

# THE ELECTRICAL WORKER

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Members of Missouri unions and their allies march in front of the state capitol in Jefferson City on Aug. 18 after submitting nearly 311,000 signatures calling for a referendum on the state's right-to-work law.

## The Case against Right-to-Work

One of the first actions by the GOP-dominated Missouri legislature and the newly-elected Republican governor this year was to pass and sign into law a right-to-work bill in February.

That didn't settle the issue, however. Working families had a way to fight back.

With the IBEW and its allies leading the way, right-to-work opponents have collected enough sig-

**LOWER WAGES?  
FEWER BENEFITS?**

**NO THANKS.**



natures to force a statewide referendum on the issue in November 2018.

Organizers said they submitted nearly 311,000 signatures on petitions to the Missouri Secretary of State's office on Aug. 18. Approximately 100,000 were needed. Right-to-work advocates are expected to contest them, but with so many signatures, those leading the referendum effort are confident they have enough of a cushion to successfully fight back against those efforts.

The right-to-work law had been scheduled to take effect on Aug. 28, but Jay Ashcroft, the state's Republican secretary of state, said it couldn't be enforced after the signatures were submitted. Its fate now rests on the upcoming referendum.

"I feel relieved that we've made it past the first hurdle," Missouri political director and former Kansas City Local 124 president Rudy Chavez said. "I think it gets tougher as this goes on. This was just securing signatures from registered voters. Now, you have to persuade them. You have to make your case."

Right-to-work laws allow employees to opt out of paying union membership dues, even when they enjoy the benefits of a union contract. They undercut wages and benefits throughout a state, including union and nonunion workers alike. Workers earn an

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# In Missouri, Making the Case against Right-to-Work

average of about \$6,000 less per year in states with a right-to-work law than in states without one.

Right-to-work laws have long been popular in the South and parts of the West, but they made a resurgence in the Midwest in recent years as Republicans took control of more state legislatures. Missouri was the 28th state to adopt such a law and the fifth since 2012.

Like much of the Midwest, Missouri's economy was hurt by a decline in manufacturing, but earlier this year, **wallethub.com** ranked it as having the 24th best economy among the 50 states and the District of Columbia. That was higher than any of the eight states bordering it, seven of which have right-to-work laws.

**“It doesn’t really matter what side of the issue people are on. They believe this should be decided at the ballot box, not by politicians.”**

—St. Joseph, Mo., Local 545 Business Manager Nathaniel Wagers

St. Joseph, Mo., Local 545 Business Manager Nathaniel Wagers said getting so many signatures is a morale boost for working families and the Missouri labor movement, especially with the tough fight ahead.

“It doesn’t really matter what side of the issue people are on,” said Wagers, whose jurisdiction is a largely rural area in northwest Missouri. “They believe this should be decided at the ballot box, not by politicians. You win a lot of people over and they wanted to sign just because of that.”

Wagers said Local 545 kept its offices open late for two weeks in May, inviting the public to stop by and sign the petition.

The unity of the building trades working together helped, he said. Wagers and others encouraged Local 545 members to have their spouses and children nearby when asking for signatures, making the point that fighting back against right-to-work is good for families.

“We were really lucky,” he said. “We had a lot of people that weren’t even union members come by our office and sign the petition because they were convinced they were doing the right thing.”

St. Louis Local 1 hosted classes to show what properly constitutes a legal signature under state law, Business Manager Frank Jacobs said. About 350 active and retired members attended.

Local 1 collected signatures at six county fairs in the state and held 37 signature-collecting events, including knocking on doors and gathering signatures in more

than 200 store parking lots. Overall, it collected more than 20,000 signatures in 72 of Missouri’s 115 counties, Jacobs said.

“The IBEW across the state of Missouri was the most organized force for the AFL-CIO,” he said.

On the other side of the state, Local 124 had members go door-to-door and attend county fairs and other large gatherings, Chavez said. The local union set up remote locations away from its offices to make it more convenient for people to drive by and sign the petition.

“We stepped up,” Chavez said.

Now, the battle intensifies.

Right-to-work advocates have a financial advantage and tried to thwart the referendum process before it was completed, but a state appeals court reversed a lower court decision that ruled the wording of the ballot initiative was unfair and insufficient.

Corporate-backed nonprofits that do not have to disclose their donors have poured money into groups fighting to uphold the law, including one organized by advisors to Gov. Eric Greitens.

A provision of the Missouri constitution allows for a referendum on any legislation passed by the legislature and signed by the governor if supporters can get at least 5 percent of the voters in the last gubernatorial election and in at least two-thirds of the state’s eight congressional districts to sign a petition approved by the secretary of state’s office.

The last successful effort came in



Members of St. Louis Local 1 and other building trade unions in the area sign petitions asking for a repeal of Missouri’s right-to-work law during a signature-gathering event at Local 1 headquarters.



1982, when voters rejected legislation that would have allowed larger trucks on the state’s major highways, according to the St. Louis Post-Dispatch. Voters have

used the referendum process 26 times since 1914. All but two were successful.

“We’ve got to have three messages,” Chavez said. “There’s a good-guy

message, where we talk about the good the labor movement does. A facts message, where we share the economic impact on the citizens and the tax base. I think you also have a message where you call out the out-of-state donors and the people spending a lot of money on this. There needs to be an accountability.” ■

## ... and across America, Right-to-Work Marches on

The success in forcing a referendum on Missouri’s right-to-work law was a win for working families, but plenty of threats remain — especially on the federal level.

Most notable is the Supreme Court case *Janus v. the American Federation of State, County and Municipal Employees*, which will be heard after the court reconvenes in October. At issue is whether public employees can be compelled to pay “fair share” fees to a union to cover the costs of collective bargaining and representation.

The plaintiff’s lawyers are the same that were behind last year’s *Friedrichs v. California Teachers Association* case, which asked the same question. The vote deadlocked 4-4 along ideological lines after the death of Justice Antonin Scalia, preserving a key source of union funding and giving workers a victory.

But earlier this year, newly-elected President Donald Trump nominated federal appeals court judge Neil Gorsuch to fill Scalia’s vacancy. Gorsuch, who later was confirmed by the Senate, has long expressed his admiration for Scalia, a hardline conservative who seldom showed respect for the role of unions, leaving labor and its allies to wonder if the *Friedrichs* win was merely a reprieve.

A decision in favor of the plaintiffs would overturn more than 40 years of judicial precedent.

The *Abood v. Detroit School Board* case in 1977 protected the use of “fair share” fees, which are payments collected from non-members in a union shop to help pay for services related to collective bargaining and workplace representation. By law, unions are required to represent workers at a union shop, even when they refuse to join. Until recently, it was accepted that it was only fair for those workers to pay for those services.

Workers cannot be required to pay for the political activities of a union. They may opt out of that portion of their dues.

Although the *Janus* case involves public-sector workers, the IBEW and other unions are concerned a decision in favor of the plaintiffs will encourage far-right politicians and conservative judges to continue their attacks on unions, including judicial or legislative

action that would punish private-sector unions and do away with their fair-share fees.

