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International Executive Council Chairman Christopher Erikson, International President Lonnie R. Stephenson and Secretary-Treasurer Salvatore "Sam" Chilia after their elections to five-year terms on Day One of the 39th IBEW Convention in St. Louis.

Convention Delegates Renew Legacy, Chart Course for the Future

The 39th International Convention in St. Louis was a return to the IBEW's birthplace but delegates spent as much time looking to the future as they did to the past.

"We're not here to pat ourselves on the back or to be satisfied with past victories. We're here to learn the lessons of the past to equip us to face the challenges of the future," said International President Lonnie R. Stephenson.



Pride in the union's history was at center stage in the days leading up to the convention's start. Stephenson, International Secretary-Treasurer Salvatore "Sam" Chilia and other IBEW leaders officially opened the Henry Miller Museum in front of hundreds of IBEW members and friends.

But as soon as the ribbon — actually a thick copper wire — was cut by many pairs of side cut pliers, the focus turned from the birth of the union to the growth that will ensure the IBEW thrives for another 125 years.

One of the first orders of business was electing the IBEW's leadership team. Stephenson was elected unanimously to his first full term on Monday morning. Chilia was re-elected and New York Local 3 Business Manager Chris Erikson was chosen by acclamation to continue as chairman of the International Executive Council.

Delegates supported an increase in the funding for the General Fund and shored up the Pension Benefit Fund. The district caucuses' choices for international vice presidents and the membership of the IEC were confirmed. The delegates fin-

INTERNATIONAL CONVENTION *continued on page 2*

39TH INTERNATIONAL CONVENTION DELEGATES Renew Legacy, Chart Course for the Future



▶ Continued from page 1

ished voting on resolutions and proposed changes to the IBEW Constitution on Friday.

Before, after and between the votes, speakers representing the labor movement and friends from around the world addressed the nearly 2,000 delegates. The leaders of electrical unions in Italy, Ireland and Australia spoke, as did executives from Alabama Power, Rockwell Collins and Frontier Communications.

North American labor leaders AFL-CIO President Richard Trumka and Canadian Labour Congress President Hassan Yussuff delivered fiery calls to rejuvenate organized labor.

Missouri Gov. Jay Nixon and former governor of Hawaii Neil Abercrombie addressed the importance of the IBEW to the future of working families in America.

Every speaker spoke to the good work done by the Brotherhood.

“We’ve built a huge level of respect around the world because of the work our members do every day, and we saw the result of that on the stage,” Erikson said.

When Stephenson gavelled the meeting to a close Friday, the delegates’ work charting the union’s next several years was complete.

Stephenson stood before the rows of tables stretching hundreds of feet away in front of him and spoke about the diversity of the delegation, the legacies of fam-



Members of Eclipse Shadow Dance told the story of the IBEW during the opening ceremony; New York Local 3’s Sword of Light Pipe Band also performed.

ilies, homes and jobs.

“This week, we came together as one union and one IBEW. We came together unified with one goal: to keep Henry Miller’s dream alive,” Stephenson said. “And that dream has remained the same since 1891: to organize ALL work-

ers in the entire electrical industry in the United States and Canada.”

Stephenson looked over the thousands of men and women in front of him.

“We’re going to keep going on and on until every worker in every one of our branches can say with pride: ‘I am a mem-

ber of the greatest union in the world. I am IBEW,’” he said. “So come Monday morning, be ready to work like hell and organize, organize, organize.”

Then the gavel fell and the delegates headed out and home to do the real work. ■

About This Issue

Celebrating the IBEW’s birthplace in its hometown, history was among the many themes of the convention. But as President Stephenson said, “We’re not just here to study history, we’re here to make it.”

Nearly 2,000 delegates with a multitude of backgrounds, industries, trades and life experiences listened and shared, at caucuses, conferences, proceedings and discussions. Throughout this special issue, readers will see how their focus was honed in areas of **community, history, diversity, growth, leadership, politics, partnership** and the **Code of Excellence**.

Read on to learn how these many themes forged a clear picture of what members contributed to — and took from — the 39th International Convention. ■



President Emeritus Edwin D. Hill swears in International President Stephenson and the IBEW leadership team on the convention stage.

Delegates Choose ‘Strong, Resolute and Visionary’ Leader as President

International President Lonnie R. Stephenson and IBEW’s leadership team were given an overwhelming stamp of approval by delegates during the International Convention in St. Louis.

Stephenson, Secretary-Treasurer Salvatore “Sam” Chilia and International Executive Council Chairman Christopher Erikson all were elected to five-year terms by acclamation during the convention’s opening session on Sept. 19.

Stephenson, former Sixth District vice president, succeeded President Emeritus Edwin D. Hill in June 2015. New York Local 3 Business Manager Erikson was appointed IEC chairman in January.

“If we are to protect all that we have built in the last 125 years and grow in the future, to extend that protection to workers in our industry, we need a leader who is strong, resolute and visionary,” Vacaville, Calif., Local 1245 Business Manager Tom Dalzell said in his nominating speech for Stephenson. “I know of nobody who is better suited for that job than Lonnie Stephenson.”

Dalzell recounted Stephenson’s early career as a wireman, praising him as someone who listened and learned as he came up through the ranks as a local union leader and later, as vice president.

“We know Lonnie is hard working, a man that would roll up his sleeves and get his hands dirty, who understood that a union is more than just negotiating contracts and filing grievances,” Dalzell said. “A union is a movement. And we knew him as a man who possessed great humility and led by example.”

In his acceptance speech, Stephenson thanked his family and past mentors for their support and noted he attended his first convention — also in St. Louis — as a delegate 25 years earlier representing Rock Island, Ill., Local 145, his home local.

“If anyone had told me then that I would be back here 25 years later as president of our great international union, I would have told them they were crazy,” he said. “It would have been the furthest thing from my mind. But now that I’m here, I couldn’t be prouder or more humble than



“We know Lonnie as a man who possessed great humility and led by example.”

— Tom Dalzell, Vacaville, Calif., Local 1245 Business Manager

I am right now standing before you today.”

Chilia, who has served in his office since May 2011, was elected to a five-year term at the 2011 convention in Vancouver.

“I didn’t want a job where I was scratching off the days on the calendar until I retired,” said Chilia, who began his apprenticeship with Cleveland Local 38 in 1967 and later served as Fourth District vice president and as a member of the

IEC. “Like all of you, my commitment to this union is deeper than that. For us, and I mean all of us, it’s a cause.

“We do what we do because we care about our co-workers. We do what we do because we care about our communities. We do what we do because we care about the future of our two great nations in this world. And we know just how damn important the IBEW is to all of us and how

important it is to the middle class.”

Chilia also applauded the election of Stephenson as president, calling him “a humble guy and the last person to talk about himself.”

“So let me do it,” he added. “I haven’t been this excited about the future of this union in so many years. We stand on a powerful foundation. We enjoy a rich and inspiring history, and now, it’s in our hands.”

Erikson has been Local 3 business manager since 2006 and is the grandson of the legendary Harry Van Arsdale, who served as Local 3 business manager from 1933-68 and was the first president of the New York City Central Labor Council.

“There is no greater honor than to be elected by your peers to represent them,” Erikson said. “Whether you are an elected officer of this great organization or a convention delegate, you have the same responsibility to act on their behalf with integrity and with the resolve that the decisions you make are in their best interests.” ■

Delegates Approve Increased Funding for General Fund and PBF

After electing International President Lonnie R. Stephenson to his first full term Sept. 19, delegates to the 39th International Convention overwhelmingly approved his plan to grow the IBEW with an increase in the IBEW's general fund a day later.

Delegates also approved Stephenson's plan to shore up the Pension Benefit Fund for "A" members by voice vote.

"Our goal is 100 percent market share in the IBEW, and we need to build the coffers and expand our resources to do that," Stephenson said before the vote. "Foremost in our minds at all times is that we maintain our standing as the premier union, able to do the work that needs to be done, and representing our current and future membership at the highest levels."

After International Secretary-Treasurer Salvatore "Sam" Chilia delivered overviews of the financial status of the general fund and the PBF, Law Committee Chair Marvin Kropke recommended amending Article IX, Section 2 of the Constitution to increase the per capita tax by \$2 over the course of the next five years and PBF dues by \$3 a month over the same period. The proposal was approved overwhelmingly.

Funding the Future

Chilia's presentation began by looking back to the goals set at the last convention in 2011.

At the 38th Convention, delegates called for a 1 percent increase in membership per year but based budget projections on a more conservative 0.5 percent increase. Unfortunately, Chilia noted, the reality fell short.

"We have had some challenges during the last five years, and membership gains did not meet even the modest goals we set for the budget," Chilia said.

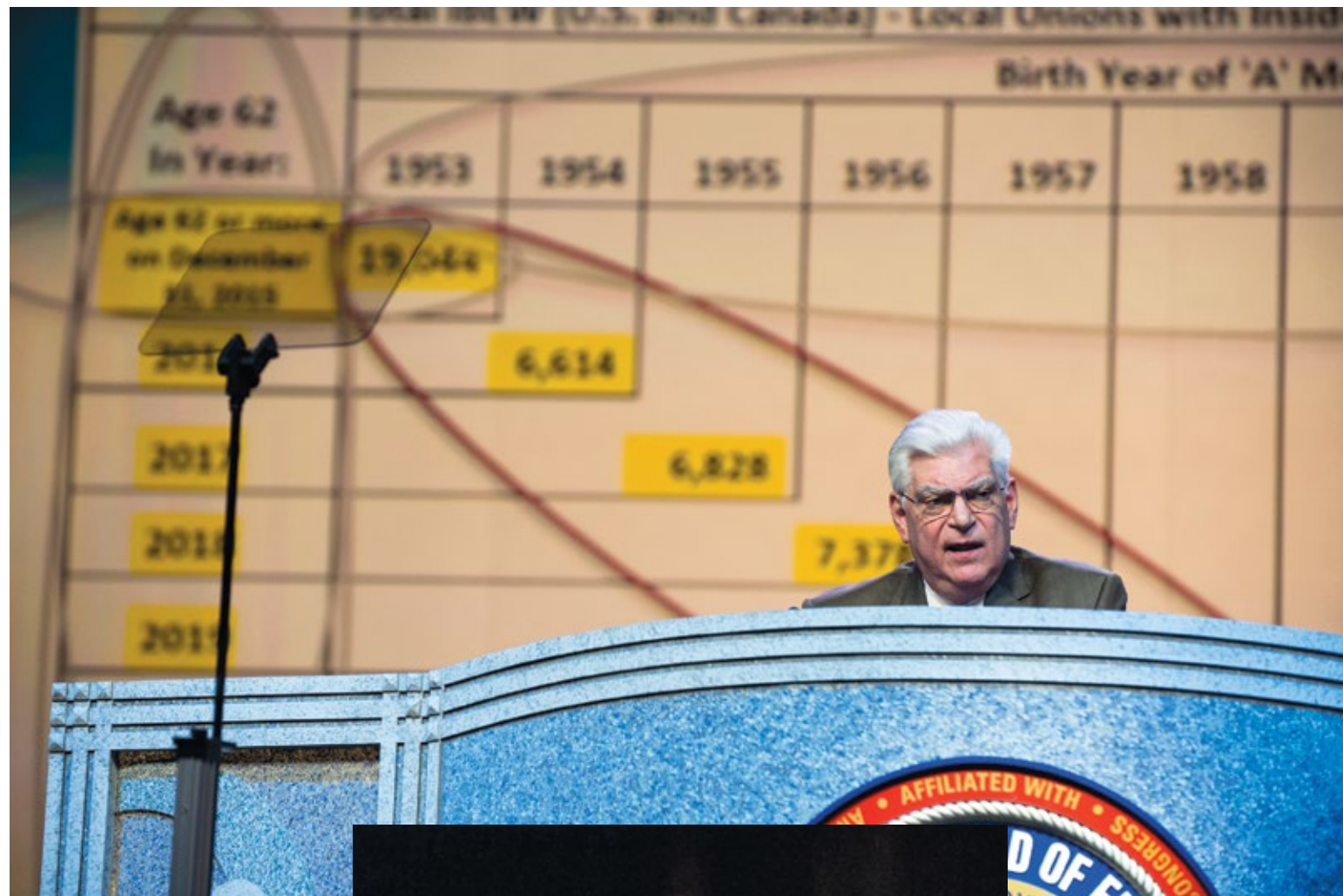
"A" membership — primarily the construction membership — increased 8.3 percent over the last five years, but "BA" membership — mainly professional and industrial members — fell by 5.3 percent.

"They really took it on the chin over the last five years," Chilia said of the non-construction branches.

The result, Chilia said, was that expenses outstripped income from per capita payments since 2011.

In response to the financial report, Stephenson and Chilia proposed a \$1 per month increase in per capita payments starting Jan. 1, 2018, and again on Jan. 1, 2020.

The increase, Chilia said, puts the IBEW's dues close to the median for all North American unions, 10th out of 14



for all trades unions and in the bottom half for all unions with more than 100,000 members.

"We would be able to have a few bucks to spare and have some cushion there for any downtimes," Chilia said.

Delegates from several locals, some small, others among the largest in the Brotherhood, rose to speak in support of the increase.

"As our forefathers protected our future, it's important that we protect the future of those coming behind us," said Fredericton, N.B., Local 37 President Stephen Hayes.

The vote passed in the hall without a dissenting voice raised in opposition.

PBF a 'One-of-a-Kind' Benefit for 'A' Members

Turning delegates' attention to the IBEW's Pension Benefit Fund, Chilia spoke of the "one-of-a-kind" nature of the benefit, which is entirely funded by "A" member dues. The PBF may not be the largest, he said, but its retirement and death benefits are significant and remain "a symbol of the vision and deter-



mination" of IBEW leaders long ago.

Pointing to dramatic increases in the PBF's solvency since the last convention in 2011, Chilia noted that there is still work to do to reach 100 percent funding. Currently, the PBF has more than 360,000 active members and 111,000 retirees, paying out \$134 million in benefits annually.

Without action, however, Chilia said the trend line runs dangerously in the wrong direction. At the direction of the Law Committee, IBEW leaders recommended shoring up the PBF by implementing a modest increase to "A" member contributions, starting with \$2 per month additional on Jan. 1, 2017, and another \$1 per month on Jan. 1, 2019.

International Secretary-Treasurer Salvatore "Sam" Chilia reported on the health of the IBEW general fund and Pension Benefit Fund before asking the delegates to increase support for both.

◀ Anchorage, Alaska, Local 1547 Business Manager Mike Hodsdon rose in support of the proposed per capita increase before it was approved by convention delegates.

Doing this doesn't get us all the way there, Chilia said, but it keeps the PBF on solid footing and well-positioned to take advantage of membership growth and strong investment returns in the future.

Speaking in support of the increase, Victoria, B.C., Local 230 Business Manager Phil Venoit said the "cup-of coffee" sized increase over five years is a small price to pay for the important financial cushion the PBF provides IBEW retirees. "Don't consider this a hardship," he said. "It's really taking \$3 from your front pocket and putting it in your back pocket for when you're really going to need it."

The assembled delegates approved both amendments by voice vote. ■

FOCUS Code of Excellence



Delegates affirmed their enthusiasm for the Code of Excellence by approving a resolution recommitted to core values of safety, professionalism, accountability, effective relationships and quality.

SPARQ: A Diversity of Work, a Shared Commitment to Excellence



In the first resolution introduced at the convention, delegates voted to affirm their collective pledge of hard work and integrity that sets the IBEW apart in the workplace: the Code of Excellence.

The Code of Excellence is specialized for the different IBEW branches, but holds values that unite all of the Brotherhood's 725,000 members.

These values are SPARQ:

- Safety
- Professionalism
- Accountability
- Relationships
- Quality

"SPARQ represents the core values of the Code of Excellence. It's a simple acronym that stands for the promise we make every day as IBEW members when we go to work, regardless of the job site," said Director of Education Amanda Pacheco. "Whether you make circuit breakers or produce late night television, SPARQ is what we all do."

SPARQ is part of the Code of Excellence Core Training Program. The core program, spearheaded by International President Lonnie R. Stephenson, is designed to ensure that all IBEW members can articulate and demonstrate the values of the Code.

"SPARQ is a common language that works for all branches," Pacheco said. "With SPARQ, we can be confident that what's happening at the local level is what we're promising union-wide."

With such a diversity of work done

by IBEW members, the Code of Excellence Core Program takes the shared themes from the branch-specific trainings and provides a level of consistency. Training focuses on exploring our shared work values as union members and customizing them to help the local successfully implement a Code of Excellence program. The trainings were developed with input from all branches, including business development, said Education Specialist Keturah Raabe.

"SPARQ is the heart of the Code that highlights the shared values of all IBEW members," Raabe said. "If every member commits to these core principles, we strengthen the IBEW and that benefits members, our families and our communities."

Implementation will go through business managers, with goals set by the local, Pacheco said. There will also be a quarterly newsletter with indus-

try-specific information and follow-up to gauge progress.

"With SPARQ, you can create a culture where everyone is on board and working together," Raabe said. "It's a great tool for unity."

For most IBEW members, SPARQ, and the Code, exemplify what they have always done. They already show up on time and ready to work, adhere to safety protocols and provide excellent service to their customers. In these instances, the Code can be an effective way to sell that professionalism and commitment to excellence to employers, and even to those outside the job.

"With SPARQ, we not only compete with our skills, we compete with our character," Stephenson said. "Choosing IBEW is choosing to invest in the highest quality craftsmanship, and that is what SPARQ represents." ■

FOCUS History



Delegates and guests — including International Treasurer Emeritus Thomas Van Arsdale — were able to tour a satellite version of the IBEW Museum, housed in the expo hall at the convention center.

IBEW History on Display at 39th International Convention

With a theme of “Our Founding, Our Future,” the 125th anniversary of the IBEW was a return to the Brotherhood’s roots and a celebration of its past as delegates met to determine its future.

“This story of our union’s founding right here in St. Louis is one we’re proud to tell to kick off this convention,” said International President Lonnie R. Stephenson. “By knowing where we came from and how we got to where we are, we put ourselves in a better position to prepare for the future.”

The roughly 5,000 attendees to the convention, approximately 2,000 of

whom were delegates, saw the opening of the Henry Miller Museum, the transplanted IBEW museum from Washington, D.C., and an updated book that chronicles the Brotherhood’s history.

In the boardinghouse where founder Henry Miller stayed — also the site of the first gathering of delegates in 1891 — the Henry Miller Museum opened on Sept. 15, four days prior to the convention. The opening ceremony was attended by IBEW officers, local officials and hundreds of members from the U.S. and Canada.

“Our union was founded by 10 men, just up those steps,” said Stephenson in his speech to the crowd. “Being able to visit this place reminds me of how far we’ve come. Our tool chest may have grown over the last 125 years, but our principles remain the same.”

The Henry Miller museum is funded largely by donations from locals and members. To contribute, go to nbe-ibewmuseum.org.

Another museum was also available to convention attendees, both ahead of and throughout most of the convention. Items from the IBEW museum, housed at the

International Office in Washington, D.C., made the trip to the Gateway City and were set up in the expo hall.

