

THE ELECTRICAL WORKER

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SPECIAL:
A Q&A with
President
Edwin D.
Hill
p. 10

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Who We Are

Note to Readers: Space considerations prevented us from including *In Memoriam* and *North of 49°* in this issue. They will be available in the online version at www.ibew.org.

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GREENLEE WORKERS UNITE WE ARE THE TRADE!

A UNION GIVES WORKERS

RESPECT • DIGNITY • PROTECTION

Greenlee Tools' official website says, 'Made for the Trade.' Typifying the campaign's creativity, Local 364 initiated a rank and file site titled 'We Are the Trade.'

Ill. Tool Plant Triumph Aided by Calif. Organizers



In the chemistry of union organizing, sometimes elements bond together so tightly that campaigns are nearly indestructible.

In October, a unique, member-driven effort to overcome an arrogant, uncaring management triumphed as workers at Greenlee Textron Tools—many of them highly-skilled machinists—voted 44 to 22 for representation by Rockford, Ill., Local 364. Organizers were put to the test after an NLRB election—scheduled prior to the federal government shutdown—was delayed, giving the company more time to mount opposition.

The victory reversed three prior IBEW organizing losses at the plant. In a remarkable model of union solidarity, Vacaville, Calif., Local 1245 dispatched two organizers to Rockford, not

once, but twice, to help seal the win.

"It was very rewarding to help steer a great group of workers at Greenlee in the right direction and win this campaign," says Local 364 organizer Charlie Laskonis, who conducted frequent hand-billing at the plant's gates and accompanied the California volunteers on visits to workers' homes.

The drive's components came together after IBEW received an e-mail from a 15-year machinist asking for help organizing his co-workers at the subsidiary of Textron, a multinational company that declared \$113 million in income during the second quarter of 2013.

"When I got in touch with the IBEW, it was a last ditch attempt to make it bearable for myself here. I was ready to quit, to take my machinist skills elsewhere and so were others," said Greenlee employee Don

Lundin. He told organizers his co-workers were finally ready to vote yes at the Genoa, Ill., plant, an hour northwest of Chicago.

Lundin had played a key role in the most recent campaign in 2003,

challenging the profitable producer of hydraulic pull saws, cement saws, cable cutters, high-dollar pipe benders, pullers and fish tapes to show more respect for workers in Genoa.

The Greenlee workers' decision to choose IBEW was based, in part, on their knowledge that the union's members, signatory contractors and apprenticeship training centers are prime customers of the company's high-quality tools.

President Hill Underscores Benefits of Partnership

Their strategy was validated after International President Edwin D. Hill sent a letter to Greenlee's president during the most contentious stage of the campaign, asking for the company to remain neutral. "The letter marked a turning point in the campaign," says Lynn Arwood, Sixth District regional coordinator for professional and industrial organizing.

Greenlee still took issue with unionization at captive audience meetings after receiving Hill's letter. But managers acknowledged the IBEW's positive contributions. And the company's president

GREENLEE TEXTRON TOOLS continued on page 2

Continued from page 1

Ill. Tool Plant Triumph Aided by Calif. Organizers

removed a plant manager who had inflamed discontent on the shop floor.

Attempting to divert the campaign, the company granted an across-the-board 3-percent wage increase. Organizers say the action only helped build more respect for IBEW.

"Greenlee workers took the high road. They said they wanted to organize, not to hurt the company, but to help the enterprise improve its management to be even more profitable," says Arwood. The union's Code of Excellence won high praise, she said.

Union supporters wore IBEW T-shirts into work, sported "Union Yes" buttons and countered misinformation about unions spread by the company. "The volunteer organizing committee at Greenlee was like a dream team. They weren't afraid of anything," Arwood said.

It helped that Local 364 was rooted in the community—members of the inside construction local had friends and acquaintances working at Greenlee.

"A partnership with IBEW could yield real benefits for Greenlee," said International President Hill in his letter to Greenlee President Scott Hall. Hill cited the IBEW-organized Sharp Manufacturing in Memphis, Tenn., where the Japan-based company has doubled its workforce over the past decade to supply a global market for photovoltaic panels and microwave ovens.

Joining Other Organized Plants

Over the years, Greenlee and Textron plants in and out of Illinois had been organized by the Autoworkers, the Machinists, the Teamsters and other unions. The company, founded in 1866 and headquartered in Rockford, had maintained wages and benefits of workers in Genoa close to those in the union shops, but Genoa employees remained a step behind their skilled counterparts.

Genoa plant workers had knowledge of union gains at other locales. But the impetus pushing Lundin and his co-workers to organize was disrespect from a steady succession of managers.

"The Genoa plant was a stepping stone for managers who wanted to move up in Textron," says Lundin, who had been a member of the Teamsters and the Autoworkers and had served as a steward for the Machinists on a prior job. Rather than looking at ways to improve the manufacturing process, many plant managers often just "wanted to take a pound of flesh."

Before the campaign kicked off, job stress had been ratcheting up. And the company announced that welding functions would be transferred to a plant in Louisville, Ken.



Greenlee workers, including machinists and welders, finally came together—after three losing campaigns—and voted IBEW in what one new member called, 'a last ditch attempt to make the job bearable.'

Seniority Only Counts in a Union Shop

A 59-year-old welder with 41 years of service was told he would have to start working another job on the night shift and suffer a \$6-per-hour loss in wages.

The welder, described by an organizer as "the quiet one who always came to work on time and did his job," objected to being placed on the graveyard shift. Mike Reynolds, the plant's manager, shrugged his shoulders and said, "That's too bad. Seniority only counts in a union shop."

"With that smug comment, Mike Reynolds did more to help get a union in this plant than he could ever imagine," says David Pry, who was one of 22 welders when he started his career. Now one of three left in the plant, Pry said his co-workers figured out six months before the Louisville move was announced that their work would be transferred. "But, when we asked managers about that, they flat out lied." The family atmosphere he and others enjoyed when he was hired was gone. "We felt like we were just numbers to the company."

"It was disheartening after we lost the campaign 10 years ago," Pry said. "I lost faith in the people I worked with." But, in hindsight, the campaign was lost before it started. A meeting was called before authorization cards were issued. Some workers showed up who others feared would report back to management, dampening support.

This time, the campaign developed through one-on-one contacts. After enough cards were signed, Laskonis went online with an expertly-produced website that cleverly mimicked the Greenlee's online format and provided up-to-date information on the effort and essential facts about unions. Greenlee's site proclaims, "Made for the Trade." The campaign site responded, "We Are the Trade," touting the pride of the Genoa workforce.

Word had it that Pacific Gas & Electric had turned to Greenlee products—like short-handled hydraulic cable cutters—to reduce accidents.

So Laskonis contacted leaders of Vacaville, Calif., Local 1245, which represents thousands of PG&E workers, asking for a support letter for the

Greenlee campaign. Local 1245's leaders asked for a day to respond.

California Organizers A Big Hit

"I was completely blown away the next day," says Laskonis. Local 1245 representatives called to tell Laskonis they were sending two member activists, Jammi Juarez, a seven-year member and PG&E operating clerk, and Casey Salkauskas, a 13-year member and PG&E electrician, to Genoa to work full time on the campaign.

In the past few years, Local 1245 has sent clusters of activists to assist large-scale grassroots mobilizations, like the fight to defend collective bargaining in Wisconsin or the rallies held outside Walmart's annual stockholder's meeting in Arkansas in support of workers trying to win a voice on the job.

Juarez and Salkauskas spent nearly three weeks conducting house visits with Greenlee workers. "Having one-on-one conversations with these workers was life-changing," says Juarez, who had been involved in some of the national mobilizations.

"We talked with every single worker on the list. They never griped about their wages, even though they hadn't had raises in six years. What they resented was being treated with such a lack of respect," Juarez told Local 1245's Utility Reporter.

Opening Doors, Knocking Down Stereotypes

Two thousand miles separate Local 1245's hall from its counterpart in Rockford. And Juarez and Salkauskas were younger than the average worker they visited. Yet the West Coast activists succeeded in making a connection to Greenlee's workforce. They were not perceived as "outside" organizers, the kind of folks called "agitators" by labor's adversaries popularized in films like "Norma Rae" or the works of John Steinbeck.

"Local 1245 was already on a pedestal with my co-workers because PG&E uses our tools," says Lundin. "When Jammi and Casey arrived, it showed up close and personal how much

pull IBEW had to get volunteers from so far."

"A lot of time when

someone knocks on your door, you get your defenses up," says Pry. Most Greenlee members hadn't been in labor organizations before and had heard the company's pitch casting the union as a "third party." Juarez and Salkauskas "weren't pushy," says Pry. After the Californians were invited into living rooms, "Greenlee workers saw the union was regular people like them. And Jammi helped especially to engage women members."

Juarez and Salkauskas returned home when October's government shutdown interrupted the vote. But they were flown back to Illinois for more door-knocking when the political debacle ended.

Spreading Inspiration

In the arduous struggles facing workers in today's economy, advocates of fairness and decency need heroes and victories to fuel hopes and redeem sacrifices.

Forty-four workers in Genoa have not only changed their own lives and the balance of power in their workplace—as difficult as both are to accomplish. They have profoundly inspired others.

"It was an honor and a privilege to be involved with such good people," says Arwood.

Local 364's organizing tradition as an inside construction local had been mostly confined to top-down campaigns. "But Business Manager Tom Sink and his local were all in. We were partners in the campaign," Arwood said.

"Meeting and listening to the employees while spreading the word of unionism was by far the most moving and rewarding thing I've done in my 14 years as a union member," wrote Salkauskas in an e-mail to Local 1245 organizer Fred Ross.

"I never would have imagined that in 2013, companies and management would treat and lie to their employees like what I was told in Genoa—mature adults scolded like children, Hispanic workers being held back because of their accents, senior employees being told their 41 years don't count for anything. Talking to good working-class Americans that just want to be treated with respect and dignity moved me to the core," says Salkauskas.

His faith in his co-workers now restored, Pry, like Lundin, a former Teamsters and Machinist, says, "Anyone who said they were voting yes, voted yes. It was a long time coming, but a lot of people who were die hard against the union before, finally had enough from Greenlee management and voted for it this time." ■

International Brotherhood of Electrical Workers

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Report of Independent Auditors

To the International Executive Council of the International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union), which comprise the consolidated statements of financial position as of June 30, 2013 and 2012, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2013 and 2012, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
October 21, 2013

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

JUNE 30, 2013 AND 2012

	2013		2012	
	Unappropriated	Appropriated	Total	Total
Assets				
Cash and cash equivalents	\$11,293,808	\$	\$11,293,808	\$5,970,087
Receivables				
Loans and advances to chartered bodies	506,000	–	506,000	516,500
Per capita tax receivable	10,051,952	–	10,051,952	10,750,962
Due from Trust for the IBEW Pension Benefit Fund	383,433	–	383,433	792,667
Unbilled rent	4,776,244	–	4,776,244	6,397,891
Accrued interest and dividends	449,160	–	449,160	604,810
Security sales pending settlement	1,499,427	–	1,499,427	1,859,081
Other	1,853,551	–	1,853,551	1,565,156
Total receivables	19,519,767	–	19,519,767	22,487,067
Investments – at fair value	220,194,847	185,722,000	405,916,847	380,722,858
Property and equipment – at cost				
Land, building and improvements	131,127,907	–	131,127,907	130,776,854
Furniture and equipment	48,299,538	–	48,299,538	48,106,010
	179,427,445	–	179,427,445	178,882,864
Accumulated depreciation	(53,602,417)	–	(53,602,417)	(48,159,294)
Net property and equipment	125,825,028	–	125,825,028	130,723,570
Other assets				
Deferred leasing, organization and financing costs (net of amortization)	2,985,441	–	2,985,441	2,449,755
Prepaid expenses	812,613	–	812,613	798,453
Inventory of merchandise and office supplies, at cost	1,309,102	–	1,309,102	1,306,127

Other	9,406	–	9,406	16,904
Total other assets	5,116,562	–	5,116,562	4,571,239
Total assets	\$381,950,012	\$185,722,000	\$567,672,012	\$544,474,821
Liabilities and Net Assets				
Liabilities				
Accounts payable and accrued expenses	\$5,486,275	\$	–	\$5,486,275
Excess of projected benefit obligation over pension plan assets	96,203,332	–	–	96,203,332
Liability for postretirement benefits	–	185,722,000	185,722,000	168,981,000
Security purchases pending settlement	5,505,514	–	–	5,505,514
Deferred per capita tax revenue	6,917,777	–	–	6,917,777
Reciprocity Agreement funds pending settlement	5,258,022	–	–	5,258,022
Mortgage loan payable	58,692,300	–	–	58,692,300
Other	1,384,399	–	–	1,384,399
Total liabilities	179,447,619	185,722,000	365,169,619	375,089,154
Unrestricted net assets	202,502,393	–	–	202,502,393
Total liabilities and net assets	\$381,950,012	\$185,722,000	\$567,672,012	\$544,474,821

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities

YEARS ENDED JUNE 30, 2013 AND 2012

	2013		2012	
	Unappropriated	Appropriated	Total	Total
Operating revenue				
Per capita tax	\$115,048,167	\$	–	\$115,048,167
Initiation and reinstatement fees	1,404,538	–	–	1,404,538
Rental income, net	11,354,965	–	–	11,354,965
Sales of supplies	858,927	–	–	858,927
Other income	5,470,023	–	–	5,470,023
Total operating revenue	134,136,620	–	–	134,136,620
Program services expenses				
Field services and programs	98,488,708	11,672,534	110,161,242	99,031,671
Media relations	7,825,783	471,818	8,297,601	6,920,819
Industry trade programs	14,083,343	1,566,004	15,649,347	12,855,478
Per capita tax expense	7,052,812	–	–	7,052,812
Legal defense	2,465,336	–	–	2,465,336
Total program services	129,915,982	13,710,356	143,626,338	129,342,997
Supporting services expenses				
Governance and oversight	6,823,172	728,105	7,551,277	7,231,310
General administration	7,363,162	1,120,539	8,483,701	7,754,707
Total supporting services	14,186,334	1,848,644	16,034,978	14,986,017
Total operating expenses	144,102,316	15,559,000	159,661,316	144,329,014
Change in net assets from operations before investment and other income	(9,965,696)	(15,559,000)	(25,524,696)	(16,605,115)
Investment income				
Interest and dividends	6,957,096	–	–	6,957,096
Net appreciation in fair value of investments	30,947,449	–	–	30,947,449
Investment expenses	(1,198,492)	–	–	(1,198,492)
Net investment income	36,706,053	–	–	36,706,053
Other income (expense)				
Convention expense	–	–	–	(15,919,084)
Gain on sale of property and equipment	1,565	–	–	1,565
Currency translation adjustment	(8,293)	–	–	(8,293)
Total other income (expense)	(6,728)	–	–	(6,728)
Change in net assets before pension-related and postretirement benefit charges other than net periodic benefits costs	26,733,629	(15,559,000)	11,174,629	(22,043,349)
Defined benefit-related charges other than net periodic benefits costs				
Pension benefits	28,529,287	–	–	28,529,287
Postretirement health care benefits	–	(6,587,190)	(6,587,190)	786,637

REPORT OF INDEPENDENT AUDITORS *continued on page 4*

Change in net assets	55,262,916	(22,146,190)	33,116,726	(84,135,526)
Unrestricted net assets at beginning of year	169,385,667	–	169,385,667	253,521,193
Appropriation for postretirement benefit costs	(22,146,190)	22,146,190	–	–
Unrestricted net assets at end of year	\$202,502,393	\$ –	\$202,502,393	\$169,385,667

