

THE ELECTRICAL WORKER

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IBEW News

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MOTOWN'S Energy Makeover

Detroit's antiquated electrical system is joining the 21st century, thanks to the skilled members of the IBEW.

Detroit went dark the morning of Dec. 2, when a faulty cable caused power outages at federal buildings, courthouses and schools throughout the city—including at major institutions like Wayne State University, the Detroit Medical Center and Joe Louis Arena, home of the Detroit Red Wings.

The culprit: a century-old, city-run power grid that hasn't been updated in decades.

One of the few city buildings not to lose power was Bates Academy, an academic magnet school for elementary and middle school students in the Northwest section of the city.

IBEW OVERHAULS DETROIT'S ELECTRICAL GRID

The lights stayed on at Bates because it received an energy makeover last summer thanks to the IBEW and the DTE, the main electric utility for Southeastern Michigan. Members replaced aged equipment and plugged it into DTE's more modern grid in time for the school year.

Bates was the first school transitioned under a new \$200 million modernization project that will bring Detroit's electrical infrastructure into the 21st century. And making it happen—building by building—are members of Detroit Local 17.

"The system here is in really bad shape," said Local 17 Business Manager Dean Bradley. "We're talking about a system that's over 100 years old."

Archaic System

For more than a century, Detroit's electrical and transmission needs were provided directly through the city's Public Lighting Department.

Most residential homes and apartments are plugged into DTE's grid, but the majority of public buildings and many large commercial and industrial facilities—1,400 in all—relied on Detroit's municipal utility for their electricity.

But as the city went into economic decline, the power system suffered along with it. Deindustrialization and suburban flight deprived the city of its tax base, which in turn starved the department of needed maintenance and investment funds.

Utility payments went straight into the city's general account, and as the city spiraled toward bankruptcy over the last decade, money collected by the PLD went to patch up budget holes elsewhere.

Infrastructure in many parts of the city is 50 years or older, while the maintenance and line staff

DETROIT'S ELECTRICAL GRID *continued on page 2*

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Motown's Energy Makeover

IBEW Overhauls Detroit's Electrical Grid



declined from a high of about 700 to a skeleton crew of less than 30 a few years ago, Bradley said.

Energy consultants McKinsey & Co. found in a 2010 study that the municipal power system needed at least \$250 million in repairs to bring it up to date.

As a result, power outages became a way of life for city residents, with the city suffering major failures on a nearly yearly basis.

No one has been hit harder by that than Detroit's public school students.

Detroit Public Schools spokeswoman Michelle Zdrodowsky says that Detroit students missed an aggregate of 260 days of school in 2013 due to power outages.

"It really gets in the way of the continuity of instruction," she said. In 2013, Bates students alone missed 12 days of school because of blackouts.



Members of Detroit Local 17 are modernizing the city's electrical infrastructure—building by building.

Getting Out of the Power Business

The popping of the housing bubble in 2007 and the subsequent recession hit Detroit exceptionally hard, drying up revenue and squeezing the city's already over-extended budget.

decade, and the City of Detroit has been operating it a loss for some time," said Emergency Manager Kevyn Orr, who was appointed by Gov. Rick Snyder to oversee the bankruptcy process. "Exiting the electric business and letting a recognized expert such as DTE run it is a sensible course of action to take."

DTE has already replaced existing PLD meters with DTE smart meters. The next stage of the project—which started last July—involves switching out old, and in most cases, decaying equipment with brand new cables, poles and transformers at public buildings and connecting them to the DTE grid.

More than 80 IBEW members are doing the work, many of whom are former PLD employees.

"We're tapping into the native talent," Bradley said. "People who know the city and system."

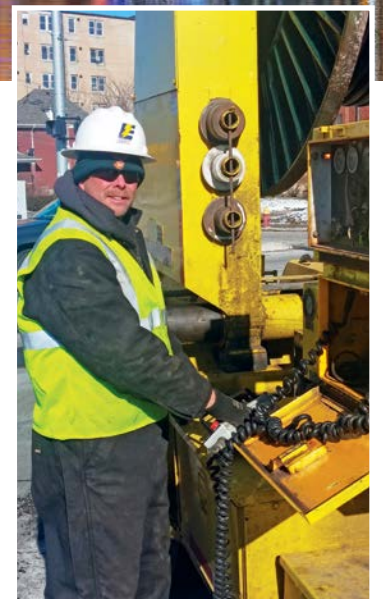
For smaller facilities, the transfer process usually takes a day or two. DTE provides TMC a load profile of the building, which measures electrical use over time. Workers go in, disconnect the power, install new breakers, crossarms or whatever new equipment is needed, and then switch the building onto DTE's grid.

"We're working with the city to identify the schools and other facilities in the worst shape and start there," Bradley said.

Local 17 members are working "hot" throughout most of the process, meaning the lines are still energized, making safety a priority.

"Our folks are the best when it comes to working safe, which is one reason the work is being done by the IBEW," Bradley said.

An additional 100 members are also at work replacing 65,000 street lights



lights installed to date.

The new lights will cut down on theft and vandalism by switching from copper to aluminum wiring, and by putting each one on a separate circuit, will avoid multiple outages on a single block.

Modernizing the grid is step one in attracting new business and residents to a city just emerging from bankruptcy and looking to make itself once again a center of American industry.

"We're bringing Detroit's energy system into this century, and we're glad to be part of it," Bradley said. ■

"The system here is in really bad shape. We're talking about a system that's over 100 years old."

— Detroit Local 17 Business Manager Dean Bradley

A city that was laying off teachers and taking cops off the streets was in no position to finance a multimillion dollar investment in its electrical system.

Lawmakers began making moves to get out of the power business in 2010, closing the city's generating plant and inking a contract to get power directly from DTE.

In 2013, just weeks before Detroit declared bankruptcy, officials announced their intentions to wind down the PLD for good, entering into a long-term partnership with DTE to modernize the grid and eventually turn over all city power operations to the utility.

"The 100-year old PLD system has not received any investment in nearly a

Building by Building, Block by Block

Revamping the entire electrical system for a city the size of the Detroit is a daunting undertaking. The system has more than 30 substations, 500 miles of underground cable, 1,500 miles of overhead lines, and approximately 62,000 utility poles—all of which need to be replaced and rebuilt.

TMC is the signatory contractor overseeing the project.

"Cooperation and a good relationship between DTE, TMC, and Local 17 is paramount to our success," Bradley said.

IBEW MERCHANDISE



Clip-on Key Reel \$3.00

Heavy duty retractable key or ID badge clip with IBEW Logo. Attaches easily to belt or pocket.



Ladies Two-tone Fleece Vest \$28.00

100% polyester fleece with zip front and 2 pockets. Black with pink trim and features IBEW initials on front left chest.



Black Long Sleeve T-shirt \$11.00

6.0oz - 100% Preshrunk cotton long sleeve t-shirt, with IBEW initials printed on the left chest.

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

www.ibewmerchandise.com



NORTH OF 49°

Ontario Local Organizes Residential Market

The 2008 global recession hit manufacturing hard, and Windsor, Ontario—historically the center of Canada's auto industry—took the brunt of the province's manufacturing job losses.

Today, even as other parts of Canada boom, Windsor's economy is still in the doldrums. In December, CBC News reported that Windsor's jobless rate rose to 9 percent, nearly three points higher than the national rate.

"Ford had a foundry here, it's gone," said Windsor Local 773 Business Manager Karl Lovett. "There was a Chrysler van plant, it's gone too."

The one bright spot construction-wise is residential. Windsor's low real estate prices, proximity to major transportation hubs and relatively mild winters compared to most parts of Canada (Windsor is south of Detroit) has made the area an increasingly attractive locale for retirees.

"In 2012, we had 5 percent of the [residential] market. Now we're doing 90 percent of the work."

—Windsor Local 773 Business Manager Karl Lovett

The problem: IBEW contractors were doing 5 percent of the work. Lovett, who worked as an organizer before becoming business manager in 2012, said that they had to break into the market if they wanted to grow.

So Local 773 made organizing all of the city's residential contractors their priority.

Returns on residential construction are low, so unless the IBEW organized the majority of the market, it would be easy for the remaining nonunion contractors to make the union ones uncompetitive by underbidding on projects.

"It was a race to the bottom with competing bids constantly undercutting one another, with employees often having to suffer the consequences with reduced wages, no benefits or medical coverage, overtime hours without overtime pay and missing vacation pay," Local 773 Regional Organizer Joe Logan wrote in the First District newsletter.

Organizers hit worksites at all the major housing contractors throughout the greater Windsor area, signing up members in a bottom-up effort.

"We've got the most aggressive, competitive residential wage package in Canada and that gave us the opportunity to enter a market that we had no grasp

of," Lovett said.

The local soon had enough cards to petition the Ontario Labour Board for automatic union recognition at three of the city's biggest contractors, including Galaxy Electrical Contractors and Alarm Systems Ltd., which wired 350 homes in the last year.

"I always feared the IBEW and any involvement with them," said Galaxy chief executive Frank Nacci. "Then came the dreadful day which all nonunion contractors fear—I was served with an application for certification by the IBEW."

Local 773 had the numbers to force certification under the province's card-check recognition law, but Lovett didn't want to start off his relationship with a legal fight.

"I sat down with the employers one-on-one and told them, 'we want to work with you so it benefits everybody,'" he said. "And if it doesn't work out, I'll let you out of the agreement."

Nacci, who was resistant at first, now says his partnership with the IBEW has been great for him and his company.

"All fears I had of the union have

been swept away and my company has grown by 25 percent," he said.

Nacci says having a skilled and experienced workforce ready to go is one of the best things about working with the IBEW.

To boost Local 773's residential efforts, Lovett recently brought in one of Galaxy's top officials to teach residential wiring for apprentices.

Members are now working on residential projects throughout southern Ontario.

"In 2012, we had 5 percent of the market," Lovett said. "Now we're doing 90 percent of the work." ■

AU NORD DU 49° PARALLÈLE

Un Local d'Ontario organise le marché résidentiel

La récession mondiale de 2008 a frappé drastiquement le marché industriel et Windsor, Ontario étant historiquement le centre de l'industrie canadienne de l'automobile, a subi l'impact de cette crise en ce qui concerne la perte d'emplois dans le domaine industriel de la province.

Aujourd'hui, alors même qu'il y a un boum dans les autres régions du Canada, l'économie de Windsor est néanmoins stagnante.

En décembre, les actualités de Radio-Canada ont annoncé que le taux de chômage de Windsor a augmenté à 9%, ce qui équivaut à trois points plus élevés que le taux national.

« Ford avait une fonderie ici, elle a cessé ces activités », dit le gérant d'affaires Karl Lovett du Local 773.

« Il y a eu l'usine de camion de Chrysler, elle a également cessé ces activités. »

Le seul point positif est la construction résidentielle. Comme Windsor affiche des prix faibles en immobilier, cela a fait de cette région une des plus attrayantes pour les retraités, car elle est à proximité des principaux transports en commun et possède des hivers relativement doux à comparer à la plupart des régions du Canada (Windsor est situé au sud de Détroit).

Le problème : les entrepreneurs de la FIOE effectuaient moins de 5% du travail. Lovett qui a travaillé en tant qu'organisateur avant de devenir gérant d'affaires en 2012, dit qu'il devait s'imposer sur le marché s'il voulait croître.

Ceci dit, le Local 773 s'est organisé pour que tous les entrepreneurs résidentiels deviennent une priorité.

Les retours sur la construction domiciliaire sont faibles donc à moins que la FIOE organise la majorité du marché, il serait plus facile pour les entrepreneurs non syndiqués d'effectuer des soumissions moins élevées afin de rendre les entrepreneurs syndiqués moins compétitifs.

« Avec une concurrence constante de soumissions à prix réduit, c'était une course effrénée vers le bas, les salariés devaient souvent subir les conséquences d'une réduction de salaire, où ils n'y avaient pas accès à des prestations ni de couverture médicale, ils devaient effectuer des heures supplémentaires sans rémunérations et ils avaient ainsi des salaires de vacances manquants. » C'est ce que l'organisateur régional Joe Logan du Local 773 a écrit dans un bulletin d'information du Premier District.

Grâce à une approche orientée du bas vers le haut, les organisateurs se sont vite rendu sur les chantiers à travers la grande région de Windsor afin d'adhérer les membres des principaux entrepreneurs résidentiels.

« Nous avons acquis un niveau salarial résidentiel des plus agressif, compétitif au Canada et cela nous a donné l'opportunité de pénétrer dans un marché duquel nous étions absents », dit Lovett.

La section locale avait bientôt suffisamment recruté des membres pour pétitionner à la Commission des relations du travail de l'Ontario pour une reconnaissance syndicale automatique pour trois des plus grands entrepreneurs de la région, incluant Galaxy Electrical Contractors et Alarm Systems Ltd., qui ont par ailleurs câblé 350 maisons au cours de la dernière année.

« J'ai toujours craint la FIOE et toute implication avec eux », dit le chef exécutif Frank Nacci de Galaxy.

« Puis vint la journée horrible que tous les entrepreneurs non syndiqués craignent — J'ai été servi avec une demande de certification par la FIOE. »

Le Local 773 avait les numéros pour forcer la certification en vertu de la Loi provinciale de reconnaissance de la carte, cependant Lovett ne voulait pas engager sa relation avec une lutte juridique.

« Je me suis assis avec les employés face à face et leur ai mentionné, "nous voulons travailler avec vous dans le but que tout le monde en bénéficie", a-t-il dit. 'Et si cela ne fonctionne pas, je vous laisse sortir de la convention.' »

Nacci étant très résistant au premier abord, dit que maintenant son partenariat avec la FIOE a été remarquable autant pour lui que pour sa compagnie.

« Toutes les craintes que j'avais du syndicat ont été dissipées et mon entreprise est en croissance de 25% », a-t-il dit.

L'une des meilleures décisions d'avoir collaboré avec la FIOE est d'avoir une main-d'œuvre qualifiée et expérimentée prête à l'emploi, déclare Nacci.

Pour stimuler les efforts résidentiels du Local 773, Lovett a récemment amené un des hauts fonctionnaires de Galaxy pour enseigner le câblage résidentiel aux apprentis.

Désormais, les membres travaillent sur les projets résidentiels à travers le sud de l'Ontario.

« En 2012, on ne couvrait que 5% du marché, dit Lovett. "Aujourd'hui, nous effectuons 90% de la main-d'œuvre." » ■

IBEW MEDIA WORLD

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

www.ibew.org

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

And read The Electrical Worker online!

YouTube

Our popular YouTube channel is a hit with viewers — and our videos have generated more than 465,000 plays. YouTube.com/TheElectricalWorker

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On Electric TV, we've got the latest videos and news spotlighting the excellent work of the IBEW-NECA team. ElectricTV.net



CIRCUITS

Hill Accepts Social Justice Award in Italy

IBEW International President Edwin D. Hill was presented with the Golden Eagle Award, one of Italy's highest honors, the first American ever to receive the award.



President Hill is presented with one of Italy's highest civilian honors, the Golden Eagle.

Bestowed by a nonprofit organization, the Golden Eagle is recognized by the Italian government as one of that nation's most prestigious honors, akin to the Presidential Medal of Freedom in the United States. The awards are given to a select few individuals who have made outstanding contributions in their respective fields and to society in general. Hill received the award for social justice at a ceremony on Nov. 7 in Assisi. Other honorees this year included the Sacred Convent of St. Francis of Assisi for the "peace in the world" award, and popular Italian actress Eleonora Brigliadori, for film and culture.

Hill was recognized for "... his best efforts over 50 years in support of workers and their employers, strengthening progressively professional and economic stability and conditions for the well-being of families." Also noted were the union leader's personal and professional relationships with the Italian electrical workers union FLAEI-CISL and his efforts "in a difficult globalized context" to initiate relations with Italian companies operating in the U.S. Accepting the award on behalf of 750,000 IBEW members throughout North America, Hill cited the example of St. Francis, in whose honor the current Pope took his name.

"The spirit of St. Francis is badly needed in today's world," Hill said. "Growing inequality and violence threatens all that we stand for. And we must continue to stand together to be a force for good." ■

Union Plus College Benefits

Unions need lawyers. They negotiate contracts, defend targeted workers and generally support people standing up for their rights.

The best union lawyers often started out as rank-and-file members themselves and then answered a call to the bar.

People like Middleton, Mass., Local 2321, Carly McClain. She's been a member of the IBEW for nearly seven years, but she never let go of a childhood dream of being a lawyer.

"My heart is in labor law," McClain

said. "Law can be a real vehicle for social change."