About 340 pieces from the museum were shipped, said IBEW curator Curtis Bateman. Tools and equipment used or built by members were on display as well as minutes from the first convention. The original charter from the American Federation of Labor, signed by legendary labor leader Samuel Gompers, was also available.

“People will see how humble the origins are, yet we’re still here at this massive convention,” Bateman said. “Hopefully, they can say, ‘We have come a long way and we’ve had a lot of success. This is an organization worth protecting for the next 125 years.’”

“Dreams of Dignity, Workers of Vision,” the book chronicling the history of the IBEW, was reissued with three additional chapters and distributed at the convention. The new pages, by author Grace Palladino, who also wrote the original book in 1991, examine the last 25 years of IBEW’s history.

“I tried to write it in a way that the rank-and-file members can read it and understand all the decisions that have been made,” Palladino said. “One of the nicest things is when I get an email from one of them saying, ‘Thanks for doing this. I learned a lot.’ As a historian, that’s what you want.”

Members could also learn a lot about the IBEW’s history from one of the convention attendees, Salisbury, Md., Local 1307 retiree Tom Willey. At 88, he accepted his 70-year pin from Internation-



The 125th anniversary of the union was also Tom Willey’s 14th convention, where the Salisbury, Md., Local 1307 retiree earned his 70-year pin.



Before the convention began, delegates and their families attended the opening of the Henry Miller Museum, the St. Louis boardinghouse where the union was born.

al President Stephenson. The 39th Convention was his 14th.

A living embodiment of the Brotherhood’s history, Willey’s first convention was in 1954 in Chicago, and he hasn’t lost his love for the IBEW.

“This is one of the best conventions I’ve been to yet,” Willey said.

On the final day of the convention, delegates joined Stephenson for one more celebration of the Henry Miller Museum, one intended for future members. A time

capsule was placed in the side of the building, to be opened in 125 years. Capsule objects included items from the International Convention and writings from founder J.T. Kelly’s descendants.

Stephenson took the opportunity to remind everyone that the museum needs support from today’s membership to ensure it will still be around in 2141.

“It doesn’t matter if your local has 10 members or 10,000,” he said. “We’re all IBEW.” ■



‘We Owe it to the Community’: Hundreds of IBEW Members Volunteer for St. Louis Day of Service

On the Thursday before the official opening of the 39th International Convention, hundreds of IBEW members spread across St. Louis to give back to the Brotherhood’s hometown.

Standing before eight buses packed with volunteers, International President Lonnie R. Stephenson told members gathered for the IBEW’s Day of Service he was humbled to be a part of an organization committed to giving back to the community.

“Here with all of you, it makes me so proud to be IBEW,” he said to the more than 400 volunteers. “We’re only here for a short time, but the people of St. Louis are going to remember the work we did here today for a long time to come.”

The service event kicked off several days of activities in and around St. Louis in advance of the IBEW’s 39th International Convention, which began Sept. 19.

For the first time at a convention, volunteers — mostly delegates — from dozens of local unions got up before dawn to pitch in at 26 different sites around the city, accounting for more than 1,600 hours of labor in a single morning.

“This is something we’ve been doing at Electrical Workers Minority Caucus conferences since 2008,” said International Representative Adrian Saucedo, who organized the day’s service activities. “Giving back like this as a Brotherhood — it’s an important part of how we present ourselves to the community, and it’s a great way for all of us to remember how much we have because of this union.”

While waiting to get on his bus, Los Angeles Local 11 member Gary Parker said he was excited to get to work, even though he didn’t know what project he would be working on.

“The great thing is I am not seeing this city with the eyes of a tourist, but as a union activist. This is about helping out and spreading the word at the same time,” Parker said.

About 20 volunteers from at least six locals were brought to a half-way house in the Dutchtown neighborhood to replace a collapsed wooden fence and build picnic tables that would sit in the newly enclosed backyard.

While there, members noticed that the house’s electrical service was damaged. The ground wire was broken, making power delivery to the house unpredictable and putting residents at risk.

“This is bad. People have been electrocuted this way. People could get hurt,” said Salem, Ore., Local 280 Business Manager Drew Lindsey, one of the volunteers.

Saucedo said a request had been made to Ameren, the municipal utility, to make the repair.

Nearby, a half dozen volunteers were repainting the inside of low-income housing units for women who had escaped abusive relationships.

“It’s great to see the International picking up the torch and running with this,” said Kevin Mack, an inside wireman member of Detroit Local 58, who has been participating in EWMC days of service since 2013. “This union gives so much to us, and we owe it to the communities we work in to do everything we can to give others the same opportunities.”

One of the day’s largest projects was at Our Lady of the Holy Cross Church in the Baden neighborhood in north St. Louis. Holy Cross, at one time, was home to thousands of families but now there are less than 100 in the parish, said Pastor Vincent Nyman. The elementary school was closed more than two decades ago.

Four years ago, Riverview West Florissant Development Corporation, a neighborhood nonprofit, approached the church about using the space for after-school programs, said Executive Director Antoinette Cousins.

“It’s a great facility that wasn’t being used, and now 40 kids a day learn programming, cooking, gardening, boxing and basketball. But this is a high crime neighborhood, and it is too dark for many kids — or their parents — to feel safe coming here at night,” Cousins said.

Lighting was out of date. The wiring for the steeple flood lamp wasn’t up to code. The gym was lit with halogen lamps that overheated the room, and with no receptacles on three sides, fans couldn’t be plugged in to cool things off in the summer. Classrooms built decades before computer skills became a necessity needed to be updated.

St. Louis Local 1 provided more than \$7,000 in LED light fixtures, and St. Louis Local 1439 provided thousands more worth of bulbs. Ameren, the utility that employs Local 1439’s members, donated the use of two bucket trucks, and four Local 1 contractors sent crews.

The outside lighting in front of the rectory was replaced by Kevin Havlicek from Local 1, father and son Larry and Brian Caldwell from Los Angeles Local 11, Kennitha Wade from Portland, Ore., Local 48 and Alan Shipman from Tulsa, Okla., Local 584.

“This will make such a difference,” Father Nyman said. “I have been telling people in the neighborhood we are going to light things up around here, I just didn’t expect it to be like this.”



IBEW volunteers fanned out across the city to more than two dozen sites, but the largest was upgrading the community center, school and sanctuary of Our Lady of the Holy Cross church.

Alderwoman Dionne Flowers, who grew up in the neighborhood and attends Holy Cross, estimated that IBEW volunteers had put \$100,000 worth of work into the church and community center in a single day.

“We thank you, the children this center serves thank you. This work would not have gotten done without the IBEW today,” she said. “A lot of the kids in this community have family issues at home, and this church and the after-

school and summer programs it hosts are the main source of structure in their lives. We’re a second family to them, and with the new lighting, it’s a safer environment for them and for their parents and volunteers.” ■

FOCUS Diversity

Stephenson: A Diverse Membership Key to IBEW's Future

In the days leading up to the IBEW's 39th Convention in St. Louis, thousands of delegates, alternates and guests gathered to discuss, celebrate and reflect on the union's diversity.

At Electrical Workers Minority Caucus, Women's Caucus and RENEW/Next-Gen meetings, attendees learned from the experience of their peers and shared lessons of their own, all while highlighting the diversity of IBEW brothers and sisters across the U.S. and Canada.

International President Lonnie R. Stephenson, who spoke at each of the three caucus meetings, thanked attendees for doing their part to make the IBEW a more inclusive union. "For too long," he said, "we were sending a not-so-subtle signal to women, African-Americans, Asian-Americans and Latinos that they weren't welcome in this union. ... Many of you fought hard to gain acceptance, to become leaders in the IBEW. By doing so, you opened doors not just for yourselves. You became role models for young workers from communities with little connection to the IBEW. You became mentors."

That kind of leadership, Stephenson said, is what it takes to grow the next generation of leaders who will continue the effort to make the IBEW an even more inclusive place, more reflective of the great diversity of the U.S. and Canada — the kind of leadership that will keep the Brotherhood strong for generations to come.

Diversity Action

During the week-long convention, delegates took advantage of the resolutions process to highlight a number of issues important to minority members and



young people within the Brotherhood. Resolutions committing the IBEW to harassment-free workplaces and discrimination-free collective bargaining were passed alongside others recognizing the importance of young members and membership programs.

One of the most notable was a combined resolution calling for the appointment of a standing committee on "Diversity and Full Inclusion" with representatives from each district to continue the work of the original committee first convened by then-President Edwin Hill in 2008.

Michael Yee, a delegate from New York Local 3, was a member of the first Diversity and Inclusion Committee, which

he called "a bold step forward for the IBEW" speaking in favor of the resolution. "The IBEW, by definition, is a diverse organization," he said. "We must make sure that it continues to be inclusive and continually practices respect for and appreciation of differences with ethnicity, gender, age, national origin, disability, sexual orientation and religion."

The resolution passed on a unanimous voice vote with a number of delegates rising to speak in support. Read more about these resolutions (Nos. 27, 28, 32, 33, 34, 42 and 51) on page 27 of this issue.

EWMC Meeting Honors the Past, Sets High Goals for the Future

The Electrical Workers Minority Caucus brought together hundreds of IBEW members and guests on Sept. 17 to hear the experiences of minorities within the Brotherhood.

"The Electrical Workers Minority Caucus and the work you do is absolutely vital for the IBEW because the reality of today's and tomorrow's workforce is that it is more diverse than ever," Stephenson said. "We need more women and more people of color, especially in the industries we represent."

EWMC President Keith Edwards

◀ *New York Local 3 treasurer, delegate Michael Yee, spoke from the convention floor in favor of a resolution on diversity.*



Electrical Workers Minority Caucus attendees heard from a number of the IBEW's trailblazers, including former EWMC president Robbie Sparks.

opened the day's proceedings by honoring the men and women who formed the EWMC and for the progress minority workers have made in the intervening 40 years.

Stephenson echoed the sentiment in his remarks. "Talkers didn't build this union," he said. "Critics didn't build it either. It was the people who put their butts on the line, who did the work, who sacrificed lots of blood, sweat and tears to make the IBEW everything it is. It was built by people who, when they saw injustice, they fought to change it. When they saw opportunity, they worked to seize it."

One of those people was Robbie Sparks, an original member and longtime president of the EWMC, who addressed caucus attendees. The civil rights pioneer, who retired in 2012, received a huge ovation from the crowd for her lifetime of work fighting for representation for minority members at all levels of IBEW and AFL-CIO leadership.

As it did under Sparks' leadership,

Stephenson said, the EWMC must continue to lead when it comes to mentoring the next generation of IBEW activists and leaders. "If we don't look like the generation coming into the workforce today, that generation will be lost to us."

Inclusion and Political Action Are Top Themes at Women's Caucus

Some 400 delegates and guests attended the pre-convention Women's Caucus on Sept. 16.

"We want to honor our history, but most of all, we're here to make it. And that's something the women's caucus — and all our IBEW sisters — do every day," Stephenson told the assembled crowd. "We're going to be writing the next chapter of IBEW history starting next week. And you're a vital part of it. We've made a





The Women's Caucus brought together hundreds of IBEW women and allies to discuss the future of the union and ways they could help shape it.

lot of progress. But we still have a long way to go.”

Carolyn J. Williams, director of IBEW's Civic and Community Engagement Department, led the program, which included panel discussions on inclusion and organizing and personal stories of IBEW women, or “HerStories.”

Ashley Keith, who works at DirectTV in Idaho, was approached last year by two unions interested in organizing her and her co-workers. But she said only one showed her respect as a transgender woman.

“IBEW never, ever treated me badly,” said Keith, a member of Boise, Idaho, Local 291, and one of more than 3,000 DirecTV employees organized into the IBEW who ratified their first contract this summer. “When I met President Stephenson, he said he looked forward to the day when he could call me sister,” she said.

RENEW/NextGen Caucus: Encouraging Younger Members to Think Big

Attendees to the RENEW/NextGen caucus heard from active young members from across North America, all of whom are poised to become future leaders of the IBEW.

A panel included Kennitha Wade from Portland, Ore., Local 48; Aaron-Zboch Alves from Toronto Local 353; and Meaghan Olmstead from Winnipeg, Manitoba, Local 2228. “Having the opportunity to help out in my local has been awesome,” said Wade, a first-generation IBEW member. RENEW — Reach Out and Engage Next-Gen Electrical Workers — was formed in 2011 to inspire new IBEW leaders by focusing on issues important to younger workers and providing educa-

tion about the labor movement. It merged with its Canadian counterpart NextGen this year.

In his remarks, Stephenson emphasized the role of young workers in building a Brotherhood that will stand the test of time. “All of our energy must be directed towards winning the next generation of workers to the IBEW,” he said. “Not just those entering the workforce today, but those entering for years to come. And we must make sure they are ready to take the reins of the IBEW when it comes time.” ■



Los Angeles Local 11's Alton Wilkerson speaks during the pre-convention RENEW/NextGen conference.

Union Member Rights and Officer Responsibilities Under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court. For more information, contact the nearest OLMS field office.

Union Members Rights

Bill of Rights — Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements — Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports — Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections — Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal — Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships — Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline — A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence — No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards — Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding — Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports — Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports — Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections — Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and by laws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.
- allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office — A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans — A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time. Note that the IBEW and its local unions DO NOT loan funds to union officers or members.

Fines — A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29, U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Avenue NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov. ■

FOCUS *Politics*

Political Speakers: Our Strength is People Power

Retired Iowa Sen. Tom Harkin reminded delegates to the 39th International Convention that while opposing forces usually have more money, they and the rest of the IBEW membership have one important factor in their favor.

It's the truth. And it's their job to spread it.

"We must keep pointing out to the American people," Harkin said, "that it was no coincidence that when America was the most productive, when our economy was the best for everyone, when workers got a better share of the national income, when inequality was the least, when education was good and affordable, and when workers could look forward to a decent retirement, that union membership was at its highest."

Harkin was a longtime friend to working families during his 40 years in Congress. He also has been a friend to the IBEW, so much so that he was named an honorary member before his retirement in 2015.

His words were especially relevant this convention, the first held during a presidential election year since 1996.

With the specter of that — along with important down ballot races and concern over the success right-to-work advocates have had during the last five years — Harkin and other speakers during the convention and Political Caucus on Sept. 16 warned delegates that now is not the time to sit on the sidelines.

Pre-Election Message: Get Involved

All union members and friends need to get involved in the political process, members and delegates were told. Convention delegates passed resolutions encouraging members and local unions to contribute more to the IBEW Political Action Committee, noting the success of pro-labor politicians in last year's federal elections in Canada.

Delegates approved resolutions reconfirming the IBEW's commitment to organizing, noting that four more states had passed right-to-work laws since the 2011 Convention in Vancouver; pledged to defend public sector workers' right to organize; and urged members and local unions to use all political tools made available by the international office and AFL-CIO during this election year.

"In the business I'm in, which is public service, it's never been more important for you to get involved," said Gov. Jay Nixon, whose veto pen has kept Missouri from becoming a right-to-work state, but who is prohibited by state law from running for a third term. "Elections really, really matter."



Retired Iowa Senator Tom Harkin gives a thumbs-up to convention delegates on Sept. 22.

Former Hawaii Gov. Neil Abercrombie told the delegates on Sept. 23 that growing income inequality during the last 30 years has made people increasingly receptive to the union message.

The response to that is greater political activism, he said.

"What you have to bring against the money power is people power," Abercrombie said. "You've got to bring the membership power up against them. You've got to be able to fight. The building trades have got to lead the charge. The word has to go out. The message has to be delivered.

"If you want a job, a good-paying job, you want a union. If you want equal opportunity, you want a union."



Missouri Gov. Jay Nixon welcomes the IBEW to St. Louis during the opening session on Sept. 19.

Labor Rights Under Siege

Missouri Attorney General Chris Koster noted the IBEW's presence in Missouri carried more symbolism than as the IBEW's birthplace on the anniversary of its founding.

"It is also important that you have chosen this community because it is on the frontline this year in the fight for workers' rights in this country," he said.

Right-to-work laws have been passed in recent years in Michigan, Indiana, Wisconsin and West Virginia. Republicans have been unsuccessful in doing so in Missouri, even though the GOP has a super-majority in both the state House and Senate.

Right-to-work attacks have also led to attacks on prevailing wage laws. Delegates passed a resolution affirming the IBEW's support for the Davis-Bacon Act, passed in 1931 that guarantees prevailing wage standards will be used on federally-funded projects.

New Jersey Rep. Donald J. Norcross, the only active IBEW member serving in Congress, took it a step further. He urged members during the Political Caucus to run for office themselves.

Norcross said unions in New Jersey have been successful in electing union members to various offices across the state. He served in the state Legislature beginning in 2009.

While he was there, the state's project labor agreement law — which specifies wages and other working conditions for publicly funded construction projects — was strengthened.

"It's different when you're in the room," said Norcross, a journeyman inside wireman and former business agent at Folsom, N.J., Local 351. "When we had an infrastructure where we could talk to each other, that's when things really lit on fire."

Georgia House Minority Leader Stacey Abrams said unions must



Missouri Attorney General Chris Koster said the state is at the frontline in the battle for workers' rights.

continue to reach out to groups that have traditionally been disenfranchised. She said 176,000 people of color have registered to vote in Georgia since 2014, much of that with union help.

"Vote for what you need and your family needs," Abrams said. "Vote for someone that believes in labor."

St. Louis Local 3 member Jacob Hummel, who was recently elected to the Missouri Senate after serving as the state's House minority leader, said if IBEW members vote in greater numbers, candidates supporting policies that aid working families often get elected, especially in down ballot races.

But he quickly noted that in 2010, the Republicans in Missouri secured their super-majority in the state House not because the GOP had more voters than two years earlier. It was because Democrats stayed home, he said.

"They say politics doesn't mix with a lot of things," Hummel said. "Well, too bad. We have to be the ambassadors out there. We have to make sure our way of life is being preserved."

"It's our job to make our friends and family understand what we're fighting for is important," he added. ■



Former Hawaii Gov. Neil Abercrombie said more union activism is needed, when he spoke during the closing session on Sept. 23.



IBEW Employers: Union Members Are Partners in Success

The IBEW's 39th International Convention played host to a number of employers who addressed delegates simply to say 'Thank you.' Executives from the National Electrical Contractors Association, Alabama Power, Rockwell Collins and Frontier Communications each praised the superior training, professionalism and productivity of their IBEW employees while highlighting the partnerships formed between management and the union.

"It's easy for those of us in the labor movement to stand up and applaud the quality of our members," said International President Lonnie R. Stephenson, "but it's especially heartening to have the people who sign our paychecks voluntarily travel all the way to St. Louis to say the same thing. We're proud to stand shoulder to shoulder with employers who recognize the value that an investment in quality IBEW working men and women provides."

NECA's Hardt Calls for Growth

National Electrical Contractors Association President David Hardt addressed delegates on Sept. 21, praising the nearly century-old partnership between the two organizations and offering high hopes for the future.

"We are just as proud as you are of the [National Electrical Benefit Fund], the Electrical Training Alliance apprenticeship programs, and the CIR dispute resolution procedure," he said. "Together, we have forged the framework of this industry and the accomplishments that we have achieved throughout our history. But more important than celebrating what we have done is looking forward to what we can do."

