894, Hatzel and Buehler is the oldest electrical contractor in the country. It is also the oldest continuous member of the National Electrical Contractors Association. One of H&B’s oldest documented projects was the installation of the electrical service at the famous Biltmore Mansion in Ashville, N.C. The main switchboard has been preserved and still bears Hatzel & Buehler’s logo.

*Bill Mitchell, Local 317 retiree  
Huntington, WVa.*

### Divide and Conquer?

Regarding “No Apologies” (Letter to the Editor from Gary Vander Bent, March 2013), what does gay marriage and the support for the unborn have to do with IBEW members? It does nothing to help retirees and future apprentices and journeymen paying into the pension fund for current and future retirees.

Brother Vander Bent and too many confuse this or only care that they got theirs. There is no brotherhood or fraternity in this. They are only fostering the GOP and anti-union foes trying to divide and conquer union members.

Hundreds of thousands of union members are struggling to recover from the last recession. Try telling them how being anti-gay marriage and pro-life can pay their mortgages and bills and put food on the table.

I would love to see Brother Vander Bent and his ilk go to Sensata, a nonunion manufacturing company, and push his views. Last November, Sensata was bought out by Bain Capital even though it was profitable and moved to China and other spots besides the U.S. Mitt Romney, who owns over 51 percent and over \$8 million in the Bain firm, did nothing to stop this.

The GOP has done all that it could to stop any moderate candidates. At best they will lie to get elected and then vote party line in office.

We need a Democratic tea party-style offensive to get rid of the fake blue dog and corporatist Democrats. And stop fighting to divide union members.

*Steven Josephson, Local 134 member  
Chicago*

## Who We Are

If you have a story to tell about your IBEW experience, please send it to [media@ibew.org](mailto:media@ibew.org).

# Daughter Follows Trailblazing Mother into the IBEW

**W**orking in the building trades often passes from generation to generation within a family, usually a son following a father into a union career.

This month in Los Angeles, however, family tradition passes between mother and daughter when Hannah Cooper tops out of her apprenticeship. Her mother, Kelly Cooper, was the first female member of Los Angeles Local 11.

It won’t be the first time a mother-daughter duo has joined the IBEW ranks. That honor may go to the second woman to join Local 11, Jane Templin, who started her apprenticeship a year after Kelly Cooper and is now the interim president, and her daughter, Las Vegas Local 357 member Jennifer Tabor.

“A career in the trades makes sense because it’s a good job that can support you and your family. That’s important to women and men,” said Carolyn Williams, director of civic and community engagement. “I expect this to be more common in the future, but for now it is worth celebrating what this union means for our brothers and our sisters.”

After a year of traveling the world, Kelly Cooper knew she didn’t want to go back to her small hometown in Australia; a trade would give her the independence to go wherever she wanted and being an electrician looked interesting. But when she walked into the Los Angeles Trade Technical Community College in 1975, she didn’t know that no woman had ever completed their electrician’s course. And no woman had ever been a member of Local 11.

“Initially it was just so abstract and really fascinating,” Kelly said of the early electrical training courses at TradeTech. “The theory was pure and piqued my interest, but very quickly, it was the work that drove me.”

Cooper says the classes were all taught by Local 11 members who frequently referred students to the apprenticeship program ... except her. Kelly says the instructors told her it wouldn’t be a good fit. She ignored the advice and signed up for the apprenticeship anyway.

“I am very competitive and I wanted to be a journeyman, to be independent,” she said.

Cooper concedes the detractors may have had a point: the jobsite was often a hostile place. Hannah, now 26, said she doesn’t remember her mom talking about it much.

“My mom is so tough,” she said. “Loving and affectionate, but she is a



*Photo credit: Adam Cooper*

*Los Angeles Local 11’s Hannah Cooper and her mother Kelly Cooper, the first female member of Local 11. Hannah tops out this month.*

strong advocate for herself.”