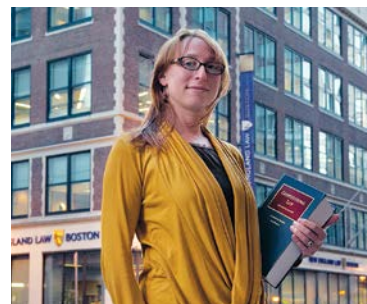
No matter how committed a first-year law student might be about using their degree to fight for the 99 percent, a debt load that large makes that nearly impossible when they graduate three years later.

"I want to be part of the process of making life better for America's workers," McClain said. "My belief that workers need union representation was solidified, as was my understanding that student loan debt today is basically unavoidable."

After her husband, Leveille, graduated from school she started looking for law schools that had night classes so she could continue as an organizer for Local 2321.

McClain is luckier than most. She received a merit-based scholarship to attend New England Law School, which will lower her debt to "only" \$100,000.

But as an IBEW member, McClain is eligible for the Union Plus card, which issues \$125,000 a year in scholarships to eligible members in college or graduate school. McClain received a \$2,000 scholarship.



Middleton, Mass., Local 2321 member Carly McClain never let go of a childhood dream of being a lawyer.

Since 1991, Union Plus has distributed more than \$3.5 million in scholarships to America's working families thanks to its credit card program, which is critically important because it provides royalties that the AFL-CIO and its unions use to fund important legislative, political, organizing and other programs of the labor movement.

Union Plus also offers the Student Debt Eraser, which helps union members who have a Union Plus credit card, mortgage or insurance policy pay down their student loan debt with grants of \$500.

For more information about eligibility and how to apply, or to learn more about the Union Plus Scholarship, please visit www.UnionPlus.org/Scholarship. ■

International and Local Communicators Win 2014 Awards

IBEW's International Office and local union communicators scored big at the 2014 Labor Media Awards presentation in Washington, D.C. in December.

Sponsored by the International Labor Communications Association, the yearly awards honor writing, video and Web-based work informing members and others about the mission, challeng-

es, victories and defeats of organized labor.

"I am extremely proud that IBEW members took away more awards this year than any other labor organization," says International President Edwin D. Hill. "The contest's judges help to validate our union's investment, not just in setting the highest standards to keep our members informed, but in projecting our values and accomplishments to those outside our ranks."

The Max Steinbock Award, ILCA's highest honor, was won by Eric Wolfe, communications director of Vacaville, Calif., Local 1245 for his story, "Brother's Keeper," originally published in the local's Utility Reporter. Wolfe has been a frequent award winner over the last decade.

Wolfe's story outlines the local's efforts to improve safety on the job for linemen and others after a series of workplace fatalities. He describes the delicate methods employed by safety stewards to convince workers and their supervisors to correct unsafe practices, while simultaneously convincing employers to place improving the overall safety culture ahead of disciplining individuals.

In remarks at the awards banquet, Wolfe said, "We know that unions are about power, about strength in numbers. But at a deeper level I think our strength comes from caring, caring about the Walmart worker, caring about the fast-



Eric Wolfe, communications director, Vacaville, Calif., Local 1245, accepted ILCA's highest award.

food worker, caring about the sweatshop worker—caring about the brother who dies in a trench or falls off a pole."

John Moyle, St. Louis Local 1 press secretary, produces Powercast, a popular website, for the local. Moyle won a first-place award, two second-place awards and a third place prize for a profile of a Local 1 electrician, Rodney Cook, who, along with his wife Gretchen, founded Mission: American Gratitude, a program to welcome home veterans honorably discharged from the armed services.

The IBEW International Office Media Department took home 10 first-place awards, five second-place awards and seven third-place awards in categories ranging from "best design for newspapers" and "best profile" to "short video promos" to "best analysis."



Mark Brueggenjohann, IBEW Media Department director and Jim Spellane, former IBEW media advisor (second and third from left) accept award from ILCA executive committee members Howard Kling, left, Ed Finkelstein and ILCA President Kathy Cummings.

A promotional video, a 30-second national commercial aired during NFL broadcasts, "IBEW—It's About Growing A Community," won a first place.

A first-place "best analysis" story from The Electrical Worker discussed political efforts to stop payroll fraud and worker misclassification from undermining wages, benefits and working conditions of IBEW and other building trades members.

"These awards demonstrate that IBEW's video, print and Internet productions are a team effort," says Media Department Director Mark Brueggenjohann. "Our staff is always looking for stories that give voice to members who do the hard work on their jobs and inside their local unions."

The ultimate goal, says Brueggenjohann, "is to help grow and build a stronger IBEW by spreading the lessons from our victories and defeats and renewing the spirit of solidarity that is the hallmark of our union." ■

IBEW Showcases New Look in Cyberspace

With a crisp, modern appearance and updated features, the IBEW's official website at IBEW.org got an overhaul in January.

Visitors to the site are greeted with bright photos of members performing the varied work of the Brotherhood, tagged with the phrase "Power Professionals."

"In the 21st century, our website is the face we show to the world," said International President Edwin D. Hill. "People expect the best when they work with the IBEW—and this new site is a great representation of the kind of quality that bears the union's name."

Whether visitors are looking to join, find training, organize their workplace or read the latest news about the Brotherhood, the new ibew.org is a one-stop shop for union information.

The homepage offers links to an updated local union directory, access to



IBEW.org has a new look.

district websites and the "Local Connections" page.

The union's award-winning Media Department has its own revamped section, featuring improved layout and easier navigation for visitors on both desktop and mobile devices. News stories and video packages are now grouped according to branch, making it easier for members to get the latest coverage on their particular industry.

And visitors can access the latest issue of the Electrical Worker newspaper or look for older stories in the archives, which contain digital versions of every IBEW publication dating back to 1893.

Links to the IBEW's social media sites are available on each page. The IBEW has one of the most developed online profiles in the labor movement, with nearly 80,000 Facebook "likes," more than 18,000 followers on Twitter, a YouTube page that has received over 450,000 views and more.

The website was designed by the IBEW's Information Technology Department and the Media Department at the International Office in Washington, D.C. ■

Second District Activist Lays Groundwork for RENEW's Growth

Hundreds of Boston children had a brighter Christmas last year, thanks in part to young members at Local 103.

Thirty-three-year-old journeyman wireman Kevin Molineaux, who heads up the local's RENEW—or Reach out and Engage Next-gen Electrical Workers—committee, teamed with a handful of other young workers to spread cheer at the local's Christmas party on Dec. 7.

"We had 400 kids there to see Santa," Molineaux said. It was the first year the RENEW group had been appointed to the Christmas party committee. "We have a great group of young workers in Boston."

Now, Molineaux is on a quest to tap similar youth initiative throughout the Second District. As the new head of the district's RENEW group, he said he's laying the groundwork for amplifying young workers' voices across Connecticut, Maine, New Hampshire, Massachusetts, Rhode Island and Vermont.

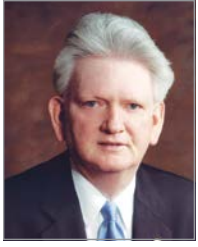
Molineaux said he would like to see a RENEW contingent at an upcoming Second District Progress Meeting. "I'm hoping to help show that RENEW members can step up and take even more of an active role."

The district's RENEW group hopes to have a social media presence on sites like Facebook and Twitter so that young workers can communicate and interact more effectively, Molineaux said. "Everyone I have talked with is excited about moving forward," he said. "We all care about the future of the IBEW and want to build on successes for the next generations." ■

TRANSITIONS

RETIRED

Frank J. Carroll



After more than 50 years of distinguished service to the IBEW, Second District International Vice President Frank J. Carroll retired Jan. 1.

Brother Carroll was initiated into Bridgeport, Conn., Local 488 in 1966. In the late '60s he worked construction and maintenance jobs at American Can in Greenwich and later at Co-op City in the Bronx, still the largest single residential development in the United States.

Starting in 1971, Carroll was the superintendent of a team of electricians at Sikorsky Aircraft's Stratford headquarters.

He took on leadership positions in Local 488 soon after joining, first as vice president in 1969 and then president in 1977. When the business manager/financial secretary retired in 1978, Carroll was selected by the local's executive board to finish the term. He was re-elected six times.

Carroll said one of his proudest moments at Local 488 came soon after he was elected president in the winter of 1977. At that time, unemployed members had to pay more than \$130 a month to keep their health care coverage. With work slow, it left many members in a terrible position and Carroll said he worked for months with the providers and insurers to remove the burden. Only a few weeks before Christmas, Carroll said, they found a way to do it.

"I remember thinking that some kid might get a wagon or a bike, something, for Christmas now, and I'm there on my couch crying I'm so happy," Carroll said. "My daughter, 5 years old at the time, she still remembers that day too."

While business manager, Carroll was also elected to the International Executive Council during the 34th International Convention in 1991 and re-elected at the 35th International Convention five years later.

Over the years International Presidents turned to Brother Carroll many times to represent the IBEW, starting with former International President Charles Pillard, who appointed him to the Council on Industrial Relations in 1981.

Carroll said being a member of CIR was—next to being business manager—the best work he had in his career.

"CIR is the greatest creation between labor and management of any labor organization in the country, hands down," he said. "We are able to handle grievances without a strike, have both parties unanimously come to an agreement and get back to work the next day like nothing happened. I was able to help our industry and represent our brothers and sisters. That meant everything to me."

A committed labor activist, Carroll's most public and lasting impact may have come after one of the deadliest construction accidents in American history. Twenty-eight union members were killed in Bridgeport April 23, 1987, when the L'Ambiance Plaza hotel collapsed.

"That was a terrible tragedy. Two-hundred-and-eight hours it took to find the last brother," he said.

National legislation was soon passed to ban the lift-slab construction method faulted for the disaster. Carroll played down his own involvement in the law's passage and gives the credit to the politicians, even to the heads of other local unions. But one of those politicians disagrees.

In 1997, when former International President J.J. Barry appointed Carroll to lead the Second District, U.S. Rep. Rosa DeLauro of Connecticut went to the floor of the House of Representatives to congratulate him and to set the record straight.

"Frank's testimony was pivotal to passing this legislation and this method of construction is no longer in use," DeLauro said. "I applaud Frank's efforts on this and other safety issues that are so crucial to our nation's workers."

Carroll has remained a high-profile booster of Bridgeport. He was named the grand marshal of the city's 2011 St. Patrick's Day Parade and in 2012, he was chosen to be the ringmaster of the annual Barnum Festival, honoring the great showman who was also elected Bridgeport's mayor in 1875. He was also chosen of one the Irish Echo newspaper's "Irish Labor 50 honorees" for 2011.

"I know that's not about me," Carroll said. "I'm in the parade, I'm in the

picture with the president, the governor is coming to my house not because Frank Carroll is so special but because the IBEW and our hundreds of thousands of members are special," he said. "Without that I'm just 'Frank who?'"

International President Edwin D. Hill and International Secretary Treasurer Salvatore J. Chilia oversaw the grand opening of the Frank J. Carroll Jr. Building, Local 488's new home in late spring 2013.

"I dedicated my life to the IBEW and it has been a blessing," Carroll said. "If I have one suggestion for members, it's pay your dues before you eat. The greatest gift is to have that card."

The IBEW members, staff and international officers wish Brother Carroll a long and happy retirement. ■

APPOINTED

Michael Monahan



International Representative Michael Monahan was appointed Second District International Vice President effective Jan. 2. Monahan replaces Frank Carroll, who retired.

Monahan, a native of Dorchester, Mass., became a journeyman wireman in 1986, joining Boston Local 103.

He is a fourth-generation Local 103 member, with his great-grandfather George joining the IBEW in 1912. "2015 will be the 103rd year a Monahan was a member of Local 103," he said. His grandfather Walter J., and his father, Walter R., were both Local 103 business managers and international representatives.

"As kids, we grew up around the labor movement," he said.

With the IBEW in his blood, Monahan was active in the local, and was appointed business agent in 1995.

In 2003, he became business manager. Presiding over one of New England's largest inside locals, with more than 7,500 members, Monahan was the driving force behind Local 103's rebranding and organizing efforts, making it one of the most influential labor organizations in the region.

"He voluntarily signed 164-plus previously nonunion contractors during his tenure—the region's highest organizing success rate ever," said International President Edwin D. Hill.

Monahan was particularly instrumental in recapturing public spending market share, which had lagged in recent decades.

"When we first looked at the problem in 1999, we were only doing 12 percent of public works," he said. "By the time I left office in 2014, we were doing more than 70 percent of it."

He also worked to build positive relationships with area contractors, following the philosophy of the Code of Excellence, which promotes on-the-job quality and skill.

"I wanted to create a culture of respect between the IBEW and contractors," he said. "When we sat down with them, I would talk about the value the union can offer. Because it's the value the IBEW brings to their company that leads contractors to join us in the first place."

In addition to his IBEW duties, Monahan serves on the Boston Redevelopment Authority as a mayoral appointee.

In 2014, he was appointed Second District international representative.

"It is a tremendous honor to serve my union in this heightened role," he said. "My title is changing, but my devotion to union families will not. I won't rest as the IBEW creates more socially responsible career opportunities for New England's middle class." ■

RESIGNED

Joe P. Smith



Former Sixth District International Executive Council member Joe P. Smith was appointed to serve as international representative for the Seventh Vice Presidential District.

In taking the new position, Smith, the former business manager of Oklahoma City Local 1141, resigned from the IEC effective Dec. 1. The third-generation IBEW member and inside wireman served as business manager for more than 10 years.

"When President Hill called and asked if I would be interested in an international representative job, I was humbled and honored," Smith said. "But I was also torn, because I wouldn't be able to complete my

term on the council. Every IBEW leader has his or her own path, and I think this is my path for union service. I look forward to this new chapter, and I was honored to serve the Sixth District as their IEC member."

Smith was elected to the council at the 38th IBEW Convention in Vancouver, British Columbia, in September 2011.

In his new role, Smith will work under the direction of International Vice President Steven Speer to service five inside construction local unions in Oklahoma and Texas. "Four of the five have new business managers," he said. "Working with new, young leadership is exciting. It's a great time for opportunity, growth and organizing in the Seventh District," which also includes Arizona, Kansas and New Mexico.

While excited about the future, Smith says he will miss the camaraderie of the IEC. "The members who represent the council are experts and a strong group of leaders. It was a great education."

Brother Smith was initiated into Local 1141 in 1994. He served on the state AFL-CIO's executive board and was a trustee of the Oklahoma Building and Construction Trades.

A Navy veteran, Smith served during the first Gulf War. He attended Rose State and Garden State Community Colleges and was the Oklahoma Democratic Party's nominee for state Senate in 2002.

He and his wife, Danielle, have three children. Smith enjoys golf, gardening and reading in his free time.

On behalf of the entire membership and staff of the IBEW, the officers wish Brother Smith great success in his new position and thank him for his service to the International Executive Council. ■

APPOINTED

Chris Wagner



Austin, Texas, Local 520 Business Manager Chris Wagner was appointed Sixth District International Executive Council member effective Jan. 1. He replaces Joe P. Smith, who has been appointed Seventh District international representative.

"Words escape me. I'm still in shock [about the appointment]. It's such an honor and a surprise, because I didn't seek the job. I

look forward to working with and learning from the other members of the council," says Wagner, who serves as president of the Central Texas Building and Construction Trades Council.

Brother Wagner, a graduate of the National Labor College, began his IBEW career as a residential wireman trainee in 1982. He says he came to appreciate the union's camaraderie and brotherhood long before at the age of 10 cutting up sausages for the local's annual picnic beside his father, Jimmy Wagner. The elder Wagner chaired the local's picnic committee and served on its executive board before his death in 1999.

"I knew that my father's four-wheel drive pickup trucks, our nice family vacations and comfortable life were all available to us because of the union," says Wagner, an Army National Guard veteran.

Completing his journeyman inside wireman apprenticeship in 1987, Wagner was elected president of Local 520 10 years later. In 1999, he served his first term as assistant business manager, elevating to business manager of the 1,000-member local in 2011.

"We were going through tumultuous negotiations with a lot of acrimony and animosity between labor and management," says Wagner. Persistent negotiations paid off when, under Wagner's leadership, Local 520 brought together nine separate inside wireman agreements in 2014, negotiating a single five-year contract providing yearly cost-of-living increases.

While Local 520 enjoys near full employment, says Wagner, Austin's labor market for electricians is severely undermined by contractors who misclassify workers as independent contractors, leaving them without unemployment insurance, minimum wages, overtime pay, Social Security and National Labor Relations Act protections. Many of the workers are recent immigrants.