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

YEARS ENDED JUNE 30, 2013 AND 2012

	2013	2012
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$118,293,706	\$108,625,512
Interest and dividends	7,112,746	6,658,065
Rental income	12,976,612	13,176,563
Participant contributions collected on behalf of PBF	58,626,766	54,784,614
Reimbursement of administrative expenses from PBF	3,000,000	3,175,000
Other	7,863,288	2,572,646
Cash provided by operations	207,873,118	188,992,400
Cash paid for		
Salaries, payroll taxes, and employee benefits	(90,778,356)	(93,705,626)
Service providers, vendors and others	(41,422,770)	(45,154,879)
Participant contributions remitted to PBF	(58,392,532)	(55,156,955)
Per capita tax	(7,052,812)	(7,904,566)
Interest	(3,543,485)	(7,539,660)
Cash used for operations	(201,189,955)	(209,461,686)
Net cash provided by (used for) operating activities	6,683,163	(20,469,286)
Cash flows from investing activities		
Repayments on loans and advances made to chartered bodies	10,500	11,500
Purchase of property and equipment	(1,834,407)	(1,960,482)
Purchase of investments	(171,412,679)	(176,324,669)
Proceeds from sale of property and equipment	1,565	3,120
Proceeds from sale of investments	180,190,440	194,528,587
Net short-term cash investment transactions	(5,352,507)	5,867,289
Net cash provided by investing activities	1,602,912	22,125,345
Cash flows from financing activities		
Payments on mortgages and other notes	(2,954,061)	(2,792,711)
Net cash used for financing activities	(2,954,061)	(2,792,711)
Effect of exchange rate changes on cash	(8,293)	597,591
Net increase (decrease) in cash	5,323,721	(539,061)
Cash and cash equivalents		
Beginning of year	5,970,087	6,509,148
End of year	\$11,293,808	\$5,970,087
Reconciliation of change in net assets to net cash provided by (used for) operating activities		
Change in net assets	\$33,116,726	\$(84,135,526)
Noncash charges (credits) included in income		
Depreciation and amortization	6,197,263	6,754,399
Net appreciation in fair value investments	(30,947,449)	(4,232,564)
Gain on sale of property and equipment	(1,565)	(3,120)
Currency translation adjustment	8,293	(597,591)
Changes in accruals of operating assets and liabilities		
Receivables	975,499	(3,483,709)
Unbilled rent receivable	1,621,647	(218,373)
Other assets	(9,637)	1,486,103
Excess or deficiency of pension plan assets over projected benefit obligation	(24,739,603)	55,632,114
Accounts payable and accrued expenses	832,864	(738,830)
Accrued postretirement benefit cost	16,741,000	8,729,000
Deferred revenue	283,064	531,535
Reciprocity Agreement funds pending settlement	2,681,660	(538,721)
Payroll deductions and other liabilities	(76,599)	345,997
Net cash provided by (used for) operating activities	\$6,683,163	\$(20,469,286)

International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2013 AND 2012

Note 1. Summary of Significant Accounting Policies

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

Basis of Presentation—The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers and the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%. The IBEW Headquarters Building LLC holds title to real estate, an office building that was acquired in June 2004, which beginning late-January 2005 serves as the headquarters for the International Brotherhood of Electrical Workers. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union maintains an appropriated fund designation for internal tracking of postretirement benefits.

Method of Accounting—The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

Investments—Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2013 and 2012 settled in July 2013 and July 2012, respectively.

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

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

Accounts Receivable—Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2013 and 2012.

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

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

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

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

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

Subsequent Events Review—Subsequent events have been evaluated through October 21, 2013, which is the date the financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying financial statements.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code. The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC is not a taxpaying entity for federal income tax purposes, and thus no income tax expense or deferred tax asset has been reported in the financial statements. Income of the Company is taxed to the members in their respective returns. The International Union's Forms 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2010 through 2012 are subject to examination by the IRS, generally for three years after they were filed.

Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated

using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities.

	June 30, 2013	
	Cost	Fair Value
Short-term cash investments	\$23,634,652	\$23,634,652
Government and government agency obligations	21,649,717	21,490,537
Corporate bonds and notes	39,780,230	40,037,464
Stocks	117,502,290	149,386,536
Mortgage loans	2,859,517	2,962,520
Mutual funds	20,176,130	20,031,500
103-12 entities	80,767,137	111,198,610
Limited partnership	9,700,000	10,532,284
Other alternative investments	10,940,023	10,405,189
AFL-CIO Housing Investment Trust	16,630,433	16,237,555
	<u>\$343,640,129</u>	<u>\$405,916,847</u>

	June 30, 2012	
	Cost	Fair Value
Short-term cash investments	\$18,308,350	\$18,308,350
Government and government agency obligations	20,638,718	21,200,481
Corporate bonds and notes	38,540,602	39,987,135
Stocks	121,415,863	141,692,010
Mortgage loans	3,000,000	3,000,000
Mutual funds	18,932,546	19,702,157
103-12 entities	83,243,493	101,081,200
Limited partnership	10,049,582	10,120,535
Other alternative investments	9,632,451	9,219,243
AFL-CIO Housing Investment Trust	15,978,928	16,411,747
	<u>\$339,740,533</u>	<u>\$380,722,858</u>

The International Union uses generally accepted accounting standards related to Fair Value Measurements, for assets and liabilities measured at fair value on a recurring basis. These standards require quantitative disclosures about fair value measurements separately for each major category of assets and liabilities, clarify the definition of fair value for financial reporting, establish a hierarchal disclosure framework for measuring fair value, and require additional disclosures about the use of fair value measurements.

The three levels of the fair value hierarchy and their applicability to the International Union's portfolio investments, are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 – Quoted prices for similar assets or liabilities, or inputs that are observable, either directly or indirectly, for substantially the full term through corroboration with observable market data. Level 2 includes investments valued at quoted prices adjusted for legal or contractual restrictions specific to the security.

Level 3 – Pricing inputs are unobservable for the asset or liability, that is, inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability. Level 3 includes private portfolio investments that are supported by little or no market activity.

The following is a summary of the inputs used as of June 30, 2013, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2013	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Other Unobservable Inputs (Level 3)
Cash and cash equivalents	\$23,634,652	\$	\$23,634,652	\$
Stocks				
Financial services	18,021,805	1,037,205	-	16,984,600
Banks	10,894,918	10,894,918	-	-
Retail	9,729,789	9,729,789	-	-
Pharmaceuticals	8,019,288	8,019,288	-	-
Oil & Gas	7,876,085	7,876,085	-	-
Computers	5,168,915	5,168,915	-	-
Telecommunications	5,034,143	5,034,143	-	-
Manufacturing	4,781,512	4,781,512	-	-
Insurance	4,418,811	4,418,811	-	-
Media	4,164,617	4,164,617	-	-
Other	71,276,653	71,276,653	-	-
Corporate bonds and notes	40,037,464	-	38,037,464	2,000,000
Government and government agency obligations	21,490,537	-	21,490,537	-
Mortgage loans	2,962,520	-	2,962,520	-

Mutual funds				
Fixed income fund	\$19,173,250	\$19,173,250	\$	\$
Other	858,250	858,250	-	-
Limited partnerships				
Energy Harvest Group	1,500,000	-	-	1,500,000
Grosvenor Institutional Ptnrs	9,032,284	-	-	9,032,284
Common/collective trusts				
AFL-CIO HIT	16,237,555	-	16,237,555	-
103-12 entities				
INDURE REIT LLC	64,334,574	-	64,334,574	-
ULLICO Diversified International Equity Fund	14,484,656	-	14,484,656	-
Western Asset US Core Plus	32,379,380	-	32,379,380	-
Other alternative investments				
Permal Fixed Income	10,405,189	-	-	10,405,189
	<u>\$405,916,847</u>	<u>\$152,433,436</u>	<u>\$213,561,338</u>	<u>\$39,922,073</u>

Changes in Level 3 Category	Beginning Balance 7/1/2012	Net Gains (Losses)	Purchases	Sales	Transfers In (Out) Level 3	Ending Balance 6/30/2013
Stocks	\$21,230,750	\$(4,246,150)	\$	\$	\$	\$16,984,600
Corporate bonds and notes	2,000,000	-	-	-	-	2,000,000
Limited partnerships	8,620,535	761,331	8,200,000	(8,549,582)	1,500,000	10,532,284
AFL-CIO Housing Investment Trust	16,411,747	(825,696)	651,504	-	(16,237,555)	-
103-12 entities	57,727,873	8,957,194	-	(2,350,493)	(64,334,574)	-
Permal funds	9,219,243	(121,626)	1,307,572	-	-	10,405,189
	<u>\$115,210,148</u>	<u>\$4,525,053</u>	<u>\$10,159,076</u>	<u>\$(10,900,075)</u>	<u>\$(79,072,129)</u>	<u>\$39,922,073</u>

The following is a summary of the inputs used as of June 30, 2012, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2012	Quoted Market Prices for Assets (Level 1)	Significant Observable (Level 2)	Other Unobservable Inputs (Level 3)
Cash and cash equivalents	\$18,308,350	\$	\$18,308,350	\$
Stocks				
Financial Services	22,509,256	1,278,506	-	21,230,750
Banks	8,622,193	8,622,193	-	-
Retail	7,893,000	7,893,000	-	-
Oil & Gas	7,558,925	7,558,925	-	-
Pharmaceuticals	6,739,598	6,739,598	-	-
Computers	6,196,803	6,196,803	-	-
Telecommunications	5,745,652	5,745,652	-	-
Misc Manufacturer	4,973,784	4,973,784	-	-
Software	4,813,378	4,813,378	-	-
Health Care	3,583,553	3,583,553	-	-
Other	63,055,868	63,055,868	-	-
Corporate bonds and notes	39,987,135	-	37,987,135	2,000,000
Government and government agency obligations	21,200,481	-	21,200,481	-
Mortgage loans	3,000,000	-	3,000,000	-
Mutual funds				
Fixed income fund	18,945,522	18,945,522	-	-
Other	756,635	756,635	-	-
Limited partnerships				
Energy Harvest Group	1,500,000	1,500,000	-	-
Attalus Multi Strategy FD LTD	8,620,535	-	-	8,620,535
Common/collective trusts				
AFL-CIO HIT	16,411,747	-	-	16,411,747
103-12 entities				
INDURE REIT LLC	57,727,873	-	-	57,727,873
ULLICO Diversified International Equity fund	11,863,764	-	11,863,764	-
Western Asset US Core Plus	31,489,563	-	31,489,563	-
Other alternative investments				
Permal funds	9,219,243	-	-	9,219,243

REPORT OF INDEPENDENT AUDITORS *continued on page 6*

\$380,722,858 \$141,663,417 \$123,849,293 \$115,210,148

Changes in Level 3 Category	Beginning Balance		Net Gains (Losses)		Transfers In (Out) Level 3	Ending Balance 6/30/2012
	7/1/2011		Purchases	Sales		
Stocks	\$21,230,750	\$ -	\$ -	\$ -	\$ -	\$21,230,750
Corporate bonds and notes	2,000,000	-	-	-	-	2,000,000
Limited partnerships	18,310,434	(689,899)	-	(9,000,000)	-	8,620,535
AFL-CIO Housing Investment Trust	15,252,175	554,159	665,898	(60,485)	-	16,411,747
103-12 entities	54,647,719	6,080,154	-	(3,000,000)	-	57,727,873
Permal funds	-	(413,208)	9,632,451	-	-	9,219,243
	\$111,441,078	\$5,531,206	\$10,298,349	\$(12,060,485)	\$ -	\$115,210,148

Net gains (losses) (realized /unrealized) reported above are included in net appreciation (depreciation) in fair value of investments in the statement of activities for the year ended June 30, 2013 and 2012. The amount of the net gains related to investments held at June 30, 2013 and 2012 was \$4,525,053 and \$5,531,206, respectively.

Investments for which fair values were determined using Level 2 inputs include investments in corporate bonds and notes, Government and government agency obligations, mortgage loans, and investments in common/collective trusts and 103-12 entities which report at net asset value per share. Investments in corporate bonds and notes, Government and government agency obligations and mortgage loans have been estimated using the market interest rates for securities of similar risks and maturities. Investments whose fair values have been based on reported net asset values per share include the investments in the AFL-CIO Housing Investment Trust, INDURE REIT LLC, ULLICO Diversified International Equity Fund, and Western Asset US Core Plus LLC.

The principal investment strategy of the AFL-CIO HIT is to construct and manage a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. The HIT uses a variety of strategies to maintain a risk profile comparable to its benchmark index. These strategies include, but are not limited to, managing the duration (a measure of interest rate sensitivity) of its portfolio within a range comparable to the benchmark index, and managing prepayment risk by negotiating prepayment restrictions for mortgage securities backed by multi-family housing projects, including market-rate housing, low-income housing, housing for the elderly or handicapped, intermediate care facilities, assisted living facilities and nursing homes.

The objective of investment in INDURE REIT LLC is to generate income and return through real estate investments. The objective of investment in ULLICO Diversified International Equity Fund is to seek long-term growth of capital consistent with risk reduction through diversification of its portfolio. The objective of investment in Western Asset US Core Plus LLC is to maximize long-term total return consistent with prudent investment management. The fund invests at least 70% of its total assets, either directly or indirectly through commingled investment vehicles, in investment grade debt and fixed income securities.

Investments for which fair values were determined using Level 3 inputs include corporate bonds and notes, limited partnerships, and other alternative investments. The investment in corporate bonds and notes consists of a single investment of \$2,000,000 that is carried at its outstanding principal balance.

The fair value of the limited partnership investment in Energy Harvest Group is based on the International Union's original cost of \$1,500,000. The fair value of the limited partnership investment in Grosvenor Institutional Partners is based on the International Union's ownership share of .1866% of total partnership net assets of approximately \$4.84B. Grosvenor invests primarily in portfolio funds whose fair values are reported at net asset value (NAV). If no such information is available, an estimated fair value is determined in good faith. Approximately 89% of Grosvenor's investments are based on Level 2 inputs and the remaining 11% on Level 3 inputs.

The fair value of the investment in Permal Fixed Income Holdings NV is based on the International Union's ownership share of .27% of total fund net assets of approximately \$3.85B. The fund's investments are made principally with portfolio managers who focus on the fixed income markets. The fair values of investments held by the fund are generally based on the last available price or NAV as reported and provided by open-ended underlying funds, agents, or sub-managers thereof. Approximately 86% of the fund's investments are valued using Level 2 investments, and 13% are based on Level 3 investments due to redemption restrictions.

At June 30, 2013, the investment in Energy Harvest Group was transferred to Level 3 in the fair value hierarchy as management determined that the investment is not readily marketable and there were no observable inputs available from which to estimate its fair value.

At June 30, 2013, the investment in AFL-CIO Housing Investment Trust was transferred out of Level 3 to Level 2 since the Trust reports at net asset value per share and there are no significant redemption restrictions.

At June 30, 2013, the investment in INDURE REIT LLC was transferred out of Level 3 to Level 2 in the fair value hierarchy because the limitation on the International Union's ability to redeem its ownership interest expired.

