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Whistleblower Protections Force a Change in Antiquated Safety Culture

New whistleblower protections for rail workers are challenging the industry's history of punishing workers who report safety violations.
Photo used under a Creative Commons License from Flickr user Emmet.Hume

CSX Transportation's Selkirk repair shop is a massive, loud throwback to America's industrial past. Diesel locomotives, some weighing 180 tons, driven by 6,000-horsepower 20-cylinder engines, are torn apart and rebuilt beneath its soaring pigeon-filled rafters. A dozen, sometimes twice that number, are swarmed by teams of electricians, welders, carmen, machinists and sheet metal workers.

J.J. Giuliano has been local chairman of the Selkirk unit of Albany, N.Y., Local 770 since 2003. Keeping his members safe is Giuliano's top priority, and along with the leaders of the other trades at Selkirk, he sat on the shop's safety committee.

RAIL WORKER RIGHTS LEAVING 19TH CENTURY BEHIND



"For 10 years we made recommendations to management and for 10 years not one of them was funded by the company," Giuliano said. "I stayed on because I wanted to look out for my guys. But at a certain point we were letting the company get away with avoiding solving safety problems."

In September 2013, Giuliano was done with the charade. He sent a letter to the plant superintendent telling him that he was quitting the committee. He listed 21 safety violations that threatened the health of IBEW members, public safety or both that had repeatedly been brought to the company's attention and never fixed. They included everything from managers green-lighting locomotives for use without testing safety equipment to requiring workers to

repair trains covered in pigeon feces but refusing to provide, or even allow the use of, protective clothing.

"When local management decides to act as though safety is a priority, this organization will re-evaluate its position in this matter," he wrote. "Until that time, should it ever come, our concerns will be brought elsewhere."

Giuliano handed over the letter on a Friday and posted a copy of it on the local's glass-enclosed bulletin board. Two and half hours into his next workday, Giuliano was cited for violating safety rules and was suspended for five days.

"It's typical. Instead of fixing a problem, they attack the person who points it out," Giuliano said.

Until 2008 that would have been the end of the story. As a 2007 congressional hearing found, punishing workers instead of fixing safety hazards has been standard in the rail industry since the days of the robber barons more than a century ago. It was nearly that long ago that President Theodore Roosevelt signed many of the laws still regulating the rail industry.

RAIL WORKER RIGHTS *continued on page 2*

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RAIL WORKER RIGHTS LEAVING 19TH CENTURY BEHIND:

Whistleblower Protections Force a Change in Antiquated Safety Culture

As Social Security, workers' compensation insurance, Occupational Safety and Health Administration oversight and whistleblower protections were made standard for most working people, rail workers were left outside looking in.

The first safety protections for rail workers weren't even enacted until the Federal Rail Safety Act of 1970, said Larry Mann, an attorney and noted rail safety expert. But Mann says the scope of the law was extremely limited and enforcement by the Federal Rail Administration, which has historically been run and staffed by former rail company managers, was lax at best.

But in 2007, the late congressman from Minnesota, James L. Oberstar, inserted a few paragraphs into the massive bill implementing the recommendations of the 9/11 Commission. Section 100 of 106, in part written by Mann, dramatically expanded the rights and protections of rail workers. Oberstar later said that the goal of the law was a "complete overhaul of a safety culture preoccupied with blame, with fault and with individuals."

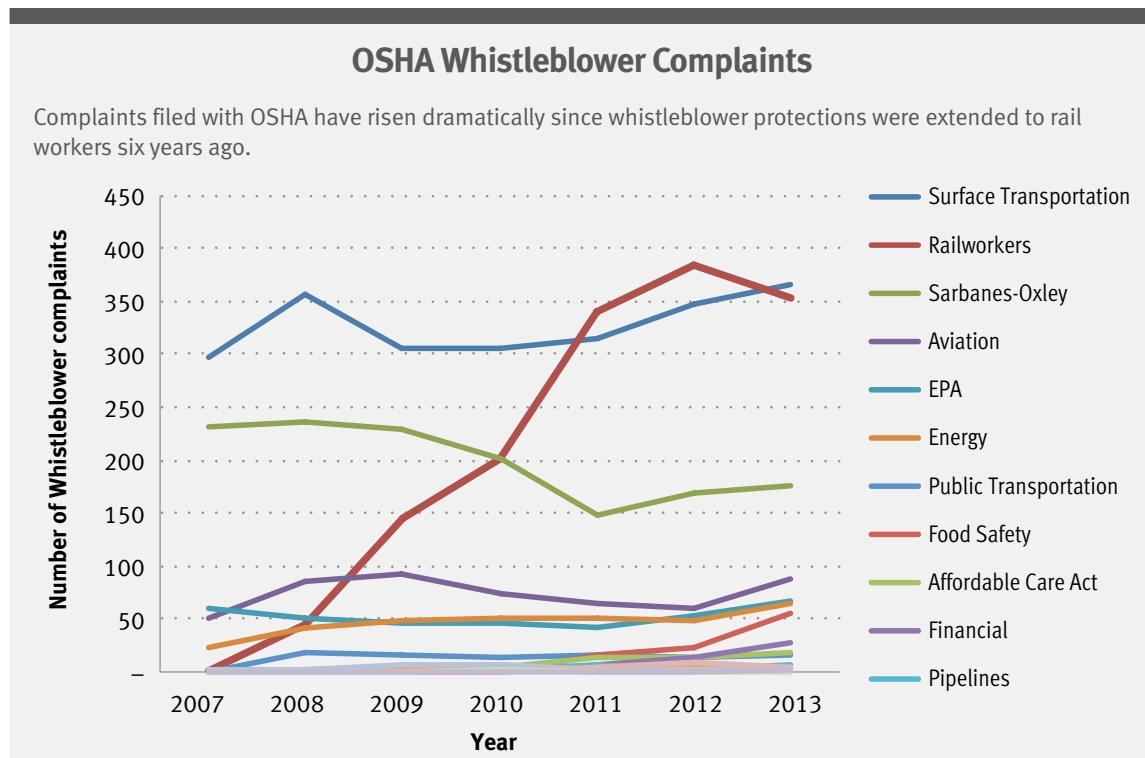
The law protected rail workers from retaliation for reporting safety hazards and injuries (see sidebar on page 3 for full list of protections and prohibited retaliations) that echo whistleblower protections for aviation, nuclear, pipeline and financial industry workers.

The penalties for doing so were purposefully harsh. Workers were to "be made whole" meaning if they lost their job, had their credit rating ruined and lost their house, the company would have to reinstate the worker, pay to fix their credit rating and recover the house or pay for its loss if it was found guilty. All that is in addition to back wages, attorney's fees and punitive damages.

"We snuck it in," Larry Mann said. "The companies didn't see it coming, thank God."

It wasn't just the companies that were surprised. Charles Goetsch, one of 14 attorneys designated by the IBEW to represent injured rail workers, found out about it only after it passed.

"I thought 'I've been waiting for this law for 30 years,'" Goetsch said. "It was a huge transfer of power to the workers and they didn't have to negotiate away a thing to get it."



Unaddressed safety violations at the CSX Repair Yard in Selkirk, N.Y., are at the root of a whistleblower complaint filed by Albany, N.Y., Local 770 member J.J. Giuliano. Instead of addressing safety hazards, CSX suspended Giuliano.

Photos used under a Creative Commons License from Flickr user Johnhgray (left) and Flickr user Brian Benson (right).

Killing the Messenger

Giuliano wasn't surprised about the retaliation by CSX. He's seen it all before.

"We would tell management about an oil leak and the most they would do is put up an orange cone. Three weeks later, they'd come clean it up," he said. "But if a guy slipped and fell in the interim they'd suspend him because he should have been looking out for it."

CSX, like nearly all passenger and freight rail companies, have long lists of forbidden actions. Industry spokesmen have defended the rules on the grounds that most injuries are caused by worker error, so they are trying to correct worker behavior. But the rules are often vague, for example requiring workers to "maintain situational awareness" or to "work carefully." In a 2012 memo, OSHA Deputy Assistant Secretary Richard Fairfax wrote that such rules are "pretexts for discrimination against an injured employee ... putting the employer's entire workforce at risk."

Giuliano said he saw workers severely injured who did not get emergency help or report it to the company because they were afraid of being punished.

"I saw someone shocked so badly we checked if his heart stopped," Giuliano said.

"Another time a guy was holding the tubing for an acetylene torch when it exploded. He seriously burned his hands. I know neither one went to the doctor because they were afraid of what the company might do."

The problem, says Goetsch, is that the only time the safety rules were enforced was after an injury.

"The goal wasn't to improve safety, it was to keep injured workers from reporting their injuries," Goetsch said. "The purpose was to create the illusion of safety. Discipline trumped safety every time."

Putting the Public at Risk

Goetsch said retaliation also put the public at risk: workers unfit to work were ordered to ignore doctor's orders and return; workers were fired for objecting when managers knowingly cleared locomotives for duty when federally required safety equipment was not repaired or tested.

Although reports about rail safety show a general improvement, leaving aside the reliability of those statistics, derailments in recent years have nevertheless killed and injured dozens of passengers and employees.

And when freight trains carrying vol-

atile chemicals are involved, the results can be even more disastrous.

Last year just across the Maine border in Lac Megantic, Québec, the brakes failed on an unattended freight train hauling 72 oil tank cars. It picked up speed as it rolled uncontrollably into the center of town. When it derailed the cars were ripped apart and the ensuing explosion destroyed nearly a third of the buildings in town. Burning oil poured into the sewers, spreading the fire throughout the town. At least 47 people died.

Each year, more than 400,000 carloads of crude oil move by train, a number that is growing fast as shale oil production far exceeds pipeline capacity. Trains transport chemicals like chlorine gas that can be far more dangerous than even crude oil.

"I have seen management tell us to send out locomotives with the kinds of problem that could have caused Lac Megantic," Giuliano said. "Absolutely I've seen it and more than once."

A Classic Case of Retaliation

The day Giuliano returned to work after posting the letter he noticed that three

managers who rarely make it down to the shop floor were standing nearby watching him, and only him, work.

One of them soon came over and told Giuliano that he had violated the safety rule requiring workers to access locomotives using a rectangular fiberglass bridge to get across the two-foot gap between the locomotive's running board and shop's raised concrete floor.

"It was baloney. First, it wasn't possible to use a crossover board there, and second, two other guys got on the locomotive the same way I did and no one said a word to them," Giuliano said.

Despite assurances from managers that the violation was minor, three weeks later, Giuliano received notice of a disciplinary hearing for multiple violations of safety rules.

"In my 12 years as chairman of the local I have never seen someone disciplined for that violation," Giuliano said.

The hearing held in late November was presided over by a company manager who had earlier broken into the glass-covered IBEW bulletin board to rip down a copy of the letter. The manager served both as the prosecutor, introducing the evidence of Giuliano's supposed infractions, as well as the judge, refusing to allow Giuliano to introduce evidence that he had not violated safety rules or question the two other members who weren't punished.

"It was a sham," he said. "I told them they were in violation of the FRSA. They didn't care."

An Uzi to a Knife Fight

Although the whistleblower protections were made law in 2007, Giuliano says he didn't really know about them until recently and doesn't know anyone else who has ever filed a complaint.

Then he heard Goetsch speak at the IBEW Railroad Department's annual conference in 2012. There he heard about the whistleblower protections and another law—the 2008 Rail Safety Improvement Act—which further expanded rail workers' rights by prohibiting retaliation against workers who requested medical treatment or followed doctor's orders.

Goetsch also talked about a series of federal court rulings making it clear that judges and juries were broadly interpreting the law, routinely issuing large punitive damages awards and punishing companies that punished workers instead of protecting the public.

Giuliano said he remembers Goetsch saying that having a law is useless until workers stand up.

"If you don't know your rights or are scared to use them, you have no rights. Their strategy is to keep workers ignorant and scared," Goetsch said. "This law lets us bring an Uzi to a knife fight, but for it to accomplish its purpose, it is up to us to use it."

Giuliano joined the thousands of rail workers filing complaints with OSHA for unlawful retaliation. Since the first com-

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plaint was filed in 2007, more whistleblower complaints have been filed with OSHA from rail workers than any other industry.

'They Couldn't Believe a Company Would Have the Gall'

In the beginning, Goetsch said, OSHA administrators levied only modest fines against the companies.

"I don't think [OSHA] believed what we were telling them. They just couldn't imagine it was true," he said. "But now they understand, and the courts understand as well, and the penalties are growing."

In recent years, punitive damages awards from OSHA and federal courts have risen from less than a \$100,000 to more than \$1 million.

"These companies make billions of dollars each year and the fines they were used to were just a minor cost, no big deal," Goetsch said.

"These multimillion dollar awards

"This wasn't just an attack on me, it was an attack on every union and union member here."

—J.J. Giuliano, Local 770 member

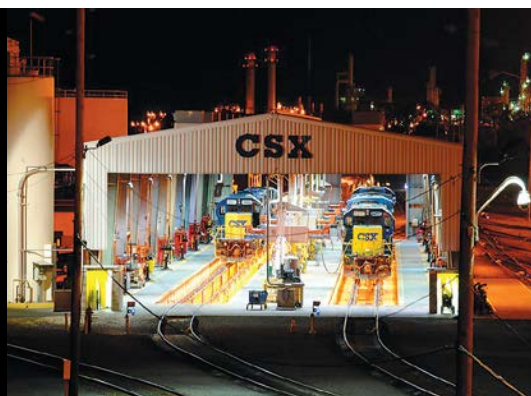


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are different. They have the companies' attention and the attention of their shareholders as well."

For Mann, the fines handed out have been a rewarding sign that a 100-year culture of retaliation is finally on the way out.

"There's still a long way to go, but I think in five, maybe 10 years we will see that these laws will have transformed the industry," Mann said.

OSHA inspectors are now reviewing Giuliano's complaint. If they haven't issued a final ruling by late this year, Giuliano will be able to bring suit against CSX in federal court. Appeals are possible, for OSHA or judicial decisions, and the companies have

shown that they try to outlast and outspend workers by appealing and delaying every case as long as they can.

But Giuliano says he will not give up on this case. Since his suspension, many fewer members come to talk to him about problems or concerns they have, something that used to happen regularly.

"That dropped off after I was suspended. It shut people up. Maybe they figured I wouldn't want to stick my neck out again or they thought I had bigger things to worry about," he said. "That means this wasn't just an attack on me, it was an attack on every union and union member here. There's no way I give up on that." ■



The IBEW 401(k) plan gives members another way to save for retirement.

Photo credit: 401kCalculator.org

National Electrical 401(k) Plan: Another Way to Save for Retirement

America is facing a crisis as declining wages, rising health care costs and a dwindling number of pension plans threaten working Americans' retirement security.

It is estimated that a couple retiring at age 65 today will need at least a quarter of a million dollars to cover medical costs alone.

For IBEW members with collectively bargained retirement benefits, the future looks much brighter. But guaranteeing a secure future requires multiple tools and strategies.

Since its introduction in 2008, the National Electrical 401(k) Plan (NEFP) has provided members and signatory employers the opportunity to boost retirement savings, giving working families an extra sense of security in these uncertain economic times.

"It's not a replacement for traditional defined benefits plans, but a supplement to help make sure everyone has enough in retirement," said IBEW Investments Department Director Jim Smizer.

Smizer refers to the NEFP as one of the legs of the three legged retirement stool—which also includes traditional pensions and Social Security—that experts recommend for a secure retirement.

The plan—jointly sponsored by the IBEW and NECA—is available to all bargaining unit employees of companies and contractors that have it included in a collective bargaining agreement. Non-bargaining unit employees of employers who have signed a participation agreement with the NEFP are also eligible to join.

Participation is voluntary. Individuals choose the percentage of their wages they want to contribute, and the employer deposits the monies—on a pretax basis—in individual retirement accounts. There they grow tax-free until distribution.

The benefits of the plan are numerous:

- Because contributions are made before taxes are calculated, participants end up paying less in federal taxes.
- Your money works for you. Funds put into the NEFP grow tax-deferred.
- Compounding helps your money grow. Compounding means participants can earn interest on both the money they contribute to the plan, in addition to any interest on contributions made in previous years.
- NEFP offers participants numerous options for investing, depending on an investor's age and how conservative or aggressive their investing style is. You don't have to be a trading expert either, with many easy-to-use investment strategies available, including GoalMaker, an optional tool that helps you make the right decisions about your portfolio.

The plan is administered by the IBEW; Prudential Retirement is the record keeper.

For business managers looking to give their members more retirement options, the NEFP can save them money and time. Administering a 401(k) costs a lot in terms of time and money including higher investment management and administrative annual fees. The NEFP is designed to help both of these issues because it enables IBEW locals throughout the country regardless of their size to join with others to leverage the relationships and experience of the IBEW International.

IBEW International Secretary-Treasurer Sam Chilia, who is also an NEFP trustee, says that the IBEW remains committed to the defined benefit plan as a bedrock of retirement security, but the "NEFP offers business managers and members a cost-effective way to increase savings and supplement existing benefits."

"It's always a smart move to start saving today," Chilia said.

To find out more contact the IBEW Investments Department at 1-888-411-4239 or go to the NEFP website: www.nefp.org. ■



How to Protect Yourself from Retaliation

Workers CANNOT be retaliated against by employers for doing any of the following in good faith:

1. Reporting a hazardous safety condition to the company or state, federal or judicial authorities
2. Refusing to participate in the violation of safety rules or regulations
3. Refusing to authorize the use of equipment, track or structures because of safety or security concerns
4. Requesting medical treatment
5. Reporting any injury or illness, whether sustained on or off the job
6. Reporting security violations to the company or state, federal or judicial authorities
7. Reporting fraud or waste of public money designated for safety or security
8. Not reporting to work pursuant to a treating doctor's orders or treatment plan

Retaliation is ANY punishment targeting workers for taking a protected action, even if the company has another reason. That includes:

1. Notification of a disciplinary hearing
2. Holding a disciplinary hearing
3. Termination
4. Suspension, demotion or reassignment
5. Blacklisting or failure to rehire
6. Denying overtime or benefits
7. Threats, intimidation or reprimands
8. Withholding bonuses or promotions
9. ANY discrimination against an employee due in whole or in part to good faith protected actions

What to do if you think you have been retaliated against:

1. File a complaint with OSHA within 180 days of FINDING OUT you have been retaliated against —DO NOT WAIT FOR THE RESULTS OF DISCIPLINARY HEARINGS!— Even calling for a disciplinary hearing is by itself retaliation. Waiting for a decision about the punishment might delay your complaint until after the 180 day deadline.
2. The OSHA complaint form can be found at: www.whistleblowers.gov/whistleblower_complaint.pdf
3. It is best to talk with your local chairman and one of the recommended legal counsel listed on the IBEW Railroad Department's website (www.ibew.org/IBEW/departments/RailRoad/FELA_LegalCounsel0710.htm) before filing a whistleblower complaint with OSHA.
4. If the deadline is approaching, DO NOT DELAY: use OSHA's online reporting site (www.osha.gov/whistleblower/WBComplaint.html). Complaints can be amended later with legal counsel and IBEW assistance, but only if filed on time.



IBEW graduates at the 2014 NLC graduation ceremony at the Kirkland Center in Silver Spring, Md.

Celebration, Tears at Last NLC Graduation

Two hundred and ten graduates crossed the stage to receive their diplomas from the National Labor College at the end of the 2014 spring semester. It was the institution's largest graduating class, and also its last.

"This will be a chance to celebrate all that the college has accomplished over the years as well as provide an opportunity for our whole community to come together and say goodbye to the campus," the website's blog announced.

Since the decision to close, the website's blog became an electronic meeting place where students and alumni could come together to express concern for the closing, as well as appreciation for the education they received at the tight-knit, specialized labor college.

"This institution represents a lot more than labor students represented by labor unions. It represents a way of life in America," wrote one alumnus.