Wagner and Local 520 have played a leadership role in the city and beyond, challenging the payroll fraud that saves scofflaws more than \$54 million a year while making it harder for honest signatory contractors to compete.

Wagner worked with Austin's Workers Defense Project, a nonprofit organization, marshaling efforts to monitor contractors who cheat on taxes on many of the 12 high-rise construction projects around Austin. These efforts were instrumental in winning an ordinance requiring electricians who work as "independent contractors" have a Texas contractor's license. (See "Labor, Lawmakers Take on Payroll Fraud," Electrical Worker, May 2013). ■

Report of Independent Auditors

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

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union), which comprise the consolidated statements of financial position as of June 30, 2014 and 2013, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2014 and 2013, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
October 15, 2014

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

JUNE 30, 2014 AND 2013

	2014		2013	
	Unappropriated	Appropriated	Total	Total
Assets				
Cash and cash equivalents	\$ 6,577,265	\$ -	\$ 6,577,265	\$ 11,293,808
Receivables				
Loans and advances to chartered bodies	539,000	-	539,000	506,000
Per capita tax receivable	12,310,262	-	12,310,262	10,051,952
Due from Trust for the IBEW Pension Benefit Fund	13,250	-	13,250	383,433
Unbilled rent	2,570,315	-	2,570,315	4,776,244
Accrued interest and dividends	501,178	-	501,178	449,160
Security sales pending settlement	715,703	-	715,703	1,499,427
Other	2,157,791	-	2,157,791	1,853,551
Total receivables	18,807,499	-	18,807,499	19,519,767
Investments - at fair value	268,720,567	168,967,000	437,687,567	405,916,847
Property and equipment - at cost				
Land, building and improvements	131,885,827	-	131,885,827	131,127,907
Furniture and equipment	47,301,433	-	47,301,433	48,299,538
	179,187,260	-	179,187,260	179,427,445
Accumulated depreciation	(55,160,628)	-	(55,160,628)	(53,602,417)
Net property and equipment	124,026,632	-	124,026,632	125,825,028
Other assets				
Deferred leasing, organization and financing costs (net of amortization)	2,891,934	-	2,891,934	2,985,441
Prepaid expenses	741,768	-	741,768	812,613
Inventory of merchandise and office supplies, at cost	1,149,403	-	1,149,403	1,309,102

Other	258,068	-	258,068	9,406
Total other assets	5,041,173	-	5,041,173	5,116,562
Total assets	\$423,173,136	\$168,967,000	\$592,140,136	\$567,672,012
Liabilities and Net Assets				
Liabilities				
Accounts payable and accrued expenses	\$ 4,630,912	\$ -	\$ 4,630,912	\$ 5,486,275
Excess of projected benefit obligation over pension plan assets	53,593,164	-	53,593,164	96,203,332
Liability for postretirement benefits	-	168,967,000	168,967,000	185,722,000
Security purchases pending settlement	8,663,311	-	8,663,311	5,505,514
Deferred per capita tax revenue	7,810,603	-	7,810,603	6,917,777
Reciprocity Agreement funds pending settlement	3,443,826	-	3,443,826	5,258,022
Mortgage loan payable	55,567,565	-	55,567,565	58,692,300
Other	1,306,715	-	1,306,715	1,384,399
Total liabilities	135,016,096	168,967,000	303,983,096	365,169,619
Unrestricted net assets	288,157,040	-	288,157,040	202,502,393
Total liabilities and net assets	\$423,173,136	\$168,967,000	\$592,140,136	\$567,672,012

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities

YEARS ENDED JUNE 30, 2014 AND 2013

	2014		2013	
	Unappropriated	Appropriated	Total	Total
Operating revenue				
Per capita tax	\$122,887,875	\$ -	\$122,887,875	\$115,048,167
Initiation and reinstatement fees	1,506,532	-	1,506,532	1,404,538
Rental income, net	7,571,122	-	7,571,122	11,354,965
Sales of supplies	893,889	-	893,889	858,927
Other income	4,696,734	-	4,696,734	5,470,023
Total operating revenue	137,556,152	-	137,556,152	134,136,620
Program services expenses				
Field services and programs	96,081,544	9,859,873	105,941,417	110,161,242
Media relations	8,271,653	428,498	8,700,151	8,297,601
Industry trade programs	14,812,076	1,509,209	16,321,285	15,649,347
Per capita tax expense	7,671,577	-	7,671,577	7,052,812
Legal defense	2,535,527	-	2,535,527	2,465,336
Total program services	129,372,377	11,797,580	141,169,957	143,626,338
Supporting services expenses				
Governance and oversight	6,895,776	615,633	7,511,409	7,551,277
General administration	6,520,754	888,787	7,409,541	8,483,701
Total supporting services	13,416,530	1,504,420	14,920,950	16,034,978
Total operating expenses	142,788,907	13,302,000	156,090,907	159,661,316
Change in net assets from operations before investment and other income	(5,232,755)	(13,302,000)	(18,534,755)	(25,524,696)
Investment income				
Interest and dividends	6,288,799	-	6,288,799	6,957,096
Net appreciation in fair value of investments	36,475,725	-	36,475,725	30,947,449
Investment expenses	(1,338,898)	-	(1,338,898)	(1,198,492)
Net investment income	41,425,626	-	41,425,626	36,706,053
Other income (expense)				
Gain/(loss) on sale of property and equipment	(15,294)	-	(15,294)	1,565
Loss on lease termination	(1,172,065)	-	(1,172,065)	-
Currency translation adjustment	(1,452,180)	-	(1,452,180)	(8,293)
Total other income (expense)	(2,639,539)	-	(2,639,539)	(6,728)
Change in net assets before pension-related and postretirement benefit (charges)/credits other than net periodic benefits costs	33,553,332	(13,302,000)	20,251,332	11,174,629
Defined benefit-related (charges)/credits other than net periodic benefits costs				
Pension benefits	41,209,373	-	41,209,373	28,529,287
Postretirement health care benefits	-	24,193,942	24,193,942	(6,587,190)
Change in net assets	74,762,705	10,891,942	85,654,647	33,116,726

Unrestricted net assets at beginning of year	\$202,502,393	–	202,502,393	169,385,667
Change in appropriation for postretirement benefit costs	10,891,942	(10,891,942)	–	–
Unrestricted net assets at end of year	\$288,157,040	\$	– \$288,157,040	\$202,502,393

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

YEARS ENDED JUNE 30, 2014 AND 2013

	2014	2013
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$123,922,812	\$118,293,706
Interest and dividends	6,236,781	7,112,746
Rental income	9,928,754	12,976,612
Participant contributions collected on behalf of PBF	60,839,364	58,626,766
Reimbursement of administrative expenses from PBF	2,750,000	3,000,000
Other	2,578,298	7,863,288
Cash provided by operations	206,256,009	207,873,118
Cash paid for		
Salaries, payroll taxes, and employee benefits	(95,521,458)	(90,778,356)
Service providers, vendors and others	(42,731,178)	(41,422,770)
Participant contributions remitted to PBF	(60,719,181)	(58,392,532)
Per capita tax	(7,671,577)	(7,052,812)
Interest	(3,224,564)	(3,543,485)
Cash used for operations	(209,867,958)	(201,189,955)
Net cash provided by (used for) operating activities	(3,611,949)	6,683,163
Cash flows from investing activities		
Loans and advances made to chartered bodies	(52,500)	–
Repayments on loans and advances made to chartered bodies	19,500	10,500
Purchase of property and equipment	(5,164,951)	(1,834,407)
Purchase of investments	(196,209,518)	(171,412,679)
Proceeds from sale of property and equipment	23,746	1,565
Proceeds from sale of investments	198,157,072	180,190,440
Net short-term cash investment transactions	6,698,972	(5,352,507)
Net cash provided by investing activities	3,472,321	1,602,912
Cash flows from financing activities		
Payments on mortgages and other notes	(3,124,735)	(2,954,061)
Net cash used for financing activities	(3,124,735)	(2,954,061)
Effect of exchange rate changes on cash	(1,452,180)	(8,293)
Net increase (decrease) in cash	(4,716,543)	5,323,721
Cash and cash equivalents		
Beginning of year	11,293,808	5,970,087
End of year	\$6,577,265	\$11,293,808
Reconciliation of change in net assets to net cash provided by (used for) operating activities		
Change in net assets	\$85,654,647	\$33,116,726
Noncash charges (credits) included in income		
Depreciation and amortization	6,524,056	7,215,302
Net appreciation in fair value investments	(36,475,725)	(30,947,449)
(Gain)/loss on sale of property and equipment	15,294	(1,565)
Loss on lease termination before termination fees received	1,323,768	–
Currency translation adjustment	1,452,180	8,293
Changes in accruals of operating assets and liabilities		
Receivables	(2,244,385)	975,499
Unbilled rent receivable	2,205,929	1,621,647
Deferred leasing costs, before amortization	(830,010)	(1,018,039)
Other assets	(18,118)	(9,637)
Excess or deficiency of pension plan assets over projected benefit obligation	(42,610,168)	(24,739,603)
Accounts payable and accrued expenses	(855,363)	832,864
Accrued postretirement benefit cost	(16,755,000)	16,741,000
Deferred revenue	892,826	283,064
Reciprocity Agreement funds pending settlement	(1,814,196)	2,681,660
Payroll deductions and other liabilities	(77,684)	(76,599)
Net cash provided by (used for) operating activities	\$(3,611,949)	\$6,683,163

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

YEARS ENDED JUNE 30, 2014 AND 2013

Note 1. Summary of Significant Accounting Policies

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

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

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

Investments—Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2014 and 2013 were settled in July 2014 and July 2013, respectively.

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

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

Accounts Receivable—Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2014 and 2013.

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

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

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

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

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

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code. The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC is not a taxpaying entity for federal income tax purposes, and thus no income tax expense or deferred tax asset has been reported in the financial statements. Income of the Company is taxed to the members in their respective returns. The International Union believes that it has appropriate support for any tax positions taken and, as such, does not have any uncertain tax positions that are material to the financial statements. The International Union's Forms 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2011 through 2013 are subject to examination by the IRS, generally for three years after they were filed.

Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value per share as reported by the investee, while the fair values of investments in limited partnerships are estimated based on financial information provided by each partnership.

REPORT OF INDEPENDENT AUDITORS *continued on page 8*

	June 30, 2014	
	Cost	Fair Value
Short-term cash investments	\$16,774,562	\$16,774,562
Government and government agency obligations	41,741,517	41,834,014
Corporate bonds and notes	43,530,014	44,114,787
Stocks	120,929,740	166,268,603
Mortgage loans	2,711,534	2,814,537
Mutual funds	720,100	874,309
103-12 entities	79,668,644	119,478,735
Limited partnership	14,600,000	15,056,014
Other alternative investments	14,048,596	13,511,837
AFL-CIO Housing Investment Trust	17,144,092	16,960,169
	<u>\$351,868,799</u>	<u>\$437,687,567</u>

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

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

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

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

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

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

The following is a summary of the inputs used as of June 30, 2014, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2014	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 16,774,562	\$ -	\$ 16,774,562	\$ -
Stocks				
Financial services	13,171,558	-	-	13,171,558
Banks	12,897,751	12,897,751	-	-
Pharmaceuticals	11,389,445	11,389,445	-	-
Oil & Gas	10,703,028	10,703,028	-	-
Retail	9,706,616	9,706,616	-	-
Computers	7,576,691	7,576,691	-	-
Chemicals	5,974,334	5,974,334	-	-
Software	5,813,510	5,813,510	-	-
Media	5,110,553	5,110,553	-	-
Semiconductors	5,025,530	5,025,530	-	-
Other	78,899,587	78,899,587	-	-
Corporate bonds and notes	44,114,787	-	42,114,787	2,000,000
Government and government agency obligations	41,834,014	-	41,834,014	-
Mortgage loans	2,814,537	-	2,814,537	-
Mutual funds	874,309	874,309	-	-
Limited partnerships				
Energy Harvest Group	1	-	-	1
Grosvenor Institutional Ptnrs	15,056,013	-	-	15,056,013

Common/collective trusts			
AFL-CIO HIT	16,960,169	-	16,960,169
103-12 entities			
INDURE REIT LLC	66,814,370	-	66,814,370
ULLICO Diversified International Equity Fund	17,944,986	-	17,944,986
Western Asset US Core Plus	34,719,379	-	34,719,379
Other alternative investments			
Permal Fixed Income	13,511,837	-	13,511,837
	<u>\$437,687,567</u>	<u>\$153,971,354</u>	<u>\$239,976,804</u>
			<u>\$43,739,409</u>

Changes in Level 3 Category	Beginning Balance 7/1/2013	Net Gains (Losses)	Purchases	Sales	Transfers In (Out) Level 3	Ending Balance 6/30/2014
Stocks	\$16,984,600	\$(3,813,042)	\$ -	\$ -	\$ -	\$13,171,558
Corporate bonds and notes	2,000,000	-	-	-	-	2,000,000
Limited partnerships	10,532,284	(376,270)	4,900,000	-	-	15,056,014
Permal fund	10,405,189	(1,925)	3,108,573	-	-	13,511,837
	<u>\$39,922,073</u>	<u>\$(4,191,237)</u>	<u>\$8,008,573</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$43,739,409</u>

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

Description	Total Investments at June 30, 2013	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 23,634,652	\$ -	\$ 23,634,652	\$ -
Stocks				
Financial services	18,021,805	1,037,205	-	16,984,600
Banks	10,894,918	10,894,918	-	-
Retail	9,729,789	9,729,789	-	-
Pharmaceuticals	8,019,288	8,019,288	-	-
Oil & Gas	7,876,085	7,876,085	-	-
Computers	5,168,915	5,168,915	-	-
Telecommunications	5,034,143	5,034,143	-	-
Manufacturing	4,781,512	4,781,512	-	-
Insurance	4,418,811	4,418,811	-	-
Media	4,164,617	4,164,617	-	-
Other	71,276,653	71,276,653	-	-
Corporate bonds and notes	40,037,464	-	38,037,464	2,000,000
Government and government agency obligations	21,490,537	-	21,490,537	-
Mortgage loans	2,962,520	-	2,962,520	-
Mutual funds				
Fixed income fund	-	-	-	-
Other	858,250	858,250	-	-
Limited partnerships				
Energy Harvest Group	1,500,000	-	-	1,500,000
Grosvenor Institutional Ptnrs	9,032,284	-	-	9,032,284
Common/collective trusts				
AFL-CIO HIT	16,237,555	-	16,237,555	-
103-12 entities				
INDURE REIT LLC	64,334,574	-	64,334,574	-
ULLICO Diversified International Equity Fund	14,484,656	-	14,484,656	-
Western Asset US Core Plus	32,379,380	-	32,379,380	-
Other alternative investments				
Permal Fixed Income	10,405,189	-	-	10,405,189
	<u>\$386,743,597</u>	<u>\$133,260,186</u>	<u>\$213,561,338</u>	<u>\$39,922,073</u>

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

Net gains (losses) (realized /unrealized) reported above are included in net appreciation (depreciation) in fair value of investments in the statement of activities for the year ended June 30, 2014 and 2013. The amount of the net gains/(losses) related to investments held at June 30, 2014 and 2013 was \$(4,191,238) and \$4,525,053, respectively.

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

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

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

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

The fair value of the stock investment in ULLICO Inc. is determined by management based on annual valuations performed by an independent third party. The stock has been classified as Level 3 because it is not actively traded and there are no directly comparable inputs. The fair value of the limited partnership investment in Energy Harvest Group is based on management's determination that the investment is not readily marketable and the partnership has not generated any income since inception.

The fair value of the limited partnership investment in Grosvenor Institutional Partners is based on the International Union's ownership share of .2999% of total partnership net assets of approximately \$4.88B. Grosvenor invests primarily in portfolio funds whose fair values are reported at net asset value (NAV). If no such information is available, an estimated fair value is determined in good faith. Approximately 86% of Grosvenor's investments are based on Level 2 inputs and the remaining 14% on Level 3 inputs.

The fair value of the investment in Permal Fixed Income Holdings NV is based on the International Union's ownership share of .33% of total fund net assets of approximately \$3.82B. The fund's investments are made principally with portfolio managers who focus on the fixed income markets. The fair values of investments held by the fund are generally based on the last available price or NAV as reported and provided by open-ended underlying funds, agents, or sub-managers thereof. Approximately 91% of the fund's investments are valued using Level 1 and 2 investments, and 9% are based on Level 3 investments due to redemption restrictions.

