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A unique perspective of a transmission tower in Birmingham, England. Niagara Transformer supplies 82 countries around the world.

Upstate N.Y. Transformer Manufacturer Expands Plant, Global Reach

When Bill Woerner was hired by New York's Niagara Transformer 27 years ago, he joined 80 union workers at a family-owned company, expecting a steady job that could continue to deliver pay and benefits even as the area's auto plants and steel mills strained under

extremes of boom and bust.

"My father was a steelworker who advised me to find the job that would be the most consistent," says Woerner, who began to learn the trade of a coil winder, producing the interior of the transformers by delicately wrapping copper or aluminum wires around a core interspersed with layers of insulation for cooling.

Woerner says he was proud to contribute to his employer's success in supplying a niche market for custom-designed transformers that can perform in punishing environments from the North Slope of Alaska to Antarctica.

Prospering Together

Led by the Darby family, Niagara Transformer and members of Buffalo Local 41 prospered together through many industry challenges such as the 1994 North American Free Trade Agreement, ostensibly calculated to increase markets for U.S.-manufactured goods, but which intensified competition in the electrical equipment market.

Thousands of factories shut down, including many in Upstate New York. The IBEW's manufacturing membership took deep hits, losing jobs to new plants being built just inside the Mexican border, where their products were then exported back to the U.S. But, Niagara Transformer—founded in

NIAGARA TRANSFORMER *continued on page 2*

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IBEW MEDIA WORLD

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www.ibew.org

Our Web site has news and info not available anywhere else. Visit us to connect with the IBEW on Facebook and Twitter.

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YouTube

Our popular YouTube channel is a hit with viewers—and our videos have generated nearly 300,000 plays. Youtube.com/TheElectricalWorker

Vimeo

See why nearly 5,000 L.A. workers, including engineers, architects and other professionals, united common interests with IBEW clout. Watch at vimeo.com/74089407.



HourPower

Now on IBEW Hour Power, we examine one of the largest mentoring programs in the IBEW—out of Local 3 in New York City. Check it out today! IBEWHourPower.com



ElectricTV

Innovation—NECA and the IBEW have it, and the Salem Smart Power Center makes renewable energy storage a reality. Watch the video about it on ElectricTV.net!



Niagara Transformer Expands Plant and Job Security

1933—defied the death spiral and was still standing.

The company's business shifted to production of larger and more complex utility transformers and a new facility became a necessity.

Today, journeyman inside wiremen, who are also members of Local 41, are completing a new climate-controlled, dust-free building with carefully managed ambient temperatures, expanded testing and painting capabilities, high ceilings and huge cranes, all designed to accommodate larger transformers.

New Facility Supports Start-to-Finish Production

"The area where new transformers will be tested has the most elaborate grounding system I have ever installed," says Mike Brennan of Ferguson Electric, a local IBEW contractor who is the prime electrical contractor for the expansion. Transformer testing will be observed via streaming video by customers that include utilities, original equipment manufacturers and end users.



Niagara Transformer President John Darby, left, joins Ron Bailey, shop steward, Buffalo Local 41, on the site of the company's \$15 million expansion project.

"The business of building bigger, higher-voltage transformers comes with more responsibility for cleanliness and a dust-free environment," says Ron Bailey, a 14-year employee and Local 41 shop steward who works as a tester.

Niagara Transformer has 40 union members who build transformers from start to finish, including welding and fabrication, coil winding, core cutting and stacking, core and coil assembly, control wiring and conduit, testing and shipping. Local 41 members meticulously dry out the transformers and finish control boxes, performing all wiring, pipefitting and painting. The company provides extensive training in



Utility workers in Alaska position a transformer manufactured by Niagara Transformer in Buffalo.

multiple disciplines to continuously invest in its workers.

Bailey, whose father, like Woerner's, worked at Worthington Steel, says workers are looking forward to a more spacious, modern work environment. "There is some concern as with any expansion, but we feel it will make Niagara a better place to work for many years to come," Bailey said.

Woerner and Bailey credit Niagara's President John Darby—a third-generation member of the company's founding family—for, years ago, involving hourly workers in a difficult, but necessary process to improve productivity and streamline the work force without resorting to the bait-and-switch tactics of other employers.

"Our joint success, as an IBEW local and as a company, is tied to the efficient, cost effective manufacturing of our product, putting our customer's quality first and positioning us as a lean, cost effective competitor in what is now a worldwide marketplace," Darby says. "Competitiveness and quality allow us to win, and not just here in the U.S., but in the 82 countries around the world that we service."

While the company continues to diversify and enter new markets, competition continues to grow, with Chinese competitors emerging as the newest threat to U.S. manufacturers.

"As a union, we've realized the need to work with the company to continue to make us viable and competitive," says Woerner, a father of three.

'Lean' Manufacturing

While lean manufacturing has been criticized by some labor activists as a tactic to institute speedup and increase profits on the backs of workers, it has been used successfully at Niagara Transformer.

Over the last 10 years, managers and union workers attended seminars together at the University of Buffalo. Focusing on collaborative techniques made popular by Toyota and now used

by many manufacturers to streamline their workflow, management and union members reorganized production and established lean manufacturing groups that included cross training workers and creating cross functional teams from all areas of the company.

At Niagara, says Woerner, lean manufacturing succeeded by enabling workers who once only knew one aspect of the manufacturing process to understand how their pieces of work fit into the whole puzzle of fabricating high-quality transformers for an ever-changing customer base.

Darby kept faith with the work force even as the union's numbers declined. Members knew that economic development officials in North Carolina were making a play for him to relocate, offering tax and other incentives. They had seen competitors come and go. Rapid Transformer, a Connecticut-based company, had come up to Western New York to set up operations in a facility that had been abandoned by Worthington Industry. They didn't last, but Niagara did, with the help of the high skill and productive IBEW work force it employed.

Skill, Experience Protect Jobs

"John Darby had to weigh his options, but I'm convinced that the single most important factor in his decision to remain in this area was the skill and experience of our members and their commitment to producing the highest quality products," says Local 41 Business Manager Mike Gaiser.

Darby tapped help from his state's congressional delegation. Sen. Kirsten Gillibrand (D-N.Y.) and Rep. Brian Higgins (R-N.Y.) nurtured Niagara's development of the site of its new plant through their support of the Brownfields Utilization, Investment and Local Development (BUILD) Act. Darby joined them at a press conference on the site last July to applaud the program that gives incentives to companies for

cleaning up contaminated parcels, building new infrastructure and returning sites to productive use.

"The Federal BUILD program and similar New York State programs we participated in have been efficient and effective from my point of view and should be a model of how government and the private sector can work together to benefit the entire community, grow jobs and build investment for many years to come," Darby said.

Niagara's commitment is to Upstate New York, says Woerner, who served on Local 41's negotiating committee through several contracts. Darby added "We want to win here—in Western New York—in our own backyard."

Reiterating the tag line he lent to the company's Web site, Darby summarizes what makes Niagara different: "At our core, Niagara Transformer has the best people taking on the toughest engineering challenges with the highest quality and the shortest lead times."

Global Competition Still Hitting Home

Comparing the consciousness of union activists in the '60s and '70s to the thinking of today's grassroots members, Woerner says there is a greater understanding of the need to factor in not just what the employers are up against, but the "competition we face as workers." He expresses concern that the rules governing global trade are still skewed against domestic workers and owners alike, leaving fewer success stories like the one emerging at Niagara Transformer.

The U.S. government and our companies spend money to design and engineer products and other countries steal it, he says. "Domestic manufacturers have all of the expenses and the competitors reap all of the cost savings and more," he says.

The blowback hurts responsible employers like Niagara Transformer. As longtime employees retire and Darby looks to staff the new facility, he is having trouble finding suitable applicants. Regional job markets are always subject to a multitude of factors, but Buffalo's mature manufacturing base has been eroding for decades, Woerner said. "Too many young people have been told by their parents: 'There is no future making things with your hands. Go to college and get an education.'"

However, as Niagara Transformer has proved, there is productive and satisfying work out there for young people who want to come to work, work hard and learn a trade with a company and a union that are working jointly by investing and planning for their successful, collective future. ■

Ohio Activists Call on University to Drop Questionable Contractor

State building trades activists and safety advocates are calling on Ohio University to take a closer look at its choice of electrical contractor, citing its numerous safety citations and a checkered workers' rights record.

GC Turner Construction, Athens-based Ohio University's main contractor, hired Claypool Electric as part of a major expansion and renovation project last summer. But the Affiliated Construction Trades, a construction safety watchdog group, has accused Claypool of numerous safety and wage violations over the years, including:

- 10 citations by the Occupational Safety and Health Administration over the last 13 years; seven are classified by OSHA as "serious."
- The Ohio Department of Commerce has investigated Claypool four times over violations of state prevailing wage law, two times on the Ohio University project alone.
- Claypool has been investigated by the National Labor Relations Board for violations of workers' rights on nine occasions.

Last spring, three former employees were awarded back pay for overtime work after the IBEW brought unfair labor practice charges against the company.

ACT Ohio set up an online petition and Web site—www.safecampusinfo.com—to raise awareness about Claypool.

The campaign has received local media coverage.

"Quality contractors help insure work is completed to all regulations and safety standards, helping create a safe campus and a better learning environment," says ACT Ohio's petition.

Activists are also making phone calls asking residents throughout the Athens community to contact the university.

"We are trying to show OU's president that there is support for contractors that respect labor law and safe work practices," said Marietta Local 972 Business Development Coordinator Nick Dobbs.

IBEW activists throughout Ohio have been working to raise wages and working standards at Claypool since 2011. Nine IBEW locals came together to help organize the company after a group of workers reached out to the union.

"There were employees who were interested in being represented by the IBEW," said Dobbs. He says their complaints ranged from delayed raises to disrespectful managers. "There was a lot of unrest."



Activists are calling on Ohio University to drop Claypool Electric, a contractor with a record of wage and safety violations.

After the company—whose work force averages 150 employees—expanded into Athens, workers set up a volunteer organizing committee.

To help workers get the back pay they were owed, all nine locals contributed to a group legal fund to bring the issue before the NLRB.

Members of the VOC petitioned for

an election last summer, but as soon as they did, management began harassing pro-union workers, and holding mandatory captive audience meetings.

"We were doing very well with card signing, but then Claypool brought in an anti-union law firm," said Fourth District State Organizing Coordinator Bert McDermitt Jr. "They started up with the

scare tactics."

The company's heavy hand convinced enough employees to change their mind about signing cards.

Despite the setback, Local 972 Business Manager Troy Ferrell said the IBEW will continue to fight for Claypool workers and help raise safety standards and working conditions for all Ohio

electricians.

More than a dozen employees left the company to work for IBEW signatory contractors, including Local 972 member Lee Whitlach. Whitlach worked for Claypool from 2010 to 2012 before joining the IBEW.

"Claypool paid us nothing," he said. "Now that I've joined the IBEW, I like the work, I like the pay and benefits."

His comments are echoed by another former Claypool employee, Charlie Cox. "I like the money and benefits, but what I really like is that our rights are respected and the fact that we have someone to turn to if there's ever a problem," said the new

Huntington, W.Va., Local 317 member.

McDermitt says the IBEW will continue to fight for Claypool workers. "We knew it would be difficult, but we're going to continue to speak out against unfair labor practices and not let Claypool drive standards down in the electrical industry." ■

Italian Trade Unionists Commemorate 9/11

In the wake of the attacks against the Twin Towers on September 11, 2001, our national tragedy was felt throughout the world, particularly in Europe, where terrorism has also taken its toll. And many of the 21 IBEW members, the New York City firefighters and others who lost their lives as the towers exploded were among the 17 million Americans who claim Italian ancestry.

In September, Italian trade unionists sponsored a memorial service for 9/11 victims at a monument in Padua built in 2005. The monument, named "Memory and Light" is the only memorial in Europe paying tribute to 9/11's victims. Located in Northern Italy, Padua—the capital of Padua province—is a busy commercial center and home of celebrated art and architecture from the medieval and Renaissance periods.

Sponsors of the international memorial service included Carlo de Masi, secretary general of FLAEL, Italy's largest union of electricians. The IBEW and FLAEL maintain strong fraternal ties. Carlo de Masi has been a guest at several IBEW conventions.

"I was overwhelmed," says International Secretary-Treasurer Sam Chilia, who addressed the commemoration.

The IBEW delegation included New York Local 3 Business Manager Chris Erickson, John Marchell, the local's president and Sebastiano Licciardi, representing the victims' families. Licciardi's son, Ralph, 30, a father of two and a member of Local 3, was killed on 9/11.

"I was impressed by the way the Italian labor people carry a special passion for the American people. They view 9/11 personally as if their own sons and daughters lost their lives," says Chilia.

Members of Local 3's Sword of Light Pipe Band played bagpipes for an honor



A group of IBEW union leaders and representatives joined Italians for a 9/11 commemoration in September in Padua, Italy.

guard made up of American and Italian firefighters. A bell made by members of Local 3 and etched with the names of the union's 9/11 dead was donated to the monument's museum, which contains a photographic exhibit of people and events surrounding the tragedy.

The mayor of Padua attended, along with Liliana Ocimin, the confederal secretary of the largest labor federation in Italy, and Rick Snelsire, from the U.S. Embassy Milan Consulate.

"By sponsoring this extraordinary, thoughtful commemoration, Carlo de Masi and members of Italy's labor movement have demonstrated that workers in both our nations will never surrender to terrorism and division, but will work together for a safer world where

the sons and daughters of workers will prosper together," IBEW International President Edwin D. Hill said.

Memory and Light was designed by Daniel Libeskind, an American architect of Polish descent. Built as an etched glass rendering of the "Book of History," the left hand "page" of the memorial contains a steel beam salvaged from the World Trade Center.

The official Web site for the memorial says, "The latitude of New York is connected to the center of Padua as the vertical hinge of the Book. The Book is luminous, as is the low and expressive wall which creates an intimate place for meditation ... The Book is delicately balanced between the historical buildings of Padua, the bridge, the waterway ... This special place will glow day and night, and throughout the seasons of the year."

"The memorial ceremony brought back the tragedy of 9/11," says Chilia. "But it also cemented the bonds between two nations. 'Carlo de Masi spoke about how his people, defeated in World War II, were liberated by Americans who came out of compassion, not to take tribute.'" ■

Calif. Broadcasting Pros Vote IBEW

Tom Long hasn't had a raise in nearly three years.

As a photographer for Fox KTXL-TV in Sacramento, Calif., Long and his co-workers have watched as the station has invested in new vehicles, gear and even a new on-air set. At the same time, staff reporters and news photographers have worked increasingly grueling hours for the same pay in one of the region's most demanding markets.

But that's all about to change. Long and his co-workers voted overwhelmingly last July to join Hollywood Local 45. The new members are in negotiations with management on a first contract to cover more than three dozen employees at the station.

"Not all unions are created equal," said Long, who has been with KTXL for 14 years and was active in the organizing drive. Though employees considered talking with other unions over the past few years, "the IBEW was the best fit for what we were looking for and trying to do."

In May, employees reached out to Local 45 business representative/organizer Hugh McGuigan, who represents members in the northern part of the state.



New Hollywood Local 45 member Tom Long, left, with Business Manager Elaine Ocasio and business representative/organizer Hugh McGuigan

"These workers had their fill of all this mistreatment. They reached their threshold and wanted to do something about it, and they did," he said.

The union wage and benefit advantage became clear to the KTXL staff after networking with other IBEW broadcasting members in nearby markets. Once employees learned of the kinds of contracts their peers helped negotiate, a successful "yes" vote became a lock.

"They're significantly underpaid for what they do in the marketplace relative to other IBEW agreements," McGuigan said. "A lot of employers are able to keep their employees isolated or insulated

from what goes on in other working environments. But when you have news photographers who mix with other news photographers from other stations on breaking news stories, they have the opportunity to talk and mingle."

And that's where McGuigan has helped create the kind of climate that can lead to successful organizing victories.

"All my stewards in this part of the state have my business card, and whenever they hear someone else from the industry talking about joining a union, they hand it out and say, 'Give this guy a call,'" he said.

Local 45 Business Manager Elaine

Ocasio said that when broadcasting professionals are looking to organize, they often talk with other unions. "But the IBEW really is the best choice," she said.

"If you look at the quality of the contracts that we negotiate, we have fought to include things like seniority and just cause in ways that other unions haven't," Ocasio said. "People understand that. Plus, our word-of-mouth reputation is strong. We represent three other stations in Sacramento alone, so I'm sure that's why the Fox employees came to us to see what kind of deal they could get for their skills."

McGuigan said he anticipates a productive round of negotiations. "We've had continued support and input from these new members about the contract. I told the group from the get-go that this is their agreement. They've done a good job of coming forward and participating. They're a strong group, and they deserve a fair deal from their employer."

For more on KTXL-TV employees' efforts to gain a first contract, visit www.ibew.org. ■

New IBEW Broadcasting Site A 'Virtual Hub' for Tech Pros



A new site, www.IBEWBroadcasting.com, is geared toward industry professionals.

With a history that dates back to the heyday of radio in the 1940s, the IBEW has been in the broadcasting business longer than almost any other organization of its kind.

Now, the union has launched a new Web site—www.IBEWBroadcasting.com—developed to help organize unrepresented camera operators, techs and anyone else looking to advance themselves in the industry.

"We have more than 300 contracts in place for our broadcasting members, many of whom have helped stations and networks win Emmys, Edward R. Murrow Awards and more at both the national and local level," said Martha Pultar, who directs the Broadcasting and Telecommunications Department. "We have a critical role and influence in the industry, and we have the backing of thousands of members in the business who will stand by their co-workers to help get them the fair treatment they deserve for their talent."

The site serves a dual purpose—to attract professionals who are looking for the security of a union-negotiated contract, and to establish a "virtual hub" of communication for existing IBEW members.

Visitors can get information about their legal rights to organize and learn about some of the typical roadblocks companies put up to silence workers. A news section serves up industry details and highlights members' successes, such as a recent profile of audio techs who captured their ninth Emmy Award for their coverage of NASCAR races. A secure forum allows visitors and members a venue to discuss industry happenings and get quick feedback from IBEW representatives about how joining together with their co-workers can yield tangible benefits.