In Congress, GOP Reps. Steve King of Iowa and Joe Wilson of South Carolina introduced legislation in February to implement a national right-to-work law. It has made little progress since, but with the Republicans controlling Congress and Trump publicly stating he supports such a law, the threat likely isn’t going away anytime soon.

On the state level, the West Virginia Supreme Court was scheduled to hear a case in September challenging the constitutionality of that state’s right-to-work law.

In 2014, Republicans captured control of both the West Virginia House and Senate for the first time since 1930 and one of their first actions was to pass the law, overriding a veto by then-Democratic Gov. Earl Ray Tomblin. Six IBEW local unions with jurisdiction in the state joined with other labor allies and filed suit, claiming it was unconstitutional. A Kanawha County circuit judge issued a preliminary injunction in their favor, leaving the final decision to the state Supreme Court.

North Carolina has had a right-to-work law since 1947 and there has been no serious attempt to repeal it since the early 1950s, but corporate-backed groups from outside the state, such as Americans for Prosperity and the U.S. Chamber of Commerce, are pushing the GOP-controlled legislature to approve a referendum that would ask voters to make right-to-work part of the state constitution. The full legislature is expected to consider it next year.

Missouri and Kentucky passed right-to-work laws earlier this year, although Missouri’s will not be enforced unless voters reject the referendum scheduled for November of next year.

There have been some positive trends for right-to-work foes. Not only did Missouri collect enough signatures for a referendum, but the New Hampshire House, which is controlled by the GOP, voted down a proposed right-to-work law in February after the state Senate passed one earlier in the legislative session. It also voted to ban consideration of another right-to-work law until after the 2018 election. ■



## NAFTA 2.0

## Trump Plan Offers Little Relief for U.S. Workers

**T**alks to renegotiate the North American Free Trade Agreement began late this summer in Washington and continued in Mexico and Canada into fall. But the White House negotiators are doing little to protect American workers, and critics argue that the “new” plan looks a lot like the Trans-Pacific Partnership trade deal that Donald Trump — and the IBEW — opposed last year.

“NAFTA needs to be fundamentally rewritten, not merely tweaked,” said AFL-CIO President Richard Trumka, arguing for stronger labor protections.

Meanwhile, union leaders on both sides of the U.S.-Canada border welcomed a proposal from the Canadian delegation that demanded an end to “right-to-work” legislation in the U.S., which they argue leads to lower labor standards and provides an unfair advantage for U.S. and Mexican companies when competing for jobs. The overture was met with silence by representatives of the Trump administration.

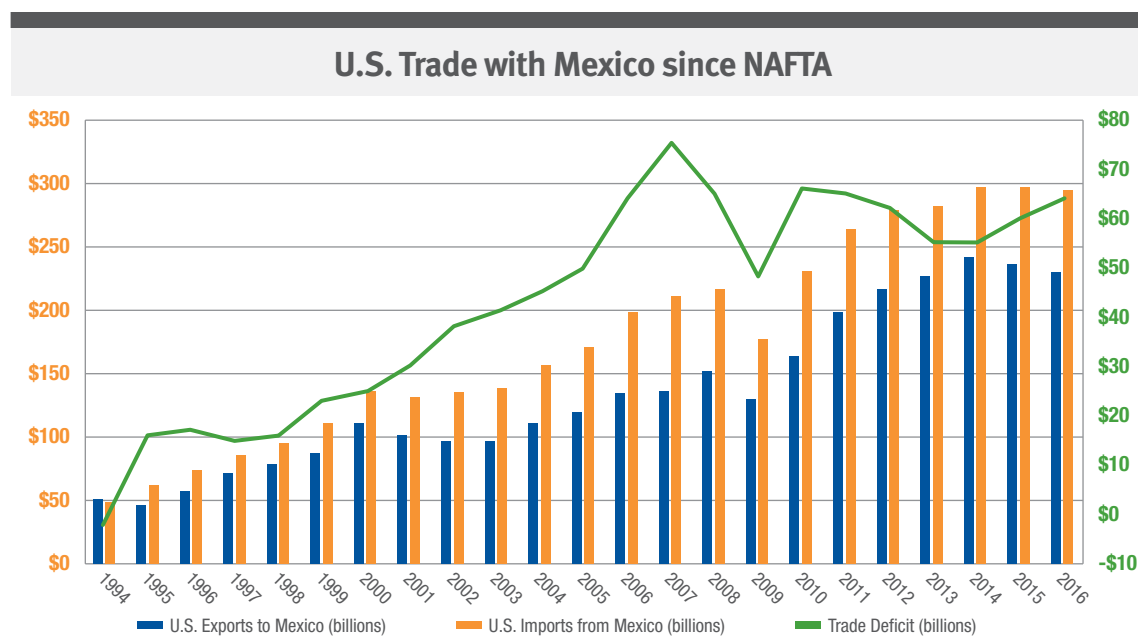
NAFTA, the 1994 trade pact between the U.S., Canada and Mexico, eased restrictions on cross-border trade between the three countries, but mainly enriched U.S. companies while working people paid the price. The deal has been responsible for the loss of more than 700,000 jobs in the U.S., primarily in manufacturing, as American companies packed up and moved south of the border, leaving entire communities in economic collapse.

The deal has had a depressing effect on U.S. wages as well, with companies needing little more than the threat of moving operations to Mexico to force workers to accept lower pay. And a \$2 billion trade surplus for the U.S. with Mexico at the time of NAFTA’s signing has turned into a staggering \$64 billion deficit between the two countries in 2016.

During the 2016 campaign, Trump regularly promised to pull out of the agreement. But he changed course prior to the first round of talks in August. His allies in the corporate world, many of whom have benefited greatly from offshoring American jobs, have cautioned against scrapping it entirely.

“NAFTA’s adoption led to a dramatic collapse in American manufacturing,” said International President Lonnie R. Stephenson. “But if Donald Trump is serious about finding a better deal for American workers, he should stop listening to the giant corporations who have made billions off this awful deal and start listening to the workers whose lives and communities were turned upside down when the jobs left town.”

In testimony to Congress, AFL-CIO Trade and Globalization Specialist Celeste Drake said any renegotiation should include binding, enforceable rules on labor standards in the core text of the agreement. “Specifically,” she said, “NAFTA should permit cross-border negotiating, establish floor wages and allow border adjustments to prevent environmental degradation and human exploitation to be used for trade advantage.” A coalition of labor unions, including the



*More than \$524 billion in manufactured goods crossed the U.S./Mexico border in 2016. Upwards of \$544 billion in imports and exports changed hands between the U.S. and Canada. All of it was governed by the rules set forth in NAFTA in the 1990s.*

IBEW, also sent a letter to U.S. Trade Representative Robert Lighthizer in September encouraging him to maintain strong copyright standards that protect the value of content created by members.

Like the Trans-Pacific Partnership,

which was abandoned by the U.S. under criticism from both Trump and Democrats in Congress, the administration’s public objectives include support for the anti-worker private justice system for foreign investors known as investor-to-state

dispute settlement. That process, which allows foreign investors to challenge local, state and federal laws in front of panels of corporate lawyers, puts corporate rights ahead of workers’ rights.