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

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

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

Note 4. Pension Plans

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

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2014 and 2013 is summarized as follows:

	2014	2013
Service cost	\$13,855,173	\$13,442,125
Interest cost	19,625,111	19,072,215
Expected return on plan assets	(22,834,366)	(20,297,306)
Net amortization of (gain) loss	7,175,554	10,331,821
Net amortization of prior service costs	-	36,490
Net periodic pension cost	<u>\$17,821,472</u>	<u>\$22,585,345</u>

Included in net periodic pension cost for 2014 and 2013 is \$-0- and \$36,490, respectively, representing the amortization of amounts previously recognized as changes in unrestricted net assets but not included in net periodic pension cost when they arose. The amount expected to be amortized into net periodic pension cost for 2015 is \$-0-. Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related changes other than net periodic pension cost for the years ended June 30, 2014 and 2013 are as follows:

	2014	2013
Net actuarial gain (loss)	\$41,209,373	\$28,492,797
Amortization of prior service cost	-	36,490
	<u>\$41,209,373</u>	<u>\$28,529,287</u>

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2014 consist of the following:

Net actuarial loss	\$70,674,954
Net prior service cost	-
	<u>\$70,674,954</u>

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

	2014	2013
Discount rate	4.75%	4.75%
Average rate of compensation increase	4.50%	4.50%
Expected long-term rate of return on plan assets	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2014 and 2013 are summarized as follows:

	2014	2013
Fair value of plan assets	\$396,835,242	\$341,131,799
Projected benefit obligation	450,428,406	437,335,131
Deficiency of plan assets over projected benefit obligation	<u>\$53,593,164</u>	<u>\$96,203,332</u>

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

	2014	2013
Discount rate	4.75%	4.75%
Average rate of compensation increase	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2014 and 2013 were as follows:

	2014	2013
Employer contributions	\$20,037,967	\$18,795,661
Employee contributions	1,574,354	1,530,311
Benefit payments	23,560,060	22,804,024

Total expected employer contributions for the year ending June 30, 2015 are \$17.8 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2015	\$24,515,818
2016	24,965,196
2017	25,510,696
2018	26,140,568
2019	26,869,661
Years 2020 - 2024	147,385,599

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

Total pension plan weighted-average asset allocations at June 30, 2014 and 2013, by asset category, are as follows:

Asset category	2014	2013
Cash and cash equivalents	6%	7%
Equity securities	59%	57%
Debt securities	20%	21%
Real estate and other	15%	15%
	100%	100%

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

The following is a summary of the inputs used as of June 30, 2014, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2014	Quoted Market Prices for Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Cash and cash equivalents	\$ 5,857	\$ 5,857	\$ -	\$ -
Common stock	135,048,624	135,048,624	-	-
Corporate bonds	14,499,828	-	14,499,828	-
U.S. Government and government agency obligations	25,514,730	6,271,569	19,243,161	-
Mutual funds	12,808,646	12,808,646	-	-
Common /collective trusts	105,327,623	-	44,022,499	61,305,124
Limited partnership	6,476,669	-	-	6,476,669
103-12 entities	60,930,766	-	60,930,766	-
Other alternative investments	7,568,072	-	-	7,568,072
	368,180,815	154,134,696	138,696,254	75,349,865
Non-Pool Investments				
Cash and cash equivalents	630,259	630,259	-	-
Common/collective trust	7,856,413	-	-	7,856,413
Canadian Government obligations	4,158,421	1,596,784	2,561,637	-
Corporate obligations	9,370,496	-	9,370,496	-
Common stocks	22,538,767	22,538,767	-	-
Mutual Funds	1,986,986	-	1,986,986	-
	46,541,342	24,765,810	13,919,119	7,856,413
Other Assets and Liabilities				
Cash	13,179	13,179	-	-
Accrued investment income receivable	504,020	504,020	-	-
Accounts payable and accrued expenses	(259,806)	(259,806)	-	-
Net transactions pending settlement	(10,232,628)	(10,232,628)	-	-
	(9,975,235)	(9,975,235)	-	-
Net assets, total	404,746,922	168,925,271	152,615,373	83,206,278
Less share to other employers	(7,911,680)	-	(6,296,093)	(1,615,587)
Fair value of plan assets	\$396,835,242	\$168,925,271	\$146,319,280	\$81,590,691

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

Description	Total Investments at June 30, 2013	Quoted Market Prices for Assets (Level 1)	Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Cash and cash equivalents	\$ 5,828	\$ 5,828	\$ -	\$ -
Common stock	114,177,423	114,177,423	-	-
Corporate bonds	17,273,990	-	17,273,990	-
U.S. Government and government agency obligations	18,055,600	3,561,717	14,493,883	-
Mutual funds	12,137,881	12,137,881	-	-
Common/collective trusts	91,410,235	-	37,293,881	54,116,354
Limited partnership	5,837,939	-	-	5,837,939
103-12 entities	52,064,292	-	52,064,292	-
Other alternative investments	6,936,793	-	-	6,936,793
	317,899,981	129,882,849	121,126,046	66,891,086

Non-Pool Investments

Cash and cash equivalents	746,965	746,965	-	-
Common/collective trust	10,321,682	-	-	10,321,682
Canadian Government obligations	3,270,063	981,251	2,288,812	-
Corporate obligations	6,435,106	-	6,435,106	-
Common stocks	14,175,559	14,175,559	-	-
	34,949,375	15,903,775	8,723,918	10,321,682

Other Assets and Liabilities

Cash	46,212	46,212	-	-
Accrued investment income receivable	506,265	506,265	-	-
Accounts payable and accrued expenses	(222,713)	(222,713)	-	-
Net transactions pending settlement	(5,779,001)	(5,779,001)	-	-
	(5,449,237)	(5,449,237)	-	-
Net assets, total	347,400,119	140,337,387	129,849,964	77,212,768
Less share to other employers	(6,268,320)	(64,300)	(5,448,877)	(755,143)
Fair value of plan assets	\$341,131,799	\$140,273,087	\$124,401,087	\$76,457,625

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2014 and 2013:

Changes in Level 3 Category	Common/Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
Beginning balance - 7/1/2013	\$64,438,036	\$5,837,939	\$6,936,793	\$77,212,768
Net gains (losses) (realized/unrealized)	5,781,307	638,730	(11,243)	6,408,794
Purchases	96,212,888	-	642,522	96,855,410
Sales	(97,270,694)	-	-	(97,270,694)
Transfers in/out Level 3	-	-	-	-
Ending balance - 6/30/2014	\$69,161,537	\$6,476,669	\$7,568,072	\$83,206,278

Changes in Level 3 Category	Common/Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
Beginning balance - 7/1/2012	\$66,089,684	\$5,598,884	\$6,146,160	\$77,834,728
Net gains (losses) (realized/unrealized)	9,755,555	(21,634)	(81,081)	9,652,840
Purchases	51,886,628	5,300,000	871,714	58,058,342
Sales	(63,293,831)	(5,039,311)	-	(68,333,142)
Transfers in/out Level 3	-	-	-	-
Ending balance - 6/30/2013	\$64,438,036	\$5,837,939	\$6,936,793	\$77,212,768

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$866,900 and \$873,713 as of June 30, 2014 and 2013, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$996,050 and \$944,985 for the years ended June 30, 2014 and 2013, respectively.

Note 5. Postretirement Benefits

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

Postretirement benefit costs for the years ended June 30, 2014 and 2013 include the following components:

	2014	2013
Service cost	\$7,190,000	\$7,326,000
Interest cost	7,811,000	8,575,000
Amortization of prior service cost	(1,699,000)	(342,000)
Total postretirement benefit cost	\$13,302,000	\$15,559,000

The accumulated postretirement benefit obligation and funded status at June 30, 2014 and 2013 are as follows:

	2014	2013
Postretirement benefit obligation	\$168,967,000	\$185,722,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$168,967,000	\$185,722,000

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$6,489,000 and \$6,754,000 for the years ended June 30, 2014 and 2013, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2014 is \$6,813,000.

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

	2014	2013
Discount rate	4.75%	6.00%

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

	2014	2013
Discount rate	4.75%	4.75%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2014, were assumed to increase by 8.7% for medical, 8.7% for drugs, 4.25% for dental/vision, 5.9% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 4.25% after 2027. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2014 by \$25,295,000 and \$2,707,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2014 by \$20,722,000 and \$2,137,000, respectively.

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

Year ending June 30, 2015	\$6,798,000
2016	7,265,000
2017	7,672,000
2018	8,161,000
2019	8,695,000
Years 2020 – 2024	51,351,000

The International Union appropriated investments of \$168,967,000 at June 30, 2014 to pay for future postretirement benefit costs.

Note 6. Mortgages Payable

The IBEW Headquarters Building LLC (the “Company”) has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company’s assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,699 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2015	\$6,349,298
2016	6,349,298
2017	6,349,298
2018	6,349,298
2019	6,349,298
Thereafter	37,191,699
	68,938,189
Less interest portion	(13,370,624)
	<u>\$55,567,565</u>

Note 7. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to

Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2012, these agreements were extended to December 2022. For the years ended June 30, 2014 and 2013 the International Union recognized as revenue \$1,849,809 and \$2,392,718, respectively.

Note 8. Litigation

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

Note 9. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers’ Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,750,000 and \$3,000,000, for the years ended June 30, 2014 and 2013, respectively.

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

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

Note 10. Operating Leases

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

Year ending June 30, 2015	\$7,828,928
2016	7,591,900
2017	7,640,164
2018	7,004,886
2019	6,302,650
Thereafter	45,203,521

Note 11. Risks and Uncertainties

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

Note 12. Subsequent Events Review

Subsequent events have been evaluated through October 15, 2014, which is the date the financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying financial statements. ■

September International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 12:15 p.m., by Secretary Lavin, on Tuesday, September 9, 2014, in Las Vegas, Nevada. Other members of the council in attendance were Burgham, Calabro, Calvey, Riley, Ross, Walter and Smith.

International President Hill

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

International Secretary-Treasurer Chilia

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

Legal Defense

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

Financial Reports

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

Amendment to the Master Trust Agreement By and Among the International Brotherhood of Electrical Workers, ITS International Executive Council and International Secretary-Treasurer, Each Solely in the Capacity as Named Fiduciary and the Bank of New York Mellon for the Union Electrical Industry Trust

International Executive Council Secretary Lavin introduced, and the members of the International Executive Committee unanimously adopted, an updated amendment to reflect changes in the law and the marketplace for the Union Electrical Industry Master Trust.

Article XX and XXI Cases

During the second quarter of 2014, the IBEW is not involved in any disputes arising under Article XX or Article XXI of the AFL-CIO Constitution.

The IBEW was involved in one dispute under the AFL-CIO Executive Council’s “Dispute Resolution Procedure for Raids Involving Unions with Solidarity Clauses,” which the AFL-CIO Executive Council adopted in February 2014. The dispute was filed by the International Brotherhood of Teamsters, charging the IBEW, LIUNA and IATSE with agreement to perform work the Teamsters had traditionally performed at the Philadelphia Convention Center. The Teamsters acknowledge that its main dispute is with LIUNA, the only union to which the Convention Center has assigned Teamsters’ work. At the request of the Teamsters the complaint has been postponed by the AFL-CIO while the Teamsters and LIUNA attempt to resolve the problem.

Retirement of International Officers

The IEC reviewed IBEW Ninth District International Vice President Michael S. Mowrey’s letter to International President Edwin D. Hill requesting pension effective November 1, 2014. International President Hill appointed John O’Rourke to fill the vacancy and unexpired term of Ninth District International Vice President, effective November 1, 2014. This appointment was confirmed by the IEC.

John Clarke, International Executive Committee, Third District
Effective—August 1, 2014

Retirement of International Representatives

Kevin Cash, International Representative, IBEW Second District
Effective—July 1, 2014

Lynn Fieldman, International Representative, Pension & Reciprocity Department
Effective—August 31, 2014

Donald Herzog, International Representative, IBEW Eighth District
Effective—July 1, 2014

James Tomaseski, International Representative, Safety Department
Effective—June 30, 2014

Retirement of International Office Employees

Aubery D. Clark, Lead Organizer, Membership Development
Effective—June 1, 2014

Suzanne Harel, Secretary, IBEW First District Office
Effective—June 20, 2014

Susan Davis, Secretary to the Executive Assistant to the International Secretary-Treasurer
Effective—July 7, 2014

This regularly scheduled meeting was adjourned on Tuesday, September 9, 2014, at 4:25 p.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Tuesday, December 16, 2014, in Washington, D.C.

For the International Executive Council

Patrick Lavin, Secretary
September 2014

The IEC acted on numerous applications under the IBEW Pension Fund. For a complete listing, consult www.ibew.org, clicking on the International Executive Council link on the “About Us” page. ■

LOCAL LINES

'A Distinct Honor'

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Greetings, brothers and sisters.

Last September retired Local 8 business agent Ken Roach was accorded the distinct honor of laying a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery near Washington, DC. A wreath laying ceremony also is typically performed by the president of the United States on Memorial Day in the spring.

Brother Roach was chosen along with fellow Vietnam War veteran Al Segur, former executive secretary of the Northwest Ohio Building Trades Council, to lay the wreath at the September ceremony.

Former Local 8 business manager Dennis Duffey, a Vietnam veteran himself, was instrumental in arranging and witnessing this touching moment.

Bro. Roach said: "It was such a great honor, perhaps the most amazing experience of my life, being one of the very few to make this tribute."

Congratulations to our brothers, and may we keep all of our service men and women and those missing in action in our thoughts and prayers.

Mike Brubaker, P.S.



Al Segur (center, foreground) and Local 8 Bro. Ken Roach prepare to lay a wreath at Tomb of the Unknown Soldier.

Labor Leader Award

L.U. 12 (i,o&se), PUEBLO, CO—In October, Local 12 retired member Ken Griffin received the Bob Scarlet Award for Labor Leader of the Year in recognition for his outstanding contributions in the advancement of the labor movement.

Although he officially "retired" in 2008 with 45 years in the industry, Ken is still one of our most active members. In addition to serving on numerous Local 12 committees over the years, he also has been extremely involved with the community to push forward the labor movement and our electrical industry.

Ken has served on the State Electrical Board and the Pueblo Community College Advisory Board, fulfill-

ing his term limit of 10 years for each. He also sat on boards for Pueblo Manpower, United Way, the Chamber of Commerce, the Colorado State Fair Parade Committee, and the Wake Up With Pueblo Committee.

Ken has served on the Local 12 Apprenticeship Committee for close to 30 years and is presently the journeyman update coordinator for our JATC and also aids in state licensing renewal and training.

Ken Griffin is a prime example of union participation, and we can never thank him enough.

Susan Johnson, P.S.

115th Anniversary Celebrated

L.U. 16 (i), EVANSVILLE, IN—On Dec. 13 last year, IBEW Local 16 celebrated its 115th anniversary of giving southern Indiana the highest quality, best trained electricians available anywhere. Many changes have come and gone in the electrical industry since the union's humble beginning. However, the pride and integrity of the IBEW membership have remained strong and continue to serve as an excellent foundation for our future.

Congratulations to industrial contractor Skanska for 50 years in business as a highly regarded union electrical contractor. Best wishes to the company for a strong future.

Local 16's retiree breakfast is held twice a month. On the fourth Tuesday of every month, the retirees meet at 7:30 a.m. at the Carousel restaurant on Evansville's east side. The retirees group also meets at 8 a.m. on the second Friday of each month. Locations for 2015 are as follows: Jan. 9—Darmstadt Inn; Feb. 13—Golden Corral; March 13—Lamasco Bar; April 10—Rosie's; May 8—Pie Pan; June 12—Water's Edge; July 10—Darmstadt Inn; Aug. 14—Red Wagon; Sept. 11—Steak'n'Shake (west); Oct.

9—Merry-Go-Round; Nov. 13—Darmstadt Inn; and Dec. 11—Pie Pan. For more information, please contact Wayne Fehrenbacher or Tom Schuler.

Donald P. Beavin, P.S.

Tributes to Service

L.U. 24 (es,i&spa), BALTIMORE, MD—On behalf of all Local 24 members, I wish to thank Bros. Bob Hastings and Tom Benjamin for their many years of service.

Tom Benjamin was initiated into the local in June 1968, and he retired on Nov. 1 last year. At the time of his retirement, Tom was serving his second term as financial secretary.

Bob Hastings was initiated into the local in June 1972 and retired on Dec. 1 last year. At the time of his retirement, Bob was an assistant business agent working as the business manager's right-hand man.

