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Who We Are



Live Music, No Cover The IBEW Brings Concerts to Your Home

The intimacy of the Ed Sullivan Theater is part of the attraction for bands, like mgmt., who normally fill much larger venues, according to Local 1212 member and camera operator Dan Campbell. (photo courtesy CBS Interactive)

There was a time when live concerts were a staple of broadcast television. American Bandstand was on the air for 37 years, and seemingly every town with a TV station and access to a gymnasium had a local version. There was even a time when MTV would beam out performances by bands big and small, produced by a professional crew of cameramen, sound engineers and set designers.

Amateur recordings of amateur musicians abound on the web, but for music fans who like concerts without a panel of judges enthroned between the audience and

the band, choices have been shrinking.

But there is at least one stage left where the technical engineers behind the mics and cameras are as talented as the people on the stage. Over the last 20 years, the Late Show with David Letterman has become one of the last, best places to see a live musical performance without getting up from your couch. Every show since Billy Joel played opening in 1993, has been brought to you by members of New York Local 1212.

"I don't even know how many concerts we've done. Even the great ones, there are too many to count," said Dan Campbell, Emmy-award winning camera operator for the Late Show. "I've been at CBS for 32 years and some of the cameramen have been here longer than me."

Musical goliaths and bands on the make alike have made the journey to the Ed Sullivan Theater on Broadway, and played to millions. The downside, of course, is that the bands usually come on last, after the



The Ed Sullivan Theater marquee on Broadway, home of The Late Show and the Live on Letterman concerts. (photo courtesy CBS Interactive)

host's inimitable interviews with celebrity and not-so-celebrity guests. Appearances are brief, often just a single song.

So in 2009 CBS Interactive launched Live on Letterman, webcasts of extended performances by musicians who appear on the show.

Over the last five years, the show has hosted more than 70 Live on Letterman concerts, often featuring bands that haven't played a venue as intimate as the 460-seat theater in decades, including U2, Kiss, Foo Fighters and Taylor Swift. The famous stage has also hosted less well-known and cult favorites like Band of Horses, the Shins and Wilco. According to CBS, more than 185 million people have watched the webcasts, either live or on-demand.

"These productions are a perfect demonstration of the versatility and expertise of our IBEW technical engineers," said Local 1212 Business Manager

THE BEST LIVE MUSIC *continued on page 2*

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Live Music, No Cover Brought to Your Home by the IBEW



IBEW members do everything from wire the stage and set up microphones to shooting the video and mixing the sound, including this concert, right, by Soundgarden. Top: Foo Fighters pay homage to The Beatles' famed performance on the Ed Sullivan Theater stage during the first hour of their Live on Letterman concert. (photos courtesy CBS Interactive)

Ralph Avigliano. "And the audience they draw are proof that I'm not the only one who thinks our members are the best there is."

Producing the webcast requires a complete transformation of the set twice in one day. During the show, Letterman and his desk are front and center and the musicians play downstage and to the side. For the concerts, stagehands strip the stage bare, shuffle the desk into the wings and plant the band at the very edge of the stage, almost beneath the audience in the balcony.

Then the IBEW technicians are unleashed, hustling the production consoles offstage and then deploying an armada of cameras and microphones.

"We put cameras out in the audience, on booms and these little POV [point-of-view] cameras—we call them weasel cameras—all over the place: on the drum set, the keyboards, anywhere the director wants," Campbell said. "Then we make sure they are up and running and operate them during the show."

Campbell's favorite moments include the duet between the rapper Snoop Dogg and Willie Nelson, the time they set up Paul McCartney to play on the theater marquis out on Broadway and the recent show from Foo Fighters.

"Concerts last 45 minutes usually, but they played two hours. The first hour, we mimicked the old Ed Sullivan set, they dressed like the Beatles and we broadcast in black and white," Campbell said. "The second hour, we switched to color and they blew the roof off." ■



The most recent performances and the schedule for upcoming live webcasts can be found at:
www.cbs.com/shows/liveonletterman/

Many of the past performances are at
www.vevo.com/shows/live-on-letterman.



Some of Campbell's favorite moments



Snoop Dogg — Superman
(Live on Letterman)
featuring Willie Nelson
www.youtube.com/watch?v=KXac5jzNULc



Foo Fighters— Rope
(Live on Letterman)
www.youtube.com/watch?v=8xguUcTs5pQ&list=RDanjGYjglml4



Paul McCartney — Helter Skelter
(Live on Letterman)
www.youtube.com/watch?v=S6nL4CYN4ew



Fix It, Don't Repeal It A Conversation with International Secretary-Treasurer Sam Chilia on the Future of Health Care

Four years after the passage of the Affordable Care Act, also known as Obamacare, health care remains one of the most pressing, and contentious, policy issues in the United States.

Local union leaders, health and benefit fund managers and rank-and-file members have many questions: how does my plan fare under the ACA and will it help or hurt me and my family? Will prices continue to rise? What role will the ACA play in the 2014 elections? What fixes need to be made?

The Electrical Worker sat down with International Secretary-Treasurer Sam Chilia to talk about these and other health care questions.

EW: The ACA has come under criticism from many as of late, from the botched rollout of the health care exchanges to the criticisms from many unions, including the IBEW, about provisions in the legislation that could harm some of their health plans. What's your view?

SC: Before 2009, health care costs were rising by double-digits every year. Before the ACA, our health care system was totally unsustainable and would have eventually bankrupted our plans and employers. Doing nothing was not an option, just as returning to the pre-ACA system isn't an option now.

I have many criticisms of the ACA, which I will share with you later, but I first want to mention the good things the health care bill means for working families. Those with pre-existing conditions can no longer be discriminated against when buying health insurance. Lifetime caps on care are gone. Young people starting out in the world—those most likely to have no coverage—have until the age of 26 to stay on their parents' plans. The expansion of Medicaid is a lifesaver for millions of struggling Americans who can't afford decent health care. And despite all the technical problems with the HealthCare.gov website, more than 7 million Americans now have affordable, quality coverage. And health care costs, which were spiraling out of control, have started to taper off.

It's always been a principle of the labor movement to fight for health care for all Americans. And the ACA has made it possible for millions to be covered. Plus it is driving down costs, which in the long run will help keep our plans viable. That's why we supported the bill in the first place and that's why we continue to call for fixing the ACA, not repealing it.

EW: So what needs fixing?

SC: For us, the biggest issue is the negative effects the ACA will have on multiemployer plans. Multiemployer, or Taft-Hartley plans, provide affordable and portable health coverage for many of our members, particularly in construction. They are jointly operated by the IBEW and management. By joining with other employers in the plan, contractors reduce cost and spread risk across a larger pool.

The Affordable Care Act threatens multiemployer plans in a few ways.

First off, the employee threshold at which an employer is required to provide health benefits is 50, which is too high. More than 90 percent of construction contractors employ fewer than 50 workers, which gives our competitors an incentive not to provide employee health care, putting additional pressure on signatory employers that do.

Second is the reinsurance tax. Beginning this year, either federal or state authorities will assess a fee for each person enrolled in a plan outside of an exchange. The insurance company and our multiemployer plans will have to pay this fee and it is likely the insurer or plan will pass on the cost to the employer and ultimately our members.

The fee helps high-risk individuals purchase insurance on the market, but it's an additional burden on our plans and serves to subsidize employers who don't want to cover their workers by taking money out of the pockets of employers who do the right thing.

Thirdly, despite being one of the most successful health care models in the private sector, multiemployer plans aren't considered qualified health care plans under the ACA. That means that our members don't qualify for subsidies to help offset costs.

Additionally, there remains an immense amount of confusion on exactly how the application of ACA affects multiemployer plans. We're getting very little guidance and slow direction from the federal government.

I would have rather seen President Obama and Congress carve out a place for multiemployer plans in the ACA, because it's a model that works and works well.

We tried everything, including visits by President Ed Hill to the White House to meet President Obama face to face. It doesn't look like the changes we and many other supporters of multiemployer plans want are coming anytime soon, but our political/legislative team is still ready to work with officials in Congress from both sides of aisle to help fix some of these problems.

EW: *Faced with a lot of conflicting information and uncertainty about the ACA, what steps should business managers and health and welfare fund managers take?*

SC: My suggestion is to tread lightly and think carefully. It might seem like it would be easier to walk away from the hard work of administering a health care benefit plan by giving our members cash to go buy their own plans on the exchanges. Some of our employers might even suggest this.

That would be a huge mistake.

The ACA does not change the fact that health coverage remains a mandatory subject of bargaining, so there is no reason to abandon our plans even if the employer wants to.

Even with the additional pressures from the ACA, our multiemployer plans remain one of the best options out there, providing high-quality coverage that is almost always superior to plans offered through the exchanges.

Also, dumping your plans will result in significant tax consequences as plans on the exchanges will be paid for with after-tax dollars. This will cost employers and employees, and our members, more in taxes and provide no additional benefits.

There is no good reason to give up your health care plan in favor of the exchanges.

Also keep in mind the IBEW/NECA Family Medical Care Plan, which is an increasingly attractive option for locals, contractors and companies alike. (See sidebar)

EW: *Republicans have made repealing Obamacare a key element of their political platform. What do you think about this?*

SC: As I said earlier, the old health care system was broken and unsustainable. It left millions without coverage while slowly bankrupting private-sector plans through skyrocketing inflation. Going back to those days would be more destructive for our plans than anything the ACA is doing. There are good points and bad points in Obamacare, and our focus is on fixing the bad parts. We are ready to work with elected officials from both parties who are serious about developing a comprehensive plan that provides affordable and quality coverage to every American while protecting private-sector health care models that work. Obamacare was a start, and, whatever its faults, we need to keep moving forward, not backward. ■

We are ready to work with elected officials from both parties who are serious about developing a comprehensive plan that provides affordable and quality coverage to every American while protecting private-sector health care models that work.



IBEW/NECA Health Plan Sees Growth

Strength in numbers. That's the idea behind unions: bringing together many to act as one to improve working conditions and bargain for better wages and benefits.

And it's also the philosophy of the IBEW/NECA Family Medical Care Plan. By pooling the resources of IBEW members across the United States, the plan shares risk while increasing bargaining power with insurance providers to reduce costs.

Since its formation in 2006, the plan has seen strong and steady growth as increasing health care costs and uncertainty around the Affordable Care Act make it an increasingly attractive option for business managers, employers and health and benefit fund managers.

Last year, 33,000 individuals were covered under the Family Medical Care Plan. Today, it stands at more than 56,000, an increase of approximately 70 percent.

Looking at the benefits, it's easy to see why. The plan helps IBEW locals and signatory companies in two ways.

First, it cuts down on administrative costs and overhead. Right now, every health and welfare fund requires its own professional staff to administer it. The Family Medical Care Plan has an administrative staff already in place, requiring no additional hiring of consultants or staffers.

Second, by joining a national plan, locals and employers can leverage size to boost savings.

"When you can provide a big enough pool, you're talking huge savings," said Larry Bradley, secretary-treasurer of the National Electrical Benefit Fund. Bradley also serves as executive director of the Family Medical Care Plan. "And the proof in the pudding is in the numbers."

Bradley says that the average rise in plan contribution rates through 2015 will be 5 percent yearly, which is less than half the increase seen in most other private



The IBEW/NECA Family Medical Care Plan is seeing strong and steady growth as IBEW locals and employers from across the United States are turning to it to meet their health care needs.

Photo used under a Creative Commons license from Flickr user Michael B.

insurance plans.

"I've talked with locals that are seeing double-digit increases, even those in the 20s, 30s and even one more than 40 percent," he said.

It is all too easy for one major illness to wipe out a small or medium-sized fund within days. Plans with fewer than 1,000 members are particularly vulnerable. Because of its size, the Family Medical Care Plan is not required to carry stop-loss insurance, which smaller plans must have as protection against catastrophic claims.

Originally started for construction locals, the plan has grown to cover members in multiple branches, including several utilities.

IBEW signatory companies Verizon Communications, Frontier Communications and Rockwell Collins have signed up.

IBEW members working for Verizon in Pennsylvania and parts of California

are some of the newest members of the Family Medical Care Plan.

"Verizon agreed to the plan because it's less expensive and provides more coverage, simple as that," said Telecommunications and Broadcasting Department International Representative Bob Erickson. "It's a better deal for our members and Verizon."

While the plan will initially only cover approximately 500 IBEW members working for the company, Erickson said locals will continue to advocate its adoption system-wide. "It's a start and we hope it can become a model for all IBEW members at Verizon."

Bradley urges all IBEW leaders to include the health plan in their negotiations. "The plan is a tool provided to them by the IBEW and NECA," he said. "It's free to take a look and to find out how it can help them." ■





IBEW, First Nations Partnerships Build Canada, Unionism

As progress pushes into remote areas, promoting diversity in the skilled trades

It was a unique opening to the 38th IBEW International Convention in Vancouver in 2011. Members paid silent respect to Elder Rose Point, a member of the Coast Salish tribe, the First Nations people who once inhabited the territory beneath the convention center on the edge of the Pacific Ocean. Then 4,000 delegates, led by Point's nephew, chanted in unison "whinatza," an expression that means "I'm a part of who you are."

The sentiment aligned perfectly with the powerful spirit of brotherhood at the gathering.

And opening with speakers from the First Nations exemplified the efforts of the IBEW and signatory employers to deepen ties with aboriginal populations in Canada.

Progress in the form of mining and infrastructure projects is encroaching on once isolated reserves, some so remote that they are only accessible by plane or snowmobile.

But, in a growing effort, the IBEW is recruiting, training and organizing these previously marginalized North Americans whose schools and services lag behind those of the majority population.

More IBEW locals, employers and advocates of the First Nations and the Metis (mixed European and aboriginal peoples) are opting to follow the lead of major industrial enterprises like Manitoba Hydro by developing pre-apprenticeship training programs to promote diversity in the skilled trades and the mainstream economy.

Treaties between First Nations bands and federal and provincial governments frequently require corporations engaged in projects on reserve land to hire indigenous residents. But, cultural awareness and developing mutual respect are essential to successful partnerships between the IBEW and First Nations communities.

"The same principles and values that underpin First Nations culture—justice, equity, sharing responsibility—define the solidarity of labor activists. Unionism resonates well with our First Nations brothers and sisters and strengthens both," says Winnipeg Local 2034 Business Manager Mike Velie.

Economic imperatives are merging with moral vision and pragmatic problem-solving in a decisive turn to develop the indigenous workforce to address a growing labor shortage that has mostly been filled by foreign workers on temporary visas. While First Nations peoples constitute less than 3 percent of the population, the majority are below 23 years of age. First Nations people constitute the fastest-growing section of Canada's population.

Pre-Apprenticeship Training Builds Solid Careers

"It's with a sense of pride that I and other First Nations members produce electrical power in the areas where we live," says

Jeremiah McKenzie, who hails from the Grand Rapids Reserve and is one of 600 Winnipeg Local 2034 members from aboriginal or Metis backgrounds.

A 14-year technician at Manitoba Hydro, McKenzie graduated from a pre-apprenticeship program targeting deficiencies in educational services on his reserve. McKenzie now encourages others to follow his path and participates in the First District's Next Gen (young workers) program.

Canada's largest populated First Nations community resides in Ontario, home to 23,000 members of the Six Nations of the Iroquois Confederacy including Mohawks, Cayuga, Senecas, Onondaga, Oneida and Tuscarora. About half of the population lives on Six Nations reserves, while others mostly live in urban areas.

Addressing a growing labor shortage that has been filled by foreign workers on temporary visas

Hamilton, Ontario, Local 105 partners with other building trades and the Six Nations Grand River Employment and Training, to offer the Work Ready Aboriginal People program. Once a year, prospective construction workers travel from their reserves to visit 10 affiliated training centers of the Greater Hamilton-Brantford Building Trades Council.

Arriving in a 22-passenger bus financed with the assistance of the building trades council, they are given some safety training and a taste of the requirements for entering diverse apprenticeships.



First Nations members of Winnipeg Local 2034, above, helped erect seven million pounds of steel in six months at Manitoba Hydro's Riel substation. Ashley Porter, right, alongside Hamilton, Ontario, Local 105 Business Manager Lorne Newick, entered the local through a Six Nations pre-apprenticeship program.

"I am extremely proud to be an IBEW Local 105 apprentice," says Ashley Porter, a mother of four, one of several new members who entered the electrical trade through the program.

Construction trade unionism is well respected in many territories. Mohawk ironworkers, the daring "skywalkers," erected some of Manhattan's tallest buildings for generations. Porter's uncle, Kevin Porter, is a Local 105 member.

Ashley, who was assigned to a solar project after opting for the electrical trade, had attended a year of university but as a young high school woman, was not encouraged to consider a trade.

"Schools on the reserves need more information on unions and the building trades. If I knew then what I know now, I would have pursued the electrical trade years ago," says Porter.

Filling the Labor Gap, Bridging Cultures

"It can be a culture shock," when many First Nations recruits enter the union workplace, says Cecil Woodhouse, an IBEW journeyman working for Rokstad Power Corporation. Woodhouse worked at Manitoba Hydro for 20 years, including six directing the aboriginal pre-placement program.

Hailing from Manitoba's Fairford

Reserve, Woodhouse says many residents there are familiar with unions, having worked as carpenters, ironworkers and operating engineers for years. But on many of the 20 or more reserves in Local 2034's jurisdiction there is no union legacy.

"Coming from the First Nations, I understood many of the questions on the minds of applicants for Manitoba Hydro jobs," says Woodhouse, who, last winter, along with his brother Norman and several Fairford Reserve friends, erected more than 7 million pounds of lattice and fabricated steel in less than seven months at a new converter station, never losing a day of work despite temperatures as low as -40 degrees Celsius.

"Sometimes I needed to ease supervisors off on interviews with applicants about their work experience," Woodhouse said, adding that recruits may have lacked traditional work proficiency because of the remoteness of their reserves. "I would accept skills like fixing a snowmobile in the cold," says Woodhouse, who is credited by Velie with continuing to organize new members.

Indigenous communities face many of the same challenges as American Indian reservations in the U.S., compounded by historic disparities. First Nations children, on average, receive 22 percent less funding for welfare services than other Canadian children.



Members of the Innu Nation in Northern Labrador participated in Code of Excellence training delivered by St. John, Newfoundland, Local 1620. More skilled workers will improve life on the reserves, says Brandi Jonathan, at left, a Six Nations apprenticeship coordinator.



According to the Assembly of First Nations, suicide rates are five to seven times higher than for non-aboriginal Canadians. First Nations youth are more likely to end up in jail than to graduate high school.

If the education and employment gap between First Nations and fellow Canadians is closed, the Assembly estimates that \$400 billion would be added to Canada's GDP by 2026 and Canada would save \$115 billion (Canadian currency) in government expenditures.