“[ISDS] amounts to little more than

crony capitalism,” Drake told the U.S. House Ways and Means committee.

IBEW members in Canada have a different perspective. NAFTA is generally viewed more favorably by Canadians, largely thanks to the 75 percent of Canadian exports that travel to U.S. consumers. By contrast, just 18 percent of U.S. exports go to Canada, though that still makes it the single largest importer of U.S.-produced goods.

Canadian officials point to a much smaller trade deficit between themselves and the U.S. than the one with Mexico — just \$12 billion, even shifting in favor of the U.S. when services are factored in. One agenda item for Prime Minister Justin Trudeau’s government includes cross-border labor mobility, something that could be especially beneficial to IBEW members who’d benefit when large construction projects near the border need extra manpower.

On that particular issue, the Trump administration has been unresponsive.

“The document is awfully short on specifics,” said Director of Political and Legislative Affairs Austin Keyser. “We don’t know what the administration’s plans are, but we know there are some red flags for working people, and we plan to keep a close eye on the negotiations.” ■

## Labor Peace on Construction Projects: No Longer Welcome in Florida

**F**lorida legislators acting on behalf of wealthy patrons have attacked the one law that has assured labor peace on public construction projects for years: the project labor agreement.

The well-funded effort paves the way for race-to-the-bottom, unscrupulous contractors who underpay their workers and frequently perform shoddy work.

“Without PLAs, unions get priced out because nonunion contractors can lowball their bids and bring in out-of-state workers — at taxpayer expense,” said Theresa King, president of the Florida Building and Construction Trades Council and recording secretary of Tampa Local 915. “That money leaves the community and those areas are devastated.”

The new law prohibits state and local governments from requiring contractors working on public works projects to pay a pre-determined wage, hire certain classifications of employees like apprentices or local residents or hire employees from a single source. The bill pre-empts local ordinances if the project receives more than 50 percent state funding.

In addition to setting wages and working conditions that ensure a skilled and safe workforce, PLAs keep projects on schedule and under budget. The agreements, which date back to the 1930s, provide for a streamlined construction process and prevent labor-management conflict by including mechanisms to solve disputes quickly and effectively.

PLAs also boost local economies. Many include requirements for local hiring, ensuring that government-funded projects keep their taxpayer dollars in the community. They can also require apprenticeship training and preferential hiring for women and minorities.

King and other IBEW members were part of the coalition that lobbied against the bill. “They say PLAs impose ‘restrictive conditions’ on business, and that it’s about ‘freedom.’ Paying someone a living wage isn’t restrictive,” said Jennifer Kenny, Orlando Local



*Orlando Local 606 Assistant Business Manager Kenny Wooten addresses fellow labor activists at the state capitol in Tallahassee.*

606 assistant business agent and part of the lobbying effort. “It’s freedom for contractors to make more money and keep it out of a hardworking person’s pocket.”

James Ingle, vice president of Gainesville Local 1205, also went to Tallahassee, and brought an apprentice with him.

“It’s good for our members to lobby, to see the process and get their heads around how democracy works, even though it can be demoralizing,” Ingle said.

The law, which went into effect July 1, was a main priority of the Associated Builders and Contractors, a powerful and aggressively anti-union group of construction contractors, King said. The ABC has a

long track record of opposing issues like PLAs and workplace safety, and of spending millions of dollars supporting anti-union candidates for office.

“This is the ABC’s bill, not the working families of Florida’s,” King said.

A report by the AFL-CIO’s Building and Construction Trades Department published in 2012 uncovered a number of misleading claims by the ABC. The group claims to represent “80 percent of construction,” yet its actual membership amounts to only 1 percent. In fact, a substantial portion of its membership has no relationship to the construction industry at all.

“This report proves what we in the organized building trades have known for some time: that the ABC is essentially an astroturf advocacy group funded for the sole purpose of torpedoing worker’s rights around the country,” said Terry O’Sullivan, president of the Laborer’s International Union of America.

The Sunshine State law does not apply to federal funds. However, a bill in the U.S. House of Representatives, sponsored by Republican Dennis Ross of Florida, is pushing for just that. King says ABC also supports that bill.

“It’s a nationwide effort,” she said. “We’re going to have to fight it tooth and nail.” ■

## Q&A with Secretary-Treasurer Cooper

# 'It All Goes Back to Organizing'

International Secretary-Treasurer Kenneth W. Cooper took over on May 1 for Salvatore "Sam" Chilia, who retired. Cooper, who joined Mansfield, Ohio, Local 688 in 1986, served as vice president, president, business manager, international representative and Fourth District vice president before his appointment to the union's No. 2 job. He is responsible for everything from the IBEW's various pensions and medical plans to its political engagement and general financial health.

**Electrical Worker:** Tell us about the transition from vice president to international secretary-treasurer.

**IST Cooper:** I'm really honored to have the opportunity to represent IBEW members in this capacity. The transition has been very smooth. Having the opportunity to work with Sam for a couple of weeks before he left was extremely helpful. As I said at Sam's retirement party, this road's been paved by many great leaders that came before me, so that makes it a lot easier for me. Although it has only been a few months, I feel confident that I have my feet on the ground.

**EW:** What's a typical day on the job?

**KC:** It's been hectic. I've been on the run, traveling all over the place, meeting with members and leaders across the U.S. and Canada. At the same time, I'm working hard to ensure that our membership is represented and that the policies and practices that we put into place in Washington, D.C., help our local unions grow and prosper. I want to make their jobs easier, not harder.

On the financial side of things, I've been meeting with investors and attorneys to ensure that the IBEW remains solvent and that we are providing the very best benefits we can to our membership. I'm grateful for the people I work with here, who have been critical to helping me settle in to the job so that I can get to work for members.

**EW:** What are some of the things that members' dues pay for that you'd like them to know?

**KC:** Well, all union members understand the connection between their membership and higher wages

and better benefits. But a lot of those things start here at the I.O. Our local unions have negotiating teams, and those teams get a lot of information from our great Research Department and our contract analysts that helps them to be more effective. As a business manager, it is important to make sure our side is prepared when we sit down and negotiate. That is a huge part of the reason we're able to successfully go up against these big employers.

Our Political and Legislative Department lobbies the government and tracks legislation, rules and regulations that are important to our members, such as overtime protections, prevailing wage attacks, and they are also in charge of managing the IBEW PAC and the IBEW Registrar program.

The individual branches handle industry issues, national contract bargaining and disputes and assist local unions by coordinating communications among the local unions that share the same industry. Helping local unions stay abreast of industry trends is very important.

There's also a lot of important record-keeping here. We manage the Pension Benefit Fund, the National Electrical Benefit Fund and the Family Medical Care Plan.

Civic and Community Services manages our RENEW program (Reach Out and Engage Next Gen) which helps to engage young IBEW workers. They also work directly with our constituency groups to ensure that we are active in the communities we serve.

And of course, all of the departments and benefits are interrelated and tie directly into organizing, which our Membership Development Department assists local unions to do.