Both Bob and Tom leave big shoes to fill. Thank you again, brothers, for your longtime service, both in the field as well as in the office. We wish each of you happy, healthy and lengthy retirements. You will be sorely missed!

Gary R. Griffin, B.M.

'Great Upcoming Events'

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Applications are currently being accepted for the 2015 Local 26 scholarship. The award is for \$2,500 per year, for up to four years of college. Visit our website at www.ibewlocal26.org to download an application form and get details. You may also contact the union hall at 301-459-2900, and request that an application be mailed to your home. The deadline to submit scholarship applications is March 31.

Mark your calendars for some great upcoming events. Here are a few of them to note. The Minority Coalition's Black History Month Luncheon will be Saturday, Feb. 21, at the union hall in Lanham, 12 noon to 3 p.m. The Electrical Workers Motorcycle Riding Club (ERMC) will host their 4th Annual Poker Run on Saturday, May 2. Also, plans are underway for our annual Dollars Against Diabetes golf outing on Monday, June 1. For additional information, please see our quarterly magazine, "In Charge," or visit our website.

We mourn Local 26 members who passed away since our last article: Lawrence E. Kaplan, James W. Vorce, James Mason, Tim Bradley, Richard N. Textor and Ralph W. Souder Jr.

Best wishes to recent retirees: Robert N. Craig, Robert J. Raesch, John A. Roy Sr., Kenneth L. Fristoe Jr., Charles E. Rice Sr., Jose A. Matute, Lothar R. Reimann, Kevin M. Colburn, Norman D. Cornwell, Michael E. Delonge, Charles L. Kirkpatrick and Eduardo Zurita.

Charles E. Graham, B.M.

Participation & Solidarity

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL—Thanks to some heavy commercial and light industrial work, most of our book one members have been employed this winter. Local 34 thanks all the locals that have been employing our members who have not been able to work at home this winter. This spring should also keep most of book one working and maybe even

some book two members. As of right now Powerton plans on doing the second and third phases of upgrades to its facility. Additionally, there are a few new schools being built in our jurisdiction.

Last year Local 34 had eight members attend 10 out of 12 meetings; two members attended 11 out of 12 meetings; and 16 members attended 12 out of 12 meetings.

By attending the local union meetings, members can be more fully informed and actively involved in strengthening our local.

Meeting attendance translates into a stronger collective bargaining unit; a stronger unit translates into better conditions, better pay and even political capital. So please attend your local meetings and become a well-informed member.

Marc Burnap, P.S.

IBEW Lights Winterfest 2014

L.U. 38 (i), CLEVELAND, OH—Mayor Frank Jackson and New Cuyahoga County Executive Armond Budish took a moment for a group photo (below) with Local 38 members at the 2014 Winterfest celebration.

Winterfest marks the night when all of the Christmas lights are powered up and revealed to the public. The public officials thanked IBEW Local 38 for all of our volunteer work decorating downtown Cleveland for the holiday season.

Seventy volunteers from Local 38 came out to install all of the Christmas lights and decorations over two Saturdays. Local 38 members worked from the ground to the air in JLG lift equipment and bucket trucks decorating the shrubs, trees, lights poles and buildings from Public Square to Playhouse Square.

On the work front, if everything goes according to schedule, Lake Erie Electric should be hiring for several projects including the renovations at Progressive Field. A lot of work needs to be done there before the Cleveland Indians' opening day.

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



At Winterfest 2014: Cleveland Mayor Frank Jackson (left); Local 38 members Kevin Frey, Barry Frey and Bus. Rep. Mike Muzic; and County Executive Armond Budish.

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 email (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 email 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.

Work Picture Steady

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Our work picture is holding steady at this time. We are waiting for the railroad project to pick up in the early part of the new year. Also, a reminder: Make sure that all of your certifications are all up-to-date.

We congratulate and thank the members listed below for their years of service with Local 42.

“A” members: 35 years of service—Patrick Navin; 30 years—Robert Landry, Scott Shane, Curtis Wood II; 25 years—Stephen Arguin, Bernard Bates III, Kevin Bernier, David Chandler, Thomas Edmonds II, Colin Fraser, Stephen Jackson, Charles Mazzabufi Jr., Thomas Rebeiro, Michael Williams; 20 years—Robert Johnson, Robert Shea; 15 years—Sean Amara, Marc Belanger, Daniel Bryk, Timothy Duda, Frank Gallaghe Sr., Joseph Haase, Alexis Hebert, Christian Mathon, Leeroy Robinson, Martin Ryan, Thomas Towne, Robert Violette; and 10 years—Everlito Anor, Jesse Belanger, Thomas Cahalan, F. Michael Flanagan, Joshua Fuller, Jeffrey Langlois, Jose Sanchez, Marc Sorano and Bar-end Steevens III.

“BA” members: 25 years of service—Paul Tobin; 15 years—Joshua Germain, Rudy Matias, Breck McKim, Alvaro Palacios, Anthony Simmons; and 10 years—Jonas Bussiere, Jason Johnson, Steven Minard, Ronald Neilsen and Dennis White.

We wish everyone a happy New Year!

Jacquelyn Moffitt, P.S.

Code of Excellence Classes

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. At this writing, the work picture had slowed somewhat with the holiday season, but still a few calls were trickling in.

On Oct. 3, we had our Apprenticeship Turnout Dinner for 14 new journeyman wiremen, and one new voice-data-video technician. There was a good attendance to celebrate the graduates’ accomplishments.

All of our office staff and the agents stayed extremely busy during the 2014 midterm election cycle working to elect labor-friendly candidates. Although we were not able to realize all of our hopes for wins, we were able to hold the state House majority and the governor’s office here in Colorado. We did a little better than some states did, but still had a disappointment on some levels.

October saw a continuation of Code of Excellence classes (with 44 participants), as well as Code of Excellence Steward classes (with 25 participants). Those classes, held here at Local 68, were presented by Eighth District Int. Rep. Guy P. Runco. We must continue these training efforts to protect our industry as well as our members’ interests.

I hope everyone had a safe, happy holiday season. We also remember our departed brothers and sisters and their families.

We extend deepest sympathy to the families of recently deceased members: Bros. Richard S. Lionberger, Sam Luong and John V. Goebel.

Jack Cox, Pres.

Active Membership & Strong 2015 Work Picture

L.U. 70 (lctt&o), WASHINGTON, DC—We are a month into the new year and work in our area is still very good. We have a contract with Pepco for the utility’s system reliability, and with the safe and productive work of our members working at Riggs Distler, the year ahead looks great.

We thank all of our members and our fellow brothers working here as travelers from other locals for their safe and productive work.

We also thank our members for their continued support at our local union meetings. The input of the membership is greatly appreciated. We have had standing room only at meetings, and this is making for a strong local and very productive meetings.

Our local mourns the passing of Bro. James Fitzgerald. We extend our condolences to his family. Bro. Fitzgerald will be greatly missed.

Jimmy Horton, B.R.



Local 58 RENEW Committee receives official charter. From left: Bus. Mgr./Fin. Sec. Michael Richard, Int. Vice Pres. Lonnie R. Stephenson, Co-chair Michael Kustarz, Chmn. Adam Hentschel and Pres. Andy Dunbar.

RENEW Charter Presented

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI—Local 58 was honored to welcome Int. Vice Pres. Lonnie R. Stephenson to our December RENEW meeting. This was a great opportunity for our younger members to meet Vice Pres. Stephenson and ask him questions about how the Sixth District is run. Reaching out to the younger members is one of the most important things we can do to further the cause of the IBEW. A solid RENEW Committee enables us to do that as well as teach brotherhood, pride and fellowship among members young and old alike. Support from the more seasoned journeymen has been tremendous. They are eager to pass on the lessons that have been handed down to them. RENEW—the IBEW’s Reach out and Engage Next-gen Electrical Workers initiative—creates a forum to do so.

Thanks to the Entertainment Committee for providing food for the 180+ apprentices in attendance. There were lots of smiles and laughter at every table. After dinner, Bus. Mgr. Michael Richard spoke about the importance of union involvement. Vice Pres. Stephenson shared some apprentice stories, then presented us with our official RENEW Charter. Local 58 is helping to pave the way by being only the second local to receive such a charter. RENEW meetings are held at the hall on the fourth Tuesday of every month.

Andy E. Dunbar, Pres.



A Local 70 crew works at Riggs Distler. From left: Jesus Valtierra, Justin Shafer, Forbes Coup, Josh Bowers, Curtis Myers, Robert Orange, Jake McCormack, Cody Neal, Brian Clubb, John Lucas, Stephen Krueger, Shawn Tipton, Cody Yost, Chris Ventura, James Pullins Jr., Paul Scovronski, Alex Hernandez and Billy Hayghe.

Work Picture Positive; Pre-Apprenticeship Program

L.U. 100 (e,em,i,rt&st), FRESNO, CA—Work continues to be good in our jurisdiction, with many solar projects in progress. Signatory contractor Wild Electric has the temporary power and lighting work at the Herndon and Highway 99 laydown yard for the High Speed Rail project. Collins Electric has the Fresno waste water project, scheduled to start in February.

Local 100 welcomes new contractors: E-Light Electric, Klondyke Construction, D&R Electric, International Line Builders, Imperial Electric, Old Town Electric and Adamson Electric.

Local 100 has established a pre-apprenticeship program in collaboration with our local Workforce Investment Boards (WIBs). We have been able to secure work policies for various projects, one of which is the California High Speed Rail project. These programs are run through our local building trades, and the IBEW has taken the lead by providing the core curriculum. We provide the training, and the agencies we partner with provide the jobs.

We welcome and support our new Ninth District Int. Vice Pres. John J. O’Rourke. We also thank former Int. Vice Pres. Michael S. Mowrey for a job well-done!

We reflect on the lives of our recently deceased brothers: Haige Brown, Ray Watkins, Bill Hammond, Edwin Green, Richard Gillingham, Vernice Welborn, Michael Pierce and Leo Edwards. Their dedication to this trade bettered all of our lives.

Think safety always.

M.A. Caglia, P.S.



IBEW Local 100 Bus. Agent and Building & Construction Trades Council Fin. Sec./Treas. Chuck Riojas (left) and Mike Lopes (right) of the Sheet Metal Workers greet visiting U.S. Rep. Jim Costa at a training class.

Kudos to Congressman Norcross

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ—Congratulations to newly elected U.S. Rep. Donald Norcross, an IBEW member from our state of New Jersey.

Folsom, NJ, Local 351 Asst. Bus. Mgr. Norcross was elected to Congress on Nov. 4 last year.

At Local 102 we have always been proud of the representation the IBEW has in our Statehouse. IBEW members Joseph V. Egan (a member of New Brunswick, NJ, Local 456) and Wayne P. DeAngelo (a member of Trenton, NJ, Local 269) serve in the state General Assembly. Bro. Norcross previously served in the state Senate.

It is certainly nice to say we now have a true friend in Congress, a friend who will bring our voice to Washington, DC. Imagine that, a union electrician on Capitol Hill. Congratulations, Congressman!

With the election of Bro. Norcross, I started thinking about all of our members who work tirelessly to fight for our rights at the local level. They may not make the front page, but their job is no less important! To all of our members who serve our communities—as mayors, council members, boards of education and planning board members—whatever it may be, we thank you for bringing our voice to your community.

Bernie Corrigan, Pres.



Local 104 swears in new apprenticeship members.

65 New Apprentices Sworn In

L.U. 104 (lctt,o&u), BOSTON, MA—On Nov. 22 last year, Bro. Jason Lauze and the Northeastern Apprenticeship and Training (N.E.A.T.) program conducted a workshop for its 178 indentured apprentices. The workshop featured a presentation by Rick Hoogkamp and William Martin of Northline Utilities LLC. The class was on “Equal Potential Grounding.” All ears were open on potential hazards and proper industry standards required for a safe work environment.

[Editor’s Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See “NJATC Transitions into the Electrical Training Alliance,” *The Electrical Worker* (Sept. 2014), and at www.ibew.org.]

Bus. Mgr./Fin. Sec. Brian Murphy also addressed the apprentices and reconfirmed the hazards of our trade, explaining that no shortcuts are acceptable practices. “We all need to get home safely to enjoy our families,” Bus. Mgr. Murphy said. “This is a great trade and we need to take care of our brothers and ourselves.”

Bus. Mgr. Murphy next introduced Pres. Ryan Demeritt, who gave advice on being a good union member. “We all need to be thankful for our opportunity to be a union member,” Murphy said, “and doing so depends on ... your actions and your participation [in] the local’s meetings and governance.”

Pres. Demeritt then asked all 65 apprentices who were not members to come forward to take the oath of the IBEW. It was the largest group to be sworn in at one time in Local 104’s 115-year history. It was a great honor to witness this event, one that I will never forget.

Congratulations to our new members. Remember, you are your brothers’ keeper! Be well.

Hugh Boyd, A.B.M.

‘Stand Up & Speak Out’

L.U. 124 (ees,em,i,mar,rt,se,spa&t), KANSAS CITY, MO—The 2014 midterm election results should concern union members. This past midterm election cycle in Missouri, just as with so many other places, was

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brutal. Voter turnout was a dismal 35 percent, and as a result the Republican supermajority grew, making Democratic Gov. Jay Nixon's veto pen useless. One thing is certain—the Republican Party gets their voters to the polls. If working folks would do the same, maybe then the “attack labor” agenda would stop. We cannot continue to give up seats to those who oppose or do not understand our issues, and yet expect not to give up our hard-fought wages and conditions. The corporate agenda prevails. Before we can change the legislative balance, the candidates and Democratic Party will need to develop a message that resonates with everyday working folks. Our job will be to “stand up and speak out” against all the attacks on labor.

We remember recently deceased members: Kenneth Bunney, Lawrence B. Faeth, Steven McIlvene, Donald P. Robinson, Terry L. Sims and Michael P. Sullivan. They will be missed.

Congratulations to recently retired members: David L. Baldridge, David A. Dykal, David D. Hooper, Melvin A. Klinge, Robert J. Lusignan, Edward T. McCormick, Frank D. Mathews, Mark W. Norris, Donald L. Stewart, Donald G. Vincent and James T. Wadlow Jr.

Steve Morales, P.S.

Newly Elected Officers

L.U. 130 (i), NEW ORLEANS, LA—On Sept. 6 last year, Local 130 held an election of officers. The membership voted in the following:

Bus. Mgr. Paul Zulli, Pres. Steve Lamantia, Vice Pres. Herb “Herbie” Henderson, Rec. Sec. William “Billy” Buckel, Treas. Sean Mauberret; Executive Board members Thomas Chestnut, Corky Cortez, Jeffery Johnson, Otto Munch, Kurt Zemke; and Examining Board members Kenny Bauer, Julius Gray, Mike Nauck, Melody Schexnaydre and Rodney Wallis. Convention delegates: Steve Lamantia, Corky Cortez and Chad Lauga.

This new administration has high hopes for our future and looks forward to working together to meet the challenges that lie ahead. Our work picture has been good the last few months and the future looks positive for the year ahead.

William Buckel, P.S.



Local 130 Rec. Sec. Billy Buckel (left), Pres. Steve Lamantia and Bus. Mgr. Paul Zulli.

‘Tribute to a Remarkable Leader’

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—“This is the true joy in life, being used for a purpose recognized by yourself as a mighty one ... being a true force of nature,” as playwright George Bernard Shaw once wrote.

Terry Allen was a true force of nature. In his 1,136 days as business manager, he transformed Local 134. By putting together a coalition team that spanned our entire membership, he brought historic change to established policies and practices. Terry also put us back on the political map by aggressively nurturing relationships with local, state and national politicians.

Bro. Allen mentioned that the last 3½ years were the happiest of his life. He put more living into that short time than some people put into their entire lifetime. He played this game of life up to the last minute and left absolutely everything on the field.

Thousands upon thousands came to pay homage as Bro. Allen was put to rest on Nov. 15, 2014.

Under the leadership of Allen's successor, Bus. Mgr. Don Finn, we are committed to carrying on Terry's legacy. Our thoughts and prayers are with the Allen family ... and as Terry said numerous times, “Onward and upward!”

Frank Cunningham, R.S.



IBEW/NECA sign displays a tribute to late Local 134 Bus. Mgr. Terry Allen.

Continuing Education Classes

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL—The JATC has scheduled continuing education classes. Please watch your mail for information or go to their website and sign up. It is always better to be pro-active about our knowledge and skills. [Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See “NJATC Transitions into the Electrical Training Alliance,” *The Electrical Worker* (Sept. 2014), and at www.ibew.org.]