Most important, he said, was the need for growth on both the union and contractor sides. "To grow — to really grow — beyond replacing workers we lose to retirement ... to grow in a meaningful way that increases our market share, we must change how we do business, how we man jobs, and how we train new workers.

"Our goal is the same as your goal," he said. "We believe that every electrical contractor in the United States should employ IBEW electrical workers and should be a member of NECA."



"We believe that every electrical contractor in the United States should employ IBEW electrical workers..."

— David Hardt, President, National Electrical Contractors Association

Alabama Power CEO Praises IBEW

Alabama Power CEO Mark Crosswhite said his company is the most trusted utility in the U.S. and that its relationship with the IBEW is a big reason why.

"Us versus them? Well that's a terrible way to run a business," Crosswhite said. "With a foundation of trust, we can work through any issue."

Alabama Power employs about 2,800 IBEW brothers and sisters across the southern two-thirds of Alabama, where it powers nearly 1.5 million homes and businesses.

"We depend on you to help us serve our customers," Crosswhite



"Without your hard work and dedication, we wouldn't be successful, so thank you. We appreciate what you do."

— Mark Crosswhite, CEO, Alabama Power

told convention delegates. "Without your hard work and dedication, we wouldn't be successful, so thank you. We appreciate what you do."

IBEW members, he said, are the real face of Alabama Power in the communities the company serves. But the relationship between labor and management wasn't always what it is today. Crosswhite said the two sides came together following a tragic accident in the wake of Hurricane Ivan in 2004. A lineman was killed when his bucket truck malfunctioned, and the company and the union found common ground in committing to a culture of safety.

"Working together on safety built trust," Crosswhite said. "And that allowed us to find other ways to work together, for instance, in contract negotiations." The relationship has been built upon that trust ever since, he said.

The IBEW and Alabama Power have since worked together to improve customer service and to lobby at the state level, where the two recently collaborated to push through a statewide "Move Over" law to protect utility workers operating near roadways.

"My goal," Crosswhite said, "is for us to have the same type of strong relationship with all of organized labor that we have with the IBEW."

Rockwell Collins Exec Praises Code of Excellence

Senior Vice President of Operations Bruce King of Rockwell Collins addressed delegates on Sept. 22, celebrating the nearly 75-year partner-



"[The Code] is something that continues to drive and shape the future of our company as well as the future of our workforce."

— Bruce King, Senior Vice President of Operations, Rockwell Collins

ship between the aviation electronics company and the IBEW.

The company, one of the largest single manufacturing employers of IBEW brothers and sisters, has two plants in the U.S., represented by Cedar Rapids, Iowa, Local 1362 and Coralville, Iowa, Local 1634.

"This partnership has created success in the past, and it positions us well for the future," he said. Working together to face challenges, he said, is what will keep Rockwell Collins competitive and a quality leader for the next 75 years.

The IBEW's Code of Excellence, in particular, has been embraced by both company leaders and IBEW manufacturing employees, tying employees' pride in their work with Rockwell Collins' pride in its superior product. "We see it demonstrated by our workers every day," he said. "[The Code] is something that continues to drive and shape the future of our company as well as the future of our workforce."



"I feel sorry for companies whose management holds fast to a mentality of 'us vs. them.' That type of thinking doesn't work in a highly competitive marketplace, and it's not how smart folks come to the table."

— Dan McCarthy, CEO, Frontier Communications

Frontier CEO: IBEW Members are the Company's 'Secret Sauce'

On the Convention's last day, Frontier Communications CEO Dan McCarthy thanked the company's more than 7,000 IBEW members.

Frontier is one of the largest wireline companies in the United States, with workers in 29 states. McCarthy commended his IBEW members for their expertise in copper, in fiber, in wireline and in all aspects of the company's technology.

"The secret sauce of our product will always be the technicians who will make it a great experience for new customers," he said.

Labor relations in the telecommunications industry have been highly contentious recently. Nearly 10,000 IBEW members struck Verizon earlier this year, in part, because the company was not investing as much money in its unionized wireline business and fighting efforts to organize the wireless side of the company.

McCarthy, in contrast, was brightly optimistic about the future of the wireline business and the importance of good labor-management relations.

"I feel sorry for companies whose management holds fast to a mentality of 'us vs. them,'" he said. "That type of thinking doesn't work in a highly competitive marketplace, and it's not how smart folks come to the table." ■

Guest Speakers Inspire, Fire Up Delegates

The guest speakers who came to St. Louis came from the IBEW ranks, countries as far away as Australia, and organizations committed to defending the middle class. They spoke on topics ranging from organizing and political involvement to mentoring, solidarity and diversity.

Paddy Kavanagh, General Secretary of Ireland's Technical Engineering and Electrical Union

Ireland's Technical Engineering and Electrical Union General Secretary Paddy Kavanagh addressed delegates Sept. 20, noting the long history between the Irish and North American labor movements.

"By and large the problems faced by the IBEW in the U.S. and Canada are similar to the issues we face in Ireland," Kavanagh said. "The question we must ask ourselves is how we can meet these challenges as modern, innovative and organized trade unions."



Paddy Kavanagh, General Secretary of Ireland's Technical Engineering and Electrical Union

Carlo De Masi, Italian Federation of Utility Workers Secretary-General

Carlo De Masi, secretary-general of the Italian Federation of Utility Workers, brought a message of borderless brotherhood to the International Convention.

"The IBEW and the FLAEL represent an important part of the workforce, that being electrical power, which has always represented the symbol of light. Light that takes darkness away from our homes, our streets, and our cities."



Carlo De Masi, Italian Federation of Utility Workers Secretary-General

Allen Hicks, National Secretary of the Electrical Trades Union of Australia

National Secretary of the Electrical Trades Union of Australia Allen Hicks celebrated the two-decade relationship between his union and the IBEW on Sept. 21.

"In a future where businesses are increasingly globalized, and more than willing to exploit a lack of connectedness between unions in different countries, solidarity is more important than ever," Hicks said.



Allen Hicks, National Secretary of the Electrical Trades Union of Australia

AFL-CIO President Richard Trumka

AFL-CIO President Richard Trumka delivered a spirited speech Sept. 21 on the importance of unions to all working people.

"When we organize ... when we stand strong, wages go up for everyone," Trumka said. "Our nation is rediscovering unionism right now ... when we win, the country wins."



AFL-CIO President Richard Trumka

Hassan Yussuff, Canadian Labour Congress President

Delegates were treated to an impassioned speech from Canadian Labour Congress President Hassan Yussuff on the importance of pushing back



Hassan Yussuff, Canadian Labour Congress President

against anti-labor policies and electing pro-labor candidates.

"When you pick a fight with us, we will not roll over," said Yussuff, the first person of color elected to lead the CLC. "We'll fight to defend the interests of our working people."

Liz Shuler, AFL-CIO Secretary-Treasurer

AFL-CIO Secretary-Treasurer Liz Shuler spoke to delegates Sept. 20 about a program she worked on during her time with the IBEW: the Code of Excellence.

"I want to thank Lonnie for his leadership and for continuing to make the Code of Excellence a priority," Shuler said. "I always say, we should have a code of excellence for every union in the AFL-CIO."



Liz Shuler, AFL-CIO Secretary-Treasurer

Sean McGarvey, North America's Building Trades Union President

North America's Building Trades Union President Sean McGarvey addressed delegates with a call for outreach to politicians from all parties.

"I urge you to look for opportunities to engage with lawmakers from both sides of the aisle," McGarvey said, citing the new Congressional Building Trades Caucus, created by Rep. Donald Norcross, a Folsom, N.J., Local 351 member, and Rep. David McKinley, a West Virginia Republican.



Sean McGarvey, North America's Building Trades Union President

Edwin D. Hill, President Emeritus

President Emeritus Edwin D. Hill thanked delegates on Sept. 20 for electing his successor and advised them to guard against complacency in the presidential election.

"When a person begins to consider retirement ... they think long and hard about a successor, taking into consideration everything from personality to determination to conviction," Hill said. "I followed that process as best I could and I chose wisely." Hill retired in June 2015 after 15 years as president.

Hill reminded the delegates of the importance of organizing, community involvement and political action — and electing Hillary Clinton president in November.

“This is a woman who has been a friend to the IBEW since her days as first lady,” Hill said. “She is smart, she is tested, she is committed to our core values and as prepared as anyone in history to be president.”



Edwin D. Hill, President Emeritus

International Secretary-Treasurer Emeritus Jerry O'Connor

International Secretary-Treasurer Emeritus Jerry O'Connor addressed delegates on the convention's opening day with a fiery speech about the vital role of the labor movement. When organized labor flourishes, he said, so does the middle class.

“If you won't organize for yourselves or for the IBEW or for organized labor ... If you don't, your kids, their kids, and their kids are going to work for starvation wages and live in your basement.”



International Secretary-Treasurer Emeritus Jerry O'Connor

International Secretary-Treasurer Emeritus Lindell Lee

International Secretary-Treasurer Emeritus Lindell Lee delivered an optimistic vision for the future of the labor movement. Unions have been under attack for as long as they've existed, he said, but through good times and bad, working people have always endured.

“We have never given up in the past because the future looks tough,” he said. “Thank you for demonstrating the same endurance and strength for future members that our founding fathers demonstrated for us.”



International Secretary-Treasurer Emeritus Lindell Lee

IBEW General Counsel Encourages Delegates to Get Out the Vote

IBEW General Counsel Rich Resnick urged delegates to consider the labor implications of elections and what members can do as he addressed delegates.

“These last five years, from a legal standpoint, have been good for the IBEW,” Resnick said as he noted the authority of the president to choose cabinet secretaries and Supreme Court justices.

Resnick also stressed the importance of mentoring. “I urge you to take someone under your wing and encourage them to be active members,” he said.



IBEW General Counsel Rich Resnick

Steve McMahon, Democratic Strategist

Democratic strategist Steve McMahon delivered a frank assessment of the state of politics in the U.S., attributing the rise of ideologues to hyper-partisanship and the lack of civility among elected leaders today.

“Wouldn't it be great if our nation's leaders were more like [the IBEW]?” he asked. “Calm, thoughtful ... always interested in finding a way to move forward.”



Steve McMahon, Democratic Strategist

Darrell Roberts, Helmets to Hardhats Executive Director

Darrell Roberts, executive director of Helmets to Hardhats, a program that connects returning veterans with skilled construction jobs, spoke to delegates Sept. 21.

“Continue to fight the fight so I can keep bringing vets to you,” Roberts said. “Our veterans should be able to say, ‘I proudly served my country and now I proudly work for the IBEW.’”



Darrell Roberts, Helmets to Hardhats Executive Director

IBEW MEDIA WORLD

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

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!

Vimeo

Missed the Convention in St. Louis? Head to Vimeo to check out daily recaps of the speeches, caucuses and all of the other action from September. See it all at Vimeo.com/IBEW.



YouTube

The Whitehead family got the worst news possible in 2010: 6-year-old daughter Emily was diagnosed with leukemia. Thanks to Tom's IBEW job, she had the best care and he and wife, Kari, were by her side through two relapses and an eventual miracle cure. See their amazing story at bit.ly/CancerMiracle.

HourPower

Each year, Hour Power heads to the National Training Institute, and each year we learn something new. One of the most important classes at NTI is the first responders training. Watch now at IBEWHourPower.com.



ElectricTV

Staying connected is more important than ever. The Powering America NECA/IBEW Team was on the job at the home of the San Jose Earthquakes to help engineer a cloud-enabled stadium. Watch now on ElectricTV.net.



Convention Ratifies Choices for IVPs and IEC Members

Convention delegates put their unanimous seal of approval on the results from district caucuses, which selected nominees for international vice president and members of the International Executive Council earlier in the week. Each of the 11 vice presidents and eight IEC members were elected on Sept. 21 after having their names placed in nomination by a brother from their home district.

All 19 officers, plus International President Lonnie R. Stephenson, International Secretary-Treasurer Salvatore "Sam" Chilia and IEC Chairman Christopher Erikson were then sworn in by President Emeritus Edwin D. Hill. The following are excerpts from the acceptance speeches of each elected officer:

First District Vice President



Vice President William F. Daniels
Toronto Local 636 Business Manager Barry Brown nominated Vice President Daniels.

"You have my absolute commitment to do the best job that I can on behalf of IBEW members in Canada, to increase market share and membership. And I know unequivocally that by working together, we will be able to accomplish those objectives."

Second District Vice President

Vice President Michael P. Monahan
Boston Local 103 President Lou Antonellis nominated Vice President Monahan.

"As you've heard me say before, 'If we don't take change by the hand, change will take us by the throat.' Winston Churchill [said that]. We have a lot of work to do, and I'm looking forward to the challenges that face us over the next five years."



Third District Vice President



Vice President Donald C. Siegel
Reading, Pa., Local 743 Business Manager Ryan Helms nominated Vice President Siegel.

"It's difficult to express in words just how much it means to me to have had the support and confidence of the local unions that I've had the privilege to represent these last 14 years. ... My mission in the IBEW is to improve the economic and social condition of the members."

Fourth District Vice President

Vice President Kenneth W. Cooper
Mansfield, Ohio, Local 688 Business Manager Carl Neutzling nominated Vice President Cooper.

"I'm humbled and honored with the support that you've shown me in the past five years. ... Thanks to all of you, we've grown to be known as the 'Fighting Fourth' of the IBEW. We fight for working families, and we've made organizing our No. 1 priority."



Fifth District Vice President



Vice President Joseph S. Davis
Atlanta Local 613 Business Manager Gene O'Kelley nominated Vice President Davis.

"I appreciate the Fifth District delegates and staff for all the support they give us, and we do everything we possibly can to help the members in our district. I'll say the same thing I said 10 years ago: I'll do my very best to be the best vice president I can possibly be."

Sixth District Vice President

Vice President David J. Ruhmkorff
Indianapolis Local 481 Business Manager Steve Menser nominated Vice President Ruhmkorff.

"I'm both humbled and honored to accept the nomination for Sixth District Vice President. This is truly the highlight of my IBEW career. ... We have been given the opportunity to guide this great union, and I can't wait to get started."



Seventh District Vice President



Vice President Steven M. Speer
Phoenix Local 640 Business Manager Dean Wine nominated Vice President Speer.

"When I started on this path 41 years ago, my goal was to become a respected journeyman wireman and a good IBEW brother. I never could have imagined the day would come when my brothers and sisters would express such confidence in me. I am more grateful than I can explain."

Eighth District Vice President

Vice President Jerry Bellah
Helena, Mont., Local 233 Business Manager Keith Allen nominated Vice President Bellah.

"Other than my wedding day and the birth of my children, this is without a doubt the biggest honor and most humbling experience of my life. ... Over the next five years, I will work tirelessly to support your local unions, both representing and growing our membership."



Ninth District Vice President



Vice President John J. O'Rourke
San Francisco Local 6 delegate Tom O'Rourke nominated his brother, Vice President O'Rourke.

"I have always maintained that the high point of my career was the day I received my journeyman wireman's ticket, but this comes pretty close. ... Our district has a rich culture of organizing, and I'm committed to leading the charge and continuing the tradition of organizing all those in the electrical industry into our local unions."

Tenth District Vice President



Vice President Brent E. Hall
Charleston, S.C., Local 776 Business Manager Chuck Moore nominated Vice President Hall.

“I want to thank the Tenth District delegates for having the confidence to elect me as their vice president. They have bestowed an honor that I can’t describe in words. It is my pledge to them that I will work each and every day to move the Tenth District and the IBEW forward.”

Fourth District International Executive Council



IEC member William W. Riley
Orlando, Fla., Local 222 Business Manager Mike Bell nominated IEC member Riley.

“As far as we have come from [our founding] in the Henry Miller House, we must continue to fight for the welfare of our members, and that is the sole promise that I make to you today: that I will continue to work as hard as possible and do everything I can for the good of the Brotherhood.”

Eleventh District Vice President

Vice President Curtis E. Henke
Hazen, N.D., Local 1593 Business Manager Jason Frank nominated Vice President Henke.



“This opportunity is the result of this great Brotherhood, the IBEW. So many before us have paved the way for our successes. ... As leaders in the greatest union in the world, we are truly blessed.”

Fifth District International Executive Council

IEC member Michael D. Walter
Alton, Ill., Local 649 Business Manager Charles Yancey nominated IEC member Walter.



“I pledge to do everything within my ability to serve in your best interests ... So for all those whose cares have been our concern, the work goes on, our cause endures, the hope still lives, and the dream of our founding fathers shall never die.”

First District International Executive Council



IEC member Joseph P. Calabro
Pittsburgh Local 5 Business Manager Michael Dunleavy nominated IEC member Calabro.

“Thank you, Brothers and Sisters, for giving me this opportunity to serve the members of this great union. ... Our founders dared to dream, dared to fight, dared to overcome incredible odds to build this union. ... And now it falls to us to continue in that tradition.”

Sixth District International Executive Council



IEC member Chris J. Wagner
Arlington, Texas, Local 220 Business Manager Alan Cutler nominated IEC member Wagner.

“I can assure you that I will do everything in my power to serve you and this great Brotherhood with integrity and devotion. ... Never in my wildest dreams could I have imagined that I would be standing before you today in this capacity.”

Second District International Executive Council

IEC member Myles J. Calvey
Boston Local 2222 President Ed Hastings nominated IEC member Calvey.



“I am blessed to be here in a union leadership position, and I live by that great George Meany credo: ‘Labor never quits. We never give up the fight, no matter how tough the odds, no matter how long it takes.’ Thank you.”

Seventh District International Executive Council

IEC member Patrick Lavin
Diamond Bar, Calif., Local 47 members Colin and Casey Lavin nominated their father, IEC member Lavin.



“I’d like to take this opportunity to thank all the delegates of the Seventh IEC caucus for their confidence. ... I stand here completely honored and humbled as your Seventh District IEC member and accept your gracious nomination for the fourth time.”

Third District International Executive Council



IEC member James D. Burgham
Canton, Ohio, Local 540 Business Manager Phillip Williams nominated IEC member Burgham.

“I commit to each and every one of you to work hard, do my best and consider how each decision I make will impact the entire Brotherhood of the IBEW and the labor movement in this country.”

Eighth District International Executive Council



IEC member Ross Galbraith
Saint John, N.B., Local 502 Business Manager Jean-Marc Ringuette nominated IEC member Galbraith.

“As U.S. President Obama said this past June, ‘The world needs more Canada.’ I want you to know that I’ll always work as hard as I can to ensure our unique Canadian perspective is heard and understood because our entire Brotherhood is stronger for it.”