Organizing is critical to our political strength, our community strength, our ability to get work for members and to provide the very best representation



"It's our job to bring along that next crop of young people, to fight for them, to make their lives better."

for our existing membership. The more numbers we have, the stronger we are, the louder our voices become, the stronger our health plans are, the stronger our pensions are and the stronger the IBEW is — it all goes back to organizing. The finances of everything get better with membership growth. The fact of the matter is, you get more political strength, you get more power at the bargaining table, you get better health care, you get more market share — everything becomes stronger as the union gets bigger. This equates to a better life for our members and all working families.

**EW:** What do you say to folks who don't think organizing is important, to people who think younger folks are going to come in and take their jobs away?

**KC:** There are really good members who think that way, but we have to do a better job of educating them about why it's important that we groom the next generation of members and how organizing affects them. For 125 years, members of the IBEW have passed the torch on to the next generation. It's our job to bring along that next crop of young people, to fight for them, to make their lives better, the same way someone did for us. That's how it's worked since the IBEW was founded in 1891, and we've got a responsibility to pass that on.

**EW:** Your job also includes responsibility for the political action of the IBEW and its members. We're in a tough time for unions right now, with politicians pushing right-to-work and talking about repealing prevailing wage laws and making it harder to organize. What's the way through this?

**KC:** Our strength is in the membership, and politicians pay attention to the number of working families we represent. The larger the membership, the more influence we have as a union, and that gives us a chance to fight back against the anti-union rhetoric we're seeing around the country.

I think Trump stole our message during the last cycle. For 30 years we've talked about bad trade agreements and how they affected us as working people, how important buying American made products are to our economy and in providing good jobs

for the middle class. And I really hope he delivers, because a lot of our members chose to believe what he was saying. Unfortunately, his actions have veered far from that message. We all have to pay attention and hold the president's feet to the fire when it comes to delivering for working families.

**EW:** We've seen more of our members running for public office. In July, we had a member win a state senate seat in New Hampshire. We've got another running in Massachusetts, and of course Donald Norcross is in Congress from New Jersey. Is that encouraging to you?

**KC:** Absolutely. In my mind, our government was set up for the people, by the people. The better cross-section of everyday life we have in government, the better we're represented, especially when it comes to working people. When you put an IBEW member into a political office, they start day one understanding the struggles of being a working person. Many times, the people we send to Congress have never worked with their hands or had to struggle to figure out how they'll send their kids to college or pay the bills. I think that's important.

**EW:** We're seeing a lot more locals using the Family Medical Care Plan. How's that going?

**KC:** The Family Medical Care Plan covers about 95,000 people in 165 local unions, and all of the international staff is under the plan. We hope it continues to get stronger — we think it will. The more people that join the plan, the more bargaining power you have to drive down the costs. Most importantly, we don't pay CEOs or shareholders. One hundred percent of that money is going to benefits — no marketing, no big bonuses, just providing our membership with the very best health care benefit we can.

The Electrical Worker ran a story a few months back about Local 66 down in Houston. They started using the FMCP, and it turned into an organizing tool for them because the opportunities for that health care were so good that people who weren't members wanted to join to get a piece of those benefits. We're encouraged by that kind of story and hope to see more locals take advantage.

## Retiring Early? A Word of Warning for 'A' Members

**TOO MANY IBEW MEMBERS ARE LOSING OUT ON CRUCIAL BENEFITS**, and International Secretary-Treasurer Kenneth W. Cooper is warning early retirees to pay special attention to one of their pensions.

The IBEW's Pension Benefit Fund started as a death benefit for linemen, wiremen and electricians, who were dying all too frequently on the job. Today, it has grown into a small, but important, supplementary pension for 'A' members — those in the construction branch or others who have opted in to the upgraded membership.

In July, Cooper sent a letter to business managers warning that some 'A' members who retired before age 65 were failing to continue to pay into the PBF until they had successfully applied and been approved for PBF benefits.

"It's a small pension," Cooper said, "but you've been paying into it every month for your entire career, and you deserve to have the benefits of that." He pointed to statistics that show PBF beneficiaries recoup every dollar they put in to the pension in just four and a half years, and the average recipient lives for nearly 20 years after retirement. The PBF also includes the IBEW's original death benefit, which can range between \$3,000 and \$6,250.

"We want to make sure our members are getting every dollar they're owed," Cooper said, "because in retirement, it all adds up. And that means it is important to continue to pay into the PBF until you retire early or leave the industry. It's a small amount of money, but it unlocks a benefit you've been earning for many years."

Any member can upgrade their membership status from 'BA' to 'A' to participate in the PBF — about 6,000 did that last year. Many local unions also require 'A' membership to run for local office. "It's a great opportunity to more fully participate in the benefits of the IBEW, so we hope more 'BA' members take advantage of it," he said.

'A' members considering early retirement should talk to their local unions or contact the IBEW's Pension and Reciprocity Department at 202-728-6206 or by email at [pension@ibew.org](mailto:pension@ibew.org). ■



**EW:** What are things you want people to know about you that maybe they don't know?

**KC:** Honestly, I grew up as kind of a poor kid. The IBEW gave me an opportunity to move into the middle class. I learned very quickly that with collective bargaining you could have a better life for both you and your family as well as the community you live in. I want to pass that along to our membership, and I want to pass that along to workers throughout the United States and Canada who can benefit from being a member of the IBEW. We owe it to the future generation of workers to bring them along, educate them, help them build a better country and a better life for themselves and their families. That's where I try to keep my focus every single day.

**EW:** What are the challenges the IBEW faces in the near term or long term? What kinds of things are you worried about or keeping an eye on that members should be looking at too?

**KC:** Unions are not as strong or as popular as they once were. I've heard people say that we are no longer needed, that our time has passed, but that's not true. The income gap between the wealthy and poor is growing. Teaching workers how to stick together on fundamental issues that they face on a daily basis in the workplace has never been more important. Educating the population on how important collective bargaining is — and what collective bargaining is — has never been more important.

If I'm a baseball pitcher, and I can pitch a ball 100 miles per hour on a consistent basis, I will get paid a lot of money because there are not a lot of people in society that can do that. But as far as electricians go, approximately one in every 586 people is an electrician, so individually we can be replaced. But collectively, we all can't be replaced. We must stand together, support one another and not buy in to the divide-and-conquer mentality that pits worker against worker.

Making sure we pass that baton to the younger generation is also important — most statistics out there say millennials believe in unions, but they don't understand unions — so it's our job to educate

## The ABCs of the IBEW's Benefit Plans

**NEBF:** The National Electrical Benefit Fund is a multi-employer pension run jointly with the National Electrical Contractors Association that provides retirement security to more than 550,000 individuals in the IBEW's construction branch. It is the third largest multi-employer pension in the United States, with contributions from more than 8,000 employers.

**PBF:** The IBEW's Pension Benefit Fund is an entirely union-run, dues-driven pension fund available to all 'A' members who pay into it with their International Office dues each month. It includes the original death benefit envisioned by the IBEW's founders in 1891, which is still paid to this day.