Note 4. Pension Plans

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

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2013 and 2012 is summarized as follows:

	2013	2012
Service cost	\$13,442,125	\$10,603,750
Interest cost	19,072,215	20,368,510
Expected return on plan assets	(20,297,306)	(19,694,386)
Net amortization of (gain) loss	10,331,821	4,412,982
Net amortization of prior service costs	36,490	43,437
Net periodic pension cost	\$22,585,345	\$15,734,293

Included in net periodic pension cost for 2013 and 2012 is \$36,490 and \$43,437, respectively, representing the amortization of amounts previously recognized as changes in unrestricted net assets but not included in net periodic pension cost when they arose. The amount expected to be amortized into net periodic pension cost for 2014 is \$-0-. Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related changes other than net periodic pension cost for the years ended June 30, 2013 and 2012 are as follows:

	2013	2012
Net actuarial gain (loss)	\$28,492,797	\$(62,922,251)
Amortization of prior service cost	36,490	43,437
	\$28,529,287	\$(62,878,814)

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2013 consist of the following:

Net actuarial loss	\$110,309,973
Net prior service cost	-
	\$110,309,973

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2013	2012
Discount rate	4.75%	6.00%
Average rate of compensation increase	4.50%	5.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2013 and 2012 are summarized as follows:

	2013	2012
Fair value of plan assets	\$341,131,799	\$304,109,670
Projected benefit obligation	437,335,131	425,052,605
Deficiency of plan assets over projected benefit obligation	\$96,203,332	\$120,942,935

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

	2013	2012
Discount rate	4.75%	4.75%
Average rate of compensation increase	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2013 and 2012 were as follows:

	2013	2012
Employer contributions	\$18,795,661	\$23,695,993
Employee contributions	1,530,311	1,395,575
Benefit payments	22,804,024	21,902,546

Total expected employer contributions for the year ending June 30, 2014 are \$17.2 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year Ending June 30, 2014	\$23,402,661
2015	23,937,196
2016	24,424,734
2017	25,119,664
2018	25,876,582
Years 2019-2023	142,889,226

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

Total pension plan weighted-average asset allocations at June 30, 2013 and 2012, by asset category, are as follows:

Asset category	2013	2012
Cash and cash equivalents	7%	9%
Equity securities	57%	52%
Debt securities	21%	23%
Real estate and other	15%	16%
	100%	100%

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

The following is a summary of the inputs used as of June 30, 2013, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2013	Quoted Market Prices for Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Cash and cash equivalents	\$ 5,828	\$ 5,828	\$ -	\$ -
Common stock	114,177,423	114,177,423	-	-
Corporate bonds	17,273,990	-	17,273,990	-
U.S. Government and government agency obligations	18,055,600	3,561,717	14,493,883	-
Mutual funds	12,137,881	12,137,881	-	-
Common/collective trusts	91,410,235	-	37,293,881	54,116,354
Limited partnership	5,837,939	-	-	5,837,939
103-12 entities	52,064,292	-	52,064,292	-
Other alternative investments	6,936,793	-	-	6,936,793
	317,899,981	129,882,849	121,126,046	66,891,086
Non-Pool Investments				
Cash and cash equivalents	746,965	746,965	-	-
Common/collective trust	10,321,682	-	-	10,321,682
Canadian Government obligations	3,270,063	981,251	2,288,812	-
Corporate obligations	6,435,106	-	6,435,106	-
Common stocks	14,175,559	14,175,559	-	-
	34,949,375	15,903,775	8,723,918	10,321,682
Other Assets and Liabilities				
Cash	46,212	46,212	-	-
Accrued investment income receivable	506,265	506,265	-	-
Accounts payable and accrued expenses	(222,713)	(222,713)	-	-
Net transactions pending settlement	(5,779,001)	(5,779,001)	-	-
	(5,449,237)	(5,449,237)	-	-
Net assets, total	347,400,119	140,337,387	129,849,964	77,212,768
Less share to other employers	(6,268,320)	(64,300)	(5,448,877)	(755,143)
Fair value of plan assets	\$341,131,799	\$140,273,087	\$124,401,087	\$76,457,625

The following is a summary of the inputs used as of June 30, 2012, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2012	Quoted Market Prices for Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Cash and cash equivalents	\$ 756	\$ 756	\$ -	\$ -
Common stock	93,753,066	93,753,066	-	-
Corporate bonds	14,642,710	-	14,642,710	-
U.S. Government and government agency obligations	22,400,677	8,021,534	14,379,143	-
Mutual funds	11,993,714	11,993,714	-	-
Common/collective trusts	83,748,651	-	30,937,050	52,811,601
Limited partnership	5,598,884	-	-	5,598,884
103-12 entities	44,402,792	-	44,402,792	-

Other alternative investments	6,146,160	-	-	6,146,160
	282,687,410	113,769,070	104,361,695	64,556,645
Non-Pool Investments				
Cash and cash equivalents	1,100,484	1,100,484	-	-
Common/collective trust	13,278,083	-	-	13,278,083
Canadian Government obligations	2,271,617	777,827	1,493,790	-
Corporate obligations	7,000,065	-	7,000,065	-
Common stocks	12,582,916	12,582,916	-	-
	36,233,165	14,461,227	8,493,855	13,278,083
Other Assets and Liabilities				
Cash	45,931	45,931	-	-
Accrued investment income receivable	472,128	472,128	-	-
Accounts payable and accrued expenses	-	-	-	-
Net transactions pending settlement	(10,284,860)	(10,284,860)	-	-
	(9,766,801)	(9,766,801)	-	-
Net assets, total	309,153,774	118,463,496	112,855,550	77,834,728
Less share to other employers	(5,044,104)	-	(4,972,219)	(71,885)
Fair value of plan assets	\$304,109,670	\$118,463,496	\$107,883,331	\$77,762,843

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2013 and 2012:

Changes in Level 3 Category	Common/Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
Beginning balance - 7/1/2012	\$66,089,684	\$5,598,884	\$6,146,160	\$77,834,728
Net gains (losses) (realized/unrealized)	9,755,555	(21,634)	(81,081)	9,652,840
Purchases	5,886,628	5,300,000	871,714	58,058,342
Sales	(63,293,831)	(5,039,311)	-	(68,333,142)
Transfers in/out Level 3	-	-	-	-
Ending balance - 6/30/2013	\$64,438,036	\$5,837,939	\$6,936,793	\$77,212,768

Changes in Level 3 Category	Common/Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
Beginning balance - 7/1/2011	\$47,300,490	\$12,081,367	\$ -	\$59,381,857
Net gains (losses) (realized/unrealized)	5,313,897	(1,130,164)	(275,475)	3,908,258
Purchases	45,402,697	-	6,421,635	51,824,332
Sales	(31,927,400)	(5,352,319)	(37,279,719)	(74,559,438)
Transfers in/out Level 3	-	-	-	-
Ending balance - 6/30/2012	\$66,089,684	\$5,598,884	\$6,146,160	\$77,834,728

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$873,713 and \$748,261 as of June 30, 2013 and 2012, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$944,985 and \$929,628 for the years ended June 30, 2013 and 2012, respectively.

Note 5. Postretirement Benefits

In addition to providing pension benefits, the International Union provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union.

Postretirement benefit costs for the years ended June 30, 2013 and 2012 include the following components:

	2013	2012
Service cost	\$7,326,000	\$6,160,000
Interest cost	8,575,000	9,769,000
Amortization of prior service cost	(342,000)	(342,000)
Total postretirement benefit cost	\$15,559,000	\$15,587,000

The accumulated postretirement benefit obligation and funded status at June 30, 2013 and 2012 are as follows:

	2013	2012
Postretirement benefit obligation	\$185,722,000	\$168,981,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$185,722,000	\$168,981,000

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$6,754,000 and \$7,200,000 for the years ended June 30, 2013 and 2012, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2014 is \$8,805,000.

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

	2013	2012
Discount rate	6.00%	6.00%

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

	2013	2012
Discount rate	4.75%	6.00%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2013, were assumed to increase by 9% for medical, 9% for drugs, 9% for Medicare Part D subsidy, 4.25% for dental/vision, 6% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 4.25% after 2027. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2013 by \$30,545,000 and \$3,166,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2013 by \$23,210,000 and \$2,500,000, respectively.

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

Year Ending June 30, 2014	\$6,754,000
2015	7,218,000
2016	7,715,000
2017	8,261,000
2018	9,331,000
Years 2019 – 2023	56,112,000

The International Union appropriated investments of \$185,722,000 at June 30, 2013 to pay for future postretirement benefit costs.

Note 6. Mortgages Payable

The IBEW Headquarters Building LLC (the “Company”) has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company’s assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2014	\$6,349,296
2015	6,349,296
2016	6,349,296
2017	6,349,296
2018	6,349,296
Thereafter	43,541,006
	75,287,486
Less interest portion	(16,595,186)
	\$58,692,300

Note 7. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2012, these agreements were extended to December 2022. For the years ended June 30, 2013 and 2012 the International Union recognized as revenue \$2,392,718 and \$1,795,936, respectively.

Note 8. Litigation

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

Note 9. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers’ Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$3,000,000 and \$3,175,000, for the years ended June 30, 2013 and 2012, respectively.

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

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

Note 10. Operating Leases

The International Union, through its subsidiary IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2014	\$7,593,083
2015	7,306,546
2016	5,360,209
2017	4,763,252
2018	3,702,700
Thereafter	13,198,521

Note 11. Risks and Uncertainties

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

IBEW MEDIA WORLD

In addition to your monthly issue of The Electrical Worker, check out the wealth of IBEW-related information in cyberspace.

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.

And read The Electrical Worker online!

YouTube

Our popular YouTube channel is a hit with viewers — and our videos have generated more than 325,000 plays. Youtube.com/TheElectricalWorker

Vimeo

The IBEW isn’t just about good wages or strong contracts. It’s also about commitment to community.

That’s the message of the IBEW’s latest national ad. Watch: vimeo.com/78072581.



HourPower

Keeping dust and debris out of your smoke detector is important. In our newest Job tip on IBEWHourPower.com, an IBEW member shows you how to keep one clean!



ElectricTV

Electrical codes and standards keep you safe — and the NECA-IBEW team is responsible for helping define them. Check out our video about it on [ElectricTV.net!](http://ElectricTV.net)



Correction

In an article in the December issue about Second District International Representative Paul J. Ward’s retirement, we mistakenly identified Ward’s daughter, Elise Joyce, as business manager of Local 104. She is an office administrator. We apologize for the error. ■

Transitions

RETIRED Juanita Luiz



International Representative Juanita Luiz, IBEW Political/Legislative Department, retired effective Dec. 1.

A native of San Diego, Sister Luiz was working for the Eastern Municipal Water District in Southern California when, in 1994, workers in an independent employees association at the utility approached the IBEW for representation.

"We organized under California's public agency laws that didn't compel workers to join a union," says Luiz, who was originally skeptical about organized labor but became an activist under the mentorship of then-Ninth District International Representative Art Jones, who died in 2011. "Art showed me the path."

After formation of Perris Local 1436, which represented up to 500 workers at the water district, Luiz served as recording secretary, vice president and—from 1998 to 2002—business manager.

"Juanita is a very courageous and powerful woman, a successful leader who is determined to make a difference. I'm proud to be her friend and IBEW sister," says International Representative Kelly Foster, who worked with Luiz at the water district and followed her onto the Ninth District staff.

Under Luiz's leadership, union membership grew from 33 percent to 70 percent, which opened the door for a successful campaign and vote for agency shop status.

An elected board composed predominantly of real estate developers and wealthy farmers governed the water district in the politically conservative region.

Looking to increase its influence, Local 1436 supported a retired member waging a grassroots campaign for a board position. "We only had \$500 to spend, but local union members knocked on doors for a month," says Luiz.

While the election was lost, the day after voting, board members who had previously refused to acknowledge the newly-formed union wanted to speak with Luiz. "It was my first foray into politics," says Luiz, who attended Grossmont College and Cuyamaca College. "I realized how hard you have to work to win and gain influence."

Appointed Ninth District International Representative in 2002, Luiz serviced government, railroad and manufacturing locals. In 2007, she was

assigned to the Membership Development Department at the International Office before moving to the Political/Legislative Department as the grassroots coordinator.

"I have had the good fortune to be an International Representative in the IBEW and have had the privilege of working with leaders, co-workers and members who are dedicated to promoting the union movement and helping others to have a better life," says Luiz.

Expressing her gratitude for the opportunity to personally experience and participate in the U.S. political system, Luiz says, "The best part of the job was conducting training sessions where I met so many dedicated union members who were excited to make change, even in difficult places like the South."

Sister Luiz has relocated to Washington State, closer to her

daughter's home in Portland, Ore. She hopes to find a home near the water, do some bicycling and kayaking and stay active in the Democratic Party and in Emerge America, an activist group that identifies and trains women to run for public office.

"I am really concerned about the decline of labor unions," says Luiz, who was active in the Coalition of Labor Union Women and the Electrical Workers Minority Caucus. IBEW members, she says, are fortunate to be in a union that remains strong. "But we still have to sustain the labor movement by reaching out and enlightening more people on how essential the union movement is to their livelihoods and to the well-being of our nation."

On behalf of the officers, staff and membership, we wish Sister Luiz a long, healthy and happy retirement. ■

Circuits



The IBEW's latest TV ad features members giving back to their communities in multiple ways.

Who We Are: New TV Spot Showcases IBEW Members

As any member can tell you, the IBEW isn't just about good wages or strong contracts. It's also about commitment to community. That's the message of the IBEW's latest TV spot—titled "Community." "This is about more than work," says the narrator. "Because while we might be experts in our field, we're also your friends and neighbors."

Featuring IBEW members at work across the country, the ad also shows members of Philadelphia Local 126 volunteering their time and effort to light up a Delaware little league field in need of repair.

Members are seen setting up lights and connecting wire to make the field playable. But these aren't actors—they are IBEW members. Local 126 recently opened an office in largely rural southern Delaware, said Business Representative Rick Fridell.

"We've had jurisdiction for this area for years, and wanted to let residents know that the IBEW has always been part of the community," he said.

A Local 126 member who served as a little league coach became aware that a nonunion contractor was going to be hired to fix up the field, but he and his wife suggested the IBEW instead.

"It really opened up peoples' eyes about who we are," said Fridell.

The spot follows up on the successful "Power Professionals" ad that ran this fall. That ad has already been seen by millions of viewers and has received tens of thousands of clicks on social media.

Like previous ads, the spot was produced in-house by the IBEW Media Department.

Go to www.youtube.com/TheElectricalWorker to see the spot, or watch for it on CBS and Fox Sports every Sunday throughout the NFL season. ■

September International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:30 a.m., by Chairman Pierson, on Wednesday, September 11, 2013, in Las Vegas, Nevada. Other members of the council in attendance were Calabro, Calvey, Clark, Riley, Walter, Lavin, Smith and Galbraith.

International President Hill

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

International Secretary-Treasurer Chilia

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

Legal Defense

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

Financial Reports

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

Resolution—Pension Coverage for Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers

International Executive Council Secretary Lavin introduced, and the members of the council unanimously passed a resolution amending the Rules and Regulations to any U.S. benefits payable to Canadian Officers, Representatives and Assistants or where applicable, their surviving spouses.

Local Union(s) Under International Office Supervision

The trusteeship of Local Union 1658, Pine Bluff, Arkansas, effective September 4, 2012, has ended as of September 3, 2013. No action was taken by the International Executive Council.

Death Benefit Determination

The IEC reviewed the additional information requested at their June 2013 meeting regarding the determination of payment of PBF death benefits for accidental death in the claim for Victor L. Lovelady. A motion was made, seconded and approved to uphold and continue the current rules in place and as a result the initial determination was correct.

Appeal Filed with the International Executive Council

By James W. Guenther, Pension Claim Number 1297532
The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of James W. Guenther, claim number 1297532, and it is the decision of the International Executive Council to uphold the decision rendered by International Secretary-Treasurer Salvatore J. Chilia.

Pension Plan for International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, Financial Statements ending June 30, 2013

Reviewed and Filed

Pension Plan for Office Employees of the International Brotherhood of Electrical Workers, Financial Statements ending June 30, 2013 ending June 30, 2013

Reviewed and Filed

IBEW Headquarters Building LLC Financial Statement, ending June 30, 2013

Reviewed and Filed

Trust for the International Brotherhood of Electrical Workers' Pension Benefit Fund and Subsidiaries Financial Statement, ending June 30, 2013

Reviewed and Filed

International Brotherhood of Electrical Workers' and Subsidiaries Financial Statement, ending June 30, 2013

Reviewed and Filed

Article XX and XXI Cases

The IBEW is involved in two cases under Article XX of the AFL-CIO Constitution, Port of Portland and Port of Vancouver, (ILWU and IBEW Local Union 48) and Ports of Los Angeles, Long Beach and Oakland, (ILWU and IBEW Local Unions 11 and 595, Iron Workers). The Port of Portland and Port of Vancouver case arises from three distinct disputes: Port of Portland's Terminal 6, Port of Vancouver's Bulk Terminal and Port of Portland's Terminal 5. The IBEW has charged the ILWU under Article XX Section 3, with using its grievances and other economic pressure to claim the right to perform work Local Union 48's members have exclusively and customarily performed in each location.

In the Ports of Los Angeles, Long Beach and Oakland case, the IBEW and Iron Workers are jointly filing charges under Article XX Section 3.

The IBEW is not involved in any disputes arising under Article XXI of the AFL-CIO Constitution.