Labrador's Innu Nation

St. John, Newfoundland, Local 1620 Business Manager Terry Rose said the union lacked strong ties to workers in Labrador, the northern portion of the province of Newfoundland and Labrador, a Texas-size region where First Nations residents comprise a majority of the population of 50,000.

A year ago, everything changed as the local began preparations for the \$7.5 billion Muskrat Falls transmission project with members of the Innu Nation in the Labrador community of Sheshatshiu.

The project will upgrade power systems by building 900 miles of 500-kilovolt transmission lines across Labrador then underwater to Cape Breton, Nova Scotia. It begins in the historic homeland of the Innu, an indigenous people, numbering 1,700, who live predominantly on two Labrador reserves.

Steeped in activism, the Innu had, years ago, protested the flooding of their land by companies for hydroelectric power. Despite having won the right to vote earlier than other First Nations bands, the Innu only became covered by treaties, comprehensive land claim settlements, in 2002. They had little or no experience with unions although their members have worked on mining projects.

Seeking local cooperation for the

massive project, the provincial government and private industry mandated that Innu be given first priority for Muskrat Falls jobs, followed by aboriginals, Labradorians, provincial residents of Newfoundland, then all other Canadians.

The IBEW negotiated an agreement providing for all work on the power transmission segment of the project to be performed by union members. Fifteen other unions will participate in the work.

Promoting Excellence, Resolving Problems

Local 1620 Assistant Business Manager Don Murphy reached out to the Innu Nation to discuss how to best employ its members on a diverse array of jobs—from staffing the project's work camp with cooks and housekeepers to clearing brush, operating heavy equipment and training as apprentice linemen and electricians.

The local union helped ensure that interpreters and Innu shop stewards communicate with their peers in their native language. "We understood that for the Innu, dealing with most of our members and managers can be similar to the challenge we would face if [our majority members] were dropped into a French-speaking factory in Montreal," says Local 1620 Business Manager Terry Rose. "They need to have their questions answered."

Innu recruits, some as young as 18, are now engaged in Code of Excellence training in Labrador where they are instructed in proper safety procedures and introduced to the history of the IBEW and their roles and responsibilities to the IBEW and its customers.

"No union has worked harder than the IBEW to build trust with the Innu," says Josie Dubberke, executive assistant to Innu Grand Chief Prote Poker, who maintains a database of 700 band members eligible for work.

IBEW representatives scrutinize job orders from employers to ensure that requirements for hiring fairly reflect the needs of the job. They quickly work to resolve any misunderstandings between First Nations members—who already number 130 and are expected to total 300 at peak operations—and others on the project.

Clementine Kuyper, an Innu Nation employee, who works with Ms. Dubberke to find jobs for residents and helps them adapt to new jobs, is one of the beneficiaries of the Muskrat Falls project. Her husband, who was recently hired on the project, was working away from the family for a year. The reserve's distance from major population centers often made it impossible for the couple and their children to communicate by cell phone. He is now happy to be working closer to home.

'No union has worked harder than the IBEW to build trust with the Innu.'

— Labrador Innu representative

More Skilled Workers=Stronger Reserve Economies

"If it wasn't for the IBEW, Grand River Employment and Training would not have the WRAP Program and we would still be trying to open doors rather than working as a collective as we are right now," says Brandi Jonathan, the group's apprenticeship coordinator, who helps assess the educational needs of applicants.

With additional residents trained in the skilled trades, says Jonathan, conditions will improve on reserves where adequate housing and modern infrastructure are so often lacking.

"Apprenticeship is not a new concept to aboriginal youth," says Thunder Bay, Ontario, Local 402 Business Manager Glen Drewes. "Bands have their own apprenticeships, learning trapping and hunting and other skills by the side of their elders."

Drewes, whose local apprenticeship program includes six First Nations students, anticipates more long-standing opportunities for cooperation between IBEW and aboriginal communities as the "Ring of Fire," a developing chromite mining project, will require roads and rail lines to be built through First Nations lands. ■

In a future issue of The Electrical Worker, we will profile Carolyn Smeltzer, a long-time aboriginal rights activist and member of Winnipeg Local 2034 who serves as a unit chair for The Pas at Manitoba Hydro.



Salt Lake City is witnessing a construction boom, and much of that work is going to the IBEW, thanks to the use of alternative job classifications.

Photo used under a Creative Commons License from Flickr user Doug Kerr.

Utah Members Vote for Expanded Use of Alternative Classifications

Salt Lake City Local 354 Business Manager Rich Kingery didn't know what to expect before last December's special membership meeting, but he was well prepared. He had his Power Point presentation ready, crammed with figures and numbers, all pointing to the fact that the use of recovery agreements has resulted in tens of thousands of man-hours for Local 354 members.

He had a good reason to do his homework. Kingery was going to ask the membership to vote in favor of replacing the existing market resurgence agreement—as they called their recovery agreement—with an addendum to their inside agreement allowing the use of alternative job classifications on all projects in their jurisdiction, not just small jobs.

After watching the work dry up after the 2008 economic crash, the local introduced the use of construction electricians and construction wiremen to help contractors craft more competitive bids.

"Around 28 percent of my members were on the bench back then," he said. And the slowing of the construction market only increased competition from low-road competitors, even on big industrial and commercial jobs.

"Continuing to do things the same old way wasn't going to put my members back to work," he said.

Local 354 saw the number of bids on commercial and industrial projects jump by more than 15 percent, Kingery told the Electrical Worker in 2012.

"The reality is that when you have less than 50 percent market share, you cannot delude yourself into believing that you dominate any one construction area," he said. "You have to be honest with yourself and your members, and recognize the fact that the market is much more competitive than it used to be."

This new approach saw almost immediate results, with more work for the IBEW on some of Utah's biggest construction projects, including a National Security Agency data center, Adobe's Utah campus, an eBay customer service center, the Utah Museum of Natural History, an expansion project for Boeing and oil refinery work. Contractors also won jobs on everything from grocery stores to universities, resulting in more than 450,000 man-hours for journeyman wiremen since the market resurgence agreement was adopted in 2012.

It was clear that using CEs/CWs meant more work for journeymen, but Kingery knew that contractors needed to expand their use in order to remain competitive for jobs coming down the pike.

"Using CEs and CWs helps our contractors reduce their crew composite cost, enabling them to win projects with new customers," he said. "Why would we not extend the same cost savings to our established, loyal customers?"

That, along with the local's commitment to the Code of Excellence, has won Local 354 many supporters across Utah. "The IBEW is simply more than a vendor for the hospital, they are our partner," said Phil Robinson, president of the St. Joseph Medical Center.

Kingery knew the resolution would be controversial among some, who saw CEs as stealing jobs that should go to journeymen. But as many IBEW locals have found out, the use of alternative classifications and more competitive rates results in jobs the union would not have won otherwise. The best he could do was to lay out the facts and let the members decide.

"I wanted to make sure they had all the information I had," he said. "The final decision was theirs."

That approach worked, with members overwhelming voting to include recovery agreements on all future projects.

One of those members was Jeb Bruce. A wireman since 2007, Bruce said that despite having some doubts about the CE/CW program, the local's leadership "gave us the data they have been tracking for the past few years and was able to show that utilizing the market recovery agreement was more successful than using market recovery money."

"There was a lot of misinformation that we were able to clear up," Kingery said. ■

IBEW POWERS UP MASSIVE AUTO PLANT EXPANSIONS

Kansas City-area Ford, GM plants coming back after downturn

Drive down any wide, open highway across Missouri and you'll see something big, heavy and plentiful on the plains.

Pickup trucks. Lots of them.

The popular Ford F-150 truck gets around the nation, but it's practically emblematic of the Heartland. And thanks to hundreds of IBEW electricians, the company's \$1.1 billion expansion of its sprawling factory just outside Kansas City, Mo., will keep the carmaker's production line steady and reliable.

Which means jobs. Five thousand of them for local residents, members of the United Auto Workers, who build the trucks at the plant in the town of Claycomo in the northwest part of the state. But it also represents much-needed employment for hundreds of IBEW electricians on-site, hungry for a good day's work after the worst recession in generations battered the construction industry.

Adding to Local 124's good fortunes, General Motors mounted similar upgrades to its facilities across the state border in Fairfax, Kan. This meant even more work for journeymen and apprentices in the area—as well as travelers who helped man the jobs.

"It says a lot that some of the finest carmakers in the world want IBEW labor powering up their expansions," said Local 124 Business Manager Terry Akins, who helped process more than 500 calls for electricians during the 2013 winter months at the height of both plants' expansions. "It says even more that Ford is spending this money in Missouri, where we are fighting a proposed right-to-work law. Ford's huge investment flies in the face of anti-worker lawmakers who say that companies don't want to do business in 'right to bargain' states. This job is proof that major companies and collective bargaining can both thrive side-by-side."

Built Union Tough

At nearly 5 million square feet, Ford's Claycomo facility produces more cars than any other plant in the U.S. The two-square-mile structure is a field of dreams for truck lovers. Raw ingredients like sheet metal, aluminum, glass and rubber wind through a network of conveyor belts and robotic assembly arms. Here, thousands of UAW members build the F-150, the industry's top-selling pickup and



Members of Kansas City, Mo., Local 124 renovated factories for GM, above, and Ford, right. Thousands of UAW members at the facilities build the popular Ford F-150, the Chevy Malibu, the Buick LaCrosse and more.

Photos used under a Creative Commons license from Wikimedia users General Motors and Ford Motor Co.

Ford's most profitable line.

The company is also "re-shoring" one of its more commercially-used vehicles, the Ford Transit. The tall, boxy-looking van boasts features suited for mobile businesses like contracting and delivery services. Formerly built in Romania, this year's North American models are crafted at the Claycomo plant by a UAW staff with more than 1,000 new hires.

Local 124 journeyman wireman Jim Kelly served as field superintendent for his crew from Mark One Construction, one of several signatory contractors that manned the job to help get the F-150 and Transit lines moving.

"I've done car plants for nearly 40 years now," said Kelly, a veteran hand who is native to the Kansas City area.

One of Kelly's biggest jobs was to help install and power up all materials for the facility's new stamping plant. That's where all the fenders, hoods, and other body parts for the Transit get pressed and primed for assembly.

"That alone was more than a \$6 million job," Kelly said. In his years working in and around plants, he's seen tasks evolve from working with heavy, rigid pipe—"very labor-intensive," he said—to focusing more on installing and troubleshooting the robotic arms that bob and weave to put the pieces of automotive machinery together.

The IBEW crew also built the



\$3.5-million conveyor system that ushers vehicles through the painting facility. On new F-150 and Transit models, Ford is using a new water-based paint and drying process that Kelly said is more environmentally friendly. That's another "green" component to the new F-150, which is now built to be hundreds of pounds lighter to improve fuel efficiency.

Coming back from a previously sluggish employment outlook, "This job is a great boost to the local economy and it's put our members back to work," Kelly said.

Local 124 Business Manager Akins confirmed that. "These projects have brought us back to pre-recession levels of employment," he said. "And continued upgrades will mean that we keep many members employed at the plants down the line."

The enduring popularity of the F-150 prompted Ford management to boost production of the 2015 model. "We added a shift last year," Ford Chief Operation Offi-

cer Mark Fields told KSHB Kansas City Channel 41. "We added 900 jobs to the third shift to produce our current F-series, and the investment we've made in the plant, both for the Transit and for this F-series, bodes really well for the area and the community."

Akins marvels at the news. "That means they'll be producing about one truck per minute," he said. "And our members are helping make this happen."

That also means Ford may soon have some repeat IBEW customers. "Three of Local 124's agents drive F-150s," Akins said. "It's one of the best on the road."

'A Smooth Job' at GM Plant

West of the state border at the General Motors plant in Fairfax, Kan., 3,900 UAW members build popular lines like the Chevy Malibu, the Buick LaCrosse and the

offshoot LaCrosse eAssist Hybrid.

Like the Ford plant, GM's facility spans several million square feet. And GM's management has pumped more than \$600 million into its historic facility, originally designed for construction of B-25 bombers during World War II.

Hundreds of journeymen, apprentices and travelers who worked at Ford also spent the winter building GM's new paint shop and stamping press, where coils of sheet metal are molded into hoods, doors and trunks lids.

The size and scope of both the plant upgrades brought hundreds of travelers from as far as Washington, D.C., to help man the projects.

Twenty-three-year member Paul Lamb came from Nashville, Tenn., Local 429 to lend his tools and expertise to upgrading the welding portion of the GM facility.

"A lot of it was building up the conveyor systems," Lamb said. After Lamb and other electricians ran conduit and pulled wire to power the systems, unfinished cars could begin automatically moving through various stages of the assembly process.

"It was a smooth job—I was there for 15 days, made some good money and had a nice time on the road," said the 42-year-old, who has helped build steel processing centers, massive computer data storage facilities and solar farms. "It was a nice Band-Aid to get me through to the next job."

With various building trades members represented on the projects at peak time, Akins said the IBEW's stake will continue when the current ebbs. "Local 124's part of the work is ongoing. There was a big ramp-up over Christmas when we sent hundreds of wiremen in there, and there are still many hands on the jobs."

GM's investment comes after a long rescue of the struggling automaker, which was freed from government ownership late last year. In the end, the investment worked: hundreds of thousands of union workers were able to save their pensions, and GM recently hit a record-high stock price. "The automaker's shares soared 42 percent [in 2013], outpacing the 27 percent gain of the Standard & Poor's 500 Index," Bloomberg News reported in December.

The IBEW Business Advantage

The Ford and GM plant upgrades presented a mutual solution to two problems—the companies needed new infrastructure, and local IBEW electricians needed work.

But none of that would have coalesced without the skill and management of signatory contractors who employ IBEW journeymen and apprentices in the Kansas City area.

The largest signatory contractor on the projects was Electrical Corporation of America, which was processing in excess

of \$1 million in payroll checks each week of the job.

Company President and CEO Don Laffoon is a Local 124 member. "He went through the apprenticeship here, turned out, worked in the field and eventually bought the company," Akins said.

It's a similar story at signatory contractor Miller Electric, whose president, David Miller, also logged time as a Local 124 journeyman.

"It's exciting to see," Akins said. "We've grown people through our own ranks and watched them go even further in the business community. That keeps our members working and their companies successful."

Electrical Corporation of America's strong relationship with Kansas City-based UMB bank is critical not only to ensuring that the company flourishes, but that massive projects like the car plant renovations can be manned with IBEW labor.

"There aren't too many contractors who can bankroll projects like these," Akins said. "When it comes to making payroll, UMB knows that the money will be covered. ECA is one of their best customers. How many lenders can you go to and say, 'I'm paying \$4 million in payroll

in the next three weeks,' and the bank knows you're good for it?"

Partnerships like that help signatory contractors attract high-dollar customers, rather than ceding jobs to the non-union sector, Akins said.

Building Cars— And the Middle Class

For the greater Kansas City area, the success of the Ford and GM plants is paramount to maintaining good middle-class jobs.

United Auto Workers members at the Ford plant were thrown a curve ball when the company announced a few years ago that it was moving its production line of the popular Escape, a small sport utility vehicle, to Louisville, Ky.

Despite that blow to the local economy, the successful involvement of local politicians like IBEW-supported Democratic Gov. Jay Nixon has brought tax subsidies to both carmakers to keep other good-paying jobs rolling along at a steady clip.

In addition to the 900 Ford workers hired for the third shift to build the F-150, GM's new paint shop will help ensure

steady employment for UAW members and the IBEW electricians who will perform periodic upgrades.

"The employees at the Fairfax plant are dedicated to ensuring they build the highest-quality vehicles for our customers, and are looking forward to working in one of the most advanced facilities GM operates," UAW Local 31 President George Ruiz said in a joint press release with the company. "All of our employees are pleased to know we will be working in Kansas City for years to come."

Continued production is equally sweet for Ford employees. CNN reported in January that the carmaker will pay its union workforce about \$414 million in bonuses after workers and management negotiated more generous profit sharing in their last round of collective bargaining talks. With Ford's 2013 net income the strongest it had been in a decade, that means about 47,000 rank-and-file workers will get checks of nearly \$9,000 each.

A constellation of factors—bolstered manufacturing, the rebound of the auto industry and continued popularity of American-made cars—held special resonance for IBEW electricians working on the plant upgrades.

Home (Away from Home) for the Holidays

Between the added man-hours and the feast of work opportunities, the Ford and GM plant upgrades near Kansas City, Mo., provided good news all-around for the hundreds of IBEW electricians working the projects.

Except for one rocky spot: The scope of the job and the time needed for its completion meant many travelers were unable to return home to their families over the holidays.

That gave Local 124 leaders and members an added opportunity to put brotherhood on full display by hosting a massive Christmas-day dinner for the members.

Nashville Local 429 member Paul Lamb, who worked on the GM plant project, said the dinner was one of the most valuable parts of his two weeks on the job.

"Local 124 members really appreciated us being there," he said. "They took time away from their own families and allowed us to spend time together. I'd do anything for those members because of the good way they treated us. I'd go back in a heartbeat if they ever need more travelers for work."

Business Manager Terry Akins said the celebration was a bright spot in the middle of a less-than-ideal holiday season for some.

"Everyone got to be together, eat some good food, watch football and catch up," he said. "The dinner was a great success, and we were happy to host our traveling brothers and sisters." ■

"We're losing our manufacturing every day," said Paul Lamb, the traveler from Nashville. "Projects like this are good for the economy and show we can bring something back."

Kelley, the Local 124 journeyman, agreed. "It's also always good to know that you're doing a job 100 percent union, and that the people who are working in this plant are our fellow union members too." ■

Booming Silicon Valley Local Not Sitting on Triumphs

Albert Einstein once said, "Strive not to be a success, but rather to be of value."

The great mathematician's advice was probably directed at individuals. But it applies as well to organizations, like San Jose, Calif., Local 332, auspiciously located in the heart of Silicon Valley.

Local 332 and its signatory electrical contractors are succeeding in striking fashion, stacking up huge projects, from the recently completed San Francisco 49ers stadium, the subject of a new video (<http://vimeo.com/ibew/49ersstadium>) to a vast campus for Apple Inc. that could fit the stadium in its middle and still leave room to spare.

"Times are real good. But we won't walk away from what got us here—projects like public school construction, where we have proven our value by working with NECA to get public support for using local labor under project labor agreements," says Business Manager Gerald Pfeiffer.

Two thousand electricians are work-

ing in Local 332's jurisdiction. Local leaders expect 700 more to be needed.

Apple's first complex, completed in Cupertino in 1982, tapped the skills of Local 332 electricians. The next campus project, estimated to cost \$5 billion, and reach completion in 32 months, was personally designed by the company's late founder Steve Jobs to resemble a space ship.