"If there is one thing the Internet and social media have helped us do, it's connect people over vast distances," said Neil Ambrosio, an International Representative from the IBEW's Broadcasting and Telecommunications Department.

Due to the unique nature of the industry, IBEW broadcasting techs frequently live far away from their home locals. Ambrosio, for example, is a member of Washington, D.C., Local 1200 but lives in Florida.

Learn more at www.IBEWBroadcasting.com. ■

Third District Youth Caucus Rebuilds Homes Damaged by Sandy

One year after Sandy hit land, many residents of the Jersey shore are still struggling to rebuild their homes left in ruins by the devastating Northeast hurricane.

On Sept. 25, more than 50 members of the Third District Youth Caucus, formed in November 2012 by Third District Vice President Don Siegel, volunteered to assist homeowners.

While attending the Third District Progress Meeting in Atlantic City, they lent their efforts to REVIVE, a group assembled to provide coordinated management in the long-term recovery process in Ventnor, a hard-hit beach town.

They rewired two homes and installed drywall in another. All wore T-shirts with the district youth caucus's logo, "IBEW 3DYC," designed by the activists, on the front.

"It was a tremendous day. One of the homeowners—whose husband is legally blind—came out of her house in tears after it was rewired and said she felt like she was being visited by angels," says Third District International Representative Ellen Redmond. She joined with co-chairs Chris Erickson Jr., New York Local 3, and Tara Chupka, Philadelphia Local 98, to organize the effort. Folsom Local 351 supplied boxed lunches and the jitneys to transport members from the progress meeting to the worksite.

Chupka helped bring 45 students from Philadelphia Electrical and Technology Charter High School, founded by Local 98, to join the work day. They assisted on beach cleanup.

"The IBEW has been a central part of my life for the past 20 years, which is why the IBEW3DYC Community Service Project was very rewarding for me," Chupka said. "To see firsthand the devastation of Hurricane Sandy, even after all these months, was shocking, and reminded all of us of the fragility of life. To be able to help rehabilitate homes damaged by Sandy was very fulfilling and was a proud day for the IBEW."

Redmond says youth caucus members were particularly pleased that one of the homes they worked on was owned by a union postal worker, adding a touch of union solidarity to their effort.

"It felt great being part of an organization where I could give back to those that were affected by Hurricane Sandy," said Nate Peters, co-chair of Long Island, N.Y.,



More than 50 members of the Third District Youth Caucus volunteered to help victims of Hurricane Sandy at a workday during the district's progress meeting in Atlantic City in September.

Local 1049's young workers caucus. "It also was an opportunity for me to meet with other IBEW youth members that are just as excited as I am in promoting and strengthening the future of my local union and the IBEW."

The volunteer effort was a "wonderful thing to see," says Siegel, who led progress meeting delegates in a standing ovation for the youth caucus after they returned from the shore. Siegel is looking to establish a relationship between the district and a nationally-organized nonprofit organization to help stimulate more community engagement activities in local union jurisdictions.

The Third District Youth Caucus was founded in Philadelphia, where 30 young workers and their more senior mentors—business managers and representatives—came together informally for a bowling party and then developed a mission statement. Only the Third and First (Canada) Districts have youth caucuses organized on a district-wide basis, says International Representative Tarn Puvapiromquon of the IBEW's Civic and Community Engagement Department. ■



North of 49° | Au nord du 49° parallèle

Manitoba Gets Energy Makeover

The provinces of Alberta and Saskatchewan are known for their mineral-rich economies. Now Manitoba, their neighbor on the Canadian prairie, is looking to join them by tapping more fully into its own natural resources to boost economic growth and energy independence.

“Alberta has the oil and Saskatchewan has the potash,” says Winnipeg, Manitoba, Local 2085 Business Manager Russell Shewchuk. “Manitoba now has the massive potential to become an energy giant.”

In the largest capital investment in the utility’s history, Manitoba Hydro has launched a long-term plan to invest nearly \$20 billion in new generation and transmission upgrades to the province’s electrical system, including the construction of three hydro-dam projects and two main converter stations.

The goal of provincial leaders and utility officials is not to just keep the province supplied with clean hydro power, but to make Manitoba a major energy exporter throughout North America.

New Democratic Party Hydro Minister Dave Chomiak says the utility is anticipating \$29 billion in energy export sales over the next 30 years—contributing to profits which will help pay for the upgrades and new developments.

“Hydro is Manitoba’s oil,” he said in a statement. “We are building Hydro now to ensure we can provide clean, affordable and renewable energy for not only Manitobans but also for our neighbors in the rest of Canada and the United States.”

Export sales commitments have already been inked with Minnesota and Wisconsin energy officials.

And that means work.

“The Manitoba Hydro projects will literally create thousands of jobs,” says Local 2085’s Shewchuk. “We will see millions of man-hours throughout its construction and maintenance. All Manitobans, especially those located in the north, will be granted the opportunity to contribute to the growth of their respective communities.”

With the majority of the work being done in northern Manitoba, these projects also mean needed jobs for First Nations communities, which too often have been left out of the province’s economic growth. Aboriginal people in Manitoba have an unemployment rate four times the non-aboriginal rate.

Since 2000, the number of Aboriginal employees at Manitoba Hydro has more than doubled. Local 2034—which represents utility workers at Manitoba Hydro—has 800 Aboriginal members.

The first portion of the project—the Wuskwatim dam—was completed six months ago. The 200-megawatt, run-of-river hydroelectric generating station located in Northern Manitoba put more than 160 Local 2085 members on the job for a four-year period. It is the first northern hydro dam to be built in Manitoba in 20 years.

Construction of the second dam—Keeyask Generating Station located 965 kilometers north of Winnipeg—began earlier this year and is expected at its height to employ more than 250 IBEW wiremen. It will produce 695 megawatts of clean, renewable energy.

The northern converter station will employ more than 150 members.

A third station, the Conawapa

Generating Station is also planned, which will be the largest in Manitoba history.

Manitoba Hydro’s new investments are also about bringing the province’s expansive electrical infrastructure into the 21st century.

Much of Manitoba’s electrical distribution system dates from the 1940s and ’50s and badly needs upgrading. For example, more than 120,000 electrical poles are rotten and need replacing, says Winnipeg Local 2034 Business Manager Mike Velie. More than 20 aged substations also need refurbishment, at an expected cost of more than \$630 million.

“This will ensure employment for IBEW members for at least the next decade and in the years to come,” Velie says. ■



The Wuskwatim dam in northern Manitoba was the first hydroelectric project completed as part of Manitoba Hydro’s \$20 billion investment plan.

Cure de rajeunissement pour le réseau de production d’énergie au Manitoba

Les provinces de l’Alberta et de la Saskatchewan sont réputées pour la richesse de leurs ressources minérales. C’est au tour du Manitoba, l’autre province des prairies, à vouloir se joindre à elles en exploitant davantage ses ressources naturelles afin de stimuler la croissance économique et renforcer son indépendance énergétique.

« L’Alberta a le pétrole et la Saskatchewan a la potasse. Tant qu’au Manitoba, il a maintenant un fort potentiel pour devenir un futur géant de l’énergie » dit Russell Shewchuk, Gérant d’affaires de la Section locale 2085 de Winnipeg au Manitoba.

La société d’État Hydro Manitoba a mis en œuvre un programme d’investissement à long terme de près de 20 milliards de dollars [le plus important investissement en capital de l’histoire de l’entreprise publique] dans la production et la distribution d’énergie pour la modernisation du réseau électrique de la province, incluant les trois projets de construction de barrages hydroélectriques et deux importants postes de conversion.

L’objectif des dirigeants provinciaux et des dirigeants de l’entreprise de services publics est de donner au Manitoba un statut d’important exportateur d’électricité en Amérique du Nord, en plus de s’assurer de fournir à la population de la province une énergie propre.

Le ministre de l’Énergie Dave Chomiak, Nouveau parti démocratique,

affirmait que l’entreprise prévoyait des ventes de 29 milliards de dollars à l’exportation au cours des 30 prochaines années et les bénéfices qui en résulteront serviront à payer pour les améliorations du réseau et les nouveaux développements hydroélectriques.

« L’hydro-électricité est le pétrole du Manitoba. Nous construisons ces aménagements maintenant afin de pouvoir fournir à tous les Manitobains ainsi qu’à nos voisins du reste du Canada et des États-Unis, une énergie propre, renouvelable, à des prix abordables » a-t-il déclaré dans un communiqué.

Des accords en matière de ventes à l’exportation ont déjà été signés avec les responsables gouvernementaux en matière d’Énergie du Minnesota et du Wisconsin.

Cela représente beaucoup d’emplois pour nos membres.

« Les projets d’Hydro Manitoba créeront littéralement des milliers d’emplois ce qui représente des millions d’heures de travail de l’étape de la construction jusqu’à l’entretien des nouvelles installations. Tous les Manitobains, en particulier les résidents du Nord, auront l’opportunité de contribuer à la croissance économique de leurs collectivités respectives » poursuit le confrère Shewchuk de la S.L. 2085.

Étant donné que la majorité du travail sera effectué dans le nord du Manitoba, ces projets vont créer des emplois dont ont grandement besoin les collectivités des Premières Nations, qui

ont trop souvent été laissées hors de l’expansion économique de la province. Au Manitoba, le taux de chômage chez les Autochtones est quatre fois plus élevé que chez les non-Autochtones. Depuis l’année 2000, le nombre d’Autochtones à l’emploi d’Hydro Manitoba a plus que doublé. La section locale 2034 qui représente les travailleurs des services publics chez Hydro Manitoba, compte plus de 800 membres de la communauté autochtone.

La première partie du projet de construction du barrage Wuskwatim a été complétée il y a six mois. La centrale hydroélectrique de 200 MW située dans le Nord du Manitoba a procuré des emplois à plus de 160 membres de la S.L. 2085 durant une période de quatre ans. C’est le premier barrage hydroélectrique construit dans le Nord manitobain depuis les 20 dernières années.

La construction de la deuxième centrale hydroélectrique Keeyask située à 965 kilomètres au nord de Winnipeg a débuté plus tôt cette année et on peut s’attendre à ce que plus de 250 électriciens de la FIOE y trouvent un emploi au plus fort de son activité. La centrale produira 695 mégawatts d’énergie propre et renouvelable.

Le poste de conversion du Nord procurera de l’emploi à plus de 150 membres de la Fraternité.

La construction de la troisième centrale, la Conawapa, est prévue pour bientôt. Cette centrale sera la plus grande de toute l’histoire du Manitoba.

Les nouveaux investissements de

la société Hydro Manitoba contribueront également à adapter la vaste infrastructure électrique de la province à la réalité du 21^e siècle.

« La plus grande partie du réseau de distribution électrique date des années 1940 et 1950 et a un réel besoin d’améliorations. Quelque 120,000 poteaux électriques sont pourris et doivent être remplacés. Plus de 20 vieilles sous-stations ont également besoin d’être rénovées dont le coût est estimé à un montant supérieur à 630 millions de dollars » explique Mike Velie, Gérant d’affaires de la S.L. 2034 de Winnipeg.

« Cela fera en sorte qu’il y aura des emplois pour les membres de la Fraternité durant la prochaine décennie au moins et dans les années à venir » ajoute-t-il.

Les membres de la FIOE travaillent également sur le projet de ligne de transmission Bipolaire III (500,000 volts) qui reliera le nord et le sud de la province et qui renforcera la capacité de transport de l’électricité afin de pouvoir supporter la charge additionnelle générée par les nouveaux projets hydroélectriques

« Ces projets de construction offriront plusieurs avantages aux Manitobains en multipliant, entre autres, les possibilités d’emploi pour les membres de la FIOE. Il est évident que la croissance de la FIOE et de la société Hydro Manitoba continuera de contribuer largement à notre économie » conclut le confrère Velie. ■

Transitions

APPOINTED

C. James Spellane



IBEW Media Department Director C. James "Jim" Spellane has been appointed Media Advisor by International

President Edwin D. Hill, effective Nov. 1.

"Jim Spellane has made an immense contribution to the IBEW's reputation and public profile," says International President Edwin D. Hill. "I am happy that he has agreed to accept the task of overseeing all of the IBEW's public media efforts to put a real face on the IBEW membership as we address challenges facing our members in all of our industries in the months ahead."

A native of Abington, Pa., and a member of Philadelphia Local 98, Brother Spellane began working at the IBEW in 1993 as International Representative for public relations, appointed by International President J.J. Barry. He had previously served as communications director for the Laborers' International Union of North America and as research director for the National Treasury Employees Union.

Since his appointment as director in 1995, the Media Department, formerly the Journal Department, has grown into one of the labor movement's most-respected communications organizations.

Spellane's multifaceted skills have been put to wide use in the IBEW's far-reaching communications program. He helped usher the IBEW into the digital age of online and social media and he helped bring high-level video production in-house, launching the IBEW into living rooms nationwide through the national ad campaign.

The IBEW Journal and The Electrical Worker, which succeeded it in 2007, have been frequent recipients of awards for excellence by the International Labor Communications Association. The Electrical Worker takes the name of the union's original newspaper, first published in 1893.

Videos produced in the union's broadcast quality studio, completed in 2012, have been widely recognized for their professionalism—showcasing the skills of IBEW members and the progressive leadership of local unions throughout North America. Recent ads promoting the IBEW—aired during NFL football games and on cable networks—have won wide praise from members and organized labor advocates for putting a fresh, positive face on the union and the labor movement.

The union's social media platforms—Web site, Facebook page, YouTube Channel, Vimeo video site and mobile phone applications—are widely

visited by members and union advocates. The IBEW's perspective on major issues from utility industry deregulation to the Affordable Care Act is sought out and respected by mainstream media sources.

Spellane's responsibilities included overseeing the rebuilding of IBEW's museum and archives as the union moved into its newest quarters in 2005. The IBEW's historic papers and other documents are preserved in modern facilities and the museum uses contemporary technology and engaging interactive exhibits to tell the union's story.

Before working for LIUNA, Spellane was vice president of the Kamber Group, a Washington D.C.-based public relations firm, where he developed communications strategies for several union clients and wrote major speeches for a number of labor leaders.

Brother Spellane, who holds a B.A. in Communications from American University in Washington, D.C., lives in Washington with his wife Susan Noon. His daughter, Nora, is a college student in Minnesota.

The IBEW officers, staff and membership wish Brother Spellane all the best in his new position. ■

APPOINTED

Mark Brueggenjohann



Mark Brueggenjohann, International Representative, IBEW Media Department, has been promoted to interim director

effective Nov. 1. Brueggenjohann replaces C. James Spellane, who has been promoted to IBEW Media Advisor.

The Media Department is responsible for producing the IBEW's official publication, creating video and text news stories and other content for the IBEW's Web site, dealing with the press, working with the international officers to shape the IBEW's message, administering the museum and archives at the International Office and working with other departments on communications-related activities, campaigns and special projects.

"Jim Spellane left us with a great department," says Brueggenjohann. "Our task is to keep staying up with and ahead of how IBEW members are getting information, creating content that fits their media usage."

A native of St. Louis, Brueggenjohann was initiated into the city's radio and television broadcasting Local 4 in 1982. He began work in that industry in 1979 while a student at Tulsa University.

Returning to St. Louis, Brueggenjohann worked for KPLR, a family-owned independent TV station as an engineer,

editor and news photographer.

Three years later, after his hiring by KTVI, Brueggenjohann began an 18-year stretch that combined photography news and promotions, editing and engineering with union activism.

A one-time Emmy winner with more than 10 nominations, Brueggenjohann has also been honored with the Champion-Tuck Award for economic coverage from Dartmouth College and the Unity Award for diversity reporting.

In 1986, Brueggenjohann volunteered to join Local 4's negotiating committee. He served as chairman of the executive board and shop steward for several years until his appointment as business manager in 2004, replacing Mike Pendergast, who was promoted to Broadcasting Director in Washington, D.C. Active in the community, Brueggenjohann served on the executive board of the North County Labor Legislative Club, an influential political player in St. Louis.

"My biggest challenge as business manager," says Brueggenjohann, "was the need to protect members' jobs" as the industry moved from analog technology to digital video. He focused on bargaining with employers to secure training for members on non-traditional work.

"We brought producers, directors and assignment editors into the bargaining unit and kept all St. Louis coverage of major league baseball, hockey and football in union hands," says Brueggenjohann.

Appointed International Representative in the Media Department in 2007, Brother Brueggenjohann brought professionalism and planning to IBEW's video productions. With his assistance, the union has produced award-winning, broadcast-quality videos and national ads.

The opening of the union's new studio in 2012 placed the IBEW in the center of the one of the most innovative and high-quality video production operations in the U.S. labor movement.

Brueggenjohann lives in Washington, D.C. and enjoys motorcycling and photography.

On behalf of the entire membership and staff, the officers wish Brother Brueggenjohann great success in his new position. ■

RETIRED

LeRoy 'Keith' Edwards



Ninth District International Representative LeRoy "Keith" Edwards retired effective Nov. 1.

Brother Edwards was the first elected African-American business manager of an inside construction local. He was initiated into Portland,

Ore., Local 48 in August 1970, finishing his apprenticeship in 1973. He was hired as a local 48 business representative in 1990 and in 1996 became the assistant business manager.

In 2000, when then-Business Manager Gerald Bruce resigned to become an International Representative, Brother Edwards was appointed to the position by the local's executive council.

Dan Gardner, International Representative in the Political and Legislative Department, was a member of the council and supported Edwards' ascension.

"He was the most experienced, but he was also very calm, very cool. He seeks advice and takes it better than just about anyone I've ever met, and then he makes his decision and runs with it," Gardner said.

Clif Davis, business development International Representative and Local 48 business manager from 2007 to 2013, said Edwards led a dramatic change within the local.

"We'd had some contentious times and he calmed things down," Davis said. "He knows how to collaborate and doesn't create factions."

What drove Edwards, said Carolyn Williams, Director of the Civic and Community Engagement Department, was an abiding belief that the labor movement was for everyone.