Funded by the AFL-CIO, the NLC provided an education to AFL-CIO union members and their families to pursue undergraduate and graduate degrees on subjects such as business administration, labor safety and union leadership and administration. The institution was known for its emphasis on life experience and real-world application of skills, preparing students with on-the-job practice and senior projects that directly relate to their chosen studies and involve a high level of research.

Jim "Junior" Long Jr., a 2014 graduate who double majored in union leadership and administration and political economy of labor, says, "I didn't understand why the middle class keeps on getting hammered—benefits taken away all the way down to

not getting paid minimum wages—now I understand what needs to be done." Motivated by seeing firsthand the effects of the recession, he explains, "I invested in myself to help others."

Like many of his fellow graduates, Long took an extra course load in his final semester in an effort to race against the impending closure.

"The college is virtually the only institution [entirely devoted to] labor studies—everything from history to orga-

nizing techniques to collective bargaining—at its center," wrote Kim Patterson of People's World. "Over the years, thousands of unionists came to the college to study those fields and others, from labor's point of view."

In the 17 years since its independent accreditation, hundreds of IBEW members have graduated from the program, with 36 IBEW members graduating in this year's class alone. Students who have not yet completed their programs at the NLC

will be able to complete them through "teach out" programs at Empire State College, Thomas Edison State College, Penn State, University of Illinois, and Rowan University. These colleges are also accepting applicants independent of the NLC for their undergraduate programs.

"Please be assured that in all of our proposals, we are keeping the best interests of our students in our hearts and minds," wrote college president Paula E. Peinovich in a statement regarding the closure.

"National Labor College is proud of our students, our work and our many successes."

The academic programs offered at the NLC have provided many leaders within the labor movement with skills and knowledge since its original formation as the George Meany Center in 1969. While there are colleges with courses in labor studies, it was the offering of subsidized higher education to union members that made the NLC so pivotal to the labor movement.

The AFL-CIO is working with former

NACTEL: Preparing Grads for Tech Changes

In the race of advancing telecommunications technology, the National Coalition for Telecommunications Education and Learning is helping workers keep up the pace.

Founded in 1997 by a coalition of corporations, the IBEW, and the Communication Workers of America, NACTEL is a program for people in the telecommunications industry that provides education to union members, similar to the programs for labor activists previously offered at the National Labor College. And with uncertainty caused by recent rapid shifts in technology in the industry, NACTEL's instruction is becoming more valuable to the telecommunications field than ever.

"The need for the same kind of workforce is changing," said the IBEW's C. James Spellane, a member of the board at NACTEL who has been involved since its founding.

NACTEL began as the first program of its kind, designed to instruct in utilizing telecommunications technology. Since then, it has been altering the curriculum every year to keep up with industry breakthroughs, preparing workers with degrees in mobile, networking, video, and wireless technologies—fields changing on a constant basis thanks to new and innovative advances.

David Ricciardelli, a member of Middleton, Mass., Local 2421 and equipment installer at Verizon who earned his degree in telecommunications, is among this year's graduates. He started classes at NACTEL in 2007 because of the flexibility the program offers, allowing him to fit one class per semester into his schedule.

"It makes me a more qualified technician and gives me more options about my future," Ricciardelli said.

Many other IBEW members have taken advantage of the course offerings at NACTEL, including 13 in this year's graduating class.

"Over the last few months, we've been in contract negotiations with most of the com-



NACTEL's flexible online courses in telecommunications accommodate workers' schedules.

Photo Credit: Photo used under Public Domain license by Pixabay.

panies where we represent the workers. In almost every case, new technologies and job security were major issues," said Kevin Curran, who represents the IBEW on NACTEL's board of directors. "These negotiations have confirmed my belief that the more training and education our members have, the better positioned they will be in our ever-changing industry."

Partnered with Pace University in New York City, which was recently named the top online university by U.S. World News Report, NACTEL accommodates the busy schedules of full-time workers by offering flexible online courses that allow students to work at their own pace. Employers like AT&T and Verizon even offer tuition reimbursement, and often students return to the workforce eligible for more advanced positions within the companies.

"Often NACTEL graduates are the first in their families to attend college; others have used their schoolwork to inspire or challenge their children or grandchildren. It's wonderful to see children cheering their mom or dad, or parents honoring their adult children. These men and women are an inspiration," said Susan Kannel, executive director of NACTEL.

Applications are accepted year-round, with classes beginning five times a year. Click www.nactel.org/programs/programs.html for a list of available programs. ■



National Labor College President Paula E. Peinovich addresses graduates at the 2014 NLC graduation ceremony at the Kirkland Center in Silver Spring, Md.

Photo credit: Photos by Bill Burke Photography, used with permission from the NLC Flickr account.

NLC staff to offer week-long classes teaching basic union skills building. They will offer intensive courses in union administration, bargaining, organizing, arbitration, and communications, said Al Davidoff, AFL-CIO's director of governance, organiza-

tion, and leadership development.

IBEW Education Department Director Amanda Pacheco said members can still take advantage of resources both outside and within the IBEW for further education. "It's important that we contin-

ue to support them," Pacheco said.

Both the University of Wisconsin and the University of Oregon offer full-time undergraduate programs, and have partnered with the IBEW to provide week-long intensive courses to members on organizing and arbitration.

Long, for one, is pursuing an MBA in business administration at Webster University in St. Louis.

"Brothers and sisters, the working people of this country will take America back," said Richard Trumka, AFL-CIO president, in his address to the NLC graduates. "We will rebuild the American Dream. There aren't any shortcuts or easy answers. We'll do it the hard way, which is also the right way. And we will need each other to do it. Your role is important. And so I ask you, in your own way, by your own lights, to go forward from here to turn your dreams into reality and to be the best union members, the best leaders and the best people you can be."

Of all of the unions represented among this year's NLC graduates, the IBEW was the largest. ■

Supreme Court Decision Hurts Workers, the Disabled

Thousands of home care workers were already burdened by trying circumstances on their jobs before a Supreme Court ruling on June 30 made their lives and their service to disabled persons more difficult.

The 5-4 decision in *Harris v. Quinn* concerns home care workers who render assistance to people in their own homes, rather than in nursing home facilities. Their wages are covered by states and subsidized through the federal Medicaid program. Thousands of home care providers in several states have organized unions over the past few years.

The case involved a group of eight home-care workers, led by Pamela Harris, who refused to join the Service Employees International Union. In 2010, Harris and the others filed a suit objecting to the fair share fees they paid after Ill. Gov. Pat Quinn granted exclusive union representation for state-funded disability-care providers to the SEIU.

The suit argued that the plaintiffs' First Amendment rights were violated when they were forced to pay a servicing fee (agency fee) to the SEIU for negotiating and administering their contract.

Those fees cannot be used for political activity. Still, the workers claimed that the fees violated their First Amendment rights.

The majority ruled in favor of Harris and the others, ruling that even negotiating wages was a political act, upholding their First Amendment argument.

In a statement on the court's decision, the SEIU said, "The ruling places at risk a system of consumer-directed home care in Illinois that has proven successful in raising wages, providing affordable health care benefits, and increasing training. The number of elderly Americans will increase dramatically in the coming years. States need to build a stable, qualified workforce to meet the growing need for home care—and having a strong union for home care workers is the only approach that has proven effective."

The Supreme Court's opinion was narrowly written, holding that Illinois' home care workers were not primarily employees of the state, but were employed by the recipients of their care. So, the decision does not overturn agency fee agreements reached by unions on behalf of police, firefighters, teachers and other public workers in the 26 states where right-to-work laws are not in effect.

However, labor law experts say the majority opinion, written by Justice Samuel Alito, laid out a clear legal rationale for such a decision down the road.

In her dissenting opinion, Justice Elena Kagan defended the current practice of charging agency fees to non-members of home care bargaining units, saying that such agreements enable the state to attract a better and more stable workforce to serve disabled patients.

Kagan wrote, "Because of [collective] bargaining, as the majority acknowledges, home-care assistants have nearly doubled their wages in less than 10 years, obtained state-funded health insurance, and benefited from better training and workplace safety measures. The State has also benefited by getting a more stable workforce providing higher quality care, thereby avoiding the costs involved with institutionalization."

The National Right to Work Foundation argued the plaintiffs' case. They draw much of their financial support from wealthy corporations and individuals who openly oppose the right of workers to gain a voice on the job by organizing unions. In a statement on the Supreme Court's decision, the foundation said: "Families in Illinois can relax knowing their homes are safe from being a union workplace."

"The Right to Work Foundation's talk about First Amendment rights for workers is a fig leaf covering their real intent: to weaken the ability of workers on the job to organize themselves for better pay, working conditions and service to their employers," says International President Edwin D. Hill.

"Harris v. Quinn will not deter us from standing up for a voice on the job for hard-working men and women. And we are confident that most members will see the need to contribute financially to their own success, not get a free ride on the backs of others by claiming their First Amendment rights are being violated. Solidarity wins. Selfishness loses in the long run," says Hill. ■



The Supreme Court's majority opinion in *Harris v. Quinn* could become precedent for undermining union strength, say labor law experts.

Photo Credit: Photo used with permission under Public Domain license from Wikimedia Commons.

The following members received Bachelor of Arts degrees:

James Patrick Alle	Local 11	Los Angeles	Labor Safety & Health
Erik W. Bade	Local 159	Madison, Wis.	Labor Education
Kathleen A. Barber	Local 617	San Mateo, Calif.	Construction Management
Gary A. Beckstrand	Local 354	Salt Lake City	Labor Education
John F. Bourne	Local 22	Omaha, Neb.	Business Administration
Paul S. Brenstrom	Local 145	Rock Island, Ill.	Construction Management
Shannon N. Clanton	Local 558	Sheffield, Ala.	Construction Management
Christopher L. Comb	Local 725	Terre Haute, Ind.	Construction Management
John J. Dickinson IV	Local 236	Albany, N.Y.	Construction Management
Zachary Esquibel	Local 68	Denver	Business Administration
Aaron G. Gerding	Local 26	Washington, D.C.	Labor Safety & Health
Paul A. Hahn	Local 26	Washington, D.C.	Business Administration
Brandi P. Harmon	Local 2113	Tullahoma, Tenn.	Business Administration
Marion A. Hill	Local 369	Louisville, Ky.	Construction Management
Jeremy P. Hodges	Local 305	Fort Wayne, Ind.	Labor Safety & Health
Robbie D. Joiner	Local 347	Des Moines, Iowa	Construction Management
Julius G. Kigonda	Local 26	Washington, D.C.	Construction Management
Kevin N. Klinghammer	Local 146	Decatur, Ill.	Construction Management
Robert D. Komec	Local 1920	North Platte, Nev.	Business Administration
James R. Long, Jr.	Local 4	St. Louis	Union Leadership & Admin., Political Economy of Labor
Cory V. McCray	Local 24	Baltimore	Business Administration
Terrance L. McKinch	Local 948	Flint, Mich.	Labor Safety & Health
Gary E. Mitchell	Local 369	Louisville, Ky.	Labor Safety & Health
Frank D. Muia	Local 236	Albany, N.Y.	Labor Studies
Christopher E. Parsels	Local 108	Tampa, Fla.	Union Leadership & Admin.
Enochius H. Rhymes	Local 480	Jackson, Miss.	Business Administration
Marty L. Riesburg	Local 22	Omaha, Neb.	Business Administration
Adam B. Sayer	Local 650	Salt Lake City	Construction Management
Brooks C. Slater	Local 24	Baltimore	Construction Management
Chad E. Smith	Local 1912	Southern Pines, N.C.	Business Administration
Anna R. Sykes	Local 21	Downers Grove, Ill.	Business Administration
Tina L. Tyler	Local 824	Tampa, Fla.	Labor Studies
Christian J. Wagner	Local 520	Austin, Texas	Business Administration
Justin B. Young	Local 252	Ann Arbor, Mich.	Construction Management
Jayson H. Zimmerman	Local 3	New York	Construction Management

The following members received Bachelor of Science degrees:

Elizabeth J. Fox	Local 3	New York	Emergency Readiness & Response Management
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Seattle Lineman Champions Improved Training in Suriname

Seattle Local 77 member Brady Hansen was still grieving the loss of a fellow lineman who died on the job, when a tour came through Avista's Spokane Lineman School where he was working as a lead instructor.

Electrical engineers from the state-run utility company in Suriname, South America's smallest nation, had been studying at nearby Gonzaga University and were looking to learn from Avista and the IBEW.

During the course of the tour, Hansen traded notes with the visitors and found that training, safety protocols and equipment taken for granted in North America were mostly absent in Suriname.

"I've seen social media photos of linemen in other countries being passed around on the job, where disparaging, disrespectful remarks are heard about their safety practices," says Hansen. "But [like the linemen in Suriname] they are fellow members of our trade. And I believe they deserve the same kinds of protections our predecessors fought for over a century ago."

Call it a step toward closure over the loss of a friend, a career-long mission to promote safety on the job, an extraordinary empathy for others—wherever they are—or just being a good guy, Brady Hansen was propelled into action. His mission: lifting up the conditions of linemen in Suriname.

In October, Hansen and a group of Avista linemen will fly to Suriname where they will present train-the-trainer classes with their peers who work for EBS, the public utility now undergoing modernization in the nation of half a million. Their trip is sponsored by a non-profit organization, the Suriname American Brotherhood Initiative, which Hansen founded.

"This is awesome, incredible," says Fornelio Forster, manager of EBS's distribution system, who met Hansen on the Spokane tour. "What Brady and these guys are doing and are planning to do is invaluable. I don't have enough words to describe their devotion."

Hansen offered to tour EBS's system after the Spokane visit. EBS helped him with the costs of airfare and lodging for a trip last fall.

"I researched the history of the country and its culture before leaving," says Hansen, who has since secured funds from both Avista and Local 77 to help underwrite the autumn visit to one of the world's most ethnically and racially diverse nations. A former Dutch possession located north of Brazil, Suriname gained independence in 1975. Today mining and oil dominate its economy, with tourism closely behind.

Practical measures to improve safety, says Hansen, depend upon cultural awareness. As an example, American linemen do not climb steel and concrete poles without steps. But in Suriname, they are often absent. He found that in many Latin American countries, linemen, or *linieros*, take pride in fabricating their own slings. So he is trying to share their methods with Surinamese colleagues.



"I never expected to be doing all this," says Hansen, who has been receiving Facebook messages from linemen in other developing nations who heard about the Suriname effort. He spent more than an hour recently helping a lineman in Cambodia solve a problem with understanding induction and personal protective grounding techniques.

Hansen hasn't had trouble lining up four volunteers to travel to Suriname. "I stopped counting at 27 guys," he says. "When they are standing in front of you asking to join the effort, you can see their intensity," says Hansen. "That means we're real—more than just a sticker on a hardhat." He says he is even getting phone calls from linemen he never met who want to participate.

"Brady brings a passion to the line trade that is contagious and very rare these days," says Bill Magers, program manager for Avista's lineman school. "The Suriname initiative is a prime example of his passion. I could do nothing other than support his outreach to provide training and safe work practices to the line workers there."

Forster and Hansen envision a three-year program of active collaboration, coaching and mentorship between

U.S. and Surinamese linemen. A structured program will be a great improvement, says Forster. Currently new linemen rely solely upon ad hoc, on-the-job training from more senior peers.

And, seeing safety properly executed, says Forster, would motivate his nation's linemen to step up their vigilance.

"One of my and Brady's dreams is to get some of Suriname's linemen to attend an international rodeo and expo in the U.S. to give them a better view of how we can improve their safety and work efficiency," says Forster.

Hansen, who was a telephone lineman member of Seattle Local 89 before joining the utility, says the Suriname effort can help build a positive spirit to counter the despair that often accompanies the evening news.

"When linemen reach out across the world, it offers hope to humanity and real progress," he says. Improving a nation's electrical consumption is critical to reducing infant mortality, maintaining clean drinking water, raising life expectancy and slowing population growth. He said he hopes that progress in promoting safer and more efficient methods in Suriname will spill over to its neighboring nations.

Improving safety training needs to

"If the labor movement is to prosper, we need to go international. We cannot leave our brothers and sisters behind. Brother Brady Hansen is teaching all of us a great deal, and together, we will be that much stronger."

— Charlie Kernaghan, a world-recognized activist

be coupled with efforts to help other nations provide better equipment to their linemen, says Hansen.

He has partnered with the National Rural Electrical Cooperative Association International Foundation to support "Recycling for Linemen," an effort to collect safety gear for linemen in Suriname. The NRECA has been active for 50 years helping to foster electrical development across the world. Thanks to these ongoing efforts, developing nations have the ability to be more independent and require less foreign aid.

New OSHA regulations on fall protection will leave some safety belts used in the trade out of compliance. But the equipment would still offer more protection to workers in other nations with limited resources. The effort is supported by LineJunk.com, an apparel business. The company's website says, "When the OSHA changes take effect, a lot of personal protective equipment may be going to the landfill. Think local, act globally."

Karl Stoper, a Local 77 lineman at Seattle City Light, offered to help the recycling effort. "Donating equipment has been warmly received by my co-workers," says Stoper, who set up a booth at a lineman's rodeo in Wenatchee, Wash.

"Activities like these are the great

At left, linemen at Suriname's state-owned utility company will benefit from a safety program established cooperatively with IBEW linemen in Washington State. Engineers from Suriname, below, toured Avista's Spokane, Wash., lineman school.

thing about being an IBEW member," says Stoper, who began his career as a groundsman in Vacaville, Calif., Local 1245 and has convinced Washington's public utility commission to solicit equipment donations on its website.

The Suriname support program is drawing recognition far beyond organized labor and the utility industry.

"This is what I admire and respect so much about the labor movement,"

says Charlie Kernaghan, a world-recognized activist who has exposed third-world garment sweatshops and helped change the apparel purchasing practices of large retailers.

"If the labor movement is to prosper, we need to go international. We cannot leave our brothers and sisters behind. Brother Brady Hansen is

teaching all of us a great deal, and together, we will be that much stronger," adds Kernaghan.

During Hansen's visit last year to Suriname, the nation was celebrating Maroon Day, commemorating former slaves who escaped their plantations and established autonomous communities in the nation where tropical rainforests dominate the terrain. Hansen went into the center of the nation's capital, Paramaribo, and joined the dancing and celebrations.

"I realized they were celebrating freedom from race-based and class-based oppression, similar battles fought by people in my own country," he said.

A little over a century ago, he says, workers in the electrical construction and power trades in North America recognized the need for structured safety programs. Because of their efforts, he and others have been able to enjoy decent jobs and a healthy standard of living.

"I want to help others the same way my predecessors helped me," says Hansen.

A structure to solicit monetary donations for the Suriname American Brotherhood Initiative is being established. For more information call Brady Hansen at (208) 661-0458 or (509) 495-8432 or e-mail him at Brady.Hansen@avista.com. ■



New barrels roll off the line at Jack Daniel's new cooperage near Decatur, Ala.

Only the Barrels Are Empty

Alabama Local On Time the First Time at New Jack Daniel's Barrel Factory

Northwest Alabama has been a hard place for union workers for decades. "The area around Decatur and Huntsville has been very anti-union, just tough," said Glen Ozbirn, journeyman wireman and member of Sheffield, Ala., Local 558. "There are people who wouldn't hire us even if the bid was better, just on politics."

But a big job for a high-profile client near Decatur is giving Local 558 and signatory contractor Silman Construction a chance to prove the value of an organized, high skill workforce.

The client is Jack Daniel's, producer of the bestselling American whiskey in the world. Last year, more than 11 million cases were sold, according to the company's owner, Brown-Forman, nearly 4 million more than the next closest competitor, Jim Beam. And the demand is growing.

"That is one of the first jobs we've had in that part of the jurisdiction that I can remember, and I really have been impressed with how well it has been going," said Local 558 Business Manager Ralph Mayes. "After the success Silman had at the Toyota Manufacturing Plant in Tupelo, Miss., I encouraged them to bid on this job and I think we have really changed some minds up there."

Ramping up production of whiskey is no simple thing. Most of the ingredients aren't that hard to come by: corn, rye, barley, yeast, sugar maple, charcoal and clean water just about fills the bill, but increasing the supply of two other essentials is much harder to do.