**FMCP:** The IBEW partnered with the National Electrical Contractors Association in 2006 to offer the Family Medical Care Plan, a not-for-profit health insurance program. It has expanded to cover IBEW members in multiple branches, where it achieves cost savings in large part because it's run in-house, eliminating many overhead costs that raise prices for commercial insurance carriers. ■

those young people. I recently sat through a meeting where people brought up a lot of issues with millennials, about how they don't do this or that. And I reminded them of a presentation that a fighter pilot gave to us at a recent meeting. She talked about landing jets on a carrier, and how her life was on the line every time she landed that plane. And there was a whole team whose only job was to make sure that \$100 million jet stopped on that ship, and the average age of those workers responsible for her life and that \$100 million piece of equipment was 19 years old. So, every generation steps to the plate when it's their time, and their time's coming. ■



Houston Local 716 members David Vega and Dan Donaldson help to clear flood debris from the home of a fellow member.

# After Harvey's Destruction, IBEW Members Working OT

David Hawkes is saddened by the destruction he's seen in his native Texas. Yet, there's a sense of honor in knowing that he is being counted on to help get things back to normal.

"I take a great sense of personal pride in all my work," Hawkes, a head lineman for CenterPoint Energy and a member of Houston Local 66's executive board. Hawkes and other IBEW utility-branch members are stretched across the Texas and Louisiana coasts to get electricity restored in areas slammed by Hurricane Harvey.

Hawkes and Johnny Johnson, a lineman for Entergy and recording secretary for Beaumont Local 2286, spent weeks restoring power after the massive storm.

Hawkes lives in Katy, Texas, about 30 miles west of Houston. His home sustained minimal damage, but flooded roads made it impossible to return immediately. Thus, he and other IBEW brothers and sisters lived and worked out of CenterPoint's service center in Katy. His bed was a cot and a sleeping bag while his family stayed with relatives.

Yet he considers himself lucky when he sees what has gone on around him. He is part of CenterPoint's mutual assistance team, first responders who are dispatched to areas that experience an environmental emergency.

Hitting in late August, Hurricane Harvey pounded cities like Houston and Galveston and Port Arthur for several days with upwards of 50 inches of rain.

"It reminds me a little bit of Katrina with the flooding," said Hawkes, referencing the 2005 hurricane that devastated New Orleans.

Johnson lives in Buna, a small town about 30 miles north of Beaumont. His home has escaped damage, but he's seen many not nearly as fortunate. Crews' work sometimes is slowed by people continually coming up and asking when their power will return, he said.

"These are our friends and neighbors," he said. "We understand they want their lights back on, but it makes you feel good when they appreciate you being out there and what you're doing."

Utility Department Director Donnie Colston said IBEW members in Texas pulled 16-hour shifts and slept in their trucks.

"We're very proud of the apprenticeship training we provide and the training by our utilities that prepares them for this situation," Colston said. "We're very proud of the skills they bring and the dedication they bring to our customers in getting their lights turned back on."

AFL-CIO Secretary-Treasurer Liz Shuler, an IBEW member, noted that fellow members and other unions are doing what's expected: putting their training and superior work skills to use when the country needs them most.

"The labor movement is always the first to respond in these communities," she told Texas labor leaders in Houston in the days following the storm.

Shuler said the national AFL-CIO has donated \$100,000 to the Texas AFL-CIO's Workers Relief Fund and committed to raising \$5 million more in cash aid. The AFL-CIO's Housing Trust Program will invest \$50 million during the next five years to areas affected by the hurricane.

Seventh District International Representative Gary Buresh said that most local union halls and training centers in the areas affected escaped severe damage. But some members were not as fortunate.

Several federal and municipal facilities, including NASA, were damaged during Hurricane Harvey, and skilled workers will be in demand. The challenge for the IBEW will be to provide them during a nationwide shortage of skilled construction workers, he said.

"We've always been able to in the past," he said.

The IBEW Unity Fund is collecting resources to help brothers and sisters in need in the wake of Hurricanes Harvey and Irma. Donations can be made online at <https://secure.ibew.org/unityfund>. ■

**"The labor movement is always the first to respond to these communities."**

— AFL-CIO Secretary-Treasurer Liz Shuler to Texas labor leaders just after Hurricane Harvey.



As Fourth District vice president, Cooper played a major role in organizing 1,400 Baltimore Gas & Electric workers into the IBEW in January. He's pictured here signing the final vote tally.



# Quick Action by IBEW Member Saves Life of Another

*When someone is having a stroke, a few minutes make all the difference*

**M**ilwaukee Local 494 member Phil Kissinger was on his way to ask a friend how he was recovering from surgery when his vision started fluttering.

He was at the local's annual Brat Fry, a July celebration that brings the 100 or so current and retired members of the Kettle Moraine unit of Local 494 together for a brief meeting and then a big meal.

**"I'm a pretty good argument for going to your union meeting."**

— Milwaukee Local 494 retiree Phil Kissinger

Union meetings are one of the only nights the newly-retired Kissinger goes out, he said. Normally, he is at home, not quite alone. His wife works first shift at 6 a.m. and is in bed early. Most other nights, Kissinger would have been on his own. Union meetings, even the ones without beer and brats, are a good chance to see old friends, he said.

Until he couldn't really see them anymore. A quarter of the image in each eye was unsteady.

"It was shimmering, like when you see stars," Kissinger said.

Kissinger's friend, recording secretary Dan Casper, was half a year past a triple bypass and Kissinger meant to ask how he was feeling. Now, Casper was doing the questioning.

Casper sat Kissinger down, got him some water and went for help.

What Kissinger didn't know was that one of the valves in his heart was damaged beyond repair, clogged with clotted blood called plaques. A piece of the plaque broke free from the wall of his heart and raced through his aorta up into his brain, lodging itself in his optic nerve. It strangled the blood supply, suffocating the neurons.

From the moment his vision began to flutter, a clock began ticking. There is a short window where permanent damage may be avoided if the clot is broken up with blood thinning drugs. But you must get to the hospital in time. They must know what's wrong in time. They must give the right drugs in time and the drugs must start working in time.

Three hours is all you have.

The Kettle Moraine unit isn't large, says Local 494 Business Manager Dean

Warsh. Everyone knows everyone else. They've almost all worked together on construction projects at one time or another. Sometimes they even worked with each other's fathers or grandfathers.

Casper knew, of all the people in the room, who to ask for help: Christopher Burgin, journeyman inside wireman, 14-year member of Local 494, a registered paramedic and a member of the Howards Grove Volunteer Fire Department.

Soft-spoken and humble, but well known to the membership, Burgin is at every meeting, collecting COPE payments and checking dues receipts at the door.

Kissinger had worked with Burgin at the Edgewater powerhouse in Sheboygan. He'd worked with Christopher's grandfather, Hank, for five years when he was an apprentice.

"Dan came over just as my grandfather and I sat down," Burgin said. "He told me I had to come now. Something was wrong with Phil."

Kissinger hadn't moved. His eyesight was just as bad, but now a pain grew from the back of his neck, spreading like the roots of a tree into his head and down his back.