In 2014 we celebrated the 100th anniversary of the local. It was a historic occasion.

Last year we lost the following members: Jim Corcoran, Tulio Servi, Jerry Webster, Gary Pease, Leonard Taylor, Dan Swan, Leathel McDaniel, Dave Williams, Bob Boettle and John Giles. They will all be missed.

Wendy J. Cordts, P.S.

Holiday Spirit of Giving

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—Local 158 once again was in the holiday giving spirit.

Local members, retirees and staff donated clothing, toys and more to The Freedom House and The Golden House in Green Bay. The Freedom House is a not-for-profit organization that provides services to homeless families with children. The Golden House provides assistance and shelter for victims of domestic violence. Both organizations are very appreciative of our annual efforts to make the holidays brighter.

Additionally, Local 158 members working for B&B Electric at Marinette Marine donated 560 pounds of food items for a local food drive. B&B matched their donated amount. Now that's an awesome effort.

Our local members along with Eland Electric



Local 158 members employed by B&B Electric at Marinette Marine donate for food drive.

also were in the giving spirit and volunteered their labor for a solar installation for a not-for-profit called The Bridge Between Retreat Center. This is the seventh such project we have teamed up together for. Local members also worked on a project to upgrade the electrical system on a house for a worthy veteran, one of several such projects we have done.

And finally, once again for the holiday season our local and the LMCC sponsored the caterpillar display for the Holiday Garden of Lights at the Green Bay Botanical Gardens. This is a wonderful event, which grows in size and attendance every year. Thanks to all involved.

Donald C. Allen, B.M.

New Training Director

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—At our monthly meeting last November, Bus. Mgr. Dan Gumble and Pres. Tom Sullivan were proud to announce the selection of Bro. Richard Paredes as our new training director.

Rich has been a member of Local 164 for 28 years. He became a part-time instructor, teaching nights in our residential program in 1992. He was then asked to be a full-time instructor for our apprenticeship program in 2001.

Rich graduated the National Training Institute program in 2000 and is a licensed electrical inspector in New Jersey. Last November he also had the honor of being appointed as an alternate to NEC Code-making Panel 19. He is and has always been a very dedicated instructor and will surely bring that dedication and passion to his new position.

We as a local congratulate Rich and wish him luck in his new position as training director of IBEW Local 164.

Warren Becker, V.P.

Work Safe Always

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—As 2015 rolls in, we all have the opportunity to stop and review last year. What struck me most about 2014 was the number of tragic accidents and fatalities in the Outside Branch of the IBEW. There were way too many. Average hours worked are up, jobs are on deadlines, more work is on the horizon and most of the contractors need more good hands. I get it. Our trade absolutely has to put safe work practices as priority No. 1. That can only be accomplished with a cooperative effort from the customer, employer, local union, superintendent, general foreman, foreman and crew. Obviously, none of the parties I just listed want an accident, injury or fatality to occur. If a task is not safe, don't do it. If your co-worker is taking short cuts, stop him or her. Focus your attention on the task at hand and constantly be aware of your surroundings and hazards.

We need more IBEW members doing the Outside work across the United States and Canada, not less. Let's sharpen our focus on safety and make 2015 a much less tragic year. We lost too many good brothers in 2014 to workplace fatalities, and we have to reverse that trend. Work safe.

Eric Patrick, B.M.

Tributes at Annual Picnic

L.U. 234 (i&mt), CASTROVILLE, CA—On Saturday, Sept. 20, during our annual picnic last year, it was an honor and a pleasure to recognize Alphons De Vos, Donald Hughes, Lloyd Marchant and Vernon Walker, retired members with 60 years of service each. Proud IBEW since 1954!

Additionally, we recognized seven 55-year members: Johnny Baker, Kenneth Boner, Glen Johnson, Clarke McCarty, Robert Nicholas, Charles Perkins and Bob Wilson. The annual picnic was also our time to recognize the many proud centuries of IBEW service provided in total by the membership. Over 70 of our local members received service awards.

Once again, with excellent weather, plentiful tasty food, games, activities and record numbers in attendance, our local was pleased to bring together so many members along with their families for this traditional annual gathering at Toro Regional Park. We look forward to reporting on next year's gathering.

Stephen Slovacek, P.S.



Local 236 members take a break from phone banking.

Younger Members Step Up

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—Election season has passed and although we may not have achieved all the results we desired, I think in the end we here in Local 236 came out winners. I am proud to say that throughout the election season, many of our younger members got involved and helped man the phones as we called thousands of local households to remind people to vote and to educate them about labor friendly candidates who were running for office. It was great to see these young men and women step up and get involved in the election process.

Another group of our younger members has been stepping up also. Before the holiday season, with a little encouragement and guidance from Apprenticeship Training Dir. Rick Cataldo, our fifth-year apprentices decided to begin a fundraising committee to raise money for donation to local charities. Each class chose two representatives to be on the committee that decides how to raise money and which charities would receive donations. The committee has held raffles and raised money for organizations such as Karen's Kids, the Unity House of Troy, Catholic Charities and the Capital City Rescue Mission. Great job and keep up the good work!

Michael Torres, P.S.

Work Picture Improving

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—IBEW Local 292's work picture is improving, as of the last quarter of 2014 and into 2015—a direct result of continued growth in construction in the Twin City metro area, and organizing efforts throughout the local's jurisdiction. As of this writing we still have over 411 members on the out-of-work book No. 1, which accounts for slightly over 10 percent of our entire inside membership.

IBEW Local 292 will be negotiating 18 separate collective bargaining agreements in 2015, starting with the Inside Construction and Maintenance Agree-

ment. In brotherhood with other IBEW locals in Minnesota, the State-Wide Limited Energy Agreement will be negotiated, covering nearly 1,200 technicians in the state. Sixteen other agreements, which will cover a range of a few members to as many as 100 members, will be negotiated throughout 2015.

Safety has always been a cornerstone in IBEW Local 292, and recent events at Ridgedale Center in Minnetonka, MN, have emphasized the need for diligence. General Growth Properties, the corporation that manages the large shopping mall, insists on hiring contractors that put the safety of workers and customers in question. On Black Friday a leaflet campaign was conducted to inform the public of these safety considerations.

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



Minneapolis Building Trades and IBEW Local 292 members inform the public of safety issues at Ridgedale Center. From left: Dave Holzer, Chris Kohn, Kent Blachowiak, Greg Johnson, Sonny Katz, Ted Swenson, John Kripotos, Pres. Dan Ferguson and Bus. Mgr. Pete Lindahl.

IBEW Storm Restoration Crews

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—The IBEW thanks all the members involved with storm restoration efforts in Vermont as well as around New England, both during past years and for the years ahead. Vermont tends to have its fair share of winter storm events that affect sustainability of power for all Vermont residents. Thank you to all for your support and continued efforts during our most severe weather season; and I don't mean mud season. We'll keep the lights on for you.

Congratulations to Bro. Dick Deering on his appointment as Second District International Representative. Local 300 wishes him well in his new endeavors and looks forward to what he will bring to his new position. I hope by the time this article is read the Fair Point issue will have been resolved favorably. Local 300 sends thanks to fellow unions, the business community and individuals who have helped support the members who work at Fair Point.

I wish you all well in the upcoming construction season, as well as the inevitable future negotiations that will surely be adventurous. Be creative, be wise and work together. Be well and be safe.

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



Local 300 Bro. John Cordner, chief line worker for Green Mountain Power, prepares for a winter storm.

New Project Labor Agreement—IBEW Quality & Community Pride

L.U. 302 (i,rts&spa), MARTINEZ, CA—2014 was a challenging, yet fortuitous year.

In regional elections, we won some and lost some. That's politics. But some new faces have already become friends, and that is politics, too, if it is done properly.

It takes more than money to win an election. It takes votes. It takes people walking door-to-door—making our case for the working middle class. We have the winning argument. We have to take it to the people.

We got the first citywide project labor agreement (PLA) in Contra Costa County in our home town of Martinez. There was opposition and enough intrigue for a spy novel, but we prevailed by making our case before the City Council.

We have to show our friends and neighbors that we are the right choice for building our cities, our state and our country. We must explain that it is about more than just price. When we add quality and community pride, we get the job.

We at Local 302 sincerely hope you, your family and friends enjoyed the holiday season. Best wishes to all for the new year ahead.

Now it is time to get back to work, building the future for our nation.

Bob Lilley, A.B.M.

Annual Service Award Dinner

L.U. 332 (c,ees,i&st), SAN JOSE, CA—Our Annual Service Pin Award Dinner was attended by 150 members and family. Pictured in the photo below are four 65-year members, who were the most long-term members in attendance.

Work continues to be good, with multiple projects beginning in 2014 and 2015. We remind traveling brothers and sisters that California requires a state certification while working as an electrician anywhere within the state.

Apprentice of the Year, Sergio Rosa, attended the Western States Competition, where the skills of top apprentices are highlighted. Sergio is one of about 350 apprentices currently indentured in the local, including 91 new apprentices accepted in 2014.

David Bini, Organizer



Local 332 service award recipients James Shields, Royce M. Ford, Clarence Fagalde and Willis O. Hays.

Holiday Fundraiser

L.U. 340 (i,rts&spa), SACRAMENTO, CA—Once again, the Annual IBEW/NECA Operation Christmas Basket Fundraiser in December was a big success. Over the years, donations totaling over \$300,000 have been presented to local charities during the holidays.

These charities focus on helping union workers and their families who just need a "hand up" at Christmas. The incredible generosity of our members and all who donate makes this possible every year. On top of these cash donations, our very own Santa's Sleigh, manned by JATC Instructor/Santa Claus Bro. Ken Irwin, was overflowing again with toys and food donated by our office staff and members.

I am very grateful to the locals that were able to employ our members the last few years while work was down in our jurisdiction. I am also happy to report that Local 340's work picture is beginning to look better this year. I hope that is the case for all of our fellow IBEW locals. I wish all of you a happy and successful new year!

It is with great sorrow I report the passing of Bros. Paul Bertrams, John Divecchia, Gordon Duncan, William French, Ray Romo, Jim Rowe and Richard Sharp. Rest in peace, brothers.

Tom Okumura, B.M.



IBEW Local 412 members and officers gather at Spearville, KS, Wind Energy Facility.

touch base with our members there and ensure that communication lines stay open. Last fall, the plant "employee involvement facilitators" also made the trip with them.

Six members work at Kansas City Power & Light's Spearville Wind Energy Facility: working foreman Tim Durler, and wind technicians Travis Stephenson, Scheon Elledge, Matt Huston, Aaron Walker and Jeff Interman. Stan Lister is the manager of Spearville Wind Farm and the combustion turbines.

The Spearville Wind Farm is divided into two units: Spearville 1 (started in 2006) and Spearville 2 (started in 2010).

Spearville Wind Farm facts:

- The wind farm has a 148.5 megawatt hour capacity with 99 turbines running.
- Spearville Unit 1 has 67 turbines and Spearville Unit 2 has 32 turbines.
- The wind farm encompasses 13,500 acres.
- With 8 mph winds, the turbines will start producing power.
- With 21 mph winds, the turbines produce 1 megawatt; with 31 mph winds, the turbines produce 1.5 megawatts.
- Turbines have automatic "storm shutdown" at 56 mph winds.
- Turbines are designed to withstand winds of up to 120 mph.
- It is 391 feet to the top of the blade if it is pointed straight up.
- It's 272 feet to the controls box at the top.
- Fields that surround each turbine are farmed for crops.

Debi Kidwiler, P.S.



U.S. Rep. Cheri Bustos (left), Sen. Richard Durbin, Vice Pres. Joseph L. Biden and then-Gov. Pat Quinn.

Vice Pres. Biden at Rally

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—Vice Pres. Joe Biden came to Local 364 for an "early vote rally" on Nov. 27, 2014.

At the time of the vice president's visit, it was just one week before the election for the Illinois governor's office, as well as some hotly contested races for state, federal and local offices on the line. The Democratic Party sent Vice Pres. Biden to Rockford, IL, at the last minute to help get out the vote.

Local 364 received three days' notice before the arrival of the vice president. On the day of the rally the Secret Service and the media descended on Local 364 in a swarm. No stone or ceiling tile was left unturned.

Sharing the stage with Vice Pres. Biden at the rally were then-Gov. Pat Quinn, Sen. Dick Durbin, and Rep. Cheri Bustos. [Editor's Note: Sen. Durbin and Rep. Bustos won re-election. Then-Gov. Quinn lost his re-election bid.]

Chris Molander, P.S.

Spearville Wind Farm

L.U. 412 (u), KANSAS CITY, MO—On a quarterly basis, Local 412 Bus. Mgr. Bill McDaniel and Pres. Jim Williams make the five-hour trip to Spearville, KS, to

75th Anniversary Celebrated

L.U. 440 (i,rts&spa), RIVERSIDE, CA—Local 440 celebrated 75 years of service in Riverside County. A celebration was held Nov. 8, 2014, at the newly remodeled Riverside Convention Center, where the renovation project was completed by signatory contractor Morrow Meadows. The location matched the event, and it was a great night for all of us to remember.

Over 300 guests filled the room, and we were grateful for all in attendance. An event like this was not easy to plan, and could not have gotten done without our secretary Vanessa Sandavol. Milestones like these are not easily reached and would not be possible without teamwork. For anything to make a 75 year mark, it has to be cared for, nurtured and sustained.

LOCAL LINES

Local 440 has seen our share of ups and downs. We have made tremendous gains and positive impacts not only with our local, but also within our community. We have seen setbacks, but through it all we have grown stronger, not only as a union membership, but also as a brotherhood. Our membership is doing all we can to make sure that our next 75 years are even more successful than these last, and I pray that all are willing to do their part to help. Here's to reaching more milestones, brothers and sisters.

Bernie Ballard, Mbr. Dev.



Local 440 Bus. Mgr. Robert C. Frost (left) receives award, presented by Pres. Roger Roper, for 33+ years of dedicated service to the local.

Advancing the IBEW

L.U. 520 (i&spa), AUSTIN, TX—Since our last report, we have been very busy at Local 520.

We have moved our regular meeting nights from the second Tuesday of each month to the third Friday of each month.

Local 520 has also gotten into the forefront of branding, to get the word out that we are the best deal in town, by advertising with the Longhorn Network, programing for University of Texas Sports. Additionally, we are utilizing a local television station, KEYE-TV of Austin, TX, to get information about Local 520 and the Austin Electrical JATC out to the public.

We held our annual picnic in October with a great turnout. We also held a pin/certificate ceremony acknowledging the years of service for 27 retirees. Those in attendance included: 50-year members—Bob Monaghan, Alton Petrosky, John Polvado; 55-year members—Roy Cameron, Lee Schuenemann, James Wier; 60-year members—Al Fritcher, Granville Lyckman, Jack Lyle, Max Ladusch, Bob Edgar, Walter Timberlake; and 65-year member—Earl Kanetzky.

Lane Price, Pres., P.S.

73rd Annual Banquet

L.U. 530, (i,o&rtb), SARNIA, ONTARIO, CANADA—November 21 last year saw our local host our 73rd Annual Dinner Dance Banquet. Members and retirees along with their spouses enjoyed a great meal, followed by dancing and fellowship. This is also the night when years-of-service pins are awarded. Most notable were recipients Jim Foster and Ted Winsor, who received their 60-year pins.

Our annual Children's Christmas Party was held again last year at the Point Edward Arena and Community Centre. Parents and kids were invited to skate from 3:30 p.m. until 5 p.m. After the skating, Santa Claus showed up with gifts for all the children and took Christmas wish lists.

Local 530 wishes all IBEW brothers and sisters a healthy and prosperous new year.

Al Byers, P.S.

Toyota Plant Project a Success; Memorial Tribute to a Brother

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—At the time of this publication, Local 558 will be celebrating 97 years! Our charter was established in Florence, AL, on Feb. 28, 1918. Although there have been many changes since then, our objectives and efforts remain the same.

As of this writing, work has been great in the closing months of 2014. We are near the final stages of the Toyota Engine Plant project in Huntsville, AL, and we experienced another successful fall outage at Browns Ferry Nuclear Plant in Athens, AL.

In October we had a small Service Pin Ceremony, and we had to also schedule another one in December due to inclement weather earlier. It is uplifting and encouraging to honor those who have given back so much to our local.

We held a special memorial tribute during our December meeting, as we hung a plaque in honor of our fallen Bro. Chris Williamson, who was tragically taken from us on June 5, 2014. His family members were the special guests of the evening and we reserved the honorary hanging of the plaque to his wife, Mrs. Andrea Williamson.