After graduation, Kelly’s career took her to construction and maintenance projects across Los Angeles until the 2000 recession. With work slow, Kelly took the civil service electrician’s test and went to work for the City of Los Angeles.

“Once I got into the system and figured out how it worked, I started going for promotions,” Kelly said. When she moved into management, Kelly went to night school for a bachelor’s in political science and continued to rise through the ranks.

Now director of building maintenance for Los Angeles, she supervises a staff of more than 250 responsible for 700 city-owned buildings. Though she is an administrator, she maintains her IBEW membership and says she still thinks of herself as an electrician first.

“I wouldn’t have ever been able to do this without working with the tools,” Kelly said. “Being in the IBEW has been fantastic for me.”

Kelly says it’s been gratifying to see how welcoming Local 11 has been to Hannah and the other women in the ranks, even calling it a “nurturing environment,” but she is disappointed that so few women followed her and the first generation of trailblazers.

“I’m shocked really,” she said. “Maybe Hannah will be an example and inspire a new generation of women.”

As a child, Hannah says she had only a vague understanding of what her mother did.

“She would point at stuff she built but I never had an interest in it,” said Hannah, an only child. She was a dancer, an artist, more like her father, who was in show business. She knew her mom was in a non-traditional career,

but that was only “mildly cool.”

“It didn’t seem dreadful,” Hannah said, “Honestly, it never occurred to me.”

Hannah auditioned for and was accepted by the L.A. County High School for the Arts and had notions of traveling the world as a dancer.

But in her senior year of high school, Hannah says she lost interest in dance. In the next few years she was a barista, a bartender, a hostess and a cheese monger. Whenever she saved enough, she left the country until the money ran out. In late 2007, Hannah was setting out on another trip—this time to Asia—but after three years in motion, the charm was wearing off.

“I was tired of wasting time,” Hannah said. “I didn’t have the patience for college, but I wanted a career where I could be self-sufficient. That is when I started considering the trades.”

Kelly says she had talked with Hannah about practical crafts that allow creative expression. “I told her, having a trade serves me well. Just consider it,” Kelly said.

While backpacking through Southeast Asia, Hannah said, she met young people who supported themselves through a variety of jobs in construction. It clicked. She called her mom and told her she was signing up for the apprenticeship when she got home.

By scoring in the top 1 percent of her class, and getting recommendations from employers, Hannah was awarded a meritorious upgrade and will top out in June, six months ahead of schedule. Hannah says she’s just eager to get to work.

“You walk onto a mound of dirt and when you’re done, you flip on a light switch,” Hannah said. “That is so cool.” ■



# Research Encourages Young Worker Movement

**Editor's Note:** Last month in *The Electrical Worker*, we sharpened our focus on young workers inside and outside the IBEW.

In this and coming issues, we will feature the stories and voices of young workers themselves. We will examine the experience of other labor organizations and our advocates. Our goal is simple—to be a resource in helping local unions reach out to organize new members and prepare current unionists for leadership—to revitalize our labor movement.

Effectively bridging the different perspectives and experiences of three and, sometimes, four generations in the same workplaces can be a daunting challenge for seasoned leaders and emerging activists alike.

Within the IBEW and the AFL-CIO, young worker activists and their mentors are aided by a growing body of research into how to rejuvenate today's labor movement.

A PowerPoint presentation produced by Cornell University's Institute for Labor Relations describes four common stages in veteran union leaders' efforts to engage younger members in their locals: First, more experienced unionists ask, "Why don't these kids appreciate our past struggles?"

Second, they ask, "If we tweet [approach young workers through social media], will they come?"

Third, after technology alone doesn't engage young members, they ask: "What is important to you?"

Finally, veteran unionists get around to the fundamental question: "How can we fully incorporate everyone in the union?"

Two research papers, based upon extensive interviews, have expanded the knowledge base of unionists who are

working to tap the initiative of young workers and fully incorporate everyone in the union.