Retirement of International Representatives

Christine Pynaker, International Representative, IBEW First District Effective—August 1, 2013

Retirement of International Office Employees

Yolette Lorquet-Colclasure, Research Analyst, Research and Technical Services Departments Effective—March 8, 2013

VESTED PENSION

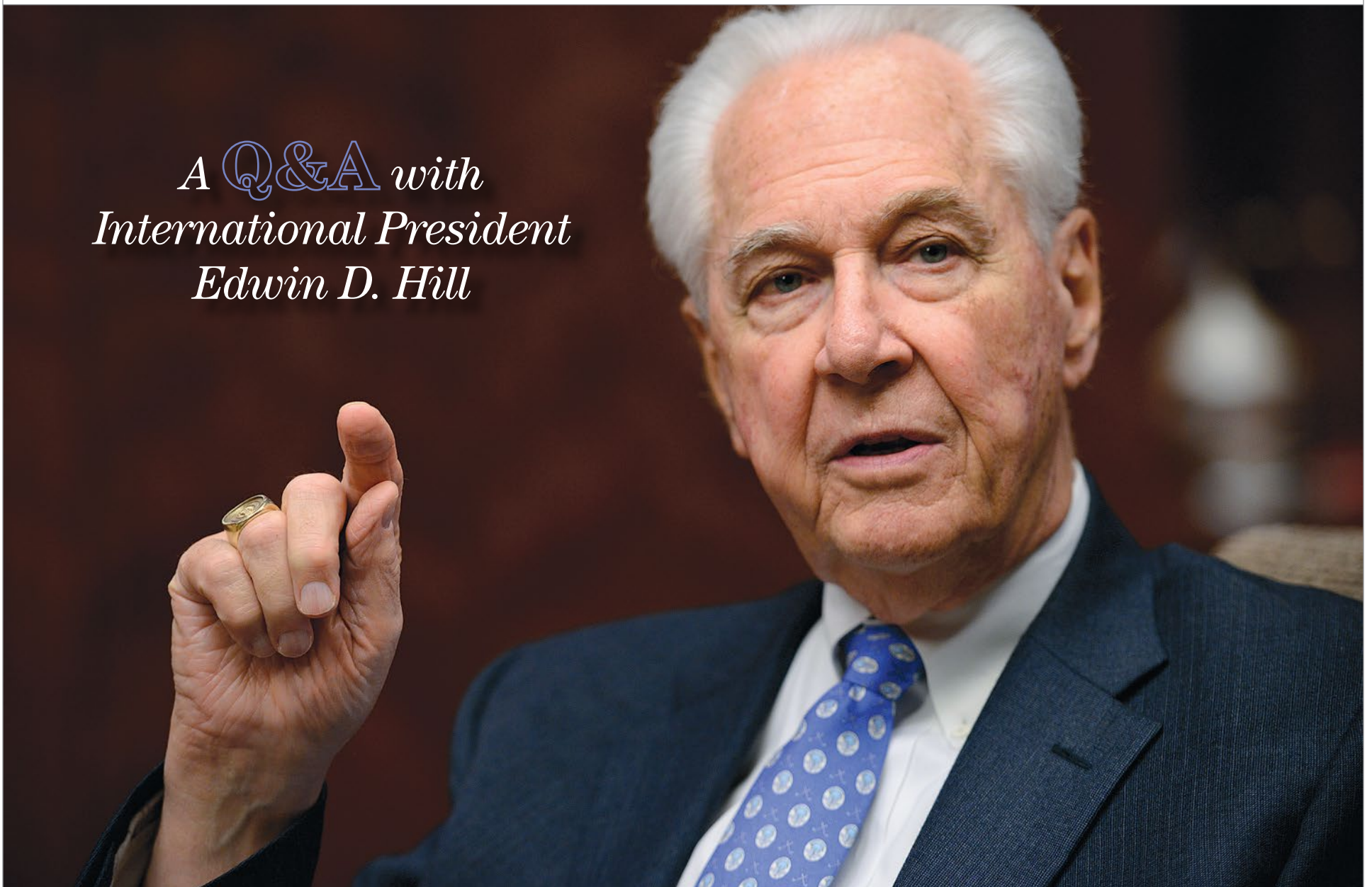
Paula Jones, IBEW Fifth District Office, Vested Effective—August 29, 2012

This regularly scheduled meeting was adjourned on Thursday, September 12, 2013, at 10:30 a.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Monday, December 16, 2013, in Washington, D.C.

For the International Executive Council

Patrick Lavin, Secretary September 2013
The IEC acted on numerous applications under the IBEW Pension Fund. For a complete listing, consult www.ibew.org, clicking on the International Executive Council link on the "About Us" page. ■

*A Q&A with
International President
Edwin D. Hill*



Recovery Agreements: Winning Members, Customers and Market Share

The last decade has been one of the most trying periods for the IBEW and the unionized electrical construction industry since the Great Depression. A growing and aggressive nonunion sector has eaten into the IBEW's work, even in regions where we have been traditionally strong. And the 2008 economic crash sent the unemployment rate to the highest levels in 70 years, threatening to further erode our market share.

Meeting the challenge of growing the IBEW required decisive leadership and new thinking to move our Brotherhood forward.

The cornerstones of the IBEW's efforts to increase employment opportunities and regain market share are the recovery program and the Code of Excellence.

One of the key tools of the recovery program is alternative job classifications. The International labels these as construction wiremen/construction electricians (CW/CE), but many local unions call them by another name, but with the same intent. These are lower-skilled electrical workers who don't fit into either journeyman or apprentice classifications, but many have been working at the trade for several years without the benefit of union representation or any formal training. The recovery program has given IBEW organizers the tools they need to strip these workers from nonunion competitors, bring them into IBEW membership, give them training opportunities and make signatory contractors more competitive. This enables our contractors to win work they would not otherwise have won. And that means jobs for journeymen and apprentices.

As we reported in the cover story of the March 2013 Electrical Worker ("Construction Comeback?"), the recovery programs are producing positive results. Although The Great Recession eroded the IBEW's market share, aggressive use of these programs has enabled us to make a good start at rebuilding it.

Big changes often bring controversy; the recovery program and the Code of Excellence are no exception.

The Electrical Worker recently spoke with International President Ed Hill about the recovery program: what it has done and where it is going.

The cold reality was that we had to do something to get back the work we were not doing.

EW: Why did you launch the alternative classifications and the Code of Excellence recovery programs?

EH: To begin, these programs are not going away because, simply put—our members are not doing the majority of electrical work being done in our jurisdictions. We have been very descriptive in discussing our situation, we have been explaining to every group of brothers and sisters that we had the opportunity to meet and talk with since 2005 that 70 percent of electrical construction work in United States is done nonunion.

I'm sure some of you are sick of hearing about market share, but just look at the number of nonunion jobs being done around you, like we have been suggesting since the DVD "Sunrise—Sunset" was put together to illustrate our point. I have requested input and listened to members across the country about how to move forward. With social media and modern technology, we have probably had a broader discussion on this topic than any other in the history of the Brotherhood, a fact that I am proud to have been a part of and welcomed. I have also welcomed discussions of alternative solutions that would have worked across our Brotherhood equal to or better than the one that has been tested and proven to work. But no one has been able to come up with a solution that would work in all jurisdictions.

I have been bombarded with many types of comments and questions. The questions, when sensible, I have tried to answer openly. The comments, when not personal, I tried to answer as well, explaining in an honest manner, sometimes in rebuttal and sometimes in agreement.

Now, let me answer what seems to be the basis for most of the questions with a very simplistic answer—the IBEW as we know it will

not survive for the next 50 years without the use of the recovery and Code of Excellence programs that have been developed. Some critics have told me they would rather be a strong union than a big one. That's a fantasy world because the smaller we get, the weaker we will get as well. Only when we have strong union density will we return to market dominance.

EW: How did the alternate classifications (CW/CE) get started?

EH: We first started to use alternate classifications eight years ago as part of a comprehensive organizing program we called the Florida Initiative. We used technology to measure our market share—that is the percentage of electrical construction work in any given jurisdiction—far better than ever before. And the results weren't encouraging, especially in places like Florida, a large and growing market.

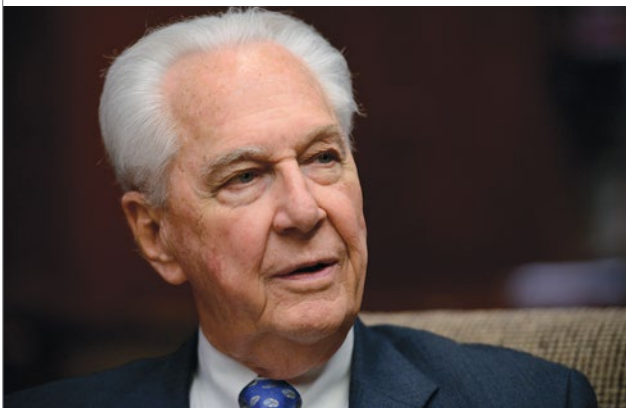
And we found that when market recovery agreements were used properly and as intended, locals and contractors in Florida could be competitive on projects where they wouldn't have had a shot in the past, period. Because of that success, and when applied AS

70 percent of electrical construction work in the United States is done nonunion.

INTENDED, it was expanded to other parts of the South and eventually nationwide. I emphasized "as intended" because if allowed to be utilized

without oversight, it can create unintended issues.

As a journeyman wireman and former business manager, I didn't like the idea at first. But no matter how hard we tried to come up with alternatives, the cold reality was that we had to do something to get back the work we were not doing—and that's the key phrase—*work we were not doing.*



EW: Has the use of CW/CEs been successful?

EH: I am proud to say the CW/CE portion of the program is working where it has been given a fair chance, and used as it is intended—that is, to supplement the journeyman wiremen with a reasonable number of CW/CEs to gain a competitive wage rate. And it would be working even better if every local would develop a plan for utilization of these alternative classifications to their best advantage, and with the intent of a

training period to permit CW/CEs to gain the extra knowledge to become JWs, thereby gaining members, union density, and in turn, market share.

To the point of success, when this program was first implemented in 2005 through 2007, our membership in construction had reached an all-time high before the recession, and then took a hit. To me that was proof that all of our efforts were working, and will work again as the economy picks up. Our recovery programs together, including the alternative classifications and the Code of Excellence, are important because they not only help us ride the wave, they give us a more solid foundation by getting us onto jobs that we couldn't otherwise compete for.

We have probably had a broader discussion on this topic than any other in the history of the Brotherhood.

The IBEW as we know it will not survive for the next 50 years without the use of the recovery and Code of Excellence programs.



And our market share is back to where it was before 2008. Now just remember, after every previous recession going back to the 1970s, we were unable to win back the market share we lost after a recession. But that still doesn't get us where we need to be.

EW: What are some recovery success stories?

EH: There are some high-profile projects where we would not have had the chance to place a single journeyman wireman or apprentice on the job without the use of CEs/CWs.

I am proud to say the CW/CE portion of the program is working.

Take Google. We're doing five Google data centers in various parts of the Midwest and southeast part of the country, and I have been advised that we would

not have gotten any of them without alternative classifications.

At one job in Omaha, we presently have 860 journeymen, six apprentices, 20 construction electricians and 72 construction wiremen.

To remain competitive, the customer demanded 20 percent of the manpower be apprentices or sub journeymen (CW/CEs). I am sure that there are not many in our Brotherhood that would say no and chance losing these jobs.

In Atlanta, Local 613 wouldn't have got their Google project without the competitive wage rate provided by the use of the CW/CE or a like classification.

In Tulsa, Okla., and Charleston, S.C., it's the same thing. We're talking about providing employment opportunities for hundreds of journeymen because of alternative classifications.

In Oklahoma, Google will provide jobs for 600 journeymen and 167 apprentices and CEs/CWs. In Charleston, we're talking around 600 employees at the peak, with about 300-350 apprentices and CEs/CWs.

And we're seeing the same thing with other companies we have contracts with—AT&T, Intel, Facebook, etc.

EW: So what is the future of the IBEW and the recovery program?

EH: That's the key question, and it's up to our locals to help write that chapter; and it will depend on how they utilize the programs that the officers have provided. It will depend on the acceptance of those

We're doing five Google data centers and we would have not gotten any of them without alternative classifications.

organized hands into the alternative classifications and how our membership is willing to view them. It will depend on

whether our membership will acknowledge the history of how the IBEW was built, "one member at a time" and they were all welcome.

Our recovery programs get us onto jobs that we couldn't otherwise compete for.

The construction industry of the postwar period that some of us knew is all but gone. This is for many reasons, including technological and material changes, changes in the way electrical work is installed, more cable trays, less conduit, more open wiring and so on. Times are different and so are people, including the membership of this great union.

We must accept what the future will bring, and as we attempt to maneuver through the maze of it, will have to adapt to what we find along the way. If we don't, then we must accept the fate of having fewer members and less market share and be relegated to the large industrial jobs until our presence there is gone as well. The recovery

The recovery programs of alternative classifications, CW/CE, and the Code of Excellence are here to stay.

programs of CW/CE alternative classifications and the Code of Excellence are here to stay.

Now we must move on to the next step: Making sure the right ratios and the right programs are in place to advance our industry for the greater good of the IBEW.

The IBEW is one of the best unions in the world. Our members are leaders in their communities, leaders in their places of worship and the entire labor movement.

Brothers and Sisters, we have had a good and constructive debate about this subject, even if it's been heated at times. However the debate is over and we will move forward with the CW/CE classifications and the Code of Excellence message. We, the officers and I, realize that this

means a drastic change in our culture, but not so much our history because many of our local unions have utilized alternative classifications in the past. Now I totally understand the resistance to change because I felt it myself. But the evidence is clear, and there is no turning back. We have had a long debate and good debate on this subject. Rather than keep on arguing, it's time to move forward, close the debate and get down to the business of growing our Brotherhood so that we can count on a solid base for generations to come. ■

It's time to move forward, close the debate and get down to the business of growing our Brotherhood.

Local Lines

Business Development Workshop

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa, st&ws), ST. LOUIS, MO—Seventy-five members attended the local's first business development workshop held with the support of the JATC and NECA in St. Louis. The goal of these workshops is to expand market share by assisting interested members with starting contracting businesses.

Timothy Green, 30-year member, was appointed director of Governmental Relations for the Electrical Connection, a partnership between the St. Louis Chapter of NECA and IBEW Local 1. He will be responsible for monitoring and lobbying legislative proposals and assisting members and contractors with government issues.

In memory of past business manager Greg Booth, Local 1 created the Greg Booth Community Service Award. The purpose of the award is to recognize members who go above and beyond as volunteers and advocates in our communities.

Twelve-year member Rodney Cook, an industrial electrician at GKN Aerospace, is the first recipient of this award. Bro. Cook and his wife, Gretchen, are the founders of Mission: American Gratitude, an organization that helps honor veterans as they return home and transition into civilian life.

With regret we report the death of several members: Eugene Mayfield, Chapin Johnston, Joe Larry, Lamont Scherer, Robert Kurtzborn, John Roche, Burnes Courtois, Chester Wittich, Leroy Struckmeyer, Bret Bonney, Robert Voges, Larry Viero, Edward Wright, Timothy Jones, Harry C. Cummings, Ralph Rudy, Ronald Hastings and Alois Wolf.

John Moyle, P.S.



IBEW Local 1 officers present Rodney Cook (fifth from left) with the first Greg Booth Community Service Award. From left: Bus. Rep. Dave Roth, Fin. Sec. Jim Douglas, Pres. Tom George, Bus. Rep. Rob Dussold, honoree R. Cook, Bus. Mgr. Frank Jacobs, member Tom Booth; Bus. Reps. Chuck DeMoulin, Steve Muehling, Tim Murray and Ken Landwehr; and GKN Chief Steward Kevin Mattingly.

2014 Meeting Schedule

L.U. 11 (i,rts&spa), LOS ANGELES, CA—Following is a list of scheduled monthly IBEW Local 11 meetings with times and locations for 2014:

- General Membership Meeting: 3rd Thursday, 5 p.m., in Commerce (or TBD).
- District 1 Unit Meeting: 2nd Wednesday, 7 p.m., in Commerce.
- District 2 Unit Meeting: 1st Wednesday, 5 p.m., in Commerce.
- District 3 Unit Meeting: 1st Thursday, 7 p.m., 8333 Airport Blvd., Los Angeles.
- District 4 Unit Meeting: 1st Tuesday, 5:30 p.m., 400 Chatsworth Drive, San Fernando.
- District 5 Unit Meeting: 2nd Tuesday, 5:30 p.m., 1817 East Ave. Q #A-16, Palmdale (moving soon).
- District 6 Unit Meeting: 4th Wednesday, 7 p.m., 330 N. Azusa, West Covina.
- Civil Service Unit Meeting: 4th Thursday, 5:30 p.m., in Pasadena or Commerce.
- Sound and Communication: 4th Wednesday, 5:30 p.m., in Commerce.
- Next Generation Youth Caucus: 2nd Wednesday, 4 p.m., in Commerce.
- EMPOWER: 2nd Thursday, 4 p.m., in Commerce.
- Organizing Committee: 1st Tuesday, 4:30 p.m., at District 4; and 2nd Wednesday, 4:30 p.m., in Commerce.
- Electrical Workers Minority Caucus: 3rd Saturday, 9 a.m., at Commerce.
- Engineers and Architects Assoc., Unit 1894: Board of Governors Meeting, 1st and 3rd Wednesdays at 6 p.m.
- Stewards Meetings: 4th Thursday, 5:30 p.m., 350 S. Figueroa St. #600, Los Angeles.
- District 1 and Commerce located at:

6023 S. Garfield Ave., Commerce, CA.

- Pasadena Office: 297 N. Marengo Ave., Pasadena, CA.