First you need time. It takes years of aging in charred oak barrels for the glorified grain alcohol that comes out of the stills to transform into the amber dram that puts a bad day in perspective and carries a good day's glow long after sunset.

Unable to speed up time, Brown-Forman is making more barrels. It is the last distillery in the world, according to the company, to run its own cooperage. (See a remarkably cool video of the Louisville cooperage here: <http://vimeo.com/50147534>) In 2013, the United Auto Workers at their Louisville, Ky., cooperage hand built almost 600,000 barrels. Even though every barrel will hold about 250 bottles of Jack Daniel's, Woodford Reserve, Herradura Tequila or Old Forester bourbon, that isn't enough.

In 2012, Brown-Forman announced its intention to build a brand new, \$60 million cooperage in Lawrence County, Ala.

"You don't hardly ever see us getting this kind of work up here and when we started we only had about 30 percent of the job," said Ozbirn, who was recently promoted to general foreman and electrical supervisor. "But now they don't even bid out the work. They just come and tell me to get it done."

Ozbirn estimates they now have done 90 percent of the electrical work on the project and he has a simple explanation why.

"We have never missed a deadline and we've never had to redo anything," he said. "That and the difference in skill is night and day. When anyone opens a panel, they know where we worked and where someone else did."

Ozbirn said that Local 558's track record has helped open the door for other trades and now the pipefitter and mechanical jobs are all union as well.

Much of the work has been no different from any other manufacturing construction job: wiring, putting in lights, hooking up saws, planers and robots.

But bourbon barrels are more than mere containers. As seasons change over the years of aging, the barrels swell and subside, drawing the whiskey in and out of the wood. How the color and flavor change depends on how the barrel is prepared. To raise the barrel that yields Jack Daniel's requires some highly specialized tools and processes.

Only American oak is used, toasted at 400° Fahrenheit to convert mouth-drying tannins into sugars and vanillin. Thirty-three staves per barrel are chosen and placed by hand. Coopers move more than 13 tons of wood every shift. Local 558 members hooked up the windlass, the machine that pulls the tips of the staves together and places temporary hoops over the ends. They set up the machines that steam, bend and shape the barrels before they are rolled over to the gas burners. A 1,500-degree flame chars the inside of the barrels for nearly half a minute, caramelizing the sugars like a roasted marshmallow.

The barrel heads are also toasted and charred before their beveled edges are rolled through a trough of melted beeswax. The heads are placed and three flat metal bands are driven home on each end, crushing the staves together with a force equivalent to almost 10 tons. The barrel is sealed. No glue. No nails.

"We didn't have the conveyor system at first, but we are trying to step into that too," Ozbirn said.

At the peak, more than a dozen electricians were onsite for several months. Production started in the spring, but more than half a dozen journeyman and apprentices are still on the job.

"We are still getting new work and there are already discussions about expansion that we are very optimistic about," Mayes said. "We have really proven ourselves and think our signatory contractors will see quite a bit more work in this area."

Ozbirn is also confident that word has spread in northwest Alabama.

"I think we are going to be bidding a lot more work and showing everybody what we can do," he said. "Don't be surprised if we are here and competitive." ■

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

Two hundred highly-skilled members of Baltimore Local 1501 thrive at NASA's Goddard Space Flight Center, many working long hours on the Hubble telescope's successor, the James Webb Space Telescope. Go with us into the final frontier at YouTube.com/TheElectricalWorker.

Vimeo

Tree trimming is one of the most dangerous jobs out there, so having a voice on the job is vital. Hear from some New England tree trimmers who found their voice with the IBEW. Vimeo.com/ibew/treetrimmers.



HourPower

Today on IBEW Hour Power, President Hill talks about the future of instrumentation work for the IBEW. Check it out today! [IBEWHourPower.com!](http://IBEWHourPower.com)



ElectricTV

At the Philadelphia Naval Yard, the NECA-IBEW team is finding innovative ways to save energy and money. We have the scoop on [ElectricTV.net!](http://ElectricTV.net)



NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Toronto Program Connects At-Risk Youth with Construction Careers

Opportunity. It's one of the defining values of the building trades, helping working people find a way into a good career and the middle class.

It's that spirit that motivates the Central Ontario Building Trades' Hammer Heads program.

The community-based initiative is a 12-14 week pre-apprenticeship, boot camp style program that exposes at-risk youth between the ages of 18-26 to the different skilled trades.

Founded in 2010, the program is targeted at residents of some of the Greater Toronto Area's most distressed neighborhoods. Applicants are referred to Hammer Heads by social services and city employment agencies.

"Before the program, most of our participants were living in community housing and the shelter system and were recipients of social assistance," said Central Ontario Building Trades Business Manager and Director of the Hammer Heads program James St. John. "Since graduating, [they] have entered into registered apprenticeships within the skilled construction trades and become contributing members of their communities."

Students learn through hands-on activities, classroom learning and field trips to job sites to acquaint them with what goes on at a construction site.

Safety is a top priority. The first two weeks of the program are exclusively focused on health and safety training, including first aid, CPR, the Workplace Hazardous Materials Information System (provincial safety regulations) and fall arrest among others, exceeding industry requirements.

"[The program] is committed to elevating the level of safety education so that our graduates will be leaders in the field," St. John said.

Instructors also work with participants on time management and communication, including punctuality, eye-contact and other skills necessary to succeed in a professional environment.

"They learn how to dress properly on the job site," he said. "We want them to have a professional image so contractors feel comfortable hiring them."

Unlike many job training programs, Hammer Heads boasts an enviable placement rate. More than 150 students have entered union apprenticeships since 2010, saving Ontario more than \$400,000 in social assistance payments.

One of those successful graduates is Toronto Local 353 member Chris Williamson.

"Hammer Heads helped me get prepared because throughout the program they gave me good hands-on experience," he said. "It gave me the training I needed to be successful on the job."

First District Vice President William Daniels says that efforts like Hammer Heads showcase the building trades' commitment to expanding opportunities for all working people.

"A lot of people don't know just how much we give back to the wider community," he said.

St. John says that the IBEW is one of the strongest supporters of Hammer Heads, with 17 students being placed into Local 353 electrical apprenticeships.

Many of the enrollees are people of color, and union leaders say this will help make sure the trades better reflect the face of an increasingly diverse 21st century Canadian workforce.

The program is also helping to change the image of unions in the public's mind, said St. John.

"The Central Ontario Building Trades

and our 25 affiliates invest \$1.4 million to training 45 youth from under-resourced and Aboriginal communities annually. There aren't many private organizations putting out this kind of money to train at-risk youth," he said. "Even anti-union council members who always butted heads with us are now writing letters to contractors encouraging them to hire Hammer Heads graduates."

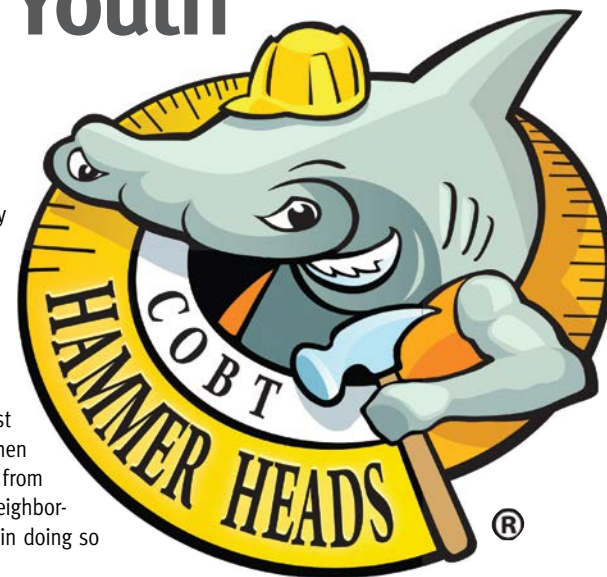
Hammer Heads are also taught the importance of volunteerism. Students are required to perform community service, like cleaning up a local park. "We're trying to create a legacy of giving back to the community," said St. John.

The good wages and benefits that come with a union job is one of the strongest selling points for the program, he added.

"When we begin a new intake, we bring back past graduates who form the Youth Advisory Committee and they bring

their pay cheques with them," he told the Daily Commercial News and Construction Record. "Their jaws just hit the table when they see grads from the same neighborhood they live in doing so well."

Go to www.cobtrades.com/hammerheads for more information. ■



Un programme ontarien connecte les jeunes à risque avec des carrières dans le domaine de la construction

L'opportunité. C'est une des valeurs caractéristique des métiers de la construction, aidant les ouvriers à trouver leur chemin vers une bonne carrière et la classe moyenne.

C'est là l'esprit qui motive le programme « Hammer Heads » du *Central Ontario Building Trades* (Conseil central de l'Ontario des métiers de la construction).

L'initiative communautaire est un programme de pré-apprentissage de douze à quatorze semaines de style camp d'entraînement qui expose des jeunes à risque âgés de dix-huit à vingt-six ans aux différents métiers spécialisés.

Fondé en 2010, le programme vise les résidents de certains des quartiers les plus perturbés du Grand Toronto. Les candidats sont référés au programme « Hammer Heads » par des services sociaux et par les agences d'emploi de la ville.

« Avant le programme, la majorité de nos participants vivaient dans des logements subventionnés et des refuges et étaient récipiendaires de l'aide sociale. » dit le directeur commercial du *Ontario Building Trades* et directeur du programme « Hammer Heads » James St. John. « Depuis qu'ils ont gradué, ils sont entrés dans des programmes d'apprentissages enregistrés et contribuent à leur communauté. »

Les étudiants apprennent à travers des activités pratiques, un apprentissage en classe et des sorties pédagogiques sur des lieux de travail pour les familiariser

avec ce qui se passe sur un chantier de construction.

La sécurité est la première priorité. Les deux premières semaines du programme sont entièrement concentrées sur la formation en santé et sécurité, incluant les premiers soins, la réanimation cardio-pulmonaire, le système d'information sur les matières dangereuses utilisées au travail (régulations de sécurités provinciales) et l'arrêt de chute, le tout excédant les exigences de l'industrie.

« [Le programme] est engagé à élever le niveau d'éducation par rapport à la sécurité pour que nos gradués soient des leaders sur le terrain. » dit St. John.

Les instructeurs travaillent aussi avec les étudiants la gestion du temps et les aptitudes de communication nécessaires à la réussite de leur apprentissage, incluant la ponctualité, le contact visuel, et d'autres aptitudes nécessaires dans un environnement professionnel.

« Ils apprennent comment s'habiller de façon appropriée pour travailler. Nous voulons qu'ils aient une image professionnelle pour que entrepreneurs les engagent. »

Contrairement à beaucoup de programmes de formation à l'emploi, « Hammer Heads » peut s'enorgueillir d'un taux de placement enviable. Plus de 150 étudiants ont gradué du programme depuis 2010, la majorité d'entre eux entrant dans des programmes d'apprentissages, écon-

omisant à l'Ontario plus de 400 000\$ en coûts d'aide sociale.

Un de ces gradués qui a réussi est le membre du Local de Toronto 353 Chris Williamson.

« Le programme « Hammer Heads » m'a aidé à me préparer car tout au long du programme, ils m'ont donné de bonnes expériences pratiques. » dit-il. « Cela m'a donné la préparation dont j'avais besoin pour réussir au travail. »

Le vice-président du Premier District William Daniels dit que des efforts comme « Hammer Heads » démontrent l'engagement des métiers de la construction à étendre les opportunités pour toute la classe ouvrière.

« Beaucoup de gens ne savent pas à quel point nous redonnons à la communauté. » dit-il.

St. John dit que la FIOE est une des plus grandes partisans de « Hammer Heads », avec 17 étudiants ayant été placés dans des apprentissages en électricité du Local 353.

Plusieurs des inscrits appartiennent à des minorités visibles, et les leaders syndicaux affirment que cela aidera à assurer que les métiers de la construction reflètent mieux la réalité d'une main d'œuvre canadienne de plus en plus diverse au 21ème siècle.

Le programme aide également à changer l'image des syndicats dans l'opinion publique, selon St. John.

« Le *Central Ontario Building Trades* et nos 25 affiliés investissent 1.4 millions de dollars pour former 45 jeunes provenant de communautés marginalisées et des Premières Nations chaque année. Il n'y a pas beaucoup d'organisations privées qui investissent ce genre d'argent pour former des ouvriers. » dit-il. « Même les membres antisindicaux du conseil qui nous ont toujours tenu tête écrivent maintenant des lettres à des entrepreneurs pour leur dire d'engager des gradués de « Hammer Heads ».

Les étudiants de « Hammer Heads » se voient aussi enseigné l'importance du bénévolat. Il est exigé que les étudiants effectuent du service communautaire, comme le nettoyage d'un parc avoisinant. « Nous essayons de créer un héritage de rendre à la communauté. » dit St. John.

Les bons salaires et les bénéfices qui viennent avec un emploi syndiqué est un des meilleurs arguments de vente du programme, ajoute-t-il.

« Quand nous débutons avec une nouvelle cohorte, nous faisons revenir des gradués qui forment la *Youth Advisory Committee*, et ils apportent leur chèque de paie avec eux. » dit-il au *Daily Commercial News and Construction Record*. « Ils sont bouche-bées lorsqu'ils voient des gradués du quartier où ils habitent qui s'en sortent si bien. »

Rendez vous au www.cobtrades.com/hammerheads pour plus d'information. ■



Anti-worker lawmakers in Fort Wayne, Ind., voted June 24 to terminate collective bargaining for 500 public employees in the state's second largest city. Photo used under a Creative Commons license from Wikimedia user Tysto.

THE FRONT LINE: POLITICS & JOBS

Ind. City Council to Public Workers: Bye Bye, Collective Bargaining

Legislators in Fort Wayne, Ind., voted June 24 to terminate collective bargaining for 500 public employees who help maintain services and infrastructure in the state's second largest city.

More than 60 IBEW members working for the Department of Parks and Recreation are now stripped of their right to representation, said Local 723 Business Manager Bruce Getts.

"The full gravity of this remains to be seen, but we believe this move is simply a precursor to lawmakers privatizing all of Fort Wayne's services," said Getts, who has negotiated members' contracts with the city for nearly two decades.

The IBEW members perform electrical work, plumbing, vehicle and equipment repair, heavy equipment operation, tree trimming and other services for the city of 250,000. Other affected city employees are members of the Machinists, the Teamsters, the Operating Engineers and the American Federation of State, County and Municipal Employees. Police and firefighters' bargaining rights are not affected by the new law.

Trouble for the public workers started last spring when Republican Councilman John Crawford introduced legislation to end collective bargaining for the workers, citing the need to trim expenses. Privatizing services would save Fort Wayne money, Crawford said. Lawmakers voted 6-3 along party lines May 27 for the measure.

That bill was vetoed by Mayor Tom Henry, whose spokesperson told the Associated Press that the proposal was "disappointing" since the city was in good financial shape and is reaping the rewards of new business investments in its downtown region.

"Simply put, I don't think we deliver better, more affordable city services by attacking the people who deliver those services," said Henry, a Democrat, in a statement on the city's website. "I don't think you win the future with last-century ideas that penalize the very people you're depending on for new ideas and smarter solutions. I don't think we build a better Fort Wayne by beating up on the employees who plowed snow for weeks on end without a day off ... who turn on a dime to keep us safe. Take away a worker's voice and you take away his or her dignity. That's a poor message when our goal is to have the best and brightest on our team. Besides, it's just plain wrong."

Two Facebook pages—"People for Collective Bargaining in Fort Wayne" and "We Are Fort Wayne"—sprang up to rally support for the union workers and to raise citizens' awareness of the issue.

Getts and his fellow Local 723 members got active, too. "We put feet on the street," he said. "We also presented to the council petitions with more than 8,000 signatures from citizens against the measure."

Ignoring the petitions, the council again voted along party lines to override the mayor's veto.

Getts said that Republican lawmakers were influenced by the American City County Exchange, a new initiative of the anti-worker American Legislative Exchange Council. ACCE posted an article to its Facebook page May 29 referencing the city council vote with the comment "Ft. Wayne leads the way."

In Wisconsin, Ohio, Florida and beyond, ALEC has left its fingerprints on nearly all laws in the past three years designed to dismantle employees' gains at the bargaining table. The spinoff group creates a conduit between large corporations and city and county legislators to draft so-called "model legislation" to benefit company interests—often at the expense of public employees.

ACCE's website promotes the organization as "America's only non-partisan, free-market forum for village, town, city and county policymakers."

Getts said that labor leaders and union activists in Indiana and beyond should see this as a potential harbinger of things to come at the city and county level.

"This isn't about saving money, it's about busting unions," he said. "These lawmakers bullied everyone—the mayor, the public and us. It was one of those things where they just did it because they could."

Getts and other worker advocates are exploring their options on ways to potentially continue to represent employees in front of city management. "But this vote is a forewarning for union activists and those who support public employees to get out in front of these kinds of laws if they see them coming," he said. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in June 2014