The main building will be circular with a curved-glass exterior. The project will also include a 1,000-seat underground auditorium, an immense fitness center and a 6,000-spot parking garage. Apple is already planning to add a 600,000-square-foot research and development complex in the future.

Signatory contractors Redwood Electric and Rosendin Electric have signed a joint venture to supply electrical service to the buildings, including the simulated space ship, located on the site of a recently razed 2.6 million-square-foot building vacated by Hewlett-Packard.

Pfeiffer expects more than half the electricians on the project to be travelers.

In medical circles, Stanford University Medical Center enjoys nearly as much notoriety as Apple, making the U.S. News and World Report's list of the top 25 hospitals in 10 different specialties. But world-class doctors and patients are housed in facilities that are not up to today's standards in seismic safety.

Local 332 electricians and travelers will be working on a \$700 million project rebuilding the center's hospital, clinics and emergency department along with modernizing and expanding the Lucile Packard Children's Hospital and the school of medicine. The new facility, able to withstand a major earthquake, will incorporate the latest in operating and emergency room technologies.



Members of San Jose, Calif., Local 332 are engaged in a four-year project extending Bay Area Rapid Transit service by 10 miles.

Two years into a four-year project, Local 332 electricians are supplying 10 miles of electrified third rail to extend Bay Area Rapid Transit service from Fremont to San Jose, the southern end of San Francisco Bay. The BART project is expected to limit airborne pollution by reducing automotive traffic.

"Ten years ago, IBEW and the Santa Clara and San Benito Counties Building and Construction Trades set the political groundwork in motion for the BART exten-

sion," said Neil Struthers, business development specialist and education director of the Joint Electrical Industry Fund.

"We were standing on street corners and knocking on doors supporting political candidates and a referendum to fund BART construction," Struthers said.

While residents often oppose any tax increases, building trades unions won support from citizens and companies in the technology corridor who understand the need for more efficient commuter

transportation. Winning a referendum on taxes to finance rail construction qualified the project for federal matching funds.

"Our region is quickly becoming the job hub of the country. That is creating new challenges in housing and education. Good union jobs with health care insurance and training are key to solving our problems and that takes sophisticated political involvement," says Struthers, formerly executive director of the building trades council.

"The BART job has a little bit of everything—high voltage, DC high voltage, PVC, rigid and EMT pipe," says David Kurze, a 27-year, third-generation Local 332 member and Rosendin Electric general foreman and site superintendent.

Running through the jurisdiction of Dublin Local 595, the job requires cooperation between members of both locals, says Kurze, who is currently installing wiring for train controls, wall lighting and grounding 30 feet below grade. The job will also include a service yard and transit park.

"Hopefully the new line will free up commuters on Highway 880's nightmare commute from the East Bay to the South Bay, opening up more avenues of public transit," Kurze said.

Also adding to the local's portfolio of projects are Moffett Towers, comprising 10 10-story buildings; campuses for Samsung and LinkedIn and new infrastructure for Stanford University's central power plant.

"The vital role played by IBEW locals across the Silicon Valley is a testament not only to our union's commitment to excellence on the job, but to creating more livable, dynamic communities where those who build and maintain our economy's infrastructure are valued and respected," says International President Edwin D. Hill. ■



"We won't walk away from work that got us here," says Local 332 Business Manager Gerald Pfeiffer.

CIRCUITS

IBEW Unity Fund Critical to Fighting Anti-Worker Agenda

The Koch brothers are trying to buy elections. Anti-labor lobbyists helped defeat VW workers' effort to organize in Tennessee. And right-to-work may be coming to states like Missouri, Ohio and Maine if anti-union lawmakers succeed in carrying out their corporate donors' wishes.

The enemies of working families have deep pockets we can never match.

But collectively we can make a difference, and that's why the IBEW International Officers created the Unity Fund in 2011—to give local front-line activists vital resources in their efforts to defend hard-won gains for working families across the U.S. Since then, members have donated hundreds of thousands of dollars to help take on anti-union lawmakers in Wisconsin, Ohio, Michigan, Florida and beyond.

But the fight is getting tougher. Americans for Prosperity—an arm of brothers Charles and David Koch's massive anti-worker network—spent nearly \$130 million in 2012's election season alone. Right now in Missouri, the American Legislative Exchange Council, the Chamber of Commerce and other well-funded groups are piling on the pressure to pass right-to-work in the very state where the IBEW was founded.

"Anti-union forces may have piles of cash at their disposal, but we have the



Protestors demonstrate in the Wisconsin statehouse rotunda against Gov. Scott Walker's draconian rollback of collective bargaining rights in 2011.

Photo used under a Creative Commons license from Wikimedia Commons user Joe Rowley.

backing of hundreds of thousands of our brave brothers and sisters who are saying 'enough' to corporate power plays," said IBEW International President Edwin D. Hill. "Members' donations, however modest, will go a long way in helping protect our rights and our way of life."

In three years, the Unity Fund has contributed more than \$700,000 to local unions embroiled in legislative fights to save collective bargaining and other keystones of the middle class.

"I am now asking that we increase our efforts as the needs continue to grow," President Hill wrote in a letter to all local union leaders across the U.S. "It is my goal that we collect \$1 million annually from our local unions to provide the necessary resources to be effective in our response to these fights. Even if your local is not currently subject to such activities, I encourage you to contribute in the name of solidarity, as we are

all in this together."

If you would like to make a donation to help IBEW activists stand up for your rights on the job, visit www.ibew.org, or make checks payable to the IBEW Unity Fund and mail them to:

IBEW Unity Fund
900 Seventh Street NW
Washington, DC 20001

Please note that donations to the IBEW Unity Fund are not tax deductible for individual federal income tax purposes. ■

FCC Votes To Save TV News Jobs

Leading union activists representing broadcasting employees cheered a move that will help promote diversity in local media markets while saving jobs.

The Federal Communications Commission voted 3-2 March 31 to restrict

so-called joint sales agreements, a practice that has allowed large media conglomerates to effectively swallow up smaller stations in the same market.

Prior to the vote, a large company could enter into an agreement with a smaller station to share and streamline resources. By using the same ad revenue and newsroom infrastructure, the two stations would combine content to deliver essentially the same product to viewers of both stations.

Supporters of the practice say it allows newsrooms with lower budgets to share content and simplify the news reporting process.

But critics—including the IBEW and the Communications Workers of America, among others—have contended that it destroys jobs in a rapidly changing industry, while watering down content and creating a dearth of independent community voices that receive airtime.

Fortunately for TV news professionals, the FCC saw it that way, too. Under the new rules, a large broadcasting company that sells more than 15 percent of ads for a smaller station in the same market will now be considered to have an ownership stake in the station—which could violate FCC rules.

With less consolidation comes a greater number of voices on the news, and that means jobs.

"After all, when two or more stations combine, employees at one of the stations are no longer needed," wrote Jim Joyce, president of the National Association of Broadcast Employees and Technicians/CWA, in a letter to FCC Chairman Tom Wheeler ahead of the vote. Wheeler voted with the majority to curb the joint sales agreements.

Such agreements have affected hundreds of union jobs, as consolidated stations lay off directors, photographers, editors, engineers, truck operators and more.

"When there are fewer newsrooms, jobs are cut, normally leaving fewer opportunities for all journalists to find work," wrote Bob Butler, president of the National Association of Black Journalists, in a March 6 blog post. "Viewers for the differ-

ent stations get the same news delivered by the same people, limiting the opportunity to hear different viewpoints. For those who work in these newly 'shared' newsrooms, there is more work and less time for in-depth or investigative reporting."

Media watchdogs have said the joint sales agreements have allowed powerful companies "to dodge the FCC's ownership rules and grow their empires at the public's expense," Craig Aaron, president of the advocacy group Free Press, told Truth-Out.org. "And for too long the agency has looked the other way as these companies have dominated the airwaves."

IBEW International President Edwin D. Hill praised the FCC's vote. "In the marketplace of ideas, more diverse voices are better than just a few. By limiting these service agreements, the commission is standing up for strong journalism, a variety of perspectives and good American jobs. Thank you for voting to help do away with these job-killing practices."

The IBEW represents more than 10,000 members in the broadcasting industry who work for major networks and local affiliates throughout the U.S. and Canada. ■

New IBEW Ad Celebrates American Manufacturing

It can seem tougher these days to find products on store shelves that don't have a "Made in China" label.

But from high-tech lighting to state-of-the-art defense technology, good jobs are still flourishing for many skilled IBEW members crafting products right here at home. And as some companies "re-shore" products previously made overseas, American workers and consumers could both stand to gain.

Our new national ad—entitled "Proudly American, Proudly Union"—celebrates the craftsmanship of thousands of members in our manufacturing branch.

Featuring shots of workers on the job, the 30-second spot shows the depth and breadth of our members' work at companies across the U.S.

"Some say American industry can't keep up anymore," the video's narrator says over a montage of smiling IBEW members and conveyor belts full of goods. "I say our work is proof that 'Made in the USA' still means something."

The video was produced by IBEW broadcasting members in the Media Department at the International Office in Washington, D.C. The bright, vivid images were captured at six unionized facilities nationwide, including Rockwell Collins' plant in Des Moines, Iowa; GE's factory in Bloomington, Ind., and elsewhere.

"The commercial shows how much of our lives are impacted by the IBEW," said Sean Bartel, video producer for the IBEW's Media Department. "Yes, our members are the ones keeping the power on in your community, but we also make items around your house. These are solid jobs right here in the U.S., and they're performed by highly trained, highly skilled professionals."

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The Federal Communications Commission voted March 31 to limit TV stations' abilities to share certain services—a practice that had shed hundreds of jobs in the broadcasting industry.

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TRANSITIONS



The IBEW's new national ad, 'Proudly American, Proudly Union,' shows the skills of members who manufacture goods across the U.S.

Past IBEW national commercials have been seen by millions of viewers, and have earned tens of thousands of clicks, "likes" and "shares" on social media networks like Facebook.

"Proudly American, Proudly Union" is now running nationally on CNN, MSNBC, ESPN and other networks. Watch it on our popular YouTube page at www.YouTube.com/TheElectricalWorker. ■

Louisville Local Commemorates Civil Rights March

In 1964, Rev. Martin Luther King Jr. and baseball superstar Jackie Robinson marched on the Kentucky state capitol calling for voting rights for African-Americans and an end to discrimination in public accommodations, housing and jobs. Two years later, Kentucky became the first Southern state to ban segregation in public accommodations.

On March 5, 50 years after King and Robinson arrived in Frankfort, 3,000 Kentucky residents commemorated the march, gathering in the capital city.

Members of Louisville Local 369 were prominently featured, marching behind a banner promoting single-payer health care in a story on the rally in the Louisville Courier-Journal.

"Dr. King was a big proponent of union labor. He fought for all of us," says Business Manager Charles Essex, who teamed with United Autoworkers 802, representing workers at the Louisville

Ford assembly plant, to bus participants to the rally. "The turnout was great, considering that temperatures only reached the high 20s."

Essex says the IBEW is respected in Kentucky, where former Local 369 Business Manager Bill Finn is director of the state's building trades, and former president Scotty Pulliam is on the steering committee of Kentuckians for Single Payer Health Care. "We were asked to hold the banner because of our respect," says Essex.

"If we want a health care system that is competitive with other industrialized countries, it needs to be single-payer," says Pulliam, who stood behind the banner that featured a quote from Rev. King on the "shocking and inhumane injustice" of inequality in health care.

Pulliam says while the Affordable Care Act has some good features, it doesn't go far enough to protect vulnerable Americans, including IBEW members who sometimes are forced to pay high premiums for their health care when unemployed.

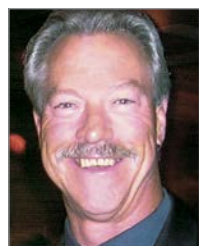
With a right-to-work bill scheduled for a committee vote the next day, Local 369 members left the rally for a meeting with state House Speaker Pro Tempore Larry Clark, a member of the local, who has served in the legislature since 1984. (See "Influential Kentucky Legislator True to IBEW Roots," IBEW Journal, April 2006). The right-to-work bill failed 14 to 1, never making it out of committee.

"I went to the rally because labor unions have gotten a bad rap for years," says six-year journeyman inside wireman Tonya Thompson, a single parent who worked as a nonunion carpenter before joining the IBEW. "We're not out slashing tires and forcing members to join. We're neighbors fighting for good, safe jobs."

Thompson recalled her years of working for nonunion contractors under unsafe conditions without a voice on the job or a decent pension to help her in later years. "If Kentucky became a right to work state, I probably would leave the construction trade," she said. ■

DECEASED

Duane Moore



The officers regret to report that International Representative Duane W. Moore passed away on April 2. He was 59.

Born in Portland, Ore., Brother Moore moved with his parents to Apple Valley in San Bernardino, Calif., where he attended high school and was initiated into San Bernardino Local 477 in 1978. He later transferred to Bakersfield Local 428.

An inside journeyman wireman, Moore served as the local's recording secretary and vice president, commencing a long career as an organizer.

"Duane taught me so much. He was completely fearless," says Matthew Ruff, organizing coordinator for the Carolinas, who met Moore in 2007 when Moore was sent to lead the Carolinas Initiative.

Moore would frequently meet Ruff, formerly an organizer with Charlotte, N.C., Local 379, when passing through the city's airport to talk shop. "Duane did most of the talking. And I did most of the listening. He was a teacher, a mentor, a friend and a brother," Ruff says. "He was one of the best the IBEW has to offer."

Kirk Brungard, IBEW's former director of construction organizing, first worked with Moore, a rodeo bull-riding cowboy and Harley-Davidson stalwart, in 1998, when Brungard was appointed as a local union organizer for Los Angeles Local 11.

"No single individual shaped my organizing ideology more than Duane Moore," Brungard said. "He had boundless passion, and lit a fire under me and countless others that will never be extinguished. In my mind, that had a lot to do with the IBEW, but it also had every bit to do with the magic and talent of Duane Moore."

Brungard, who now serves as executive assistant to AFL-CIO Secretary-Treasurer Liz Shuler, said, "When President Hill granted the latitude to establish an organizing all-star team to work in Florida, my first call was to my friend and mentor Duane Moore."

In 2004, Moore, who attended the University of California at Davis, San Diego State University and the George Meany Center for Labor Studies, began hosting a radio show in Bakersfield billed as "talk radio for liberals and intelligent conservatives." He co-hosted another talk show in the predominantly politically conservative region before leaving for another job.

Moore served as president of the Kern, Inyo and Mono Counties Central Labor Council and as vice chairman of the Kern County Democratic Central Committee. He was the founder and former editor of Electrical Employees' News, a bi-monthly newsletter for nonunion tradesmen, with a circulation of more than 4,000.

Retired IBEW International Representative Larry Liles met Moore when Liles served as business manager of Santa Barbara, Calif., Local 413. He recalls Moore working with Local 413 Business Agent

Steve Ray and retired Ninth District International Representative Cecil Wynn to create innovative techniques that helped contribute to the IBEW's national program. "Duane was ornery, but fun," says Liles, who along with dozens of IBEW members, followed Moore's frequent posts on Facebook detailing his treatments for and failing health from cancer. The IBEW's officers, staff and members send our most heartfelt condolences to Brother Moore's family and many friends. ■

DECEASED

Kara L. Mulvey



We are saddened to report that retired Second District International Representative Kara Mulvey died March 5. She was 80.

Sister Mulvey was initiated into Fort Wayne, Ind., Local 723 in 1967 as an employee of General Telephone. The company was the largest independent phone company in the U.S. during the days of the Bell system. It was also ripe for organizing, as Mulvey helped prove. Over the next couple of years, she helped local activists organize the commercial and accounting departments in Fort Wayne and Terre Haute.

Her talent for organizing was noticed by then-International President Gordon Freeman, who appointed her an International Representative almost immediately after she joined the union. Sister Mulvey went on to help organize the expanding industry in Ohio, Pennsylvania, upstate New York and later throughout New England.

In 1973, she was assigned to the Second District staff. For the next two decades, she assisted with setting up local unions for thousands of workers from New England Telephone, whose service area is now split between Verizon New England and Fair-Point Communications. Sister Mulvey guided new trade unionists through the process of electing officers and establishing bylaws, and also taught industrial steward training throughout the Second District.

"She was a hard-working woman who was very dedicated to the IBEW, and anything you asked her to do, she was always willing to be available," said Second District International Representative Carol Fitzgerald.

The two first met in the early '70s when Fitzgerald was an operator out of Boston Local 2222. "Kara organized my group at New England Telephone—she's the one who brought us into the union," Fitzgerald said. "She was my mentor, and I was very happy to have her expertise to learn from."

Sister Mulvey retired in 1994. A noted fan of jazz music and the outdoors, she is survived by three daughters, five grandchildren, seven great-grandchildren and one great-great-grandchild.

On behalf of the members and staff of the IBEW, the officers send our condolences to Sister Mulvey's family, friends and loved ones. ■

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 new national ad—"Proudly American, Proudly Union"—showcases the excellence of U.S. manufacturing. Watch at YouTube.com/TheElectricalWorker

Vimeo

Over 300 IBEW members in Northern

California are helping to build the new \$1.2 billion home of the San Francisco 49ers. <http://vimeo.com/ibew/49ersstadium>.



HourPower

In our latest edition of News Briefs, we have a wrap of the 2014

Construction and Maintenance Conference in Washington, D.C. Speeches, reaction and the latest video, only on IBEWHourPower.com!



ElectricTV

Ever wonder how Schneider Electric Makes its Square D Load Centers? ETV has unprecedented access to the factory and we have a video all about it on ElectricTV.net!



Members of Louisville, Ky., Local 369 commemorated the 50th anniversary of a pivotal civil rights march in the city.

LOCAL LINES

‘Empower Working Families’

L.U. 1 (as,c,ees,ej,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO—Local 1 thanks members and their families for attending our evening meetings where St. Louis Electrical Connection’s Gov’t. Affairs Dir. Timothy Green, an IBEW Local 1 member, explained the economic damage that so-called “right-to-work” would bring to Missouri. We continue our efforts to educate and empower working families to defend against such legislative attacks on workers. Local 1 also thanks Bro. Anthony West, of IBEW Local 4, for producing a video of Green’s presentation, which can be viewed on our website www.ibewlocal1.org.

We’re proud to report that Local 1 member and St. Louis Electrical JATC instructor Dr. Linda Little was named to chair NFPA’s National Electrical Code Panel 13, which covers emergency systems. She has been a member of this panel for over 12 years, helping to set guidelines for safe electrical installations that address the growing complexity of our industry.