"He was a role model for women and minorities, but there's no book on how you move up or even into the IBEW for anybody," she said. "He was a mentor for lots of people, not just minorities, because you felt comfortable talking about your struggles and knew he would give you good counsel."

Many of those relationships developed while Edwards was on the executive board of the Electrical Workers Minority Caucus between 1993-2002. Williams said Edwards' rise through the ranks changed what many people thought was possible.

"At that time, being on staff at a local was unusual, so having a black man in that position gave people a sense that, 'Hey: I can do that,'" she said.

In 2003 Ninth District International Vice President Michael Mowrey hired Edwards to become an International Representative servicing the four Oregon construction locals and continuing his mission to make the IBEW more inclusive.

"Being a business manager is the toughest job in the IBEW and you need friends—people who understand what you're doing and can help. It's critical," Davis said. "He is the model for me and many others of how to be a good leader and help people bring out the best in themselves."

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

RETIRED

Paul J. Ward



Second District International Representative Paul J. Ward retired effective Nov. 1.

Brother Ward, a former business manager of Boston Local 103, served on the International Executive Council for three years. He was appointed in 1997 to fill the unexpired term of Frank J. Carroll Jr., who was appointed Second District Vice President.

Initiated into Local 103 in 1968, Ward was a winner of the 1977 Founders' Scholarship. He returned to college after completing his inside wireman apprenticeship. He graduated with honors from Boston College School of Law in 1981.

After launching Local 103's first political action fund in 1976, Ward served as the local's legal counsel and business representative, arguing numerous cases before the NLRB and the courts in support of the local's organizing efforts.

"I come from a long line of union movement activists," Ward said. His grandfather was business manager of a Brewery's union local. His father was an American Federation of State, County and Municipal Employees leader.

Ward's union roots have continued to spread. His son, Paul Jr., is a member of Local 103 who works as a project manager and estimator. His daughter, Elise, is business manager for Local 104, where his brother, Bob, once served as business manager. Another daughter, Andrea, is a special education teacher.

Appointed International Representative in 2000, Brother Ward serviced locals representing members in construction, railroads and paper mills.

"In construction, we were faced with the ups and downs of markets. In railroad, we had to see that our members' rights were protected. But the most challenging job was in the paper mills," he said. "The paper industry was in flux. I found that the companies that remained owned by paper enterprises fared far better than the ones that were owned by venture capitalists. We had to be flexible in bargaining, while standing up for our members and not conceding too much."

In retirement, Ward says he hopes to spend more time with his six grandchildren, volunteer for a nonprofit group with which he has maintained a long relationship and perform some pro bono legal work.

"I am excited about the young worker program being developed by the IBEW," says Ward. He says the differences between his generation and today's young workers entering the union's ranks are more pronounced

Organizing Wire

Ontario Building Trades Offer JMR Employees a 'Better Deal'

What do you call a union that conspires with employers to stop another union from organizing? That negotiates wage packages that are 10 to 30 percent less than other union shops?

In Ontario, Canada, it's called the Christian Labour Association of Canada, and for years it has prevented workers at JMR Construction—a provincial-wide construction company—from having a real voice on the job.

Now the 300 JMR Construction workers have a choice.

On Oct. 1, the open period for JMR Construction employees to switch unions began, and three members of the building trades—the IBEW, the Sheet Metal Workers, and the Plumbers—are working together to organize JMR employees.

"We've really come together, running a professional campaign from top to bottom," said London Local 120 Business Manager Paul Dolsen.

Under Ontario labour law, construction workers have the opportunity to switch unions every three years. During a three-month open period, any union that can get the majority of employees at a given company signed up is certified as the sole collective bargaining agent.

The building trades' campaign is a combination of door-knocking and

worksite visits and sophisticated online public relations.

Twenty-eight full-time organizers from the three trades are hitting worksites throughout Ontario with informational fliers, holding one-on-one discussions with workers.

The Web site includes videos and interactive graphics showcasing the benefit of joining the building trades. These include higher wages, a better pension and more training opportunities:

- In London, IBEW electricians make \$8.75 (Canadian currency) more a hour than their CLAC counterparts.
- JMR Construction only puts approximately 5 percent aside for employees' pensions. With the building trades, employers contribute on average between 11 and 18 percent.
- Most of CLAC's training focuses on safety. The IBEW offers advanced training in more than 20 different areas, including solar and communications wiring.

The site also hosts video testimonials from former CLAC members at JMR.

"Joining the building trades was one of the best decisions I've made," said Local 120 member Gary Creek, who joined the IBEW last June. "When CLAC

was my union, I felt like I was paying union dues, but getting nothing for it."

The building trades tried organizing JMR six years ago, but management brought in CLAC to head it off.

"The owner basically told employees if they didn't go with CLAC, he was going to close up shop," said John Grimshaw, executive secretary-treasurer of the IBEW Construction Council of Ontario.

CLAC's reputation for weak contracts and its refusal to provide genuine representation to members has created dissatisfaction among employees. Particularly galling was CLAC's recent agreement, which let the company force workers to move to Thunder Bay—approximately 900 miles northwest of Toronto—for a job.

"Basically, we were told that if we did not take the deal CLAC negotiated, we would be treated as taking a voluntary layoff," Creek said. "We might or might not be called back to work."

CLAC has also refused to push for overtime pay.

"If you are going to pay dues, why not actually get something for your money?" said Grimshaw.

The open-period closes Dec. 31. To learn more about the campaign go to www.abetterdeal.ca. ■

than the generation gap present when he came into the trade.

Fewer young workers have any experience with unions and new technologies have created much different ways of communicating, he says.

"Young workers speak a different language, so I'm pleased that the young worker program is helping them send a winning message about unions and the IBEW to their peers," he says.

On behalf of the entire staff and membership, the officers send our best wishes to Brother Ward for a long, healthy and well-deserved retirement.

DECEASED James Dushaw



The IBEW is saddened to report the Oct. 14 death of retired Utility Department Director James Dushaw. He was 72.

A Pittsburgh native, Brother Dushaw was initiated into Local 149 as a clerical worker at Dusquesne Power and Light Co. Local 149 was one of six locals representing Dusquesne employees which merged to form Local 29 in 1999.

A few years later he became a lineman with the company. He served in numerous union positions, including shop steward, executive board member, vice president and safety committee chairman.

The dangerous nature of line work moved Dushaw to become active around safety issues.

He played a leading role in winning legislation in Pennsylvania prohibiting utility employers from forcing employees to use exceptionally high voltage work methods. In 1979 then-International President Charles Pillard appointed Dushaw an International Representative in the Utility Department.

He analyzed utility contracts, working conditions and safety standards. He also served on the American National Standards Institute Electric Safety Code Committee and several other national standards committees.

In 1989, then-International President J.J. Barry appointed Dushaw to the position of Director of the IBEW Safety and Health Department. He helped develop the IBEW's recommendations for new OSHA standards in the utility industry. He also initiated a federal investigation into chemical exposure of workers at Westinghouse manufacturing plants.

In 1993, he was appointed Utility Department director, helping lead the IBEW during the height of the energy deregulation push.

"Jim was my mentor and a good

friend," said Utility Department Director Jim Hunter. "He had a wealth of knowledge about the industry and was always willing to talk about it. Everyone that worked with him respected him and he truly loved the IBEW."

Brother Dushaw leaves behind his wife, Hathi, two daughters and a son, and six grandchildren. The IBEW officers, staff and membership send our condolences to his family and friends. ■

DECEASED Ted Moseley



With sadness, the IBEW announces the death of retired Assistant to the International President Theodore

Moseley, on Oct. 20. He was 81.

A U.S. Navy veteran, Moseley began his IBEW career in 1953, initiated into Washington, D.C., Local 26 as a journeyman wireman. Active in the local, he served on its examining and executive boards, and as assistant business manager and vice president. He was also active with Local 26's COPE group and its JATC.

In 1972, he was appointed International Representative in the Construction and Maintenance Department by then-International President Charles Pillard. He helped handle IBEW matters pertaining to the Council on Industrial Relations.

In 1982, he was appointed director of the department. As director, he served on numerous committees related to the electrical industry and the Building and Construction Trades Department, AFL-CIO.

In 1987, Moseley was appointed to the position of Assistant to the International President. In addition to his duties as assistant to then-International President J.J. Barry, he handled convention and travel services of the IBEW. He also served as secretary to the Council on Industrial Relations. He retired in 1992.

He studied at American University and the George Meany Labor Studies Center.

"He was a real dynamic leader at Local 26," said Buddy Satterfield, retired special assistant to the International President for Membership Development and fellow Local 26 member. "He was a tremendous leader and true mentor to me."

He is survived by his wife, Mary Sue, one daughter, two sons, six grandchildren, and six great-grandchildren.

The IBEW extends sincerest sympathy to Brother Moseley's family and friends. ■

Circuits

Wis. IBEW Leaders Open High Schoolers' Eyes to Building Trades

You hear it from the mouths of young people every day: I can't afford college. The debt would be too big. I'm not sure what to do.

Clay Tschillard is working to allay those fears and offer some hope for high schoolers in Wisconsin. The Madison Local 159 member is part of a team that launched the new "Trade Up" program—an initiative that offers students an up-close look at the building trades and helps pave the way for job growth.

"We want students to know that there are other options that lead to quality careers, without the student loan debt," said Tschillard, the apprenticeship coordinator for the state's NJATC program.

The campaign developed a year ago when IBEW instructors started talking with area high school career counselors about the viability of apprenticeships. In the past, Tschillard said, career counseling has focused solely on a four-year college degree, to the exclusion of many other options. "This is one of the first times they've come to us and asked, 'Can you show these kids what you have to offer?'" Tschillard said.

Trade Up launched at 21 high



A new program is touting the benefits of trade apprenticeships to high school students in Wisconsin.

schools in October in districts across the south central part of the state. The campaign includes curriculum, fliers, an interactive Web site featuring apprentice testimonials, videos and more for school counselors. The multimedia teaching tools were produced by the area's Workforce Development Board.

The IBEW is one of several unions participating—including the sheet metal workers, plumbers, laborers, bricklayers, iron workers and painters and drywall finishers.

Trade Up is already scoring positive marks from many school counselors. "You've got a perfect storm of people talking about college debt," said Greg

Benz, the school-to-career coordinator for Waunakee High School. "If it's successful in raising awareness, I could see it replicated throughout the state."

While it's early to judge the ultimate outcome of the program, "We've already seen an increase in the number of apprenticeship applicants," Tschillard said. "We're getting calls from high schools, and word is out there that the IBEW is looking for qualified people."

The wage advantage that comes from being a skilled worker is a key point of Trade Up. "The minimum wage in Wisconsin is \$7.25, but the average hourly wage for an electrician is \$25.63," Tschillard said. Journeyman-level salaries for electricians in the state exceed \$60,000 a year.

Visit the interactive Trade Up Web site at www.wdbscw.org/trade-up. ■

Local Lines

A Strong Union Turnout

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Local 8 hosted another successful Labor Day parade and picnic this year. Many political candidates attended seeking support from the approximately 500 members and their families present. AFL-CIO Sec.-Treas. Elizabeth Schuler, former executive assistant to the IBEW International President, also attended and addressed the crowd on the struggling economy.

In August, Bro. Charlie Condon stepped down as our Michigan business agent after 12 years of service. Charlie has served on many boards, committees and delegations. Although he hasn't officially retired just yet, Charlie is enjoying a much-deserved break. Robert Cousino was appointed to fill the vacated position as business agent. Best wishes to both Charlie and Robert.

The members Christmas party will be held immediately after the December 16 meeting. We look forward to a great turnout. Please contact Rick Jackson if you are interested in assisting with the party.

Local 8 officers and staff wish everyone a safe, happy holiday season and a prosperous 2014.

Mike Brubaker, F.S./P.S.

IBEW Booth at State Fair

L.U. 12 (i,o&se), PUEBLO, CO—You know the end of summer has arrived when the Colorado State Fair comes to town. Our local has set up a Mexican Food Booth every year since 1999. Journeymen, apprentices and family members volunteer their time so the proceeds can go to help support our apprenticeship program. Many brothers and sisters from other locals stop in to say hello as well as local politicians. We don't make a lot of money but the visibility in our community makes it worth the effort. Big thanks to all who helped again this year.

Susan J. Johnson, P.S.



IBEW Local 12 food wagon at the Colorado State Fair.

Solidarity & Activism

L.U. 16 (i), EVANSVILLE, IN—Local 16 was well-represented by approximately 150 marchers at the 127th Annual Labor Day Parade. This year's theme of "American by birth, union by choice" was selected to help keep the ongoing battle against so-called "right-to-work" legislation in the public view. After the parade, several IBEW locals shared an excellent meal. Thanks to everyone who pitched in to make the celebration possible.

The Brotherhood's family picnic in early September was also a great success. Members enjoyed food, games, door prizes and catching up on old friendships. Once again, numerous volunteers stepped up to make the day a great one.

After more than four years, three previous suitors, countless contentious meetings and political bickering versus overwhelming popular support, it now appears that Evansville will finally be building a full-service convention hotel. This would not have been possible without the mayor's promotion, local businesses' willingness to increase their funding, and the constant backing by union leadership and members. We hope that by this time next year, the hotel will be a beautiful addition to the city's skyline.

Donald P. Beavin, P.S.

'Brotherhood & Holiday Cheer'

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—It is the holiday shopping season, so I'd like to remind everyone to purchase gifts made in the USA. It helps keep Americans working and strengthens our economy. It's also assurance that what you buy is safe and well-made.

I hope you've planned to enjoy some brotherhood and holiday cheer by attending one of our Christmas parties/meetings. The D.C. area party/meeting will be Dec. 6; Front Royal will be Dec. 13; and Roanoke will be Dec. 14.

A new three-year Teledata Agreement was reached and ratified by the members in the unit.

Our very active retirees, after a summer break, held their annual crab feast in October and their raffle drawing in November. They also set sail on their eight-night cruise in October and now look forward to their cruise planned for next year to the Balkan states and St. Petersburg, Russia. Please contact Rick Warner for details.

On behalf of the officers and staff, I wish everyone a happy and safe holiday.

Several members passed away since our last article: Daniel F. Lemay, Lee J. Purnell Jr., Thomas L. Caldwell, Jana M. Weatherwax, Richard J. Noonan, Donald R. Lumsden Sr., William K. Noonan, Steven R. Haffer Jr. and Bart J. Myers.

Best wishes to recent retirees: Glenn D. Curtin, Robert E. Owens and Raymond R. Piccolo.

Charles E. Graham, B.M.



Local 38 members picket at Deacon Chrysler in Mayfield Village.

Awards Banquet a Success

L.U. 34 (em,i,rts&spa), PEORIA, IL—Local 34 wishes happy holidays to all IBEW members. The fall season was rougher than we expected. As of this writing, the number of members on book one had steadily increased in recent months. We hope as we celebrate the beginning of a new year we will also usher in a more prosperous year for our members. 2014 will also be an election year and as always we need to support our Democratic Party candidates by volunteering throughout the year and voting to elect worker-friendly officials.

Our annual Holiday/Awards Banquet in November was a wonderful success. Attendees ranged from first-year apprentices to members with 50 or more years in the trade. There were many conversations about how things have changed in the trades over the past 10-50 years. Solidarity among members is still strong in Local 34.

Two longtime members recently passed away: Bros. Henry Day and Earl Burdette. These brothers had more than 100 years of combined service and they will be missed.

Marc Burnap, P.S.

Work Picture Update

L.U. 38 (i), CLEVELAND, OH—The work picture has slowed down some since completion of the new convention center; however, because of the new convention center and attached Medical Mart,

construction plans are high. Construction of the County Administration Building has begun on East 9th and Prospect in conjunction with development of the former Ameritrust site. The Ameritrust Tower is being converted into hotel and apartment space; the attached Rotunda and 1010 building are being converted into retail and apartment space. This large renovation is just getting started and will employ many of our members. Zenith and Ullman Electric are currently on-site.

Relocation of the County Administration building will open up that space for a new 700-room hotel. The construction manager will be picked soon so that construction can start there in 2014.

Apartment occupancy is at about 97 percent in downtown Cleveland and construction is just starting on two more buildings being converted into 450 more units. Gateway Electric is on-site at the East Ohio Gas Building and at the Schofield Building.

Phase 2 of the East Bank Flats was awarded to Panzica Construction, and electrical bids for the new apartments and restaurants will be bid soon. The Cleveland Clinic and University Hospitals have multiple projects just getting started so we expect work to pick up in 2014.

Dennis Meaney, B.M./F.S.

2014 Events Scheduled

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—In the October 2013 issue of The Electrical Worker, the wrong photo appeared with our Local 42 article. Please be advised that the correct photo is pictured here; the photo [top of page 9] shows the jobsite where Local 42 and McPhee Electrical Contractors are building a new substation in

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via e-mail (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/articles/journaldeadlines.htm. Please e-mail or call the Media Department at (202) 728-6291 with any questions.

Trade Classifications

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

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



IBEW Local 42 members working with McPhee Electrical Contractors are building a new substation in Chicopee, MA.

Chicopee, MA. (The photo published in the October issue was taken at the jobsite where Par Electric and Local 42 crews are working on a New England East-West Solution transmission project; that NEEWS jobsite photo was proudly provided to us by Local 42 member Jeffrey Sylvester.)

Local 42's work picture looks good. We are currently putting Local 42 "A" members out to work for the substation and highline. We are slowly starting to put people out for distribution. The outlook for the future is promising as well. At press time, it was expected that one or two highline projects would start in mid-October 2013. If all goes as planned, we should be able to clear our books.

Mark your calendars for upcoming events for next year. In 2014, Local 42 will celebrate its 45th year anniversary at our Dinner Dance/Apprentice Graduation on April 26. Also scheduled for 2014 are: a Trap Shoot on May 3; Motorcycle Run on May 17; Dinner Cruise on June 14; Chartered Fishing Trip on July 12; "BA" Picnic on July 26; and "A" Member Picnic on Aug. 23.

Jacquelyn Moffitt, P.S.