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Andrews, G. W.	4/7/14	29	Brockman, N. R.	3/24/14	102	Wolf, R. A.	4/10/14
1	Auer, T. J.	4/16/14	32	Sunderland, V. G.	5/20/14	103	Berlo, R. F.	6/5/14
1	Dlugos, D. M.	5/10/14	35	Fuller, R.	1/22/14	103	Goershel, P. W.	3/29/12
1	Holtgrave, R. J.	5/7/14	35	Rejman, F. L.	3/28/14	103	Harrington, P. J.	6/7/14
1	Rogers, A.	4/26/14	38	Chatham, D. R.	5/30/14	103	Leavitt, D. T.	10/20/13
1	Shaffar, A. F.	5/9/14	38	Clarín, R.	4/26/14	103	Tolson, R. M.	3/21/14
1	Vogler, W. J.	5/3/14	38	Ferio, J.	4/21/14	104	Loughran, J. R.	4/12/14
1	Whitelaw, J. D.	4/23/14	38	Koncz, F. L.	4/11/14	105	Lagan, J.	10/27/13
1	Wilfong, J. C.	3/25/14	38	Kovacs, E. J.	4/18/14	105	Mackenzie, D. R.	3/15/14
2	Pool, W. L.	5/5/14	40	Coleman, J. W.	3/26/14	106	Wheeler, J. B.	2/21/14
3	Beland, G.	3/10/14	40	Trafton, R. L.	2/11/14	112	Dallas, D. L.	5/3/14
3	Elfstrom, E. W.	3/2/14	42	Laferriere, N. A.	5/5/14	112	Gardner, D. S.	2/24/10
3	Ferris, A.	4/14/14	43	Barry, K. T.	1/19/14	113	Renkel, R. R.	3/1/14
3	Fratello, F. P.	4/13/14	43	O'Hern, J. P.	5/7/14	124	McCullor, D. J.	4/16/14
3	Hall, R. E.	4/21/14	46	Himmel, F. K.	2/4/14	124	Williams, O. L.	4/19/14
3	Jackson, R.	4/29/14	46	Hood, W. T.	5/23/14	125	Bates, W. J.	4/16/14
3	Katzman, N.	4/26/14	46	Morris, R. D.	4/2/14	125	McGowan, W. F.	2/28/14
3	Koch, F. G.	4/5/14	46	Ulvestad, R. E.	5/17/14	125	Schoening, E. D.	4/27/14
3	Longden, F.	4/30/14	47	Berry, C. D.	4/13/14	126	Wible, J. E.	5/3/14
3	Mackiewicz, S. A.	4/12/14	48	Childers, W. M.	3/27/14	129	Snell, D. B.	1/15/14
3	Marciano, L. R.	5/3/14	48	Jenkins, T. E.	11/23/13	129	Wise, J. J.	11/26/13
3	Masur, R. A.	4/16/14	48	Parker, P. A.	4/2/14	130	Johnson, W. A.	3/29/14
3	Miedl, R.	5/19/14	48	Weinbender, R. A.	4/2/14	130	Lamantia, V. E.	5/22/14
3	Ormsby, W. A.	5/3/14	51	McKillip, R. P.	2/21/14	130	Luminais, E. A.	4/16/14
3	Reale, V. P.	6/1/14	51	Pollock, R. W.	4/28/14	130	Scivicque, W. G.	5/2/14
3	Roberson, T. G.	2/4/14	55	Denger, D. M.	5/20/14	134	Ambrose, T. J.	5/16/14
3	Russo, A. T.	5/10/14	56	Kidder, J. B.	5/22/14	134	Baumgartner, H. J.	5/10/14
3	Smith, W. M.	5/12/14	57	Yearsley, G. N.	10/22/13	134	Blizniak, J. S.	4/8/14
3	Terzulli, L.	4/2/14	58	Beaton, S. J.	5/9/14	134	Burke, W. D.	4/2/14
3	Troy, S. J.	3/28/14	58	Bessonon, A. L.	3/18/14	134	Connolly, J. M.	1/10/14
3	Villegas, J. A.	2/19/14	58	Bonk, D. A.	4/24/14	134	DeYoung, H. R.	4/8/14
3	Zavarella, A. C.	4/24/14	58	Brandon, J. H.	5/15/14	134	Genardo, L. W.	1/13/14
5	Gruber, J. P.	3/29/13	58	Brown, T. R.	5/12/14	134	Glickman, M. H.	3/9/14
5	Womer, S. E.	5/6/14	58	Caba, W.	12/15/13	134	Hanetho, C. L.	3/15/14
6	Conte, G.	4/7/14	58	Dutts, L. S.	5/10/14	134	Kuffell, R. R.	1/26/14
6	Smith, J. J.	4/14/14	58	Huckaby, R. W.	2/25/14	134	Milan, D. M.	3/6/14
6	Wright, W. D.	11/18/13	58	Hueston, M. H.	5/28/14	134	Ralson, R. W.	3/26/14
8	Gooble, B. B.	2/3/14	58	Kunzat, G. J.	5/9/14	134	Valaskovic, W. T.	5/17/14
8	Henning, L.	4/21/14	58	McRae, W. G.	5/14/14	134	Van Wazer, R. F.	4/8/14
8	Mullholand, J. A.	4/1/14	58	Szynski, S.	5/17/14	134	Wagner, J. E.	4/14/14
9	Bryers, W. J.	5/9/14	58	Sneddon, R. C.	2/6/14	134	Woods, J. G.	4/26/14
9	Kells, R. J.	4/18/14	58	St. Onge, D. F.	4/28/14	136	Beasley, A. N.	5/28/14
11	Belda, G. W.	3/8/14	58	Williamson, A. M.	4/2/13	136	Greer, J. T.	3/24/14
11	Bock, R. H.	4/15/14	58	Zuchelkowski, P. J.	5/19/14	136	Langner, E. E.	2/11/14
11	Booth, H. R.	12/25/13	66	Landers, C. S.	4/15/14	136	Malone, W. E.	5/23/14
11	Burk, J. R.	3/20/14	68	Baker, R. F.	8/31/13	143	Seiff, C. A.	2/1/14
11	Galland, C. H.	2/11/14	68	Bergman, S. V.	4/1/14	145	Benson, M. L.	5/11/14
11	Guerrero, M.	2/20/14	68	Bradford, D. I.	4/12/14	145	Gaskey, R. T.	5/3/14
11	Hirayama, E. M.	3/10/14	68	Burnik, S.	5/8/14	145	Smith, S. H.	5/10/14
11	MacDonald, J.	2/7/14	68	Eubank, E. L.	4/12/14	145	Winterbottom, J. A.	3/19/14
11	Mendoza, P.	4/17/14	68	Harden, E. T.	3/10/14	150	Taylor, L. E.	5/21/14
11	Nelson, J. L.	4/9/14	68	Lombardi, T.	4/1/14	150	Webster, J. S.	3/27/14
11	Roth, G. W.	3/24/14	68	Stapleton, J. P.	5/6/14	153	Allmon, R. E.	4/21/14
11	Shapel, M. L.	4/22/14	68	Work, A. H.	4/17/14	153	Rosander, D. E.	5/15/14
11	Wacker, H.	1/11/14	70	Somerville, L. B.	4/23/14	159	Dye, H. F.	3/31/14
11	Weaver, J. F.	5/7/14	71	Rinehart, T. H.	4/25/14	164	Hood, E. B.	4/19/14
13	Hartman, K. C.	4/28/14	71	Ritenour, B. L.	4/2/14	164	Makarewicz, S. B.	5/9/14
16	Koehl, J. F.	4/14/14	71	Zumbro, G. W.	4/24/14	164	Reynolds, L.	5/11/14
17	Catalfio, W. W.	5/1/14	76	Demko, A. R.	5/15/14	175	Arp, G. W.	2/10/14
17	McCleery, M. R.	10/14/13	77	Bricke, W. M.	4/14/14	175	Clark, J. T.	2/22/14
17	Moore, P. J.	3/25/14	77	Currie, R. E.	2/22/14	175	Conkle, W. L.	1/19/14
17	Walsh, T. R.	4/13/14	77	Kallstrom, J. R.	5/17/14	175	McKenzie, R. M.	5/11/14
18	Cutler, A. E.	3/6/14	77	McTighe, J. T.	9/21/13	175	Nelson, B. E.	5/12/14
18	Messing, R. M.	12/25/13	77	Noval, M. D.	12/10/13	175	Poteet, J.	3/15/14
19	Murtha, W. J.	4/14/14	77	Riley, R. V.	5/4/14	176	McGrath, W. A.	4/27/13
20	Bogard, R. M.	4/25/14	77	Wyatt, M. G.	5/17/14	176	Planinsek, T. J.	4/15/14
20	Britton, J. G.	5/2/14	82	Lemaster, W.	5/15/14	176	Shannon, D.	5/24/14
20	Cameron, M. F.	5/6/14	86	Dool, R. P.	3/15/14	177	Archer, W. C.	4/1/14
20	Sims, W. E.	4/17/14	86	Larner, R. J.	4/16/14	177	Harris, J. D.	5/15/14
20	Stinson, W. H.	1/21/14	90	Pyrdol, K. F.	8/22/13	177	Poag, J. M.	4/30/14
20	Williamson, M. J.	5/1/14	95	Bowline, B. R.	3/24/14	177	Thomas, J. D.	3/14/14
22	Clark, R. R.	3/25/14	98	Johnson, S. G.	4/16/14	177	Wallace, S. D.	4/1/14
22	King, W. C.	5/16/14	98	Patton, J. E.	4/1/14	191	Waggoner, I. R.	4/19/14
22	Shadlow, F. G.	4/22/14	98	Poston, I.	5/13/14	191	Watson, C. R.	3/22/14
23	Bowie, S. D.	5/16/14	99	Butkins, P. P.	5/10/14	193	McCue, H. F.	5/11/14
24	Dreyer, R. E.	3/7/14	99	Calabrese, M. L.	5/4/14	193	McGrew, T. M.	5/2/14
24	Lister, J. M.	3/13/14	100	Hammond, W. J.	3/1/14	193	Ushman, J. D.	1/9/14
25	Sciaccitano, A. J.	5/10/14	100	Hatcher, J. W.	5/10/14	194	Gardner, B. C.	4/8/14
25	Tompkins, R. E.	3/1/14	100	Watkins, R. E.	1/14/14	194	Scott, R. L.	4/9/14
25	Vona, R.	2/24/14	102	Corbo, R.	5/1/14	197	Burton, L. D.	4/15/14
26	Bartholomew, C. D.	5/23/14	102	Den Bleyker, R. P.	3/15/14	204	Halsne, L. E.	5/3/14
26	Gosnell, C. W.	12/12/13	102	Jones, R. W.	1/23/14	212	McNamara, C. J.	5/5/14
26	Groff, J. M.	1/5/14	102	Lariviere, P. L.	4/7/14	212	Nelson, C. R.	5/3/14
26	Manili, M. J.	4/13/14	102	Patterson, D. E.	4/9/14	213	Marthinus, K.	3/15/14
26	Scelzo, V. J.	5/2/14	102	Piro, S. M.	3/15/14	213	Pedersen, O. O.	12/31/13
26	Shifflett, A. P.	9/8/11	102	Siedt, R. H.	1/3/14			

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TRANSITIONS

APPOINTED

Ricky Oakland



IBEW International President Edwin D. Hill has appointed Ricky Oakland Special Assistant to the International President for Membership Development, effective July 1.

Brother Oakland was born in Langdon, N.D., and raised in Coos Bay, Ore, where he attended Marshfield High School. He joined Casper, Wyo., Local 322 in 1982, topping out of his apprenticeship in 1986 and going to work as a journeyman inside wireman on commercial, light industrial, instrumentation and construction jobs in the region's growing oil and gas industry. He was also a first-year apprentice instructor at the Wyoming JATC from 1986 to 1989.

Less than three years after getting his journeyman ticket, Oakland was appointed to the Local 322 executive board, and when the business manager was elevated to international representative in 1989, Oakland was appointed to fill the vacancy. He was re-elected five times, until his appointment as international representative in 2002.

As business manager, Oakland oversaw a near doubling of the membership, from 300 to just under 600. He says much of the growth came from top-down and bottom-up organizing including two of the largest electrical employers in the state and three rural electric associations as well as organizing new employees into an existing contract at a fourth.

"Organizing doesn't end when the election is won," Oakland said. "In right-to-work states, anyone and everyone in a unit can decide to resign anytime, so I have always understood that to be successful, unions have to keep earning trust and loyalty. Workers need to see the value of an organized workplace every day."

Oakland also served on the Wyoming State AFL-CIO executive board and the Casper area AFL-CIO central labor council. He was the vice president of the Wyoming Building and Construction Trades Council, and served on the Wyoming Health Funds Alliance and the Foundation for Fair Contracting.

In 1997, Brother Oakland was named labor leader of the year by the Wyoming state AFL-CIO.

Oakland was an international representative in the Construction and Maintenance Department for a year before being appointed director of the CIR/Bylaws and Appeals Department in 2003. CIR is a labor-management conflict resolution body for the IBEW and the National Electrical Contractors Association.

Through the hard work of his predecessors and the battalion of organizers out in the field, membership and market share are on the rise since the depths of the recession. Oakland says his highest priority in the immediate future will be internal organizing, bringing in more people represented by the IBEW who are not currently members.

"To effectively build a union move-

ment, with all the money and opposition we face, we have all got to be pulling in the same direction," Oakland said. "This isn't about dues; it's about having the strength to negotiate better contracts and supporting politicians who will fight for working families. We will continue to bring in new members and sign new employers, but when we get our hands around internal organizing, our membership will grow in leaps and bounds."

The IBEW officers, staff and membership wish Brother Oakland great success in his new position. ■

APPOINTED

Darrin Golden



International Representative Darrin Golden was appointed Director of the IBEW CIR/Bylaws & Appeals Department effective

July 1. Golden, who was assigned to the department a year ago, replaces Ricky Oakland, who was promoted to Special Assistant to the International President for Membership Development.

"What drives me every day is that I have a great love and affection for this organization," said Golden, whose father is a 45-year member and whose brother is an organizer for Rockford, Ill., Local 364, Golden's home local. "I can't think of any better way to engage the industry than through CIR. I'm happy that President Hill has given me the opportunity to do it."

The Council on Industrial Relations facilitates the resolution of labor disputes in the trade. It is jointly sponsored by the IBEW and the National Electrical Contractors Association.

Since its founding in 1920, CIR has resolved more than 8,000 labor/management disputes, helping eliminate the need for costly strikes. A panel of six IBEW leaders and six NECA representatives, which is co-chaired by senior representatives from each organization, meets four times a year to review, investigate, discuss and ultimately render legally-binding rulings on cases that parties could not amicably solve at the local level.

Golden was appointed to the panel in 2008 by former Sixth District International Vice President Jeff Lohman, who passed away in 2011. At the time, Golden had just been elected business manager of Local 364, where he has been a member since 1991.

"Being a panelist is very arduous," he said. "We study cases, read both sides of the disagreement and we have to do what the local parties could not. We have to reach a unanimous ruling and we can't come away without a decision. There is a lot of give and take in each case, and you try to find the just decision. It's a great organization and structure that we have, and it's unique to our industry."

Each local union is also required by law and by the IBEW Constitution to have a

set of bylaws, which are crafted at the local level. The CIR/Bylaws & Appeals Department offers a process for local unions to amend or alter their bylaws in accordance with the policies and procedures set forth by the International President.

Golden brings a long educational resume to his new position, in addition to his experience as an organizer and negotiator with his home local. A graduate of the National Labor College, Golden earned his bachelor's degree in union leadership and administration. He later earned his Master of Public Administration from the University of Baltimore and attended Harvard Law School's Program on Negotiation, where he learned bargaining tactics and strategies alongside both labor leaders and company executives. Golden also served as JATC instructor in Illinois for eight years and graduated from the National Training Institute for Apprenticeship Instructors at the University of Tennessee.

Golden served on active duty as an Aviation Electronics Technician and Naval Aircrewman for four years in the Navy, before starting his apprenticeship in 1991. He spent another four years as a Naval Aircrewman in the Naval Reserves while working toward journeyman status and using the G.I. Bill to finance community college classes at night.

In his spare time, Golden enjoys hunting, fishing and coaching basketball. He and his wife Tracy have three children.

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

RETIRED

Jim Tomaseski



IBEW Safety Department Director Jim Tomaseski retired effective July 1.

A native of East St. Louis, Ill., Tomaseski

joined Newport News, Va., Local 905 in 1973, entering a lineman apprenticeship at Virginia Electric Power, now Dominion Virginia Power.

Serving as Local 905's business manager for three terms, Tomaseski says, "Some co-workers at the power company had experienced awful accidents. I knew that safety on the job needed more attention and developed a passion for protecting the lives and well-being of our members."

In 1993, Tomaseski, who attended the University of South Carolina and the George Meany Center for Labor Studies, was assigned to the Utility Department at the International Office.

One of his first tasks was serving on the electrical protection committee of the American Society for Testing and Materials. He also represented the union reviewing and updating the National Electrical Code.

"The NEC is the root of protecting our members from the dangers of energized circuits and I got involved right away," says Tomaseski, who also helped

negotiate contracts in the utility branch.

In 2001, Tomaseski was assigned as IBEW's safety director. While working as a liaison to OSHA and helping to write improved work rules, he began to concentrate more attention on developing joint programs between employers and the union to improve safety while, simultaneously, maintaining or improving productivity.

"I think we've made tremendous progress on safety," says Tomaseski. While efforts have primarily focused on electrical workers, all branches of the union have benefited.

The number of fatalities and serious accidents has dropped. Improved fall protection standards and equipment have been implemented.

"We are seeing less career-ending falls than we had in the past, but even though we've done well, our commitment needs to continue to find better ways to fix problems. There are still 15 workplace fatalities a day in America's workplaces," he says.

Brother Tomaseski plans to stay involved as a workplace safety advocate in retirement. "I look forward to getting out in the field and talking to our members and signatory contractors," he says.

Retirement, says Tomaseski, will also give him more time to play golf and enjoy his family. He just bought a new bow to spend more time out in the woods during hunting season.

On behalf of the staff and membership, the officers send our congratulations to Brother Tomaseski and wish him a long, healthy and prosperous retirement. ■

APPOINTED

Dave Mullen



International Representative David Mullen was appointed Director of the IBEW Safety and Health Department effective July 7. He replaces former Director Jim Tomaseski, who has retired.

Mullen's experience advocating for safe work practices began almost immediately upon joining Downers Grove, Ill., Local 15 in 1984. As an employee at Powerton Coal Fired Plant—now owned by Exelon—Mullen's first task as a station laborer was to help solve a potentially risky situation.

"The reason I got hired there was because it blew up twice," Mullen said. Once pulverized, the type of coal used as fuel in the plant could—and did—spontaneously combust. To fix it, the company upped its hiring to bring in new workers to clean the plant. "Our first job was to, as they said, 'sweep, suck or wash'" the coal particles out of the facility, he said.

With cooperation, workers and management were able to stem the tide of any future challenges. For Mullen, that's a concrete example of why power plants need the best trained, most highly-skilled work force. "The IBEW has a say-so in all the safety com-

mittees, and that's a huge thing for employees," he said. "Where do you get the best ideas from? You get them from the workers."

In 1994, Mullen moved to Exelon's Quad Cities Nuclear Generating Station in Illinois to work as a plant operator. There, his engagement in union affairs widened by serving as shop steward for the operating department for five years. He later was selected to be chief steward of the 350-employee facility.

Mullen was appointed business representative for the local's nuclear division in 2007. Local 15 counts five operating nuclear power plants in its jurisdiction—the largest of any local in the U.S. "We were able to make a lot of improvements for workers," he said.

In 2009, International President Edwin D. Hill appointed Mullen to be an international representative for the union's Utility Department at the IBEW's headquarters in Washington, D.C. Mullen has since helped union leaders reach out to lawmakers to work toward common-sense, bipartisan solutions regarding grid reliability, environmental regulations and more. He is also working to amend the Nuclear Regulatory Commission's practices on plant access to ensure both workplace fairness and safety.

As Director of the Safety and Health Department, Mullen will help assess and revise policy for the American National Standards Institute and the Occupational Safety and Health Administration—two organizations that help insure workplace protections—as well as other groups.

"There's a need to have the safest work practices possible in all our branches. I look forward to using what I know to build on past successes," he said.

In addition to his experience on various safety committees at the Exelon plants, Mullen said his practical know-how was boosted by studying arbitration and labor negotiations at the University of Illinois, the University of Wisconsin and Michigan State.

In his spare time, Mullen enjoys riding motorcycles, watching sports and listening to and creating music. Mullen and his wife, Belgin, live in Arlington, Va. Together, the two have five children and seven grandchildren.

"I'm going to work hard to do the best job I can for the Brotherhood," Mullen said.

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

APPOINTED

Ann Miller



IBEW International President Edwin D. Hill has appointed Ann Miller Director of the Political/Legislative Affairs Department, effective June 16.

Miller will take over a political operation that has become one of the most influential labor voices on Capitol Hill. The IBEW political action committee raised more than \$11 million during the 2012 election

cycle, putting it in the top 20 among all PACs. She will lead a seasoned staff of grassroots organizers, issue advocates and analysts with the expertise and the relationships to get IBEW members heard.

Miller was born and raised in Wakefield, Mass., northwest of Boston. Although neither of her parents were union members, all six of her siblings have been union members their entire working lives. Miller has been a political analyst for the IBEW since the beginning of the year.

After graduating from Mount Holyoke College in 1985, Miller went to work in Massachusetts Sen. Edward M. Kennedy's Boston office as the secretary to the office director, Barbara Souliotis. Souliotis was the first person Kennedy hired, and the only person who worked with Kennedy his entire 47-year political career.

"Ann is very bright and has a great personality," Souliotis said. "Senator Kennedy felt very deeply that relationships matter in politics. Ann saw up close the political importance of connecting personally with people."

After a year in Boston, Miller transferred to the D.C. office and became Kennedy's scheduler and in 1987, his personal secretary. In 1992, Miller reprised her role as personal secretary for incoming secretary of labor, Robert Reich, a man Miller called "another true champion for workers." When Reich left after Clinton's first term, Miller also left, joining the AFL-CIO for a brief stint as then-President John Sweeney's scheduler. She then joined the newly formed Alliance for Retired Americans, a grass roots organization of retired union members.

In 2003, Miller joined the political staff of the AFL-CIO as special assistant to the new political director, Karen Ackerman. Miller was the federation's primary point of contact for candidates running for office and the Democratic National Committee. This meant reminding labor-endorsed candidates of the importance of organized labor on Election Day and holding them to their promises once they were in office.

"Sometimes it was as simple as a phone call to remind them that holding a fundraiser at a nonunion hotel was a very poor idea," Miller said.

More often it was strategizing with candidates, helping state and local federations find the resources they needed to be effective in the many, smaller elections that can be crucial to the lives and futures of working families.