Local 1 also thanks Bro. Jake Hummel, IBEW Local 1 member and Missouri House minority leader, for his tireless leadership in defense of Missouri’s working families against legislative attacks that include right-to-work, paycheck deception and an effort to eliminate prevailing wage protections. Bro. Hummel received the St. Louis Building & Construction Trades Council’s leadership award.

We mourn the death of: members Dorris Johnson, Francis Biri, Vincent Maniaci, Francis Graham, William May, Ronald McDonald, Michael Muckler, Norman Kunkel, Gordon Aldridge, Norman Hoffmann, Irvin Frick, Roger Dudley, Delores Allen, Thomas Elkins, Ben Sansoucie and Harold Williams.

John Moyle, P.S.



IBEW Local 1 member and St. Louis Electrical Connection Gov’t. Affairs Dir. Tim Green (far left) and Local 1 Pres. Tom George (second from left) discuss “right-to-work” issue with members at recent meeting.



IBEW Local 11 members, friends and families volunteered for “Stamp out Hunger” 2013 food drive.

L.A. Convention Center Work: Orientation Classes at ETI

L.U. 11 (i,rts&spa), LOS ANGELES, CA—For the fourth consecutive year, the Electrical Training Institute will serve as the home base to collect all donated food for the National Association of Letter Carriers’ annual “Stamp Out Hunger” food drive during the week of May 5-12, 2014. We will need volunteers all week long to collect, sort and distribute the food. Last year, the food drive collected 500,000+ pounds of food for families needing assistance in the Los Angeles area. Please help give back to our communities by assisting those in need. Contact Kevin Norton at Norton@joinlocal11.org, or drop by the ETI during the food drive week to help.

Calls into our hiring hall have continued to come in for convention work. For the first time in the history of this local, convention contractors are hiring our members to do shows such as the L.A. Auto Show, The Grammy Awards, Electronic Entertainment Expo (E3), and the Anime Expo. Due to high demand, Convention Center Orientation Classes have been ongoing at the ETI. This course is required to be dispatched to shows that could last from one day up to two weeks. If you haven’t done so already, enroll in the course to ensure that we can fill the calls and keep this work!

Diana Limon, P.S.

Utility Local Update

L.U. 15 (u), DOWNERS GROVE, IL—After multiple extensions spanning up to six months and dozens of meetings, our local reached a tentative agreement with Exelon, ComEd and BSC. In

March, the membership voted to ratify the agreements. Ballots were counted March 31. The Exelon contract was ratified by a vote of 1,045 to 52; and ComEd/BSC by 1,592 to 116. These are both six-year packages with 2.5 percent annual wage increases each year of the agreements. These agreements cover 5,500+ members.

On the generating side, Nuclear is having meetings discussing traveling our fuel handlers for outages and projects. The fossil division is still going through a bankruptcy and sale (from EME to NRG). As of this writing, we expect that to be finalized in early April.

The commercial side is having ongoing discussions about AMI installations (smart meters). The company has proposed shortening the time frame to install these 4 million electronic kilowatt-hour meters, from an original end date of 2021 to having them all installed by 2018.

Our clerical side is having pilot programs in their different regions to standardize clerical duties and transition additional duties to the represented members.

We held a stewards school in February and 16 new stewards attended. At this writing, another stewards school was planned for March.

Local 15 Electrical Workers Minority Caucus members elected the following new EWMC officers: president – Andrea Simmons; vice president – Mario Bright; treasurer – Beth Zirbes; secretary – Karen Morgan; and executive board – Ricky Johnson, Nestor Moreno, Jaqueline Robinson, Annette Kisala and Leroy Barnes. EWMC members also attended the annual EWMC conference in Kansas City, MO.

Doug Veda, P.S.



Local 15 EWMC members with Int. Pres. Edwin D. Hill (center). From left: Beth Zirbes, Ricky Johnson, Int. Pres. Hill, Christine Watkins, Mario Bright and Karen Morgan.

Welcome to New Members

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—We proudly welcome our new members working for DirectSat USA, a subcontractor for DirectTV. After months of management’s union busting, 47 workers voted and joined our local in January. We are very proud of the way they stood in solidarity. Since the representation election, they have begun working to achieve a first contract by completing their bargaining surveys. Obviously management wasn’t happy with the workers’ decision, so they started “turning the screws”; in response these new members filed their first grievance! To increase their strength, our new brothers are helping to organize their co-workers at other DirectSat locations in the Chicagoland area.

Our community outreach program continues to move forward with our members’ March for Kids events. We were contacted by Mercy Home for Boys and Girls and asked if we would like to help with its annual fundraiser. Our members hit the streets and collected donations at various Chicago-area St. Patrick’s Day parades. They helped spread awareness about the plight of abused, neglected and abandoned young people served by Mercy Home, while also building IBEW solidarity. It is our goal to rebuild a sense of community among our members by assisting those in our communities who need our help.

Bob Przybylinski, R.S./P.S.

Major Storm Restoration

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA—During this past winter, New Brunswick was hit with the worst storm here in 15 years, knocking out power to 88,000 customers over the Christmas season. For 11 days, Local 37’s linemen battled icy roads, cold temperatures, and short days to restore power. Our members working in NB Power System Operations and Energy Control, in the Customer Interaction Centre, Engineering, and in our generating stations as well as many, many others all worked around the clock so New Brunswickers would have electricity.

During times of emergency, it is also vital to maintain communications for the public, and our members also played an important role in that regard. Our Emera Utility Services communications members kept us connected to the Internet, and our Rogers TV members made sure we all stayed informed and in-the-know.

I’m proud of all the highly skilled, hard-working members of Local 37 who are always ready when disaster strikes—these members are first responders

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.



IBEW Local 37 members restore power during major winter storm.

too, just like fire and police personnel. A big thank-you goes to everyone who works so hard, sacrificing their time with family, so the rest of us can have power.

Ross Galbraith, B.M.

'RENEW Takes Root'

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY—New Happenings at Local 41: RENEW has taken root within Local 41! Our local's RENEW group (Reach out and Energize Next-gen Electrical Workers) has been meeting regularly since late 2013, prior to the general membership meeting. At RENEW meetings, members have welcomed speakers who discussed topics including: the local pension, Robert's Rules of Order, and how the union works. Members of RENEW have also taken the opportunity to volunteer in the community. When you get together with others to help those in need, it helps to solidify the bond of brotherhood. I like it!

In February we rolled out our newly designed Local 41 website. Visit us at www.ibewlocal41.com to discover the new features we have available. We offer links to upcoming events, apprenticeship class schedules and re-sign options. Once registered to the site, additional items will be available for members to opt into, such as automatic e-mail or text options for Local 41 communications and announcements. Members can also register for journeyman education classes or join in a conversation on the message board.

Don't forget to enjoy our events this summer. It's great to see our membership get together outside of work and spend time with one another. Whether you're an active member or a retiree, it's always good to be around "family."

Gregory R. Inglut, A.B.M.



Local 43 Pres. Pat Costello (left), Bro. Jim Baxter and Bus. Mgr. Don Morgan.

A Brother's 100th Birthday

L.U. 43 (em,i&rts), SYRACUSE, NY—Feb. 25 this year marked the 100th birthday for retired member James W. Baxter. Bro. Baxter is a 67-year Local 43 member. He was initiated into the IBEW in January 1947.

Bus. Mgr. Don Morgan and Pres. Pat Costello paid a visit to Jim to honor the occasion. On behalf of Local 43's members, they presented Jim with a cake and some Local 43 souvenirs, as well as a card signed by attendees of the February 2014 local union meeting.

During their visit, Bro. Baxter recalled many projects he was involved in as an electrician and general foreman for Kay-R Electric. Notable projects include the Holiday Inn downtown (now Crowne Plaza), Syracuse University tower dormitories, Hancock Airport and Clary Middle School. He also recalled working on several Syracuse landmarks—including The Hotel Syracuse and Dey Brother's Department store—that generated their own DC power using steam-driven generators.

When asked by Pres. Costello what his secret to longevity and good health is, Jim shared two things—first, a daily beer with his lunch; and second, an annual month-long vacation. Starting in 1952, Jim took an RV to Florida for a month every spring.

Cheers to you, Jim, from all at Local 43!

Gene Townsend, P.S.

Work Picture is Promising

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Enjoy Memorial Day, but also remember the veterans who have passed and in whose memory we honor the day.

Work at the local continues to look promising. On the drawing board are two new transmission lines. Southern California Edison wants to put a line through Morongo tribal land, and there is a projected 189-mile line from a proposed 1,800 kV geothermal generation site in the Salton Sea area.

Our members at Bear Valley Electric and Mowbray's Tree Service Inc. have ratified successor agreements. At press time, we are still negotiating with the cities of Riverside, Anaheim, and Vernon.

Membership development continues to be a priority. We are in the process of organizing several line clearance companies in our jurisdiction. We are also actively organizing in the public sector.

The election season will soon be upon us, with a primary in June and the general election in November. We urge all of our members to register to vote.

We are saddened to report the passing of Ben Dunkin. Our thoughts and prayers are with his family and friends.

Work safe, live well, work union! [Photo below.]

Stan Stosel, P.S.

Moving to New Building

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL—The local union recently received approval from our membership and the International to purchase a new office building in Springfield. We will sell our existing building. We should get moved into our new hall this summer. Our new address will be 3171 Greenhead Drive, Springfield, IL 62711. The new office building is conveniently located right off I-72.

Our construction outlook is very favorable. We have many open calls for our line construction.

The local mourns the loss of Bro. Ryan Regan. Bro. Regan was 35 years old and his home local was 111 out of Denver, CO. He was killed on the job in February 2014 and leaves behind a wife and four children.

Our longtime office assistant, Judy Sprinkel, will



IBEW Local 47 outside construction members attend a recent unit meeting.

be retiring in May 2014. Judy started with our local in 1967. Anyone who has traveled through our jurisdiction and stopped by the local to sign up has had the pleasure of meeting Judy. We wish her the very best retirement possible. Enjoy your family, Judy!

The first quarter of 2014 marks the retirement of many long-standing members. We thank them for their years of service and wish them all an enjoyable retirement. Work safely, today and every day. Please attend your monthly unit meetings.

Karlene Knisley, B.R.

Strength in Solidarity

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO—We currently have full employment for outside construction with more than 100 travelers working.

Getting It Done: Bus. Rep. Dexter Drerup recently helped conclude a three-year contract extension with Webster Electric Co-op in Marshfield, MO. The contract runs from April 16, 2014, through April 16, 2017. The contract includes a 2 percent wage increase for each year of the contract, and all union employees are now on the HSA Plan. The groundmen also got a \$1.00 an hour wage adjustment along with the across-the-board pay increases.

Current Negotiations: As of this writing, Bus. Rep. Bruce VanCompennolle is participating in negotiations with Missouri Gas Energy, which was recently acquired by Laclede Gas out of St. Louis, MO. He is in a full campaign to save the jobs of 87 employees. At press time, the contract was set to expire April 30. The campaign website is www.KEEPKCJOBS.ORG.

Convenience Reminder: For our brothers and sisters traveling abroad—you still have the option of making your payments by phone by credit card. And of course without fees!

Strength in Solidarity: Our attendance at the local's monthly meetings has been great. Keep up the good work!

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

Tracy A. Riley, V.P.

First-Aid Training Pays Off

L.U. 57 (lctt,mo,o,t&u), SALT LAKE CITY, UT—While inspecting equipment outside of a substation on a hot July afternoon near Salt Lake City, Local 57 Pres. Willie Murnin felt as if he were going to faint. Soon thereafter he was lying face down in grass next to the truck. Fortunately, he was not alone; Apprentice Estimator Becky Corbett was working with Willie that day. She noticed that he had not returned to the truck and saw him on the ground. He appeared to be lifeless and was unresponsive. Having been trained at the utility company, she checked for signs of life, then contacted EMS and began to administer CPR.

Slightly dazed and confused, Willie was transported by ambulance to the hospital and was released the next day. He is doing fine and appreciates that he was with a co-worker who was trained and certified in first aid and CPR.

Local 57 would encourage everyone in the



Local 57 Pres. Willie Murnin and Apprentice Estimator Becky Corbett.

Brotherhood to seek First Aid and CPR training. It just may come in handy someday.

Scott Long, P.S.

Six-Week Training Program

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA—Continuing education should aim at keeping trade unionists professionally active, growing and productive. IBEW Local 77 believes further education and training allows members and staff, at whatever level, to develop their full potential and be of maximum value to this industry.

In order to achieve this, Local 77 has developed a comprehensive learning program by tapping into the expertise of the Washington State Labor Education & Research Center, the Grace Carroll Rocky Mountain Labor School and also, as of this year, the Harvard Trade Union Program.

On Jan. 6, Local 77 sent three members (Bus. Rep. Nichole Reedy, and business rep mentees Joe Spallino and Steve Kovac) to Harvard's intensive six-week training program, where they had the opportunity to: gain insight into the complex political, social and economic forces that shape our operating environment; learn essential skills for the management and leadership of unions; and develop relationships amongst people who work in the national and international labor communities.

After graduating from the Harvard Trade Union Program, our members brought back keener analytical, managerial and problem-solving skills, as well as widely developed ways to deepen understanding of the value and importance of labor unions.

Louis R. Walter, B.M./F.S.



From left, Local 77 mentee Steve Kovac; Dr. Elaine Bernard, Harvard Trade Union Program executive director; Local 77 Bus. Rep. Nichole Reedy; and Local 77 mentee Joe Spallino.

LOCAL LINES

[EDITOR'S NOTE: Former Locals 83, 249, 966 and 1143 amalgamated into newly chartered Local 10 effective April 1, 2014.]

A Brother Mourned



Local 83 Bro.
Darryl Coots.

L.U. 83 (u), BINGHAMTON, NY—It is with great sadness that we report the death of Bro. Darryl Coots. Darryl, a garage mechanic first-class, was traveling in a NYSEG company vehicle in the town of Grove, near Hornell, NY, when he was involved in a car accident. Bro. Darryl joined the IBEW in April 2009. A veteran of the U.S. Army serving his country from 1996-2000, Darryl was stationed for a time in Korea. He is survived by his fiancé and three young children.

Legislatively, we have six goals in Albany. These goals pertain to: 1) Staffing levels, day-to-day and storm specific. 2) Opposing the Champlain Hudson Power Express (CHPE). 3) Transco legislation and projects. 4) Utility-worker-assault legislation. 5) Unresolvable contract negotiations (binding arbitration). 6) Call center relocation/closure; strongly oppose PSC interpretation of the legislation.

Don S. Tuttle, P.S.

Safety Presentation

L.U. 97 (u), SYRACUSE, NY—At the recent Third District Workshop in Atlantic City, Local 97 Asst. Bus. Mgr. James Card invited union member Timothy Collins to present a safety demonstration regarding the importance of working safely on the jobsite.

Tim, a former "hot stick line mechanic" with Niagara Mohawk Power Corp., at the age of 39, lost both of his arms after making double contact with 7,200 volts. The first contact tripped the substation off-line, only to have it re-close back on for a second contact, which actually started Tim's heart beating again. Tim has triumphed through numerous surgeries, rehabilitation, counseling and prosthetic care over the last 16 years.

James Card and Union Safety Advocate Frank Hilliker approached Tim about giving his safety presentation across Local 97's territory in upstate New York. Tim agreed, put together a program and now shares his profound message of safety that resonates deeply with audiences, both professionally and personally.

If your local would like to utilize Tim's message, he can be contacted by e-mail at 7200vltts@twcny.rr.com.

James Zabinski, V.P.



Local 97 Asst. Bus. Mgr. James Card (left), Timothy Collins, Marty Collins and Union Safety Advocate Frank Hilliker.

Community Outreach & Weekly AM-Radio Broadcasts

L.U. 103 (cs&i), BOSTON, MA—Local 103 has informed the public for some time now about our exceptional training in both the electrical and telecommunica-

tions industries; we have utilized television and radio commercials for this purpose. These innovative steps help to recapture lost market share while improving our image as a union. Displaying a positive message gives us a leg up on our nonunion competition. That is why Local 103 also has been broadcasting with WBZ 1030-AM radio, where every Friday morning at 8:15 a.m. Bus. Mgr. Michael Monahan updates listeners on the latest developments of Local 103 projects in and around the Boston area.

Additionally, Local 103's new mission statement can be found on our website www.the103advantage.com, where a video displays our ties to the communities where we live and work here in the Boston area. The video shows that our service does not end after our eight hours. It explains our active participation as community members, including such activities as coaching our kids' teams, volunteering to assist many charitable organizations and helping in countless ways to improve our communities. This is just one of many informational videos posted at www.the103advantage.com.

Kevin C. Molineaux, P.S.

'Make Our Voices Heard'

L.U. 105 (catv,i&o), HAMILTON, ONTARIO, CANADA—At this writing, it appears we have a Provincial election coming up and this is a reminder to our brothers and sisters that beyond emphasizing the importance of voting, we hope to raise awareness of all political issues that concern us as working families. There are no small issues in politics. That is why it is important for us to be aware and take action, casting our vote and making our voice heard. It is our right, it is our duty and our responsibility, so mark the date and show up to cast your vote.

We welcome all of the new journeymen and apprentices to the hall. Welcome and well-done, brothers.

We also remember our brothers who passed away this past year; take a moment to reflect upon their time with us and their families who carry on.

In closing, remember to take the opportunity the local offers to upgrade your skills; it's never too late to learn. Take advantage of the top-notch facilities at the training centre. Knowledge is power. Times are changing so let's prepare ourselves by continuing to be competitive and prepared for the present and the future of our trade.

Phil Brown, P.S.

Business Manager Retires

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO—Another era comes to an end. Effective April 1, Bus. Mgr./Fin. Sec. Michael A. Byrd officially retired.

Senior Asst. Bus. Mgr. Sean P. McCarville was appointed business manager/financial secretary to fill the remainder of Byrd's unexpired term.

Bro. Byrd graciously said: "Most of all I want to thank the membership of Local 111 for voting for me in the last four general elections. You have allowed me the privilege and honor to serve you for 10 years as business manager/financial secretary, and for 27 years of total service. I will always be grateful to you. Thank you so very much."

We sincerely thank Bro. Byrd for his tenure and wish him well in his future endeavors.

Bus. Mgr./Fin. Sec. McCarville brings several years of experience and considerable knowledge to the table. He is a journeyman lineman out of the Construction Unit and has been a member of IBEW Local 111 for 18 years. Bro. McCarville came on staff in 2001, and has worked endlessly to bring the younger

workers into active union roles and to create membership participation, among many other duties. He will be a great asset to Local 111.

Mike Kosteletzky, P.S.