Tribute to Members

L.U. 48 (c,em,i,rtb,rts&st), PORTLAND, OR—Happy holidays to all our IBEW brothers and sisters.

We want to recognize two Local 48 members: Bro. Wayne Chow was organized in 2008. On his first dispatch he met a brother who conveyed the intangible benefits of belonging to the IBEW. Wayne really took it to heart! He now is chairman of the Local 48 Volunteer Organizing Committee, organizing IBEW participation at Portland events, really making our presence known in the area. Wayne has served as a steward and is now very involved in our Steward Training program.

Sister Pattie Houlis was also organized in 2008. From another Local 48 member, she learned that our mission is to advance the cause of all workers in the electrical industry. She was impressed by how we are truly a "union of brothers



Local 48 members Wayne Chow and Patti Houlis.

and sisters" because we band together to help each other by "passing the hat" at meetings and giving donations from the Sick Fund to members in need. Today Pattie is our steward on a 150-member job. She is politically involved in the community and also volunteers at the Humane Society and with a program called Fences for Fido.

Bob Blair, P.S.

IBEW Community Service

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI—When people think of union members, they rarely know of the good we do in our communities. It is not because we are not going good things; we just do not tell our story. Local 58 has been working to change that. We have been finding the things our members are already doing to serve their communities, and putting a union face on them. This summer we had 150 volunteers attend a Habitat for Humanity Blitz Build. As of October, we began collecting for a new charity at each monthly meeting (canned food, new toys, etc.). Donations may also be made anytime at the union hall. I encourage everyone to contact their local, get their members to help, and then tell their story of community service to news outlets.

For the past 11 years, the Local 58 Benevolent Fund has hosted the Ken Fitzhenry Party on Super Bowl Sunday. It is our biggest fundraiser of the year, with all proceeds going to assist our members in their time of need. With the help of an all-volunteer crew we are able to feed the 200-plus who attend. All the food is fresh and made from scratch, although many believe it to be a catered event. For the 2014 party we are raffling off seven flat-screen high-definition televisions: two 51" HDTVs, one 43" HDTV and four 32" HDTVs.

Happy holidays to everyone from Local 58.

Andy Dunbar, Pres.

Dec. 7 Holiday Party

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. Calls are still slow and steady in the Denver area as of this writing going into fall. Aug. 17 brought our local picnic. More than 500 attended including members, friends, families and children. The picnic seemed well-received by all.

Dec. 7, 2013, is set for Local 68's Christmas party. Santa, clowns and Key Stone Kops will be there to entertain our members, their little ones and guests. Local 68 wishes everyone a happy holiday season.

We extend our deepest sympathy to the families of our recently deceased brothers: James R. Williams, Ryan A. Sperry, Laddie R. Schrock, Michael P. Ritz Jr. and Wesley W. Clem.

Jack Cox, Pres.

Welcome to New Members

L.U. 80 (i&o), NORFOLK, VA—The recent organizing campaign that Local 80 conducted at E&P Electric was taken to a vote. Unfortunately, the vote did not go the way we hoped. We did, however, organize several of E&P's key employees, who have been sworn in and are now IBEW members. We also stripped several of the company's helpers and have slotted them into our apprenticeship program. E&P has now given raises to its employees and promised a benefits package. We will continue to be in

contact with those still working there to ensure that E&P follows through with this and also reports its prevailing wage projects correctly. The election may not have gone union, but 25 electricians were exposed to the good that the IBEW does. Thanks to Bro. Larry Shaffer, who worked as a salt, for his efforts in the campaign.

The annual Local 80 picnic was held Sept. 28. Once again, it was a success. Many thanks to Bro. Woody Gregory and his wife, Petra, for all their work on this event. Congratulations to Bro. Mike Peluso and his son-in-law Colin for winning the annual horseshoe tournament.

W. Dennis Floyd, A.B.M.

Spirit of Brotherhood

L.U. 82 (em,i,mt&rtb), DAYTON, OH—Friends, family and Local 82 members came together to raise money to assist Bros. Dave Sherrill and Dave Woolf-Isbell in their fight against cancer. A crowd of 500-plus people came to Local 82 to show their support and reach into their wallets to help raise \$20,000 in five hours. It wasn't just money that was donated but also baskets of food, items to raffle and a lot of manpower that was needed to make the night a success! Thanks go to everyone who attended and to the volunteers who made this possible. We ask for thoughts and prayers for our brothers in their time of need and one day a cure!

Doug Searcy, P.S.



Local 82 saw a strong turnout and a great spirit of brotherhood at benefit.

2013 Apprentice Graduates

L.U. 100 (c,em,i,rts&st), FRESNO, CA—Congratulations to the apprentice graduating class of 2013: Timothy Brockelhurst, Adrian Ceballos, Derek Chapman, Joshua Fleming, Refugio Gamez, Darrell Goodpaster, Robert Majeske, Christopher McManus, Matthew Miller, Sundara Powell, Kiel Raeber, Gabriel Rodriguez, Miguel Sanchez, Byron Sanders, Douglas Sorenson and Sibeuy Xaychareun. Joshua Fleming will represent Local 100 in the Western States Competition in San Diego.

Local 100 has 26 first-year apprentices, with a large increase in applications for apprenticeship. The JATC is offering continued education for the California State certification. Check your certification expiration date!

Recently elected Local 100 officers are: Bus. Mgr. Kevin Cole, Pres. Stefan Davis, Vice Pres. Chris Howell, Rec. Sec. Chuck Stanton, Treas. Ronny Jungk; Executive Board members Lou Gutierrez, Scott Farmer, Michael Caglia; and Examining Board members

Rory McCarthy, Steve Sweazy and Jeff Hall.

Bro. Chuck Riojas was elected secretary-treasurer of our local Building Trades Council.

Upcoming work includes the Madera glass plant's shutdown for the furnace rebuild project. There are 20 utility-scale solar projects under a project labor agreement. The California high-speed-rail project is moving forward.

Attend your local union meetings on the second Tuesday of each month at 7 p.m.

Think safety always.

M.A. Caglia, P.S. Pro Tem

Training Programs

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ—Our JATC continues to build on its solid foundation and once again we turned to our friends at Union County College, home to our Associate Degree Program for apprentices. UCC and Local 102 have rolled out a continuing education program featuring more than 100 courses specifically picked for Local 102. The JATC didn't stop there as they partnered with Vubiz, an IBEW partner, to provide 173 online courses. We hope all of our members take advantage of this great opportunity to further their education.

Training for our Local 102/JCP&L partnership is well underway. To date, more than 200 members have gone through "Hazard Responder Training." The partnership provides more work opportunities for our brothers and sisters—but most importantly, it provides us the opportunity to work with Jersey City Power & Light to better serve the citizens of New Jersey during major storms.

Education is the foundation of the IBEW; it's what separates us from our competitors. The JATC is driven to seek out new venues for diversified training opportunities. We are currently working with the New Jersey Institute of Technology (NJIT) on several ideas.

Please check our Web site

www.ibewlocal102.org for updates and sign up for our e-blasts to keep updated

on all local union news.

Bernie Corrigan, Pres.

'IBEW Lights in the Park'

L.U. 110 (em,i,rts,spa&u), ST. PAUL, MN—The work picture continues to look better for our jurisdiction. Both refineries are putting many of our members to work. Remember to have all of your certifications and license documentation with you in order to work on these projects.

We continue to banner companies that use contractors who don't pay their employees area



IBEW Local 110 volunteers wired a Habitat for Humanity home.

Local Lines

standards. Our fantastic banner carriers continue to show the public that IBEW Local 110 stands up for our standards and wages.

Once again this year, we wired five Habitat for Humanity homes in our jurisdiction. All done free of charge for some families in need. Thank you to all of our fantastic volunteers who have helped IBEW 110 build better communities every day!

Our annual IBEW Lights in the Park will once again happen this holiday season. Last year we donated more than \$80,000 to four charities from this great holiday event.

Brian Winkelaar, B.R.

Uniting to Defeat 'RTW'

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO—As construction hours return to pre-recession levels, working families across Missouri are uniting against the “right to work” (RTW) efforts of the far right. Lt. Gov. Peter Kinder told the American Legislative Exchange Council (ALEC) that RTW would be put to a statewide ballot vote in 2014. Of course this was no surprise to the ALEC conference because they wrote the draft legislation. It is similar to legislation that recently passed in Michigan and Indiana. This same draft legislation is also being proposed in other states across the country in an attempt to neutralize unions. Local 124 will be very proactive in defeating this “right to work for less” plan by educating our members and by community outreach. RTW was soundly defeated by Missourians in 1978. We cannot outspend the 1 percent who are funding RTW, but we can outnumber them if we all remain united.

We remember the following deceased members: Richard E. Coe, Richard Dugan, John J. Jarnevic, Henry McGuire, James D. Merys, Fred D. Pitts, Everett W. Reeder, Gerald M. Shaw and Donald Thurman.

Congratulations to recently retired members: William W. Ashurst, Jose L. Dominguez, Robert C. Smith, Terry Waits and Gary E. Toombs.

Steve Morales, P.S.

Upcoming Negotiations & Ongoing Community Service

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—In September 2013, Bus. Mgr. Terry Allen conducted a meeting for “A” construction members to discuss upcoming contract negotiations. All officers, agents and various board trustees were present. The format was informal with an open microphone. Many topics were commented on and discussed including: referral, the Affordable Care Act and its impact on our existing health care, our aging work force, start times, continuing education for journeymen, improving jobsite safety conditions, and “owner-in-fact” language. This is an example of the transparent policy in managing and representing our entire membership implemented by Bus. Mgr. Allen. The Principal Agreement negotiating team will prioritize and consider all of the given recommendations.

In other news, Electrical Joint Apprenticeship & Training Trust (EJATT) Asst. Dir. Harry Ohde and 80 member volunteers, 29 of whom were apprentices, performed electrical upgrades at St. Margaret of Scotland School on the city’s South Side. Improvements included: classroom lighting retrofits with occupancy sensors, code violation

repairs, new exit and emergency lighting, and computer room wire management upgrades. Thanks to all who volunteered to help this school become a more valued community resource.

Bus. Mgr. Allen wishes all IBEW members and their families a merry Christmas and a safe and prosperous happy new year.

Frank Cunningham, B.R.



IBEW Local 134 volunteers on the steps of St. Margaret of Scotland School.

Thanks to all Volunteers

L.U. 146 (ei,i&rts), DECATUR, IL—Happy holiday greetings from Local 146.

We thank all the members who helped volunteer at the Macon County Fair, the Decatur-Forsyth Futures Golf Tournament, Decatur Celebration, the annual golf outing and poker run, the children’s Christmas party, and especially the Decatur Trades and Labor Assembly’s first ever “Picnic in the Park” for Labor Day. Some 1,500 union members and their families participated in the Labor Day parade and spent the day in Fairview Park for one huge party.

The Clinton Power Station refuel outage was completed in October. We had more than 160 journeyman wiremen on the outage, and we thank all the traveling brothers and sisters for their assistance in making this another successful refuel outage. However, with the outage ending the work situation is rather bleak. We are still waiting to hear the site selection for the \$1 billion Cronus Fertilizer Plant to be built on U.S. Route 36 just west of Tuscola, IL.

Rich Underwood, R.S.



Local 146 congratulates the Midstate Electrical Training Center class of 2013 apprenticeship graduates.

'A Big Win for a Fired Worker'

L.U. 160 (lctt,o&u), MINNEAPOLIS, MN—Janell Johnson, an IBEW Local 160 member, worked as a city clerk for City of Grove City, MN, until she was wrongfully fired in 2012.

Janell was made the scapegoat for the mismanagement of service restoration following a severe summer storm that hit Grove City in June 2012 and left many customers without power for three days; the mayor and some city council members needed someone to blame for the mishandling of the storm restoration and other issues that date back a few years—none of which Janell was remotely responsible for handling.

Janell and her Local 160 representative, Dan Kieffer, decided to fight back against the Grove City goliaths. They filed a grievance, which led to a court battle. It took a lot of time, money and energy—but most especially it took Janell’s faith in Local 160 that she could win her day in court. And she did win.

Janell won a good settlement and was offered her job back at Grove City. She accepted the financial settlement but declined to resume her job as city clerk. Janell now works for the City of Willmar Municipal Utilities. We can all learn a great deal about keeping the faith in your union from Janell.

Special thanks go to Local 160 Bus. Mgr./Fin. Sec. Tom Koehler and Local 160 Rep. Dan Kieffer for standing strong and helping Janell through a very difficult time.

James P. Brereton, P.S.

Tribute to a Brother

L.U. 176 (es,i,rts&spa), JOLIET, IL—Local 176 Treas. Fred Kempes passed away Aug. 21 following a brief illness. Bro. Kempes’ passing brings a sad conclusion to a devoted 35-year career of service to Local 176. He served four terms on our Executive Board, including a stint as chairman, and was re-elected to his third term as treasurer on June 1.

Bro. Kempes was a longtime safety instructor with our JATC and served as Safety Committee chairman for many years. Bro. Kempes worked tirelessly to promote safety awareness. He proudly led the effort to design our Members Lost in Service Memorial. He also spearheaded Local 176 community service and outreach efforts including starting a local blood drive; he also served as DAD’s Day captain in his hometown. Beyond his dedicated work for Local 176, Fred was the very definition of a great friend and family man: honest, caring, trustworthy, positive, genuine,

funny and helpful. Freddy will be missed but, more importantly, remembered for the example he set.

Mark Ferry, Pres.

Political Action Volunteers

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—Thank you to the Local 196 members who recently spent several Saturdays to help support our local labor-friendly politicians secure signatures to run for re-election by volunteering to walk precincts in our jurisdiction.

Our future is dependent on political involvement to protect and expand the laws that ensure our right to collectively bargain with our employer. There are so many areas under attack by corporate funded politicians who oppose legislation that would support workers and their rights, and instead focus on introducing new legislation to further diminish our voice, wages and working conditions.

The good news is that there are politicians who support working families, who believe in the concept of organized labor, collective bargaining rights and an honest day’s work for an honest day’s pay. They need us and we need them.

Offer to help your local by walking precincts and delivering campaign signs or materials—get involved and vote. If we expect “the other guy” or “someone else” to do it, and he doesn’t, it will not get done. Once the election is over and the wrong candidate wins, it is too late. You can protest, you can gripe and complain but it is still too late. If we don’t stand up and fight for working America, who will?

Eric Patrick, B.M.



Some of the union members, family and friends who enjoyed the Florida sun and scenery during the 2013 Labor Day Bike Run.

Brotherhood, Bikes & BBQ

L.U. 222 (o), ORLANDO, FL—IBEW Local 222 is pleased to report the success of the 2013 Labor Day Bike Run. The plan is to make this an annual event. IBEW members from across Florida joined in solidarity to celebrate the holiday with a weekend of “Brotherhood, Bikes and BBQ” and to support The Children of Saint Jude’s Research Hospital.

Riders began the two-day ride in Miami from IBEW Local 349 and continued north stopping at IBEW Locals 915 (Tampa), 606 (Orlando) and 222. Riders traveled beautiful, scenic roads through the Florida Everglades and the Ocala National Forest. Local 915 hosted a barbecue at the end of the first day’s run. Riders were greeted with refreshments and barbecue chicken cooked by Local 915 Bus. Mgr. Randall King.

The ride concluded the second day at Local 222 with a grand barbecue. Local 222 thanks the sponsors that helped make the Labor Day Bike Run such a success. Riders wore T-shirts displaying

sponsors' logos. Special thanks to the following for their support and hospitality: Bus. Mgrs. Bill Riley, Local 349; Randall King, Local 915; Bob Carr, Local 606; and Russell Harper, Jacksonville Local 177.

All proceeds raised from the Labor Day Bike Run were donated to The Children of Saint Jude's Hospital on behalf of the IBEW. We thank all participants and look forward to next year's Labor Day Bike Run.

Willy Dezayas, Org.

JW Upgrade Classes

L.U. 234 (i&mt), CASTROVILLE, CA—At our annual BBQ, held Oct. 5 this year, 65-year members Leland Knisley and Ray Sahlberg were honored. Likewise we honored our 60-year members: Richard Baker, Robert Koenig, Siegfried Matt, Donald Moore and James Meyers. This is our annual occasion to recognize members' years of devoted service. Thank you to all who participated and helped make the event a great success.

Our local in conjunction with our contractors proudly offers Journeyman Wireman Upgrade classes relevant to our ever advancing electrical construction industry. Some examples include classes on the NEC changes, offered monthly by Instructor David Martinez; CPR & First Aid; the newly rolled out EVITP-3; and, particular to California, the CALCTP Acceptance Testing. The aforementioned training offers our electricians an opportunity to certify that the advanced lighting controls systems mandated by the California Title 24 energy code have been installed and are operating as designed. This reflects our ongoing commitment to supporting the responsible utilization of energy-saving technologies as they become available and are installed by our members for their customers.

Stephen Slovacek, P.S.

IBEW 3rd District Youth Caucus

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—This past September, young IBEW members from throughout the IBEW Third District were invited to New Jersey to attend the Third District Progress Meeting and participate in the IBEW 3rd District Youth Caucus.

Bros. Mark Rubscha and William Hydzyk represented Local 236 and had the opportunity to attend workshops, see our leaders in action, and participate in a great community service project. On day two of the meeting, members of the youth caucus traveled to three nearby homes that had been devastated by Hurricane Sandy and spent the day helping the homeowners perform various tasks to rebuild their homes. Great job, brothers and sisters—and please remember that this is not just



Local 236 members worked on the 2.6 megawatt solar project at Owens Corning, the local's largest solar project to date.

a one-day event! I urge all of our young members to please get involved and stay connected—this is your future. You can learn more about the IBEW 3rd District Youth Caucus by checking them out on Facebook.

The holiday season is rapidly approaching and we are about to usher in a new year, a new year that we hope brings all of our members good health and many employment opportunities. Local 236 officers and staff wish everyone a safe and happy holiday season!

Michael Torres, P.S.



Local 252 apprentice and Golf Chmn. Harry Hutchison (left); Jason Keech, University of Michigan; and AAEJATC Training Dir. John Salyer, president of Local 252.