Burgin began to ask him questions: do you have any history of medical complications? Are you allergic to anything?



Milwaukee Local 494 member Christopher Burgin helped save the life of Local 494 retiree Phil Kissinger, right, during the local's annual brat fry in July. Burgin was honored by the members of Local 494 and Business Manager Dean Warsh, center, at the August local meeting.

In a normal stroke, half of the body will experience some level of paralysis. Burgin asked Kissinger to perform some physical actions to see if that was happening to Kissinger. There were no signs that one side was weakening.

"He was not consistent with having a normal stroke," Burgin said. "He was self-aware, alert and oriented. But this wasn't the first time I have seen a stroke. Every brain is different so every stroke is different. It depends on where it is in the brain and how the person responds."

But Burgin had seen enough.

"I don't know what he got from those questions, but he made a decision that waiting wasn't the thing to do. He

stood up, tapped me on the shoulder and said, 'Let's go for a ride,'" Kissinger said.

From Casper asking him to come over to walking out the door took less than 10 minutes.

Hank got a ride home from someone else.

"Christopher just grabbed Phil and they left," Warsh said. "I didn't find out until I was going home, it happened so fast."

Phil was taken to a hospital in Sheboygan, given blood thinners to destroy the clot on his optic nerve. Four days later, he was taken to Milwaukee by ambulance where the faulty heart valve was removed and replaced with a valve from a bovine donor.

A month after surgery, Kissinger

returned to the Kettle Moraine Local 494 unit meeting. Together with Warsh, they presented a challenge coin to Burgin, to thank and honor him.

"Chris was embarrassed," Warsh said. "He kept saying, 'You know I don't do this for recognition. This is what brothers do for each other.' That's Christopher."

Warsh has now nominated Burgin for the IBEW's Lifesaving Award, one of the highest honors in the Brotherhood.

Burgin said he hopes that the attention will focus on the importance of every IBEW member getting first aid training. He also wants people to consider serving in a local volunteer fire department.

"Especially if you are in a rural setting, everybody is screaming for volunteer first responders. There is a great need nationwide," Burgin said. "It is a good thing for the community to help your neighbors."

Six weeks after he came home from the hospital, Kissinger has had time to consider just how lucky he was.

"One day out of 31 that I happen to be at a meeting and I am talking to a guy who had surgery and he responded and so did Christopher," Kissinger said. "I haven't tried to consider what would have happened if I had been home alone, taken a Tylenol and gone to sleep. I'm very fortunate, no other way to look at it."

And he said there is a lesson in it for every member of the IBEW, active or retired.

"I'm a pretty good argument for going to your union meeting," he said. "Go talk to some brothers and sisters. What could it hurt?" ■



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# NORTH OF 49°

## For Working Families, a Win in British Columbia

**A**fter 16 years of an anti-union Liberal Party in power, many British Columbia working families were ready for change and put their faith — and votes — with the New Democrats. And after a historically close election, labour is celebrating an NDP victory.

“We have a seat at the table again,” said First District Vice President William Daniels. “And we intend to use it on behalf of working people.”

The NDP platform included support for a number of issues important to working people, like promoting apprenticeships, creating nearly 100,000 construction jobs and making workplace safety a priority. The Liberal Party, by contrast, earned a reputation for locking out labour unions from important discussions, not supporting apprenticeship programs and weakening the labour code, said Laird Cronk, international representative.

first time the Brotherhood will do so with a sitting premier.

“With the Liberals, we weren’t even allowed in the room most of the time,” Cronk said. “It’s a new day now, and we’re looking forward to meeting with Premier Horgan and working with the NDP on our issues.”

IBEW members throughout the province helped get out the vote for the NDP and the British Columbia Provincial Council, comprised of business managers from five of the province’s locals, contributed financial support. The BC Federation of Labour ran an active campaign on behalf of the New Democrats as well.

Cronk said most of the legislative action won’t happen until next spring. Until then, IBEW members and staff plan to meet with legislators and other leaders, including the energy minister.

“There are a lot of areas where we’re the subject matter experts and we want to share our expertise,” Daniels said. “By doing so, it benefits not only our members, but all working families in the province.” ■



*British Columbia working families have a new, labour-friendly party in power, headed by Premier John Horgan, left, with International Representative Laird Cronk, as they display their IBEW challenge coins.*

**“We have a seat at the table again. And we intend to use it on behalf of working people.”**

— First District Vice President  
William Daniels

“The Liberals would build roads and bridges, but they’d do everything they could to do it nonunion,” Cronk said. “With the NDP, these public infrastructure projects will be done with project labor agreements. It’s actually more work for the IBEW.”

Election night in May was just the beginning of a protracted process that would take seven weeks to resolve. The end of the evening saw the Liberals win 43 seats to the New Democratic Party’s 41 and the Green Party score three — and no one won a majority of the province’s 87 ridings.

After weeks of inter-party negotiations, the NDP reached an agreement with the Green Party that pledged the Greens’ three votes to the New Democrats, enough to form a minority government. On July 18, John Horgan, head of the NDP, was sworn in as premier.

The IBEW was among a few unions in the building trades that supported the NDP over the Liberal Party, and the choice seems to have paid off. The NDP agreed to have a meeting with the IBEW, with Horgan expected to attend. It’s the

## AU NORD DU 49° PARALLÈLE

## Une victoire pour les travailleurs en Colombie-Britannique

**A**près 16 ans de régime libéral antisindical, de nombreuses familles étaient prêtes pour le changement et de placer leurs confiances — et leurs votes — avec les néo-démocrates. Et suite à une élection historiquement serrée, le syndicat célèbre la victoire du NDP.

« Nous avons désormais notre place à la table », mentionne Bill Daniels le vice-président international du Premier District. « Et nous avons l’intention de nous en servir au nom des travailleurs. »

La plateforme du NDP inclut l’appui d’un certain nombre de questions importantes pour les travailleurs, comme promouvoir l’apprentissage, créer près de 100 000 emplois en construction et faire de la sécurité au travail une priorité. En revanche, le parti libéral a bâti sa réputation en interdisant les syndicats à participer à des discussions importantes, ne pas appuyer les programmes d’apprentissages et d’affaiblir le code du syndicat, spécifie le représentant international, Laird Cronk.

« Les libéraux construisaient des routes et des ponts, mais ils ont tout fait pour que le travail soit fait non syndiqué », dit Cronk. « Avec le NDP, ces projets d’infrastructures publics seront

menés depuis des conventions collectives. C’est effectivement plus de travail pour la FIOE. »

La soirée des élections du mois de mai n’était que le début d’un long processus qui a pris sept semaines à résoudre. La fin de la soirée a vu la victoire des libéraux avec 43 sièges contre 41 pour le parti des néo-démocrates et le parti vert en a obtenu 3 — et aucun parti n’a remporté la majorité des 87 circonscriptions de la province.

Après des semaines de négociations entre les partis, le NDP a conclu un accord avec le parti vert qui engage le parti vert à assurer ses trois voix aux néo-démocrates, assez pour former un gouvernement minoritaire. John Horgan, le dirigeant du NDP, fut assermenté au poste de premier ministre le 18 juillet.