Welcome to New Staff

L.U. 125 (lctt,o,t&u), PORTLAND, OR—The local is pleased to announce the addition of Jeff Carson and John Kutrowski to its staff. Carson will assume responsibility for Oregon Trail Electric Cooperative, Skamania PUD, Harney Electric Cooperative, Clark Public Utilities and Hood River Electric Cooperative. Carson was employed by Portland General Electric prior to accepting this new role. A BPA employee, Kutrowski has been assigned to Bonneville Power Administration, the City of Milton-Freewater, and Umatilla Electric Cooperative. Carson came on board as part of staff restructuring, while Kutrowski filled a vacancy created when Brian Gray took a position with Local 77. Welcome to both!

Congratulations to Jim Sweet, Executive Board treasurer, on his retirement from Portland General Electric. With 42 years of service, Sweet has served the local union in a variety of roles throughout his career, including as an Executive Board member and as a trustee on the PGE IBEW Medical Plan. He continually gave back to the local and always set an extraordinary example of what it means to be an IBEW member. On behalf of the Executive Board, staff and members of Local 125, we wish Sweet and his wife, Jeannie, many years of healthy and safe retirement.

Marcy Grail, A.B.M.

Class of 2014

L.U. 141 (ees,i,o&u), WHEELING, WV—We continue to enjoy full employment in our local thanks to several natural gas related projects. We are also looking forward to several other projects that may be in the near future.

Our local's 2013 Christmas party was a success, and we are currently looking forward to a spring dinner/dance for the membership.

I would also like to congratulate our newest journeyman inside wiremen: Wayne Crall, Danni Christie, Korrie O'Donnell, Joseph Wycherle, Brian Vivod, Kevin Schramm, Bruce Francis and Matt Stottemyer. Congratulations to all, and good work!

Michael Parker, R.S./P.S.



Local 141 congratulates journeyman inside wireman graduating class.

Participation is Key

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA—As reported in January, the work picture looks real good this year. As of this writing the books are starting to move and more of our brothers and sisters are getting back to work as we begin to dip into Book 2.

Recently I was reminded of the importance of

communication. With that said, I wish to thank the staff of The Electrical Worker and the brothers and sisters who keep the information flowing. By using resources such as The Electrical Worker, local newsletters or websites, our members find out what's happening in our locals. As I read through Local Lines news, I also see mention of events such as local picnics, golf tournaments and retiree clubs. Communicating to the membership reminds us that the union is more than a hiring hall and encourages participation.

Local 191 will hold elections in June. Like any election, participation is critical! Please voice your opinion, and vote! To the staff and members who step forward to serve on committees and trusts, as delegates or elected officers, I commend you and wish you good luck. For those who have served in the past, thank you!

Tim Silsbee, P.S.



Local 193 Bus. Mgr. Glenn Baugh (right) presents 65-year service pin to Charlie Barber.

New Signatory Contractors

L.U. 193 (i,lctt,o,rtb,spa&u), SPRINGFIELD, IL—Greetings, brothers and sisters.

The City Water Light & Power Dallman 33 Power Station had a precipitator rebuild scheduled for this spring and it will be completed by the time this article is published.

The St. John's Hospital addition and remodel is nearing completion at this writing.

The Hy-Vee Grocery Store project employed 20-30 Local 193 electricians; the store is scheduled to open in May. Local 193 extends appreciation to all involved for demonstrating confidence in IBEW Local 193 by selecting a union contractor and skilled IBEW electricians.

Five IBEW Local 193 electricians were added to employment by the Illinois secretary of state.

W.D. Right of Way Clearing (outside contractor) and Synergy Electric (inside contractor) signed agreements with Local 193. We welcome them to Local 193 as new signatory union contractors.

Congratulations go to Charles Barber and Jim Fisher on receiving their 65-year service pins. They both served as officers of Local 193 for many years and are still faithful attendees of the retiree meetings.

With the coldest winter since 1981 still gripping the jurisdiction at this writing, we must turn our attention to summer stuff—Cards, Cubs, White Sox, golf. Old Man Winter, please hobo away; it will be a glad farewell indeed. Think Spring!

Our condolences go to the families of Carl Gillock and Edgar Hoover, who recently passed away.

Don Hudson, P.S.

Excellence in Training Awards

L.U. 241 (i), ITHACA, NY—Congratulations to our most recent apprenticeship graduates, who have become Local 241's newest journeyman wiremen. All successfully completed the inside wireman apprenticeship program. The 2013 graduates (pictured below) are: Kyle Sutliff (left), Joel Walsh, Tony Sudnikovich, Billy Maul, Matt Whittaker and Terry Strednick. We also commend all of our "apprentices of the year" as follows: first year class – Carlos Ribella; second year – Greg Sondrel; fourth year – Patrick Spiraw; and fifth year – Matt Whittaker.

Local 241 has received Excellence in Training Awards for 14 years in a row, thanks to the hard work and dedication of our training staff. Kudos to all.

We extend our condolences to the family of John Aagaard, who passed away Feb. 24, 2014. John was a member of Local 241 for more than 55 years and also served as a trustee. He will be missed.

Work productively and safely.

Michael A. Creasy, P.S.



Local 241 apprentice graduating class of 2013.

Multiple Projects Underway

L.U. 257 (em,i,rtb,rt,spa&t), JEFFERSON CITY, MO—Congratulations to our 2013 graduates. We have another group of fine electricians who have worked hard and successfully completed their five-year apprenticeship training to become journeyman electricians.

As for our Local 257 work picture, we have been steadily busy over the past few months with the new St. Mary's hospital being built in Jefferson City, as well as other surrounding projects. We have all our hands working with a few travelers also. We thank all involved for their hard work to keep the contractors picking up projects! The new St. Mary's project has approximately 80 electricians working on-site, with a completion date around August 2014.

The new CW/CE program has also brought more work to our local, getting local contractors more jobs than they had before.

As I write this article, we are rallying to oppose so-called "right-to-work" legislation in the Missouri Legislature. Foes of working people are trying to get it passed. Such "right-to-work-for-less" legislation would mean lower wages for working people and the middle class that has kept America going.

On a sad note, our condolences go out to the families of those we lost this year. We will miss: Dennis Vanloo, Loyd William, Patrick Francis, Ron Tagert, Piper Carroll, Terry Joe Rowland, Bill Fisher, Carol Pulliam and Butch Scheppers.

Support your local unions, so we can keep our unions strong!

Ryan Buschjost, P.S.



Local 257 apprentice graduates: front row, Joel Vanderslice (left), Granger Godding, Jonathan Chott, Justin Belcher, Wesley Kribbs; back row, Jeff Stegeman, Jon Luebbering, Fred Hoolbrink, Andrew Stokes and Scott Metcalf.

Green Shirts & Green Shoots

L.U. 269 (i&o), TRENTON, NJ—Green was the scene for the beginning of March throughout our territory as local members participated in three separate St. Patrick's Day parades spread out over three weeks. Spirits were high and the weather co-operated (for a change), as brothers and sisters marched side by side in a show of solidarity and union pride. All the major trade unions were represented as parade watchers were reminded of just how many of us are woven into the fabric of their communities. Hats off to the organizers and participants for their hard work and enthusiasm.

Economic green shoots were also visible at yet another large-scale solar installation in Pemberton, NJ. The steel posts that will eventually support acres of solar panels represent more work for our members and an additional clean, affordable energy source. Every day, solar power becomes an increasingly viable and prevalent source of alternative renewable energy. Solar continues making great strides. Projects such as these will help maintain New Jersey's status as a national leader in the field of solar power.

Brian Jacoppo, P.S.



Local 269 members march in St. Patrick's Day parade in Hamilton, NJ.

'Happy Anniversary'

L.U. 343 (i,spa&st), LE SUEUR, MN—Thirty-five years ago, in April 1979, Local 343 was chartered as an independent local union separating from Local 949, a utility local. The hall was located near the center of the jurisdiction ... Le Sueur, MN. Since then, the hall has moved several times. Now, there is a new Mankato location, at 709 S. Front Street. A union's physical address may change, but never its mission: to serve its membership through seeking better wages and working conditions, protecting workers' rights, promoting dignity on and off the job, and helping our own in need.

Speaking of his military service in Afghanistan, former Local 343 apprentice Jack Zimmerman stated: "I remember stepping on the IED (improvised explosive device) and hearing a poof. I looked down and saw that my right leg was missing and my left leg was pretty messed up." Jack had taken a military withdrawal from the apprenticeship to join the Army. His life changed beyond belief that day in March 2011 on patrol in Afghanistan. Today, Jack and his wife have a child. They anticipate moving into their new, custom home with a roll-in shower and elevator. Among those making this possible are the Mankato Area Building Trades, Local 343 Brotherhood Fund, and Local 343 volunteers.

A union is only as strong as its members. Amen, brothers and sisters. Keep Americans working. Buy Made in USA.

Tom Small, P.S.

Strong Work Picture

L.U. 347 (em,i,mt,rtb,rt&spa), DES MOINES, IA—Local 347 is currently in the enviable position of having nearly 200 travelers working in the

jurisdiction. We wish to thank those brothers and sisters for bringing their skills to central Iowa and helping with the work. This is the first time that I know of, in the history of this local, that we have had this magnitude of work and this many calls for travelers. Thanks to all for your assistance.

Speaking of the history of the local, a 100 year anniversary party is being planned for Oct. 11 of this year. Watch for more details. Also a spring picnic is planned for May 31. Mark your calendars.

The inside labor contract negotiating committee has been assembled and is currently working on the contract issues. Happy May Day (International Labor Day).

Mike Schweiger, P.S.

Aid for a Cancer Patient; Work Projects Update

L.U. 349 (em,es,i,mps,rtb,rt,spa&u), MIAMI, FL—Miami Local 349, West Coast Division, Asst. Bus. Mgr. Mike Nagle recently helped out a cancer patient who needed assistance with electrical power. WINK-

TV News reported that the patient's power had been turned off, due to a new landlord's mistake and the necessity for a meter upgrade. Bro. Nagle, on hearing the report, contacted IBEW signatory contractor Unity Data & Electrical Services to help supply labor and materials to bring the meter up to code. Then Nagle contacted the city's electrical inspection department to help expedite getting the power turned back on for the patient.

Bro. Nagle told WINK-TV News, "We couldn't let her be without electric power; we wanted to help and get the power back on. Hopefully this will never happen to her again."



At Faka Union pump station, Local 349 crew members at work with Dynalectric Co.: front row, Humberto Cowley (left), Wissem Larnaout, Dan Vargas, Ryan Coyle, Mike Nottboham; back row, Zack Brock, Arron Byrns and Dan Pogue.



Las Vegas, NV, Local 357 apprenticeship graduating class of 2014.

In other news, our West Coast Division has three pump stations in the works. Merritt canal pump station (CR Dunn) is in the testing and startup phase. Faka Union pump station (Dynalectric) is approximately 45 percent complete. Miller pump station bid in December 2013; Cogburn Brothers Inc. is in negotiations with the general contractor at the time of this writing.

Remember our servicemen and servicewomen overseas; bring them back home safe.

Remember to attend your union meetings.

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

2014 Apprentice Graduates

L.U. 357 (c,i,mt&se), LAS VEGAS, NV—We congratulate our apprenticeship graduating class of 2014! We are very proud of the graduates.

The new installation technician graduates are: Joshua Barragan, Rory Christel, William Orozco, James Roy and Joshua Whinery.

The 2014 journeyman wireman graduates are: Kelly Abercrombie, James Anderson, Brendan Barboza, Bryan Barnett, Gavino Bautista, Earl Brady, Geoffrey Bright, Javier Cabrera, Shane Cady, Howard Caldwell, Sandra Castro, Robert Chandler, Jorge Chavez, Michael Cobb, Marlin Cobwell, Bryan Crowel, Scott Davey, Guerrero Diaz, James Dickens, Michael Dietrich, Donald Dietzel, Michael Eastman, Todd Elliott, Brian Farr, Ryan Ferguson, Justin Fischer, Christopher Gallagher, Christina Georgi, Joshua Grapes, Kodi Green, Daniel Groneman, Jack Hagewood, Nicholas Harvey, Zachary Heier, Jason Heinz, James Hill, Derrick Holzer, Killis Howard, Adam Jenkins, Heather Johnson, Philip Johnson, Eden Jones, Michael Katz, Carole Kilburn, Lacy King, Waldo Kline, Emily Knight, Julie Kulling, Gregory Leal, Courtney Leija, Chad Lozier, Jessie Madrid, Matthew Maloney, Murphy Maloney, Marshall Marion, Rene Marquez, Adam Marx, Kevin McGee, Michael Mergenthaler, Timothy Mills, Donald Morris, Michael Morris, Carlos Mota, Chad New, Tam Ngo, Dominic Nolan, Ricardo Ortiz, Matthew Park, Travis Parnell,

Mihai Paun, Juan Perez, Chauncey Perez, Anthony Pope Sr., Audra Porter, Shannon Renteria, Jerry Rodriguez, Victor Rodriguez, Travis Rowley, Kevin Sanderson, Tom Schoonover, Blake Scott, Ronald Shaw, Benjamin Sherwood, Taelor Singh, Dionna Smith, Jonathan Smith, Robert Smith, Xavier Smith, Erin Sullivan, Charles Tippet, Donald Tolbert, Joel Valice, James Vanroy, David Varney, Bennett, Villanueva, Shane Willett, Dale Willhite, Ahmad Williams, George Williams, Harry Williams, Daniel Young and Douglas Ziegenhagen.

Jennifer Tabor, P.S.

LOCAL LINES

Tools to Gain Market Share

L.U. 449 (catv,em,i,o,rtb,spa&u), POCATELLO, ID—As we look ahead to gain more market share in 2014, we see that we have to be more inventive. One way to make this happen is to get more union shops. Local 449 is going about this in two ways, by continuing to organizing and also by helping start shops from within our membership. We started several in 2013 and will start more this year. We are going after as much of the residential market as we can get.

With a heavy heart we report the passing of our Bro. Jeff Jaggar, who died as a result of a workplace accident in February. The overwhelming support that the local and the family received from our organization from across the country was absolutely amazing. It just goes to show that we are the finest organization in the world. I just want to say thank-you to all those who helped the family out in this time of need.

It is a great pleasure to recognize several Local 449 members who have taken the next step in life and retired from all the hard work they have put forth in helping to make the IBEW the great organization that it is. Congratulations to recent retirees: former Eighth District Int. Vice Pres. Ted C. Jensen, Bro. Scott Colson and Bro. Dale Baisch.

Rodney James, B.M./F.S.

Service Awards

L.U. 453 (govt,i,rtb,rt&spa), SPRINGFIELD, MO—Local 453 held our Annual Retirees Christmas Dinner Dec. 19 last year with approximately 70 people in attendance. This is my favorite celebration that Local 453 sponsors, as we get to see longtime friends and mentors, who share stories of events from the previous year and revisit the tales remembered from the past. Local 453 presents retirees with their years-of-service pins at this holiday dinner gathering.

The 2013 pin recipients not present were Charley Higgins and Ron Robinson (55-year members), Lee Austin (65-year member) and Floyd Blue (70-year member). Int. Sec. Emeritus Jack Moore attended the dinner and I had the honor of presenting his 65-year pin. Thank you, Bro. Moore, for all you have contributed to the IBEW, Local 453, and all of organized labor. Thanks to all who attended. Stay in touch and see you soon.

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



Local 453 Bus. Mgr./Fin. Sec. Randy Appleby (left) greets retired Int. Sec. Emeritus Jack F. Moore, former Local 453 business manager/financial secretary.

'Educating Our Youth'

L.U. 459 (ees,em,govt,mt,so&u), JOHNSTOWN, PA—Recently, seven members of Local 459 met for the first meeting of the Active Member Outreach (AMO) in Johnstown, PA. The AMO is a committee of workers under 35 years of age now working closely with the Local 459 officers to educate and increase youth member participation. The AMO is composed of a president, vice president and five members at large. They are all from different geographic regions of the local and will act as a representative of the group



Local 459 Active Member Outreach committee, joined by Bus. Mgr. Paul Cameron (fifth from left) and Asst. Bus. Mgr. Gregory Wolf (far right). From left: John Kerr, Jonas Greenstein, Dayna Clark, Craig Scott, Cameron, Eric Bartlow, Kyle Martin, Jeremy Tarbay and Wolf.

from their respective areas.

We are all very excited to learn and help educate other young and new members. As a member of the IBEW Third District Youth Caucus and seeing what great work is being done there, I am excited to take part in starting the Local 459 AMO with the help of other great members of our local.

Jeremy Tarbay, P.S. Pro Tem

Annual Clay Shoot Event

L.U. 477 (i&rts), SAN BERNARDINO, CA—Brothers and sisters, I hope this writing finds everyone doing well and working. Every year our neighboring Riverside, CA, Local 440 puts on a clay shooting event. Shown in the photo below is our team from 2013. Appearing left to right are John Handcock, Ryan Falk, Leo Gonzales, Jeff Kilgore, Justin Gaudin (and his young son), Joe Madrid, Sam Heminger, Mike Felts, Victor Rodriguez, Matt Garbo and Dean McKernan. Everyone involved had a great time. We are already looking forward to the next clay shoot event, scheduled for November 2014. Until next time, everyone be safe.

Kenny Felts, Pres.



Local 477 team at 2013 clay shooting event.

IBEW Volunteers Mobilize

L.U. 569 (i,mar,mt,rt&spa), SAN DIEGO, CA—We had a great volunteer turnout for the recent special election for mayor of San Diego. Our membership showed up in full force to carry the message about the importance of electing a mayor who supports middle-class working families. We enjoyed the participation of journeymen and apprentices from both our Inside and Sound Units. Although we didn't get the results we had hoped for in the election, we are very proud of



IBEW Local 569 volunteers rally for political campaign of David Alvarez.

the effort from our membership and the help from our sister locals in California including Locals 11, 47, 302, 332, 440, 441 and 595.

Our campaign volunteering helped strengthen our partnerships with community, social-justice and environmental allies who share our

vision for union jobs and healthy, sustainable communities—shining a light on the increasing inequality in our city and emphasizing why a strong middle-class depends on a vibrant labor movement.

Our heartfelt thanks go out to all who gave of their time in this effort.

David Taylor, Pres./P.S.

Strength in Solidarity

L.U. 589 (rr), JAMAICA, NY—As of this writing, our members have been without a contract for nearly four years. But unlike our employers, the Metropolitan Transit Authority, we will continue to bargain in good faith and hope to prevent an unnecessary strike that would adversely affect millions who commute daily in and out of New York City on the Long Island Rail Road. The members of Local 589 are up for the fight!

Augie Maccarone, R.S.