In 2011, Miller was promoted to assistant political director at the AFL-CIO, where she served until her move to the IBEW. She said she had always been impressed by the IBEW members she met out in the field and their willingness to stand up and be heard, especially on issues that weren't just their own.

"When the lines were long in Cleveland on election night and we needed someone to get coffee and pizza to those freezing people so they would stay to vote, I knew who would get out there and get it done," Miller said. "The IBEW gets it done."

After her appointment, Miller joined Washington D.C., Local 121, which represents federal employees including work-

ers at the Government Printing Office and the Architect of the Capitol's office. Miller said getting her IBEW card was a highlight of her career, a moment she'll never forget, like praying the rosary with Rose Kennedy at the compound in Hyannisport.

"I felt legit. I've been in the labor movement my whole career, but this is the first time I've had my card and my local," Miller said. "The membership is fiercely proud. It is an identity for hundreds of thousands of people, and I feel a tremendous honor and responsibility but it is also very cool."

The IBEW officers, staff and membership wish Sister Miller success in her new position. ■

APPOINTED

Dennis Phelps



International Representative Dennis Phelps has been appointed director of IBEW Government Employees Department

effective July 1. Nearly 70,000 members are served by the department.

A native of Charles County, Md., Brother Phelps joined Washington, D.C., Local 26 in 1970 as a residential apprentice. In 1978, he began working in the public sector as an electrician at St. Elizabeth's Hospital in the district and eventually moved to the Government Printing Office, where he joined Washington, D.C., Local 121.

Within a few months after joining Local 121, Phelps began serving as shop steward. In 1990, he was elected president and business manager of the local, then also representing members at the Bureau of Engraving.

"Our local was faced with changes in working conditions and constantly having to defend our status as one of the few bargaining units in the federal sector which negotiate wages apart from the government's general classifications," says Phelps.

The federal government had agreed to recognize local unions bargaining over wages at the printing office and the Bureau of Engraving to allow wages for skilled workers to be competitive with those in the private sector, thus stabilizing its workforce.

Phelps joined the successful 15-year court fight to defend the right of workers at the Bureau of Engraving to maintain that bargaining status after the Reagan administration attempted to force workers to follow the federal model.

Later, during the Clinton administration, there was talk about privatizing work at the Government Printing Office, publishers of the daily Congressional Record and the Federal Register.

"I spent months on Capitol Hill lobbying against privatization, telling political leaders it would not be economically feasible and would put hundreds of jobs in jeopardy," says Phelps.

In 2007, Phelps was appointed international representative. He helped administer the move of electricians employed by the Architect of the Capitol and those working at the Commerce Department's National Institute of Standards and Technology from the jurisdiction of Local 26 into Local 121, increasing the bargaining unit to 150 members.

Active in Charles County politics, Brother Phelps served for eight years on the Democratic Central Committee, including two years as chair. He has participated in the campaigns of several successful

candidates at all levels of government.

For four years, Phelps served on the board of directors of Jude House, a substance abuse recovery program, and two years as president.

"I look forward to more vigorous internal organizing in government workplaces where IBEW already represents members and improved external efforts, too," Phelps said. "None of this will be easy because the U.S. government is its own nationwide right-to-work state, but we can succeed."

Phelps serves as an alternate delegate on the Office of Personnel Management's Federal Prevailing Rate Advisory Committee. He is a member of the Department of Labor's Federal Advisory Committee on Occupational Safety and Health and an alternate member of the Department of Defense's wage-setting committee.

Phelps represents IBEW in the United Defense Workers Coalition and the Federal Workers Alliance. The Government Employees Department includes nearly 7,000 members working in shipyards in Virginia, Mississippi, Washington, Oregon, Hawaii, Connecticut and Canada.

On behalf of the staff and members, the officers wish Brother Phelps much success in his new position. ■

ORGANIZING WIRE

Fla. Comcast Sales Reps Unite for Better Conditions, Pay

More than 700 technicians working for Comcast across the U.S. enjoy better wages and a voice on the job, thanks to the collective bargaining agreements they have negotiated.

But there's another group of employees who help ensure Comcast's steady bottom line and smooth operations for customers. They're called direct sales representatives—the salespeople who go door to door promoting popular plans like Xfinity's entertainment bundles and signing up new customers.

For these frontline employees, working conditions have been steadily eroding. And even as Comcast celebrates record profits, sales representatives have seen their pay slashed by as much as 30 percent in the last few years.

"They increased our sales goals, lowered our commission and lowered our salary—all in one day," sales representative Debbie Hernandez said of a 2012 move by the company that restructured the employees' pay scale.

After nearly two more years of on-the-job challenges, diminishing paychecks and more erratic changes to their compensation scale, workers reached out to the IBEW. Following a dynamic and fluid organizing campaign, Hernandez and 84 of her co-workers voted overwhelmingly May 22 to join Tampa Local 824 in an NLRB-certified election.

Fifth District Lead Organizer Kathy Smith said that the new unit is "ecstatic" about the win. "They're very ready to start the negotiation process," she said.

A day in the life of a sales representative is demanding, said Hernandez, who will have been with the company for four years this November.

"You need to have discipline to do this position because you're really working hard," she said. "We need to reach at least 30 to 35 residents a day."

That tight schedule means that the workers spend almost no time in the office with other co-workers doing the same work, Smith said.

"Because they're always in the field talking with customers, some reps had never even spoken to each other," she said. "But once the organizing campaign got off the ground, it was another story."

Despite differing shifts and staggered schedules, workers were able to meet on Sundays, supplemented by conference calls and e-mail communication.

Hernandez also helped establish a phone tree system for the workers spread out across the south Florida region—with offices in Redlands, Davie and Hialeah—to quickly share updates.



Organizer Kathy Smith, right, celebrates with Florida Comcast sales representatives, new members of Tampa Local 824.

While solidarity was growing at the meetings with the workers and organizers, it took on a new meaning once other Comcast locals from throughout the U.S. lent their support to the campaign.

"We had our volunteer organizing committee on conference calls with other employees from around Florida, as well as Boston, Chicago and beyond," Smith said.

Fifth District Regional Organizing Coordinator Carmella Cruse said this helped bolster the camaraderie among the workers. "It was instrumental. We had as many people as

we could lending their support to send a message to these sales reps: 'You are not in this alone.'"

Comcast rolled out many expected anti-union tactics—captive audience meetings, intimidation and heavy-handed one-on-one discussions with employees. But clear communication and inoculation from IBEW organizers helped defuse many threats.

"They had different people come in and say a lot of negatives about the union," Hernandez said. "But luckily, I had done my homework, and I would challenge them on stuff I didn't think was accurate. Many of us felt like there were a lot of lies in the meetings."

Hearing from Comcast organizers and employees who had gone through their own campaigns in other cities also allayed fears, Cruse said.

In addition to improving working conditions and wages, employees are also aiming to get a grievance procedure and successor clause language in their contract, in the event that Comcast subcontracts their work to another company.

While the employees mobilize for negotiations, Hernandez said that Comcast's effort to drive a wedge between the workforce ironically brought them closer together.

"I really didn't know the people who worked on the other teams, but now we've all united," she said. "We get along really well, and we are one."

The following locals participated: Downers Grove, Ill., Local 21; Miami Local 359; Ft. Lauderdale, Fla., Local 759; Boston Local 2222; and Middleboro, Mass., Local 2322. Special thanks was extended to Lead Organizer Steve Smith, Florida State Organizing Coordinator Rodney Alvarez and Local 2322 member and Comcast tech Brian Almeida.

"This is a chance to have a voice," she said. "I really encourage other areas—especially the direct sales representatives—to organize. Right now, we're 85 strong. But the more reps we get, the bigger our voice will be." ■

LOCAL LINES

'Active in the Community'

L.U. 6 (c,i,st&u), SAN FRANCISCO, CA—Recently, our local was contacted by Ronald McDonald House to discuss a plan to upgrade its property, which houses many families in need of medical care for their children.

I am proud to say that our IBEW Local 6 electricians turned out in great numbers to complete this task. Hats off to all who participated!

Thank you also to all members who marched with the Latino United Society in the Cesar Chavez Day parade. It is great to see the involvement of our members and families. Keep up the good work! Remember, staying active in the community helps everyone!

Tom O'Rourke, A.B.M.

Hockey Team Champs

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—The Local 8 hockey team did very well at the tournament in Hamilton, Ontario, Canada on May 2-3. The team brought home six trophies this year. Awards included: for Top Goalie - Tony Bell; Top Defenseman - Chad Wheeler; and Coach of the Year - Bill Box. Trophies for MVP and Top Scorer went to Brad Matthews. The team also won the Division B Championship!

The team lost to Montreal by 3-2—but beat Sudbury by 6-4 and Toronto by 6-3. They beat Boston 3-2 in overtime in the semi-finals and Niagra 4-1 in the finals.

Shown in the accompanying photo are Local 8 team members: Chad Ruch, Kurt Glenn, Brad Matthews, Tyler Reno, Tony Bell, Mike L'Heureax, Erick Schmidt, Jordan Ovalle, Brian Jennings, Bill Box, Chad Wheeler, Austin Trychel, Josh Rozanski and Rob Reiss. Congratulations, guys, on a job well done!

Mike Brubaker, P.S.



Toledo, Ohio, IBEW Local 8 hockey team.

Newly Chartered Local

L.U. 10 (u), JOHNSON CITY, NY—IBEW Local 10 was chartered effective April 1, 2014. Former System Council U-7 local unions (then-Locals 83, 249, 966 and 1143) were amalgamated into newly chartered Local 10 effective April 1.

Local 10 officers are as follows: Bus. Mgr./Fin. Sec. Michael Lutz, Pres./Asst. Bus. Mgr. Leo Yanez, Vice Pres. Tim Hlywa, Rec. Sec. Matt Green and Treas. Matt Wilson Sr. Executive Board members are: Chris Fox, Dave Androsko, Roman Cefali, Kevin Lyon and Fred Veitinger.

Congratulations to the new local and its officers and members!

The members at Cayuga Operating Company have ratified a contract extension through June 30, 2017. Congratulations to them and to the negotiating committee.

Meetings for the new local are being rotated through New York state. Please check for times and locations so you can attend.

Please make sure you are registered to vote for the important midterm elections coming soon.

Don Tuttel, P.S.

Apprenticeship Director

L.U. 12 (i,o&se), PUEBLO, CO—Bro. Ron Scott, longtime apprenticeship director of the Pueblo Electrical JATC for Local 12, has officially retired. Ron served as the JATC director from 1993 until his recent retirement.

Ron graduated from the Inside Apprenticeship Program in 1979. He has held many offices at Local 12 during his career. He served as: president, recording secretary, Executive Board member, Examining Board member, class instructor and organizer.

Ron was recently awarded his 40-year service pin. He has served our local well. His dedication is greatly appreciated and he certainly will be missed. Wishing you a happy retirement, Ron, from all of us at Local 12.

Susan J. Johnson, P.S.

Spirit of Brotherhood

L.U. 16 (i), EVANSVILLE, IN—The finest ideals of the brotherhood were showcased this past May when Cooking for a Cause held a barbecue to raise money for a fallen brother's family. Due to a tragic accident, this young man left behind a wife and two small children. Our departed brother's family were blessed by the proceeds of the fundraiser and touched by how many others were impacted by his life. Electricians from several jobsites as well as traveling brothers and the surrounding community came together to support this worthy cause.

Local 16's election of officers was held June 7. Results are posted on the Local 16 website; please visit www.ibewlocal16.com. Best wishes to all who were elected and thanks to all who were willing to serve.

Brothers in the local's PAC deserve thanks for their continuing efforts to raise funds in support of pro-labor candidates. Activities such as the April Cornhole Tournament and the annual June Golf Scramble bring the union and politicians together to discuss mutual goals.

Local 16 wishes to recognize strategic partner Mounts Electric Inc. for being honored in a recent issue of US Builders Review. Congratulations to the owners and the IBEW members on their well-deserved achievement.

Donald P. Beavin, P.S.

Apprentice Graduates

L.U. 22 (i,rts&spa), OMAHA, NE—We congratulate the graduating apprenticeship class of 2014. They were given a graduation party at the Round the Bend restaurant.

Inside apprentice graduates of 2014 are: Erik Anderson, Cory Bennett, Derek Bitzer, Eric Burns, Johnathan Burr, Nicholas Deveney, Andrew Dickinson, Scott Germain, Kyle Kruse, Michael Martinez, Joseph McMahon, Brian Meurrens, Benjamin Onken, Robert Parker, Ryan Peterson, Corey Porter, Clinton Reinecke, Cody Roberts, Robert Ryan, Timothy Scherlie, Nicholas Schulte, Eric Stevens, Matthew Weekly, Jesse White and Glenn Winsick.

Greater Nebraska apprentice graduates are: Trey Burdick, Dru Johnk, Bryan Kiene and Corey Swiatek. Residential apprentice graduate: Michale Nelsen. Telecommunications apprentice graduate: Nicholas Ritter.

We have elected a new business manager/financial secretary at Local 22. Barry Mayfield won the election in June and takes office at a time of full employment for the local. May you also have great success in your term, Barry.

Chris Bayer, P.S.

JATC Graduates & Brotherhood

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Summer in the city! Local 26 congratulates the 2014 graduates of our Joint Apprenticeship and Training Committee program and the R to A Upgrade program. There were a total of 118 graduates. Graduation ceremonies were June 7, and it was a delight to see so many supportive family members and happy graduates! Best wishes to the new journeyman electricians!

The Dollars Against Diabetes golf outing on June 2 was another huge success this year. We spanned four golf courses with 450+ golfers participating. Thanks to everyone who sponsored, volunteered and participated!

Hopefully you were able to partake in the celebration of brotherhood outside the workplace by attending either the Manassas, VA, picnic on June 21 or the Edgewater, MD, picnic on Aug. 2. The picnics provide fun for the families of our members, and it was great to have a fabulous turnout for these events.

With regret we report that several members passed away since our last article: Anthony F. Pirrone, Matthew A. Hipsley and Christopher D. Bartholomew.

Best wishes to recent retirees: John F. Foltz, Bernard A. Johnson, Donald E. Martin Jr., Thomas F. Noyes, Robert H. Overton Jr., Paul J. Paskanik, Joseph E. Taylor, Richard F. Dooley, William F. Howard Jr., Ernest L. Jones Jr., Bruce C. Richardson, Charles F. Stroop and John P. Redding.

Charles E. Graham, B.M.

Union Events a Success

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL—First, I would like to thank all of the travelers who helped us with our spring shutdown at Powerton Power Plant in Pekin, IL. Doing large projects in a short period of time would not be possible without our highly qualified brothers who make the sacrifices of working outside their home locals.

Secondly, I wish to apologize for not having submitted an article for the June issue of The Electrical Worker. I was off due to illness and could not make the deadline for that issue.

Since my last article, we have had several successful events: the Spring Golf Outing, the Local 34 Steak Fry, and Labor Night at a Peoria Chiefs game. Special thanks go out to: Bro. Dave Ramsay, for putting on a wonderful golf outing; Bro. John Walker, for his work in setting up the Steak Fry; and Bro. Dave Lowder, for arranging the Chiefs game event.

Finally, Labor Day is just around the corner. If you are able, please participate in your area's Labor Day events. We cannot allow the citizens of this

Submitting Local Lines Articles

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

Trade Classifications

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

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.

great country to forget all the benefits that organized labor has brought to every American worker, not just unionized labor.

Marc Burnap, P.S.

New Projects Awarded; Union Hall Renovations

L.U. 38 (i), CLEVELAND, OH—Renovations at the union hall are progressing. The new roof is completed and the HVAC upgrade to replace the original 1960 system is in progress. The concrete and waterproofing work will follow. Thanks to all of our members who have been working on the project and doing a great job. To date that includes: Dave Mueller, Dan Shingary, Mike Romito, Jim Watt, Eric Johnson, Kevin O'Toole, Chris Chilia and Jim Zito. Special thanks to Eddie Immormino, who has been designing and overseeing the project.

The new American Greetings job, a \$20 million electrical project, was awarded to union contractor Lake Erie Electric. Site work has started on the project and we should have members working on site this summer.

Work has started next door to the American Greetings site at Crocker Park, and Zenith and Contemporary Electric are on site. Some other big projects to be awarded soon include the Cleveland Clinic Cancer Center, the new Cleveland Clinic hotel, the new Case Western Reserve University medical building and the new Cleveland State University medical building.

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



Local 38 members Kevin O'Toole (left), Chris Chilia and Jim Zito, from Zenith Systems, work on the power and temperature control for Local 38's newly renovated HVAC system.

Motorcycle Run Benefit

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—On May 3, Local 42 held its first Trap Shoot at the Fin Fur Feather Club in Chaplin, CT. It was very successful and everyone who attended had a great time.

Our 10th Annual Motorcycle Run took place June 7, 2014. The riders traveled their designated route, and at the end of the run they enjoyed a barbecue buffet at The Knights of Columbus in East Hartford, CT. There was a good turnout and the event was a great success. All proceeds will go to the Bridgeport Burn Center.

We thank everyone for their support of the Motorcycle Run and for turning out for the ride. Thanks to all the volunteers who worked at the stops; and thanks for the donations from Local 42 members, fellow IBEW locals and affiliates. It truly would not have been such a success without all of your help and generosity.

The office staff of Local 42 and OSHE wish to congratulate Bus. Mgr. Milton R. Moffitt Jr., who received the Paul A. Loughran Memorial Award for Outstanding Leadership. The award was presented on May 23 at the IBEW Second District Progress Meeting in Hyannis, MA. It is a well-deserved honor for an outstanding job!

Jacquelyn Moffitt, P.S.

IBEW Seattle Members Support Historic Minimum Wage Gain

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA—IBEW Local 46 members participated in the successful effort to achieve a historic minimum wage for Seattle workers.

Seattle will soon have the nation's highest minimum wage, after a historic 9-0 vote held June 2 by the city council, outlining a phased in \$15 minimum wage.

IBEW Local 46 members are proud to have been one of the earliest supporters of and contributors to \$15 Now, a group that initially began the fight for Seattle's minimum wage increase. Other groups also sprang up to fight for a strong minimum wage increase; these included groups such as \$15 For Seattle, a collaboration of labor groups pushing for a living minimum wage.

Many of our members played leadership roles in this movement, some serving on steering committees and organizing councils, some pushing the broader labor movement to keep up the pressure until the very last hour, and others showing up to countless town hall meetings, city council meetings, rallies and marches.

After the historic city council vote, IBEW Local 46—side by side with labor, community advocacy groups, and \$15 Now—celebrated a victory for Seattle workers, and workers everywhere, with cake and ice cream supplied by local business owners who have supported the fight for a livable minimum wage in Seattle.

Angela Marshall, Rep.

Organizing Gains — Aug. 16 Open House

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. Local 68 is still fortunate to be able to put our traveling brothers and sisters to work on a regular basis.

Organizing efforts continue

to flourish, with some small shops as well as new members through the CE/CW program. Thank you, Membership Development. If you know of any unorganized workers, please send them to our open house on Thursday evenings here at the hall. Refreshments will be available and contractors' representatives will attend. We also are still looking for qualified apprentice applicants on a daily basis at the Jack Spaar building.

Our annual summer picnic is Aug. 16 at the Westminster Elks. A reminder to our traveling brothers and sisters working in our jurisdiction: Please come join us for food and fun.

2014 midterm elections call for our continued grassroots political involvement. Please find some time to door knock, phone bank, etc. This is important to our livelihoods. Politicians can help (and certainly can harm) working people and our way of life.

Stay safe out there and take care of your brothers and sisters.

We extend our deepest sympathy to the families of our recently deceased brothers: Robert F. Beyeler, Gary L. Walker, Albert H. Work, Edwin L. Eubank, Daniel I. Bradford, Stanley V. Bergman, Thomas Lombardi Jr., Roy J. Spradlin, Steve Burnik and James P. Stapleton.

Jack Cox, Pres.