Convention Committees

International Executive Council Report Committee



IEC Report Committee members are from left: Meadows, George, El Hag, Brown, Murphy, Roberts, Walter, Donohue, Eri, Rose, Trahan, Zaleski and Hughart.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Brent Donohue , Chairman	57	Las Vegas	Roger Rose	362	Washington, D.C.	Mark Zaleski	291	Boise, Idaho
Shane Roberts , Secretary	1925	Martin, Tenn.	Matt Meadows	1205	Gainesville, Fla.	Travis Eri	125	Portland, Ore.
Barry Brown	636	Toronto, Ontario	Steve Hughart	702	West Frankfort, Ill.	Louis Walter	77	Seattle
Brian Murphy	104	Boston	Clinton Trahan	2286	Beaumont, Texas	David George	204	Cedar Rapids, Iowa
Jordan El Hag	1430	New York						

International President's Report Committee



International President's Report Committee members are from left: Bolin, Van Steinburg, Lamoreaux, Datillo, Gillette, Apple, McCombs, Hill, Smith, Menser, Hodsdon, Daley Jr. and Tosh.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Dean Apple , Chairman	15	Downers Grove, Ill.	Beverly Smith	1028	Tupelo, Miss.	James Tosh	46	Seattle
Mike Hodsdon , Secretary	1547	Anchorage, Alaska	Steve Menser	481	Indianapolis	Howard T. Hill	379	Charlotte, N.C.
Adam Van Steinburg	213	Vancouver, B.C.	Jeff Bolin	1002	Tulsa, Okla.	Mike Datillo	1455	St. Louis
Richard McCombs	261	Groton, Conn.	Russell Lamoreaux	354	Salt Lake City	Donald Daley Jr.	1049	Long Island, N.Y.
James Gillette	317	Huntington, W.Va.						

International Secretary-Treasurer's Report Committee



International Secretary-Treasurer Committee members are from left: Furco, Kaczka, Pierce, Huddleston, Adams, Weyer, Fenton, Lovell, Davis, Kravek, Moore and Rogers.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
James Kravek , Chairman	1377	Cleveland	Lynford Lovell	968	Parkersburg, W.Va.	Rex Rogers	1638	Colstrip, Mont.
Charles Moore III , Secretary	776	Charleston, S.C.	Donald Adams	505	Mobile, Ala.	Al Davis	357	Las Vegas
Doug McKay	258	Vancouver, B.C.	Frank Furco	701	Lisle, Ill.	Chuck Huddleston	413	Santa Barbara, Calif.
David Fenton	223	Brockton, Mass.	Randall Pierce	2337	Fairfield, Texas	John Weyer	13	Burlington, Iowa
Donald Kaczka	1919	Pittsburgh						

Law Committee



Law Committee members are from left: Allen, Muttik, Essex, Bradley, O'Kelley, Boulet, Kropke, Finn, Jacobs, Watkins, Murphy, Boomer and Easton Jr.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Marvin Kropke , Chairman	11	Los Angeles	Jeffrey Bommer	129	Lorain, Ohio	Keith Allen	233	Helena, Mont.
Frank Jacobs , Secretary	1	St. Louis	Gene O'Kelley	613	Atlanta	Gary Watkins	175	Chattanooga, Tenn.
Daniel Boulet	2228	Ottawa, Ontario	Donald Finn	134	Chicago	Dean Bradley	17	Detroit
Steve Murphy	2323	Cranston, R.I.	John Easton Jr.	716	Houston	Charles Essex	369	Louisville, Ky.
Richard Muttik	126	Philadelphia						

Resolutions Committee



Resolutions Committee members are from left: Arcuri, Richard, Shaffer, Powell, Venoit, Hanes, Phillips, Moore, Lucero, McCarville, Wine, Fernandes and Reynolds.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Alice Phillips , Chairman	483	Tacoma, Wash.	William "Terry" Reynolds	194	Shreveport, La.	Sean McCarville	111	Denver
John Fernandes , Secretary	457	Meriden, Conn.	Michael Richard	58	Detroit	Paul Shaffer Jr.	474	Memphis, Tenn.
Phil Venoit	230	Victoria, B.C.	Gregory Lucero	66	Houston	William Hanes	405	Cedar Rapids, Iowa
Mary Jo Arcuri	2213	Syracuse, N.Y.	Dean Wine	640	Phoenix	Billy Powell	684	Modesto, Calif.
John E. Moore	683	Columbus, Ohio						

Finance Committee



Finance Committee members are from left: Kim, Cunningham, Morrow, Green, Briegel, D'Alma, Morphew, Laubsch Jr., Sokolik, Mattox, Stainbrook, Guthrie and Sharpe.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
John Briegel , Chairman	254	Calgary, Alberta	Dwight Mattox	359	Miami	Damien Kim	1186	Honolulu, Hawaii
James Morphew , Secretary	301	Texarkana, Texas	Paul Green	16	Evansville, Ind.	Curtis Sharpe	721	Chattanooga, Tenn.
Daniel D'Alma	7	Springfield, Mass.	Mark Cunningham	769	Phoenix	Randy Stainbrook	1250	Rapid City, S.D.
Alfred Laubsch	30	Trenton, N.J.	Jeff Morrow	415	Cheyenne, Wyo.	Leo Sokolik	890	Janesville, Wis.
Dion Guthrie	1501	Baltimore						

Grievance and Appeals Committee



Grievance and Appeals Committee members are McGuffee, left, McCubbins, Wilson, Compton, Craddock, Hartman, Egan, Kenney, Ocasio, Samples, Cutler, James and McKay.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Michael Compton , Chairman	153	South Bend, Ind.	Sean Egan	275	Muskegon, Mich.	Dana Samples	466	Charleston, W.Va.
Richard Craddock , Secretary	199	Fort Meyers, Fla.	Steven Martin	353	Toronto, Ontario	Roy Wilson	700	Ft. Smith, Ark.
Elaine Ocasio	45	Hollywood, Calif.	Rodney James	449	Pocatello, Idaho	Mark McGuffee	1412	Orlando, Fla.
Ernest Hartman	139	Elmira, N.Y.	Brian Kenney	455	Springfield, Mass.	Darrell McCubbins	1464	Kansas City, Mo.
Alan Cutler	220	Arlington, Texas						

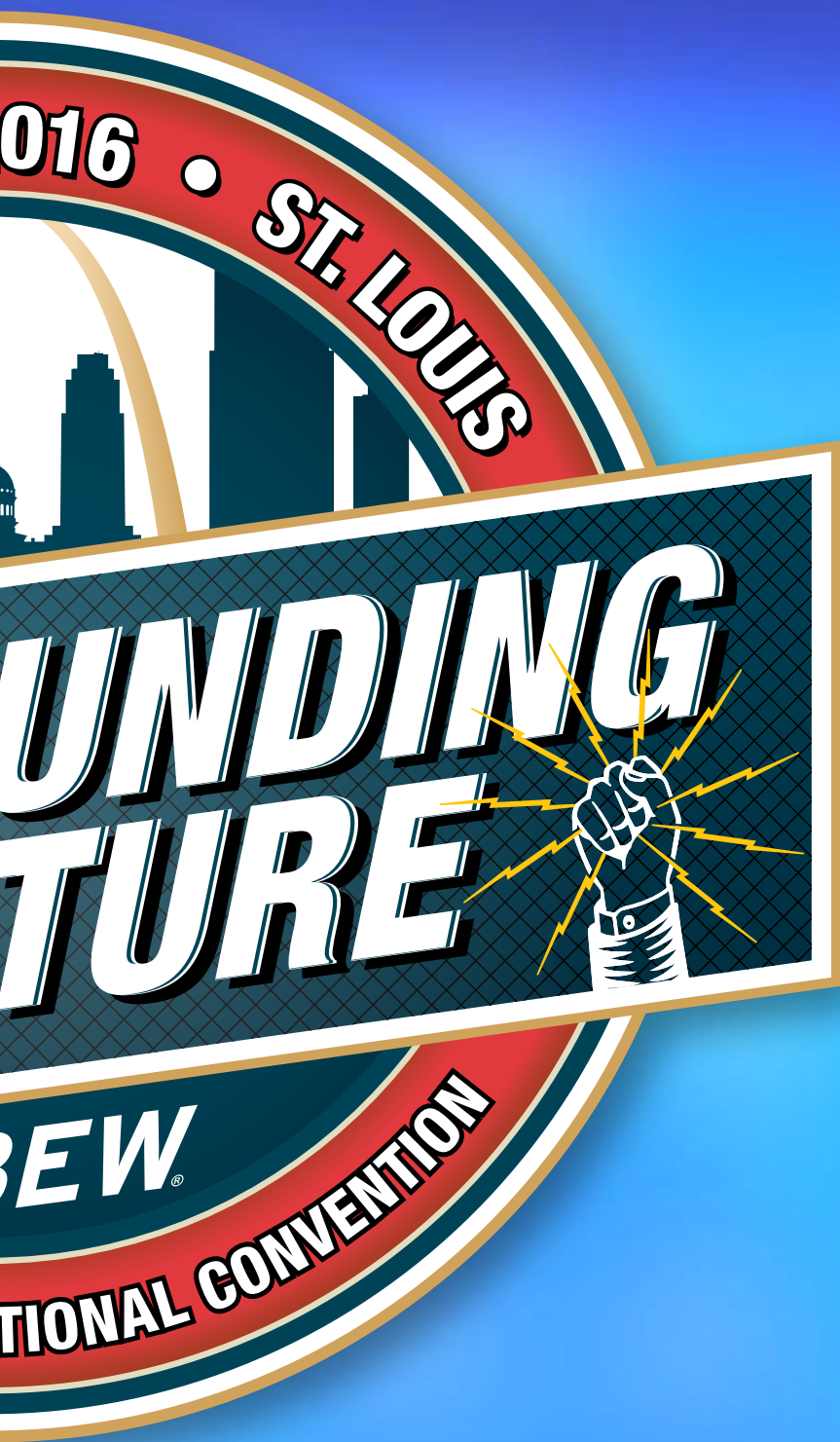
Sergeant-at-Arms Committee



Sergeant-At-Arms Committee members.

Name	Local Union	City	Name	Local Union	City	Name	Local Union	City
Raymond Melville , Chairman	3	New York	James Hubbard	852	Corinth and Tupelo, Miss.	Tom Hansen	302	Martinez, Calif.
Lorne Newick	105	Hamilton, Ontario	Clarence Larkin	1317	Laurel, Miss.	Ronny Jungk	100	Fresno, Calif.
Mark Cherney	303	St. Catharines, Ontario	Michael Sexton	1908	Cocoa, Fla.	Charles "Richard" Blaty	295	Little Rock, Ark.
Jean-Marc Ringuette	502	St. John, New Brunswick	John Graves	2164	Brandon, Miss.	Alvin Warwick Jr.	342	Winston-Salem, N.C.
James Sponagle	1928	Halifax, Nova Scotia	William Niesman	9	Chicago	Tony Swift	553	Raleigh, N.C.
Mike Velie	2034	Winnipeg, Manitoba	Jamie McNamara	110	St. Paul, Minn.	Scott Fulmer	772	Columbia, S.C.
Maurice Kovatch	2038	Regina, Saskatchewan	Donald Allen	158	Green Bay, Wis.	Shawn Phares	1516	Jonesboro, Ark.
Sean Daly	90	New Haven, Conn.	Charles Yancy	649	Alton, Ill.	Chester Dawson	1749	New Johnsonville, Tenn.
Lucy Wood	2015	Danbury, Conn.	Michael Follett	2150	Milwaukee	Robert Neely Jr.	1902	Charlotte, N.C.
David Wilkinson	106	Jamestown, N.Y.	Karsten Frentrup	20	Dallas-Ft. Worth	John Markey	265	Lincoln, Neb.
Paul Cameron	459	Johnstown, Pa.	Craig Miller	72	Waco, Texas	Thomas Townsend	704	Dubuque, Iowa
Terry Gallagher	744	Philadelphia	Tom Kelley	12	Pueblo, Colo.	Randy Bartsch	714	Minot, N.D.
Robert Speer	827	East Windsor, N.J.	Colby Lebsack	612	Wheatland, N.Y.	Charles Holder	1634	Coralville, Iowa
Michelle Bell	1451	York, Pa.	James Milligan II	969	Grand Junction, Colo.	Glen Petznick	1525	Omaha, Neb.
Kyle Brown	246	Steubenville, Ohio	Marc Flynn	40	Hollywood, Calif.	Kenneth Thoman	94	Cranbury, N.J.
Daniel Lastoria	673	Painesville, Ohio	Mike Ham	113	Colorado Springs, Colo.	David Mauro	617	San Mateo, Calif.
Shannon Spotswood	813	Roanoke, Va.	Gary Young	48	Portland, Ore.	Marc Brown	3	New York
Lynford Lovell	968	Parkersburg, W.Va.	Joseph Lorenzo	191	Everett, Wash.	James Bua	3	New York
Jeffrey Rowe	1340	Newport News, Va.	Jesse Newman	396	Las Vegas	Richard McSpedon Jr.	3	New York
Mark MacNichol	627	Ft. Pierce, Fla.	Jaime Morales	946	Los Angeles	Joseph Santigate	3	New York
David Svetlick	728	Ft. Lauderdale, Fla.			(Not listed in Roll Call)			
Robert Porter III	820	Sarasota, Fla.						





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International President Lonnie R. Stephenson's Keynote Address



Delegates to this convention, Brothers and Sisters, all those who share our commitment to make a better nation and a better world for working men and women.

Thank you for this opportunity to serve you, to lead the greatest labor union in North America.

As I mentioned earlier today, 25 years ago I was here in St. Louis as a delegate to our 34th International Convention, celebrating our 100th anniversary. I was president of my local back then. And I couldn't have ever imagined standing up here today as your International President.

Honoring me by electing me as president of the IBEW is truly humbling. To stand in the shoes of people like Henry Miller, Charles Pillard, J.J. Barry, and Ed Hill. It's one of the greatest moments of my life. Thank you.

The first thing I learned as a young apprentice so many years ago was that the IBEW has never been about "I". It's about us.

There are no lone wolves in this union. Everything we do, from the work site to the union hall. It's all a team effort.

And I couldn't do what I do without my team in D.C.

First off, let me thank my support staff Jenny Smith and Christine Jordan, who work very hard to make sure my and Sam's office work smoothly and professionally.

And I want to thank my executive assistants, Brian Baker and Sherilyn Wright. When I first came on as your president, there was a big learning curve to get up to speed. They have been absolutely invaluable to the operations of the union. They know it inside and out. And their dedication to the IBEW is unquestionable and I thank them for everything they do every day.

I also want to thank the best working partner I could ask for: Sam Chilia. He deals with some of the toughest portfolios at the I.O. But his record of leadership and success is impeccable. I look forward to continuing to work with him.

Let me thank someone else: you. The business managers and local union staff, presidents and officers, organizers and stewards and our rank and file members. Because our strength and our power derives not from an office in Washington, D.C., but from our members across our two great nations.

We might come from different industries and different districts. Here today, we've got delegates who represent wiremen working the skyscrapers of Manhattan and delegates who represent linemen working in the wilderness of Alaska.

We've got delegates who represent workers in the rail yards of North Platt, Nebraska. And delegates who represent workers that help keep the lights on in Hollywood.

We've got delegates who represent TV cameramen right here in St. Louis. And delegates who represent the workers who keep the phone lines running in New England.

We've got delegates who represent coal power plant workers in Illinois. And we've got delegates who represent hydro-dam workers in British Columbia.

We are a diverse union. And we all face unique challenges. But we're united in one cause.

Because there isn't a construction IBEW. Or a utility IBEW. There isn't a telecommunications IBEW or a railroad, government or broadcast IBEW. There is one IBEW.

And we are committed to keep fighting for dignity, for justice and for solidarity among all working people.

We gather here in the great union city of St. Louis to honor our founding. It was 125 years ago this year that 10 linemen gathered in Henry Miller's small boardinghouse to make history. Only just a mile or so from here.



That building still stands. Many of you have gotten the chance to see it. I want to thank the hard work of Local 1, and everyone across the IBEW who contributed to turn this once abandoned building into something that truly honors the memory of our first president and all those men who were there for that historic meeting back in 1891.

It is with great pride that we have two additional items that will be exhibited at the museum. We have received two flags.

The first is an American flag that was flown over the United States Capitol. The inscription reads, "This is to certify that the accompanying flag was flown over the United States Capitol on August 24, 2016 at the request of the Honorable Steve Cohen, member of Congress, this flag was flown for Lonnie Stephenson, President of the IBEW."

The second item is a Canadian flag with the inscription, "The Henry Miller Museum. In honor of the 125th anniversary of the International Brotherhood of Electrical Workers founding, please accept this Canadian flag, which was flown at the East Block on Parliament Hill in Ottawa on July 8, 2016. The Honorable Judy M. Foote, Minister of Public Services and Procurement and Receiver General for Canada."

It shows how far we've come and how much respect we've earned in the last 125 years.

Let me say that in the case of Canada, it usually takes about 60 years to

get a flag that flew over Parliament Hill.

But this time the Canadian government rushed to get us their flag for the Henry Miller museum. That's respect, brothers and sisters, and I thank them for it.

So if you haven't already, I strongly encourage you to check it out before this week is through.

For those who have visited it, take a moment to imagine what that first convention must have been like.

There weren't thousands of delegates. Just 10. There were no big CEOs in attendance. There weren't any governors or senators. Or presidents or prime ministers wishing us well.

Just 10 linemen. And a vision. A vision of a national union of electrical workers — united together and speaking with one voice. Fighting for one goal: to raise the moral, intellectual and social conditions of our members and their families. Only a few years later, that vision spread north to Canada.

They didn't have many members. They didn't have much money in the bank. They didn't even have a real office.

But those pioneers tapped into a resource that has nourished this union throughout our history. The blood, sweat and tears of our activists. Activists who gave their time and energy to organize new workers. To build new relationships. To spread the good word about the IBEW and how we could give a voice to working families.

They didn't do it for a paycheck. There were a lot easier ways to make a living. In fact, they sacrificed a lot to build the IBEW.

Just take a moment to imagine the challenges they faced. This was a world without labor law — where unions were functionally illegal in the

government's eyes. A world without safety rules. A world without any kind of regulation. A world where whispering the word "union" was enough to get you run out of the industry for good. Or worse.

But in the years and decades to come — the IBEW grew. Through recessions and boom years alike. Through two world wars. Through massive economic, social and political revolutions that changed the face of our two nations.

And that vision born here in 1891 has been renewed by subsequent generations of new members.

Just look at what we've done. Our brothers and sisters help build North America's greatest architectural marvels: the Gateway Arch, the Hoover Dam, the CN Tower and the Golden Gate Bridge, among the many.

We helped build the World Trade Center. And some of our members gave their lives when it was brought down. And when it came time to rebuild it — our brothers and sisters were some of the first to sign up.

We helped land a man on the moon. And we helped broadcast it to the world as well. We laid the phone lines and the powerlines that connect our two nations from the Atlantic to the Pacific.

And today we're connecting our two nations to the power of the sun and wind. And building the infrastructure that is making North America energy independent for the first time in decades.

And we helped lay the foundation for the middle class. By fighting for good wages, decent health-care and a secure retirement, we brought millions of working people — didn't matter if they worked with a pair of Kleins, labored on a factory line or carried a camera — into the ranks of the middle class.

And by doing so we opened up opportunities for their children to pursue

KEYNOTE ADDRESS *continued on page 24*



their dreams — dreams their parents might have never imagined possible.