Annual Benefits Fair

L.U. 595 (c,cs,govt,i,mt,o,se&st), DUBLIN, CA—The Local 595 Annual Benefits Fair was held at our new ZNE training center in February. More than 175 members and spouses attended and visited the many informational booths set up in the Grand Lecture Room. Booths were staffed by: providers who offered information pertaining to health care, dental and vision care; representative of the credit union; plan administrators; home finance representatives; and the Local 595 Retirees Club. Thanks to a strong financial market recovery, our pension managers brought in a ray of sunshine on a rainy day.

In honor of Black History Month, Local 595, the Electrical Workers Minority Caucus Northern California Chapter, and EWMC RENEW 595 hosted a dinner for Local 595's first African-American inside wireman. Bro. Wheeler "Bill" Briant is now age 94 and has been a member for 66 years. Growing up in New Orleans during the Great Depression taught him much about life and the value of hard work. His advice for young

IBEW members: "Don't smoke or take pills; use your own mind and do the right thing."

We are saddened by the loss of past president Larry Call, who represented former Local 591. Bro. Call was an active member for 43 of his 53 years in the IBEW. He had a passion for old cars, trains and most of all the love of his wife, Brijida, and three children.

Bob Tieman, B.R.



Local 611 Bus. Mgr. Mark Trujillo (left), U.S. Sen. Martin Heinrich, signatory contractor Darwin Eubanks, member Brian Condit and IBEW Seventh District Int. Vice Pres. Steven M. Speer.

100th Anniversary Celebration

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM—On Feb. 17, the local held an open house to celebrate its 100 year charter. Throughout the day members could drop by, enjoy refreshments and look through all the vintage pictures and articles about the local that Tracy Hall compiled over the last 40 years.

On Feb. 22, the local held its official extravaganza at the Isleta Casino and Resort. The day started with a golf tournament in the morning and fishing at the lakes; for adults there was also poolside relaxation to enjoy. The fun center was open to the kids from 10 a.m. – 2 p.m., where they bowled, played laser tag and enjoyed lots of food.

Evening events began with a welcome reception from 6-7 p.m., where attendees enjoyed hors d'oeuvres and heard a speech by U.S. Sen. Martin Heinrich, whose father was an IBEW member. Dinner was from 7-8 p.m. and the evening featured dancing, casino night and lots of door prizes. It was one of the finest events the local has ever had. More than 600 people attended to celebrate the occasion.

Darrell J. Blair, P.S.

New Convention Center & Irving Shipyard Projects

L.U. 625 (c,ees,em,i,it,mar&mt), HALIFAX, NOVA SCOTIA, CANADA—Congratulations to Bros. Ben O'Brien, Justin Campbell, Daniel Lagan, Evan Bennett and Justin MacKay for successfully completing their apprenticeship and passing the Red Seal exam. You are journeymen now, brothers ... time to help some apprentices learn the trade.

A big shout-out to our friends on the West Coast at IBEW Local 993, Kamloops, British Columbia, for the job calls to the Kitimat Modernization Project. Thank you, Darryl and Mollie, for your help putting our members to work.

Recently retired are Bros. Ken Keller and Wilfred



Local 595 members and spouses attend Benefits Fair.

Hughes. Hope to see you at the Retirees Banquet and Dance in the fall.

It's election time in Local 625. Don't forget to cast your vote.

The big work for 2014 will be the new Convention Centre downtown, a half-billion-dollar project, as well as the Irving Shipyard restructuring, a one-third-billion-dollar project. We're hoping Northern Pulp proceeds with plans to add a precipitator in Pictou County.

Tom Griffiths, A.B.M.

'The Ironman' Fundraiser

L.U. 627 (u), FORT PIERCE, FL—Our largest fundraising event is happening on June 21 this year. "The Ironman" event—a day of golf, dart throwing and billiards—requires only a willingness to make children smile. We know "there is no skill involved," so no need to worry about that. A desire to help your community and the positive results of that desire do not go unnoticed. Please consider registering for this year's event.

The OSHA safety record for the Florida Power & Light transmission and distribution (T&D) yards and the service centers now stands at more than one year of safe practices. Congratulations to everyone for watching out for your fellow members. At press time, the refueling outage was underway and I hope it was completed as an event-free period for everyone.

On a somber note, FP&L ended the nuclear apprentice program. This cancellation ended the pipeline of workers we had developed to provide a younger workforce. To all the union officials and journeymen who made this a viable source of trained workers, we say thank-you.

Please attend union meetings, not only to show support for the members, but also to stay informed about all the latest news.

Ray Vos, P.S.

Community Service Project

L.U. 639 (i&rts), SAN LUIS OBISPO, CA—IBEW Local 639 journeymen, apprentices, Bus. Mgr. Mark Simonin, and member-contractor Francois Beraud recently volunteered to complete the electrical work at the ECHO Homeless Shelter in Atascadero, CA.

Thank you to all who participated on this project as a way to give back to the community.

Kurt McClave, P.S.

Three-Year Contract

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR—The Trees Inc. contract was recently settled. A three-year contract was agreed to with a 2 percent pay increase each year of the contract. Any increase in the LINECO premiums, up to 25 cents per hour, will be picked up by the contractor. If there isn't any increase in LINECO, then the 25 cents per hour will go into the employees N.E.A.P. account.

Two large potential projects in our jurisdiction show promise to provide work for our inside members. One is a solar project in Fort Rock, OR, that needs to be completed this year to get promised funding.

The other is the Karuk Indian tribe casino in Yreka, CA. If built they have said it will be built with a project labor agreement. As planned it would be built in two phases. The first would be a 36,000-square-foot gaming center; the second would be an 80-room hotel with an additional 20,000 square feet of gaming.

The annual union picnic will be at Richardson Park outside of Eugene, OR, on June 21. The park is on Fern Ridge reservoir, with campsites available. Please attend this family friendly event.

Tom Legg, Pres.

Lighting Retrofit Installed

L.U. 673 (catv,,rts,spa,t&u), PAINESVILLE, OH—This past fall our business manager along with the E-Board began investigating the feasibility of doing a lighting retrofit on our local's buildings. A number of supply houses were brought in to price out the materials and calculate the energy savings, which would also provide us with energy credits from our electric utility. At our December 2013 meeting, a supplier was chosen and the material was ordered.

The lighting was finally delivered in early February, but problems quickly surfaced when the kits did not fit our fixtures.

The lighting rep was quick to respond but had no easy solution for our issue. It was decided to replace some of the kits with new fixtures and we moved on.

The membership came up big with many volunteers who quickly installed these fixtures throughout our property. Special thanks go out to Bro. Jim Howard for taking the lead on organizing this project. There were many tenants to deal with and even an unforeseen power outage. Thanks to all of our members who helped make this project work!

Jim Braunlich, P.S.



Local 673 Bro. Lloyd Brannon replaces an exit sign at union hall.

Centennial Celebration

L.U. 681 (i,o&spa), WICHITA FALLS, TX—On Feb. 9 this year, IBEW Local 681's charter became 100 years old and we had a party to celebrate this event. We had members in attendance ranging from those with 65 years of IBEW service to brand new member with less than a year of service.

The celebration was held at the Wellington Banquet and Conference Center in Wichita Falls. Approximately 120 members and their spouses attended, as well as IBEW Int. Vice Pres. Steven M. Speer and our Int. Reps. Clayton White and Laurence Chamberlain. Larry was one of the two former business managers present and Michael Kelly was the other. This was also an opportunity to honor members by presenting service pins to eligible recipients with 5-65 years of IBEW membership. It was a great evening we had to celebrate this occasion.

IBEW Local 681 charter.



The work situation has been fair on the outside with several transmission jobs; however they are pretty much finished up. The inside division has been slow with only one shutdown that has almost cleared the books. The work situation for the inside may be picking up and may be able to keep all of our local members working.

Leland Welborn, A.B.M.

Annual Fish Fry in June

L.U. 683 (em&i), COLUMBUS, OH—Officer nominations were held in the month of May and elections are in June; please plan on attending the meetings.

We will also host our annual members-only Fish Fry in June. Come down and join your brothers and sisters for this event.

Thanks to Bro. Malcolm Giffen for his hard work on the blood drives. The Brotherhood and the community appreciate it.

Our condolences go out to the family and friends of Bro. George Litchfield, who passed away. He will be missed.

Eric M. Evans, V.P./P.S.

IBEW Local 697 Wind Turbine

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN—Wind energy is at work at Local 697! This winter Local 697 installed a 100-kilowatt wind turbine manufactured by Northern Power Systems of Vermont.

In addition, we specified that the tower itself would be manufactured in the U.S. with American made steel! While this demand caused some delay and created some added expense, the leaders of Local 697 recognized the impact that the steel industry has had on the lives of everyone who lives in Local 697's jurisdiction.

The tower will function as a Local 697 training tool. Additionally, One Energy Wind of Findlay, OH, acted as a construction manager and vocational instructor as the firm worked with apprentice electricians from IBEW Local 697 as well as apprentices from fellow trades including the local Ironworkers, Carpenters and Cement Masons who worked on the installation. All the apprentices became familiar with wind turbine construction and the associated unique safety requirements.

Community Service: Thank you to all who participated in our March Blood Drive and all those who took part in Local 697's annual team effort for the March for Babies campaign. These are just a few of the civic activities we participate in throughout the year. You should all be proud!

Dan Waldrop, B.M.

Union Volunteers & Solidarity

L.U. 725 (i,rts&spa), TERRE HAUTE, IN—We escaped this year the repeal of our state prevailing wage law, the Indiana Common Construction Wage, as the Republican-controlled state Legislature focused on other election year issues. However, just as we saw previously what was on the horizon a year before "RTW for less" passed, we need to continue educating our friends, neighbors and elected officials about how prevailing wages protect local jobs, keep local people working and keep our local economies strong.

Even more importantly, please register to vote and vote your pocketbook in the primary and in November! Without work, it will be hard to be worried much about anything else, right? In 2015, an attempt to repeal the prevailing wage will happen, so please



Local 697's wind turbine installation.

start acting now before it is too late.

Congratulations to members Ryan Hughes, our new JATC training director, and Shawn Stewart, our new assistant training director. We wish them the best of luck!

Finally, a big thank-you to all of our members who volunteered their time this past year to the local by banner, sitting on committees, donating their labor, and running for office. Our local union is only as strong as our members! You make our union proud!

Tom Szymanski, P.S.

Longtime Career of Service

L.U. 861 (i), LAKE CHARLES, LA—Local 861 officers, staff and members wish to thank Karen Miller for her 27 years of service as office manager of Local 861. Karen's devotion to our local will be sorely missed, but we all wish her the best in her retirement. IBEW Fifth District Int. Vice Pres. Joseph S. Davis presented Karen with a 25-year pin.

We also wish to announce that Bus. Mgr. Jeff Sanders has hired an additional organizer, Jesse Fontenot. Jesse will help with field organizing efforts across our jurisdiction. Organizing remains Local 861's No. 1 priority.

In brotherhood,

Dwayne "Tink" Reeves, R.S.



Fifth District Int. Vice Pres. Joe S. Davis congratulates Local 861 office administrator Karen Miller.

Cinemark Project

L.U. 1015 (em&i), WESLACO, TX—Cinemark Pharr Town Center, the newest addition to the Rio Grande Valley, is proud to say that it was union made!

Journeymen, construction electricians, construction wiremen and apprentices worked together on this luxurious addition to the city of Pharr. Our Code of Excellence was greatly enforced during construction of this grand building. We are proud to say that these brothers worked their hearts out for this theater project, which they successfully completed with zero accidents, within budget and with all deadlines met.

The contractors and owners congratulated all the guys who worked on this JBI Electrical Systems project, as well as Local 1015 Bus. Mgr. Sergio A. Salinas, for the great job they did. The commitment and effort put forth by all involved led to our successful outcome. We are proud of the excellent work and construction, and we look forward to all the great work that is yet to come. Union members are proud of the majestic building and their work. [See photo, pg. 16.]

Sergio A. Salinas, B.M.

Recognition for Service

L.U. 1249 (catv,lctt,o,t&u), SYRACUSE, NY—We at Local 1249 wish to recognize a great member of the IBEW. After 40 years with Local 1249, Charlie Brigham decided to retire in March of this year. Charlie has gone from apprentice lineman, to journeyman lineman, to holding several office positions with the local. He has been an Executive Board member, pres-

LOCAL LINES



Displaying IBEW Local 1015 banner at Cinemark project are: back row, Daniel De Los Reyes (left), Joseph Cedillo, Eduardo Luna, Paul Sivy, Antonio Beltran, Silvestre Barrera, Raul Costilla, Pres. Angel Castillo, Anival Zuniga, Bus. Mgr. Sergio A. Salinas, Benito Alvarado; front row, Edward Lomeli, Juan Reyna, Fabian Parrodi, Pedro Lopez, Armando Lira Sr., Argelio Aleman and Pablo Puente.

ident and chairman of the Executive Board, as well as assistant business manager. He has also been a trustee for our IBEW Local 1249 Pension and Insurance Fund. Charlie has had quite the career! We thank Charlie for his dedication to this local.

Words cannot express how much we will miss such a great colleague and friend. I don't think that there is one person at this local whose life hasn't been positively affected by Charlie. We wish him the best in his newfound "freedom" and hope his retirement is everything that he has worked so hard for.

Jennifer Schneider, P.S.

Apprenticeship Graduation

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN—Congratulations to Sister Kayla Ripley, traffic signal apprentice-3rd step, who won the IBEW Hour Power Apprentice of the Year award. Sister Ripley is a third-generation IBEW member who has demonstrated excellence while training in the Traffic Signal and Lighting apprenticeship program. She was at the top of her class at ALBAT. She was working for Shambaugh & Son during a Local 1393 organizing campaign; while working in a hostile environment, she assisted her local in giving her co-workers information they needed in order to make the right choice in choosing the IBEW.

The Vectren Energy Delivery of Indiana Inc. apprenticeship graduation was in January 2014—with 16 IBEW Local 1393 members graduating after four years of instruction and hands-on learning. The apprenticeship training is a joint program of Vectren Energy, the IBEW and the United Steelworkers for Service and Distribution Dept. members working for Vectren Energy.

The ReNew committee of Local 1393 is busy energizing the younger members and promoting the IBEW in the community. Various 2014 events are planned across the state, so take this opportunity to get involved in your local.

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



IBEW Local 1393 members are among recent graduates of the Vectren Energy apprenticeship program.

'Get Involved, Stay Informed'

L.U. 1439 (u), ST. LOUIS, MO—This year's Missouri legislative session has seen a number of anti-union bills being pushed in the House. So-called "right to work/freedom to work, paycheck protection," and prevailing wage bills have all been introduced by Republicans. In order to defeat these anti-worker measures, it is imperative that all of our members stay informed and get involved in any way possible.

On Friday, Feb. 7, the Gen-Up committee hosted a trivia night at the St. Cletus School Gymnasium. The event was well-attended and a good time for all. We appreciate the hard work of those involved in organizing and setting up the event.

Congratulations to our members at the Callaway Energy Center for surpassing their 15th year without a "LWA" (Lost Workdays Away) accident. The Storeroom team includes Charlie Powell, Wade Orr, Sam Mantle, Kent Wulff, Chip Holtkamp, Shane Clines, Jason Bright, Lucas McClain, Mark Harvey and Matt Curry. Keep up the good work, brothers.

The 19th Annual Tom Kraus Memorial Golf Tournament will be June 21. Get a team together and make plans to attend.

Matt Curry, R.S./P.S.



Local 1439 members on the Callaway Energy Center stores crew: Sam Mantle (left), Charlie Powell, Wade Orr, Kent Wulff, Chip Holtkamp, Mark Harvey, Shane Cline and Matt Curry. Not pictured: Lucas McClain and Jason Bright.

Baltimore CLC Conference

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD—The Metropolitan Baltimore Council of AFL-CIO Unions held its 23rd Annual Leadership Conference on Jan. 8-10. Representing our local were Bus. Mgr./Pres. Dion F. Guthrie and myself, Rec. Sec. Tom Rostkowski.

The conference agenda covered issues of concern to the labor movement. Of particular interest were conference workshops, including one I thought especially important: "Recent Labor Law Decisions that Every Union Leader Should Know." Management never hesitates to use shrewd lawyers to accomplish in the courtroom what they failed to gain in contract negotiations. We were pleased that the conference invited Kimberly L. Bradley, Heather Hellman and



IBEW Local 1501 Bus. Mgr./Pres. Dion F. Guthrie (left); Michael Sacco, president, Seafarers International Union; and Ernie Grecco, president, Metropolitan Baltimore Council of AFL-CIO Unions.

James Rosenberg, of Abato, Rubenstein and Abato, P.A., the law firm that represents our local, to conduct several workshops. Having a competent law firm on your side in a labor dispute is a necessity today. Representatives from several other law firms that provide services to unions also attended.

Guest speaker Michael Sacco, president of Seafarers International Union, spoke on "The Importance of the Maritime Trade in Maryland." The Port of Baltimore is sometimes referred to as "the port that built a city."

Baltimore Harbor, guarded by Fort McHenry, held back a British fleet in the War of 1812—and Francis Scott Key was inspired to write the Star Spangled Banner. Our local is well aware of the importance of the port. Bus. Mgr./Pres. Guthrie is president of the Baltimore Port Council and was introduced to conference members by Sacco.

Attendees viewed the conference as a success.

Thomas J. Rostkowski, R.S.

Meeting the Challenges

L.U. 1523 (u), WICHITA, KS—Greetings to all.

Tough weather conditions are frequently a factor for our IBEW members on the job. Kansas is known for its buffalo and wheat fields. But the weather is tops on my list. The elements can make or break the workday, often creating increased stress and great challenges.

Some of our members must combat the ele-

ments every day at work. Whether our members are on the phone helping our customers or working outside in rough weather, the stress is always on hand. I know the physical work is dangerous, and the mental demands also require stamina. So, as we come to work every day, all of our members face challenges. I know that long hours are hard no matter which job we carry. We as brothers and sisters of the union have a tough battle watching out for each other on the job. Sometimes it seems that things are changing so quickly we can hardly catch our breath.

We will stay strong, and that will take the actions of every member. Keeping all of our union members safe requires an ongoing effort by each one of us.

Solidarity and participation are keys to our continued success. When was the last time you went to a meeting? And again I ask: do you know who your shop steward is? Stay safe, stay focused.

Candy C. Cruz-Dodd, P.S.



Local 1523 cable splicers, from left: Brad Happy, Ryan Bain, Sam Salas, Rudy Reuschel, Jesse Kent, Tom Homewood, Eric Schwaiger and Bradley Strange.

Proud To Be Union

L.U. 1579 (i&o), AUGUSTA, GA—Our work situation is good. Many sisters and brothers from other locals are working here; we thank them for their help. Work at Plant Vogtle is slowly manning up. The Mixed Oxide (MOX) project is unique. Budget issues are being ironed out; we are meeting with our legislators, who are giving their full support.