'Union 4 Life' Fundraiser — For University Cancer Center

L.U. 252 (ees,i,rts&spa), ANN ARBOR, MI—At a check presentation held at the Ann Arbor Electrical JATC on Oct. 15, Union 4 Life made a donation to the University of Michigan Comprehensive Cancer Center's breast cancer program in the amount of \$6,000.

This was the first year of the Union 4 Life charity, which was started by IBEW Local 252 apprentices and includes many other unions. The first-year fundraiser was a golf outing held at Lake Forest Golf Club. There are plans to include a 5K run/walk next year along with other events. Representing unions across the area were electricians, ironworkers, carpenters, teachers, nurses, plumbers/pipefitters, laborers, heat and frost insulators, operating engineers, bricklayers, sprinkler fitters and the University of Michigan skilled trades.

The first-year goal for the fundraiser, as set by the apprentices, was \$3,000; with the help of many union members that goal was doubled. They have

set a goal of \$12,000 for next year, with 100 percent of all funds raised going to research for the cure and treatment of breast cancer at the University of Michigan Comprehensive Cancer Center.

John Salyer, Pres.

2013 Apprenticeship Graduates

L.U. 266 (u), PHOENIX, AZ—The membership congratulates newly elected Local 266 officers: Bus. Mgr. Scott Barker, Pres. Dan Jones, Vice Pres. Steve Reamer, Treas. Tony Marlar and Rec. Sec. Gino Cocco. Executive Board members are: Steve Richardson, Chris Drake and Godfrey Richey.

Congratulations to our class of 2013 apprenticeship graduates. The recent graduates are as follows: Linemen—Jacob Haines, Jerry Gonzales, Kevin Morris, Max Germaine, Eric Lundberg and Guillermo Heredia; Electricians—Ryan Rhubottom and Ryan Balzer; Cable Splicers—Kyle Wager and Kevin Rohr; and Construction Maintenance—Jeff Hyatt and Michael Manygoats.

Three Local 266 members are also members of Elks Lodge 2848 in Gilbert, AZ. They are: Bro. Chris Drake, Bro. Godfrey Richey, and retired former business manager J.R. Iannacone, who is president of the lodge. Bro. Iannacone recently presented Bros. Drake and Richey with bone-handled hunting knives in recognition of their community service work for the Elks (*photo below*).

Rick Waldrep, P.S.



Local 266 members Chris Drake (left), J.R. Iannacone and Godfrey Richey.

Looking Ahead

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR—Work continues to improve in Oregon, but the process has been painfully slow. Questions about the Affordable Care Act, the stability of the economy, government shutdowns—these have all played a role in our stagnant construction market. Investors and businesses continue to hold on tightly to their finances, waiting for more certainty in their investments.

Nevertheless, even with very few projects to bid, Local 280 continues to secure sizable projects within our jurisdiction.

From water treatment plants, chemical and industrial facilities to hospitals, schools and data centers, our contractors have been getting the jobs and our members are going back to work. We thank our brothers and sisters to the north, Local 48 and Local 112 for putting so many of our members to work during our slow times last summer and fall.

Local 280 wishes everyone a happy and healthy holiday season! We are confident that as we enter this New Year, the future for Local 280 and the IBEW will be bright and prosperous.

Nathan Albertson, P.S./B.R.

JATC Graduation Ceremony

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—On Sept. 26, the Minneapolis JATC held a graduation ceremony at Jax Café, a Local 17 Unite Here restaurant. The banquet celebrated 108 graduates from the 2012 and 2013 classes. A riveting keynote speech was delivered by John M. Kriesel. His book, "Still Standing: The Story of SSG John Kriesel," describes his National Guard service as a squad leader in Iraq, a roadside explosion that took two of his buddies and both of his legs, his time as a Minnesota state representative, and his new-found focus on his family.

Top apprentice awards for 2013 went to Justin Nogle and Chad Claypool. The 2012 awards went to Jason Gulbranson and Aaron Oxborough.

On Aug. 21-22, Local 292 held an "area standards fringe benefits" picket at the Hennepin County Call Center—a new \$30 million, 59,000-square-foot emergency communications center built by Stahl Construction. Stahl is using Vinco Electric Inc., a nonunion contractor that has been found in violation of Minnesota's prevailing wage laws and fails to pay area standard wages and benefits.

We have 525 members on the out-of-work book for inside construction, but optimism reigns with many

large projects planned for 2014. Thank you to all the locals that have provided work for our traveling brothers and sisters.

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



Local 292 Minneapolis JATC 2013 apprenticeship graduates.

Local Lines

Solidarity Ride

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Vermont politics got in the way this year when past and current efforts to close Vermont Yankee nuclear power station came to fruition. It is unfortunate that our senior political leadership can't see the impact on middle-class people.

Local 300 Solidarity Ride participants took off on their motorcycles with a rumble and rolled along scenic roads of Vermont on a fall day to enjoy good friends and good food. The rally was created to help Local 300 members who require assistance. Because of utility outage projects, the number of participants was somewhat down; however we look forward to "running with the bulls" in 2014. Special thanks to Wilkins Harley-Davidson in Barre, VT, for its support and humble hospitality.

The Local 300 office staff wishes local members, and all IBEW members, a safe and happy holiday season. Be safe and enjoy. Cheers!

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

'Telling Our Story' — & Building Advocates

L.U. 302 (i,rts&spa), MARTINEZ, CA—Thirty years ago, our local controlled more than 90 percent of the electrical work in our jurisdiction. Today, that number is closer to 30 percent.

It used to be unusual to see a nonunion contractor's truck on the road. Today, it is the union contractor vehicles that are the anomaly. In many ways, we became victims of our own success. We treated the work as if it belonged to us. We treated membership like our exclusive club. We became complacent. Those days are hopefully behind us.

Today, we engage politically within our communities. We are once again telling our story, making our case. As we make our voices heard, we are creating advocates rather than adversaries.

For the common good, "highly skilled" must replace "lower-cost" as the best choice. And as we realize that the skilled nonunion worker is simply one who has not yet been organized, we can expand our membership to include these skilled and motivated workers. We all want the same thing—a better life for our families.

We know how much the technical part of our industry has changed. But attitudes have changed as well. By embracing ongoing change, we will adapt to this new reality and dominate the future once again.

Bob Lilley, A.B.M.

Sports Stadium Construction

L.U. 332 (c,ees,i&st), SAN JOSE, CA—Construction on the new home of the San Francisco 49ers is on schedule to be completed by July 2014. This new stadium will feature state-of-the-art technology made possible by the electrical industry.

The former head of our South Bay AFL-CIO Labor Council, Cindy Chavez, ran a very important and strongly contested race for Santa Clara County Supervisor. Her opponent was well-funded by the Chamber of Commerce and the California Republican Party. We're very proud to say that with the help of many IBEW locals in California, and of course the contributions of IBEW Local 332 sisters



IBEW Local 332 workers display union banner at jobsite of new San Francisco 49ers stadium under construction.

and brothers, Cindy Chavez won her race and we have one more good friend in local politics.

In solidarity.

David Bini, Org.

Going Green

L.U. 340 (i,rts&spa), SACRAMENTO, CA—Going green ... everyone is doing it today. Even this publication can be received via e-mail rather than via U.S. Postal Service, saving trees, time and money. Just go to www.ibew.org and click on "Go Green." We here at Local 340 are offering our members the same "green" choice and we're in the process of updating to a more interactive and member-friendly Web site.

Members should definitely visit the I.O. Web site www.ibew.org. The information is fresh and varied, reporting on wide-ranging topics including scholarship news, jobline information, etc.; recent video topics include "Bringing Back Jobs," the "Affordable Care Act" and much more.

Between the I.O. Web site and the information that I, as business manager, have received as a result of the IBEW/Political and Legislative Affairs Conference in September, it is apparent we are gearing up for a healthy, robust political battle in 2014. Local 340 will be active in keeping working families' issues in the forefront. To be in the "know," I recommend you regularly visit the I.O. Web site, as well as our local's own Web site www.ibewlocal340.org to stay informed on political topics and labor-friendly candidates. Also, members who do opt to receive e-mail mailings will help save the local time and money next year during the elections.

Rest in peace, Bro. Robert Deti and Bro. Howard Shirley (father of member Mark Shirley).

Tom Okumura, B.M.

Organizing Campaign

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—At this writing, we're working with a group of employees of Greenlee Tool in Genoa, IL, to organize the workers there. Our NLRB representation election was initially delayed due to the Republican government shutdown. However, we anticipate victory and as of this writing the representation election was scheduled for Oct. 30. [Ed. Note: Election results were not yet available at press time.]

We'd like to recognize two distinguished organizers from IBEW Local 1245, Vacaville, CA, who have been here to help us organize Greenlee: Sister Jammi Juarez and Bro. Casey Salkauskas. As

organizing activists, they have much door-to-door experience and have been of great assistance.

This organizing effort came about as a result of the fact that Greenlee employees are manufacturing a \$10 million tool order for Local 1245's employer, PG&E, and we thought having Local 1245 send a letter of support would be encouraging. Local 1245 said they'd be glad to do that and that they'd also send us two organizers, which we completely did not expect. We're very thankful to Local 1245 Bus. Mgr. Tom Dalzell and the Local 1245 membership for their generous contribution. IBEW Int. Pres. Edwin D. Hill also sent a letter to Greenlee concerning the campaign, and we're appreciative for that as well. Our prospects for organizing Greenlee look good! Go to www.greenleeworkersunite.com to learn more.

Wishing you happy holidays!

Charlie Laskonis, B.A./Org.



Meeting to discuss Local 364 organizing campaign: Local 364 Bus. Agent/Organizer Charlie Laskonis (left); Int. Vice Pres. Lonnie R. Stephenson; Local 1245 Organizers Casey Salkauskas and Jammi Juarez; IBEW Regional Organizing Coordinator Lynn Arwood; Local 364 Asst. Bus. Mgr./Pres. Patrick Tomlin; and Local 364 Bus. Mgr. Tom Sink.

Apprenticeship Graduates

L.U. 464 (mt), COVINGTON, VA—On Dec. 14, 2012, a graduation ceremony was held at Dabney S. Lancaster Community College in Clifton Forge, VA, for eight apprentices of MeadWestvaco's Electrical Apprenticeship program. The ceremony marked a



Local 464 electrical apprenticeship graduates: Tim Walton (left), Brian Campbell, Shane Wolfe, Lisa Bradley, Scott Reed, Brick Cline, Bruce Lowman and Forrest Andrews.

milestone for these men and women as graduates and also marked their transition to full membership in IBEW Local 464.

The eight graduates successfully completed a challenging schedule over the last four years ranging from on-the-job training to after-hours classroom education. One of the graduates commented, "It was tough at times, but the rewards outweighed the pains. Our IBEW brothers and sisters had survived the same [and that] was motivation enough for us."

Cliff Persinger, P.S.

Stepping Into the 21st Century

L.U. 520 (i&spa), AUSTIN, TX—The Austin Electrical JATC has a new director, Jim Stricklan. Though not an electrician by trade, he has a long history when it comes to vocational training. Since being named as director, he has been busy bringing the JATC into the 21st Century by getting our facility "up to speed" in terms of technology. The development of a computer lab—enabling apprentices, CW/CE and journeymen to take part in the blended learning as well as other online classes—was his priority.

Connecting all the classrooms to the Internet and training of the instructors is taking place, assuring that the future is secure and it is now. He is also looking to upgrading and developing curriculum for our CW/CE. This fall the first Tele Data Training program begins. In partnering with Klein Tools and 3M products, our hands-on training will be top of the line; and Jim's desire is that eventually 60 percent of the time spent in training at the JATC will be dedicated to "hands-on" experiences. Welcome aboard and good luck in the future, Jim.

Lane Price, Pres.

Local Union Highlights

L.U. 558 (catv,em,i,mt, o,rtb,rts,spa&u), SHEFFIELD, AL—Local 558 had an extremely busy summer this year. Due to inclement weather, our 4th Annual Spring Picnic was postponed to Aug. 10. This event is one of

the highlights of the year for our local. Our active and retired members and their families enjoy the opportunity to come together in a relaxed atmosphere and have a good time.

IBEW Local 558 was recognized at the Shoals Labor Day Rally as the top donor again this year. We are fortunate and proud to be a part of what is

reportedly the longest running Labor Day rally in the U.S., at 91 consecutive years. Several local and state officials attended; they spoke on the conditions of our state and nation, and also expressed appreciation for continued support from organized labor.

Work has been somewhat stable as of the summer. The Toyota Motor Manufacturing engine plant in Huntsville, AL, is approaching the final stages of completion. At the time of this writing, we are close to filling calls at the newly constructed Jack Daniels facility in Decatur, AL.

Congratulations to our 2013 lineman apprentice graduation class. The lineman graduates are: Timothy Forrester, Joel Cole, Jason Borden, David Scott, Tyler Pace, Preston Parker and Zachary Tubbs. Special recognition goes to Tim Forrester on being named Outstanding Apprentice Lineman.

Tony Quillen, Pres./A.B.M.

Fourth Quarter Update

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Newly elected officers are stepping up to the plate to ensure the success of Local 570. Int. Rep. Debra Harget came to Tucson to facilitate Leadership Training and Trial Board Training for new and returning officers.

Local 570 officers are: Bus. Mgr. Mike Verbout, Pres. Scott Toot, Vice Pres. Jon Stevens, Rec. Sec. Bob Reynolds, Treas. Clinton Ponder-Gilby; Executive Board members Mark Watson, Chris Brevick, Jim Lynch, Pete Richey, Mike Pugh; and Examining Board members Rob Crosland, Chris Salazar, Russell Wind, Justin Shipley, Donald T. Berry and Anthony Snyder. *[Photo below, at left.]*

Our Annual Golf tournament in August raised more than \$4,300 for Reading Seed Children's Literacy Program. Local 570 won the Union Olympics at the Annual Pima Area Labor Federation (PALF) Labor Day Picnic.

The local has offered continued support for Rosemont Copper, looking forward to completion of the permit process to open the Rosemont Copper Mine. The McDade-Woodcock project is nearing completion after several years of work on our waste water treatment plants.

Sturgeon Electric recently completed the North End Zone Project for the University of Arizona Football Stadium just in time for the 2013 football season.

Scott W. Toot, Pres./Org.

IBEW Members 'Shine' on World-Class Solar Plant

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ—IBEW Local 640 members brought superb skills to construction of one of the world's largest

solar thermal generating plants.

The Solana Generating Station in Gila Bend, AZ, is scheduled to be fully on-line by the end of this year. This state-of-the-art facility will power 70,000 homes. It will prevent 475,000 tons of carbon dioxide emissions per year when it's at peak production.

The 1,900-acre solar facility uses curved mirrors that heat oil-filled pipes to create steam. Some of the oil will heat large vats of salt, which will be used to create steam and produce electricity for up to six hours after the sun sets.

More than 220 IBEW Local 640 members worked approximately 100,000 man-hours during the construction with several of our signatory contractors on the project, including PayneCrest Electric, Sturgeon Electric and Swain Electric.

Although there was no project labor agreement on this project, our members performed outstanding work, and there were virtually no insurmountable issues throughout the entire project. Congratulations and heartfelt thanks go to all of our members and contractors who helped us "shine" on this world-class solar project.

Jeff Sears, Mbr. Dev./P.S.

Annual Awards Ceremony

L.U. 666 (i,mt&o), RICHMOND, VA—At the Annual Awards Ceremony, there were 37 new journeyman graduates from two apprenticeship graduating classes. Congratulations to you all! Peter R. Dietrich and Adam J. Burke received apprentice of the year awards for their respective class years.

In addition, 66 service pins were awarded to members for 25-65 years of service. Service award recipients included: Charles J. Teeter Jr. (for 65 years of service); Thomas D. Freeman, James H. Pace and Thomas W. Tuck, Jr. (55 years' service); Stanley M. Akin, Daniel F. Berlin, Hartwell M. Henshaw, Aubrey D. Hobson, Ronald M. Lowman, James D. Mantlo, Jr., Thomas E. Menefee, John A. Munro Jr. and Ralph P. Wood (50 years' service).

The Union Sportsmen's Alliance benefit dinner earlier this year was a great success, raising money for the York River State Park service project. You may have seen an article, "USA Volunteers Improve Trail Access in VA," about that project on the IBEW Web site. Thanks to all the union volunteers and contributors to the event! To read the article visit: www.ibew.org/articles/13daily/1308/130828_USAVolunteers.htm.

This year the Richmond JATC has held a master's review class; a train-the-trainer course for medium voltage splicing; and as of press time has an instrumentation class ongoing. Future journeyman classes will be posted on our Local 666 Web site www.ibewlocal666.com and on the

RJATC Web site www.rjatc.com.

Best wishes to recent retirees Michael S. Ferrell, Ernest L. Thomas and Darrell W. Rettig!

Charles Skelly, P.S.

'Good News for Local 692'

L.U. 692 (il,mt&spa), BAY CITY, MI—Our work picture has improved and should employ local members throughout the winter. The wind farm work won't get rolling until next spring.

We thank our sister locals for putting our members to work while things have been slow in our local.

Please stay involved and attend our monthly meetings. We are serving food at all of our monthly union meetings.

Our sympathy goes out to families of the following retired members who recently passed away: Bros. Clair Diamond, Raymond W. Dinkel, Colburn M. Spaulding and Clarence E. Techlin.

We wish everyone a merry Christmas and a happy and healthy new year!

Tammy Gottleber, P.S.

New Contract Agreements

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—As we continue blazing a trail into the future, "Honoring our Past" has been a longtime theme of Local 702. With that in mind, several retired members were honored with 50-year, 55-year, 60-year, 65-year, and even 70-year service pins at the August 2013 union meeting, thanking them for their sacrifices made in order to obtain the benefits so many of our members today enjoy.

As of this writing, we are waiting on a National Labor Relations Board trial decision regarding two unjust terminations at Consolidated Communications (parent company of Illinois Consolidated Telephone Company) following last December's unfair labor practice six-day strike. We hope to have results of the NLRB decision by year's end.