So we've enjoyed many victories along the way. And some defeats as well. Today, even with the setbacks to organized labor over the last couple decades, the IBEW stands strong.

We just have to look around this hall to see that's the case. We've got members in every state and every province across North America, not to mention Guam, Puerto Rico and Panama. We're known and respected by the leaders of some of the biggest corporations.

We've got members on city councils, in state houses and even in Congress and Parliament.

Just look at our speakers list and you'll see the respect we've earned from political, business and labor leaders.

But we're not here to pat ourselves on the back. To be satisfied with past victories. We're here to learn the lessons of the past to equip us to face the challenges of the future.

We're here to take a very close and honest look at what works and what doesn't when it comes to building the IBEW. Because let me be clear: our future is at stake.

I'm always struck when talking to our members about how many of them are second, third, or even fourth generation IBEW.

Whether you're fourth-generation IBEW or first-generation like me, everyone here today is the product of the sacrifices made by our forefathers and mothers to build our great union.

They didn't take the easy road. They made the tough decisions and took the barbs of sideline critics for it. They sacrificed so much so we could enjoy the blessings of this union.

My question to you is this. What will you do — both here today and over the next five years — to guarantee that those opportunities will be there for the next generation of IBEW members?

Because it is the choices we make here in St. Louis — every one of us — that will determine whether this union will be around for another 125 years.

Let's look at the choices we made at our last convention. Just think back to 2011. Memories of the biggest economic crash since the Great Depression were still fresh in our minds. I remember it well. I remember sitting

in Vancouver — knowing that back home in the Sixth District too many of my brothers and sisters were waiting by the phone. Hoping to get that call for work. I sat in Vancouver dreading the news about the latest round of layoffs or a plant shutdown.

Things had been looking good before then. Many of the programs and initiatives that came out of the 2006 convention — like our rejuvenated membership development program — had been bearing fruit and producing results.

But the economic crash put it all at risk. Unemployment in construction was running double-digits. Factory after factory was shutting down. Hiring was practically frozen.

Now we could have battened down the hatches. Said forget about organizing, forget about jobs fairs, forget about outreach.

I'm sure you heard it many times: "Why the hell are we bringing in new members when I can't get a job?"

I've been out of work before. I understand the frustration, the anger. But we didn't change course.

That's because we knew what didn't work. When we put up walls to repel people. When we act more like a college frat than a trade union.

That's a recipe for decline, defeat and our eventual destruction. You might as well put up a sign to the world that says: "Sorry, we're closed."

Instead our delegates doubled down on membership development, rededicating ourselves to those programs started back in 2006.

We invested even more resources into our membership development department — from hiring new organizers to developing online tools that help our locals find new members and new shops. We recommitted ourselves to alternative classifications that proved so successful in getting us work and growing our ranks.

And we unanimously voted to support a new business development program so we could go after not only new members, but new work.

We believed what Henry Miller did: that organizing truly was the lifeblood of this union.

And thank goodness we did so. Let me run through the membership numbers since 2011. On the "A" side, we've added 133,000 new members. They come from new apprenticeships, as well as new members

we've organized.

On the "BA" side, we've added more than 120,000 new members. Some of those came through existing collective bargaining agreements and many through increased internal and external organizing.

Altogether, that's an increase of 253,000 members. Fantastic.

However, due to retirements, deaths and dropped members, we've lost 250,000 members over that same time period. That's why I'm so thankful for the decisions we made in Vancouver, because today, in total, we've made a net gain of 2,342 members since 2011.

Members like Frank Drakeford. Frank works for the public works department in the city of Ocala, Florida. Now Ocala is a real conservative town — not much in the way of unions at all.

But Frank and more than 400 of his co-workers were fed up. Fed up about not having a raise in six years. Fed up with cut after cut to their retirement benefits. Fed up with having their opinions ignored and feeling like they didn't have a voice.

We had been in contact with city employees about joining the IBEW in the past. But what sealed the deal with many of them was seeing our commercial during the NFL playoffs. Soon after they voted 2 to 1 to join Local 1205.

Now says Frank: "Tomorrow looks very bright. We're in for better times."

I couldn't agree more. We're rebuilding our market share that was lost during the recession.

Satellite installers. Tree-trimmers. Broadcast professionals. Wind-turbine workers. They've all found a home in the IBEW because of our actions.

We're still very far from where we need to be. But after years of playing defense, of just trying to stop the bleeding — we are finally positioned for real success.

So this isn't time to let up. We still face enormous challenges. The biggest is keeping up with attrition. First off, more than 100,000 "A" members will be retiring in the next 10 years.

That's a huge chunk of our workforce.

And while we've done a bang up job with P and I organizing, as I said earlier, it's barely keeping up with the members we're losing because of retirements and deaths, not to mention plant shutdowns and offshoring of jobs.

Retention continues to be a particular challenge. We can recruit them — but in many ways keeping them is proving to be the hardest part.

And think about this. The construction industry is pretty much running on full blast right now. But if we're still only doing 30 percent of the work — that means our competition is growing because they're doing about 70 percent of it.

And that's creating even more competition for our contractors. We're even seeing it in solid union cities like New York and Boston. We can't expand market share if we don't expand our membership.

So unless we double down on our commitment to organizing here at this convention. Unless we commit even more resources and time to membership development — then all those gains we've made will be gone sooner than you think.

When you're on the right road, that's not the time to put on the brakes. It's time to put your foot on the gas.

But it won't happen without you. Without the commitment of every single IBEW member to organizing. Not just as another thing we do, but as something central to our daily activities.

We've got a great membership development team — both at the I.O. and in the field. They do so much and work very hard. But what they can't do is organize for you.

The job of knowing your community, knowing the companies, knowing the industries in your area — only you can do that.

With all the time we spend staring at screens these days, it's easy to forget the most effective communication is still done face-to-face. That's how our founders built this union. And that's how we are going to keep growing in the years ahead.

That's why I need every business manager, every president and secretary, every staffer and yes, every member, to adopt an organizing mindset. Organizing isn't something we do some of the time. We must be thinking about it all the time.

And that means talking to people in your area. Building relationships with workers and contractors. Organizing a workplace isn't something you do overnight. It takes months, sometimes years to make it happen.

Just ask some of our brothers and sisters in upstate New York. Recently three of our locals up there worked together to organize a 40-person contractor. It was an especially sweet victory because it took them 10 years to do it.

It took a lot of convincing and a lot of conversations. But in the end, their patience paid off. They added another employer and a talented group of electricians to the IBEW.

It was a long process sure. But as has been said before, organizing isn't a sprint. It's a marathon. And it will take every one of us to make it happen.

While I'm on organizing, I want to talk about something closely related. Something vital to the future of this union. I'm talking about making sure the faces of the IBEW look like the faces of our two nations.

Both the United States and Canada are more diverse and multicultural than ever before. And so are the industries we represent.

Every year, we see more women and more people of color working in our branches. Now sometimes when I start talking about diversity, peoples' eyes glass over. Well let me tell you. It's time to listen up.

Because I'm not trying to shove political correctness down your throats. I'm reminding you of your fundamental mission as trade unionists. To represent, to fight for all working people.

Because if we don't look like today's workforce. If we aren't out organizing every community, color and gender — then we'll face major challenges ahead.

And it's not enough to just say, I would never discriminate against anyone because of their color or sex. I'm sure you wouldn't. But it's going to take more than that. It's going to take proactive outreach on our part to communities underrepresented in our ranks. It's going to take us encouraging new leaders and new activists to take the lead.

And that requires us giving full support to our activists who have worked so hard to break down barriers and open the doors of opportunity for new members and new communities.

People like Jeri Porter. Always interested in construction, as a kid Jeri preferred erector sets to dolls.

But back then — this was the 1970s — women just didn't go into construction. But while still in college, and with money running low, she didn't care what other people said. She decided it was a good time as any to pursue her dream. So she signed up as an apprentice with the IBEW in Washington state.

She was the first woman electrician in her jurisdiction. And some of her co-workers weren't happy about it. She faced dirty looks, muttered insults. One time, when she was named foreman on a project, her workers — all men — walked off the job in protest.

But it didn't slow her down. It didn't stop her from striving to be her best — and from being the best damn IBEW member she could be.

Today there are a lot more women working in the electrical trades in Washington compared to when she first started.



And you won't find many of them who weren't inspired by Jeri's example, who looked up to her as a role model and a mentor. As she told the Electrical Worker: the only limitations we have are the ones we put on ourselves.

We're a stronger union because of people like Jeri.

That's why I'm asking you to give your full support to groups like the Electrical Workers' Minority Caucus and our Women's Caucus.

In nearly every endeavor of this union — political action, organizing, community service — they are always there, out front and doing the hard work.

I also need your support for another important initiative: RENEW here in the U.S. and NextGen in Canada. RENEW was born when 48 youth delegates were brought together at our last convention. Since then, RENEW and NextGen committees have formed in every single district. We have a RENEW/NextGen steering committee that regularly meets and plans activities. Most importantly: it's run exclusively by young workers, for young workers.

As you know, the baby boom generation which has run this union for so many years is on its way out the door.

We need to be ready. We need to make sure that the up and coming generation is ready to take the reins when we're gone.

I've been deeply impressed by the young people I've met in RENEW and NextGen. By their understanding that the true power of the union comes from its membership. By their willingness give something back to this union. By their stepping up and saying: what can I do to grow the IBEW?

I remain fully committed to supporting RENEW and NextGen. But they need your support as well. Believe me, there are young activists in your local who want to get involved. Want to do something more than just collect a paycheck and come to meetings once in a while.

But they need your support. They need your commitment to mentor them, teach them the ropes.

Everyone here today. At one point in our careers, someone took us under their wing. Because someone saw something in us, saw that we could make a real contribution. So please, let's return the favor to the next generation of the IBEW.

Now here was another choice we made at the last convention, to recommit our support for the Code of Excellence.

If you've heard me speak recently, you know I like to talk about the Code of Excellence. A lot. Here's why. For me the code isn't just a piece of paper. Or a PR scheme.

It sums up our entire philosophy as a union. It isn't just about doing your job the right way or showing up to work on time. You're supposed to do that anyway.

No, the Code embodies a whole approach: how we see ourselves and how we want others to see us.

It reminds us that we are the best in our industry. That we are true professionals — whether you are wiring a building, assembling transformers or filming a TV show.

And it says that we as a country work best when employers and employees take the high road.

We work best when both sides promise to honor and respect each other. We work best when employers invest in their workers, when they see organized labor not as an adversary, but as a partner.

As you know, that attitude is lacking in many corporate boardrooms and on Wall Street these days.

But we've made a few believers over the last five years. Like the Intel Corporation, one of the world's biggest manufacturers of computer chips.

When it came time for a massive multi-billion dollar expansion of one of its facilities in Oregon, they couldn't afford to cut corners. As Jill Eiland, head of corporate affairs told us, "We have very high standards at Intel. We want partners who will deliver that same kind of exemplary work product."

So when they heard about our Code of Excellence, they found the partners they were looking for. So the Code isn't just about saying we're the best, although we are. It says we want to be partners in getting the job done right, whether it's at a construction site, a lighting plant or a TV studio.

And that's why the Code is at the core of our business development efforts, which we launched five years ago for our construction branch. We get work when we convince the customer that we are a worthwhile investment.

In today's construction market, they have a lot of choices. We can't just say it — we need to show it. The Code is written proof of our commitment to do the best job every day, to work safely and to always remain at the top of our field.

Ask anyone who sat in a meeting with a big customer and they'll tell you. The Code is one of our biggest selling points.

Today I'm proud to report that the Code is at work in every branch and in every district. But now I'm challenging you to take it to the next level.

In the coming year you're going hear a lot about a core training program launched by our branch departments and our Education Department. It's not a new Code — instead it's a recommitment to our core values of excellence. And we've identified those core values as SPARQ. That's spark with a q at the end.

Here's what that stands for: safety, professionalism, accountability, relationships and quality. This core is about standardizing our code training across the IBEW. Right now being code-certified in one local might mean

KEYNOTE ADDRESS *continued on page 26*

Stephenson's Keynote Address continued



International President Lonnie R. Stephenson was unanimously elected to his first five-year term, becoming the 18th elected president of the IBEW.

something different in another.

What we want is to make sure that no matter where you are or where you are working — every member shares the same values of excellence.

That's because we want our contractors and customers to know. Regardless of what part of the country you're in or where our workers come from, they can be confident knowing that anyone they hire with an IBEW Code of Excellence card in their pocket — they know what our commitment to excellence is all about. And we will be held accountable to it.

Of course each branch and each local will have their own specialized needs for their specific Code of Excellence program. Needs that go above and beyond the basic core curriculum. You'll still have the freedom to customize and add more to the training as you see fit.

But a core program based on our SPARQ values means we are all speaking the same language so to speak.

We all share the same message of excellence in safety, quality, professionalism, accountability, relationships and quality.

Our great staffers with our Education Department will be helping you every step of the way. So look for it. Because our job at the I.O. is to make your jobs easier, not harder.

This brings me to another important part of the Code. I'm talking about accountability. When something goes wrong at a worksite or company we represent. That doesn't look bad just for you. It looks bad for the entire IBEW.

Every member going to work each day isn't just representing himself. They are representing this union past, present and future.

Now the Code is a two-way street. We demand as much from our employers as we do from ourselves. The Code is not a license to chip away at all the gains we made at the bargaining table over the years. If sacrifices have to be made, we'll make them — as long as management shares in the sacrifice as well. But what we won't do is turn back the clock on all

our achievements, achievements that make IBEW jobs good jobs. Because the Code is about always moving forward — not backwards.

You know this is bigger than just us. As we all know, the attitude among many in the corporate world is this: make money for the shareholders first and foremost and skimp on everything else.

In other words, short-term profits should trump long-term prosperity.

On Wall Street, the idea that corporations should invest in their workers or that they aren't just another cost, but partners in production, is totally alien.

Oh and of course, the idea that unions are always bad news, bad for business, is a given.

With the Code, we're proving in practice that yes, union and management can take the high road, that a commitment to good jobs and good workplaces isn't at odds with running a profitable company. In fact, we can make your company better.

To be clear, this isn't a top-down process. The Code isn't a piece of paper from the I.O. It's fundamentally about empowering our members. About giving them the power to make our jobs, our communities, our union a better place.

Because in the end, we are a union of members — and it's those members who will make the Code work.

The late Minnesota Senator Paul Wellstone once said: "If we don't fight hard enough for the things we stand for, at some point we have to recognize that we don't really stand for them."

This is the question I ask myself every day. Am I doing enough, am I fighting hard enough for this union that has done so much for me and my family?

It's a question I put to you as well. And it's a question I want you to put to your members. Because this is your union. It has changed your life, it has changed your family's life for the better.

But we're not putting in the time just for ourselves. You're not sitting at another meeting when everyone else is home with their family for a few extra bucks. You're not driving halfway across the state for the third time this week for selfish reasons. You're not standing up in the front of the hall talking about making hard decisions and then getting burned by Monday morning quarterbacks because you think it will get you ahead. You'll be doing pretty well no matter what decisions we make here.

The truth is, you could call it quits when you get home and you'll do OK. But you won't do that, because you know this union is bigger than you. Bigger than everyone sitting here today.

This isn't about us. It's about the members to come. It's about the legacy we'll leave to future generations of working people.

We celebrate with pride that first meeting here in St. Louis 125 years ago because of the legacy they left. A legacy we're all products of.

What we're deciding here today — and the actions we take over the next five years — is whether future generations will look back at this convention and say. "They rose to the challenge. Because of them, I'm blessed to be a member of this great brotherhood. Because of them, I had an opportunity to make something of my life. Because of them, me and my family are proud members of the middle class. Because of them, I am blessed to belong to the greatest union in the world, the IBEW."

Believe me, I have full faith in every one of you that you will do what needs to be done.

Standing at Henry Miller's boardinghouse, I could feel the passion, the flame of solidarity that burned so brightly 125 years ago here in St. Louis. And I can feel it here today: stronger, more powerful than ever.

It is up to every man and woman in this hall to write that next chapter of our history.

Now let's get to work. Thank you, Brothers and Sisters. God bless you and God bless the IBEW. ■

Summary of Convention Action

On All Amendments to the IBEW Constitution and Resolutions at the 39th International Convention

Convention Approves Constitutional Amendments

Delegates approved 11 amendments to the IBEW Constitution and rejected two proposals during the 39th International Convention in St. Louis.

Proposed amendments were presented to nearly 2,000 delegates with recommendations for or against by Law Committee Chairman Marvin Kropke and committee Secretary Frank Jacobs. Although delegates followed the recommendation of the Law Committee in every case, there was frequent, and at times passionate, discussion of the proposals from the convention floor.

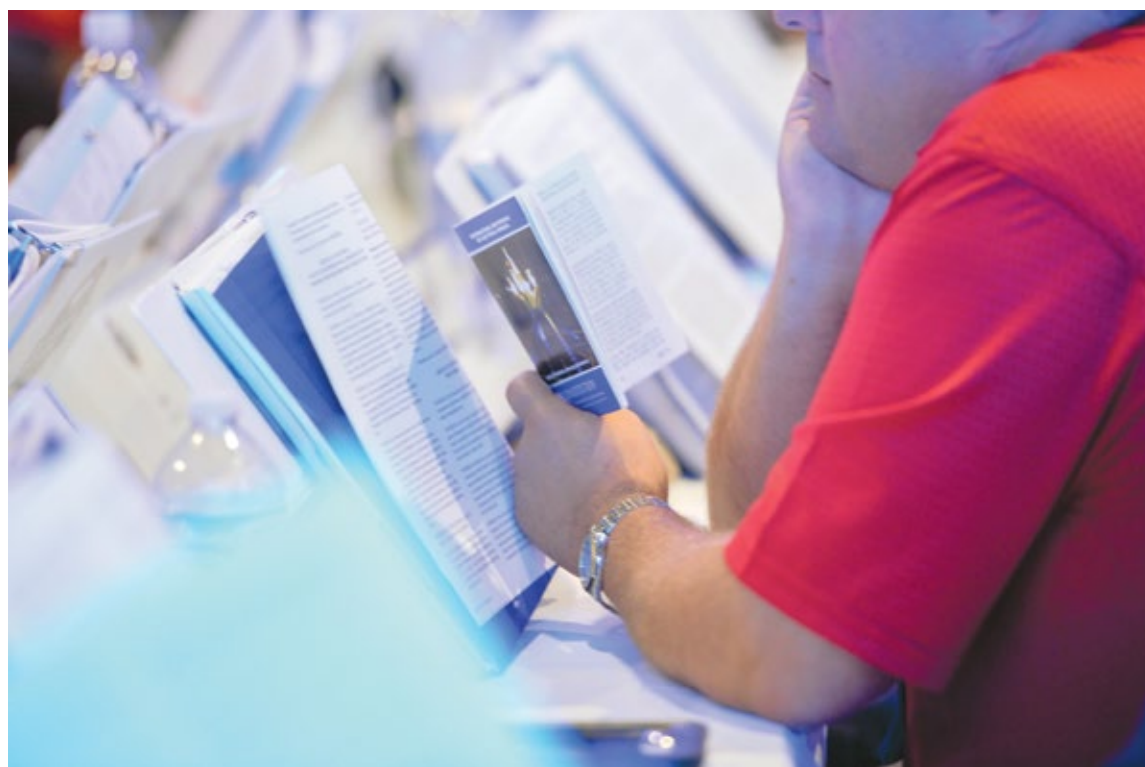
Three of the approved amendments were related to future conventions. One clarified rules on the removal and replacement of international and local union officials. Several amendments updated rules on eligibility to run for and hold official positions in local unions and the last removed ambiguities from the rules on placing locals in trusteeship.