La FIOE était parmi les quelques syndicats des métiers de la construction à appuyer le NDP plutôt que le parti libéral, et le choix semble avoir porté fruit. Le NDP a convenu de se réunir avec la FIOE, y compris la participation de Horgan. C’est la première fois que la Fraternité le fera avec un premier ministre élu.

« Avec les libéraux, nous n’étions même pas autorisés à être dans la même

pièce la plupart du temps, » déclare Cronk. « C’est un nouveau jour maintenant, et c’est avec plaisir que nous attendons la rencontre avec le premier ministre Horgan et de travailler avec le NDP au sujet de nos enjeux. »

Les membres de la FIOE à travers la province ont aidé à sortir le vote pour le NDP et pour le Conseil provincial de la Colombie-Britannique, composés de gérants d’affaires provenant de cinq locaux de la province ayant fourni une aide financière. La Fédération du travail de la Colombie-Britannique a également mené une campagne active au nom des néo-démocrates.

Cronk dit que la plupart des mesures législatives ne seront pas abordées avant le printemps prochain. En attendant, les membres de la FIOE et le personnel planifient rencontrer les législateurs et les autres leaders y compris le ministre de l’Énergie.

« Il y a beaucoup de domaines où nous sommes les experts en la matière et nous voulons partager notre expertise, » spécifie Daniels. « En faisant ceci, non seulement que nos membres vont en bénéficier, mais aussi nos travailleurs de la province. » ■

## 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

Get all the news affecting IBEW members, including the online version of the Electrical Worker, at [IBEW.org](http://IBEW.org).

### YouTube

In California, two locals are making organizing a priority. They got some amazing results. Find out how they did it at: [bit.ly/IBEW\\_organizing](http://bit.ly/IBEW_organizing).

### Vimeo

Across the country, IBEW locals are using job fairs to attract new members and grow the Brotherhood. See how Milwaukee Local 494 held theirs and how it could help your local: [bit.ly/LU494industryright](http://bit.ly/LU494industryright).



### HourPower

Michigan’s Central Park Elementary School is a science, technology, engineering and math, or STEM, school and when Bay City Local 692 members installed the electrical work, they left everything exposed to serve as a learning opportunity. See it at: [ibewhourpower.com](http://ibewhourpower.com).



### ElectricTV

The SR-520 Seattle Floating Bridge that connects Seattle to Bellevue, Wash., carries 150,000 cars each day and is the largest in the world. And it’s powered by IBEW members. Watch the story at: [ElectricTV.net](http://ElectricTV.net).





# CIRCUITS

## #Success: How to Make it as a Signatory Contractor

Mike Duncan isn't the only contractor providing high-quality craftsmanship in New Brunswick, but he might be the only one who gets his crew together every Friday for a group photo for the company Instagram account.

"It's a fun way to collaborate and take a break, especially at the end of a long week," Duncan said. "And it gets people's attention. You never know where your next customer will come from."

Embracing new ideas and camaraderie are at the heart of Duncan's Electrical, the four-year-old business started by the former member of Saint John, New Brunswick, Local 502.

Duncan enjoyed the work he was doing in the industrial sector, but after a few years he wanted something different. So he started his own company, focusing mostly on smaller commercial, retail and high-end residential work.

"The one thing I always look back to and remember is that feeling of putting my coat and my hard hat on the same hook in the same lunch trailer for years and years, it didn't sit well with me," he told local publication Huddle.

Local 502 has supported him along the way.

"Starting a business takes a lot of work and we want them to be successful," said Local 502 President David Stephen. "We want them to know that the union is here to help, that we're all in this together."

Local 502 helps Duncan, and other members-turned-contractors, by offering tools and space in its training center, resources new businesses might not have access to. The local also started "ConnectNB," a website that pairs customers

with union contractors.

The jobs are posted for everyone, but the smaller ones — like renovating a restaurant — are mostly passed over by larger companies.

"Mike really took advantage of it," said Business Manager Jean Marc Ringuette. "And he took it a step further by building relationships and really making a name for himself in the arts community."

Duncan, who usually employs between four and eight IBEW members, has worked all around Saint John, primarily on renovations and community projects, allowing Duncan and his crew to establish themselves as not just skilled craftspeople but creative collaborators.

"The job definitely allows for creativity," said employee and Local 502 member Mike McNamee. "We work with a lot of folks who know what they want, but not how to get it. They know food and whiskey, not wiring. That's where we come in."

Whether it's bending conduit to make sure it's hidden in the corner or finding the perfect exit sign, they make sure every part is done right. It's an aspect of the job that often goes unnoticed.

Duncan's creativity is also apparent in his approach to social media.

With few contractors on Instagram, Duncan says the platform allows his brand to stand out. Images of beautiful lighting fixtures are posted alongside videos of the crew dancing onstage at a local theater and running a contest for a new company shirt and tagline (the winner, chosen by Instagram users: "switches be trippin").

"They're always posting fun things and it's been an effective, if unconventional, way to get their name out," said Ross Galbraith, business manager of Fredericton, New Brunswick, Local 37 and Eighth District International Executive Council member.

Duncan says he's used the Instagram photos when pitching clients and

has promoted the businesses on social media, a gesture that goes a long way in a small community.

"We're competing against older, more well-known companies a lot of the time," Duncan said. "With social media we can show who we are and that we come with fresh ideas."

By helping members like Duncan, the local gets more small signatory contractors and the members get the support they need to stay competitive.

Duncan credits the IBEW for not just teaching him electrical work, but how to communicate effectively and lead a team. Whether it was taking foreman roles or speaking up at a meeting, they helped him develop into a leader, he said.

"It gave me a good base," Duncan said. "You don't always get opportunities like that outside of a union." ■

## Powerhouse IBEW Charity Helps Tenn. Kids Stock up for School

When Memphis-area students returned to school this year, many were sporting new backpacks full of supplies, thanks to Memphis, Tenn., Local 1288.

The backpack giveaway is something the local has been doing since 2014, says Business Manager Rick Thompson. It's sponsored by the local's nonprofit organization, the IBEW-Jonnie Dawson Charitable Foundation.

"It's our motto, and we truly believe it, that helping the community is everybody's responsibility," Thompson said.

Two hundred backpacks filled with school staples like pencil boxes, binders and notebooks were given to students attending pre-kindergarten through third grade in Shelby County, which includes Memphis, on Aug. 5 at the union hall.

"These are the most impressionable years of school life, that's why we focus on these grades," Thompson said. "We want to impress upon them that we care for them, that their community cares for them."

Members have the option of donating to the Jonnie Dawson Foundation through a payroll deduction, an option that was negotiated with Memphis Light, Gas and Water, the utility that employs Local 1288 members. Roughly 750 of the 1,450 members participate. Since the foundation's beginning in 2009, it has raised almost \$1 million to assist the community, Thompson said.

"As IBEW members, we believe in supporting our communities and helping everyone live with dignity," said Tenth District Vice President Brent Hall. "What Local 1288 is doing is an excellent example of living up to that principle."