Our referral books are as follows: Inside Construction—88; Outside Construction—8; and Line Clearance—4.

This year, we have new agreements at Vectren, Egyptian Co-op, Southern Co-op, Southeastern Co-op, Southern Illinois Power Cooperative, Coles Moultrie Co-op, Rend Lake Conservancy District, Illinois Gas, Frontier, Cairo Public Utility, the City of Miner, Ameren MO, and M&A Co-op, with open negotiations at BMU, the City of Flora, Hamilton County, and Egyptian Telephone.

To stay up on the latest Local 702 news and

information, please visit us at www.ibewlocal702.org or check us out on Facebook.

Mark Baker, B.R./P.S.

'So Long, 2013'

L.U. 1116 (em,lctt&u), TUCSON, AZ—OK, where did this year go? Time really does fly as we get older—and with this in mind, our local has maintained focus on organizing new hires with much success, as we see so many longtime members retiring.

Congratulations and best wishes to recent retirees: Robert Rogers, Jesus Meza, Merle Bradley and Donald Allison.

Welcome to Local 1116's new members, including: Adam Myers, April Anaya, Manny Baviche, Adam Bingham, Samuel Larson, Andrew Weigel, Kevin Wemmer and David Worrel. Several new members took the oath of obligation at the September union meeting. It is important to stress that monthly union meetings are an important part of any local.

The Tucson & Springerville Power Production departments received the initial go-ahead for their apprenticeship programs in the electrical and I&C crafts starting in 2014, and we are now looking at the mechanic and welding craft programs in 2015 as well. A union work force strengthens safety and quality craftsmanship for the future.

Our local looks forward to 2014 and wishes all fellow union brothers and sisters a great holiday season and a successful and happy new year.

R. Cavaletto, P.S.

Tradition of Community Service

L.U. 1466 (u), COLUMBUS, OH—On Saturday, Sept. 28, Local 1466 held our annual Fall Gathering at the union hall. Once again, we continued to see increased attendance from our membership, as well as many families and children taking part in the festivities. The food was catered by Hickory House and was popular as always. We thank all those who were able to attend. We also thank the Executive Board for planning the event and helping to make it such a success!

As many of you know, in September we also kicked off our partnership with AEP to help raise money for United Way. In addition, our local was presented the Celebration of Excellence Award for our effort in 2012. This reward is a testament to our members' dedication to improving our communities and reaching out to those in need. This is what the labor movement has always been about, and we are proud that our members are carrying on that tradition.

We hope everyone has a safe and happy holiday season!

Jimi Jette, P.S.



Some of the newly elected Local 570 officers recently sworn in gather for a photo.



Three of Local 702's retired 50-year service pin recipients: Ralph Wilmouth (left), Donald Smith and Logan Marlow.

Retirees

2014 Club Meetings

RETIREES CLUB OF L.U. 1, ST. LOUIS, MO—The retirees of IBEW Local 1 send greetings to all with best wishes for a happy holiday season. We hope the economy keeps improving and all will prosper with full employment and a bountiful new year ahead.

We encourage all new retirees to attend our meetings and participate in retiree social activities. Our 2013 Labor Day parade was a great success with good participation. Our meetings are informative and interesting, and a chance to see old buddies.

Bus. Mgr. Frank Jacobs is using social media to communicate to great advantage; we hope many are able to participate in this manner. Local 1 is a true community asset that we are all proud of.

At the time of this writing, a club meeting was scheduled for Nov. 20, 2013, with a light lunch served as usual. Attendees enjoy good fellowship for all and shared happy memories of old times together.

Meetings scheduled for 2014 are as follows: March 19, May 21, July 16, Sept. 17 (luncheon), and Nov. 19. Start time is approximately 11 a.m. Mark your calendars.

Don Appelbaum, P.S.

Charity Drives

RETIREES CLUB OF L.U. 3, NEW YORK, NY, NASSAU CHAPTER—As we have for every Sept. 11, at our meeting this year we honored and read the names of our members who lost their lives on that day. A larger tribute can be seen on the IBEW Hour Power Web site www.ibewhourpower.com; go to that site's video archive and click on "IBEW Local 3, Freedom Tower." The video makes one all the more proud to be an IBEW member.

Our 2013 annual picnic went well. The food was great and Jackie Weiss, Judy Montairo and Mary Scialabba coordinated the games, making it a great day.

Starting off our fall activities, George Geyer handled the October Fest Luncheon and did a great job. More events will follow.

Our annual charity drives again will benefit organizations including the Michael Nigro Foundation Cancer Care for Kids, a project of our late past vice chairman Joe Torino. Other drives planned at press time include a food drive for St. John of God Church. Retiree volunteer efforts will also benefit The Fisher Foundation, which supplies housing for veterans families while veterans are in rehab.

We are proud of our retiree Bill Urianek, former Marine sergeant, for his volunteer activities. Bro. Urianek, along with two World War II veterans, have collected more than 290,000 cans and bottles to raise funds to benefit veterans; these efforts will help to retrofit houses as well as provide companion dogs and prosthetics for veterans. The volunteers were feted at Yankee Stadium and received an award from Avis Corp.

Bob Cooper, P.S.



Local 3, North New Jersey Chapter, Retirees Club enjoys trip to Woodloch Pines in Hawley, PA.

Summer Resort Trip

RETIREES CLUB OF L.U. 3, NEW YORK, NY, NORTH NEW JERSEY CHAPTER—Our Retirees chapter went to Woodloch Pines in Hawley, PA, June 24-27 for our summer getaway at the resort.

Sorry that many of our brothers and sisters were unable to attend. You were all missed.

Thank you to Abe Fichtenbaum, our photographer. The photo accompanying this article is a really good picture.

Enjoy the season. Be well, be happy. Travel safe.

Anthony LaBate, P.S.



Erica Vinas, Pension Dir. Tom Gallagher and Judy Blades delivered informative presentations to Local 3, Westchester/Putnam Chapter, Retirees Club.

'Healthy Lifestyle'

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER—Our annual visit, from July 8-11, to the Long Island Education Center was a great success. Pension Dir. Tom Gallagher presented an informal address. That was followed by two four-hour seminars, hosted by wellness coordinator Judy Blades and nutritionist Erica Vinas; topics were "Healthy Living" and "Nutrition and Diabetes Prevention." Both seminars were very informative, stressing the importance of nutrition and physical fitness to our everyday health and well-being. Staying healthy also requires reading and understanding labels on packaged food products and how they apply to us.

Today, men and women have a longer life expectancy, so nutrition and physical activity are extremely important. Many conditions that plague us today can be held in check by a few basic dietary strategies. For example, limiting sodium to three-quarters of a teaspoon of salt (1,500 mgs or less) and consuming more fiber lowers blood

cholesterol and improves blood sugar levels. This information is only a portion of what these classes brought to our attention.

Thanks to all who made our stay educational and enjoyable.

*John Rich, P.S.
Bob Cuneo, P.S.*

Retirees Tour Navy Battleship

RETIREES CLUB OF L.U. 11, LOS ANGELES, CA—Some of the "old folks" at Local 11 still have a little pep in their step. We must have climbed at least a dozen ladders and stairways (twice) on the battleship USS Iowa, during the guided tour that 15 members of the club embarked upon in August. At this writing, 15-20 members were planning to take the train to San Diego on Nov. 14 to stroll around the town. A museum or another Navy warship tour might be on the agenda.

If you're interested in future activities, come to the club meetings, held at the ETI, on the second Wednesday of every month at 10 a.m. Lunch will be served.

Also, don't forget the Holiday Party at Taix's Restaurant, downtown Los Angeles, on Dec. 11.

We continue to see new members at our meeting every month. Maybe you'll stop by soon. We wish all retirees, active members and staff of Local 11 a happy holiday season and a healthy, safe and prosperous new year!

Harvey "Butch" Bachand, Pres.

Eventful Club Schedule

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX—The club had its first meeting after a short break for the summer, and plans for the next nine months

promise to be fun and exciting.

As a Christmas project, the club again picked the Wounded Warriors, who are so near and dear to our hearts. We will be collecting personal items through December to be taken to Ft. Sam's Wounded Warriors headquarters.

In February, we will have a silent auction. Last year's event was very successful, as one's donation can be another's treasure.

The main event comes in April with another golf tournament fundraiser. If it is as fun and rewarding as last year, everyone will be a winner.

Betty Cannon, past office manager of L.U. 60 and Retirees Club recording secretary, was one of the honorees at the San Antonio AFL-CIO Labor Day breakfast held Aug. 24. IBEW Organizer Craig Parkman was also acknowledged for his volunteer work.

The Club meets at noon the second Thursday of each month at the Plumbers and Pipefitters training building at 3630 Belgium Lane. All Local 60 retirees are welcome. Please join us!

Sandy Rogers, P.S.

Annual Retirement Dinner

RETIREES CLUB OF L.U. 90, NEW HAVEN, CT—On Tuesday, Oct. 15, our annual retirement dinner was held at the Groton Motor Inn to honor the latest group of Local 90 retirees. The following gentlemen were honored: Theodore Behrmann, Gary Browne, Donald Camden, Paul Gontarski, John Heffernan, Daniel Lipinski, Walter Perry Jr., Max Rioual, Bruce Veronick and Paul Woytowich. We congratulate you and thank you for your service to the IBEW and invite you to join our Retirees Club.

Our club will hold its annual Christmas Holiday Luncheon on Dec. 3, at Fantasia in North Haven, CT. This is always a great time with good friends and great food. Many thanks go to our officers, and especially to Richard and Rose Kirby, for their help in planning and working to make it such a wonderful affair.

We wish all IBEW members and their families a joyous holiday season and a happy, healthy and safe new year.

Richard Launder, P.S.

Local 110 Family Picnic

RETIREES CLUB OF L.U. 110, ST. PAUL, MN—More than 900 members and their families attended the annual IBEW Local 110 Family Picnic. Local 110 retirees cooked and served hamburgers, hot dogs, shredded pork, popcorn and beverages at



Local 110 Retirees Club assists with preparations for the local's annual family picnic.

the July 27 picnic. Prizes were raffled off every hour by our past president, Bro. Frank Gurney. Events for the kids included rock climbing, face painting, cash tornado, pony rides and ring the bell. It was a cool and windy day, but all had a good time. The hard-working retirees help make this great family event a huge success for our local union. Thanks to everybody who helped, and a special thanks to Bro. Joe Kelly, who continues to organize this outstanding event.

Brian Winkelaar, B.R.

Service Pin Honorees

RETIREES CLUB OF L.U. 113, COLORADO SPRINGS, CO—We had a time of reflection and a time to renew old friendships recently as our Retirees Club joined with active Local 113 members to honor those with longtime service to our industry and the IBEW.

The 217 members honored this year represented a combined total of 7,085 years of IBEW service.

Honored with 60 year pins—Kenneth Diller, Harold Dittes, Chuck Eaton, Harold Olson, Bobby Phillips, Walter Ridenour, Roy Weaks and Lee Wilkie; 55-year pins—Bob Bernard, Mel Estes, Ron Fulgenzi, Verlon Hunt, Marlin Johnson, Don Moon, Leonard Ortman, Waldo Pendleton, Glen Plush, Jim Polders, Charles “Jim” Poole, Leonard Rowe, Edward Stepanek and Chuck Thompson; 50-year pins—Isaac Arnold, Richard Benell, Robert Braun, Paul Miller, Don Murray, Bela Veres and George Waterhouse.

Our congratulations to each of you so honored. We are saddened by the recent loss of 60-year member Bro. Lee Wilkie.

At this writing, there is a chill in the air and the Colorado mountain tops are white, meaning the holidays will soon follow.

Merry Christmas to all and best wishes for a happy, healthy 2014.

Bill Campbell, P.S.



Local 113 Pres. Brian Bradley (left) presents Chuck Eaton with 60-year pin and service award.

Club Trips a Great Success

RETIREES CLUB OF L.U. 130, NEW ORLEANS, LA—On Sept. 19, we had a group of 48 for a bus trip to Margaritaville Casino and Restaurant in Biloxi, MS. Everyone had a wonderful time and there were plenty of winners. Margaritaville is a keeper!

Our third quarterly meeting was Sept. 26 and

we had plenty of food and drinks to go around. Everyone enjoyed socializing. We also raffled off three door prizes.

On Oct. 16, we took another bus trip to the Silver Slipper; as usual everyone had a wonderful time.

We thank Durel Legendre, secretary, for a job well-done on ordering the food for our meeting and donuts for the bus trips.

With deep regret we lost the following brothers: Edward J. Caire, Albert Castaneda, Joseph Giardina, Carl L. Kaltenbach and Myron C. Ward. May their souls rest in peace!

Until our next meeting, God bless America.

George Clesi, Pres.



At Local 134's annual New Retirees Dinner, from left: Mrs. Robert Mersch; Robert Mersch, current board member and former Retirees Club president; Irv Blaszyński, founding president; and Treas. Bernard Martin.

Trips & Events Planned

RETIREES CLUB OF L.U. 134, CHICAGO, IL—Our club has been busy this year. I hope you take advantage of the great variety of fantastic events that have been planned, a huge part of what makes this such a wonderful club.

Events include: theater outings, ceremonies honoring service award recipients, the 25th anniversary celebration, golf outings, flower shows, visits to Arlington Racetrack, boat trips on the Chicago River and Lake Michigan, three catered luncheons with entertainment and, in November each year, a tour of the apprentice school.

Holiday season features a turkey raffle and a spectacular Christmas Party. If you haven't taken advantage of any of the events, you and your friends and family are missing great opportunities to come together and enjoy good times.

If you have any suggestions for additional events or entertainment, speak to any of the board members or contact Gerry White, our executive event planner. Come to the meetings. Remember: There are no strangers at local 134—only friends you haven't met yet!

To join the club, contact Mario Coletta at 773-736-1480. Club meetings are the second Wednesday of each month at the union hall, 600 West Washington St. Noon to 1 p.m. is meet and greet time. The meeting starts at 1 p.m.

Louis Rodriguez, P.S.

Active and Growing

RETIREES CLUB OF L.U. 176, JOLIET, IL—Our Retiree Club is active and growing. We thank our members for the help on our activities. With our help, the annual picnic was a great success, and

the upcoming Kid's Christmas Party has always benefited from the retirees' assistance.

Check your weekly Labor Record for upcoming events and Retiree Club meeting times. The more the merrier!

Our “baby boomers” have started to augment our numbers. Don't forget the Retirees Club is still a very, very active organization. Help and participation is openly accepted.

Also, don't forget to volunteer at your children's or grandchildren's schools. It is amazing how many parents, teachers and administrators ask about what our career was. It opens the door for career days, and various opportunities to present an explanation of our trade or to speak about electrical safety or our hobbies.

See you at the next meeting!

Tom Proffit, P.S.

Good Turnout & Participation

RETIREES CLUB OF L.U. 197, BLOOMINGTON, IL—We are glad that Retirees Club meetings are getting a good turnout. It's a good time to get together, have coffee and donuts, and solve the world's problems. We are glad that our retirees remain active in the local by attending parades,

golf outings and political affairs.

Among those who recently attended the Annual Democrats Day Breakfast in Springfield were: Dick Thompson, Don Armstrong, Dan Uhler, Jack Roberts and Robin Roberts. They enjoyed a good breakfast and listened to labor-friendly candidates who want to move our state forward and put our members to work.

Once again we had a successful golf outing, for the 25th year. Retirees Jack Roberts and Robin Roberts have co-chaired the golf committee for many years. They put in a lot of time making preparations to ensure the event's success, and we are thankful for their efforts. Local 34 members John Gruber, Ralph Henderson, John Zobrist and Tony Espinosa, who have played in the outing for many years, presented Jack and Robin with a special award for their demonstration of friendship and brotherhood over the years. Bro. Gruber delivered a heartfelt speech expressing appreciation to Jack and Robin for their hospitality.

Mike Raikes, Pres.



Local 197 retirees Robin Roberts (left) and Jack Roberts (right) receive awards presented by Local 34 member John Gruber.

'Being Prepared'

RETIREES CLUB OF L.U. 212, CINCINNATI, OH—Several of our members/spouses are facing serious medical problems. We extend our best wishes for their recovery.

I am sorry to report the July 29 death of club member Clifford “Bud” Thesing, a 48-year IBEW member. We mourn the loss of Bud as we mourn the loss of other Local 212 members who recently passed away.

Life can change in an instant, the proverbial “twinkling of an eye.” Local 212 employs a law firm ready to provide free consultations, wills and other services for our membership. Call the office for more information. As mortality and end-of-life decisions await everyone, issues to consider include updating wills and living wills, durable power of attorney, etc. Advance preparations are designed to ensure your final wishes and give peace to surviving loved ones.

Starting Jan. 1, 2014, Anthem will be the new healthcare provider for Local 212. Flu shots are already covered by Medicare and/or healthcare.

New members for October are Mike Brennan and Jim Daly. It was also nice to see Joe Wellman at the meeting. Jim McInerney, a 71-year IBEW member, is a regular attendee of club events.

Best wishes for a healthy and prosperous new year.

Bob Schaefer, P.S.

39th Annual Luncheon

RETIREES CLUB OF L.U. 236, ALBANY, NY—On Oct. 15, the Local 236 Retirees Club held their 39th annual luncheon at Treviso (The Italian American Community Center) at the 237 Washington Avenue Exit. The club would like to thank the local for all the help they gave us in contacting retirees and their widows. The retirees also wish to thank retired Bro. Ken Hinckley for taking pictures at the event. A total of 70 people came and enjoyed the camaraderie and the meal.

Jim Porter, P.S.

Mississippi River Cruise

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO—Our group participated in the city's Labor Day parade. On September 14, L.U. 257 had its annual picnic. The food was prepared by Moose Brothers BBQ, which is owned by L.U. 257 member Jason Morris and his brother Jim. Business Manager Don Bruemmer gave out certificates and pins for years of

service to the following retirees: 65 years—John O'Bannon; 60 years—Leonard Steinman; 55 years—Danny Melloway, James Pettigrew; 45 years—Harvey Baysinger, David Brunk, Ronald Holzhauser, Larry Jones, Doyle Maupin; 35 years—Joseph Rowles.