NxtUp94 presents donation to RCS food pantry. Front row, Local 94 Bus. Mgr. Buddy Thoman (left), Councilwoman Leslie Koppel, and Assemblyman Wayne DeAngelo. Also pictured are: NxtUp94 members Matt Nee, Joe Checkley, Joe Davis, Shawn Sawicki, Jeremy Rowland, Bob Blache, Nick Gerrity, Art Anderson and Adam Neuman; and Bus. Agents Scott Campbell, Frank Brennan, Carl Romao, Bob Weber and Moe Huffsey.

Youth Caucus Aids Food Pantry

L.U. 94 (lctt,nst&u), CRANBURY, NJ—On April 28, IBEW Local 94 youth caucus NxtUp94 donated thousands of pounds of food to the Rise Community Services food pantry. RCS is located next door to Local 94 headquarters in Hightstown, NJ.

Those present for the NxtUp94 event included: Local 94 Bus. Mgr. Buddy Thoman; RCS Executive Dir. Leslie Koppel, vice president of the Monroe Township Council; and New Jersey Assemblyman Wayne DeAngelo, president of IBEW Local 269.

In just one year of its existence, NxtUp94 has participated in and organized community, social and political activities throughout the state to support and further the goals of the labor movement and the local union.

Leslie Koppel noted that the donation couldn't have come at a better time. "We were extremely low on supplies for the needy, and this will help many families who are struggling to put food on the table," Koppel said. "I want to thank everyone at IBEW Local 94 for their efforts helping to make the lives of the people in Hightstown a little bit better."

Bus. Mgr. Thoman said: "The success of this endeavor is a shining example of what our local union is all about. We power our state and empower our communities."

Frank Brennan, P.S.

Calif. State Certification & JATC Upgrade Classes

L.U. 100 (c,em,i,rts&st), FRESNO, CA—Congratulations to the apprenticeship graduating class of 2014. The celebration for the graduates was held at the Elbow Room. Our new journeymen are: Mark Ackerman, Brian Brown, Robert Clark, Angel Dominguez, Mario Flores, Rene Garcia and Brian McWashington.

Brian Brown won the fifth-year competition and will represent Local 100 at the Western States Competition in Las Vegas later this year.

Regarding California State Certification requirements, JATC Administrator Chuck Stanton reported that continuing journeyman wireman upgrade classes will be offered by the JATC. Members should be aware of their certification expiration date. All members will be responsible for completing their certification renewal and mailing it in to the state. Members must have 32 hours of continuing education every

three years for state certification.

At this writing, we are looking forward to our local picnic on Aug. 9 in Kingsburg, CA, at the Riverland. Volunteers are needed to make the picnic a success.

Bus. Mgr. Kevin Cole reports that the work outlook for the summer indicates an expectation that the local will have a clear book.

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

Think safety always.

Michael Caglia, P.S.

Contracts Ratified

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—The contracts for the Construction, Maintenance, Communication and Residential agreements were overwhelmingly ratified on May 31, 2014. The Joint Arbitration Board negotiated a greater than 9 percent increase for a three-year contract.

Summer brings the annual increase in school work projects, but overall the outlook is still slow.

Rosemont, IL, will host two upcoming events this fall: the IBEW Sixth District Progress Meeting in September, followed by the Illinois State AFL-CIO Conference in October.

November brings the midterm elections and as always, Local 134 will be mobilizing to help get out the vote for all the labor-friendly candidates across the state.

Frank Cunningham, B.R.

Apprenticeship Graduates

L.U. 146 (ei,i&rts), DECATUR, IL—On Saturday, May 17, we honored our 10 recent apprentice graduates for their success in completing the apprenticeship training program. (See photo page 14.) Congratulations to the nine apprentice inside wireman graduates, and one apprentice telecommunications installer technician graduate. We also extend appreciation and a heartfelt thank-you to Rick Long for his 15 years as one of our instructors.

Josh Delahunty received the Outstanding Academic Achievement Award, with a grade point average of 95.08.

The summer has been a busy time for members. The Annual Golf Outing was a great success and the weather was perfect. We sent a team to the 38th

LOCAL LINES



IBEW Local 146 apprentice graduates with Bus. Mgr. Shad Etchason (back row, right) and Gary Davis, Illinois Chapter NECA (back row, left). Front row: graduates Matt Lewis (left), Kevin Raines, Randy Warfel and Scott Hunter. Back row, beginning second from left: graduates Jake Nelson, John Forsyth, Josh Delahunty, Aaron Bruce, Erin Ayers and Jeff Willenborg.

Local 601 State Softball tournament, and we volunteered our electrical services to the Decatur Celebration once again.

We will now concentrate on supporting the re-election of Gov. Pat Quinn and work to defeat gubernatorial candidate Bruce Rauner.

We offer our condolences to the families of Bros. Bob Finley and James Delaney, who recently passed away. May their memories be forever in our hearts.

Rich Underwood, R.S.

Upcoming Events Planned

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—Plans are proceeding nicely for several more social events this year. Please attend and get to know your brothers and sisters in a social setting. We always have a lot of fun at these events and it does promote a sense of camaraderie among the membership, which strengthens our local.

The 100th Anniversary Banquet will be held on 27 Sept. 2014 at the Marriot Lincolnshire. A mailing was sent and if you are planning on attending your ticket request must be returned by Aug. 11. Please be sure to include your food selection with your check and registration. All other pertinent information regarding guest rooms and group rates were included in the mailing.

The annual golf outing will be held on 23 August 2014 at the Fox Lake Country Club. It will be a shotgun start at 9 a.m. All are welcome, from the Tiger Woods wannabes to the once-a-year duffers. It is always an enjoyable event so come on out. Please sign up at the Hall. Cost after Aug. 1 will be \$60 per golfer.

Zion Jubilee Days Parade will be held 1 Sept. 2014. The parade steps off at 1 p.m. Line up at Shiloh Park. Start position not yet determined so watch your email.

Wendy J. Cordts, P.S.

'Serving our Communities'

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—On Saturday, April 26, Local 164 once again participated in National Rebuilding Day with Rebuilding Together—a national volunteer organization that provides home repairs and necessary renovations for homeowners in need of assistance. Rebuilding Together also works to help veterans' organizations as well as various other community organizations. This year, more than 75 of our Local 164 members, across Hudson, Bergen and Essex counties, turned out to volunteer to serve our communities.

Under the leadership of Bro. Manny Espinoza in Hudson County, Bro. Bill Watts in Essex County and myself in Bergen County, as well as numerous IBEW brothers and sisters who stepped up and led each project, we were able to collectively support 20+ projects with needed electrical repairs and improvements.

Bus. Mgr. Daniel Gumble, Pres. Thomas Sulli-

van, Bro. Espinoza, Bro. Watts and I would like to thank all the members who came out and gave of their time to help others in our communities. This volunteer community service effort wouldn't be possible without them.

Thank you to all who helped make National Rebuilding Day 2014 a success.

Warren Becker, V.P.

Kudos to Class of 2014

L.U. 180 (c,i&st), VALLEJO, CA—Congratulations to the Inside Apprentice Class of 2014: Cory Archibald, Jacob Booth, Joseph Castro, Joseph Cordeiro, Mateo Dancil, Aaron Fitzgerald, Joseph Gauci, Matthew Grafton, David Hill and Tyrone Lewis.

These fine craftsmen started during the depth of the Great Recession and attended school for a year before starting in the field. The cycle of our industry was not a lesson read in history, but rather witnessed in real time. They will be able to tell those apprentices who follow them to be prepared, and that the struggle was worth it.

Our hopes are for a market recovery and a return to full employment, along with the ability to control H&W costs. The CE/CW classification is helping to land small projects in the area. What we need is one of those book-clearing big jobs. The "big work" still remains at the end of the tunnel currently. We thank our Bay Area sister locals for welcoming our members.

Dan Broadwater, B.M.

Election of Officers; Code of Excellence Refresher

L.U. 222 (o), ORLANDO, FL—Greetings, brothers and sisters. At the May 17 membership meeting, under "new business," the chairman opened the floor to nominations for Local 222 officers and delegates to the International Convention.

The following officers were nominated and elected by acclamation for a three-year term: Bus. Mgr./ Fin. Sec. James "Mike" Bell (delegate to the International Convention); Pres. Bill Hitt; Vice Pres. John Harrell; Rec. Sec. Fred Morgan; and Treas. Shelby Mathis. Executive

Board members: Tony Elrod, Jim Puzon, Gary Robbins and J.J. Zlotowski. Examining Board members: Willy Dezayas and Danny Powell. Delegates to International Convention: Bill Hitt and Dale Smithmier.

On behalf of all the officers, I want to thank all the members for their trust and confidence. We all will work as hard as we can to continue to earn that trust.

We have begun the Code of Excellence refresher program. Together with our NECA contractors we are visiting the crews in the field to refresh the membership regarding the many virtues that the Code of Excellence program fosters. We are constantly looking for ways to improve the program, so your input is always welcome.

J.M. Bell, B.M.

Electric Vehicle Charging Ceremony at CHOMP

L.U. 234 (i&mt), CASTROVILLE, CA—We are pleased to report that—with essential assistance from Local 234 officers, Pres. Mike Ihnot and Bus. Mgr. Andy Hartmann, as well as substantial support from both Nissan and Monterey Bay Electric Vehicle Alliance (MBEVA)—an official "Cutting the Gas Hose" ceremony was held at the Community Hospital of Monterey Peninsula, locally known as CHOMP.

One of our signatory contractors installed four Level-2 electric vehicle service equipment (EVSE) chargers and, a first in this area, a Level-3 electric vehicle charger, generously donated by Nissan. We are grateful to MBEVA (a locally formed advocacy group) for promoting not only awareness but also tireless support for electric vehicle infrastructure development and implementation in the Monterey Bay area. A Level-3 EVSE can bring a vehicle to 80 percent charge in as little as 15-20 minutes, hence the term "fast charge."

Local 234 enthusiastically supports green emerging technologies, such as electric vehicles, which help us to leave the world a better place for our children.

Stephen Slovacek, P.S.

JATC Class of 2014

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—On May 31, the Tri-City JATC held its 35th Annual Graduation Ceremony honoring the class of 2014. The class of 55 apprenticeship graduates was the largest in the Tri-City's history with several of the graduates being second-generation members. Bus. Mgr. Donald Rahm, along with his father, Donald, was in attendance to honor his son Michael Rahm, as he became a third-generation journeyman. In addition, Bro. James Powell was proud to honor his son Derek Powell, as he became a fourth-gen-



With the help of IBEW Local 292 members, the Vikings People's Stadium is on schedule for completion in 2016.

eration journeyman.

Other highlights of the evening included the presentation of awards to members of the class who had outstanding achievements throughout their five-year apprenticeship. Awards presented included an IAEI scholarship given to Andres Hincapie for overall outstanding achievement. A Klein toolkit for most on-the-job-training hours was presented to Michael Rahm, and the following received IBEW watches for their academic achievement: Raymond Parsons, with a 99.66 grade average; Stefano Manzinello, with a 97.86 average; and Justin Tougas, with a 97.26 average.

Congratulations and the best of luck to the entire class of 2014!

Michael Torres, P.S.

Community Service & Politically Active Members

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—IBEW Local 292 members showed up in large numbers, along with other IBEW locals in the state, at the Minnesota DFL (Democratic-Farmer-Labor Party) endorsing convention in Duluth. Because of our backing, secretary of state candidate Steve Simon won on the first ballot, gaining over two-thirds of the 1,200 delegates.

At the time of this writing, more than 550 Book 1 members are on the out-of-work book, with 73 of them traveling in North Dakota or to other locals. We want to thank the locals that are providing work for our members. We look forward to an improved work picture when our members will have an opportunity to work in their home local again.

For the third year in a row, members of IBEW Local 292 and the Minneapolis Building Trades are working side by side with current members of the Vikings football team to build a community playground at an elementary school.

Additionally, among other events, plans are underway for the Electrical Workers Minority Caucus and the Sisters in Solidarity to wire a home for Jared Allen's Homes for Wounded Warriors.

On Sept. 14 there will be a Health Fair that offers vaccinations for flu, pneumonia, and TDAP along with health screenings, sponsored by the IBEW Local 292 Health Care Fund. The event will take place at the UFCW Hall in Maple Grove, MN.

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



Local 236 congratulates the Tri-City JATC apprenticeship graduating class of 2014.



Local 294 hockey team: front row, from left, Joe Carlson, Todd Clark, Mike Fisher, Sam Kinne, Jeremy Gustafson, Tom Dubovich, Mike Scipioni; back row, Nick Nygard, Justin Kangas, Nick Cimermanic, Matt Anderson, Ryan Anderson, Brian Ekholm, Joe Garrison and Dan Hendrickson.

Hockey Tournament Benefit

L.U. 294 (ees,em,i,rts,spa&u), HIBBING, MN—IBEW Local 294 participated in the Como Oil Hockey Tournament with proceeds going to the Hibbing Youth Hockey Program.

The team consisted of journeymen and apprentices ranging in age from 24 to 60. This was the first time the local participated in the tournament and we hope to make it an annual event. The team was sponsored by area contractors and the local.

Carey Young, Pres.

Labor Day 2014

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—On Sept. 1, 2014, we celebrate Labor Day, a day dedicated to the social and economic achievements of American workers. Local 300 would like to say thank-you and best wishes to all IBEW members who continue to work for a better way of life for all workers. The first celebration of Labor Day was Sept. 5, 1882, in New York City.

Local 300 extends a heartfelt thanks to Second District Int. Rep. Rep. Kevin Cash and wishes him and his wife a wonderful, well-deserved retirement. Kevin's dedication, experience, and most of all, his ability to make people smile and enjoy life will be missed and always remembered.

I wish to personally thank Bro. Richard Golembieski (Local 420) for revitalizing my belief that there are still people who truly value our American heritage and especially our American flag—Old Glory. Without members like Rich, our country would be less mindful of our historical and ethical backbone. The members of Local 420 have a valued asset in Bro. Rich. Don't forget to fly Old Glory high on Labor Day. For guidelines and customs relative to the American flag, visit www.ushistory.org/betsy/flagcode.htm. Rich, I have the flag pointing in the correct direction—cheers.

God bless everyone and keep the faith.

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



Supporting America's heritage, present and future—Eliza, Molly and Halle Wimette.

Kudos to Apprentice Graduates

L.U. 302 (i,rts&spa), MARTINEZ, CA—May was a very busy month for IBEW Local 302. With the state primary elections and several measures on the ballot, our members were busy with phone banking and precinct walking.

On May 28, we indentured our newest class into our apprenticeship program. One evening later, we proudly welcomed our recent apprentice graduates as new journeyman inside wiremen and sound & communications installers.

Our newest journeyman inside wiremen are: Sean Carter, Serena Clements, Leonel Cruz, Daniel Grimshaw, Aaron McCormick, Nathan Nunes, Ryan Oxford, Steve Page and Randy Strock. Our newest sound & communications installers are: Qadir Al-Amin, Victor Chavez, Kevin Doktor, James Espinosa, Willie Mallory III and Christopher Singh.

These young members not only successfully completed our rigorous, top-level training, but also had to endure some of the most challenging economic times this local has ever faced. Despite these challenging conditions, they showed perseverance and foresight in completing their training and joining the ranks of the IBEW.

Among those who gathered to recognize the recent graduates were: contractors, former business managers, International Representatives, Local 302 Bus. Mgr. Ron Bennett, the assistants and staff. All joined together in welcoming these new wiremen and sound & communication graduates as we cast our eyes to the future of our local and our industry.

Bob Lilley, A.B.M.

2014 Midterm Elections

L.U. 306 (i), AKRON, OH—With the midterm elections and the governor's race fast approaching, it is very important that everyone remembers to register to vote. If you have moved or had a change in any of your personal information since the last election, please remember to update your voting status. Also, if you have friends or relatives who are public employees—such as teachers, firemen or police officers—please remind them of 2011 and what Gov. John Kasich tried to do to them with SB-5 and what may happen if he is allowed a second term.

On June 21 the annual Local 306 Golf Outing was held at Paradise Lake. As always everyone had a good time and enjoyed the friendly competition. A complete list of winning

teams and individuals will be included in the fall edition of our local newsletter.

In July we had yet another social outing—the annual picnic, which was held at Sluggers and Putters. This is a great venue and a great family get-together with something for everyone. Thanks go out to our Social Committee for putting the event together every year.

With great sadness we report the passing of retired Bros. Clifford Boggs, William Brant and Rodney Hubbard. We send our heartfelt condolences to their families.

Thomas Wright, Mbr. Dev.

Work Outlook is Positive

L.U. 388 (em,i,rts&spa), STEVENS POINT, WI—The local was saddened by the tragic death of one of our young journeyman wiremen, Nick Stuttgen, last November. Nick leaves a wife and a large family, and many friends who will never forget him.

IBEW Local 388 and its members have long awaited the arrival of construction season; this past winter I believe went into the record books as the coldest and snowiest on record.

Our work outlook seems very positive for the next couple of years with construction of the Weston 3 power plant ReACT emission control project. ReACT (Regenerative Activated Coke Technology) is a unique antipollution control system, which is being started as of this writing.

Other projects have started getting off the ground, with the prospect of not only putting Book 1 hands to work but also hiring a few travelers. So, if you are traveling and in the area please stop in and sign our book.

Guy LePage, P.S.



Local 412 Bus. Mgr. Bill McDaniel (left) congratulates Bro. Joseph W. Greene.

IBEW Members Volunteer

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—Once again Local 530 members took time out of their busy Mother's Day weekend to sell flowers to raise money for the M.S. Carnation Campaign, a fundraiser for the Multiple Sclerosis Society of Canada. This year we sold \$4,274 worth of carnations. As every year, this annual event wouldn't be possible

without the organizing done by Bro. Darren Vail. Thank you to Darren and all the volunteers who helped.

Local 530 competed again this year in Big Bike for Heart & Stroke. Thanks go out to Bro. Bryan Spowart for organizing our team and to all members who collected donations and rode the Big Bike.

Local 530 would like to thank the following locals for helping to employ our members during these slow times: Locals 105 (Hamilton), 586 (Ottawa), 1687 (Sudbury), 993 (Kamloops) and 424 (Edmonton).

Al Byers, P.S.



Local 388 members are working on Weston 3 power plant's ReACT emission control project.

Tribute to Longtime Member—Bro. Joseph W. Greene Retires

L.U. 412 (u), KANSAS CITY, MO—Congratulations to Bro. Joseph W. Greene Sr. on his recent retirement from Kansas City Power & Light following nearly 70 years of service.

Bro. Greene, affectionately known as "Mean Joe" Greene, began his career at KCP&L in 1945. He briefly left the company and returned in 1947 as a machinist. In April 1948, Bro. Greene became a member of IBEW Local 412. During his tenure, he was a safety representative, served as a union steward and was elected to the local union Executive Board in 1974 for a two-year term. Early in his career he held a janitor position at KCP&L and subsequently advanced to work as an apprentice mechanic, journey mechan-

ic, and tool room attendant at Hawthorne Station. His longtime, accomplished career in the electric utility industry concluded with his May 1, 2014, retirement.

Bro. Greene, an active community leader, recently was honored by the IBEW Electrical Workers Minority Caucus for his "dedication and devotion to all you have served and touched over many years."

Congratulations and best wishes for a happy retirement to Bro. Mean Joe Greene.

Note: Thank you to Renee Mosby for providing information for this article.

Debi Kidwiler, P.S.

'In Honor of E-111'

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—With most sincere sadness we report that Local 558 lost a dear brother in the line of duty on June 5, 2014.

Chris Williamson, a husband, father of three, and a dedicated IBEW lineman for Florence Utilities, was tragically taken while doing repairs after a severe storm passed through north Alabama.

Chris was employed at Florence Utilities for 20+ years and was initiated into the Brotherhood on Jan. 27, 2003, as an apprentice lineman. He went on to successfully complete his four-year apprenticeship training here at Local 558 and became a journeyman lineman in May 2008. Bro. Williamson was an avid outdoorsman, participated in his children's Little

LOCAL LINES



Local 558 honors the memory of Bro. Chris Williamson, whose call number at Florence Utilities was "E-111."