Constitutional amendments were first considered on Tuesday, Sept. 20. The first proposal changed **Article II, Section 7**, which required a local union to be current with its per capita payments through the month of August in the year of the convention, or the local would not be able to have its delegates seated.

Since the convention is constitutionally required to be held in September, the August deadline gave the International Office just 10 days to process every local's per capita payment. It was, the proposal argued, "an unnecessary administrative burden" that could be solved by amending the Constitution to shift the date back a month to July. The proposal was approved by acclamation without opposition.

The second proposal offered a change in how the size of a local's delegation to the convention is determined. Under **Article II, Section 8**, delegations were based solely on per capita payments in May of the year of the convention. A proposal from International President Lonnie R. Stephenson and International Secretary-Treasurer Salvatore "Sam" Chilia changed that to the "average monthly number of members in good standing on which per capita tax is paid to the International Union during the 12-month period ending on March 31." The proposal was approved by voice vote after a brief debate.

The third proposal altered **Article II, Section 10**, to give the International President the power to grant a local union special dispensation to elect delegates to the convention who did not have two years' continuous good standing if it was



A delegate considers amendments to the IBEW Constitution.

"impractical or impossible" to find a delegate who was. The change matched the language of **Article XVI, Section 10**, which grants the international president the power to allow election of local officers without the requisite two years' continuous good standing when there is no alternative.

"I stand in favor of this motion. Every local union should have the right to have a delegate on this floor," said Vancouver, B.C., Local 258, Business Manager Doug McCay in support of the amendment. The amendment passed without debate.

The delegation was then asked to approve a proposal that created a process for the removal of an International Executive Council member. **Article IV, Section 2**, gave the international president the power to remove any international vice president or the international secretary-treasurer for "non-performance of duties, disability, or incompetence."

The amendment added "any member of the IEC" to **Section 2**.

IEC Chairman Chris Erikson rose to support the amendment.

"We all must be held accountable, and the Constitution must provide a mechanism to allow for that to happen, and that's what this is about," he said. The proposal was approved.

Finally, delegates approved a change to **Article IV, Section 3(i)**, clarifying rules over the imposition of a trusteeship. Trusteeships of locals are extremely rare, but the Law Committee concurred with the proposer of an amendment that several changes would make the process clearer,

allowing trusteeships to be imposed before a hearing in emergencies and clarifying the IEC's role in deciding if trusteeships should extend past six months. That proposal, too, was approved.

Delegates took up the remaining six proposed amendments the next day.

Delegates approved changes that include a clarification that local union officers must be in good standing from the moment of nomination through completion of their term, unless given special dispensation by the international president.

Delegates also approved a rule requiring local union election observers to be members in good standing and eligible to vote in the election they are observing.

Convention delegates followed the Law Committee recommendation that only penalized parties can appeal disciplinary actions made by international vice presidents, the international president or the International Executive Council.

Delegates cleared up an ambiguity about when recused members of a local executive board should be replaced by the local president. No language was changed, but by moving a single paragraph from **Article XVII, Section 11** to **Section 12**, recused members are to be replaced only when an executive board is serving as a trial board.

Following the recommendation of the Law Committee, the 39th International Convention rejected two proposed amendments. One change would have required a vote any time a railroad local made an agreement that affected the seniority or wages of even a single member.

This amendment produced the most impassioned debate of the convention. On one side were those who felt it would give railroad members a greater voice in their contract. Some opponents argued that the amendment was unworkable while others said that even if it was a good idea, the Constitution for the whole Brotherhood was not the right place for it.

"If this proposal passed, the General Chairman could not conduct his business in a timely and efficient manner. You would never get ratification for fear of losing seniority positions even if they might gain more work," said Roanoke, Va., Local 813 Business Manager Shannon Spotswood.

Rising in support of the amendment was St. Paul, Minn., Local 506 member Jim Davis.

"It is our strong belief that it is only fair and just that the members who have to live and work under these railroad agreements have a voice and direct involvement in such critical agreements being approved from here on out," he said.

After an impassioned and thoughtful debate, delegates voted to concur with the committee's recommendation by show of hands and the amendment was rejected.

Finally, an amendment that would have allowed non-dues paying retirees to run for and serve as election judges and tellers failed.

The vote to increase the IBEW budget via a per capita increase and shore up the Pension Benefit Fund is covered on page 4.

Delegate Action on Resolutions

The Resolutions Committee was chaired by Tacoma, Wash., Local 483 Business Manager Alice Phillips. Meriden, Conn., Local 457 Business Manager John Fernandes served as secretary. Delegates began work on Tuesday, Sept. 20 and concluded on Friday, Sept. 23.

Resolutions are non-binding, but they articulate the delegates' beliefs on important issues and influence IBEW policy going forward.

The following actions were taken:

Concurrence

Resolution No. 1: Strengthens the commitment to the Code of Excellence and calls it necessary to continue the IBEW's growth. Calls on implementation of the Code in all branches and for local unions to implement SPARQ, a newly-developed program designed to standardize Code of Excellence training.

Resolution No. 2: Reaffirms the IBEW's commitment to organizing, calling it especially important because of the decline in unionized workers across North America and the rise in the number of right-to-work states. There are now 26 right-to-work states, four more than at the time of the 38th International Convention in 2011. Organizing remains the highest priority of the entire membership.

Resolution No. 3: Called on the IBEW to develop a public education program on the value of public sector workers in the United States and Canada. It encourages local unions to organize and support those workers and pledges the IBEW will fight efforts to prevent them from joining a union. It was combined into Resolution No. 4.

Resolution No. 4: Referencing the increased attacks on public sector workers in both the United States and Canada, the committee noted it was part of a coordinated attack going back to the Reagan administration's firing of the striking air traffic controllers in 1981.

Resolution No. 5: Encourages local unions to support business development programs and cooperate with signatory contractors to exceed customers' expectations. It also called on them to remind potential customers of the superior quality of their training facilities.

Resolution No. 6: Reaffirms the IBEW's long-standing relationship with Helmets to Hardhats, a nonprofit organization that aids military members transitioning from active duty into the construction industry, and calls on it to work with

SUMMARY continued on page 28

Summary of Convention Action continued

the National Electrical Contractors Association and the Electrical Training Alliance to create more opportunities for veterans. Helmets to Hardhats has helped 22,000 veterans make the transition since its founding in 2002.

Resolution No. 7: Reaffirms a commitment to VEEP — the Veterans Electrical Entry Program, which helps veterans gain entrance into an electrical apprenticeship program.

Resolution No. 8: Delegates went on record supporting Electrical Workers Without Borders, a nonprofit that works to develop an electrical infrastructure in developing nations and regions struck by a natural disaster.

Resolution No. 9: Encourages members who enjoy hunting, fishing and spending time in the outdoors to join the Union Sportsmen's Alliance, a nonprofit for outdoor enthusiasts. The resolution said the group helps unite the labor movement and the committee noted one local union secured work on a large retail development due to its involvement.

Resolution No. 10: Encourages local unions to make full use of political tools made available by the International Office and AFL-CIO, especially during an election year.

Resolution No. 11: Encourages local unions to make every effort to educate members on the dangers of skin cancer, especially those members exposed to ultraviolet radiation.

Resolution No. 12: Asks all locals with manufacturing sector members to make their products available on IBEW-made.com.

Resolution No. 13: Reminds local unions to market the quality of their training programs in their home communities to educators and potential customers. IBEW training programs are the best in the electrical industry and are a better alternative than college for many people.

Resolution No. 15: Encourages Canadian locals to contribute CA\$10 per member to the IBEW CPAC, especially after labor's success in last year's federal elections.

Winnipeg, Manitoba, Local 2034 Business Manager Mike Velie made a motion to

deny consideration on the grounds that Canadian delegates should be the only ones voting on a resolution that impacts only Canadian locals. That motion passed.

Two days later, during the convention's closing session, the committee reported the IBEW Constitution does not limit delegates' rights to vote on certain issues. All delegates have the right to vote.

Thus, the resolution was not changed and subsequently approved.

Resolution No. 17: Seeks clarification on the definition of a member in good standing. Calls on the International President to issue guidance for local unions.

Resolution No. 18: Encourages local unions to join the National Safety Council and make use of its resources.

Resolution No. 20: Reinforces the commitment to the Safety Caucus' mission and encourages local unions to participate in it. The committee noted workplace safety was a founding principle of the IBEW and this resolution captures the spirit of that without making training mandatory.

Resolution No. 21: Reminds local unions the NECA/IBEW Family Medical Care Plan is a high-quality health insurance option and can help control insurance costs. The committee noted the plan has grown by almost 150 locals covering 85,000 people since the 2011 International Convention.

Resolution No. 22: Affirms ongoing support of the Electrical Industry Pension Reciprocal Agreement and salutes the IBEW members who helped get the nationwide reciprocity agreement off the ground in 1984.

Resolution No. 23: Affirms ongoing support of the Electrical Health and Welfare Reciprocal Agreement and thanks past IBEW members who had the vision to create it during the 1980s.

Resolution No. 24: Asks delegates to request a call-center employee based in the United States or Canada when contacting a company. It calls on the Telecommunications Department to develop a program that educates the full membership to do the same.

The committee noted most companies have policies that will transfer a call from an overseas to a North American-based call center upon request. By doing so, IBEW members are "actively participating in an effort to bring good jobs back to the U.S. and Canada. In turn, this can provide opportunities to organize and recapture work," the committee said.

Resolution No. 25: The IBEW and local unions pledged their support for the Amyotrophic Lateral Sclerosis Association and continued research into ALS, also known as Lou Gehrig's Disease. The committee said the resolution reflects the IBEW's history of taking the lead on workplace safety and that further research may determine if there are any links between ALS and exposure to electric and magnetic fields.

Resolution No. 26: Urges the IBEW to enhance its working relationship with the National Electrical Contractors Association,



Tacoma, Wash., Local 483 Business Manager Alice Phillips chaired the Resolutions Committee.

Sergio Mayor from Miami Local 349 addresses fellow delegates during debate over a resolution.



and its working partner in construction. The IBEW has had a relationship with NECA for nearly 100 years and a positive relationship is essential for continued growth.

Resolution No. 27: Reaffirms the commitment to a workplace free of harassment and discrimination, including on the basis of race, gender, religion, ancestry, national origin, citizenship, age, disability, veteran status, sexual orientation, gender identity and any legally protected status. The committee recommended this be combined into Resolution No. 28.

Resolution No. 28: Adds the right to organize and bargain is imperative to ensure workers are treated with dignity and respect and encourages local unions to include anti-discrimination language in collective bargaining agreements.

Resolution No. 29: Encourages continued participation by local unions in the National Training Institute. The committee statement encourages local unions to send their outstanding apprentices to NTI.

Resolution No. 30: Reaffirms support for the Davis-Bacon Act, the 1931 U.S. law that established prevailing wage laws on federal construction projects. The committee reminded delegates it was critical for local unions and NECA signatories to participate in the Department of Labor's Wage and Hour surveys.

Resolution No. 31: Commends the Hour Power concept for making the IBEW brand more attractive to customers and promoting solidarity among members.

Resolution No. 32: Encourages the

IBEW to appoint a standing committee on diversity with representatives from each of the 11 vice presidential districts. This was combined into Resolution No. 34.

Resolution No. 33: Called for the establishment of an International Diversity Council and for it to develop a plan promoting a diverse membership and workforce "representative for all groups." The international president shall promote the plan with the same urgency as promotion of the Code of Excellence. This was combined into Resolution No. 34.

Resolution No. 34: Called for a standing Diversity and Full Inclusion Committee that would continue the work the diversity committee started in 2008. Members should include women, minority ethnic groups, gays and lesbians, and representatives from the bisexual and transgender communities. The International Office will devise a training program implemented with the same emphasis as the Code of Excellence. This resolution passed.

Resolution No. 35: Supports the development of a national policy that encourages the retention of baseload gen-

erating facilities. The committee noted that while it's important to diversify electrical generation, baseload facilities provide a stable and economical source of energy and are a source of good-paying jobs.

Resolution No. 36: Calls for legislation that maximizes the use of coal in an environmentally friendly manner and for continued public-private partnerships to study ways to reduce emissions while meeting increased electricity demand.

David J. Thoni, president of Dublin, Calif., Local 595, spoke out against the resolution, saying it ignores the impact of climate change and could be damaging to the IBEW brand. It also moves the IBEW away from other unions and groups that are traditional allies, he said. His motion to change some of the language failed and the resolution subsequently passed.

Resolution No. 37: Encourages the construction of new nuclear power plants and the adoption of better regulatory policy. The committee noted that IBEW members have the skills to construct, operate and maintain nuclear plants.

Resolution No. 38: Asks the secretary-treasurer to explore if an electronic

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Medina Johnson, a delegate representing Durham, N.C., Local 289, speaks during debate over a resolution about the IBEW Political Action Committee.

◀ Gary and Hammond, Ind., Local 697 Business Manager Dan Waldrop addresses the convention.



warrant system can be developed for local unions. Such a system would make it easier for them to obtain signatures when dispersing payments and keep records required by law.

Resolution No. 40: Asked the delegates to urge local unions to invest in the IBEW-NECA Diversified Underwritten Real Estate Fund. The committee said it agreed with the intent, but combined it with Resolution No. 41 because of similar language.

Resolution No. 41: Urges local unions to invest in the IBEW-NECA fund because it provides work for members and steady returns on the investments.

Resolution No. 42: Urges local unions to mentor women in the workplace and build on the success of the Women's Caucus. It also encourages local unions to develop their own women's committees.

Resolution No. 43: Encourages local unions to create a new member orientation package and organize face-to-face meetings with more experienced local members. The committee noted these moves should lead to improved member retention.

Resolution No. 44: Affirms the IBEW's continued support of the March of Dimes, noting members' contributions have helped fund breakthroughs in the fight against birth defects.

Resolution No. 45: Reminds construction locals to enter accurate statistics in Project Tracker, which is a crucial tool in the IBEW's attempts to increase market share.

Resolution No. 46: Recommits support for 100 percent participation in the Construction Jobs Board on the first and third Monday of each month.

Resolution No. 47: Delegates went on record supporting the constitutional requirement to use the IBEW's web-based accident reporting system for serious lost-time accidents and fatalities.

Resolution No. 48: Delegates endorsed exploring a merger between the IBEW and the Utility Workers Union of America, which has about 50,000 members working in the electric, gas, utility and nuclear industries.

Resolution No. 49: Encourages members who work near any live radio frequency radiation emitter to document

their exposure through their employer's accident reports. Reports should be forwarded to the International Office's Safety Department.

Resolution No. 51: Recognizes the importance of RENEW/NextGen to future growth of the IBEW.

Nonconcurrency

Resolution No. 19: Would have recommended the IBEW Safety Committee "establish and enforce a curriculum" that required construction sector members take a minimum of 16 hours of safety training over three years that was above any Occupational Health and Safety Administration requirements.

The Resolutions Committee recommended nonconcurrency, saying in its report that safety education and training are essential, but making additional training a requirement might be impractical and too expensive for some local unions. It also said the spirit of the proposal would be captured in Resolution No. 20. A proposal to remove the word "require" and replace it with "recommends" was defeated and delegates eventually followed the recommendation and the resolution failed.

Resolution No. 50: Asked for a non-voting seat to be added to the International Executive Council for a RENEW/NextGen council member. Delegates followed a recommendation of nonconcur-

rence from the committee, which noted it had no authority to add an IEC seat.

Resolution No. 52: Delegates followed the committee's recommendation and voted down a resolution asking for support to hold the 40th International Convention in Philadelphia in 2021. The committee noted the IBEW Constitution states only the IEC can determine the convention site. Plus, adopting the resolution would damage the IBEW's bargaining power with other potential host cities. Chicago Local 134 Business Manager Donald B. Finn asked that Chicago be considered as the host city.

Amended

Resolution No. 14: Encourages local unions to increase donations to the IBEW Political Action Committee to an average of \$12 per member. Also discourages locals from operating their own PACs, especially for federal elections, in order to avoid duplication of services and the necessity of filing multiple campaign finance reports.

The Resolutions Committee recommended approval, but Winnipeg, Manitoba, Local 2034 Business Manager Mike Velie made a motion to deny consideration because only American delegates should vote on a resolution that effects only U.S. locals. The motion carried.

Later that day, a motion proposed by Atlanta Local 613 Business Manager Gene R. O'Kelley to reconsider was passed. It was then sent back to the committee after

Anchorage, Alaska, Local 1547 member Chris Tuck, the minority leader in the Alaska House of Representatives, urged that language be added to differentiate between federal and state PACs.

The committee reconvened and, two days later, reported the IBEW Constitution does not limit delegates' rights to vote on certain issues. All delegates have the right to vote. An amended resolution was offered that encourages local unions to send contributions to federal candidates through the International Office to avoid potential fines; clarifies that this resolution does not address state and local PACs; and emphasizes the \$12 per member goal is non-binding. It passed.

Resolution No. 16: Urges locals and districts to use affinity clubs — such as retiree groups — to mobilize members on grassroots issues and campaigns. The committee noted it was an easy way to get more members involved in key activities. A motion to add "women's groups" to the list of affinity groups was approved.

Withdrawn

Resolution No. 39: Called for the IBEW to increase its efforts at organizing tree trimmers and looking for ways to make the industry safer. The resolution was withdrawn during the proceedings and International President Lonnie R. Stephenson pledged to explore a tree trimmers committee. ■



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IBEW Satellite Museum Highlights Electrical Industry Expo

A traveling exhibit from the IBEW Museum was officially opened Friday, Sept. 19, by International President Lonnie R. Stephenson and International Secretary-Treasurer Salvatore "Sam" Chilia as part of the Electrical Industry Expo that preceded the 39th International Convention in St. Louis.

The large, central exhibit included key selections from the permanent IBEW Museum housed at the International headquarters in Washington, D.C., which were carefully packed and shipped more than 800 miles for the Convention.

The highlight, said IBEW museum curator Curtis Bateman, was 12 sheets of paper that had never been displayed before: the original, handwritten proceedings from the IBEW's first convention in 1891. In them, the 10 original founders painstakingly hash out the details of membership, including dues — 10 cents a month — and the union's first logo.

Also captured in those pages is the nomination and election of the National Brotherhood of Electrical Workers' first president, Henry Miller. "It's really exciting to have these historic documents in St. Louis," Bateman said, "We were just over a mile from the boardinghouse where these 10 men met 125 years ago, so for those 10 days, it felt like we'd brought this stuff home."