National midterm elections are approaching. Living in the South, the political environment is often tough. Many politicians are campaigning against unions; they misrepresent and malign labor and working people, stating that unions are unwanted in the South. They are wrong! Support the candidates who support you.

Remember to attend union meetings on the third Monday of each month; dinner starts at 6:30 p.m. and the meeting at 7:30 p.m. Until next time, may God bless.

Will Salters, A.B.M.



Golf Umbrella - \$38.00
Red and black golf umbrella with 62" arc, fiberglass shaft & rubberized handle with IBEW logo on 2 panels.



Heavy Duty Tape Measure - \$15.00
25' Heavy duty and impact resistant, locking tape measure with large numbers, belt clip and IBEW logo.



Ladies Comfortek Polo Shirt - \$23.00
100% polyester, black moisture management polo shirt with IBEW initials, fist and lightning bolts. Wicks moisture away from the body by using rapid dry interlock fabric. Features 6" fashion neckline and box pattern styling.

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

www.ibewmerchandise.com

IBEW
MERCHANDISE

New Members Ratify Contracts

L.U. 1837 (rtb&u), MANCHESTER, ME—Fiber microwave technicians and customer service representatives at Central Maine Power Company (CMP) have overwhelmingly ratified their first union contracts. The 52 workers are now part of the largest existing bargaining unit at CMP along with hundreds of other IBEW members.

"There's no doubt in my mind that we're better off," said Phil Fessenden, a fiber microwave technician at CMP.

Both the fiber microwave technicians and the customer service representatives employed at CMP's Augusta general office voted for union representation

in National Labor Relations Board elections held last May and June, respectively. CMP is Maine's largest electric utility.

"I'm excited that the committee was able to negotiate an acceptable first contract," said Joe Giuffrida, a customer service representative and member of the union negotiating committee. "I'm blessed to work with such a great group of individuals both at the Call Center and at IBEW Local 1837."

Both contracts provide the workers their first grievance and arbitration procedures, the protection of a "just cause" provision and improvements in wages and benefits.

IBEW 1837 Bus. Mgr. Dick Rogers noted that the

contract votes represent a significant achievement for the workers and for the local union.

"These successful organizing campaigns and first contract ratifications mark the continuation of successful efforts by IBEW Local 1837 to grow our membership and represent more workers at electric utilities in Maine and New Hampshire," Rogers said.

Matthew Beck, Organizer



Local 1837 Customer service representatives celebrated their anticipated victory on the eve of an NLRB election last June.

In Memoriam

Members for Whom PBF Death Claims were Approved in March 2014

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Foerstel, E. O.	11/27/13	43	Tiner, H.	12/4/13	125	Feller, A. L.	1/31/14	294	White, L. E.	1/30/14	520	Elsay, R. W.	1/22/14	995	Banta, G. A.	1/25/14
1	Graham, F. C.	1/5/14	46	Anderson, L. W.	1/12/14	125	Gallinger, J. S.	2/7/14	295	Page, J. S.	12/13/13	529	Schow, D.	1/9/14	1049	Redmond, G. K.	11/11/13
1	McDonald, R. R.	1/26/14	46	Douret, J. H.	12/24/13	125	Horrocks, W. E.	1/22/14	302	Funk, L. N.	1/7/14	540	Cheslock, J. D.	12/4/13	1049	Russell, C. S.	12/31/13
3	Capicotti, B. F.	12/21/13	46	Hawkins, E. H.	1/22/14	125	Odgers, F. S.	2/24/14	303	Caron, P. E.	12/9/13	540	Torcasio, A.	1/13/14	1077	Alsobrooks, J. L.	9/20/11
3	Donaldson, D. E.	1/16/14	46	Olson, E. B.	12/21/13	125	Zimmer, T. J.	1/29/13	303	Fraser, D. E.	1/23/14	551	Brasher, V. W.	1/29/14	1141	Henning, T. D.	1/13/14
3	Durkin, T. J.	12/29/13	47	Dunkin, B. J.	1/1/14	126	Fraelich, C. R.	1/6/14	303	Meleskie, E. A.	1/24/14	551	Hall, D. O.	12/6/13	1141	Radant, R. C.	12/18/13
3	Forestier, K. R.	12/28/13	48	Lehto, D. A.	9/23/13	126	Mc Knight, R. K.	1/9/14	309	Beaston, M.	12/29/13	558	Collier, B. W.	12/9/13	1186	Andaya, R.	12/29/13
3	Forman, S. B.	1/31/14	53	Davidson, C. E.	10/28/13	129	Gardner, D. L.	1/6/14	309	Foree, R. F.	1/18/14	569	Hughes, R. E.	12/22/13	1220	Kirk, R. J.	11/20/13
3	Franco, J. V.	4/26/13	53	Perry, I. G.	1/1/14	130	Tate, J.	1/18/14	309	Reger, W. C.	9/20/13	569	Sotelo, R. D.	10/16/13	1249	Thompson, R. H.	12/19/13
3	Hecht, H.	1/21/14	53	Young, K. F.	1/6/14	134	Bucholz, J.	1/13/14	309	Turpin, L.	5/29/13	570	Del Grego, R. C.	8/12/13	1260	Spenser, C. H.	10/27/13
3	Lankop, K.	1/20/14	55	Palzkill, R. S.	1/13/14	134	Coghlan, L. J.	1/5/14	313	Riley, P. M.	8/4/13	584	Crouch, O. S.	12/9/13	1307	Bashelor, J. L.	1/9/14
3	McPartland, J. F.	1/13/14	58	Chaloner, C. F.	12/20/13	134	Damato, G. A.	10/2/13	313	Yeatman, E. F.	1/21/14	584	Hall, L. L.	1/20/14	1316	Hadaway, J. L.	1/25/14
3	O Leary, T.	2/4/14	58	Singer, E.	9/29/13	134	Dent, W. C.	1/27/14	317	Copley, R. D.	1/18/14	586	Bowes, G. W.	12/14/13	1316	Thomas, C. R.	12/27/13
3	Rabkevich, A.	1/12/14	58	Zdanowski, E. W.	1/3/14	134	DiVito, W.	1/24/14	317	Gore, E.	1/10/14	595	Fay, L. W.	1/20/14	1319	Galli, G. D.	1/21/14
3	Rasche, E. F.	1/31/14	64	Gerber, J. E.	2/4/14	134	Egan, F. X.	1/11/14	325	Marshman, R. A.	1/22/14	595	Woolley, D. L.	2/9/14	1393	Wright, J. L.	1/30/14
3	Smith, E. F.	12/20/13	66	Johnson, C. E.	12/21/13	134	Gillette, H. D.	1/11/14	340	Stevens, C. D.	12/10/13	601	Hubert, R. F.	1/11/14	1426	Holsen, O. K.	12/2/13
3	Stafford, S.	1/21/14	66	Teague, H. H.	11/3/13	134	Kucharski, B. C.	12/26/13	343	Loux, V.	12/5/13	602	Kitchens, B. W.	11/9/13	1426	King, J. W.	9/30/13
5	Deasy, W. J.	2/2/14	68	Cieszlak, M. A.	1/6/14	134	Mangano, J. J.	1/14/14	349	Johnson, W. H.	10/24/10	611	Littleman, K.	1/17/14	1426	Lemke, L. J.	11/11/13
6	Collins, J. J.	1/7/14	68	Gill, H. E.	12/24/13	134	Martin, J. M.	12/30/13	349	Tuthill, R. C.	1/29/14	611	Obenhaus, O. J.	1/16/14	1426	Sundberg, C.	12/9/13
6	Green, R. W.	9/30/13	68	Iverson, S. W.	1/14/13	134	McGuire, T. A.	1/31/13	351	Jackson, J. J.	12/28/13	613	Esco, C. P.	10/18/13	1579	Allen, D. M.	2/1/14
6	Smith, C. G.	1/16/14	68	Ragar, R. E.	1/10/14	134	McTeague, P. J.	12/30/13	351	Mc Gahn, J. P.	1/19/14	613	Hambrick, C. D.	10/10/13	1579	Howard, R. L.	1/14/14
8	Greifenstein, H. W.	11/28/13	68	Werner, D. E.	12/30/13	134	Mudro, P. J.	1/9/14	353	Hernando, F.	12/21/13	613	Medley, J. L.	11/19/13	1687	Affleck, G. W.	1/6/14
9	Olszewski, D. W.	9/13/13	76	Blitch, E. E.	12/2/13	134	Oneal, C. B.	1/15/14	353	Kasperowski, K.	1/8/14	613	Reynolds, J. H.	1/24/14	1852	Haigh, D. L.	1/14/14
11	Allin, W. L.	12/9/13	76	Dahl, A. R.	11/19/13	134	Overholt, R. A.	12/8/13	353	Latimer, F. M.	12/20/13	613	Thomas, W. B.	1/9/14	1902	Beaty, B. P.	1/12/14
11	Byrd, H. E.	12/22/13	76	Lukin, J. N.	1/9/14	134	Poljak, J. J.	1/5/14	353	Lawlor, J. R.	1/14/14	625	Williams, S. C.	10/21/13	1922	Kapilow, D.	2/26/10
11	Calame, R. A.	11/27/13	76	Schiavon, J. A.	2/1/14	134	Thelen, J. H.	12/31/13	354	Lockyer, R. G.	4/24/13	640	Bosley, B. B.	6/3/13	1984	McGahee, I. J.	12/14/13
11	Garcia, J. M.	12/17/13	76	Thompson, J. W.	1/13/14	136	Tolbert, L. W.	1/2/14	357	Lenke, R. W.	1/5/14	640	Clark, D. H.	11/23/13	2085	Bell, A.	12/20/13
11	McGann, J. J.	1/28/14	77	Hughes, J. J.	12/1/13	145	Wyatt, J. D.	1/23/14	363	Brudniak, C. J.	4/24/13	640	Fox, K. P.	1/24/14	2085	Etling, C. L.	10/3/13
11	Palli, E. J.	12/1/13	77	Mallory, J. J.	1/5/14	146	Willis, H. E.	12/15/13	363	Spear, G.	11/22/13	640	Holland, C. L.	1/27/14	2166	Robichaud, E. L.	12/31/13
11	Shackleton, R.	1/1/14	77	Petersen, D. T.	1/21/14	153	Birtwhistle, D. R.	1/10/14	369	Atha, E. D.	10/31/13	640	Ortega, J. N.	1/22/14	I.O. (73)	Smolkowski, M. K.	12/17/13
11	White, S. K.	1/27/14	77	Robison, K. E.	11/12/13	160	Zambo, B. D.	12/31/13	369	McCullough, M. R.	1/3/14	640	Schenck, D. H.	1/1/14	I.O. (134)	Erickson, E. A.	12/21/13
14	Nesvacil, D. E.	1/26/14	81	Soltis, F. A.	11/25/10	164	Peck, H. J.	10/18/13	375	Gill, E. J.	2/28/13	648	Brock, J. S.	1/21/14	I.O. (134)	Toman, J. J.	12/30/13
16	Lawson, W. J.	1/16/14	82	Whip, G. A.	10/26/13	164	Rinaldi, J. J.	1/28/14	375	Pope, M. R.	12/12/13	659	Entler, W. L.	12/22/13	I.O. (197)	Dietz, B. C.	1/5/14
16	Zeller, L. M.	1/8/14	84	Oliver, W. A.	1/5/14	175	Long, J. W.	1/3/14	380	Brook, L. C.	12/31/13	659	Lewis, W. E.	12/11/13	I.O. (245)	McConnell, D. M.	11/13/13
17	Banfield, E. E.	1/3/14	90	Neibel, R. F.	12/13/13	175	Tucker, E. S.	2/13/14	387	Shields, W. D.	12/11/13	659	Roll, J. R.	12/27/13	I.O. (245)	Osborn, T. E.	1/4/14
18	Carey, E. L.	11/16/13	98	Beck, J. E.	1/21/14	175	Walker, D. P.	12/24/13	413	Mitchell, W. L.	12/31/13	665	Raymond, G. S.	11/13/13	I.O. (308)	Mix, T. F.	12/25/13
18	Deichen, S. M.	11/26/13	98	Raquet, F. C.	1/12/14	177	Foster, B. E.	1/1/14	415	Cave, D. L.	12/4/13	665	Wick, R. A.	12/25/13	I.O. (532)	Adkison, J.	1/18/14
20	Armstrong, K. W.	12/18/13	99	Obrien, J. T.	1/22/14	191	Worthington, J. D.	10/20/13	441	Beaty, L. C.	2/7/14	666	Swearengin, K. L.	1/18/14	Pens. (637)	Cline, H. O.	1/16/14
20	Brearley, H. D.	1/31/14	100	Lane, G. G.	1/4/14	203	Ryan, W. V.	12/21/13	443	Guy, E. D.	1/2/14	673	Turner, G.	1/15/14	Pens. (I.O.)	Beard, M. B.	11/30/13
20	Derossett, C. E.	2/3/14	102	Gano, J. E.	12/31/13	212	Conn, L. B.	9/14/13	443	Ratliff, E. W.	5/24/13	676	Metz, J.	12/8/13	Pens. (I.O.)	Berg, C. E.	12/8/13
20	Gee, D. W.	1/11/14	102	Mazzetta, M.	1/26/14	212	Frondorf, F. D.	1/12/14	446	Nobles, W. R.	12/2/13	676	Stone, W. R.	1/1/14	Pens. (I.O.)	Crandall, M. L.	10/18/13
20	Loza, A.	1/20/14	103	Flynn, W. J.	1/5/14	212	Walser, J. E.	1/10/14	456	Darvin, J.	10/1/13	683	Lewis, S. H.	11/19/13	Pens. (I.O.)	Dines, J. E.	12/13/13
20	Scott, R. R.	11/9/13	103	Lynch, P. F.	12/27/13	213	Goscoe, J. M.	7/10/13	456	Masley, R. S.	1/11/14	702	Bare, C. D.	1/15/14	Pens. (I.O.)	Elliott, G. L.	1/25/14
24	Farmer, A. J.	10/4/13	103	Marston, J. G.	12/21/13	213	Gozra, J. A.	1/9/14	456	Zanzalari, W. J.	8/31/13	702	Darnstaedt, L. W.	1/15/14	Pens. (I.O.)	Fagan, R. J.	12/13/13
24	Mills, H. G.	1/20/14	103	O'Connell, K. G.	1/6/14	223	Gorton, L. E.	12/31/13	461	Spencer, C. T.	8/13/13	702	Hall, R. A.	9/8/13	Pens. (I.O.)	Francis, G. H.	12/4/13
24	Moyer, J. P.	1/1/14	103	Romano, P. A.	12/21/13	223	McNulty, J.	11/18/13	466	Atkinson, D. G.	1/16/14	702	Scranton, P. K.	1/21/14	Pens. (I.O.)	Harrelson, K. W.	1/4/14
24	Novak, R. S.	12/20/13	104	Arnell, K. M.	12/21/13	226	Pell, L. A.	12/19/13	474	Crane, C. H.	1/18/14	702	Vaughn, M. H.	10/29/13	Pens. (I.O.)	Hill, A. O.	12/4/13
25	Nadvornik, T. J.	9/24/12	104	Sherman, G. D.	12/29/13	229	Holtzinger, R. L.	1/8/14	474	Reagh, C. W.	11/8/13	716	Boysen, B. F.	12/18/13	Pens. (I.O.)	Huffman, E. D.	12/4/13
25	Walsh, G. J.	1/17/14	105	Gervais, B. J.	1/18/14	236	Depaula, J. M.	10/27/13	477	White, T.	7/22/13	716	Goerlitz, C. O.	1/28/14	Pens. (I.O.)	Lee, R. E.	4/26/13
26	Khoury, W. J.	1/21/14	110	Frei, E.	11/1/13	236	Dufel, E. F.	10/26/13	479	Capps, T. L.	1/4/14	716	Hogan, G. R.	1/17/14	Pens. (I.O.)	Marinello, F.	1/7/14
35	Cassells, D. E.	12/26/13	110	Leier, M. A.	12/24/13	236	Gioeni, M. A.	12/23/13	481	Klosterkemper, E. P.	2/18/14	728	Baker, T. L.	1/18/14	Pens. (I.O.)	Medino, A.	12/16/13
35	Fuller, R.	1/22/14	110	Lovegren, J. D.	12/25/13	245	Armstrong, S. D.	12/26/13	481	Mullendore, F. R.	10/16/11	743	Groh, E. S.	11/11/13	Pens. (I.O.)	Monaco, G.	11/30/13
38	Cratty, A. T.	1/7/14															



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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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

Athletes Spark Talk of Youth, Unions



Edwin D. Hill
International President

A short time before he led the UConn Huskies to the NCAA basketball championship, Shabazz Napier was asked how he felt about a finding by the National Labor Relations Board's Chicago regional director that football players at Northwestern University were employees under federal labor law. The ruling gave the green light for players to unionize.

"It's kind of great," Napier said. Then, the scholarship athlete admitted going to bed hungry some nights because he didn't have the cash for a good meal, even while the dazzling point guard helped fill stadiums, netting millions for his school.

Napier's hungry days are probably over. He's expected to be picked up late in the first round of the NBA draft and sign a lucrative contract, becoming a union member himself.

But Napier's commentary and the courageous efforts of athletes at Northwestern to organize say a lot about what is happening in America.

In a post on U.S. News and World Report's online debate forum, AFL-CIO's secretary-treasurer, our own Liz Shuler, speaks out about the immediate concerns of the athletes and how their efforts to organize fit into the larger picture of young

people and unions.

Most Northwestern football players will never reach the NFL, says Shuler. Yet they cannot take another job while on the team without athletic department approval. They are required to give the university the right to use their names and images in any manner it sees fit, contributing to the \$5- \$10 million in profit generated by the football program each year.

"Despite all of these contributions to the campus and community," Shuler says, "Football players are faced with the possibility of sustaining a career-ending, chronic injury without any guarantee the university will continue to provide essential medical care."

It's not yet clear whether a majority of players will vote to form a union at Northwestern.

But, says Shuler, "It turns out, the players aren't alone in their opinion of unions—they're just acting their age."

Sixty-one percent of 18- to 29-year-olds have a favorable view of unions compared to 50 percent or less for all other age groups, she says, citing a Pew Research study.

And why wouldn't they? Starting careers in the worst economy in generations, young people have seen what happens when workers have no voice and wealth flows only up. They're open to the promise of organizing. Let's make sure we do our part to welcome them in. ■

U.S. Supreme Court v. Democracy

By now no one should be surprised when this Supreme Court sides with the haves against the have-nots, but the 5-4 decision in *McCutcheon et al. v. FEC* has the court carrying water for the thinnest slice of the wealthy who still believe they don't have enough say in America.