Instead of our regular September meeting, 30 members went on a bus tour to Hannibal, visiting Mark Twain's birthplace and having lunch on the Mark Twain Riverboat with a cruise down the Mississippi.

On Oct. 29 we went to one of our favorite places, the

Retirees



Local 257 Retirees Club members get ready to board the Mark Twain Riverboat for lunch and a ride down the Mississippi River.

Claysville Store, which is owned by Local 257 member Mark Hooibrink and his wife, Laura. They are famous for their family-style dinner of fried chicken and country ham. We appreciate them arranging to feed our group again.

We look forward to seeing everyone at our Christmas luncheon in December.

Delores Melloway, P.S.

Update from Boise Retirees

RETIREES CLUB OF L.U. 291, BOISE, ID—The October luncheon was held in Meridian at The Jade Horse Restaurant, with 36 in attendance. There was a small turnout due to opening day of deer hunting season; several of our members wanted to try their luck at shooting a deer. Also, our snowbird members were getting ready to go south before snowfall. Those who attended enjoyed a tremendous banquet of food including steamed clams. Brad Smith won our \$5 monthly drawing; he was a happy man. Brad, don't spend it all in one place!

We have a few members who are sick and we wish them well. The majority of the club members are enjoying good health.

Work is picking up. The local actually put some people to work off of Book II; hope the earlier government shutdown doesn't hurt anymore people than it already has.

Protect and defend the right to be union members, always! Continue to pray for our troops, our country leaders and the struggling economy.

Our luncheons are the second Thursday of each month. Please contact any club member or the union hall for time and location. [Photo below, left.]

Joe Sirani, Pres.

Sarnia Happenings

RETIREES CLUB OF L.U. 530, SARNIA, ONTARIO, CANADA—Our club had a busy and enjoyable

agenda this past summer with great turnouts at our meetings and our planned affairs.

We enjoyed a cruise up the St. Clair River, stopping for dinner on the American side of the waterway before returning to Sarnia and viewing the lights of the Chemical Valley.

We enjoyed a fish dinner at Purdy's Fisheries in Point Edward, consuming fish freshly caught in our own wonderful waters of Bluewater Land.

On Sept. 4 we held our Annual Retirees Club Golf Tournament. This outing is a yearly favourite and we had 24 golfers taking part in competition. We had an additional 16 non-golfers come for the afternoon, making a grand total of 40 club members sitting down to dinner at the end of the competition.

Herb Burdett and Bob Friedrich plan and organize this event and do a fine job with wonderful results. Peter Schenk arranges for prizes for the tournament, and it must be mentioned that our tournament would not be the success it is without his efforts.

Our group wishes all a wonderful holiday season and health and happiness in the New Year of 2014.

Nancy Stinson Philbin, P.S.



Local 530 Retirees Club 2013 Golf Tournament winners: Jack McLellan, Gord Neely, Ed McCormack and Doug Bazeley.



"Season's Greetings from Local 291 Retirees Club, where all are welcome."

Planning for Year Ahead

RETIREES CLUB OF L.U. 640, PHOENIX, AZ—Happy holidays from the Golden Age Road Runners executive board with our sincere wishes for a turn to prosperity in the year to come.

Our photo below features the board at our first meeting as we made plans for the 2013-14 season. Standing, from left, are: board members John Hunter, Ron Bishop and Lucile Decker; secretary Diana Foster and her husband, Chuck (vice president); and newly-inducted board member Ron Materko. Seated, from left, are: board member Daryl Knupp, newly elected Pres. Carlos Santa Cruz, Sgt. at Arms Cliff Herrscher, and Treas. Jim Weaver.

October and November meetings featured speakers on health and financial issues important to seniors. These talks, along with a well-prepared breakfast and raffle drawings, made for enjoyable and informative mornings.

In December the breakfast is free, along with some extra drawings in the raffle, and a tribute to the staff in the Local 640 office who assist our secretary in our monthly mailings.

We welcome "younger" retired members to become a part of the Road Runners. Recent retirees are always needed to maintain the club.

We meet on the third Friday of each month at 9:30 a.m. at the union hall.

Daryl Knupp, P.S.



Local 640 Retirees Club board meets to make plans for the upcoming year.

'Thanks to Volunteers'

RETIREES CLUB OF L.U. 702, WEST FRANKFORT, IL—At the Retirees Club meeting held Oct. 3 in Marion, IL, there were 29 members and guests in attendance.

We extend a sincere "thank you" to our members who volunteered to work the union pavilion during the DuQuoin State Fair, where we gave away a new Weber Summit grill.

Members are encouraged to attend and bring other retired members to the next meeting, scheduled for Thursday, Dec. 5, at Bennie's Italian Foods in Marion. At the Dec. 5 meeting, an election for a new president will be held.

To stay up on the latest Local 702 news and information, please visit us at Web site www.ibewlocal702.org or check us out on Facebook.

Mark Baker, P.S.

Service Pins Awarded

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL—We had a great welcome back from our summer break with a crowd of about 60 for a fish fry and all the fixings. The fish prepared by Greg and the fellows was delicious as usual! Steve Gibbs has taken over for Jimmy Warren as president. Pins

were awarded to members with 50-, 55- and 60 years of service. We congratulate and thank you all for your commitment and years of service to the union. Our October meeting was a potluck dinner with a good turnout, and our November meeting is always a hit with our Thanksgiving theme. We hope to see you at our December meeting (ham), and we wish you a merry Christmas and look forward to seeing you in the new year at our annual Chili Cook-off, on Jan. 9, 2014.

As always, we wish to invite any retired and unemployed brothers and sisters and their spouses who are in the area to come join us. Our meetings are the second Thursday of each month, 11:30 a.m., at the Local 756 union hall in Port Orange, FL.

Diane Gibbs, P.S.

Celebrating a Decade of Growth

RETIREES CLUB OF L.U. 804, KITCHENER, ONTARIO, CANADA—Our club is 10 years young. On Sept. 5, 2003, several enthusiastic retired members and spouses met at the "Hall" to establish a Local 804 retirees club. On a motion of Bro. Russ Hartwick, seconded by Lowell Shantz, it was unanimously agreed to apply for a club charter.

Founding members listed on the charter are: Ken Woods, Lowell Shantz, David Rendell, Edward Krouse, Gino Tonin and Joseph Psutka. Those six founding members served as the club's first officers and board members.

Now a very active group of happy retired "sparkies," our club has grown to 70-plus members. Monthly meetings and luncheons are well-attended.

Thanks to Bro. Frank "the arranger" Ische, we enjoy shows, theater and delicious meals while travelling.

Retirees volunteer for many community charitable events.

Bro. Doug Richards and dedicated volunteers wire Habitat for Humanity homes.

We enjoy visits to our sister retirees clubs. We thank our friends in Hamilton, Toronto and Ottawa for their friendship.

The labour movement faces attacks at all levels of government. In proposed legislation that would align Canadians with "right-to-work" states, the federal government was temporarily stopped, but Prime Minister Stephen Harper is not through yet; we must assist our active members when that fight continues.

Ken Woods, Pres./P.S.



Retired Int. Rep. Jerry Wilson gets into the swing of things at Local 804's Oktoberfest celebration last fall.

In Memoriam

Members for Whom PBF Death Claims were Approved in October 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	Buchholz, D.	8/24/13	38	Ferry, J. P.	1/12/12	124	Dugan, R. L.	8/5/13	322	Johnson, L. E.	9/5/13	595	Lam, B.	9/11/13	949	Reith, L. C.	9/13/13
1	Handley, R. A.	8/6/13	38	Kuilder, E.	9/6/13	124	Reeder, E. W.	7/28/13	325	Carner, G. E.	9/20/13	596	McClain, J. R.	8/19/13	953	Baker, E. H.	1/2/13
1	Johnston, C. E.	9/7/13	38	Nelson, R. A.	9/8/13	125	Lindseth, R. T.	7/2/13	332	Fingold, A.	8/28/13	601	Novotney, G. G.	8/14/13	953	Thompson, K. A.	7/30/13
1	Kurtzeborn, R. A.	9/14/13	38	Stuble, P. F.	8/28/13	126	Moyer, A. S.	8/12/13	332	Giacalone, J. A.	1/17/11	605	Cagle, J. F.	7/15/13	972	Rogers, R. E.	9/10/12
1	Musick, D. L.	8/19/13	41	Cirrito, F. A.	7/9/13	130	Castaneda, A.	8/5/13	332	Hight, R. L.	8/17/13	606	Boker, E. P.	8/8/13	993	Zivanovic, A.	6/19/13
1	Roche, J. T.	9/17/13	42	Smith, B. W.	8/21/13	130	Kaltenbach, C. L.	8/10/13	332	Remillard, C.	9/8/12	611	Carnahan, G. E.	4/23/13	1003	Rezansoff, H.	8/18/13
1	Wittich, C. E.	9/12/13	43	Hemings, F. A.	8/28/13	134	Berglund, R. G.	8/12/13	340	Porter, S. J.	8/25/13	613	Cash, C. W.	8/13/13	1141	Day, O. R.	5/20/13
2	Routt, J. W.	8/2/13	44	Periman, D. R.	8/8/13	134	Bookwood, K. R.	8/11/13	340	Shirley, H. M.	9/14/13	613	Hamby, J. D.	8/29/13	1142	Wells, M. H.	8/10/13
3	Artamin, G.	8/17/13	46	Dubey, N. V.	3/19/13	134	Burge, D.	8/16/13	342	Barnett, B. L.	8/27/13	613	Parker, A. E.	7/21/13	1186	Hirasaki, G. S.	8/10/13
3	Barbarito, J.	9/2/13	46	Ferguson, W. R.	1/20/13	134	Burkman, B. L.	5/17/13	343	McKeown, T. E.	9/9/2010	613	Rector, J. A.	9/5/13	1186	Tashiro, E. A.	7/12/13
3	Barbour, F. D.	9/2/12	46	Rosenberg, S. C.	8/26/13	134	Dever, D. A.	7/1/13	343	Vitse, M. G.	8/21/13	640	Gardner, D. J.	8/2/13	1245	Rose, J.	9/2/13
3	Guerrera, T. J.	8/27/13	47	Robinson, A. D.	8/23/13	134	Donham, J. R.	7/26/13	347	Dodson, G. D.	8/28/13	640	Laughlin, J. R.	6/1/13	1245	Wiseman, E. D.	7/1/13
3	Hirsch, M.	2/3/13	48	Freel, R. H.	9/8/13	134	Edwards, R. E.	5/30/13	347	Garton, D. A.	9/6/13	654	Rustark, S. J.	7/21/13	1253	Drapala, S.	5/6/13
3	Isabella, G.	10/27/12	48	Halverson, D. H.	8/31/13	134	Ferguson, R. L.	12/28/12	349	Crow, W. J.	8/11/13	659	Gilbert, B. R.	9/13/13	1323	Howard, J. L.	9/8/13
3	Loris, W.	6/24/13	48	Lackey, J. L.	8/28/13	134	Fetzner, K. E.	8/18/13	349	Swackhammer, E. W.	7/24/13	659	Pompe, E. H.	9/15/13	1340	Hart, C. O.	7/31/13
3	Losurdo, P. J.	8/13/13	48	Smith, E. W.	9/1/13	134	Giuliano, T.	9/12/13	349	Winkler, J. C.	8/19/13	682	Carruth, L. H.	9/9/13	1377	Aufmuth, A. F.	8/2/13
3	Lovsin, V.	4/26/12	48	Stevens, K. M.	9/19/13	134	Johnson, H. V.	7/29/13	351	Bell, F. E.	2/28/13	683	Cutler, L. R.	8/23/13	1547	Hobbs, J. D.	8/21/13
3	Mudrak, D.	6/10/13	51	Berryman, P. D.	8/24/13	134	Keltz, F. D.	12/14/12	351	Smith, J. F.	7/26/13	683	Harris, B. L.	9/3/13	1701	Evans, B. N.	6/6/13
3	Mullins, M.	7/27/13	53	Morton, J. G.	9/2/13	134	Kulinski, L. J.	8/4/13	351	Wertzberger, D.	6/23/13	683	Harris, D. E.	6/29/13	1701	Moorman, J. L.	7/31/13
3	O'Donnell, E.	9/4/13	56	Anderson, K. L.	8/7/13	134	McShane, J. F.	6/10/13	353	Cavanagh, R.	9/10/13	701	Leonard, R. R.	7/30/13	1852	Mercer, G. H.	8/22/13
3	Owens, K.	8/3/13	57	Parry, R. N.	8/1/13	134	Muczynski, P. J.	9/8/13	353	Harris, H. C.	5/22/11	701	Pacini, R.	9/12/13	1980	Ross, E.	2/15/13
3	Paolillo, S. V.	9/11/13	57	Ruganis, J. F.	4/11/13	134	Theobald, J. J.	7/31/13	353	Holsmer, R.	9/13/13	702	Derochi, G.	9/5/13	2038	Lamontagne, L. L.	7/28/13
3	Popaduke, H.	8/3/13	58	Cabanaw, E.	9/17/13	134	Tzinares, G. A.	7/30/13	353	Poole, L.	6/12/13	702	Griffith, T. N.	6/24/13	2166	Keating, J. A.	6/10/13
3	Saler, H.	9/9/13	58	Ferda, P. T.	7/14/13	141	Magers, E. F.	4/11/13	354	Lopez, V. G.	5/21/13	702	Haseker, M. L.	8/5/13	2271	Sfida, A. R.	7/28/13
3	Simpson, F. A.	8/6/13	58	Hamby, D. A.	9/2/13	143	Ginder, J. A.	5/21/13	357	Herting, T. A.	1/27/13	714	Glass, R.	8/15/13	2330	Clarke, L. A.	6/30/13
3	Stewart, S.	8/21/13	58	Palmquist, D.	3/5/13	143	Stutzman, E. K.	9/5/13	363	Kartis, P. J.	5/27/13	716	Gardner, J. C.	9/18/13	2330	Russell, R. W.	6/30/13
3	Todaro, J. P.	8/23/13	58	Post, V. F.	8/26/13	145	Seim, A. N.	6/7/13	364	Hermanson, G. B.	7/28/13	716	Mintz, D. D.	9/3/13	I.O. (134)	Hopkins, P. M.	8/2/13
5	Blank, G. H.	5/28/13	60	Hastings, L. W.	7/14/13	150	Morley, J. L.	8/29/13	369	Collins, J. W.	8/28/13	716	Orta, A. A.	8/25/13	I.O. (134)	Rozwalka, J.	9/2/13
5	Haggerty, L. C.	7/29/13	60	Weston, R. E.	5/9/13	150	Patenaude, P. R.	8/17/13	369	Crace, R. D.	6/22/13	721	Thomas, R. A.	7/15/13	I.O. (529)	Thoresen, G.	8/18/13
5	Hays, L. A.	9/8/13	66	Coker, J. A.	9/3/13	164	Jones, L.	9/2/13	380	Williams, J. M.	4/1/13	723	Lewis, B.	8/25/13	I.O. (777)	Nordmark, S. L.	8/29/13
5	Rodgers, T. J.	2/6/12	66	Johnson, A. R.	9/16/13	175	McArthur, B. L.	8/2/13	382	Arnold, L. W.	7/10/13	725	Keyes, G.	8/4/13	Pens. (323)	Teague, J. W.	4/20/13
6	Nann, G.	8/17/13	66	Kidd, W. L.	8/13/13	176	Kempes, F. L.	8/21/13	387	Herman, J. L.	7/20/13	725	Olsen, R. A.	7/13/13	Pens. (1788)	James, W. A.	8/12/13
6	Torres, J. L.	9/3/13	71	Sexton, E. E.	8/10/13	177	Pool, W. B.	8/12/13	387	Neumann, V. T.	6/28/13	725	Payton, W. D.	8/6/13	Pens. (I.O.)	Bell, R. K.	5/26/12
8	Alexander, V. D.	6/5/13	73	Nygaard, S. D.	8/12/13	191	Romerdahl, K. W.	2/5/13	396	Cohen, G. M.	5/19/13	728	Butler, E. R.	4/21/13	Pens. (I.O.)	Belt, L. F.	9/16/13
9	Mack, G. A.	7/4/13	77	Barker, J. L.	6/13/13	194	Hicks, R. G.	7/21/13	402	Green, G. D.	8/20/13	728	Carlson, C. E.	12/1/12	Pens. (I.O.)	Broullire, E.	9/9/12
11	Bosstick, J. T.	2/27/13	77	Christy, W. L.	3/29/13	206	Emery, E. W.	8/17/13	429	Baggett, E. B.	8/17/13	728	Haynes, R. E.	9/9/13	Pens. (I.O.)	Bruette, E. W.	9/1/13
11	Mackle, P. E.	5/19/13	77	Cool, B. E.	7/30/13	212	Steinke, C. E.	7/27/13	429	Miller, J. H.	8/20/13	728	Matherley, F. H.	1/4/12	Pens. (I.O.)	Burg, R. B.	8/28/13
11	Mc Ray, J. T.	9/1/13	80	Bell, D. W.	8/28/13	212	Wolfer, W. F.	7/21/13	429	Minter, B. A.	7/11/13	728	Vetter, L. A.	8/13/13	Pens. (I.O.)	Cain, R. L.	8/21/13
13	Fry, D. W.	8/30/13	81	Cecchi, N. G.	8/4/13	213	Dong, D.	8/25/13	441	Pojar, Q. L.	8/5/13	728	Williams, J. S.	5/21/13	Pens. (I.O.)	Cole, R. W.	7/25/13
17	Siler, D.	7/27/13	82	Beck, M. D.	9/3/13	213	Trofimenkoff, P.	7/21/13	441	Stafford, R. J.	4/17/13	753	Cooper, A. W.	8/4/13	Pens. (I.O.)	Ekstrom, N. I.	6/27/13
18	Fookes, D. L.	8/20/13	82	Conley, P. E.	7/14/13	219	Ahlf, M. D.	7/6/13	449	Archuleta, A.	7/18/13	760	Campbell, K. W.	9/17/11	Pens. (I.O.)	Fell, R. E.	8/27/13
18	Knox, M. D.	8/1/13	82	Koenig, J. R.	8/28/13	229	Frey, J. R.	7/29/13	449	Swisher, M.	9/25/13	760	Coker, C. H.	9/9/13	Pens. (I.O.)	Gadberry, G. C.	4/5/13
18	Morrison, R. T.	8/22/13	84	Martin, J. C.	7/6/13	229	Smith, C. V.	8/24/13	456	Fotia, R. V.	8/12/13	760	Dean, A. D.	7/13/13	Pens. (I.O.)	Havlick, F. V.	8/27/13
18	Wilson, C.	8/10/13	97	Buckton, G. E.	5/10/13	236	Loveridge, H. R.	2/10/13	474	Campbell, J. M.	7/21/13	760	Widner, W. H.	8/3/13	Pens. (I.O.)	Heath, G. R.	9/14/13
20	Curvey, M. W.	9/17/13	97	Grimm, R. A.	5/23/13	242	Eckardt, R. J.	8/20/13	474	Cannon, R. V.	8/14/13	768	Brown, H. C.	8/23/13	Pens. (I.O.)	Horton, W. C.	8/28/13
20	Fitzgerald, G. W.	7/6/13	98	Goldman, D.	8/21/13	252	Tindall, J. T.	9/20/13	474	Cutberth, H. P.	8/14/13	773	Gosselin, D.	9/17/13	Pens. (I.O.)	Johnson, R. H.	9/13/13
20	Fowler, W. J.	9/1/13	98	Hirsch, L. H.	9/19/13	266	Nunez, R. H.	8/8/13	474	Taylor, R. K.	7/15/13	774	Rohrer, K. S.	8/22/13	Pens. (I.O.)	Kennedy, W. E.	8/28/13
20	Russo, A.	7/26/13	100	Betsch, R. L.	8/15/13	269	Emery, H.	7/12/13	477	Combee, J. H.	4/28/13	776	Culberson, V. H.	7/13/13	Pens. (I.O.)	Marquart, W. D.	5/1/13
21	Davis, J. F.	8/13/13	100	Coon, C. W.	8/2/13	271	Schierling, G.	7/8/13	477	Hardy, R. S.	8/24/13	804	Gamester, D. H.	7/21/13	Pens. (I.O.)	Maslowsky, T. J.	8/12/13
22	Oltman, R.	9/4/13	102	DeCoster, R.	10/21/11	280	Haycock, D. S.	9/19/13	477	Newlin, V. C.	8/7/13	804	Stilling, T.	1/6/13	Pens. (I.O.)	Mayfield, D. E.	9/2/13
22	Schonberg, R. S.	8/17/13	102	Orourke, B. J.	9/5/13	288	Dessinger, B. A.	9/12/13	480	Hatfield, J. C.	8/30/13	812	Weinhardt, M. H.	3/30/13	Pens. (I.O.)	McCallister, W. H.	6/14/13
24	Fults, B. E.	8/21/13	102	Rutzler, J. P.	6/8/13	291	Rebish, F. W.	2/17/11	481	Baker, W. L.	8/9/13	816	Cash, J. E.	8/16/13	Pens. (I.O.)	McCarthy, W. J.	6/17/13
24	Widerman, W. C.	8/22/13	103	Berry, J. A.	7/31/13	292	Fiebiger, D. A.	4/23/13	481	Roberts, M. J.	9/20/13	861	Charpentier, L. J.	9/3/13	Pens. (I.O.)	Payne, L. D.	6/26/13
25	Cisler, J. E.	9/6/13	103	Lent, V. A.	6/16/13	292	Hendrickson, A. P.	4/17/12	490	Benkosky, B. A.	8/15/13	861	Tramonte, N. J.	9/11/13	Pens. (I.O.)	Powell, K. T.	9/8/13
25	Costello, J. P.	7/24/13	103	McAndrews, G. A.	6/26/13	301	Selman, R. H.	5/26/13	494	Kropf, D. R.	8/24/13	890	McKinney, J. W.	7/27/13	Pens. (I.O.)	Reynolds, H.	9/7/13
25	Dean, W. S.	8/31/13	105	Malcovich, E.	9/21/13	302	Walker, B. B.	8/10/13	499	Saville, D. W.	9/3/13	890	Olson, R. H.	9/6/13	Pens. (I.O.)	Rosengren, H. R.	8/17/13
25	Dey, A. C.	8/2/13	110	Kivel, T. J.	8/26/13	305	Cox, S. L.	8/3/13	505	Watson, C.	8/26/13	890	Thompson, J. E.	5/15/13	Pens. (I.O.)	Smith, W. A.	8/8/13
25	Vitollo, J.	4/10/13	112	Gause, P. E.	9/14/13	306	Henninger, W. A.	7/18/13	531	Seebauer, W. K.	8/17/13	903	Lott, G. R.	8/20/13	Pens. (I.O.)	Smith, J. E.	8/21/13
26	Lumsden, D. R.	9/7/13	113	Stepanek, E. R.	8/30/13	307	Brehm, L. S.	8/15/13	538	Anderson, R. A.	8/16/13	910	Burl, P. F.	9/11/13	Pens. (I.O.)	Turull, R. C.	7/25/13
26	Noonan, R. J.	9/4/13	115	Foster, R. M.	9/1/13	309	Parker, T. O.	9/27/13	558	Hovis, H. B.	9/8/13	910	Carroll, R. W.	4/2/13	Pens. (I.O.)	Ward, J.	8/22/13
26	Noonan, W. K.	9/15/13	117	Adams, B. L.	6/22/13	313	McCullin, J. F.	9/1/13	569	Kilcoyne, J. P.	8/24/13	915	Langford, M. B.	9/5/13	Pens. (I.O.)	Weiland, E. F.	9/7/13
26	Novotny, J.	8/31/13	124	Arrowood, E. P.	7/10/13	317	Tincher, T. J.	6/22/13	583	Mendoza, R. C.	8/5/13	948	Mellor, J.	9/3/13			
29	Albrecht, L. J.	9/1/13	124	Coe, R. E.	9/2/13	322	Brown, R. E.	7/24/13	584	Catlett, J. R.	6/8/13	948	Murphy, K. R.	7/1/13			