League sports, and spearheaded a Wild Game Cook-off at his church that raised \$25,000 to help less fortunate families during Christmas.

The tremendous outpouring at his memorial was a display of honor, service, unity and brotherhood. His name will be spoken with reverence, and his memory will forever live in our hearts. Chris Williamson E-111.

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

Contracts Ratified & 2014 Graduates Recognized

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Congratulations to Local 570's recent apprenticeship graduates. The new journeymen are: Gerald Detelj, Nicholas Nolasco, Levi Clark, Adrian Padilla and David Fregonese.

Unfortunately, work is still slow for our inside members.

As for our units, the Tethered Aerostat Radar System (TARS) sites in Fort Huachuca and Yuma both ratified their contracts with Exelis Inc. in May 2014. Contracts will run until July 2017.

Scott W. Toot, Pres.



Local 570 congratulates 2014 apprentice graduates.

Sisters Attend 'Women Building Calif. & America' Conference

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Sister Janet Skipper, assistant apprenticeship director, led a four-woman delegation from Local 606 to the Women Building California & America conference recently. The conference goals are to see more women enter the construction trades and to offer tradeswomen opportunities for networking, skill building, leadership development and organizing.

Attending with Sister Skipper were Theresa White, Lorraine Llauger and Tina Howell. All four sisters agree

that the conference was a huge success and encourage other IBEW locals to send representatives to the next conference tentatively scheduled for April 2015.

It is with great sadness that Local 606 announces the death of the following brothers: John O'Brian, Mike Brewer, Jimmy Mathias and Hermann "Skip" Bonner. All of these gentlemen were strong union brothers and they will be sorely missed.

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



Local 666 retired Bro. John "Nick" Ware received his 75-year IBEW service pin. He is among 73 honor roll World War II veterans listed on a plaque displayed at the union hall.

75-Year IBEW Service Award

L.U. 666 (i,mt&o), RICHMOND, VA—Bro. John N. "Nick" Ware was initiated into IBEW Local 666 on Aug. 18, 1939. Congratulations, Bro. Ware, on your 75th year of membership!

Bro. Ware's first union job was with Cornell & Waldbauer, wiring housing for pilots at Byrd Airport in Richmond.

During World War II, Bro. Ware was sent to



West Frankfort, IL, Local 702 Inside Construction graduating class of 2014. Front row, Logan Tanner (left), Kyle Burke, Charles Hutchcraft, Jonathan Anderson, Caleb Phalin, Justin Kuhnert; back row, Carlos Vasques, Robert Cummins, Billy Bone, Troy Winchester, Michael Gahagan, Corey Smith, Josh Tabor, Curtis Wilson and Christopher Stoner.

Camp Lee for basic training and to serve as an electrician for the U.S. Army. Once he arrived in England, Bro. Ware installed watertight doors on barges that had been sunk at Dunkirk to prepare them for the coming invasion of France. As Allied forces made gains into Europe following D-Day, he helped keep the locomotives running.

Bro. Ware returned to his former employer after the war, and was eventually asked to run work, including frequent work for Miller & Rhoads department store. In subsequent years, Mr. Waldbauer retired. Then in 1971, Mr. Cornell announced his retirement and offered to sell the business to Bro. Ware. Cornell & Waldbauer carried on as a signatory contractor under Ware's leadership until his retirement in 1980, when he sold the business.

Many thanks, Bro. Ware, for your longtime service to your local union and to your country!

Charles Skelly, P.S.

Wind Farm Project; 2014 Midterm Elections

L.U. 692 (i,mt&spa), BAY CITY, MI—The Cross Winds wind farm has started to hire. IBEW Locals 692 and 557 are jointly involved on this project. The hiring has been slow because of weather conditions.

Bro. Rich Rytlewski was appointed business agent for business development.

This 2014 midterm election year is very important, as are all elections. This year we have our races for governor, for the state legislature, and for the U.S. House of Representatives, as well as various local races, to be concerned about. Please come to meetings and get involved.

Our retirees meet once a month in a different location every month. This is a good chance to stay in touch with retired brothers and sisters.

It is hard to believe after this brutally hard winter that we will have to worry about the heat this summer. Please use precaution this summer with all outdoor activities.

Let us never forget the hard work of brothers

and sisters who came before us and who fought to make our union strong. Let us continue to fight hard to keep our union strong!

Let us never forget our members and nonmembers who serve our great country in the military. We thank them for their service.

Tammy Gottleber, P.S.

Update on Contracts

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rt,se,spa,st,t&u), WEST FRANKFORT, IL—As of this writing, we had a pending arbitration set for June 26 at Hamilton County Telephone Cooperative concerning a unilateral 66 percent reduction to pension benefits.

New agreements to report on: At Tri-County Electric Cooperative, members moved their insurance to LINECO with the employer paying 100 percent of the premium, 2.5 percent annual wage increases for five years, and five weeks' vacation at 20 years. At Wayne White Electric Cooperative, members are under a new three-year contract with 3 percent wage increases each year. At Ozark Border Electric Cooperative, members ratified a new five-year contract that includes a defined benefit pension plan with a 2.0 multiplier, LINECO insurance paid at 100 percent, and a 3 percent wage increase each year.

We currently have opened or will open contracts this year with: Southwestern Electric Cooperative, Wabash Telephone Cooperative, Egyptian Telephone Cooperative, SEMO Electric Cooperative, City of Olney, Mt. Vernon Electric Motor Shop, Pemiscot Dunklin Electric Cooperative as well as our Inside Construction Agreement.

Our Outside Construction and Line Clearance work continues to be strong, and as of this writing, our referral books are as follows: Inside Construction—85, Outside Construction—6, and Line Clearance—3.

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

Statewide Safety Committee

L.U. 1106 (catv,rtb&t), MASON, MI—On May 1, Local 1106 Safety Committee members and Frontier Communications management met for their biannual statewide safety meeting in Alma, MI.

Local 1106 has participated in these meetings every year since 1990; the meetings are held in May and November (on the first Thursday of the respective months). The union-appointed safety reps, as well as management, bring their concerns and issues to the forum, where the issues are discussed and solutions are developed. Some issues are resolved on the spot and others are discussed at every meeting as a reminder that safety is always the top priority. The union reps then take this information back to their



Local 606 members Theresa White (left), Tina Howell, Janet Skipper and Lorraine Llauger attend tradeswomen's conference in California.

unit meetings and company safety meetings to remind all of us about the importance of safety.

If you have a safety concern that you would like addressed at one of these meetings, bring it to your rep so it can be added to the next agenda. If that concern needs immediate attention, don't wait; tell someone now. If you are interested in being a member of the Local 1106 Safety Committee and safety is your priority, please contact your unit E-Board member so you can be considered. Our next safety meeting is Thursday, Nov. 6, 2014.

Dave McCarthy, V.P./P.S.

A New Union Hall; Plant of the Year Award

L.U. 1116 (em,lctt&u), TUCSON, AZ—Our new office and union hall are up and running.

We held our nomination of officers at our first monthly meeting in the new hall on May 1, enjoyed some pizza and members checked out our new home. We also swore in Florentino "Tino" Duarte, our first new member to take the oath of obligation in our new hall.

Our union members at Tucson Electric Power and Southwest Energy Solutions in Springerville received the Powder River Basin Coal Users Group's Plant of the Year Award during PRBCUG's annual conference on March 31. Springerville Generating Station is a 1,600 megawatt facility which comprises four units of comparable generation capability.

At this writing, SGS was scheduled to hold a celebration lunch on site June 12 for the employees. IBEW 1116.1 Unit Chmn. Rick Ryan expressed his pride regarding the membership's accomplishment and stated: "It is good that someone notices the hard work and dedication our membership puts into their daily efforts. Without our pride and professionalism, this award would not be possible."

Congratulations to the TEP/SES members on this fine accomplishment.

Richard "R.C." Cavalletto, P.S.

JATC Apprentice Graduates

L.U. 1316 (i&o), MACON, GA—On June 5, IBEW Local 1316 and the Macon Electrical JATC welcomed five new journeyman wiremen into our ranks.

The recent graduates are: Bros. Gilberto Gonzalez, Andrew Johnson, Larry Billue, James Lumley and Ryan Ward. These new journeymen are pictured below with Local 1316 Bus. Mgr. Ralph Snowden and Macon Electrical JATC Dir. Wesley Jarrard.

Bro. James Lumley was also chosen to receive the Morgan Bowen Award for outstanding perfor-



Local 1316 Bus. Mgr. Ralph Snowden (left); new journeyman wiremen Gilberto Gonzalez, Andrew Johnson, Larry Billue, James Lumley, Ryan Ward; and Macon Electrical JATC Dir. Wesley Jarrard.

mance during his apprenticeship; the award included new tools from Klein and a \$300 check.

We congratulate these young men for their accomplishment and the hard work and perseverance it took to reach this milestone in their careers.

Harry Murray, Mbr. Dev. Dir.

Leadership Advocacy Award

L.U. 1466 (u), COLUMBUS, OH—IBEW Local 1466 recently held another round of negotiations with American Electric Power (AEP) to try to work out a first contract for our Distribution Dispatch Center employees. After many rounds of setbacks and tough negotiations, as of press time it looks as though things are finally starting to move in the right direction. We hope that we can expect to have a tentative agreement very soon.

In other news, Local 1466, along with AEP, was awarded the Engaged Leadership Advocacy Award from the United Way of Central Ohio. This award recognizes the contributions of Local 1466 members to the annual United Way campaign, and our members' commitment to the communities where we live and work. Thank you to all for caring and taking the time to make a difference.

We hope everyone is enjoying their summer, working hard and staying safe!

Jimi Jette, P.S.



At the Local 2324 golf tournament: Bros. Martin Feid (left), Brian Stanton, Chris Wheeler and Joe O'Brien.

Benevolent Fund Golf Tourney

L.U. 2324 (t), SPRINGFIELD, MA—On Saturday, May 3, IBEW Local 2324 held its sixth annual Benevolent Fund Golf Tournament. Nine teams played this year raising over \$5,000.

There was a closest-to-the-pin contest and a great many raffles. Dinner was served after the tournament and awards were handed out.

The IBEW 2324 Benevolent Fund helps support members in need as well as charities in the area. This year one of the groups we are working with is the Fallen Lineman Organization, which helps to improve the lives of families of linemen who have died on the job. We have also recently worked with the groups Friends of the Homeless and Wreaths Across America.

The golf tournament was a great day of fun to raise money for many great causes.

Christine Casino, Exec. Board

In Memoriam continued from page 9

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
213	Zarecki, T.	3/25/14	441	Doubravsky, J. A.	3/7/14	890	Long, R. L.	4/2/14
214	Lundy, R. E.	5/9/14	444	Billings, R. L.	4/21/14	910	Buckley, L. G.	4/27/14
223	Boyd, J. L.	4/12/14	453	Woolhiser, D. A.	1/22/14	910	Catalina, A. J.	5/17/14
223	Cournoyer, A. E.	5/12/14	459	Will, R. R.	5/7/14	915	Tonry, S. J.	4/10/14
223	Gambrazzio, J. A.	4/2/14	466	Legg, G. W.	5/9/14	917	Cooper, J. L.	5/6/14
234	Martindale, N. R.	3/14/14	466	Wriston, R. D.	4/29/14	932	Siler, D.	3/11/14
236	Haggerty, M. J.	5/31/14	477	Canaday, C. W.	3/23/14	948	Featherstone, R. E.	4/7/14
237	Jakubec, W. H.	4/12/14	477	Gilmore, E. F.	2/13/14	972	Graham, R. D.	4/6/14
238	Adams, G. A.	3/5/14	477	Whittaker, J. E.	4/12/14	993	Waddell, N. A.	4/24/14
238	Jones, B. J.	5/3/14	479	Spell, J. L.	3/31/14	995	Longuepee, D. R.	5/1/14
246	Truax, J. O.	5/13/14	488	Muhlfeld, C. J.	5/29/14	1105	Mullett, B. T.	4/14/14
252	Belcourt, D. B.	5/13/14	490	Jacobson, R. H.	5/13/13	1186	Okubo, R. T.	1/21/14
252	Cymes, R. L.	4/24/14	494	Casetta, L. P.	5/11/14	1186	Shim, W. M.	4/1/14
252	Warolin, E. L.	12/27/13	494	Kaluzny, F. S.	3/13/14	1186	Sugi, K. W.	2/11/14
257	Pettigrew, J. M.	5/1/14	495	Thomas, L. E.	8/1/11	1194	Zelenak, J. E.	5/11/14
258	Berard, L. M.	2/25/14	498	Pemberton, A. J.	3/8/14	1220	Holbrook, D. J.	3/23/14
258	Foster, D. J.	3/8/14	502	Cole, K.	2/22/14	1245	Painter, W. D.	2/28/14
258	Stefano, H.	3/21/13	505	Fiske, S. C.	1/21/14	1253	Colpitts, J. N.	5/7/14
258	Taniguchi, K.	11/17/13	518	Moody, R. W.	8/31/13	1253	Nason, J. A.	5/12/14
266	Jacobo, A.	5/22/14	530	Best, R. W.	3/14/14	1253	Savage, R. B.	5/17/14
266	Williams, D. M.	5/21/14	532	Engelhardt, R. E.	3/30/14	1253	Winslow, R. L.	2/23/14
269	Curran, W. M.	4/14/14	545	Marriott, J.	4/3/14	1377	McNeely, J. P.	11/24/09
269	Kraemer, C. J.	5/7/14	551	Alfred, J. T.	3/14/14	1393	Bowers, M. S.	4/20/14
271	Alleven, G. J.	4/7/14	551	Gori, A. S.	5/23/14	1393	Miller, T. M.	4/30/14
271	Stukey, G. O.	4/9/14	551	Havoy, B.	5/6/14	1439	Haynes, J. E.	5/20/14
275	Welsh, W. F.	12/31/13	553	Brantley, C. L.	4/28/14	1516	Hash, W. J.	2/12/14
275	Christenson, E. M.	5/12/14	557	Olson, T. C.	5/12/14	1516	McKissoon, O. R.	9/29/13
275	Hubbell, R. S.	1/31/14	558	Hendrix, P. A.	5/25/14	1547	Adams, K. R.	12/14/13
275	VanDyke, J. L.	4/15/14	558	Springer, E. H.	4/28/14	1547	Liston, D. R.	4/28/14
278	Amaro, B.	5/17/14	558	Strickland, W. A.	3/4/14	1547	Prevatt, J. L.	9/16/13
291	Ellis, O. W.	3/27/14	569	Clark, A. B.	3/5/14	1547	Slater, J. F.	4/14/14
291	Fisher, H. R.	5/16/14	569	Gray, B. B.	5/5/14	1547	Warner, H. G.	4/27/14
292	Bazoff, D. J.	11/29/13	569	Zavala, R.	2/5/14	1579	Pickrell, J. W.	12/29/13
292	Casey, D. L.	12/26/13	573	Klingeman, J.	3/31/14	1579	Woodward, H. V.	5/7/14
292	Kraemer, J. F.	5/7/14	577	Blohm, F. W.	3/5/14	1768	Kenniston, M. N.	3/17/14
292	Svoboda, D. D.	10/12/13	577	Bolte, E. F.	4/14/14	1924	Harden, W. T.	4/1/14
292	Wilson, D. E.	8/4/13	577	Johnson, R.	1/3/14	I.O. (42)	Belanger, J. L.	11/5/13
292	Wirz, L. A.	4/1/13	584	Stuart, K. L.	4/18/14	I.O. (134)	Lary, R. R.	4/29/14
301	Blackwell, W. C.	3/17/14	586	Riznek, F. J.	4/27/14	I.O. (134)	Wilson, H. A.	5/5/14
301	Renfrow, W. M.	5/6/14	595	Altier, C. C.	4/25/14	I.O. (303)	Girard, G.	1/14/14
302	Downum, T. C.	4/8/14	595	Djeau, G. E.	12/26/13	I.O. (359)	Collins, W. D.	4/14/14
302	Rerich, F. J.	3/10/14	595	Eggers, J. E.	5/5/14	I.O. (367)	Andrew, G. L.	4/21/14
303	Anstey, J. G.	4/19/14	601	Hubert, D. L.	5/16/14	I.O. (379)	Williams, M. E.	5/25/14
303	Mateyk, E.	2/6/14	602	Young, D. H.	5/14/14	I.O. (412)	Ridgway, K. N.	4/19/14
304	Askren, E. C.	4/14/14	606	Hoover, J. J.	1/28/14	I.O. (420)	Trzaski, M. D.	9/6/13
305	Miller, R. D.	5/5/14	606	O'Brien, J. N.	5/7/14	I.O. (424)	Damon, C.	4/10/14
306	Brant, W. N.	5/16/14	611	Baca, D. F.	12/29/13	I.O. (569)	Lawrence, N. T.	2/7/14
307	Davis, C. W.	4/9/14	611	Baldwin, B. M.	4/10/14	I.O. (852)	Smith, D. R.	4/9/14
317	Mandeville, J. E.	4/30/14	611	Evans, J. C.	3/9/14	I.O. (1464)	Hrabe, T. L.	3/22/14
317	Wilson, J. L.	4/25/14	611	Johnston, I. B.	4/18/14	Pens. (561)	Bourgeois, Y. J.	1/23/14
340	Duran, A. J.	5/13/14	611	Selva, L. L.	4/21/14	Pens. (I.O.)	Ash, B. W.	3/10/14
340	Gair, D. W.	3/3/14	611	Wareing, P. A.	5/10/14	Pens. (I.O.)	Bianchi, P. J.	5/6/14
340	Sanjurjo, J.	4/9/14	613	Skinner, J. A.	5/2/14	Pens. (I.O.)	Botkin, H. G.	1/26/14
343	Stoos, M.	3/15/14	613	Stewart, D. W.	5/13/14	Pens. (I.O.)	Breland, B. M.	11/21/13
343	Stoos, R. A.	4/11/14	613	Tennyson, J. T.	4/6/14	Pens. (I.O.)	Bridges, H. G.	1/10/14
349	Brown, O. P.	4/9/14	617	Fronberg, A. L.	4/12/14	Pens. (I.O.)	Bronson, H. M.	3/28/14
349	Hapsas, J. N.	2/10/14	617	Kelton, L. V.	4/12/14	Pens. (I.O.)	Carley, R. L.	4/7/14
349	Kane, W. P.	1/18/14	625	Bresson, A. C.	4/30/14	Pens. (I.O.)	Chamberlain, H. D.	10/15/13
349	Monahan, E.	5/9/14	625	Maxwell, D. W.	12/28/13	Pens. (I.O.)	Fahlgren, E. L.	2/28/14
349	Purdham, T. W.	7/23/13	639	Holloway, A. S.	5/3/14	Pens. (I.O.)	Fay, A. J.	4/16/14
351	Hogan, J. J.	5/15/14	649	Pingolf, R. G.	5/25/14	Pens. (I.O.)	Fiora, J. J.	5/3/14
351	Jackson, J. J.	12/28/13	649	Slaten, W. E.	1/25/14	Pens. (I.O.)	Gande, R. H.	4/19/14
351	Kleiner, A. H.	5/2/14	654	Della Vecchia, J. H.	2/1/14	Pens. (I.O.)	Gardner, E. A.	5/25/14
351	Manduka, W. E.	1/1/14	654	Mays, J. J.	4/1/14	Pens. (I.O.)	Gerardot, W. C.	4/9/14
353	Clarke, F. A.	4/3/14	659	Miska, M. B.	3/18/14	Pens. (I.O.)	Godbout, R.	8/26/13
353	Jones, D. F.	4/13/14	661	Berend, C. J.	3/18/14	Pens. (I.O.)	Guerriere, J. J.	12/6/13
353	Priestman, L.	5/6/14	665	Bommer, S. M.	3/4/14	Pens. (I.O.)	Haughey, C. A.	5/2/14
353	Topley, R. J.	5/12/14	666	Carter, R. A.	5/4/14	Pens. (I.O.)	Hunter, W. J.	1/1/14
357	Brady, H. E.	5/21/14	666	Cridlin, M. L.	5/4/14	Pens. (I.O.)	Ignaszewski, F. W.	5/7/14
363	Olsen, H.	3/18/14	666	Gathright, E. W.	3/12/14	Pens. (I.O.)	Marabella, L. A.	1/23/12
364	Benson, R. D.	4/25/14	666	Hairfield, R. D.	4/5/14	Pens. (I.O.)	McCaleb, H. E.	1/14/14
364	Mantsch, H. E.	3/21/14	681	Turner, G.	1/15/14	Pens. (I.O.)	Mennenga, L.	4/26/14
365	Bruce, R. L.	3/21/14	681	Sharp, J. T.	4/6/14	Pens. (I.O.)	Merrill, G. K.	5/13/14
369	Bowen, G. K.	3/30/14	692	LaDouceur, E. F.	1/17/14	Pens. (I.O.)	Noel, W. F.	12/27/13
369	Embry, C. F.	1/27/12	697	Crizer, D. O.	5/4/14	Pens. (I.O.)	Pannell, R. W.	5/2/14
369	Moran, J. J.	4/20/14	701	Karstens, W. J.	5/31/11	Pens. (I.O.)	Phillips, H. R.	3/8/14
369	Puckett, H. D.	2/18/14	716	St. Clair, H. L.	2/16/14	Pens. (I.O.)	Potter, W. D.	3/27/14
379	Sawyer, J. M.	4/21/14	728	Spohn, P. L.	4/14/14	Pens. (I.O.)	Reid, B. F.	4/29/14
400	Palmer, W. H.	4/15/14	734	Gates, J. A.	9/28/13	Pens. (I.O.)	Ruffato, R. B.	10/24/13
424	Bidvar, M. P.	4/25/14	753	McNiel, J. D.	3/31/14	Pens. (I.O.)	Schofield, C.	5/13/14
424	McKay, G. W.	1/27/14	760	Gibson, R. E.	4/7/14	Pens. (I.O.)	Short, H. D.	5/17/14
424	Raines, T. D.	2/4/14	760	Overton, W. A.	5/9/14	Pens. (I.O.)	Smith, R. W.	4/17/12
428	Moore, D. W.	4/2/14	769	Wise, A. W.	4/16/14	Pens. (I.O.)	Snyder, D. E.	5/29/14
429	Hayes, J. H.	3/5/14	773	Faucher, J. H.	5/27/14	Pens. (I.O.)	Stribley, W. W.	4/18/14
429	Lieber, S. W.	2/18/14	794	Adams, R. E.	5/28/14	Pens. (I.O.)	Truesdell, K. W.	3/25/14
429	Page, F. L.	4/13/14	804	Chamberlain, B.	12/21/13	Pens. (I.O.)	Turner, R. D.	4/7/14
429	Thompson, D. E.	5/20/14	816	Farmer, S. W.	4/29/14	Pens. (I.O.)	Wiley, R. L.	1/27/14
441	Beaty, T. L.	5/3/14	855	Holecheck, F.	5/10/14	Pens. (I.O.)	Wills, R. W.	4/29/14
441	Cadotte, R. R.	4/9/14	876	Potter, K. F.	10/7/11			