Diana Limon, P.S.

Members Ratify Contracts

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—Recently our members

at CenturyLink ratified a new agreement. After months of tough bargaining, our members working for Vermilion County hammered out an acceptable agreement with the county. The Vermilion County Nursing Home was renamed GardenView Manor; our members have entered into negotiations with the new owners to bargain a new contract.

Not only did our members at the Peoria County Bel-Wood Nursing Home bargain a new contract, they also helped facilitate a move into a new, modern nursing home, which is now known as Heddington Oaks. As a demonstration of their true professionalism, they were able to get their patients moved from Bel-Wood and settled into Heddington in only a few hours.

In 2014, we are encouraging our members to "Get Back to the Basics" by: working safely, going to union meetings, following their contracts, showing their union pride by wearing union pins and displaying their union stickers, and helping out in the communities where they live and work. Doing all these things makes us stronger as union members. Our "young" members have been working to form a RENEW group (Reach out and Engage Next-gen Electrical Workers) that we hope will be up and running this year. We feel that by taking the time to "get back to the basics," we will be able to make great gains not only in the IBEW, but also the larger labor community.

Bob Przybylinski, R.S.



Local 21 members working at the AT&T Peoria, IL, call center.

'RENEWed' Youth Participation

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY—In the fall of 2013, four Local 41 members attended two different IBEW conferences. Ken Scheifla and Matt Gaiser attended the IBEW RENEW conference in Washington, DC, while Nick Peters and Dave Edwards attended the Third District Youth Caucus conference in Atlantic City.

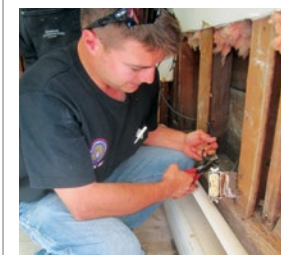
During the Third District Youth Caucus, the brothers and sisters who attended made a trip to Ventnor, NJ, and spent the day helping repair some of the houses that were damaged during Hurricane Sandy. They removed rotting drywall, studs and insulation and replaced wiring.

At the RENEW conference brothers and sisters networked with others from around the country, discussing ideas to get other newer members involved. Another discussion included getting the message out about what others before us went through to get what some take for granted today.

All four members called the experience enlightening and returned with "RENEWed" interest to get together with a group of the next generation of Local 41. This group has already volunteered at a local mission, helping to pack up 1,200 meals that were given away at Thanksgiving. Great job!

Last September, former Local 41 business manager John Pavlovic passed away. Bro. Pavlovic served as organizer from 1987-2002, assistant business manager from 2002-2003, and as business manager from 2003-2005. He will be missed.

Gregory R. Inglut, A.B.M.



During Third District Youth Caucus, Local 41 journeyman Nick Peters volunteered to repair a house damaged by Hurricane Sandy.

Trade Union Flags Fly — Turning Stone Resort Project

L.U. 43 (em,i&rts), SYRACUSE, NY—Local 43 can be very proud of the members employed by contractors Ridley Electric and Huen Electric of New York at the new Turning Stone Resort, a multi-venue entertainment complex. This fast-track \$25 million project was completed on time largely due to our members' craftsmanship and work ethic. The resort is located about 30 miles east of Syracuse at NYS Thruway, Exit 33. This was the latest in a string of union-only, building trades-only projects with the Oneida Indian Nation.

The relationship between the Oneida Indian Nation and the IBEW, along with the building trades, has never been stronger. All those who worked on

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	(rtb) Radio-Television Broadcasting	(u) Utility
(ei) Electrical Inspection	(mo) Maintenance & Operation	(rtm) Radio-Television Manufacturing	(uow) Utility Office Workers
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers		(ws) Warehouse and Supply
(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.

the Exit 33 project were invited by the Oneida Nation to a party to show off the new venues. More than 700 workers and their families attended. During the party the Oneida Nation announced that each trade on the project would have its union flag, signed by each tradesman, hanging permanently in the Tin Rooster venue. These flags [photo below] are a very visible sign of the relationships that our unions have established with the Oneida Indian Nation.

Thank you to all who worked on this project and once again proved if you want it done right, on time and under budget, call the IBEW.

Gene Townsend, P.S.



Signed Building Trades flags hang in the Tin Rooster at the Turning Stone Resort.

Contract Negotiations

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Happy New Year! We hope all our brothers and sisters had a great holiday season.

We are currently negotiating agreements with the cities of Anaheim, Riverside, Colton, and Vernon and will start soon with Bear Valley Electric. We are also negotiating several of our Line Clearance agreements.

Work remains steady at our Outside Construction unit and several new projects are on the drawing board.

Local 47 members brought home some hardware from the International Lineman's Rodeo. First place Journeyman Pole Climb and fifth place Hurtman Rescue—Josh Regalado, Enoc Verdin, Steve Lekvold; third place Overall Journeyman, IOU Division—Ryan Araujo, Raudel Ruiz, George Murillo; third place Overall Journeyman, Contractor Division—Bryce Munday, Bruce Thompson II, Bruce Thompson; fifth place, Journeyman Contractor Division—Pete Santibanez, Lorenzo Deliso and Gary Bates. Steven Escamilla captured first place in the Apprentice Pole Climb. Congratulations to everyone who was selected to compete in this event!

We are sad to report the passing of Bros. Brandon Orozco, Martin Andrade and Collin Cartier. Our thoughts and prayers are with their families and friends.

Work safe, live well, work union!

Stan Stosel, P.S.

Illinois Construction Projects

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL—The local is starting to see a large influx of nonunion telecommunication contractors. Representatives are working together to put a plan in place to address this issue.

We currently need journeymen for all the construction projects we have going on in Illinois. We have no journeymen on any of our books.

Please work safely and attend your monthly unit meeting. Have a blessed New Year!

Karlene Knisley, B.R.

New Look for Union Hall

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO—Local 53 has a brand new look! As promised, here is a picture of the newly remodeled look [see photo below]. After all the hard work and sweat, the project is done. The building was constructed in 1965 and it needed to be updated. While there are still minor things in the works to be done, it is a job well-done.

New Construction "A" members are: Toby Baker, Joel Hale, Jacob Hochard, Gary Johnson, Nicolas Langley, Jacob Mills, Daniel Myers, Jacob Norman, Tyler Perry, Cliff Santanen, Christopher Smith, Brad Watring and Chadd Yeager. Welcome to each of you.

On Oct. 24, 2013, the members employed with Laclede Electric Cooperative in Lebanon, MO, ratified a three-year agreement extension, which provides wage increases as follows: first year, 2.5 percent wage increase; second year, 2.0 percent; and third year, 2.0 percent.

Hope all finds and keeps you well ... Local 53!

Tracy A. Riley, V.P.



Local 53's newly remodeled union hall.

A Successful Year

L.U. 71 (lctt,o&rtb), COLUMBUS, OH—Happy New Year! Here's hoping work in 2014 is as plentiful as it was last year.

The amalgamation of Local 986 was completed and became effective Oct. 1, 2013, with Bro. Fred Sabol remaining on staff to service our telecom members. Welcome aboard to members from former Local 986.

Thanks to all the members, officers and staff for all your hard work and dedication in making last year one of our best ever. Keep up the good work and let's do even better this year.

With great sadness I report the passing of our longtime, devoted secretary Phylliss Price. Phylliss lost her brave battle with cancer in October. She will be missed.

Work safe and think safety.

Bryan Stage, B.M./F.S.

Union Appreciation Day

L.U. 97 (u), SYRACUSE, NY—This past September Local 97 held its Union Appreciation Day across its three divisions. Attendance in each division was outstanding. It was nice to see our retired members as well as our current members having a great time.

We hope to continue the Appreciation Day on a yearly basis and anticipate larger participation every year.

Local 97 congratulates our Gas and Line mechanics who participated in their respective rodeos. The Natural Gas Rodeo was held in Illinois in September and the Lineman Rodeo was held in Kansas in October. We are very proud of our members



Local 97 officers and staff at Union Appreciation event in Saratoga, NY.

who participated in the events and congratulate them on a job well done representing our local.

In August, Local 97 ratified a two-year contract extension with NRG. The contract covers our members from the Huntley, Dunkirk and Oswego Steam Stations. We continue to support the re-powering of the Dunkirk Station in order to save jobs, stabilize the community tax base and provide clean energy in a safe and reliable manner.

James Zabinski, V.P.

'A Vision for the City'

L.U. 103 (cs&i), BOSTON, MA—Boston Mayor Tom Menino steps down after 20 years of service. Over the years, Menino implemented a vision for the city that improved the quality of life for all people in and outside the city of Boston. By investing in many areas of the city, such areas have become safer for the community and attractive for investors. Those redevelopment projects have kept many Local 103 members working for many years, and we are sad to see Menino go. Marty Walsh, a native of Boston, a state representative and member of the Laborers' Union Local 223, was elected to serve as the next mayor of Boston.

Local 103 held its 31st Annual Retirement Party last September. This event is a night to recognize and honor retiring members of Local 103. In the electrical industry, specifically in the building trades, we form deep bonds with one another. We work side-by-side as tool partners and often spend more time with each other than with our own families. Thank you again to all retirees for your service, and good luck in your new endeavors.

Kevin C. Molineaux, P.S.

'Happy Union Year'

L.U. 105 (catv,i&o), HAMILTON, ONTARIO, CANADA—We welcome the newly organized members from Nadalin Electric and Superior Boiler Works. This was a great achievement by our organizers. Welcome also to Bro. Joe Brogley, the new organizer for Local 105, hired by Bus. Mgr. Lorne Newick. Joe has always been a great asset to the local.

We have two new brothers appointed to the E-Board: Brad Smith and Rob Nelson. I'm sure they will bring enthusiasm and wisdom to this committee.

Remember, we have to fight every day to increase our market share. Our local is making good progress, but we must not rest on our laurels; we must continue to put pressure on nonunion companies.

Once again our Local 105 Appreciation Dance was a fantastic success. The pin night committee and those who volunteered are commended on such a well-organized and fun night.

Last year we had to say goodbye to some well-respected and loyal union members, gone but

never forgotten: Bros. Wayne Cahill, Garnet "Toggle Bolt" Knight and Brian "Bones" Jones. Keep the lights on above, brothers, till we meet again.

Phil Brown, P.S.

Welcome to New Groups

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO—IBEW Local 111 happily welcomes its new members employed by two newly represented groups—San Miguel Power Association and Western Electricity Coordinating Council (WECC). Local 111 recently negotiated and successfully ratified our first agreements with these two new employers.

WECC members are the final authority for the entire western grid in transmission power. Today there are 28 new Local 111 members at WECC—with 14 members in Loveland, CO, and 14 in Vancouver, WA. These members are high-tech workers with responsibility to oversee the entire western inter-connection from Canada to Mexico, including all the U.S. states west of Nebraska, with companies and utilities in every state.

San Miguel Power Association (SMPA) is situated in western Colorado and has a service territory of approximately 3,600 square miles, with more than 13,500 member customers. SMPA has lines that feed a ski lift at 12,500 feet, and its largest customers are in the Telluride ski area, at mines, a desalinization plant and hotels.

Today at SMPA we represent 24 new bargaining members who work in electric line classifications, at substations, and as meter AMI techs.

We greatly look forward to representing our new members and working with these new employers.

Mike Kostecky, P.S.

'Your Voice Matters'

L.U. 125 (lctt,o,t&u), PORTLAND, OR—Happy New Year! We hope everyone had a safe and fun-filled holiday season.

Our local is preparing for a busy year in 2014, and we're looking to you, our membership, to help make it successful. Starting with our annual Casino Night to be held Feb. 8, we encourage you to join us in our various activities. Organize your work group and attend to support our Brotherhood Fund.

The Oregon labor movement will be working diligently to prevent "right-to-work" legislation from being passed. We know that this type of legislation is not good for workers and families—organized or not. Let's ensure Oregon does not go down the same path as Wisconsin and other states that decided that working families don't matter. Say NO to "right-to-work."

As with any given year, there will be multiple contracts open, and 2014 is no exception. Make attending unit meetings a priority now before the primary purpose is bargaining. Set a goal for

Local Lines

yourself to attend at least half your unit meetings in 2014. Your voice matters but cannot be heard if you're not present.

Marcy Grail, A.B.M.

'A True Pioneer'

L.U. 153 (em,i,mt,rtb,rs,se,spa&st), SOUTH BEND, IN—Local 153 recently celebrated the retirement of Sally Barber. She was the first female member of our local, indentured in 1974. She held a variety of leadership roles from Executive Board member to treasurer and served on various committees. She also was recognized by our membership as "Member of the Year."

In the field, Sally was the first woman not only from our local but also the first female craft worker to work at D.C. Cook Nuclear during initial construction of the facility.

She held the position of foreman in the field and also at D.C. Cook Nuclear. Sally is proud of her two children, a son and a daughter. Her son, Nate Barber, a Local 153 journeyman wireman, has followed in his mother's footsteps.

We wish Sally well in future endeavors as she enjoys her retirement. We know that from time to time, we will find her playing in one of the local bands, as she is also a talented musician.

On another note, thanks to all the travelers who came to our local to help staff the D.C. Cook outage that took place in October 2013. The next scheduled outage will take place in the fall of 2014.

Stan Miles, Mbr. Dev.



Local 153 newly retired member Sally Barber receives congratulations from co-workers at D.C. Cook Nuclear.

Anticipating a Busy 2014

L.U. 159 (i), MADISON, WI—There was a lot of work in Local 159 in 2013. A big thank-you to all the travelers who helped us get it done.

We celebrated the 25th anniversary of our public installation Holiday Fantasy in Lights at Olin Park. Thanks to a corps of dedicated members, this was one of our best displays ever.

Congratulations to Local 159 apprentice graduates who topped out in 2013: Troy Cibulka, Justin Deminter, David Hannemann, Mandy Held (Apprentice of the Year), Andrew Johnson, Lue Lor, Cody O'Connell, Timothy Reddy, Joshua Richardson, Ryan Schmelzer, Antonio Small, Kyle Sverson, Nathan Tuggle, Justin Wahl, Brian Wineke, Kevin Wirth, and VDV technician Reed Miller.

Good job, graduates! Our union is stronger, and our future more promising, because of your accomplishments.

Our office looks forward to a busy 2014. We will continue to strive to do the next right thing.

Robert Doyle, B.M.

Shared Brotherhood & BBQ

L.U. 177 (bo,ees,i,mo,o&pet), JACKSONVILLE, FL—Over the summer, Local 177 started having dinner prepared before every union meeting. This has been a great means to promote a little brotherhood prior to the union meetings.

Bro. Kenny Hopwood was appointed chairman of the food committee and is doing a great job. Bro. Adam Morrow, owner of Backyard BBQ, has been cooking some great BBQ for the members. Bro. Hopwood has more great meals planned for the brothers and sisters for upcoming months.

The work outlook in our jurisdiction still does not look very bright for the near future. We hope and pray that 2014 will get better for all of our members. As always, we thank those locals that have been able to employ our traveling brothers and sisters.

Alan Jones, Pres.



Local 177 Bros. Pat Galvin (left) and Kenny Hopwood cook a "Low Country Boil" for a union meeting.

Promising Work Picture

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA—Happy New Year, brothers and sisters. 2014 brings with it a very promising work picture. Once again the east side will provide plenty of opportunities for members to find work. Add to that the additional refinery and aerospace work on the west side and work looks promising going forward.

The New Year also brings with it the usual resolutions. This year make one of those resolutions to become active in your local. There are many ways of getting involved and being active in Local 191. Attending your unit meeting is a great place to start. Last year the local started having BBQs before the unit meetings allowing members to socialize beforehand.