## Confronting Challenges, Sharing Best Practices

"Youth and Unions" written in 2010 by Ken Margolies, a Cornell senior associate, and Marlena Fontes, a student, is based upon extensive interviews with workers, both union and nonunion.

Fontes, now an organizer with Local 32BJ of the Service Employees International Union, collaborated on the paper at age 20. She says, "When I was writing the paper, there wasn't a lot of information on organizing young workers. It wasn't a focus until recently. I thought it was important to find out what was working and what wasn't and share best practices."

Some more senior workers assume that young workers don't really need the money or are "working just to buy iPhones," says Fontes. The reality is that most are trying to make a living, many to support families. And when unions do research about them, "it shows a lot of respect for the work force."

In a section entitled "Challenges of Organizing Young Workers," Margolies and Fontes trace the decline of the union movement during the lifetime of today's young workers. They write, "Lack of coverage in the mainstream media about unions and a culture that more and more promotes individual solutions to societal ills has chipped away at the working class identity that many young people now lack."

The paper describes how young workers have been brought into activity by leaders who have helped them define "their issues," build community, learn about their local unions and all of the labor movement, and become involved in campaigns that can help them begin to see themselves as "young workers" and actors of change.

## Delivering Value to the Labor Movement

The AFL-CIO's "Young Worker Groups Research Project," published in 2012, studies eight young worker groups in Baltimore, Denver, Massachusetts,



Wendell Yee, New York Local 3 member and president of the Electrical Workers Minority Caucus Youth Caucus, addresses a 2011 gathering of the Next Up Young Workers Summit, sponsored by the AFL-CIO.

Oregon, Rochester, N.Y., and San Francisco and San Jose, Calif.

The authors of the report say young worker groups "deliver value" to the labor movement in three "distinct and important ways," say the researchers. First, they create a "space to cultivate dynamic, diverse and effective leaders. Second, they function as "laboratories" where aspiring leaders can experiment with new ways to engage and mobilize workers—union and nonunion alike—as the engine of a movement for social justice and economic fairness.

Finally, young worker groups help build bridges between established labor organizations and other social and political forces that are potential or actual allies of the union movement.

After outlining the strategic challenges facing young worker groups, the paper makes recommendations to the AFL-CIO for meeting them.

In its conclusion, the team says, "We were heartened by what we observed ... These emerging organizations, along with parallel formations within union affiliates, represent a hopeful and potentially significant development. With more support and resources, additional guidance and leadership, and greater strategic coherence, these and other young worker groups may be well positioned to contribute in meaningful ways to the revitalization of a more inclusive, dynamic and effective labor movement in the United States."

The 34-page paper was co-commissioned by AFL-CIO Secretary-Treasurer Liz Shuler, formerly special executive assistant to IBEW International President Edwin D. Hill.

The research team included Jeff Grabelsky, an IBEW journeyman inside wireman and longtime faculty member at Cornell. Included in the interviews was Cory McCray, a member of Baltimore Local 24 and a lead organizer who was appointed by the Baltimore Metropolitan AFL-CIO to revive the Baltimore Young Trade

Unionists, a group founded in the 1960's.

The group interviewed key central labor body leaders as well as young activists.

Look for more coverage of young worker activism on [www.ibew.org](http://www.ibew.org) and on IBEW's Facebook page. ■

## U.S. Trailing in Youth Employment

Over the last 12 years, the U.S. has gone from having the highest share of employed 25- to 34-year-olds among large, wealthy economies to having among the lowest.

The European economy has deteriorated over the last two years and the American economy has strengthened modestly, but youth unemployment lags behind:

In 2011, 26 percent of Americans between ages 25 and 34 were unemployed. The share was 20 percent in Canada, 20 percent in Germany, 21 percent in Japan, 22 percent in Britain and 22 percent in France.

The U.S. has also lost its once-large lead in producing college graduates.

Source: *New York Times*, "The Idle Young Americans," May 5, 2013

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