International Brotherhood of Electrical Workers

The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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FROM THE OFFICERS

EPA Plan: All Pain, No Gain



Edwin D. Hill
International President

Climate change is a genuine crisis that must be addressed, but the Environmental Protection Agency's recently proposed Clean Power Plan is the wrong approach—for both the environment and the U.S. economy.

The EPA's rule—issued earlier this summer—will kill more than 150,000 jobs across the United States, while having a minimal effect on global greenhouse emissions.

The rule will prematurely close dozens of major power plants in communities throughout the country, devastating local economies in largely rural regions that depend on the energy sector for jobs and growth.

By the agency's own estimates, this will shutter more than 40 gigawatts of coal-generating power by 2020—on top of the 50 gigawatts scheduled to be lost by 2017 due to the Mercury and Air Toxics rule put into effect earlier. This puts not only jobs, but the whole electrical grid at risk.

Despite the growth of renewables like solar and wind, experts predict that it will take decades for alternative energy sources—which make up less than 13 percent of the U.S.'s net electricity generation—to adequately replace coal, the U.S. Energy Information Administration says.

For years, the IBEW has urged Congress to pass a national energy policy that addresses climate change without putting the reliability of our power grid at risk.

These regulations do the exact opposite. They threaten our ability to keep the power on during extreme weather, from winter's polar vortex to summer heat waves.

The U.S.'s share of global carbon emissions has been on steady decline for the last decade as the implementation of technology to capture carbon emissions, and the increased use of natural gas, solar and wind continue to grow. But unless we can bring developing nations like China and India—which are dramatically increasing their share of carbon emissions—to the table, any isolated U.S. effort to cut down on CO₂ will be for naught.

That means the EPA's plan amounts to all pain and no gain. And it's working families and energy consumers who will feel the brunt of it, in the form of lost jobs, higher electricity prices and much greater risk of blackouts.

For years, we have been right about our estimates about how coal-fired plant shutdowns would negatively impact the grid and jobs—in contrast to the overly-optimistic predictions made by the EPA.

We, along with other unions representing energy workers, need to have our voice heard. The IBEW stands ready to work with lawmakers from both sides of the aisle, along with leaders of the utility industry, to craft a true bipartisan energy plan to grow our economy, renovate our aged energy infrastructure and set a realistic plan for cleaner air and a healthy environment. ■

What Money Can't Buy

The power of a union can be measured in different ways, but one of the most important is how many of our members show up at the polls. It is a sign of our strength that more than 80 percent of our membership is registered to vote, and the vast majority of you show up year after year.

The money we raise is important, and I am proud of how many candidates we've been able to support over the years. But for every dollar we raised in 2012, business gave 15, an astonishing \$2.1 billion. There is little reason to think that the concentration of wealth will slow down soon.

Getting outspent 15:1 makes a difference, but there is a different statistic that I believe is more important: 23 percent to zero. Union members make up 23 percent of the electorate and despite the Supreme Court giving corporations rights that used to be reserved for citizens, there isn't a corporation in the world that can walk into a voting booth.

Off-year elections always see a significant drop-off in turnout. It is an unfortunate reality that without the excitement of a presidential election, many supporters of working families simply don't make it to the polls.

If the opponents of decent wages, collective bargaining, fair trade and secure retirements are going to be stopped from taking over the Senate this year, it is up to organized labor to fill polling places across this nation.

Please, if you aren't already, register to vote. It is your duty as citizens and as brothers and sisters. And with so much in the balance, we must make sure our families and friends know which candidates are really looking out for working families.

No matter how much money someone has, every citizen gets a single vote. Don't wait. Register now and guarantee the voice of labor is heard in November. ■



Salvatore J. Chilia
International Secretary-Treasurer

**HOW TO REACH US**

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

Send letters to:

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

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“LETTERS TO THE EDITOR”

Whose Side Are They On?

Having a foot in two camps (union members and conservative Christians) not only provides a unique observation post, but raises questions like which group is the most gullible? Christians who still believe the GOP has their back, or union people who still think the Democrats have theirs? Each election time they both wake up just long enough to sniff the same old bone tossed to them by their “supporters.” What caused this question to resurface was the news that President Obama has once again blocked the Keystone XL pipeline. He is also pushing yet another “free trade” agreement (NAFTA on steroids) following the trail blazed by the Clinton administration. Based on these latest “inconvenient truths,” I see union members ahead by a nose in the Gullibility Grand Prix.

*Dean Wolf, Local 48 retiree
Portland, Ore.*

A Shocking Letter

A special thanks to IBEW members Mike Gluekert and Stan Severin for the power pole mailbox. Discontinued official electrical components were used in the reconstruction.

*Rae Ann Eckhart, Local 44 member
Butte, Mont.*



Calling Out Congress

Congress gives it all to Big Business, while unions get blasted for getting their members a piece of the American Pie. You can now put pipelines at border crossings near waterways and aquifers without review. Democrats tried to bar pipelines into Great Lakes and Ogallala Aquifer but failed. A ruptured pipeline would affect the Plain States—remember Exxon in the Gulf. They have a quick pass for exporting natural gas. More drilling offshore, and they have bypassed bans in Southern California, Virginia and South Carolina. In Pennsylvania, Gov. Corbett doesn’t want severance tax (5% = \$500 million) dollars that should help pay our schools and pay off \$1.4 billion in Pennsylvania debt. Big Business through eminent domain can take your property. Oil companies get corporate welfare through tax breaks. Where are all the jobs? Thank your congressman! It’s amazing how fast bills get passed when it benefits Big Business! You know why the ordinary American worker never gets to shake their congressman’s hand? It’s because they are trying to keep all the money from falling out of their pockets!

*George O. Curry, Local 126 retiree
Philadelphia*



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

The Future is Theirs

These high school fairs NEED to be done more often! These kids need to know that there is more out there than just college or menial low wage jobs. There ARE career jobs you can get right after high school. Great job Castroville, Calif., Local 234. Way to spread the word!

*Aaron Gerding, Local 26 member
Washington, D.C.*

An IBEW Inheritance

Local 760 represented my father, thus helping support me as a child. I was lucky enough to be admitted into the apprenticeship program, and was awarded with an all-expense-paid education, thus helping support my family. Thank you IBEW for 50-plus years of help and support!

*Terry Davis, Local 760 member
Knoxville, Tenn.*

Shout-Out

Thanks to Mass. IBEW members from Brockton Local 223, Worcester Local 96, Springfield Local 7 and especially all the volunteers from Boston Local 103 who helped to build the largest solar independent hospital in the world in a place that needed it most—Mirebalais, Haiti.

*John Molis, Local 103 member
Boston*

WHO WE ARE

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

The \$200 Freedom Machine

New Orleans Local 130 member Pat Delany is not the first IBEW member who wanted his own machine shop when he retired. He may well be the only one whose desire to have one has the potential to unleash a global industrial renaissance.

Since retiring from New Orleans Local 130 in 1997, Delany has been tirelessly perfecting the MultiMachine, a combination metal lathe, milling machine, chop saw and grinding machine that is highly accurate, cheap and simple enough that it can be built by someone with no more mechanical training than a rural bike mechanic in the developing world—all for less than \$200.

Using the MultiMachine, a minimally trained user could not only create useful replacement parts to repair cars, tractors and water pumps, they can create new tools to help them make more useful things. In underdeveloped economies in Asia, Africa and Central and South America where access to the international marketplace for parts and tools is severely limited—a description that potentially includes billions of people—the MultiMachine has enormous promise.

“This project is doing demonstrable good for the world. Pat should be a hero,” said Joshua Pearce, head of Michigan Tech’s Open Sustainability Technology Lab and an associate professor of materials science and engineering. “The MultiMachine could realistically let poor people around the world jump hundreds of years forward in technology and transform the economies of entire regions.”

“The MultiMachine could realistically let poor people around the world jump hundreds of years forward in technology and transform the economies of entire regions.”

—Joshua Pearce, head of Michigan Tech’s Open Sustainability Technology Lab

A metal lathe and a milling machine are not only powerful tools themselves—with a little knowledge, someone can use them to make nearly any other tool. At that point the only limit is the skill and imagination of the person at the controls.

“The metal lathe is the centerpiece tool of western civilization. It made the industrial revolution possible,” Delany said. “I’d always had access to whatever tools I needed when I was on the job, but after I retired, they were gone. I wanted them back.”

Even a used metal lathe is expensive. For the last 30 years he had been running a small gas and oil services firm and while it provided for the family and put four children through college, it left little for the machine shop. However, Delany is not the type to give up and he



Retired New Orleans Local 130 member Pat Delany with the all-in-one machine shop he invented.

This photograph first appeared in Make: Magazine Volume 37. Copyright Maker Media, Inc. January 2014. Reprinted with permission.

had seen too many people retire with nothing to do and quickly fade away.

“It’s tragic. They sat down and never got up,” he said. Delany decided he would build a home machine shop from nothing and let people know how he did it. (He lays it all out at www.opensource-machinetools.org)

“I figured a lot of people would do this if they could, and then once I got started, I realized that people anywhere could,” he said.

What makes machine tools special is their ability to repeatedly produce precisely sized and shaped objects. Normally this requires two very expensive attributes: high weight to make a solid base and extremely accurate manufacturing.

The key moment in developing an affordable machine tool was recognizing that there is a nearly ubiquitous, precisely manufactured, strong and heavy hunk of metal that is easily found in junk piles anywhere in the world: an engine block. Cylinder bores are always parallel to one another and exactly perpendicular to the block’s head.

Delany didn’t come up with the original idea. He found it, and many other technologies applied in the MultiMachine, while poring over vintage mechanics magazines, some from the 19th

century. But Delany greatly expanded the idea by joining two engine blocks together and mounting a spindle based on a bicycle axle through one of the cylinder bores on the upper engine.

The result is a machine that can turn scrap metal into farm implements. It can resurface brake rotors, machine spare parts for hand pumps and bicycles, even create better parts to upgrade itself.

“It transforms garbage into a very valuable tool,” Pearce said. “There is a world of productivity enhancing machines that are inaccessible to the poor, because they lack capital, but even if they have the capital, they have no access because there is no Lowe’s or Home Depot around the corner.”

Spreading the Word

For the last 10 years, Delany has been the ringleader of an online community of enthusiasts, inventors and engineers that have honed and expanded the idea (now found at <http://bit.ly/multimachine>). He has been adopted by the new do-it-yourself movement and featured in Make magazine, which has a combined online and print audience of nearly 1 million people. He even flew to Lagos and demonstrated the MultiMachine there.

But several years ago, one of the prototypes fell and injured Delany’s back. He had to have surgery, but he has severely limited mobility on his left side and is restricted to a wheelchair. It’s been so bad that development has stalled on his latest project, an equally cheap metal lathe precise to 1/10,000th on an inch that uses concrete instead of cast iron as a base.

“With these two machines, anyone anywhere can make 98 percent of the projects that any machine shop in America works on,” Delany said. “There is remarkable mechanical ability even in the most desolate places. Get these tools out there, teach some zinc-aluminum casting techniques and they can make anything they need.”

Delany is looking for more people to make MultiMachines and the concrete lathes, people who can help spread the word and teach others how to do it as well.

“My modest goal was to change the world, but I know I can’t go on much longer,” Delany said. “I don’t know how many of my brothers and sisters are interested in this kind of charity work, but I need people to push it and keep it going.” ■



G.E.'s Atlanta Repair Shop Succeeds with IBEW Excellence

Atlanta Local 613 members have set a standard for safety and quality, attracting more investment from G.E. in steam turbine generator repairs. Welding turbines, right, is an 'art form,' says Jim Vono, G.E. executive.

With skill and grace, Local 613 members are finely re-crafting the machines that make America run

Rough times for the U.S. paper industry, under pressure from imported paper, have been around so long it's hard to remember the good times when entire communities welcomed the pungent stench of a paper mill because of good union jobs, including those in the mills' own powerhouses.

Now, some of those same trials are visiting coal-fired power plants across the country as tighter environmental regulations take effect.

Efficiently maintaining the massive turbine generators and rotors that produce power in these aging facilities within tight budgets becomes more critical than ever.

At General Electric's steam turbine generator-repair facility in Chamblee, a suburb of Atlanta, 62 members of Local 613 pour their skills into rejuvenating turbines and generators for powerhouses and a variety of power plants.

Performing to exacting tolerances, machinists, mechanics, winders and welders have set a standard for safety, helping move the company to invest in new technology to improve a shop that has survived that company's own consolidation moves.

In 2013, labor and management negotiated a new local agreement covering the shop that introduced some controversial elements but guaranteed no layoffs through June 2016. The number of new hires has exceeded expectations. Many of them are recent military veterans.

"I love what I do, especially exploring and inspecting equipment," says Tony Baber, a machinist and Local 613 shop chairman and executive board member.

Incoming parts requiring repair travel through the shop where they are inspected. If needed, parts are disassembled and sand blasted for cleaning. Baber uses ultraviolet lights to perform non-destructive evaluations on incoming parts. Then the parts are measured and the data is sent to engineers for evaluation.

"Most folks who turn on light switches don't know what it takes to produce electrical power," says Jim Vono, G.E.'s general manager for thermal repairs in North America. "These workers are on the mark, repairing the equipment that keeps air conditioning operating in the summer and heat flowing in the winter."

Vono says the work of IBEW welders who repair the diaphragms of turbines to the precise profile and dimensions is an "art form."

"I respect my craft and the more senior guys who hand it down to us. I enjoy welding and the uniqueness of our work," says Randy Smith, vice-chairman of the bargaining unit who has traveled to overseas facilities, as well as many U.S. facilities to perform repairs. One of his co-workers, he says, spent 11 months away from Atlanta working on restoring a powerhouse that had suffered a catastrophic failure.

In 2010, Smith transferred from Richmond, Va., along with Baber and a

co-worker after G.E. closed its repair shop, a bargaining unit of the Machinists. "The work we do is a critical component of the business of generating electricity," says Smith.

Turbine components and generators come into the shop, some more than 50 years old, undergoing their fourth or fifth overhaul. Smith and other shop craftsmen assess what kind of work will be needed to bring their stationary components into specifications.

"Our welders measure the turbines' worn surfaces, then weld and grind them back to the proper shape and contour," says Smith.

Employees who are often scheduled for overtime, say they are confident that the shop's reputation for excellence and mutual commitment to quality will ensure a level of stability on G.E.'s quality of work.

"Overall, G.E. and the IBEW have a good relationship. We both want the Atlanta shop to be successful," says Smith, a native of Mississippi, where his father worked as a Continental Can machinist and his mother worked at Huntington Ingalls IBEW-organized naval shipyard in Pascagoula.

"Our business is constantly changing," says Mark Harrison, the Atlanta service center's manager. "We are always trying to understand how our customers [in the power and water sector] are operating their fleets and developing our productivity and technological edge," says Harrison. "We've made a lot of investments in Atlanta."

Newly purchased equipment includes two horizontal boring mills, a balancing machine, a Blanchard surface grinder and an automated blast machine.

Harrison says G.E. is constantly asking what effect developments in public policy, including tax credits, will have on power development.

"We have the capability and technical know-how to succeed," says Baber, expressing confidence that a cohesive IBEW workforce will continue to make the grade. He says G.E. encourages members to enhance their own training with tuition reimbursement. "We don't always see eye-to-eye," he says. "But we have a good labor-management team."

All bargaining unit members of the demographically-diverse unit have joined Local 613. Asked how he has accomplished 100 percent union density in a so-called "right-to-work" state, Baber says, "I keep members informed and let them know what the union has been able to accomplish."

Without the collective bargaining support and intervention from the IBEW Manufacturing Department, the shop might have failed, says Baber.

Baber, who worked at the massive Huntington Ingalls shipyard in Newport News, Va., for nearly 20 years, holds monthly unit meetings in the shop's break room. He makes members aware of Local

613 activities and encourages members to brainstorm over how to improve the unit's relationship with G.E.

Repair shop members are starting to participate in Local 613-sponsored events, attending Atlanta Braves games and Six Flags theme parks with other union members.

"We represent one of the finest G.E. shops anywhere," says Local 613 Business Manager Gene O'Kelley Jr. "The excellence and skill level of our members' workmanship has helped bring work into the shop and new members into the union. The shop might not still be there if it wasn't for the members being willing to do

what needed to be done."

IBEW represents workers at several G.E. plants and the local union participates in System Council EM-5. In addition to Local 613, they include: New York Local 3; Milwaukee, Wis., Local 663; Houston Local 716; Medford, Mass., Local 1014; Lexington, Ky., Local 1627; Buffalo, N.Y., Local 1813; Bloomington, Ind., Local 2249 and Beaumont, Texas, Local 2286. ■



Low prices for natural gas and large reserve capacity for electricity, combined with environmental regulations have heightened competition for power plant repair work.

"We seek to optimize our shop utilization at each location," says Harrison. Depending upon scheduling of work in other facilities, he says, the Atlanta shop may perform repairs for customers from Oregon to California and Maine.

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