Along with the meetings, there are many other ways for you to participate in your local union and your community, such as joining the Safety, Political Education or Picnic committees to name a few. For those brothers and sisters interested in becoming local officers, this is also an election year in Local 191. Contact the local for information on committee opportunities and the requirements for running for office. Unions are only as strong as their weakest member. Be active and participate.

Tim Silsbee, P.S.

Habitat for Humanity Project

L.U. 193 (i,lctt,o,rts,spa&u), SPRINGFIELD, IL—At this writing, Local 193 was making plans to participate in the Dec. 7 Annual Christmas Parade. Also at press time, our Local 193 Christmas Party was scheduled for Dec. 13 at Erin's Pavilion.

All IBEW Local 193 members, retirees and apprentices are strongly encouraged to submit e-mail address to the hall. It is very helpful in terms of cost savings for postage, and e-mail is faster

than the "Pony Express."

Classes in Instrumentation and Welding are being filled.

The 6th Street Habitat for Humanity house is complete. The Springfield community and all of Local 193 extend yet another "thank you" to all Local 193 volunteers for another outstanding community project!

City Water, Light & Power (CWLP) has hired five new apprentice linemen—welcome aboard to all! Most work on the Inside has slowed, as many projects are being filled.

Congratulations to the Boston Red Sox on the World Series Championship. Also, hats off to the Cardinals ("Birds on the Bat") for another National League pennant and a great season.

Happy New Year and peace be with you.

Don Hudson, P.S.



Local 197 Bros. Tom Peasley (left) and Adam Stubblefield show off their handiwork at the Medium Voltage Splicing class.

Community Service Volunteers

L.U. 197 (em&i), BLOOMINGTON, IL—As we move into 2014, we hope work picks up in our jurisdiction. It has been many years since we cleared the book. If you are on our out-of-work list, we encourage you to sign the books in other locals. We hope the \$32 million project in Normal starts by early 2014 to begin getting our members back to work at home.

Local 197 members are volunteering in our community. Thanks to Don Armstrong and Wilcox Electric for doing work for Lydias Place, a nonprofit that helps abused women. Dale Glasscock and Ken McLean wired a Santa's house, displayed in Uptown Normal. Apprentices collected food for the needy during the holidays and participated in the Turkey Bowl fundraiser benefiting the Great Plains Life Foundation.

We know other members are also doing great things in our community; please let us know what you are doing. We also like to let the community know that we are an asset. We are putting information out on twitter; follow us @ibew197. We will also upgrade our Web site in 2014.

The Christmas Party and service pin ceremony was Dec. 13. Congratulations to all honorees; photos will be posted on the Web site.

Thanks to our journeymen who participated in the Medium Voltage Splicing class. We must continue to hone our skills so we can stay the best. Stay involved in the local!

Mike Raikes, Pres.

New Training Center & A Big Year for Solar Work

L.U. 223 (em,govt&i), BROCKTON, MA—As we move into the new year, we anticipate moving soon into our new training center union office. As we look forward to new work opportunities we welcome the needed state-of-the-art training center. Our new building will have classrooms that allow hands-on training in each room and a shop area to further allow our instructors to simulate work site experiences. It has been a huge undertaking for officers of the local and we thank all who have helped out to make the building our new home.

With many delays now in the past, we have finally begun the solar projects on Cape Cod. These projects include solar panels on schools, open spaces and capped landfills. As Massachusetts continues promoting renewable energy, we look forward to 2014 as another big year for our solar work.

Doug Nelson, B.A.

'Flurry of Activity'

L.U. 269 (i&o), TRENTON, NJ—Summer last year ended with a flurry of activity including picnics, fundraisers, graduations and special training courses. All these events and others made for a busy transition from summer to autumn.

The Local 269 family picnic was once again a big success thanks in large part to the hard work of all involved in the planning. Music, food, and fun for the kids made the day special for all.

Activities continued at a fundraiser hosted by Bro. Jake Soley in honor of his late son. The annual event raises money to help the family of a terminally ill child deal with their hardships—a worthwhile cause indeed.

The local also welcomed the class of 2013 apprenticeship graduates into the main hall for their swearing-in ceremony. [Photo below.] The new journeymen received their certificates of completion and an accompanying gift. They then embarked on their new career path to the sound of a rousing round of applause by brothers and sisters in attendance. We wish the graduates luck in all their endeavors.

Finally, members attended heavy equipment training provided by the trade school to add to their skill set.

Brian Jacoppo, P.S.

Spirit of Brotherhood Strong

L.U. 317 (i,o,rts,t&u), HUNTINGTON, WV—Although work has continued to be slow in our jurisdiction, the spirit of brotherhood remains strong. This past year has left many members on the book for extended periods and sent some on the road to provide for their families. As we reflect back on the year, we can take pride in the fact that we have stood together as brothers and sisters through the hard times.



Local 269 apprentice graduating class of 2013, with trade school Dir. James Stover (far left), Asst. Bus. Mgr. Wayne DeAngelo (center, back), and Bus. Mgr. Steve Aldrich (far right). Photo by D. Brian Proctor.

Local 317 hosted many events for its members last year including: the Trap Shoot, Dinner Dance, Family Picnic, Softball Team, Golf Scramble. These and other events have given the members some solidarity even if they are not able to be on a jobsite.

Members have also been generous in helping our community with various donations, including a successful coat drive sponsored by the newly formed RENEW Committee.

As we head into a new year we are optimistic that as the economy recovers, so too will our work. We encourage everyone to “like” our Facebook pages to keep up with what’s going on at Local 317. Connect with us at [facebook.com/ibew317](https://www.facebook.com/ibew317) and [facebook.com/317renew](https://www.facebook.com/317renew).

James Stacy, P.S.



Local 317 members, with Bus. Mgr. Jim Gillette (third from left) taking a shot, at Trap Shoot.

Recent & Future Awards

L.U. 343 (i,spa&st), LE SUEUR, MN—During the Sixth District Progress Meeting in Rochester last September, member Ben Lochner received from Int. Pres. Edwin D. Hill an IBEW Life Saving Award. Only a few weeks earlier, Ben and his tool partner, Mike Gillard, were working in an elevator equipment room. Mike came into contact with 480-volt direct current. Mike was gripping a pipe with one hand when his opposite elbow contacted exposed live voltage and he was unable to free himself. Ben kicked the ladder out from under Mike, but he did not fall. Ben then kicked Mike enough to free his grip and Mike fell, striking objects on the way down resulting in further injuries. Mike has since recovered and returned to work.

Also in September, retirees John Guyse and Tom Huiting each received the 2013 President’s Leadership Award during the 7th Annual Convention of the Minnesota State Retirees Council AFL/CIO. They were recognized for “distinguished service and dedication” to the retiree council and “exhibiting unusual leadership for building a strong voice for retired union workers and their families.”

Save the date: On March 1 the Annual Local 343 Awards Banquet will be held in Rochester. Share the spirit of brotherhood and extend best wishes to our new journeymen and retirees.

Whenever possible, buy Made in USA.

Tom Small, P.S.

The Volunteer Spirit

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IA—Local 347 hopes you and your family have enjoyed a wonderful holiday season. In preparation for the holidays, the Local 347 brothers and sisters of the volunteer spirit were involved with the Make a Wish Foundation and Toys for Tots. These annual events are fantastic ways the membership has chosen to give back to the community during the season of giving.

The local also threw a Family Christmas Party Dec. 14 at the Fairgrounds. Santa showed up with

many gifts and lots of fun. Local 347 wishes you a most prosperous new year.

Mike Schweiger, P.S.

‘Still Standing Strong’

L.U. 349 (em,es,i,mps,rtb,rts,spa&u), MIAMI, FL—On Jan. 30, 1950, our IBEW Local 349 new hall was dedicated. This building was second to none in the country for its type and time, as a meeting place and with offices to take care of expanding needs. This Jan. 30, 2014, will mark 64 years and still standing pretty.

In 1950 many dignitaries were on hand for the dedication. Then-Int. Pres. Daniel W. Tracy and then-Fifth District Vice Pres. G. X. Barker attended the celebration. Among other local union officers and politicians attending was then-Sen. Claude Pepper, who helped dedicate the new IBEW Local 349 union hall.

Over the years this great hall has been the site for countless events—union meetings, breakfasts, luncheons, dinners, blood drives, AFL-CIO meetings, other locals’ special events and many other occasions. People are still amazed when they come inside and see the beauty of this hall. It makes you proud to be an IBEW Local 349 member. Thanks to all the members who have helped build and take care of this great building and Local 349.

Yesterday is history, tomorrow is a mystery, and today is a gift: That’s why they call it the present.

Remember our troops and union members overseas and may we bring them back safe. Attend your union meetings and keep your union strong.

Frank Albury, P.S./Exec. Bd.

Active Union Volunteers

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ—As of this writing we have been very busy in Local 351. Our local conducted a GOTV (get out the vote) drive for the November 2013 election. We conducted weekly labor walks on Saturday mornings in four different locations in our jurisdiction. We also ran phone banks during the week. Thank you to all our members who volunteered their time to come out and help. Our members realize the importance of electing the candidates who are friends of labor and will be supportive of jobs for working people. We have been successful in securing more than 120 project labor agreements in our area and we want to make sure this continues.

We will celebrate the 20th anniversary of Local 351’s charter year with a dinner dance in the spring of this year. This will be a great night with all our new members as well as the members who came into Local 351 with the amalgamation in earlier years of three former locals (211, 439 and 592). In total, the locals’ combined histories represent more than 275 years of IBEW strong union heritage. It will be an honor to share the memories with fellow brothers and sisters of Local 351.

Daniel Cosner, P.S.

Highlight Events a Success

L.U. 357 (c,i,mt&se), LAS VEGAS, NV—Greetings, brothers and sisters! We have had a very busy couple of months.

Our 12th annual Gary Pitts Golf Tournament was super successful and we thank everyone who

came out and made it another memorable day.

The 2nd Annual Health Fair & Chili Cook-off was so popular that our judges had a hard time choosing the top three. Congratulations to Richard Ranalli on his first-place win; Ray Takeda came in second and Treven Rowberry rounded out the top three. Good luck to everyone next year and keep on cooking!

Trunk or Treat was a well-liked addition to the Health Fair, with all the decorated cars and sweets for the children. We had a great time and plan to again next year!

We wrapped up the year with the always fun Retirees Dinner. It’s always good to see our fellow retired members around the holidays.

Once again, the children’s Christmas party made it a super fun way to end the year. Thanks again to all the volunteers who helped out at each of these events. We always appreciate all you do to make our events such a smooth success!

Happy New Year and let’s have another fun-filled one to come.

Jennifer Tabor, P.S.



At the ‘RENEW’ Conference

IBEW Fourth District Int. Vice Pres. Kenneth W. Cooper (left) meets with Louisville, KY, Local 369 Executive Board member Greg Mudd at the IBEW’s first ever Reach out and Engage Next-gen Electrical Workers (RENEW) conference, held in Washington, D.C.



IBEW Local 453 team at the Springfield Central Labor Council slow-pitch softball tournament to benefit United Way.

Kudos to Union Champs

L.U. 453 (govt,i,rtb,rts&spa), SPRINGFIELD, MO—Thanks to our Local 453 brothers for organizing a team to play in the Springfield Central Labor Council slow-pitch softball tournament last year. More than \$1,100 was raised for the United Way at this one-day event.

The Local 453 team [pictured in the photo above] won second place in the Labor Division at the tournament.

The team included: Michael Hansen, Randal Hyde, Shawn Doles, Doug Horton, Mike Horton, Jeb Venable, Zach Hohlt, Sean Jackson, Brandon Atchison and Justin Willard.

Randy Appleby, B.M./F.S.

Membership Communication

L.U. 459 (ees,em,govt,so&u), JOHNSTOWN, PA—In July last year, Local 459 embarked on a communication campaign to increase information flow within the local and thereby increase membership participation. Given the local’s demographics—more than 40 units comprising 1,900-plus members located in more than two dozen counties across Maryland, New York and Pennsylvania, and representing several branches of the IBEW—time, distance, and continuity in communication have proven to be the largest challenge to ensuring effective communication. Consequently, the local engaged the expertise of a well-established communications resource to meet this task. With some help, we devised an aggressive and technologically current plan to increase membership awareness and participation. Members are encouraged to participate by providing their personal e-mail address and/or personal cell number for text message updates by sending an e-mail to: ibew.local459@gmail.com or by clicking on the website link at www.ibew459.org.

Paul L. Cameron, B.M./F.S.



IBEW Local 459 campaign increases membership communication and participation.

Fishing Trip & Brotherhood

L.U. 477 (i&rts), SAN BERNARDINO, CA—Hello to all from IBEW Local 477. I hope all of you are doing well. This month we would like to share a photo taken on our latest 477 fishing club trip. This was a deep-sea fishing trip chartered out of H&M Landing of San Diego. It was a great time for all, and as you can see by the photo below it was a good day of fishing.

Here in Local 477 we not only encourage members to participate, but also invite family and friends to join in as well. This fishing trip was put together by Bros. Ben Pratt and Jeff Kilgore, who with the help of our executive board made this a great trip to remember. We also thank



Members display IBEW Local 477 banner on chartered deep-sea fishing trip.

Local Lines

the Local 477 brothers who joined in: Dan Tedder, Jose Chipez, Dean McKernan, Dave Sweeney, Ternnel Jackson, Winston Martin and Bobby Avinger.

In closing I wish to thank all of our members who participate in all of our clubs. Until next time be safe out there.

Kenny Felts, Pres.

Graduating Class of 2013

L.U. 531 (I), LAPORTE, IN—Congratulations to the Local 531 apprenticeship graduating class of 2013. I wish to thank Training Coordinator Roland Hunter for making the graduation banquet a special night for the graduates and attendees.

The 2013 graduates are: Matthew Lessner, Alvin Udvar, Wesley Wright, Daniel Chmielewski, Andrew Tillema, Bradley Kerkes, Robert Allen, Adam Grass, Ryan Wildfang, Allen Easton, Ryan Belstra, Andrew Brenda, Scott Kelly, Joshua Payne, Ryan Pierce, Russell Prichard, Sean Ryan and Christopher Trzeciak.

Other highlights of the banquet included awards presented to Fred Matuszak for 20 years as a JATC instructor and to Duane Seifert for 20 years as a JATC committeeman.

A message to our new journeymen: Get involved. Take the knowledge you have gained and use it to advance the interests of Local 531 and the IBEW as a whole. Take time to attend union meetings, upgrade training, participate in volunteer projects and don't be afraid to run for office or take a committee appointment. The future is in your hands and I am confident you are up to the task. Good luck and congratulations.

Dean F. Harmon, P.S.



Some of the recent Local 531 apprenticeship graduates.

Sonoma County PLA Project—VIP Grand Opening Celebration

L.U. 551 (c,i&st), SANTA ROSA, CA—Happy New Year from the Northbay.

We recently completed our largest project labor agreement (PLA) construction project to date in Sonoma County, the Graton Rancheria Casino, with almost 200 IBEW members on this fine build. The VIP Grand Opening was Nov. 2 last year with 2,000 invited guests, among them our great Gov. Jerry Brown.

On Nov. 5, Election Day, we had all hands on deck with a get-out-the-vote campaign for our next "big one," Measure F in Marin County. Great news—the measure passed, making possible another PLA project with the potential for a few years of work for our members. This success is a result of all the hard work Local 551 volunteers contributed. If we had not come out to work the phones and knock on doors, we would not be celebrating today. This was a big effort with the Marin General Hospital, which came to us last year asking for our help to get the bond measure passed.

A must mention: We had a great group of



Union members proudly display IBEW banner at Local 551 Graton Rancheria Casino PLA construction jobsite.

travelers help us on our Sonoma County PLA job. Thank You! We made this project on time with all of your help. We welcome you back on the next "big one!"

We hope all had a safe and happy holiday season. Onward to a prosperous 2014.

It is with great regret that we remove our hard hats for Mark Wetjen (1957-1913) and Daniel "Dano" Howes (1964-2013). They will be missed.

Denise D. Soza, B.R.