Surrounding the museum in the expo hall were more than 90 vendors, ranging from tool makers to solar companies. St. Louis Local 1 volunteers were selling T-shirts, pins and commemorative coins on behalf of the Electrical Workers Historical Society, the nonprofit responsible for buying and renovating the very boardinghouse where the union was founded, which opened to the public on Sept. 15.

"The response has been just amazing," said Local 1 Business Representative John Kahrhoff. "A lot of people were able to see the house this week after the ribbon-cutting, and they want to be a part of making it happen. Every dollar makes a huge difference."

Nearby, representatives from American Retirement Solutions auctioned off a hand-made wooden cooler with the IBEW logo mounted on top, raising more than \$3,800 for the Henry Miller house.

Other exhibitors included the Electrical Training Alliance, IBEW Education Department and the IBEW Political Action Committee. The Education Department's booth was a particularly big hit with attendees, who stopped to take photos with a 12-foot scale replica of the St. Louis Gateway Arch and a life-size cutout of the IBEW's founding fathers.

A full list of exhibitors follows:

3D Internet

Los Angeles
Software training and mobile applications

A&S Financial Services, LLC

Plantation, Fla.
Non-network savings, union-labor exclusive

AFL-CIO Building Investment Trust

Washington, D.C.
Real estate fund

AFL-CIO Housing Investment Trust

Washington, D.C.
Investment company run by a labor-management board

Allen Bates Technologies, Inc.

Pittsburgh
Union-related software development

American Advertising

Boonville, Ind.
Clothing, hats, decals, bumper stickers, banners, flags, yard signs, and other advertising services

American Income Life Insurance

Washington, D.C.
No-cost benefits to working families and life insurance

American Retirement Solutions

Baton Rouge, La.
Investment and retirement planning

American Technical Publishers, Inc.

Orland Park, Ill.
Training materials and educational resources for electrical apprentices and contractors

The American Time Companies

Rochester, N.Y.
Watches, clocks, and other promotional products

Anthem Blue Cross and Blue Shield

St. Louis
Health insurance

ASB Capital Management, LLC

Bethesda, Md.
Full-service investment management firm

AT&T

Woodstock, Md.
Communication services

Awards & T-Shirts

Raytown, Mo.
Apparel, promotional material, awards, and other union items

Bank of Labor

Franklin, Tenn.
Banking services

BeneSys

Troy, Mich.
Third-party administration services

Blue Cross Blue Shield Association

Washington, D.C.
Secure and stable health coverage for organized labor



Above: A special exhibit from the IBEW museum in Washington, D.C., travelled to St. Louis for Convention week. Right: More than 90 vendors competed for the attention of delegates and guests at the Convention Expo.



Display cases filled with IBEW history were open all week for members to learn more about the men and women who made the union what it is today.

BMA Media Group

Willoughby, Ohio
Union marketing, communications, video production, website design, and special events

BMO Taft-Hartley Services

Milwaukee
Retirement services

BNY Mellon Asset Management Servicing

Everett, Mass.
Investment management and investment services

Broadbent Institute

Ottawa, Ontario
Non-partisan organization championing progressive change

Bulwark Protective

Nashville, Tenn.
Fire-retardant apparel

Cementex Products, Inc.

Burlington, N.J.
Personal protective equipment and insulated hand tools

CIGNA HealthCare

Atlanta
Health care

Columbia Partners, LLC Investment Management

Chevy Chase, Md.
Investment advisory services

Delta Dental

Mechanicsburg, Pa.
One of the largest dental benefits delivery systems as well as benefits administration

DragonWear

Seattle
Designer/manufacturer of work wear for the utility and petrochemical industries

Eberts & Harrison, Inc.

Mount Airy, Md.
Union liability, fiduciary liability, and cyber liability planner

Edison Electric Institute

Washington, D.C.
Association representing all U.S. investor-owned companies



Above: The museum's main attraction was 12 handwritten pages at the center of the exhibit: the proceedings from the first Convention, held 125 years ago in St. Louis. Left: Everyone from tool vendors to pension advisors were present at the multi-day Expo.

Electrical Training Alliance

Bowie, Md.
Educational curriculum and training materials

Excelsior College

Albany, N.Y.
Nonprofit distance learning institution

Express Scripts, Inc.

St. Louis
Integrated pharmacy benefit management services

Florida Power & Light

Jupiter, Fla.
Third-largest electric utility in the United States and an IBEW Code of Excellence partner

Foreman's Development Series

Arlington, Texas
Professional supervisory training program

Foster & Foster, Inc.

Oakbrook Terrace, Ill.
Actuarial consulting services

Frank Doolittle Company

Bellevue, Wash.
Custom-decorated union- and U.S.-made promotional products

Gap Wireless

Mississauga, Ontario
Complete journeyman and apprenticeship tool kits

Harger Lightning & Grounding

Grayslake, Ill.
Lightning protection, grounding and bonding equipment, Ultraweld/Ultra Shot exothermic products

Helmets to Hardhats

Washington, D.C.
Nonprofit that connects military service members with careers in the construction industry

Humana

Louisville, Ky.
Group Medicare Advantage plans for employer groups offering retiree coverage

IBEW Education Department

Washington, D.C.
Connecting IBEW members with the tools to learn, lead, and thrive

IBEW Hour Power

Golden, Colo.
An online magazine connecting IBEW members

IBEW Local Union 1

St. Louis
The birthplace of the IBEW, founded in 1891

IBEW Manufacturing Department

Washington, D.C.
Promoting IBEW-made products through IBEWmade.com

IBEW Political Action Committee

Washington, D.C.
Donate to the IBEW PAC

Image Pointe

Waterloo, Iowa
Union-made clothing and promotional products

Ingalls Shipbuilding

Pascagoula, Miss.
Develops and produces technologically advanced warships

Invesco

Portland, Ore.
Investment management and investment services

John Hancock Retirement Plan Services

Westwood, Mass.
Retirement plan services

Kaiser Permanente

Oakland, Calif.
Health care

Marco Consulting Group

Chicago
Investment consulting and corporate governance services

MassMutual Financial Group

Enfield, Conn.
Financial services

MetaMedia Training International, Inc.

Frederick, Md.
Education and training materials

Milwaukee Electric Tool Corporation

Brookfield, Wis.
Cordless products, accessories, and hand tools

Multi-Employer Property Trust

Bethesda, Md.
Real estate fund

MWG Apparel Corporation

Winnipeg, Manitoba
Fire-retardant apparel, boots, and other personal protective equipment

NEBF

Washington, D.C.
Pension benefits

National Real Estate Advisors

Washington, D.C.
Real estate investments

National Utility Industry Training Fund

Washington, D.C.
Training partnership between the IBEW and utility companies across the United States

OneAmerica

Milwaukee
Retirement products and services

Pacific Gas and Electric Company

Walnut Creek, Calif.
Electric and gas utility

PNC Institutional Asset Management

Pittsburgh
Discretionary and non-discretionary investment management, trustee, and custody services

PoweringAmerica

Bethesda, Md.
Leading the electrical construction industry

Principal Financial Group

West Des Moines, Iowa
Financial services

Prudential Retirement

Hartford, Conn.
Financial services, 401(k), and multi-employer contribution plans

Robbins Geller

San Diego
Securities law firm

Rothschild Asset Management

New York
Financial services

Runkle Law Firm, PLLC

West Lake Hills, Texas
Litigation law firm

SAV-RX Prescription Services

Fremont, Neb.
Medical prescription services

Scarborough Alliance Group

Irvington, N.Y.
Retirement service and education

Scott+Scott, LLP

Colchester, Conn.
Law firm representing unions in corporate fraud-related losses

ScreenSafe

Joliet, Ill.
Drug-testing administration services

SEI

Chicago
Global provider of asset management

Southern Company

Birmingham, Ala.
Electric utility services

Stars & Stripes

Bridgeview, Ill.
Silk-screen and embroidery products

Tyndale Company, Inc.

Pipersville, Pa.
Flame-resistant clothing and top-quality apparel

UCOMM Communications

Bay Shore, N.Y.
Website production, internal and external communications

ULLICO, Inc.

Washington, D.C.
Labor-owned insurance and investment company

Union Built PC, Inc.

Copiague, N.Y.
Computer hardware and software

Union Insurance Group

Chicago
Commercial insurance

Union Privilege

Washington, D.C.
Benefits for union members

Union Sportsmen's Alliance

Franklin, Tenn.
North American hunting and fishing association

Victory Capital Management

Brooklyn, Ohio
Asset management

Vision Service Plan

Long Beach, Calif.
High-quality, cost-effective eye-care benefits

Volpentest HAMMER

Richland, Wash.
Safety and emergency response training

Web Connectivity, LLC

Lebanon, Ind.
IT services

Working Systems, Inc.

Olympia, Wash.
Union-made software, creator of LaborPower®, LPEXpress®, and LaborPower® Web

Zenith American

Seattle, Wash.
Taft-Hartley third-party administrator

Zubie Wear

Universal City, Texas
Union-made apparel



Behind the Scenes: A Convention Comes Together

The once-every-five-years production that is an IBEW International Convention takes nearly that long to plan, as officers and staff prepare to host more than 5,000 delegates, alternates and guests from all over the U.S. and Canada for five days of the highest lawmaking body of the union.

At its heart, the convention is a big union meeting attended by thousands of members. It's also an election. And on Day One, it's an elaborate production with music, flags, dancers and pomp. And bagpipes — dozens of bagpipes.

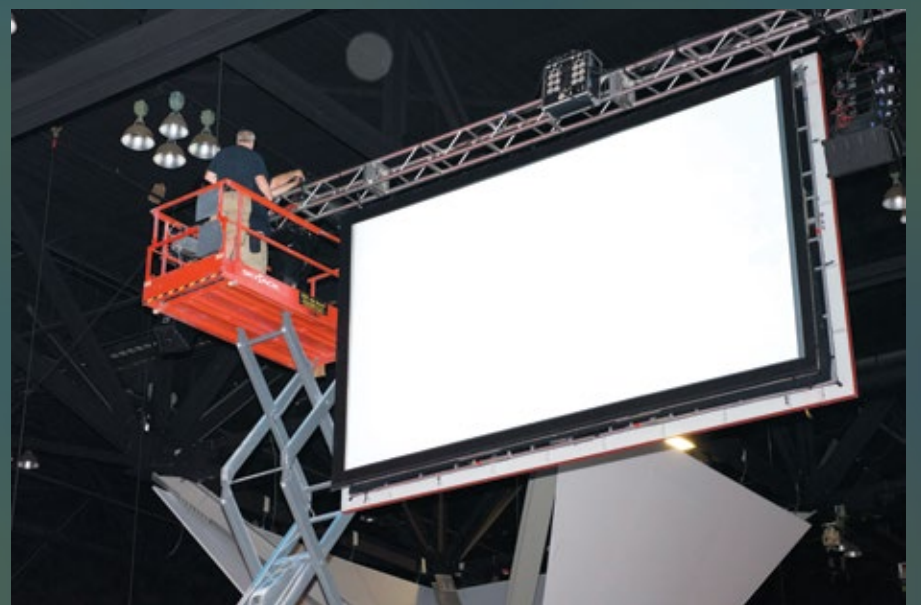
"Everyone looks forward to these opening ceremonies," said St. Louis Local 1439 Business Manager Mike Walter, who is also a member of the International Executive Council. "But you really have to experience it firsthand to understand the detail and degree of planning that goes into such a professional production."

This year's event required more than 100 union stagehands, camera operators and lighting technicians, who managed every detail from Monday's opening to Friday's close. Scores of IBEW staff from district offices and headquarters handled everything from registration to the design and printing of official convention materials, and dozens of drivers — including local volunteers — ferried delegates and guests to more than a week of events across St. Louis.

St. Louis Local 1 Business Manager Frank Jacobs said he was especially proud of the IBEW members from his local who contributed to the effort, some of whom are employed at the convention center and many of whom volunteered time to fill in wherever manpower was needed. "It was such an honor to be one of the host locals for this convention, and the men and women of Local 1 did our city and our union proud," he said.

"We couldn't be any more pleased with the way everyone, from our delegates and host locals to our staff and contractors, came together to make this the IBEW's best convention yet," said International President Lonnie R. Stephenson. "Years of hard work and preparation came together in St. Louis this year to put on a spectacular event."

For now, there's no time to look back. 2021 is just five years away. ■



Medical Miracle Fueled by IBEW Generosity



Emily Whitehead with her parents Kari and Tom Whitehead outside their home in Phillipsburg, Pa.

Long before Emily Whitehead became an international figure in the fight against leukemia, her mother and father assured her they would stay by her side.

Tom Whitehead said that was possible because of the generosity of IBEW members, who donated money, vacation days and prayers to get them through one of the worst ordeals a family can face.

"We were very fortunate," said Tom, a member of Johnstown, Pa., Local 459 and a lineman for Penelec of First Energy. "We saw other families that lost their jobs, who lost their houses, who had to go completely into the welfare system when their children are going through treatment."

Delegates to the 39th International Convention in September saw a video about the family produced by the IBEW Media Department. It can be viewed at <http://ibew.org/convention2016/video>.

Emily was diagnosed in 2010. For three years, Local 459 members rallied to donate vacation days and money to allow the Whiteheads to continue to be with Emily during her treatments.

So did employees at Penn State University, where Kari works as a research and evaluation associate in the school's Clearinghouse for Military Family Readiness. Penn State students also donated proceeds to the Whiteheads from their annual dance marathon to support children stricken by cancer.

Tom said he was able to take 280 vacation hours in 2011 — almost seven weeks. In 2012, when Emily's condition was its most dire, he took 250 hours — 65 full days.

Donations covered most of the expenses not covered by insurance or Medicare, which the Whiteheads qualified for. Emily has been cancer free since undergoing an experimental treatment with altered immune cells at the Children's Hospital of Philadelphia in the spring of 2012.

The New York Times featured Emily's revolutionary treatment and recovery in a front-page story in December 2012. Other media outlets picked up on it and she's been a celebrity ever since, meeting President Obama, actor Bradley Cooper and Napster founder Sean Parker, who has started his own foundation for cancer research.

The letters and offers to help still come in and Tom said it's proven impossible to send thank you notes to everyone. But the family is trying to pay it forward in its own way.

In 2014, the Whiteheads started the Emily Whitehead Foundation to provide funding for childhood cancer research and to help make T-cell therapy available to more families.

"The support I've received from all my brothers and sisters out there has saved my daughter's life," Tom Whitehead said. "I couldn't be prouder to be part of this organization, so thank you."

A longer version of this story with more details on Emily's treatment can be viewed on the IBEW's website at <http://www.ibew.org/media-center>. ■

HAVE YOU MOVED?
 Notify us of an address change electronically
www.ibew.org/ChangeMyAddress

Attention Federal Sector IBEW Union Members

Under the requirements of the Civil Service Reform Act of 1978 (CSRA) as revised, your union is advising you of your rights as a federal sector union member of the International Brotherhood of Electrical Workers. These rights are as follows:

Bill of Rights As a local union member, you have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- A voice in setting rates of dues, fees and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Constitutions, Bylaws and Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws and an annual financial report (Form LM-2, 3, 4) with the Office of Labor-Management Standards (OLMS). Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The documents are public information and copies of reports are available from OLMS and on the Internet at www.union-reports.dol.gov.

Officer Elections Local union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships The local union may not be placed in trusteeship by its parent body except for those reasons specified in the standard of conduct regulations.

Protection for Exercising CSRA Rights The local union or any of its officials may not fine, expel or otherwise discipline a member for exercising any CSRA right.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her CSRA rights.

Union Officer Responsibilities

Financial Safeguards Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. The union must provide accounting and financial controls necessary to assure fiscal integrity.

Prohibition of Conflicts of Interest A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor Organization Reports Union officers must file an initial information report (Form LM-1) and annual financial reports (Forms LM-2, 3, 4) with OLMS. They must retain the records necessary to verify the reports for at least five years.

Officer Elections The local union must:

- Hold elections of officers of the local union by secret ballot at least every three years.
- Conduct regular elections in accordance with the IBEW Constitution and bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time. Although this is part of the regulation under the CSRA, the IBEW or its local unions do not loan union funds to officers or members.

Federal employees should contact their local union for further information. ■

May 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 9 a.m., by Chairman Erikson, on Monday, May 23, 2016, in Washington, D.C. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Walter, Wagner, Lavin and Galbraith.

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council a number of times 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.

Local Union(s) Under International Office Supervision

International President Stephenson advised the council members that Local Union 1260 was placed under temporary International Trusteeship effective May 6, 2016. A hearing is scheduled for May 23, 2016. Ninth District International Representative Harold Dias is the acting trustee.

Article XX and XXI Cases

During the first quarter of 2016, the IBEW was involved with one Article XX dispute, Case No. 15-7, University of Minnesota (AFSCME and IBEW) and was involved in four proceedings under Article XXI.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2016 Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes in Net Assets covering the 9-month period ending March 31, 2016 Reviewed and Filed

Retirement of International Representatives

Robert E. Erickson, International Representative, Second District Effective — April 1, 2016

Jeffrey Radjewski, International Representative, Sixth District Effective — June 1, 2016

Fred A. Clark, International Representative, Eighth District Effective — February 9, 2016

Retirement of International Office Employees

Crystal E. Brown, Secretary, Safety and Civic and Community Engagement Departments Effective — November 1, 2015

Albert J. Cassino, Senior Research Analyst, Research Department Effective — May 13, 2016

Stanley B. Hawkins, Office Support Clerk, Support Services Department Effective — April 4, 2016

Cheryl L. Slover, Senior Audit Clerk, Per Capita Department Effective — April 9, 2016

Debra A. Wise, Secretary, Research Department Effective — July 1, 2016

Vested Pension

Stephen P. Schoemehl, Fifth District International Executive Council Effective — November 17, 2015

Resolution Dealing with Pension Coverage for International Officers, Representatives and Assistants of the IBEW

The International Executive Council discussed benefits for Canadian officers, representatives and assistants and took action to ensure that pension benefits will be paid consistent with the IBEW Constitution.

Resolution Concerning a Pension Fund Investment

The International Executive Council took action to approve the appointment of a

representative to the investor advisory committee of an investment fund in which one of the IBEW pension funds is invested.

Appeals Filed with The International Executive Council

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Local Union 204 member Floyd W. Krogmeier, claim number 1347510, and it is the decision of the International Executive Council to approve his appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Local Union 568 member Robert Melancon, claim number 1346709, and it is the decision of the International Executive Council to approve his appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Local Union 567 member Jack S. Bowden, Sr., claim number 1293228, and it is the decision of the International Executive Council to approve his appeal.

This regularly scheduled meeting was adjourned, on Monday, May 23, 2016, at 4:30 p.m. The next regular meeting of the International Executive Council will commence at 8 a.m., on Wednesday, September 7, 2016, in St. Louis, Missouri.

For the International Executive Council

Patrick Lavin, Secretary
May 2016

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. ■

STALKING YOUR DREAM HUNT?
WIN AN ALL-EXPENSE PAID ELK HUNT COURTESY OF CARHARTT

outwork outhunt

STALK HERE: UNIONSPOSMEN.ORG/WINCARHARTT
For your chance to win a guided elk hunt with Big Chino Guide Services in Gila National Forest, New Mexico, or runner-up prize of a Carhartt Buckfield Jacket. See full rules online.