We hope the holidays were pleasant for everyone. We look forward to another great year in 2015.

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



Standing in front of memorial plaque for Local 558 late Bro. Chris Williamson are his widow, Andrea Williamson (right), and their children Avery, Brody and Lilly.

'Happy New Year'

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Local 570 finished up 2014 by participating in community service projects. At press time, the members were setting up and taking down the 75 mile start for the El Tour de Tucson cycling race, preparing food boxes for hundreds of union members who needed a little help at



Local 570 first-year apprentices receive Code of Excellence certificates: Justin Eikenberry (left), Marcos Escarcega, Christopher Harris, Stephen Phininy, Christopher Perry, Dillon Dastrup, Karl Otto, Christopher Smith, Jaime Burgos and Kevin Cunningham.



IBEW Local 666 apprentices installed newly opened electric vehicle charging stations.

Thanksgiving and Christmas, and putting up the downtown Christmas lights for the City of Tucson.

Local 570 recently invited Int. Rep. Debra Harget from the Education Department to put on a member-to-member training class. After the training, participating members went door to door to visit our fellow members, asking for more participation at local meetings and events.

We hope everyone had a good New Year's. We look forward to seeing you all at the annual picnic in March.

Scott W. Toot, Pres.



Local 654 Horseshoe Tournament champs George Horn (left) and Mike Hagner.

Shale Gas Work

L.U. 654 (i), CHESTER, PA—Work remains steady, with our largest project, the Sunoco Logistics Mariner East project, getting ready to break very soon. The project, which will eventually receive, process and ship regionally extracted shale gas out to market, has been a boost to our local economy and appears it will be for many years to come.

Congratulations to the 2014 Horseshoe Tournament winners, George Horn and Mike Hagner. The tournament was held during our Annual Crab Feast in October. We had an especially large turnout and look forward to topping it next time.

Local 654 wishes everyone a happy, safe and prosperous new year!

James Thompson Jr., P.S.

EV Charging Stations

L.U. 666 (i,mt&o), RICHMOND, VA—The last few articles, I have gotten far behind on our recent retirees. Congratulations to: Ted Dzierzek, Michael Glover, Donald Sykes, Robert Buckner, Charlie Poindexter Jr., David Madison, William Thomes, Richard Lobaugh, Franklin Barrett, Rocky Boykin, Barry Deal, George Johnson, Robert Gary, James Slosjarik, Thomas Grau, Earl Kelley Jr., Christopher Mason, Wayne Harris, Michael Robertson and Shelby Bounds.

On Dec. 1, we had the official opening of the electrical vehicle (EV) charging stations at the apprenticeship building in Ashland, VA, just outside Richmond. The charging stations were installed by current students. Many thanks to Eck Supply, which donated the charging stations! Also thanks to Mac of Mac's Service Center and Daryl of the Virginia Sierra Club for bringing electric vehicles for the event. You can find our Ashland, VA, charging station online at www.plugshare.com.

Charles Skelly, P.S.

International Lineman's Rodeo

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t&u), WEST FRANKFORT, IL—Once again, IBEW Local 702 was well-represented at the International Lineman's Rodeo in Kansas City. [Photo, pg. 17.] With 17 members participating in the Journeyman and Apprentice divisions, we brought home a lot of hardware. Out of 204 Journeyman teams, Bros. Mike Smith, Matt McElroy and Andy Ahner took first place in the Pole Climb and third in the Hurt Man Rescue. In the Apprentice Division, out of 255 total participants, in the Contractor Division, Isaac Eggemeyer finished first, Ronnie Gill finished fifth, and Billy Hofmann finished ninth. In the Apprentice Pole Climb, Kye Worthen placed fifth and Rusty Hamilton placed 15th. In the Apprentice Hurtman Rescue event, Rusty Hamilton placed sixth.

We had a big turnout of about 50 members at the City of Olney Christmas parade. Members working at the City of Olney, Nelson Tree Service, Frontier Communications, and Dynegey Inc. attended.

We have new agreements with SEMO Electric Cooperative (for the Clerical Group) and with Mount Carmel Public Utility.

Our outside construction and line clearance work is steady. As of this writing, our referral books are as follows: Inside Construction—64, Outside Construction—10, and Line Clearance—4.

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



IBEW Local 702 participants at 2014 International Lineman's Rodeo.

RENEW Day of Action

L.U. 1466 (u), COLUMBUS, OH—Local 1466 thanks everyone who took the time to be a part of the RENEW United Day of Action, by helping out at the Columbus Community Kitchen on Saturday, Oct. 18, last year. Giving back and building up our communities is a big part of what the IBEW is all about, and our hope is that this event, and future events, will encourage members of all ages to become more active and real-ize that we're all in this together.

In other news, we plan to host a stewards training session in March at the union hall in Columbus. The training will be presented by the International, and offers great tools and information for both current union stewards and rank-and-file members who wish to educate themselves and become more effective IBEW members. This is a very valuable course that is being offered, free of charge, to any and all members who are interested. Please contact the union hall at (614) 866-6411 if you are interested.

Finally, we thank our members for their hard work and participation. Remember to stay safe out on the job.

Jimi Jette, P.S.

'SFA Honoree Award'—NASA Recognizes IBEW Members

L.U. 2088 (mt,p,t&u), COCOA BEACH, FL—Congratulations to IBEW Local 2088 members Francisco Miron and Alan Dunn for receiving one of NASA's most prestigious awards.

Fran and Alan were nominated for the Space Flight Awareness Program's SFA Honoree Award by their employer Abacus Tech Inc. They were the Orion Capsule EFT-1 SFA honorees from Abacus.

The SFA Program's mission is to ensure that all employees involved in human space flight are aware of the impact their actions can have on astronaut safety and mission success.

The SFA Honoree Award is one of the highest honors presented to employees and industry, and is for first-level management and below. This award is presented to employees for their dedication to quality work and flight safety. To qualify, individuals must have: "contributed beyond their normal work requirements to achieve significant impact on attaining a particular human space

flight program goal; contributed to a major cost savings; have been instrumental in developing modification to hardware, software, or materials that increase reliability, efficiency or performance; assisted in operational improvements; or have been a key player in developing a beneficial process improvement."

NASA established the Space Flight Awareness Program in 1963.

Shawn Patrick Beal, A.B.M.



Kennedy Space Center Dir. Bob Cabana (left), IBEW Local 2088 award recipient Francisco Miron, and Program Mgr. Patty Stratton, Abacus Tech Inc.

Best Wishes for 2015

L.U. 2324 (t), SPRINGFIELD, MA—In December, the IBEW Local 2324 E-Board got together for their annual Christmas dinner at the Delaney House in Holyoke, MA. Members of the E-Board hope all of our union brothers and sisters have a happy and healthy 2015!

We would like to start your year with some inspirational advice from "The Union Worker's Bible." This is the Union Member's Labor Creed: To continually strive for compensation that is fair and equitable, to assure the individual dignity of every worker, to provide an atmosphere of free expression within the union and out, to guarantee "fair play" to all, to spare no effort to provide safe working conditions and to always help make your job the best place in the world to work. Happy New Year.

Christine Casino, P.S.



Local 2324 Executive Board members Andy Weaver (left), Paul Danielczuk, Brian Stanton, Marty Feid, Christine Casino, Sandra Torres, Joe O'Brien, Todd Lincoln, Kathy Collins and Bus. Mgr. John Rowley.

In Memoriam

Members for Whom PBF Death Claims were Approved in December 2014

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Eisele, R.	11/15/14	145	Otto, J. A.	10/30/14	659	Renfro, H. H.	7/15/14
1	Fancher, M.	8/21/14	150	Giles, J. T.	10/31/14	659	Ward, D. L.	10/3/14
1	Gregory, H. E.	10/21/14	153	Good, R. A.	11/16/14	663	Tisljar, D. K.	11/4/14
1	Hanneken, M. L.	10/15/14	175	Boston, R. H.	6/20/14	665	Smith, R. R.	6/29/14
3	Aljiewicz, R. J.	11/9/14	175	Davis, L. L.	11/12/14	666	Gilley, C. R.	10/29/14
3	Burrowes, L. H.	11/4/14	175	Wilson, J. A.	7/20/14	666	Jeffries, E. J.	1/2/12
3	Doyle, T. F.	10/7/14	180	Paxton, R. E.	9/2/14	666	Robertson, F.	11/3/14
3	Merino, J. B.	9/19/14	196	Dunphy, T. J.	4/5/14	676	Gilbert, C. M.	10/1/14
3	Miller, Y.	8/20/14	213	Bresselschmit, H.	7/28/14	683	Gease, C. L.	11/2/14
3	Pisapia, R. A.	10/6/14	213	Snow, R. G.	11/17/13	688	Hillman, P.	11/19/14
3	Smith, R. A.	10/2/14	213	Spadinger, F.	8/31/14	697	Cole, M. C.	11/24/14
3	Sooknanan, F.	8/3/14	213	Willis, R. E.	9/21/14	697	Hepp, D. F.	10/1/14
5	Berry, A. R.	7/24/13	229	Unger, E. E.	11/12/14	701	Ellenwood, J. C.	10/14/14
6	Valenzuela, W. J.	10/30/14	230	Fitzpatrick, G.	10/9/14	701	Johnson, R. F.	10/23/14
11	Argabright, G.	10/11/13	275	Brown, P. M.	3/25/14	701	Mc Kenna, T. E.	11/3/14
11	Bancroft, R. D.	9/20/13	291	Hiett, R. G.	9/29/14	702	Bullington, K.	9/20/14
11	Cassel, A. J.	10/15/14	292	Houle, D. A.	9/15/14	714	Sease, W. G.	10/14/14
11	Marion, R. A.	9/27/14	294	Miller, M. L.	11/19/14	716	Christiansen, G. M.	11/10/14
11	Ralls, G. E.	10/2/14	300	Safford, D. A.	11/2/14	716	Wallace, L. H.	10/23/14
17	Filgo, F. P.	8/20/14	305	Jackson, D. E.	11/9/14	725	Hoopengamer, H. K.	10/14/14
18	Carland, P. K.	9/3/14	307	Ritchey, C. F.	10/5/14	728	Omelia, M.	6/25/14
18	Perry, C. M.	8/20/14	317	Murphy, M. W.	11/1/14	743	Heinly, W.	10/10/14
20	Fain, M. V.	11/5/14	332	Wicklander, W. G.	10/31/14	760	Wells, C. E.	11/2/14
21	Putnam, N. G.	1/26/14	340	Rhorabough, T. A.	11/20/14	804	Devine, W. J.	10/23/14
22	Perez, D. M.	11/10/14	340	Sharp, R. L.	11/4/14	917	Ethridge, M. L.	9/30/14
25	Costello, P. A.	9/28/14	351	Dimatteo, N. R.	11/13/14	934	Fleenor, W. T.	8/4/14
25	Malone, T. F.	10/20/14	353	Ransom, R. G.	8/10/14	949	Hopewell, M. D.	9/28/14
25	Montambo, J. G.	10/4/14	357	Humphries, S. L.	11/8/14	985	Martin, D. D.	2/17/12
26	Textor, R. N.	11/2/14	357	Skelton, J. R.	11/5/14	993	Bremner, R. V.	10/31/14
34	McKinnie, D. R.	11/1/14	363	Mozgiel, A.	10/19/14	993	Postma, A. T.	8/13/14
38	Matuska, R. F.	11/3/14	369	Tanselle, J. R.	10/22/14	1002	Kelley, J. D.	8/21/14
48	Blair, H. R.	10/27/14	387	Tackett, C. W.	11/4/14	1141	Penick, H. J.	10/20/14
51	Beel, L. S.	10/8/14	400	Rampino, P. R.	10/24/14	1141	Wilson, K. W.	10/22/14
51	Stanley, W. R.	8/15/14	401	Ducker, W.	8/24/14	1186	Goya, R. Y.	9/21/14
57	Barrington, L.	11/12/14	401	Schade, H. C.	10/16/14	1191	Ziska, R. A.	10/20/14
57	Privett, R.	10/23/14	402	Amos, T. R.	5/30/14	1245	Boisvert, R.	11/15/14
57	Puhl, J. M.	10/25/14	402	McCarthy, J. W.	10/12/14	1245	Schwindt, S. R.	8/19/14
58	Haverty, P. J.	11/3/14	405	Markham, M.	10/3/14	1319	Yuhas, S. J.	10/4/13
58	Houchins, C. R.	11/11/14	412	Boos, W. C.	11/3/14	1393	Fitzsimons, V. F.	11/3/14
58	Schoeneberger, H. P.	9/27/14	424	Hayles, S.	6/7/12	1455	Heinrich, H. H.	9/27/14
58	Varlesi, F. A.	10/30/14	424	Lewis, R. G.	8/25/14	1516	Hutchison, C. N.	10/22/14
58	Whyte, R. G.	10/30/14	424	Ulanicki, R. J.	11/1/14	1547	Bloodgood, R. D.	9/17/14
58	Wolas, R. T.	9/5/14	424	Wilson, A.	10/25/14	1547	Hines, D. E.	10/11/14
77	Lepka, R. L.	10/17/14	429	Deason, J. R.	11/2/14	1547	McLean, T.	7/21/14
80	Horner, L. D.	10/5/14	436	Talley, A. W.	9/18/14	1547	Roberts, G. A.	10/14/14
84	Davis, B. A.	7/14/14	445	Nichols, J. F.	9/27/14	1555	Fisher, S.	11/6/14
89	Pedersen, P. S.	8/28/14	449	Burk, C.	10/19/14	1583	Strickland, J. D.	9/11/14
90	Popolizio, D. S.	7/6/14	449	Wilhite, D. B.	10/22/14	1701	Hagan, J. H.	10/10/14
95	Flores, R. J.	9/30/14	456	Golden, D.	9/2/14	1701	Millay, J. A.	10/15/14
96	Jones, H. J.	9/27/14	474	Leatherwood, C. W.	5/31/14	2295	Harbin, J. R.	10/23/14
98	Dambrosio, D. P.	11/11/14	477	Marrs, C. E.	8/5/14	I.O. (51)	Breazeale, W. T.	11/7/14
98	Freedman, B.	11/1/14	477	Morrison, B. K.	5/7/14	I.O. (625)	Wilson, D. B.	10/22/14
99	O'Neill, T. G.	10/8/14	479	Nobles, B. D.	10/11/14	Pens. (380)	Butler, W. M.	10/8/14
102	Brunck, K. W.	7/19/13	479	Shawver, C. G.	10/10/14	Pens. (637)	Horne, J. A.	10/26/14
103	McDonald, K. T.	5/1/14	494	Kowalczyk, J. J.	11/13/14	Pens. (840)	McIntyre, B. A.	10/23/14
103	Reesberger, R.	11/4/14	494	Reesman, R. B.	10/30/14	Pens. (1245)	Willingham, D. L.	9/8/14
105	Jarvie, J.	7/13/14	495	Johnson, E.	8/10/14	Pens. (1788)	Hall, J. R.	6/14/14
110	Rustad, M. M.	11/8/14	498	Hiller, B.	9/6/14	Pens. (I.O.)	Adair, J. R.	10/17/14
124	Altis, T. E.	11/2/14	499	Kadous, W. R.	11/1/14	Pens. (I.O.)	Allen, W. J.	7/23/14
125	Juhlin, D. F.	11/8/14	518	Papoff, J.	10/4/14	Pens. (I.O.)	Cavanaugh, C. J.	9/4/14
134	Amundsen, D. J.	10/22/14	558	Posey, W. D.	10/31/14	Pens. (I.O.)	Doty, B. L.	10/11/14
134	Bailey, E. D.	10/11/14	567	Welton, K. W.	11/6/14	Pens. (I.O.)	Durant, D. A.	10/30/14
134	Barcus, L. A.	10/24/14	568	Reid, R.	6/30/14	Pens. (I.O.)	Friedmann, A. J.	8/20/14
134	Berman, L.	11/10/14	569	Boker, B. R.	10/22/14	Pens. (I.O.)	Hansen, T. F.	11/9/14
134	Farrar, R. H.	11/1/14	570	Stewart, J. D.	10/31/14	Pens. (I.O.)	Jameson, W. F.	11/8/14
134	Licorish, R. P.	11/11/14	602	Brooks, J. E.	11/14/14	Pens. (I.O.)	Kenitzer, N. L.	4/18/14
134	Marcus, M. J.	11/5/14	611	Bachicha, T.	10/25/14	Pens. (I.O.)	Moody, J. K.	11/6/14
134	Piper, R. L.	10/24/14	611	Nelson, R. F.	10/23/14	Pens. (I.O.)	Moody, D.	11/5/14
134	Schuch, W. L.	3/3/14	611	Padilla, C.	8/11/14	Pens. (I.O.)	Peeler, J. F.	11/1/14
134	Silvestri, T. H.	8/13/14	613	Ghee, D. S.	7/16/14	Pens. (I.O.)	Pender, N. B.	11/12/14
134	Smedberg, R. N.	9/6/14	613	Moore, W.	10/24/14	Pens. (I.O.)	Ragavanis, J.	11/3/14
134	Stankiewicz, F. J.	10/25/13	625	MacFarlane, G. W.	10/20/14	Pens. (I.O.)	Smith, R. W.	4/17/12
134	Steele, M.	10/20/14	640	Lamb, P. E.	11/4/14	Pens. (I.O.)	Taylor, J. P.	8/1/11
136	Allinder, H. L.	11/30/13	648	Cox, J. W.	10/22/14			
145	Long, M. D.	11/2/14	659	Henderson, G.	10/13/14			



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

The Good News



Edwin D. Hill
International President

If all you saw were the front pages of the major papers or the first few minutes of the national newscasts, you'd probably end up pretty depressed these days. It is painful to see how many powerful positions in the U.S. are now filled by committed opponents of an economy that works for all of us.