'Work Outlook is Good'

L.U. 557 (i,mt,rts&spa), SAGINAW, MI—Work was very good for our local and surrounding locals this past summer. It's good to see construction finally starting to make a comeback albeit slowly, but at least in the right direction. With work continuing at the VA hospital and Saginaw Metal Castings (GM) and upcoming work at other local hospitals, the work outlook should continue to be excellent for local hands.

We hope all members and their families have enjoyed a safe and happy holiday season—and that 2014 brings a fresh start and prosperity for all.

Jason Rivette, P.S.

Green Energy Success

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA—In the Imperial County desert east of San Diego, IBEW Local

569 members have completed projects totaling more than 500 megawatts of renewable wind and solar energy.

Enduring temperatures often exceeding 120 degrees in the summer and dropping below freezing at night in the winter, our members have completed these projects on time and on budget, once again proving the superior value of union workers.

In fact, one developer commented that IBEW built the project faster than any other solar project



IBEW Local 569 members at the jobsite of a 23-megawatt NRG solar project in Borrego Springs, CA.

they had done anywhere else in the world.

At peak, these projects have employed more than 1,500 brothers and sisters in good middle-class



At Local 601 Invitational Slow-Pitch Softball Tournament: front row, Cliff Ruthstrom (left), Blake Withers, Shane Street; middle row, Mark Lowry, Rick Mueller, Daniel Chapa, Brett Shilts, Keith Grob, Justin Henderson, Chris Shields; back row, Anthony Street.

2014 Work Picture

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL—On Aug. 10-11 last year, Local 601 held its 37th Annual Invitational Slow-Pitch Softball Tournament. Fifteen teams participated in the two-day tournament. Congratulations to IBEW West Frankfort, IL, Local

702, who won the tournament. IBEW Peoria, IL, Local 34 was the proud winner of the consolation bracket. Thank you to all the teams for a weekend of fun, fair play and brotherhood. Our local thanks the members and their families who helped to make it such a successful weekend.

Our work picture is dropping off at press time. The shutdown at the LaSalle Nuclear Powerhouse will be the first chance we see to hire off of book II. At this writing, Local 601 has 37 on book 1; 197 on book 2; and 11 apprentices on the book.

We look for the spring and summer 2014 work picture to pick up. A great deal of work is being planned and bid at the University of Illinois as well as new construction at the hospital.

Local 601 congratulates William Bowie for completing his drill sergeant U.S. Army training in the Army Reserves. William has served a tour in Afghanistan.

Dan Hatter, P.S.



Among attendees at Federal Aviation Administration ribbon-cutting at Port of Oakland are: Local 595 Bus. Mgr. Victor Uno (second from right); JATC Training Dir. Byron Benton (third from right); foreman Rich Zemloc; journeyman Theo Green; and apprentices Ashley Ablate, Josh Winter and Dustin Baker.

Port of Oakland Project

L.U. 595 (c,govt,i&st), DUBLIN, CA—Local 595's exceptional employment streak is winding down from the past three years. The power plants and new hospitals are nearing completion and our available-for-work list is getting longer. On the upside, we still have our core industries with project labor agreement (PLA) projects in progress or shovel ready.

The Port of Oakland (Maritime and Aviation) celebrated the completion of two successful projects [photo above]. Thanks to the hard work and skills of our members, the port has a new state-of-the-art air traffic control tower and new maritime shore power berths with plug-in utility power, virtually eliminating diesel emissions of ocean going vessels while docked.

We are proud to announce the graduating apprenticeship class of 2013. Congratulations to the 40 inside wireman and three sound & communication graduates. The graduation ceremony was held at the historic Claremont Resort in Berkeley.

Member involvement is the cornerstone of our achievements. Our December general membership meeting featured a special program to recognize the volunteers and family who have stepped up and generously offered their valuable time giving back to their local that has given so much to them.

Bob Tieman, B.R.

Tribute to a Brother

L.U. 611 (catv, es,govt,i,ctt,o, spa, t&u), ALBUQUERQUE, NM—With great sadness we announce the passing of Bro. Robert Atencio, journeyman lineman. Robert was a 52-year member and assistant business manager



Local 611 mourns Bro. Robert "Bobby" Atencio.

to four business managers beginning in 1981. He was a committeeman and trustee on the SW Line Constructors Apprenticeship Committee. He served on the Executive Board and was a job steward and Outside Line Unit chairman. He volunteered widely and served on the Negotiating Committee, the IBEW 611 Labor-Management Committee and many others. He also worked in the Seventh District office in

membership development. Bobby was well-respected throughout the industry. He was a true union leader and will be greatly missed.

Feb. 17, 2014, marks our local's 100 year anniversary. On that day, we will have an all-day open house at our union hall—drop by anytime.

On Saturday morning, Feb. 22, anniversary festivities will begin at the Isleta Casino. There will be a golf tournament, fishing at the lakes, fun center for the kids and poolside relaxation. The Celebration Gala welcome reception will be from 6 p.m. to 7 p.m.; dinner, 7 p.m. - 8 p.m.; and casino night, 8 p.m. - midnight. There will be a band with dancing from 8 p.m. to 1 a.m. Room block rates are available for \$99 a night; mention event code IBE0214. The deadline for the discounted rate is Jan. 21. Tickets for the event are \$25; please call Gloria at the hall to purchase tickets.

Local 611 extends condolences to the families of our late Bros. Charles H. Brown and Robert "Bobby" Atencio.

Darrell J. Blair, P.S.

'Active & Thriving'

L.U. 617 (c,i,mo&st), SAN MATEO, CA—Happy New Year, sisters and brothers! May 2014 bring us all peace and prosperity.

This last fall was a thriving time for the local. September saw the Annual Health Fair with record attendance and the George Bastidas Memorial Run. In October, members brought their shooting irons up to the range for the 8th Annual Day at the Range, and the San Mateo County Central Labor Council launched its yearly Union Food and Toy Drive. November brought local school board and city council elections. In December we joined forces with Local 6 for their Annual Toy Run while Santa stopped by the hall on Dec. 14 for his yearly visit!

And all the while the work picture was improving, with a few bumps along the way.

On behalf of Local 617 and IBEW members, I presented \$13,330 to the Pediatric Brain Tumor Foundation at the Northern California Ride for Kids Event in Fairfield. The members of nine IBEW locals (Locals 6, 40, 100, 302, 332, 340, 595, 617 and 639) all responded generously to the Local 617 Journeymen Motorcycle Club's annual "Buck-A-Member" Campaign aimed at raising funds for the foundation and its critical work. Many thanks to all the sisters, brothers, family, friends and community partners who made this possible!

On a special note, please keep our beloved sister Lisa Booker in your thoughts and prayers.

Dan Pasini, V.P.

Newly Certified Journeymen

L.U. 625 (ees,em,i,mar&mt), HALIFAX, NOVA SCOTIA, CANADA—Congratulations to newly certified journeymen: Bros. Jared Saulnier, Jason Saulnier, Joel Deveau, Darren Frizzell, Peter Swan, Travis Hawley, Benjamin Robinson, Justin Richard and Alex MacGregor. This is a very important time in your career. Time for you to start being a mentor to apprentices.

Members who retired recently include: Bros. Alex Bresson, Allan Naugle, Gordon Embree, Vince Novak, Howard Smith and Dave Rudolph. Hope to see you at the Annual Retirees Dinner and Dance every October.

Condolences to the family and friends of Bro. Stephen Williams, who passed away Oct. 21 after

a brief illness. Steve had three brothers in the local and his father was an Executive Board member. His passing was felt throughout the local.

A big shout-out to Edmonton, Alberta, Local 424 for the large number of calls out to the East Coast for manpower. It is greatly appreciated. On behalf of the 54 members who worked in Long Harbour, Newfoundland, last year, Local 625 thanks Local 2330 for the calls. We hope to be able to help out on Phase 2.

In closing, I would like to remind members to finish the job call you accepted. Don't ask for a layoff when one is not available. Never quit a job to get on a travel call or a job with more time—and if you do, accept the penalties imposed according to the local's hiring rules.

Tom Griffiths, A.B.M.

Retirement Celebration

L.U. 627 (u), FORT PIERCE, FL—This article is monumental in that our local has 29 members who accepted the company-offered retirement package at Florida Power & Light, a subsidiary of Next Era Energy. Among those members are Bro. Jim McCune, a restoration specialist who has more than 44 years of service on the nuclear side, and Bro. Roger Thomas, a nuclear mechanic with 43-plus years of service. The honorary withdrawal ceremony was held for everyone after the December union meeting. A celebration included tall tales that began with "honest to God" and "I kid you not," along with abundant cold refreshments.

Plant St. Lucie has completed refueling outage #25 for Unit 1; this is always a time of heightened awareness with a few extra thousand people on site. Congratulations to everyone for watching out for each other.

The retirement of so many members creates a vacancy on our E-Board and also for the recording secretary position. Please think about taking that extra step, and making the loss of those members less stressful to the local union, by volunteering. The experience you gain benefits everyone.

Ray Vos, P.S.

Multiple Contracts Settled

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR—2013 was another challenging year for Local 659. The reps were able to settle 12 contracts. Four agreements for the Inside Wireman Unit were especially tough with NECA coming to the table proposing a 30 percent reduction in the entire package. All four agreements were settled for a one-year contract and no wage increase for 2014, but they did manage to get the increase in Health and Welfare picked up.

The situation was better at Consumers Power, where the committee was able to settle a three-year agreement with a 2 percent wage increase each year.

The local's only manufacturing agreement is with Pacific Crest Transformers, which continues to do well with a backlog of orders for the custom-built transformers it ships worldwide. The Ninth District training staff will hold a Code of Excellence class there in January 2014.

The labor management committee at Central Lincoln PUD continues to make progress on a lot of issues. A new general manager was hired who is more willing to sit down and work on the issues than was the previous manager.

The local's man-hours were up for 2013 compared to the previous two years but are still lower than our historical averages.

Our annual union picnic will be June 21 at Richardson Park outside of Eugene, OR. Make plans to attend this family friendly event, as it is a great fundraiser for our Brotherhood Fund.

Tom Legg, Pres.

Coast Guard Station Project

L.U. 673 (catv, i,rts,spa,t&u), PAINESVILLE, OH—This past year was a very uneven year for employment. The year began with full employment and even some jobs for travelers, but it was followed by a very sluggish summer and fall. Many projects did not materialize and the economy, along with the government shutdown, did not help.

One of the projects that are under construction is the Coast Guard Station. This project was designed to meet the federal LEED standards (Leadership in Energy & Environmental Design). Besides being energy efficient, this building must also meet all the criteria associated with the Department of Homeland Security. It is so refreshing to be on a project where our quality craftsmanship is still important.

James Braunlich, Mbr. Dev.



Local 673 member Jerry Jasinski at the Fairport Harbor Coast Guard Station.

100th Anniversary Celebration

L.U. 681 (i,o&spa), WICHITA FALLS, TX—We recently completed our 4th Annual Local 681 Friends and Family Golf Scramble benefiting our local Brotherhood Fund. Around 35 players came out to participate in the scramble. The event raised approximately \$600 for the Brotherhood Fund and we had a good time doing it.

On another note we are getting ready to celebrate our local's 100th anniversary. We have a party planned for Feb. 8, which is one day early but we think it will be OK.



Local 681 held its annual Friends & Family Golf Scramble benefit.

We had a small group of members who maintained the NAVASPUR station, which, we regret to report, has been shut down due to military budget cuts. We hate to lose this group and we hate to see the closure of this surveillance system, which played a major role in the defense of our country. Reportedly it will be a few years until a replacement system can be installed in its place.

The inside work picture continues to be slow and the outside work picture is slowing down. We hope we will have a shut-down project after the first of the year. Additionally, there is a hope for some more wind turbine activity in the year ahead.

Leland Welborn, A.B.M.

'A Brighter 2014'

L.U. 855 (c,i&spa), MUNCIE, IN—The Muncie JATC celebrated with the Class of 2013 at the Randolph Grille on June 18. The local congratulates top apprentice graduate Bro. Aaron Dotson and the entire 2013 class of graduates. We are proud to call these outstanding men journeyman wiremen!

Work in the jurisdiction continues to lag due to the incredible loss to manufacturing the area has suffered in recent years. The local is poised for a brighter 2014 with a few projects ready to take off in the first and second quarters. Several Local 855 members have been fortunate enough to find traveling work opportunities throughout the region over the past year. We extend a huge thank-you to those locals that helped our members out in 2013.

Local 855's annual pinning ceremony was held during the October union meeting. Service pins were given to 44 members, including 60-year member Bro. Dean Gosnell.

The local mourns the recent passing of Bros. Dick Wiseheart, Harold "Stoney" Stonerock, Jim Estes, Dennis Patty and Jim Denney.

Here's to a year of progress ahead!

Kevin Cope, B.M.



Local 855 congratulates apprentice graduates of 2013. Front row: Shane Shreve (left), Daniel Sharrett, Tom Sciscoe, Bret Buchanan. Back row: JATC Dir. Dave Blackford, Shon Willoughby, Aaron Dotson, Derrik Heinzen, Instructor Matt Rhoades and Instructor Dave Lehman.

Year in Review

L.U. 915 (i&mt), TAMPA, FL—2013 saw Local 915 members volunteering in our local work party. We helped with the electrical installation for a community program that will help feed the homeless in the Tampa Bay area.

Also in 2013 we honored our years-of-service award recipients; one member was recognized for 75 years of service. We've had a job market that helped put many local members to work,

LOCAL LINES *continued on page 20*



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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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**

Open Discussion, United Action



Edwin D. Hill
International President

President Abraham Lincoln once said, "He has a right to criticize, who has a heart to help."

For the last few years, I have asked members who oppose recovery agreements and the establishment of construction electrician and construction wireman classifications to put their hearts and minds into coming forward with alternatives that will help put our unemployed members back to work.

All too often, the most vocal critics have come up empty. They left the difficult work of developing strategy to win back our union's market share in the electrical construction industry to others.

In this issue of *The Electrical Worker*, I have tried to reconstruct the factual basis for our organization's establishment of recovery agreements and the use of CE/CW classifications—the necessity of working with our signatory contractors to stay competitive in a rapidly changing electrical construction market.

Let's be very clear. Your officers and I didn't sit in an office and dream these programs up.

In fact, our local unions that are winning new work for our members and growing the IBEW are succeeding exactly because they summoned up their courage to participate in a full and open discussion. They looked critically at what open shop contractors were doing in their backyards and what it would take to compete.

Based upon those discussions, we enlisted the IBEW Research Department to study the overall electrical markets in the U.S. and Canada. Then we prepared presentations for IBEW International Conventions and for yearly conferences of the Construction and Maintenance Department.

Again, we invited delegates to go back home and start a dialogue with their members at all levels based upon the facts presented, then to initiate the new classifications.

The process of full dialogue and discussion in the IBEW is ongoing.

But, brothers and sisters, there comes a juncture when decisions must be made and our organization must move forward in united action, the intersection where our focus shifts to *how*, not *whether* a particular policy will be implemented.

Let's not fall into the trap of defending a status quo that no longer exists. The IBEW has a proud history of applying our union values to solving problems. And anyone who doesn't see a problem with diminished work from a declining industrial base—combined with our lack of union hands in the small commercial sector—is simply living in denial.

Let's put our hearts and minds, our collective voices and our hard work into building the electrical union of tomorrow. ■

Keepers of the Faith

Recent news reports have confirmed that on any given night, Pope Francis sneaks out of his humble lodgings at the Vatican, dons simple priest clothing and ministers to the homeless and poor of Rome.

You don't have to be a religious person to admire this simple act of charity and brotherhood. But if you are, I'm sure you'd agree that Francis' actions speak well to the idea of helping the economically disadvantaged—as have his recent comments condemning right-wing, trickle-down economic practices as "a new tyranny" grinding down countless families who are just trying to scrape by.

Sadly, when it comes to "the least of these," their numbers are ever growing, even as times have never been better for those in the upper ranks of the 1 percent. Last year, the 400 wealthiest people in the U.S. had more money than the bottom 150 million citizens put together. Economists like former Labor Secretary Robert Reich and Nobel-Prize-winning professor Joseph Stiglitz point out that this yawning gap between the few haves and the growing multitudes of have-nots is a critical drain on our economic recovery, as consumer spending has sputtered although the recent economic slump technically has ended.

The Pope isn't the only world figure to make this connection recently. Last month, President Obama channeled the pontiff in a speech calling economic inequality the "defining challenge of our time."