Four years ago, Citizens United unleashed America's wealthiest to spend as they please on independent campaigns. Now the court has thrown out the \$123,000 federal limit on total campaign contributions to parties and candidates. While the court did not overturn limits on contributions to individual candidates (currently \$5,200 per election cycle) that's like cutting out the speed bumps from the middle of the road and leaving them in place near the curb. Who do you think is going to slow down?

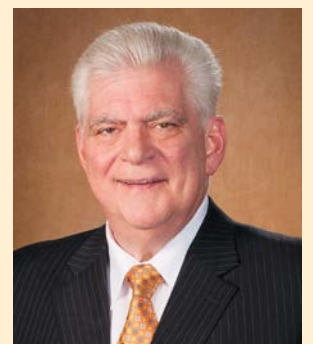
Only about 600 people came close to the contribution limits. With this decision, the court freed that handful of billionaires and millionaires to dole out nearly \$2.5 million every two years to the 435 congressmen and 33 senators running for office and another \$1 million to each party's numerous state and national campaign committees. In presidential elections they can give even more.

In the majority opinion, Chief Justice Roberts wrote, "There is no right more basic in our democracy than the right to participate in electing our political leaders." But the gap between the values of the average American and the values of the court's majority was best captured by Justice Scalia when during oral arguments he said, "I don't think \$3.5 million is a heck of a lot of money."

This court seems to think giving money to a candidate is more important to our democracy than voting for one. The smallest inconvenience to a campaign check is swatted away, but right-wing legislators who put stumbling blocks in front of voters—ending early voting, enacting regressive voter-ID requirements and haphazardly purging voter rolls—do it with the high court's blessing.

Former Supreme Court Justice Louis Brandeis said, "We may have democracy, or we may have wealth concentrated in the hands of the few, but we cannot have both."

If the Supreme Court lets one man give \$3.5 million, we need to turn out 350,000 who give \$100. Unless the Supreme Court changes it to one dollar, one vote, we still outnumber them, and the future of our democracy is still in our hands. ■



Salvatore J. Chilia
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Union-Buster-in-Chief?

In answer to the April letter by Salt Lake City's Steve Nelson ("Scott Walker, True Patriot?"), Scott Walker is a true patriot if you are anti-union and anti-poor. It is true we are supposed to get a tax refund next year. Maybe I will take my \$41 refund and buy a meal, or 1/2 tank of gas. That is the size of refund that is coming. To get that token refund, we lost in the thousands of good union jobs. Many of the poor are being left without health insurance because of his games. He still gets all of his \$142,000 salary, plus full benefits that he denied to public workers. He wants to do away with minimum wage. He wants to create a right-to-freeload law (it's time to start calling the right-to-work law what it really is). These are just some of the shenanigans. Oh, the millions in surplus—same thing that happens under every governor. Money magically shows up. He borrowed money and after next year it is looking like a larger deficit than before. Patriot? Not on your life. He is a power hungry, union-busting, career politician looking for glory. He cares nothing about this state.

*Tim Coger, Local 159 member
Madison, Wis.*

Kudos to Brother Steve Nelson, Local 57 member, for touching on the subject of private vs. public sector unions. In the big picture, Gov. Scott Walker of Wisconsin should be lauded by all citizens, union and nonunion, for keeping his promise of returning money to the taxpayers. There is a world of difference between a private union that has real competition for their jobs, and a public sector union where jobs are secure and therefore they can make greedy demands, demands that would put us out of business.

*Clifford Smith, Local 99 retiree
Providence, R.I.*

Brotherhood, the Poem

My husband, Brian Moore, is an electrician and member of Lafayette, Ind. Local 668. On October 28th, he was injured while working on a bus duct in a factory. He was burned over 25 percent of his body: his arms, face, chest, shoulders and both hands. He had two surgeries to graft new skin to his injured areas. He spent three weeks in burn unit, followed by five weeks at a recovery hospital and then two weeks in a rehab facility. He now goes to therapy four times a week. He is still in pain, still struggling, but slowly improving.

All this occurred right when we were thinking about Christmas for our children, who received a better Christmas this year than they would have. We have received financial donations from so many, including food, wood for heat, even snow shoveling. We want to thank all of those who have assisted our family. These donations of time and talents have allowed Brian's mind and body to begin to heal and help provide for our family during this time of recovery. I believe the poem says it best:

Brothers
Reaching
Out
To provide
Help to a brother
Electrician; allowing him to
Repair his
Health, heart and spirit from an accident
On an
October
Day!

*Beth, Ben and Brandon Moore, wife and children of
Local 668 member Brian Moore
Lafayette, Ind.*



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

Carrying the Torch

I'm a third-year apprentice who has been in the electrical trade going on seven years. I think that it should be mandatory for apprentices to go to at least one union meeting a month. The "old timers" aren't always going to be around to do it for you. We need to learn how things work and how to properly get things brought up.

*Zach Lambert, Local 175 member
Chattanooga, Tenn.*

WHO WE ARE

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

A Toast to Hatzel & Buehler: 130 Years of Partnership, Respect

Sometimes it seems like Facebook's most active users are folks who get their kicks arguing with anybody and about anything. But, when IBEW's Facebook page posted a March story congratulating Hatzel & Buehler, the oldest electrical contracting company in America, on its 130th year anniversary, the comments were nearly unanimously positive.

Several members from a number of local unions supported the sentiment of James Cassata, New York Local 3, who said, "It's a pleasure to be with such a good company;" or Cip Garrido, Philadelphia Local 98, who said, "Great shop to work for."

Employing more than 700 IBEW electricians, Hatzel & Buehler is signatory to 21 local unions in Delaware, Michigan, New Jersey, New York, Ohio, Pennsylvania and West Virginia. IBEW members even include some clerical staffers, engineers and estimators.

"The company's success is all about building great relationships," says John Condi, a third generation member of Philadelphia Local 98, who manages the company's Philadelphia and Delaware offices. "Solid relationships with a core group of customers, construction managers, vendors and employees provide stability for the workforce. Once workers come with us, they stay a long time."

Customers include pharmaceutical giants like Bristol-Myers Squibb and banks like JP Morgan Chase. Hatzel & Buehler has built power plants and legendary edifices like Walt Disney's Epcot Center in Florida and the United Nations.

Founded by two electricians who worked with Thomas Edison, Hatzel & Buehler offers expertise in electric design, construction, engineering, integration, and maintenance. A subsidiary company, Bluestone Communications, is dedicated to the low-voltage sector.

Two years after leaving Edison's Electrical Illuminating Co. in New York City in 1882, John D. Hatzel and Joseph Buehler formed their partnership. The quality of their work and the relationship-building that remains the company's hallmark was immediately recognized by many of the nation's most successful entrepreneurs, who signed contracts with them not just to build their businesses' infrastructures, but to build their personal residences.

Electrical systems in the Biltmore Estate in Ashville, N.C., at J.P. Morgan's personal New York residence, the Vanderbilt Mansion in Newport, R.I., and the duPont's Winterthur and Longwood Gardens were all constructed by wiremen employed by Hatzel & Buehler, a member of the National Electrical Contractors Association since 1901.

"Hatzel & Buehler is totally



In 1938, Hatzel and Buehler signed the first pension agreement between Local 3 and the New York Electrical Contractors Association.

union-oriented," says Bill Mari, a 31-year New York Local 3 member who has been working for the company for the past six years. A third-generation electrician, Mari works as the superintendent for Hatzel & Buehler's New York operation. He says, "The company's owners, Bill and Mike Goeller, frequently come on the work site. And they are passionate about making sure you have whatever you need to complete the job. They do everything right and don't cut corners."

Mari expresses pride in his employer's contribution to relief efforts after Hurricane Sandy when 120 electricians were dispatched to Staten Island, N.Y., to restore service to and repair 140 houses. And, like so many other Hatzel & Buehler staff, he lists the landmark commercial buildings and structures throughout New York City and beyond that were built by company hands.

They include the Chrysler Building and the General Electric Building in New York, Detroit's Renaissance Center and Johnson & Johnson's world corporate headquarters in New Jersey.

Numerous transmitter rooms for tenants occupying the Empire State Building were installed by Hatzel & Buehler electricians. Customers include WCBS, WNBC, WABC, WPIX, Univision, Home Shopping Network, Clear Channel and Motorola.

The company focuses on corporate infrastructure upgrades related to redundant power systems, security and fire safety installations, new office construction, trading facilities, television and radio broadcast studios and transmission systems.

"Hatzel and Buehler is an amazing

contractor," says Helena Russo, a 41-year member of New York Local 3 who works as a regional controller overseeing accounting and project management costs. "The company understands people. We work in a nice environment with good attitudes, alongside team players who are not looking to push others out of the way, but to make Hatzel & Buehler successful."

"The IBEW congratulates Hatzel & Buehler on the occasion of the company's 130th anniversary," says International President Edwin D. Hill. "We cherish our long relationship with Hatzel & Buehler, a signatory contractor who respects and supports our members, promoting the professionalism and excellence that make us the right choice for customers."

Hatzel & Buehler is signatory to collective bargaining agreements with:

- Wilmington, Del., Local 313;
- Michigan Locals 58 (Detroit), 252 (Ann Arbor) and 665 (Lansing)
- New Jersey Locals: 102 (Paterson), 164 (Jersey City), 269 (Trenton), 351 (Folsom), 400 (Asbury Park) and 456 (New Brunswick)
- New York Local 3
- Ohio Locals 82 (Dayton), 212 (Cincinnati), 575 (Portsmouth) and 683 (Columbus)
- Pennsylvania Locals 98 (Philadelphia), 375 (Allentown), 380 (Norristown) and 654 (Chester)
- West Virginia Locals 317 (Huntington) and 466 (Charleston). ■

Carrying briefcases, not toolbelts

The Unlikely Journey of the IBEW's Newest Local

The members of newly-minted Trenton, N.J., Local 33 had to take an unusual road to win their dues cards. They confronted the typical anti-union forces, but as deputy state attorneys general, they didn't fit the profile of typical IBEW members.

After all, lawyers work for unions and sue unions but they don't join unions.

After years of broken promises, little say on the job and falling wages and benefits, they had to change the belief that they were bosses, not workers. And they faced something possibly more difficult: a state law forbidding them to organize.

No wonder it took more than 20 years to get their union cards and sign their first contract. But these lawyers are as tenacious as their reputation. Six years ago, they made the fateful decision to turn to the IBEW, a union as tenacious as they are.

Like the other members of the team that helped organize Local 33, Andrew Reese didn't come from a union family. For the last decade, he has represented the state in litigation against companies that violate the state's environmental laws.

But instead of feeling proud at the end of the workday, Reese said he and his colleagues felt misled and mistreated.

"We haven't had a raise since 2006. They were promised but no one ever followed through," he said.

Then, in 2011, Gov. Chris Christie signed a bill that increased state worker health care and retirement costs. Before, the attorneys weren't keeping up; now they were going backward.

It wasn't true for everyone in the office. The secretaries and paralegals in the office—all CWA members—received raises every year, more than 13 percent.

"Some of them were making more money than the lawyers," Reese said.

Instead of doing what the opponents of unions have tried to tell Americans to do—demand that union members get less—Reese and his fellow deputies began asking why they weren't getting more.

Chartered in 2014, Local 33's membership includes most of the state's Deputy AGs. They enforce the civil rights laws, go after crooked businesses and protect citizens from polluters. They are like the state's law firm, providing advice on how to enforce laws and, when necessary, representing the state in litigation.

"These weren't people who were raised to think of themselves as union members," said Third District International Representative Wyatt Earp.

Turns out, the state of New Jersey agreed. When the deputy AGs tried to unionize back in the 1990s, a law was passed to deny them that right. In 2004, Reese and several other deputy AGs went to the union that represented the secretaries and paralegals to ask for help getting the law changed. They were turned away.

Not giving up, they began asking around for a union with a reputation for getting things done. In 2008, Reese had heard enough and came to the IBEW.

"It was classic worker abuse: bro-

ken promises, arbitrary changes to work rules, a pay scale in chaos and wages and benefits that were going the wrong direction," said Third District Vice President Donald C. Siegel. "It was clear they needed a voice, but before anything happened I needed to know if we could get the law changed and we needed to know they were committed to helping themselves."

To find out if the law could be changed, Vice President Siegel turned to Earp, the IBEW's lobbyist at the New Jersey statehouse. Getting a law passed, any law, is difficult, time consuming and uncertain. But Earp said he was optimistic it could be done.

"I thought we had a better than 50/50 chance," he said. "Politics is about relationships, and we have very strong relationships in New Jersey."

Reese said the IBEW's formidable political ability, three members who serve in the Assembly and a fourth in the Senate, was a significant part of the reason they approached the IBEW. But in June 2009 when the deputies finally met with Earp, Lead Organizer Joe Mastrogianni, who passed away in 2012, and Regional Organizing Coordinator Steve Rockafellow, there were many questions on both sides.

Reese said they knew the IBEW represented many different kinds of workers, including professionals, but their No. 1 question was whether the IBEW could really understand the needs of 400 lawyers.

Earp wanted to know if the IBEW went all in, would the DAGs stick together.

"They were asking a lot of us, so I was looking for signs of real, significant interest," Earp said.

It didn't take long before each side had the answers they needed.

"When we asked what they knew about lawyers, they told us they understood negotiating wages and working conditions," Reese said. "We were happy we would have our own local, but in the end it came down to the people. We were very impressed and they seemed genuinely concerned about our situation."

Earp said he was impressed that they talked most about wanting to make it possible to do work better for the state, but more importantly, they listened.

"They came in and said they were there to listen and learn and only later they said, 'We want to be part of this organization.' I respected that."

All they had to do was convince lawmakers in Trenton to let them join.

The bill to allow the DAGs, as well as managers, to unionize drew the expected opposition from anti-union forces, but it also drew in some surprising, and surprisingly powerful ones.

The biggest surprise was the private law firms that began lobbying against the bill. The state's largest law firms were worried that their own attorneys might begin asking questions about their own working conditions and pay.

After months of lobbying and testifying before the state Assembly and Senate, the fight went all the way to the final hours of the final day of the 2010



New Jersey Deputy Attorneys General Andrew Reese, left, Bill Andersen and Janine Long were key organizers in the long struggle that built Trenton, N.J., Local 33.

"It was classic worker abuse: broken promises, arbitrary changes to work rules, a pay scale in chaos and wages and benefits that were going the wrong direction. It was clear they needed a voice..."

— Donald C. Siegel, Third District Vice President

legislative session.

It was like something out of a movie, Reese said, complete with secret changes to the bill snuck in at the last minute, Earp working his cellphone to get the changes removed, votes held open while Reese and his colleagues hunted down a missing lawmaker for the crucial vote.

In the end, a law allowing the DAGs to unionize passed by a single vote in the Senate and outgoing Gov. John Corzine signed it into law on his last day in office, Jan. 19, 2010.

"We asked the question, 'How can you tell someone who is being mistreated that they shouldn't be able to do anything about it?' and the opposition never came up with a good answer," Earp said. "That was a very convincing argument."

With the law changed, the question returned home. Were these lawyers ready to start calling each other brother and sister? How many really believed that their fight for better wages and working conditions was a fight they shared with working people across the country and throughout history?

"It wasn't even close," Reese said. Nine months after the law changed, the New Jersey Public Employee Relations Commission certified the vote. They were a union.

"I've been around a lot of campaigns and I know what real ones look like," Earp said. "They never asked us, 'What're you going to give us? Can you go out and collect signatures?' They worked the phones every break and every evening. In hard times they stuck together. They were real."

Despite the distance they'd trav-

eled, and all the people they'd convinced along the way, they were entering the time that sees the death of many organizing drives: negotiating a first contract. They had the very bad luck of starting those negotiations the year Republican Chris Christie took office.

Under the Christie administration, negotiations with the state Office of Employee Relations were contentious but mostly they were slow, excruciatingly slow.

"Before they would even begin negotiations, the state demanded a complete proposal from us. That alone took us more than six months," said Third District International Representative Brian Brennan, an experienced negotiator appointed by Vice President Siegel to shepherd Local 33 to a contract.

But over time it became harder and harder to get state officials to set dates for meetings, which were frequently canceled in any case. At a certain point, Reese said, the state even stopped making excuses.

"It was grueling. They wouldn't bargain with us. They always had excuses at first, but then they just wouldn't even meet with us," Reese said. "In many ways the last three years have been the most difficult of my life and Brian was really important to keeping us together and focused."

Brennan says the credit rests with the negotiators: Reese, Kevin Schatz, Michael Pushko, Anna Lascurin and Paul Stofa, along with the rest of the membership of Local 33.

"The deputies stayed the course, stuck by one another and they got their contract," he said.

Dec. 16, 2013, three years, two

months and two days after negotiations started, they had a deal. It wasn't everything they had wanted but Brennan said it addressed the membership's top three concerns: wages, wages, wages.

The pay scale, which multiple attorneys general had promised to fix for almost a decade, was finally simplified and rationalized and everyone would get that raise they'd been promised but had never seen: 1 percent retroactive to July 2013 and another 1.75 percent in July 2014.

"We're not happy with everything in there. They should have gotten the raises they were promised seven years ago, but for the first time there is a contract in effect that protects them and gives them a voice," Brennan said.

After taking a break for the holidays, they prepared to bring the contract to the membership for ratification, a moment they had been talking about for years.

"We were actually a little apprehensive about bringing a contract into a room with 400 lawyers in it, each one with their own question," Reese said. "But in the end they asked some smart questions and then we voted."

In the end, it wasn't even close. Brennan said the ratification vote was overwhelming.

"It feels great. We've come so far," Reese said. "To go from having such low expectations to where we are now is extraordinary."

Having answered the question whether they are union material, Reese said the members now must decide what kind of union they will have.

"I think this will really play a big part in our working lives," Reese said. "It is our local and it depends on us what we make of it."

The contract was ratified the first week of February and President Hill certified the creation of Local 33 a few days later.

"That was an extraordinary moment that every member of the IBEW should be proud of," said International Vice President Siegel. "Credit goes to all the new members and Wyatt was the key player on the legislation but, from the very beginning all the way to the contract, there wouldn't be a Local 33 without Brian Brennan."

Brennan said that the lesson of Local 33 is simple: unions are still the answer for all workers who feel voiceless and misused, whether they shower before going to work or when they get home.

"People have to hear that this is still possible. These are people that no one expected to organize, that had every obstacle in their path; their lives are better because—right now, today—they stuck together and went union," Brennan said. "It won't just be lawyers who hear this. To be proud at the end of the workday, respected for our work and making a decent living that lets our families thrive; who doesn't want that?" ■