But make no mistake: there is much more to the story. Last month, in this space, I went over some of our own highs and lows in 2014. Now I want to turn your attention to the good news coming from beyond our own membership.

The truth is, across this nation, workers are writing their own stories, taking control of their work lives and winning some inspiring victories. In 2014, the labor movement put the emphasis on movement again. We are reimagining ourselves, organizing in new ways, but just as powerfully, we are drawing inspiration from our past.

Organizing rights have been crippled by Congress and the courts over the last 40 years. Instead of fighting the same battles, some of the most successful organizing efforts took inspiration from the days before those rights were legally protected during the New Deal. It is too early to call it a success, but the UAW's resurrection of minority unions at Volkswagen, for example, has enormous potential.

So does the low-wage workers movement, which showed real power last year. It has not looked like traditional organizing, but that is why it may turn out to be its strength. By organizing communities, not just workers, wages have been raised—sometimes by law—and it has exposed the true cost of the low-wage business models used by some of the largest companies in the world.

There were some traditional victories too. Who wasn't moved when the NLRB tore away the fig leaf that football players at Northwestern University were student-athletes? If they do vote to unionize, how many other workers exploited by multi-billion dollar businesses might be inspired to follow? Multiple decisions in federal court against companies that misclassify full-time employees as contractors were also welcome news. And while it may seem like a small thing, the NLRB ruling that company email can be used for union activity knocks down one more hurdle to workplace democracy.

Taken together, these victories don't make up for the painful losses we suffered on the job and at the ballot. But they show that there is a way forward when we have the creativity to find new tools and the courage to use them. ■

Rebuilding America

On Jan 3., Vermont Sen. Bernie Sanders announced he would introduce legislation to invest \$1 trillion to rebuild America's aged infrastructure, and modernize our roads, bridges and electrical infrastructure.

"America once led the world in building and maintaining a nationwide network of safe and reliable bridges and roads," he said. "Today, nearly a quarter of the nation's 600,000 bridges have been designated as structurally deficient or functionally obsolete."

And it's not just bridges. The American Society of Civil Engineers' most recent infrastructure report card—which examined the condition of everything from airports and water treatment facilities to docks and the electrical grid—gives the United States a D+.

Talking heads and many in Congress are already saying that the price tag is too big.

But as Larry Summers, former treasury secretary under Bill Clinton, wrote last fall, properly directed infrastructure investment reduces, not raises, government debt burdens. The International Monetary Fund found that every dollar of infrastructure spending raises output by nearly \$3.

That's because a better transportation system, a more reliable electric grid, and modernized public facilities improve productivity and increase economic investment. And rebuilding America requires skilled workers—lots of them. The Center for Effective Government estimates that renovating public school buildings would alone create more than 140,000 construction jobs, supporting an additional 53,000 jobs in the local community alone.

China invests 9 percent of its GDP in infrastructure, while Europe invests 5 percent. The U.S.: 2.4 percent. We can't be a 21st century economy relying on 20th century technology.

To those who say we can't afford Sanders' bill I say: we can't afford to keep falling behind. Contact your representatives and find out where they stand on rebuilding America. We're ready to get to work. ■



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:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by email to: media@ibew.org

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“LETTERS TO THE EDITOR”

IBEW U?

In my recent travels to other locals that provided employment I discovered that many members, newly organized as well as long term members including from my home local could benefit from continuing unionism education classes in many areas including: a more in-depth new member orientation; labor history as a whole just as it's taught in the annual Grace Carroll Rocky Mountain Labor School; a more extensive IBEW history than is in the first-year apprentice curriculum; IBEW Constitution; local union agreements; bylaws; Roberts Rule of Order; health and pension; unwritten respect and conduct when traveling, being a good host to travelers; being a brother to a new member and not a bully with an ego; mock-up negotiations proceedings; mock-up CIR proceedings; business manager and local officer conduct, etc.

I as well as others could benefit from these types of programs as it is imperative that we MUST strengthen what we have left, continue organizing as we continue in the fight of our lives to maintain our livelihood.

*Mike Lee Miera, Local 449 member
Pocatello, Idaho*

'Lineman' Still Our Song

I want to thank all the brothers and sisters who donated to the Davenport, Okla., senior center by ordering my CD after reading the interview with Jimmy Webb, songwriter of "Wichita Lineman" in the Electrical Worker (December 2014). It makes me even prouder to be an IBEW member and a lineman. Wichita Lineman is still our song. Check out Jimmy Webb and Billy Joel singing Wichita Lineman on Webb's CD "Across the River."

*David Cray, Local 1002 member
Tulsa, Okla.*



Tulsa Local 1002 member David Cray



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

Union Safety Net

I recently had a major shoulder surgery. Being a member of Local 47 has helped tremendously. I'm afraid had I not been a union member, I would have slipped into the cracks.

*Michael Phillips, Local 47
Diamond Bar, Calif.*

Thanks, President Hill

Thank you, President Hill, for your support and generosity [toward striking FairPoint workers in Maine, Vermont and New Hampshire]. You have touched many lives this Christmas season. One day longer, one day stronger.

*Glenn Brackett, Local 2320 business manager
Manchester, N.H.*

WHO WE ARE

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

'We Went to Our Jobs...' Local 3 Flag Adorns 9/11 Museum

It was the first day of school. Joel Klein, a 30-year New York Local 3 journeyman wireman, was on his cell phone outside a diner asking his ex-wife if their children got off to school smoothly. Then he saw a plane hit the World Trade Center nearby.

"I thought it was a commercial being shot as I didn't hear a sound," he says. His ex-wife said she heard on the radio that a small plane had hit the trade center complex. "But I knew I saw a full-size jetliner," says Klein, who, 13 years later, still cringes when he sees planes fly over his small West Village apartment in Manhattan.

After the second plane hit, Klein, who had worked on the World Trade Center as an apprentice, saw the back of the building blow out. He quickly mounted the bicycle he had taken to work and headed down the West Side Highway toward the trade center.

"The image I remember is seeing people running one way and firemen running into the building [ruins]," says Klein, who on that day had been scheduled to work splicing fiber optic cable in a nearby manhole.

By the time he arrived, the World Trade Center had toppled. That afternoon, a stranger threw Klein a set of keys for a flat-bed truck to take into the chaos to help the volunteers. He couldn't get past the military and state police checkpoint. Neither could truckloads of ironworkers and others who wanted to help save lives. Klein ended up sleeping near the site and offered to assist Salvation Army volunteers the following day.

"But there were no people to help," he says.

Klein worked at Ground Zero for three months for a contractor whose main client was AT&T, one of the companies whose infrastructure was destroyed in the explosions.

Three of the 17 Local 3 members killed on 9/11 were in Klein's apprenticeship class and one was a high school classmate. Four members of Local 1212 also died.



N.Y. Local 3 member Joel Klein's flag, painted on distressed wainscot paneling, was displayed in the local's motorcycle club meeting room before it found a home at the 9/11 museum and became a template for cups, hats and T-shirts.

"I went to the funerals, but wanted to do more," he said. So, two years later, as the trade center was being rebuilt and a museum and memorial were rising, he constructed five flags out of wood and a special one to commemorate his fellow Local 3 members who died.

Klein says he's always been moved by the beauty of the nation's flag and the sacrifice of those who have fought in its wars.

Eight feet long and four feet wide, the flags, painted and distressed on wainscot paneling, carried 17 stars for each union member who died in the carnage. On the flag, constructed in a friend's studio, he inscribed, "We Went to our Jobs, Fathers and Sons."

Klein's original plan was for one of the flags to be placed inside Local 3's union hall. It was too large to find a place for, so he ended up convincing the local's motorcycle club, of which he is a member, to place it in the club's meeting room in the hall's basement. And there it stayed until he offered it to the 9/11 memorial and museum, built by Local 3 and the N.Y.

building trades.

Today, Klein's flag is not only prominently displayed inside the memorial and viewed by thousands of visitors each week. His flag's image has been imprinted on cups, T-shirts and hats sold at the museum.

Every Sept. 11 since the memorial's construction, rescue workers, including Klein, have been invited to gather there. He says he is moved by their tears.

Lou DiBacco, a 25-year Local 3 member was working with Klein on 9/11 and became his foreman at Ground Zero. "I think Joel did an amazing, touching thing when he made the flags," DiBacco says.

When the flags were placed in the museum, says DiBacco, electricians joined firemen and policemen in the commemoration of the tragedy, a continuing nightmare for many workers who suffer the effects of toxic exposure at the Twin Towers site.

"It was electricians who got the stock exchange up and running and repaired the infrastructure," says DiBacco, who has had two nonmalignant tumors removed from his esophagus and brain that his doctors suspect came from exposure to toxins at Ground Zero. Today, he works as an electrician for the City of New York in firehouses and firemen training centers.

Klein says he stays busy since his retirement nine years ago. A longtime balloon twister, he was invited to the White House a few years back on July 4 to participate in a Wounded Warriors benefit. And he's written a couple of musicals and plays.

And he still thinks about the cooperation and camaraderie that followed the tragedy of 9/11.

"I'm 64 years old," says Klein. "In a strange way, I related the support that came from all over the world to help after 9/11 to Woodstock. I got a sense that an unbelievable change was happening in the world." ■

➔ HAVE YOU MOVED?

Notify us of an address change electronically

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Ky. Asplundh Win Makes a Baker's Dozen

Hundreds of tree trimmers in Kentucky, Ohio and West Virginia gain voices with IBEW

All of the union coal mines are shut down in Eastern Kentucky, once a stronghold of the United Mineworkers. Good paying jobs are scarce. But the courage and hard work that supplied a nation with coal remains. And some of the hardest working folks in those parts climb and trim trees for Asplundh Tree Experts, the huge family-owned business that contracts with power companies to keep their lines clear of foliage.

This year, in the heart of an Appalachian winter, hundreds of those workers at Asplundh yards are choosing to rejuvenate the once-powerful union presence in the hills and valleys by voting for IBEW representation. They are hoping to join hundreds of union members who have negotiated decent agreements with Asplundh to properly reward them for their hard and potentially dangerous work.

On Dec. 4, tree trimmers in Pikeville voted 70 to 3 for IBEW. The same day, their co-workers in Paintsville, adjacent to the birthplace of country music legend Loretta Lynn, voted 23 to 2 for the union. The wins add links to a chain of 13 victories that began in July in Ohio and rolled through West Virginia last fall.

Since July, more than 500 trimmers have chosen representation with 80 percent of eligible workers participating and a winning percentage of 89 percent, an extraordinary accomplishment in today's political and economic climate.

"The union is moving forward and looking to assist even more trimmers win a voice on the job," says Larry Wendler, Louisville Local 369 organizer who helped coordinate the two most recent campaigns.

Wendler says the success of the earlier campaigns has established an information pipeline among trimmers, many of whom use social networking to talk about how to improve safety conditions, benefits and pay at Asplundh. Many of the trimmer crews have worked together for 10 years, he says. Some are predominantly composed of young folks just out of high school.

Many trimmers, says Wendler, have worked side by side with the union's linemen for American Electric Power and other utilities. Some of the linemen encouraged trimmers to seek a voice on the job.

The density of trees in the state's eastern, more mountainous sector is greater than in the flatter terrain in the west, requiring more manpower, says Wendler. But the pipeline is carrying the message that the more trimmers who join the union, the more leverage they will have with Asplundh, a company that already includes so many IBEW

bargaining units.

Fourth District International Vice President Kenny Cooper said he is preparing a letter to the company requesting to open first contract negotiations.

"We are dedicated to seeing that Asplundh employees receive a fair and equitable contract," says Cooper, who credits the solid teamwork between local union organizers and the International's Membership Development Department for the mounting wins and the courage of the workers to stand together for change.

"If Asplundh wants to talk yard by yard, we will," Cooper says. "But we think it would make more sense to negotiate agreements across the company's regions or the International's vice presidential districts." ■



Thirteen winning campaigns at Asplundh offer hope to more than 500 tree trimmers for wage and benefit improvements and enhanced safety on the job. Photo credit: Big Dream Photo Works

2014 Founders' Scholarship Winners Channel Worker Advocacy

Both San Diego Local 569 member Kathleen Sax and Minneapolis Local 292 member Jeff Heimerl have logged years on construction jobs. Now, as IBEW Founders' Scholarship recipients, they say they are ready to expand their leadership skills on behalf of working families in the trade.

Sax, a 22-year member who works as a journeyman wireman, has experience phone banking and precinct walking for local elections in the San Diego area. She is planning to use her scholarship to pursue a degree in political science.

"I will be able to retire from the field in three years, so I hope to work for the IBEW full time helping to elect labor friendly candidates as a political organizer," she said. "With the degree, I think there will be many more options to help advocate for labor."

Sax recently spent five months on

assignment as an organizing lead for a member-to-member outreach and education program.

"I strongly believe that unions are a key factor in providing training and good paying jobs for working people," she said. "Without unions, workers have no representation at the negotiating table."

Sax and her husband Steve Wilcox, a fellow Local 569 member, have four children. Their son Devin will graduate from the local's apprenticeship in June.

"I am excited to get started," Sax said, expressing special thanks to Wilcox, Local 569 Business Manager Johnny Simpson, retired local president Emily Davis and environmental organizer Micah Mitrosky.

Simpson said that Sax has been a positive force during her decades of membership. "She continues to be a great asset to Local 569."

Heimerl said after graduating high school in 1995, once he discovered the electrical industry he



Local 292 member Jeff Heimerl

knew he had found his career. After completing a degree in electrical construction and maintenance from Dunwoody Institute, Heimerl joined the Brotherhood in 1999 and quickly got active.

While serving as a business representative and president of the local, Heimerl received his bachelor's degree in organizational management and leadership from Concordia University in 2013. There, he said most of his education came from a management perspective.

"I was happy to make an attempt at educating my classmates on the finer points of the American labor movement," he said.

Heimerl is using his scholarship to complete his law degree from William Mitchell College, where he enrolled last fall.

"I have a passion for representing blue-collar workers and would like to explore the area of labor law more," he said. "Eventually, I would like to become a judge. I think this country needs more labor- and worker-friendly judges appointed to the bench."

"I've had a dream to go to law school since I was in the fifth grade," he said.

Local 292 Business Manager Rodger

Kretman said that Heimerl has always shown high respect for the membership and values the enduring importance of the labor movement. "Knowing firsthand his dedication, I see great potential for the IBEW," Kretman said.

Heimerl and his wife have two sons. His brother Mike is a fellow Local 292 member, and some other family members belong to the American Postal Workers Union or have been unionized nurses.

"I would like to thank the Founders' Scholarship Committee and the entire IBEW body for this scholarship," he said. "I will try to make you all proud."

As scholarship recipients, Sax and Heimerl have each earned \$200 per semester hour toward their degrees with a maximum amount of \$24,000, not to exceed an eight-year period.

The Founders' Scholarship fund was established in 1966 by International President Gordon Freeman to help IBEW members obtain higher education degrees. Awards are given each year to exemplary members based on academic achievement and potential, character, leadership, social awareness and career goals.

Applications for the 2015 awards are being accepted until May 1. An independent panel of judges representing academic, professional and community groups will review submissions, and winners will be announced in late summer.

To learn more, visit ibew.org/FoundersScholarship. ■



Local 569's Kathleen Sax and her husband