Such challenges invite action. Late last year, we saw countless low-wage workers walk off the job, demanding better pay, while others staged unprecedented protests at big-box retailers like Walmart. Families are in financial trouble, and they're raising their voices.

Both the Pope and the president have hit on what the labor movement has been saying for some time: A stronger middle class builds a stronger society. And runaway avarice by the privileged few will ultimately wreck things for the rest of us. You can't have a healthy economy when those near the bottom continue to merely limp along.

As Mahatma Gandhi said, "The world has enough for everyone's need, but not enough for everyone's greed."

This is indeed the fight of our time. Let's keep up pressure on corporations and political leaders to honor the efforts of working men and women—the fabric of what makes a great society.

Keep your heads up and hearts full in 2014. And keep the faith. ■



Salvatore J. Chilia
International Secretary-Treasurer

Letters to the Editor

Thanks, Gov. Walker

I have been an active union member for over 29 years and I want to thank Milwaukee Local 2150 Unit #3 members for a good and safe job all these years at Kaukauna Utilities. As of 2014 we will no longer be a union shop, after 99-plus years as Local 2150.

Thanks to our Republican governor of Wisconsin and his Act 10 union-busting bill, we no longer have a need to remain union members (or so Scott Walker says) anymore. Our collective bargaining power is no more, and the only thing we can bargain for is wages.

Our union falls under this mandate because we are municipal workers and we were "stealing" from the taxpayers. What I don't understand is why municipal utility workers fall under this, seeing as our wages and benefits come from the electric and water bills our customers pay, not taxes. I asked around why this happens to be the "law," and was told, "Because he (the governor) can."

I am just wondering how many union units were lost because no one fought this bill. Without unions, we would be working for minimum wages and no benefits. We have worked long and hard to get where we are, and now the ignorance and arrogance of one person has set us back 100 years.

Michael J. Bergner, Local 2150 member
Milwaukee, Wis.

[Editor's Note: To be sure, Gov. Walker has been no friend of labor. The Wisconsin and national labor movement, along with students, community leaders and many elected officials, fought hard against Walker's anti-labor legislation. They led some of the biggest rallies in Wisconsin history and fought to keep the heat on in the state capitol and in the courts throughout 2011 and 2012.]

A Worthy Investment

I just finished reading the Future of Training ("Games and Social Media Transform Apprentice Training") in the November issue of The Electrical Worker, and I am very impressed by what I read. I applaud the efforts of those involved from the NJATC and truly see this as being the most up-to-date and effective means of training for our future. I am also interested in knowing if these courses, "academies," will be accessible by journeymen as a means of either learning for the first time, or as a refresher? And would it be as easy as clicking on the NJATC site and thumbing through until one finds what they are interested in?

I have been a member of the IBEW for over 30 years and have participated in my local's apprenticeship committee in the past. This commitment by the NJATC excites me and refreshes my belief in our future in these increasingly difficult economic times. I hope that our instructors grasp onto this change and assist with the enthusiasm that the developers have put into the program.

Thomas Zielke, Local 86 member
Rochester, N.Y.

[Editor's Note: We put the questions posed by Brother Zielke to NJATC Director Bill Ball, who offered the following response:

Yes, the courses we call Continuing Electrical Training are designed as a brush-up for experienced electrical workers with both a good amount of theory or little at all. The local JATC can determine the best delivery method for these courses. The NJATC has found that the local JATCs want the ability to select what courses will be available in their area. Many JATCs are using a basic course offering a template that the NJATC developed to use in their local IBEW/NECA/JATC newsletters to announce available courses.]



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

Lessons in Life

Something my apprenticeship director, Mr. Iacobellis, never told me upon joining was that, not only would I learn the electrical trade, but also build confidence in myself to see a job and tackle it, be it piping in an electrical/mechanical room, or even a task as mundane as drilling a hole through a wall for a one-inch nipple. I am grateful for the great mechanics and teachers I have had who have helped me along the way.

Ben Coleman, third-year Local 80 apprentice
Norfolk, Va.

Who We Are

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

Linemen's Wives Group Brings Financial, Emotional Help to Families

Nashville, Tenn., Local 429 journeyman lineman Joey Taylor answered the call when the June 2012 derecho tore an 800-mile hole through the power grid, from Iowa to Virginia. Millions lost power and Taylor was one of the many IBEW members working the cleanup, where he was fatally electrocuted.

"He loved everything about this job," said Donna Taylor, Joey's wife of 12 years. "He was doing something routine, something he'd done a hundred times before. It was a freak accident."

A few days after Taylor's death, she found a large basket filled with fruit and cookies sitting on her front porch. The card was signed the National Sisterhood United for Journeymen Linemen.

"I had no idea where it was from or who they were," Taylor said.

Taylor was given a contact number, for Terry Riffe, wife of Bobby, a 30-year member of Orlando, Fla., Local 222, and she called to thank her. Riffe said she was there for whatever Taylor needed. Rae Johnson, wife of Tom, a member of Willkes-Barre, Pa., Local 1319, called to see if Taylor needed financial assistance. Then Tracy Shanks, wife of Nick, a member of Chattanooga Local 175, called to check in as well.

"They were there more than my family was. Right there. It felt nice to talk to people who understood, some who had been through this themselves. It meant the world to me," Taylor said. "I was so overwhelmed that total strangers would come together and be there for me. I felt so blessed."

Seven months earlier, there was no NSUJL, there was just a conversation among the members of the IBEW linemen's wives Facebook group. There had been a series of accidents over the winter, and some of the members wanted to raise money and donate it to a charity for the families.

But they couldn't find one. Rae Johnson even hired a lawyer to look but he came up empty-handed.

"We just thought surely there is someone out there that does this. It was shocking. We were mad," Johnson said. "That turned into our fuel. Basically we said we will do this."

Within two weeks, a core group



Lanterns bearing the names of fallen IBEW members were displayed at the 2013 Linemen's Benefit Rodeo, hosted by the National Sisterhood United for Journeymen Linemen.

including Johnson, Riffe, Jessica Lackey (wife of Phil of Houston Local 66), Amanda Wilson (wife of Ryan, member of Des Moines Local 55) and Tennille Lundien (wife of Chance of Kansas City, Mo., Local 53), began collecting donations to incorporate as a nonprofit. None of them had experience working at, let alone founding or running, a nonprofit.

By March, they approved bylaws, made Johnson the first business manager and had sent a fundraising letter to each of the outside locals, explaining who they were and asking for donations. The response was immediate.

"It was always, 'Where do we send the checks?'" Johnson said.

That's also when they started getting questions.

"First we saw, yes, they were all wives of current IBEW members. Then we started hearing how they were paying out of their own pockets to be with families, sending checks for thousands of dollars to make sure the heat stayed on and the mortgage got paid," said Construction and Maintenance Department International Representative Ed Mings. "Pretty soon I was thinking this is the best thing I've seen in a long time."

Now, two years after those initial Facebook conversations, the group has 170 members across the country. They've sent more than \$50,000 to 39

families of journeyman linemen and apprentices, tree trimmers and groundmen in response to an injury, or all too often, a death.

They've logged thousands of miles in cars and on airplanes, visiting people, raising awareness at linemen's rodeos and local union meetings. Each year, the NSUJL hosts several fundraisers including a national 5K race and a rodeo of their own, where they raise lanterns inscribed with the name of fallen linemen to honor their memories. In 2013, the first two permanent employees were hired and they launched the John Plante Scholarship fund for the children of linemen, named in honor of the man whose death inspired that first online conversation and the creation of the NSUJL.

For 2014, Johnson says her goal is to double the group's membership to at least 300 and raise \$200,000 in donations to add more outside classifications, hire a full time fundraiser and marketer and start reimbursing members, many of whom pay out of their own pockets to visit families after accidents. They are also looking for a volunteer to help launch a similar program for inside construction.

"We want every wife in this situation to know that the bond of this brotherhood includes the sisters too, and it is unbreakable," she said.

To find out more, make a donation or become a member, visit www.nsujl.org. ■

Local Lines continued from page 17

and even a few traveling brothers. Also last year, as previously reported, we saw the resignation of the sitting business manager and the appointment of our new business manager. Additionally, we signed more contractors to our signatory contractor list. We also shared in brotherhood and fellowshiped with one another at cookouts and at our 2013 Christmas party.

I encourage all of our brothers and sisters to remember the oath that each of us took to advance the IBEW. That is with our tool belts and our voting ballots. That is by attending your local union meeting and being a part of the solutions for our future.

Let's make 2014 the year that we regain our market, build our membership, help our contractors be successful so they can be competitive in this volatile job market, and truly make IBEW the right choice.

Theresa King, P.S.

Working to Ensure Success

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY—As of this writing we are continuing our preparations for the scheduled Jan. 1, 2014, bifurcation of our Utility Division between two employers, National Grid and PSEG-LI. Bus. Mgr. Don Daley and the business staff are working diligently to ensure all of our rights are protected.

We look forward to forging a positive relationship with our newest partner PSEG-LI, as well as strengthening our relationships with all of our current partners. One of our goals has always been to ensure success for all of our partners.

Our Gas and LCTT (line clearance tree trimming) divisions have been working steadily. In the Gas Division we had some hiring and promotional opportunities. PSEG-LI has committed to an aggressive tree trim program. In our Electric Division we are currently seeing a slight downturn in some of the work. However, we remain cautiously optimistic that we will be very close to full employment in January.

It is with mixed enthusiasm that Bus. Mgr. Daley has announced the formation of a Local 1049 Widows and Widowers Fund. Recently we have lost too many members at young ages. We hope our efforts will help ease the pain and suffering our members' families endure due to a tragic loss.

Have a safe, healthy and happy New Year.

Thomas J. Dowling, R.S.

'A Day-Long Celebration'

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA—Two Local 1245 members traveled to Illinois to spend three weeks assisting the IBEW campaign to organize a Greenlee tool manufacturing plant in Rockford. Victory was achieved Oct. 30 when employees voted for union representation. Kudos to Bros. Casey Salkauskas and Jammi Juarez.

Local 1245 celebrated the 10th anniversary of moving into its Weakley Hall headquarters in Vacaville with a day-long celebration that also recognized the 60th anniversary of the local's newspaper, the Utility Reporter. The union presented comic book artist Tom "tk" Christopher with an award from the International Labor Communications Association for his role in creating "First Day," a comic book history of the local. Bro. Mike Grimm was honored for his extraordinary service in the three-year campaign to defend retirement medical benefits at NV Energy. Walmart strikers and activists presented Local 1245 Bus. Mgr. Tom Dalzell and

officers with a cake to recognize the local's logistical support for the Walmart workers' campaign.

Also added to Weakley Hall is a framed copy of the poem "The Tramp Lineman," by member Bubba Avery. The poem hangs in the dispatch office where tramp linemen can read the tribute.

The outlook remains bright in Outside Construction, with a ton of work in both California and Nevada.

Local 1245 mourns the passing of former assistant business manager Roger Stalcup and former president Ed Mallory, union men of the first caliber.

Eric Wolfe, P.S.

Organizing Initiative

L.U. 1253 (i), AUGUSTA, ME—We recently launched a new organizing initiative targeting nonunion electricians in our jurisdiction. The support of the membership has been overwhelming, and no organizing plan can be successful without the support of the members!

Our Apprenticeship Council is actively participating in the RENEW program and is taking the reins in the effort to increase the public presence of the local union. There is a blood drive in the works, as well as other volunteer efforts that will coincide with a public relations campaign.

Scott Cuddy, P.S.



Local 1393 "Proud Union Family" sign is displayed by the Gardner family, which includes three generations of IBEW members.

Community Awareness Campaign Kickoff

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN—The kickoff of the Community Awareness Campaign started in October 2013 with members receiving yard signs that say: "IBEW Local 1393 Proud Union Family—We live in your community."

Those who received the signs included the Gardner family [see photo above], which has three generations of IBEW members. Pictured are: Kayla Ripley, traffic signal apprentice; Tyler Gardner, equipment operator; Randy Gardner, Local 1393 business agent; Terry Gardner, retired Local 1393 business agent; Brian Gardner, journeyman lineman; and Casey Gardner, journeyman wireman, Local 305.

Bro. Steve Moore from the Unit 2 Executive Board retired effective October 2013 after more than 20 years on the board. Bus. Mgr. Robert C. Fox presented Bro. Moore with a certificate and an IBEW Local 1393 jacket in appreciation for his service. Bro. Jim Alexander was sworn in as his replacement. The Executive Board approved a new website for the local to kick off in 2014, which will allow all the members to pay dues online and get updates regarding meeting locations.

Robert C. Fox, B.M./F.S.



Local 1501 members work on project at Goddard Space Flight Center.

'Value of a Union Contract'

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD—The 2013 federal shutdown has far reaching consequences and has had a direct effect on our members employed by Team Analex, a federal contractor working at Goddard Space Flight Center [GSFC]. Here, once again, is the value of a union contract. It made clear that our members would be paid. We are proud to report that our stewards kept on top of all this, with our local union standing firm, but allowing the company a reasonable amount of time to address the timekeeping on employees' timesheets.

There is some very good news from Amtote. After nearly 30 years, our local is back in New York with the New York Racing Association contract that covers Aqueduct, Belmont and Saratoga racetracks. It took a long period of negotiations, preparations and union jurisdictional disputes. Some former members of Local 1501 were rehired after having been laid off when New York Off-Track Betting shut down. Also, some former members of Local 3 were hired and became members of our local. The opening went very well—and Local 1051 Bus. Mgr. /Pres. Dion Guthrie thanks IBEW Locals 3 and 25 for their help and cooperation during this transition period. We extend best wishes and good luck to Amtote on its efforts in California.

Thomas J. Rostkowski, R.S.

Negotiations

L.U. 1523 (u), WICHITA, KS—When I think of the word "negotiations" I think of making things better for both parties. A mutually agreed upon outcome with each side listening to the other. At press time, we are in negotiations with Westar and have begun negotiations with Asplundh in Coffeyville and Sedgwick County Electric Cooperative. That's a lot of work on the shoulders of our union leaders. I know they put a lot of time, thought and effort into negotiations. So, thank you to our officers for all their hard work on behalf of the membership.



Local 1523 substation crew members Richard Baldwin (left) and Andy Laury fill oil tanker.

I hope everyone had a safe and happy Thanksgiving and Christmas. With another year gone by and a new year beginning, let's take stock of where we have been and what we have been through. We have a fresh start in 2014 and it will be exciting to see what comes of it. This year please take time to learn more about your union, your rights and privileges. Your wages and the way we are treated are tied to our solidarity. Continue to be safe and happy.

Candy C. Cruz-Dodd, P.S.

Key to Labor's Success

L.U. 1579 (i&o), AUGUSTA, GA—The future looks good on our big jobs, but we have a long way to go on our commercial and metro Augusta work.

Organized labor in the U.S. is at a crossroads. No longer is it business as usual, depending on our past reputation to move forward. Today, the unorganized forces are no longer unorganized. They, too, have training programs. Their workmanship is terrible but on each job they learn more. If the lights come on when they flip the switch, the owner is usually satisfied. What can organized labor do to combat this crisis? We don't have to give away all the gains we have negotiated, but we must always give eight hours' work for eight hours' pay. We cannot lay out simply because we don't feel like going to work.

It is no longer union labor vs. union management—now it's union labor and management verses nonunion labor/nonunion management. We have many opponents including our own governor, senators and congressmen. To think otherwise is our demise.

Best wishes for a happy New Year.

Will Salters, A.B.M.



Retirees receive service awards at Local 1925 meeting: Weldon Sanderson (left), Joe Moss, James Pierce and Larry Roberts.

Service Award Recipients

L.U. 1925 (i,o&u), MARTIN, TN—Several retirees were recognized and presented service awards at a recent union meeting. Those in attendance were: Bros. Weldon Sanderson (with 55 years of service), Joe Moss (60 years of service), James Pierce (50 years) and Larry Roberts (50 years). [See photo above.]

Also receiving service awards but not in attendance were: 60-year members Billy Fry, Charles A. Green and James Hearn; 55-year member Robert Jordan; and 50-year member J. Roberts.

We certainly appreciate the hard work and dedication of these brothers and wish them many more years of well-deserved retirement.

Carsten Kradenpoth, R.S.