September International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:30 a.m., by Chairman Erikson on Wednesday, September 7, 2016, in St. Louis, Missouri. Other members of the council in attendance were Calabro, Burgham, Riley, Walter, Wagner, Lavin and Galbraith. Second District IEC Myles Calvey was excused to attend other business of his local union.

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Chilia

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

Legal Defense

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

Financial Reports

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

Resolution to Increase the Line of Credit Available to Local Union 1260

The International Executive Council regularly moved, seconded, and carried to increase the line of credit previously authorized to IBEW Local Union 1260 to an amount not to exceed \$3,400,000. The IEC previously authorized by conference call on June 3, 2016, a line of credit to IBEW Local Union 1260 in the amount of \$2,000,000 for reimbursement of dues to the members of Local Union 1260.

Appeals Filed with The International Executive Council

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Local Union 1319 member Richard S. Hoover, claim number 1245825, and it is the decision of the IEC that Brother Hoover should be returned to PBF pension with his payments resuming August 2015, and credited for the time he paid dues between July 2011 and June 2013. In addition, Brother Hoover is required to sign a waiver form acknowledging that no retroactive pension payments will be made for the time period of July 2013 through July 2015.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Local Union 1852 member Jason D. Young, claim number 2241475, and it is the decision of the IEC to

approve payment of the death benefit.

NOTE: Chairman Erikson was excused from Day 2 of the IEC meeting on Thursday, September 8, 2016, to attend to other important business of the Brotherhood. Chairman responsibilities were passed to Secretary Lavin, who called the IEC meeting back to order from recess on Thursday, September 8, 2016, at 8:00 a.m.

The International Executive Council conducted a thorough review of the facts pertaining to the appeal of Philip J. Leach, card number D520426, and it is the decision of the IEC to deny this appeal.

The International Executive Council conducted a thorough review of the facts pertaining to the appeal of Gregory Bartocci, card number D941562. Motion was made, seconded and carried to approve reinstatement of Brother Bartocci, with back dues in the amount of \$1,077.08 to be paid to IBEW Local Union 3.

The International Executive Council conducted a thorough review of the facts pertaining to the appeal of participating withdrawal card member Marshall B. Bell, card number D656590 and it is the decision of the IEC to approve Brother Bell's appeal and to pay back dues in the amount of \$973.76 to be paid to the International Office.

Local Union(s) Under International Office Supervision

IBEW Local Union 1260 was placed under Trusteeship on May 6, 2016, and remains so.

Article XX and XXI Cases

During the third quarter of 2016, the IBEW was involved in one Article XX dispute and five proceedings under Article XXI.

IBEW Consolidated Balance Sheet

ending June 30, 2016
Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Balance Sheet

ending June 30, 2016
Reviewed and Filed

IBEW and Subsidiaries Consolidated Financial Statement

ending June 30, 2016
Reviewed and Filed

IBEW Headquarters Building LLC Financial Statements

ending June 30, 2016
Reviewed and Filed

IBEW and Subsidiaries Consolidated Statements for the

Five Year Period ending June 30, 2016
Reviewed and Filed

Trust for the IBEW PBF and Subsidiaries Consolidated

Financial Statement
ending June 30, 2016
Reviewed and Filed

Trust for the IBEW PBF and Subsidiaries Consolidated Financial

Statements for The Five Year Period
ending June 30, 2016
Reviewed and Filed

Pension Plan for International Officers, Representatives and

Assistants of the IBEW Financial Statements ending June 30, 2016
Reviewed and Filed

Pension Plan for Office Employees of the IBEW Financial Statements

ending June 30, 2016
Reviewed and Filed

Retirement of International Representatives

George L. Crawford, International Representative,
IBEW Seventh District
Effective — July 1, 2016

Vested Pension

Barbara A. Wallace, International Office Employee
Effective — July 1, 2016

This regularly scheduled meeting was adjourned on Thursday, September 8, 2016, at 12:08 p.m. The next regular meeting of the International Executive Council will commence at 8 a.m. on Monday, December 13, 2016, in Washington, D.C.

For the International Executive Council

Patrick Lavin, Secretary
September 2016

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. ■

September (Reconvened)
International Executive Council MeetingMinutes and Report of
The International Executive
Council's Regular Meeting

The International Executive Council reconvened and was called to order at 8:30 a.m., by Chairman Erikson, on Monday, September 12, 2016, in St. Louis, Missouri. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Walter, Wagner, Lavin, and Galbraith.

Appeal of Robert F. Schaefer, Card Number D336549

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal of Robert F. Schaefer, card number D336549, and it is the decision of the IEC that Brother Schaefer shall be required to fill out a PBF pension application dated February 1, 2010, and submit to the International Secretary-Treasurer. For all return to trade months worked after February 1, 2010, Brother Schaefer shall be required to join the IBEW with a new card number and pay all required dues for months worked. His pension benefit will begin upon his future full retirement from the electrical industry.

In addition, the business manager of Local Union 1250 will be required to educate himself, Local Union 1250's current and future "A" membership, all the officers of Local Union 1250, staff and all professionals who deal with local union pension plans on the requirement of Article XI of the IBEW Constitution regarding PBF pension and the effect of non-payment of dues will have on any future members who retire under a local plan. Motion was made, seconded and carried.

This meeting was adjourned, on Monday, September 12, 2016, at 9:30 a.m.

For the International Executive Council

Patrick Lavin, Secretary
September 2016



IBEW MERCHANDISE

www.ibewmerchandise.com

Men's 39th Convention Watch, Silver \$85.00

Men's special edition 39th International Convention watch.
Silver with white face and Convention Logo.

IBEW Lanyard \$2.00

Blue lanyard with breakaway safety clasp and IBEW initials.

39th Convention Knife \$26.00

3" decorative handle with commemorative accents and 2.5" blade.



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



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.

EXECUTIVE OFFICERSFourth District
William W. RileyThird District
Donald C. Siegel**THE ELECTRICAL WORKER**Lonnie R. Stephenson
International PresidentFifth District
Michael WalterFourth District
Kenneth CooperEditor
Lonnie R. StephensonSalvatore J. Chilia
International
Secretary-TreasurerSixth District
Chris J. WagnerFifth District
Joe S. DavisMark
Brueggjenhohn**INTERNATIONAL EXECUTIVE COUNCIL**Seventh District
Patrick LavinSixth District
David J. Ruhmkorff

Malinda Brent

Chairman

Christopher Erikson

Eighth District
Ross GalbraithSeventh District
Steven Spear

Carol Fisher

Alex Hogan

Curtis D. Bateman

John Sellman

Erin Sutherland

Asifa Haniff

Ben Temchine

Sean Bartel

Colin Kelly

Colleen Crinion

Matt Spence

Michael Pointer

Rix Oakland

First District

Joseph P. Calabro

INTERNATIONAL VICE PRESIDENTSEighth District
Jerry Bellah

Ninth District

John J. O'Rourke

Second District

Myles J. Calvey

First District
William F. Daniels

Tenth District

Brent E. Hall

Third District

James Burgham

Second District

Michael P. Monahan

Eleventh District

Curtis E. Henke

FROM THE OFFICERS

Writing the Next Chapter

Lonnie R. Stephenson
International PresidentSalvatore J. Chilia
International Secretary-Treasurer

The 39th International Convention of the IBEW is now another chapter in our long 125-year history.

It's fitting that our pre-convention activities kicked off where it all started for the IBEW: Henry Miller's boarding-house located just a couple miles from downtown St. Louis.

It was on the top floor back in 1891 where 10 linemen gathered in Miller's room to form the first-ever national electrical workers union. Only a few years later the union went north into Canada to become the international union we are today.

Thanks to the efforts of our St. Louis locals, and the financial support of members and locals across North America, that boarding-house is now the Henry Miller Museum, commemorating our first president and the first chapter of IBEW's history.

The museum's opening reminded us of our founding, those core principles that built the IBEW into what it is today.

And the most important of those is organizing. Our constitution makes it clear that our top objective as a union is to organize every electrical worker in the United States and Canada.

We're still very far from reaching that goal, but since our last convention in 2011, we have made important progress. In the last five years we've added 133,000 new "A" members and more than 120,000 "BA" new members.

That is good news, but the truth is that growth barely kept up with the loss of members due to death, retirement, or in the case of "BA" membership, plant shutdowns and outsourcing.

If it was not for the decision made at the 2011 convention to double-down on membership development and organizing, that growth would have instead been a big drop, so we are happy that delegates once again gave their support to this effort in St. Louis.

Delegates also recommitted themselves to something else that is absolutely vital for the IBEW's future: the Code of Excellence.

Since starting in construction more than a decade ago, the Code has spread to every branch and has been enthusiastically adopted at worksites across the United States and Canada. The Code is not just words on paper. It is a reminder to business and community leaders alike that we are the best trained, most professional workers in our field and we take our jobs very seriously.

The motion to recommit to the Code was overwhelmingly approved. The reason is simple: Because it works. It has opened doors for the IBEW, not only by making the workplaces we represent better for both labor and management, but by attracting new customers and companies.

And now we are taking it to the next level by instituting a core training program launched by our branch departments and our Education Department. The foundation of the program is what we call our SPARQ values: safety, professionalism, accountability, relationships and quality. This is standardizing our Code training across the IBEW. Right now being code-certified in one local might mean something different in another.

We want to make sure that every member shares the same values of excellence and the same commitment to SPARQ.

You will soon be hearing more from us in the months ahead about SPARQ and how to put it into practice, so watch for it.

Delegates adopted these goals for one reason: to guarantee that the IBEW will be there for subsequent generations of electrical workers. Because the decisions we made in St. Louis, and the actions we take in the next five years will decide whether that is the case.

Our founders took on an awesome and unprecedented task. Despite the many challenges we face today, they pale in comparison with the obstacles Henry Miller and the first IBEW members had to overcome.

By organizing with every means at our disposal, by building positive relationships with our neighbors and management, and by reaching out to new communities and new workforces, we are following in their footsteps and giving hope and opportunity to young workers today and those to come in the future.

We stand on 125 years of pride and accomplishment. It is now up to all of us to write that next chapter of IBEW history. ■

**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



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

The Miracle Fueled by IBEW Generosity

What an amazing story [the ibew.org video on a Johnstown, Pa., Local 459 member Tom Whitehead and his daughter's battle against leukemia, viewable at bit.ly/CancerMiracle.] I went through the same situation with my son. Local 191, along with other union brothers and sisters, helped my family in ways you can't imagine. My son is now six years removed from his transplant. He just graduated from high school and works at the hospital that twice saved his life. I worked there along with my other son, too. I am a facilities electrician and union proud forever.

*Travis Patterson, Local 191 member
Everett, Wash.*

God bless the Whitehead family and the IBEW. Changing lives every day.

*Cissy Hill Morgan, Local 1516 member
Jonesboro, Ark.*

Reflections on the 39th Convention

Three members of my household are Local 47 members, including myself. I couldn't be more proud. Going to St. Louis was an amazing experience that I will never forget.

*Dawn Sullivan, Local 47 member
Diamond Bar, Calif.*

It was a great convention. Proud to be an IBEW member and local officer for the last 28 years.

*Dianne Whitten, Local 984 Vice President
Richland, Wash.*

What a great convention. The delegates from Portland, Ore., Local 125 did a journeyman's job of representing our membership. We have a lot of work to do. We need to educate, organize, spread the Code of Excellence and get everyone involved.

*Larry Browning, Local 125 President
Portland, Ore.*

What an honor to represent the sisters and brothers of Phoenix Local 266. What an awesome convention and a great feeling of brotherhood.

*Tom Olivas, Local 266 President
Phoenix*

The Latest in IBEW History

[The Henry Miller Museum] definitely is a must-see if you are in St. Louis. It was awesome to stand in the building where our founding fathers started this great union. God bless the IBEW.

*Michael K. Daley, Local 99 Business Manager
Providence, R.I.*

What a wonderful renovation and it was all done by IBEW members and members of other union trades. I'm sure Henry Miller would be proud. I'm proud to have been an IBEW employee for 51 years.

*Nancy Cleary
Washington, D.C.*

Nuclear is Effective Alternative to Fossil Fuels

I have worked on nuclear facilities seven times at four different plants. I'm convinced it is the cleanest, most efficient way to generate electricity. If the goal is to wean ourselves off fossil fuel completely, nuclear is the way to go.

*Andrew Sanfossio, Hartford, Conn., Local 35 retiree
Sea Isle City, N. J.*

WHO WE ARE

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

The IBEW Saved His Life, Now He Saves Others'



Los Angeles Local 11 member John Harriel has helped hundreds of at-risk and proven-risk men and women become successful union trades workers.

Five years ago, Charles Slay was 'Little Man', a convicted murderer finishing a 27-year stretch in prison.

In five years Slay will be an IBEW journeyman wireman in Los Angeles Local 11, a homeowner, a provider for his family and a peacemaker in Crenshaw, the troubled South-LA neighborhood he calls home.

In between, Slay met Los Angeles Local 11 member John 'Big John' Harriel through the weekly classes he teaches at 2nd CALL. Slay said 2nd CALL and Big John have transformed his life.

"There were a lot of adjustments I had to do to mentally get back on track," Slay said. "Everything moved so fast and I was moving slow. I was relating to society in prison terms. I was looking for something. I was ready to take off my sharp edges but I had no definitions to put to it and I knew something was wrong."

2nd CALL (Second Chance At Loving Life) is a community-based nonprofit serving at-risk and proven-risk residents of South Los Angeles, Compton, Watts and Inglewood, neighborhoods that have been struggling under the weight of poverty and gang violence for decades.

It was founded by Skipp Townsend and Kenny Smith 10 years ago to intervene in gang conflicts and teach life skills and career classes to people who no one else would help. In 2008, Johnson met Harriel, who had been bringing young men and women into the trades on his own.

"Big John had been helping people into the IBEW for years but he didn't have a platform. We did life skills classes, not to make them better employees but to make them better people," Townsend said. "With John, we focus on getting people into the trades and he is the best that

there is at that."

Just before Harriel connected with 2nd CALL, he was the focus of a story in the IBEW Journal ("The IBEW Saved My Life," March-April 2007) that chronicled his path from federal prison to project foreman.

Soon after that story, Harriel shifted from saving his own life through the power of a union career to transforming the lives of others by bringing them into the trades.

"We are not out for jobs. This is about independence and careers," Harriel said.

But to be valuable to contractors, the aspiring journeymen had work to do. The combination of Harriel's character and commitment and 2nd CALL's curriculum of life-skills and anger management was like rich soil. Harriel took over the Thursday night meetings that changed Charles Slay's life and the lives of nearly 400 other men and women who have become members of Los Angeles trades unions, including plumbers, carpenters and electricians.

"If you follow the guidelines of what it means to love yourself and then get people into a meaningful path of work, it will change lives," Harriel said. "We had to get rid of the obstacles facing these young men and women and the biggest was how to deal with emotions, and to talk about anger and depression."

The class works, both Harriel and Slay said, because it focuses on job skills, but also the negative emotions and old life patterns that can get in the way. Everyone speaks in first person. No one gives advice or tells anyone else what they should do.

"2nd CALL teaches us how to get the emotions out of it and just focus on the facts in front of you," Slay said.

We learn, Harriel said, from all of our struggles. And out of that come not just

good workers, but better people whose future is not dictated by their past.

"I had never entertained the idea of being an electrician. I thought I was too old. No one will give me a chance," Slay said. When he first came to 2nd CALL he was working for minimum wage as a laborer at the Port of Los Angeles, as a part-time gang intervention counselor and as security for night clubs.

Harriel told Slay what he had to do to get in, but that it was up to Slay to do the work.

Slay said he was skeptical, that prison had made him defensive when people told him what to do. Even if it was good advice, he said, he wouldn't hear it.

Harriel's classes demand a kind of radical honesty, even vulnerability that can be unfamiliar and confrontational.

"But you are emotionally and physically safe in our meetings," Harriel said. "What makes it easy is that I come from it. I walked this path and I am still working the job every day."

The benefit for the new apprentices and journeymen is obvious, but Local 11 wins too, said Apprenticeship Coordinator Eric Brown. If the mission is to organize everyone in the electrical industry, and it is, then, Brown said, the IBEW needs to see all people as potential brothers and sisters.

"I see our apprentices and when you look at them it looks like nowhere but Los Angeles. We are proud of that and, more importantly, it has made us stronger," said Brown. "Big John has turned into one of our most productive members and he has used the opportunity to reach back. He is living proof that the IBEW not only transforms individual lives, it can change the lives of hundreds of people." ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2017

Many collective bargaining agreements between employers and the IBEW or its local unions include “union security” provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law. These provisions are also permitted under the Railway Labor Act and under many state public employee bargaining laws. Under these laws, employees may fulfill their “union security” obligations either by joining the union and thereby enjoying the full rights and benefits of union membership, or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers — that is, who choose not to become full-fledged IBEW members — forfeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such “chargeable” activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political candidates, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must file their objections during the designated open period (usually the

month of November) or within 30 days of becoming agency fee payers. Because this is a Convention year, this notice, usually published in the October Electrical Worker, is instead appearing in this special combined October-November edition, and the open period has therefore been extended. Current fee payers who wish to file objections for calendar year 2017 must do so between November 1 and December 31, 2016. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November-December open period. Objections filed during this open period will become effective on January 1, 2017, and will remain effective for as long as the objector remains in the bargaining unit.

No special form is required to register an objection. However, please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move, please advise the International Secretary-Treasurer of your new address.

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion retained by the local union and a portion transferred to the International. During January of each year, or as soon as possible after receiving a timely mid-year objection, the International will mail a check reflecting the reduction in the International’s portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. During these same time frames, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector’s periodic payments, and will provide information explaining the basis for its reduction.

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2014-15 fiscal year, 48.64% of its expenditures were for “chargeable” activities and 51.36% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although

some of the locals use the International’s percentage to calculate their own annual reduction — thereby giving objectors a larger reduction than if the locals used their own figures.

Some public sector collective bargaining laws require different procedures for honoring the rights of nonmembers. If you are a public employee covered by such a law, your local union will advise you of the proper procedure to follow to register your objection.

The IBEW Agency Fee Payers Objection Plan¹

1. Nonmembers’ Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States has the right to object to expenditures of his or her fees for activities that are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as “nonchargeable activities.” The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for “chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be postmarked during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement or, for current agency fee payers, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

No later than January 31 of each year (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the objector

pays agency fees will mail to each objector who has perfected his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International’s expenditures on chargeable activities may appeal to an independent arbitrator.

a. The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.

b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.

c. Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.

d. The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.

e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which he or she pays agency fees does not accurately reflect the LU’s expenditures on chargeable activities may appeal through procedures established by the LU. An objector challenging both the International’s and the LU’s reductions must appeal through the procedure specified in paragraph 6.a., except that the appeal must be received in the office of the IST within 30 days of (a) the date on which the International mailed the objector the per capita reduction or (b) the date on which the LU mailed its reduction, whichever is later. ■

¹ Where public employees are employed under a law requiring different procedures, the employees’ Local Union will provide information about the proper procedures to follow.