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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Sean Bartel

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:

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**FROM THE OFFICERS****In 2013, Much Progress, Miles to Go**

Edwin D. Hill
International President

As we enter the holiday season and make plans for the New Year, I am humbled by the commitment of so many of our union's members. Whether you hail from big cities or small towns, from the Arctic tundra or the shores of Guam, our brothers and sisters in every branch of our organization work tirelessly to earn the respect of our neighbors and those who benefit from our labor.

We have a message for those powerful corporations or policy makers in Washington and Ottawa who disrespect and dishonor the hard work of our members and our union's mission: Our legacy is indelible. We will not go into a defensive crouch. We will never be satisfied as long as any of our members are out of work. And we will keep our ears, our hearts and the doors of the IBEW open to workers inside and outside our ranks who need a voice on the job.

Our mission is not bluster or rhetoric. In 2013, in the midst of a slow recovery, local unions across our jurisdictions adopted innovations to help our signatory contractors staff projects small and large—from data centers in the Utah desert to the world's largest yogurt plant in Idaho to wind farms from Alaska to Maine.

Our union's new business development team is building solid relationships with end users that can only help put more inside and outside electricians to work. Our Code of Excellence has now been tailored for six of our key industries and continues to win respect for our Brotherhood. And we have taken giant steps in modernizing our NJATC training programs to upgrade members' skills and turn out a new generation of journeymen.

Members and non-members are complimenting the IBEW's national TV advertising campaign, which has helped reconnect us in the public's mind with quality work and commitment to community. We have seen an exciting spike in unorganized workers contacting our union asking for help. And our union is winning more representation elections than any other international union, even in hard-pressed sectors like manufacturing.

On the political front, our local unions have helped win major, but often unsung, victories that save jobs and protect our members' standard of living—from passing legislation in Austin, Texas, to stopping anti-union contractors who misclassify their workers as independent contractors to mobilizing in Nebraska and California and other states to block municipalities from privatizing public services.

We have staked out positions on everything from EPA's policies on coal-fired power plants to problems with the Affordable Care Act, putting the needs of our members first, not winning favor with politicians.

Our union's future will depend upon young workers who will not only fill the shoes of leaders who retire, but who will take our collective bargaining, organizing, political and community engagement work to new heights. In 2013, we hosted our union's first young member RENEW Conference to provide an ongoing forum and training for these emerging activists and leaders.

Paraphrasing the words of the great poet Robert Frost, "We have promises to keep and miles to go before we sleep." I wish all of our members a healthy and prosperous holiday season and New Year. Let us continue to carry the proud legacy of the IBEW into the year ahead. ■

The Hidden Anti-Worker Network

You've probably heard of Scott Walker, John Kasich and Rick Scott—just some of the governors who came to power in the 2010 midterm elections and immediately went after workers' rights.

But you may not have heard of the well-funded network that is behind their legislative agenda.

The American Legislative Exchange Council is a national alliance funded by some of the country's largest corporations. It counts as members hundreds of state legislators and it is allied with the anti-union Associated Builders and Contractors.

The group churns out model bills for use by elected officials on everything from deregulation to weakening workplace protections.

A new 79-page report by the Economic Policy Institute's Gordon Lafer shows how ALEC's agenda already is hurting all workers. You can read it at www.epi.org.

Lafer makes it clear that one of ALEC's top goals is to turn the construction industry into a low-wage, zero-regulation haven. They want to turn a career in construction from being a pathway into the middle class into another dead-end, Walmart job.

Just look at some of the legislation ALEC's friends have pushed:

- Ten states have passed laws outlawing or restricting the use of project labor agreements in 2011-2012 alone.
- Five states repealed or dramatically scaled back prevailing wage laws.
- A law banning occupational licensure, allowing anyone off the street to do electrical work.

You just have to scan the table of contents of Lafer's report, listing everything ALEC is against—child labor laws, sick leave, workplace safety standards—to figure out that the tea party's and ALEC's agenda is bad news for you and your community. And it doesn't matter whether you are a public- or private-sector worker. This applies to Canada as well because ALEC-type ideas are being pushed by reactionary politicians north of 49.

We need to pay attention to who is running for every office. ALEC amassed power because of gains by extremist office holders at every level of government, which set the stage for many of the fights in which we have been engaged over the past two years.

Let's make 2014 the year we turn things around from the local level to the halls of Congress, and let's send ALEC and their friends packing. ■



Salvatore J. Chilia
International Secretary-Treasurer

Letters to the Editor

In Case of Emergency, Call I-B-E-W

The October article (“Utility Companies Recruit Wiremen for Emergency Response Teams”) on the need for more first responders was excellent and right to the point.

I have been a first responder as long as I have been in the IBEW and am continuing in the role since my retirement. When a disaster strikes, we have always picked up our tool boxes and reported to the scene.

In 1989 during the San Francisco earthquake, we were the first electricians on the Oakland side of the Bay to respond and set up power and communications. Having worked in the area, we knew how to contact PG&E and telephone companies. We got temporary power and communications up during the night and also assisted in rescue operations.

In 1990 my home town, Paradise, Calif., was hit with a freak snowstorm which wiped out power for five days. Outside line crews were brought in and immediately ran into problems. I responded with several other inside wiremen and led the line crews in.

We inspected every service and assisted line crews in disconnecting all the damaged services so they could get the main lines in operation. Without our help, they would have been days on the job just finding the breaks.

During the fires in Northern California in 2008, we assisted again. Since we knew the area we both bird dogged for line crews but also for the firefighters who were brought in. We made maps for the crews and established communications.

I was on the job in San Francisco on 9/11 when we got word to shut down all the major buildings. Several of us headed for the convention center where the IBEW convention was taking place and assisted our representatives.

After my retirement I joined the Red Cross and trained as a first responder. Without communications and accurate damage assessment there can be no response. This is where IBEW inside wiremen communications workers, and linemen can really help. In northern California we have helped in setting up fire safe councils, emergency operations training and assisted in training electrical inspectors.

Those of us who have had years of electrical work are valuable assets. We provided the best quality workmanship for years, building America. We are available.

*Tom Kelly, Local 6 retiree
San Francisco*

No Work, No Workers?

I was just reading October’s edition of The Electrical Worker. I read Mr. Hill’s column (“All in to Win?”) and tried to see his point of view about organizing all workers in the electrical trade under one banner. But isn’t that point of view a little far-fetched?

There is no way the IBEW is going to even win back the numbers we had in our heyday.

Let’s concentrate on leaning on our contractors to bid work. It does not do any good to say you make all this money and have all these great benefits if there is no work. How do you expect to organize if there is no work?

That’s why I left the IBEW work scene: no work. I am a member in good standing for the last 14 years.

I’ve seen the bumper sticker that reads: “Live Better. Work Union.” But I’ve been claiming unemployment for all but about 10 weeks this year. How is that better? I cannot raise a family or have dignity on constant unemployment.

So Mr. Hill is sadly mistaken. We don’t need more workers. We need more WORK.

*Dana Herrell, Local 1105 member
Newark, Ohio*



From Facebook: Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

Point of Pride

I called my two young sons (7 and 4) into the room when the IBEW ad came on during football Sunday. I was overwhelmed with pride when I was able to say “Look boys... This is what Daddy does every day... That man right there is my brother.” Though they may not be able to see what it is that we do, they are always right there with me when I’m doing it. I thank the good Lord that I can provide for them well because of the IBEW. God bless my brothers all over this country!!!

*Esteban Medina, Local 60
San Antonio, Texas*

Who We Are

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

St. Louis Member: ‘All Veterans Deserve a Proper Welcome’

They put their lives on the line, serving their nation in dangerous overseas theaters. America’s veterans are often away from their friends and family for years at a time.

The least they deserve is a proper welcome home, said St. Louis Local 1 member Rodney Cook. And that is just what Cook—an industrial electrician at GKN Aerospace—tries to provide through an organization he started with his wife, Gretchen, called Mission: American Gratitude.

“We want our veterans to feel like heroes when they come home and thank them for their service and the sacrifices they made for all of us,” Cook told Local 1’s blog.

When the couple, who live in southern Illinois, finds out a veteran is coming home, they reach out to the local community—from elected officials to veteran’s groups like the American Legion—to make sure they get a proper welcome.

This can range from mayoral proclamations thanking the returning veterans for their service to miles of American flags and digital signs thanking them for their service.

It might seem like a small gesture, but “just 20 minutes on a line waving a flag for a returning veteran is a positive force that will be remembered for the remainder of the service member’s life,” said Cook.

The inspiration, said Cook, came after he and his wife traveled to California to meet their son, a Marine finishing his tour of duty in Afghanistan, at the airport.

“He was getting off the plane with his platoon and I realized that some of the troops had no one there to greet them,” Cook said. “We decided that every one of our vets deserved a welcome home.”

They decided to throw a welcoming event for a friend who was returning from Afghanistan, which led to a follow-up call from a local resident wanting to organize something similar for a returning serviceman.

Since then the couple’s commitment to helping our men and women in uniform has blossomed into a full-fledged organization.

Cook says he is also working on a project to provide every returning local veteran with an American-made Stars



St. Louis Local 1 member Rodney Cook and his wife, Gretchen, started Mission: American Gratitude to ensure returning local veterans receive a proper welcome home.

and Stripes flag for their home.

“I think of the feeling I get when I see a lot of American flags—the sheer pride, it just brightens my day,” he said. “I want to make sure they have that feeling when they get back.”

He and Gretchen have delivered dozens of flags, including some to vets from previous conflicts. In November, he delivered flags to two World War II veterans.

“Both of them were in their ‘90s and didn’t have a flag,” Cook said. “It was incredible to meet men from that generation.”

In addition to welcoming veterans home, Mission: American Gratitude is working with other veterans’ organizations to provide a network to help ex-service members make the transition into civilian life—particularly handling post-traumatic stress disorder.

“I’m not an expert, but I want to at least be able to point them toward some resources, even if that just means

connecting an older vet with a newer one,” he said.

One of the main reasons Cook said he devotes so much time to the organization is his concern that many have forgotten about the very real conflicts American soldiers face every day.

“We’ve been at war in Afghanistan for 12 years now and it has become easy to tune it out and get complacent,” he said. “I want to rekindle some patriotic spirit and make sure none of our troops are forgotten.”

The organization is mainly active around southern Illinois, but Cook says he hopes others across the county will start their own veteran welcoming groups.

“I remember someone once told me, ‘pursue your passion and you will find your purpose,’” Cook said. “Well, we’ve found our purpose.”

Go to www.missionamericangratitude.com to find out more, including videos of the some of the welcoming events it has put on. ■

Resources for Returning Veterans

- **Helmet to Hardhats** connects veterans with good jobs in the building trades: www.helmetstohardhats.org
- **AFL-CIO Union Veterans Council** brings together union leaders and union members who are veterans to speak out on veterans’ issues: www.aflcio.org/About/Allied-Organizations/AFL-CIO-Union-Veterans-Council
- Founded in 2004 by an Iraq veteran, **Iraq and Afghanistan Veterans of America (IAVA)** is the first and largest organization for new veterans and their families, with nearly 300,000 members and supporters nationwide: www.iava.org



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2012 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2012. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$142,192,614. These expenses included \$11,978,790 in administrative expenses and \$130,213,824 in benefits paid to participants and beneficiaries. A total of 89,653 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$4,033,788,340 as of December 31, 2012, compared to \$3,439,987,412 as of January 1, 2012. During the plan year the plan experienced an increase in its net assets of \$593,800,928. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$735,993,542,

including employer contributions of \$343,192,649, gains of \$30,501,274 from the sale of assets, earnings from investments of \$361,981,144, and other income of \$318,475.

Minimum Funding Standards

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

Your Rights to Additional Information

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

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

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover

copying costs will be \$25.75 for the full annual report, or \$.25 per page for any part thereof.

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

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

Salvatore J. Chilia
NEAP Trustee

D. R. Borden, Jr.
NEAP Trustee

International Brotherhood of Electrical Workers

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

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

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

Elections/Consents

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

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

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

Lump Sum

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