Named for former assistant business manager Jonnie Dawson, the eponymous organization donates over \$140,000 to local charities each year. A frequent recipient is Community Services Agency, which provides financial assistance to those unable to pay their utility bill. Other beneficiaries include organizations work-



Memphis, Tenn., Local 1288 Business Manager Rick Thompson talks with attendees of the local's back-to-school backpack giveaway, one of many charitable events the local hosts throughout the year.

ing with domestic violence survivors, transplant patients and the homeless.

This year, Local 1288 began planning and construction of an education complex that will offer job training to the community. Classes will cover subjects including GED training and keyboarding as well as plumbing, welding and accounting.

"Participating in these projects helps the recipients, but it also helps the volunteers and donors," Thompson said. "It's a reminder that it only takes a little time to do a lot of good." ■

## IBEW Telecom Grads: 'At the Forefront of Industry Change'

Katie Fasting figured out when she was 4 years old that her mother had a college degree and her father didn't.

"Dad, where is yours?" she said. "Why don't you have one yet?"

"That's one of those things that started me thinking," said Chris Fasting, member of Tampa, Fla., Local 824. "I thought going back to college would give her the incentive to go to school and study hard and get good grades."

"This was also when a lot of technological change was coming to our industry. The adapt-or-die mentality started kicking in," he said.

Fasting returned to school five years ago as part of the National Coalition for Telecommunications Education Learning program. Offered through Pace University in New York, the online only curriculum allows IBEW members working in the telecommunications industry a chance to earn an associate, bachelor's or master's degree without interrupting their careers.

Fasting was one of 11 IBEW members to earn diplomas this year and he did so in impressive fashion, graduating summa cum laude with a bachelor's degree in applied information technology.

He credits his wife Lisa for taking on additional responsibilities despite having a full-time job of her own, allowing him more time to concentrate on academics. The couple has two daughters, including Katie, who is now 9.

"At one point, the thought became

that if I'm going to do this, I might as well as commit to it 100 percent," said Fasting, who works as a cable splicer for Frontier Communications.

Fasting wanted to keep pace with the rapid change in the industry and transition into a less taxing form of work as he progresses in his career instead of digging holes and running cable.

"I want to be at the forefront in the changes in telecommunications," he said.

Fasting is a second-generation IBEW member, following his father Fred into the trade. He started nearly 20 years ago working for GTE, serving as Local 824 vice president, business representative and assistant business manager.



Tampa, Fla., Local 824 member Chris Fasting earned a bachelor's degree from Pace through NACTEL.

Robert Prunn, a former Local 824 business manager who is now an international representative in the broadcasting and telecommunications department, said he's known Chris for 20 years.

"He was immediately interested in helping his union brothers and sisters," said Prunn, who now is the co-chairman of NACTEL's board of directors.

Other IBEW members earning bachelor's degrees through NACTEL were:

- Patrick Ian Harrison, Davenport, Iowa, Local 825.
- Kathleen Hozak, East Windsor, N.J., Local 827.
- Mark Murphy and Terry Laurence, Middleton, Mass., Local 2321.



Titled "Men on Coral," Duncan posted the photo above on social media for a contest run by a local business he works with — and won.



Members earning associate degrees were:

- LaShawn D'Andrea Miller, Chicago Local 21.
- David Done, Lakewood, N.J., Local 128.
- Sean Patrick, Emilio Jesus Leonard, Sanan Gomes, East Windsor, N.J., Local 827.
- Philip Brown, Anchorage, Alaska, Local 1547.

Founded in 1999, NACTEL is a coalition of four of the nation's leading telecommunications companies — AT&T, Verizon, Frontier and CenturyLink — along with the IBEW and Communications Workers of America. Employer-provided tuition assistance usually is available.

"This is a board and an organization that no matter what is going on between the IBEW and the employers, it doesn't come into that room when we meet," Prunn said. "This is about getting the best courses and best curriculum we can for the employees and members." ■

## Preserving IBEW Voices for Posterity

New York Local 3 member Harry Garcia remembers growing up in Electchester, a cooperative housing district in Queens established by the local in 1949.

"I'm a very proud, brown-skinned Puerto Rican man raised in a beautiful community and the community comes from an idea that somebody had a long time ago that working people deserve a better way," Garcia said. "I'm very proud when I tell people I come from a union and my father was in a union and ... I will die knowing the greatness of that."

Maintenance electrician Bill Riley Sr. said it wasn't standard practice, but he remembers he and his fellow splicers sharing work equally to ensure everyone had access to the higher paying night shifts.

"We didn't want animosity," Riley said. "We have a camaraderie."

Garcia and Riley are among those who shared their memories of life as a Local 3 member with Jaime Lopez for a project funded by the American Folklife Center, part of the Library of Congress.

"The stories of electricians, their lives and their contributions, often go unnoticed," said Lopez, an inside wireman. "Now we can share those stories, and what it means to be a Local 3 member, so the world can see what they're missing."

Lopez, along with fellow Local 3 member Paul Vance and faculty at the Harry Van Arsdale Jr. Center, were awarded a fellowship that funds projects that document the occupational culture of everyday people in the contemporary U.S.

The team conducted audio interviews with 20 members of the 30,000-member local.

"You hear about CEOs and other executives all the time. Our experiences are just as important, but they're left out of the conversation," said Local 3 Business Manager Christopher Erikson.

Questions included what it means to be in a union, what their first day was like and what inspires them.



*New York Local 3 member Jaime Lopez interviews fellow member Bill Riley for his project, "Illuminating History," funded by the American Folklife Center, part of the Library of Congress.*

"That was my favorite question," Lopez said. "One person talked about how journeymen have to imagine where everything will go and how they'll install it before they begin, which is its own creative process."

Lopez and Vance are graduates of the Harry Van Arsdale Jr. Center for Labor Studies program; Local 3's apprenticeship requires apprentices to get an associate degree in labor studies. It was through Lopez's studies that he met his fellowship partners, artist Setare Arashloo and Barrie Cline.

The project, titled "Illuminating History," was submitted to the Library of Congress in July and will be available online in October.

"Going through this process makes you think a lot about what we contribute as a workforce and about the preservation of the union," said interviewee Kenneth Cohen.

It's that interest, and sense of solidarity, that Lopez and his team hope to foster, to show that each working person's story is both unique and universal.

"I am a fourth-generation member of Local 3. My sons are fifth-generation and my granddaughter may well be the sixth. The union is my life, just as it is for thousands of Local 3 families," Erikson said. "It's given us countless opportunities to realize our full potential and add to the mosaic of our collective success story and for that we are truly blessed. I am thrilled we have an opportunity to share it and encourage other locals to do the same."

*The Illuminating History project is a digital audio archive deposited into the Library of Congress and made possible by the Archie Green Fellowship. ■*

## Hung Up on Fall Protection, Japanese Utilities Call IBEW for a Lifeline

When Japanese utility executives came to the U.S. to learn about protecting their workers from falls, they came to the IBEW for advice.

Injuries and deaths from falls are a problem in the utility industry in Japan and regulations are changing to keep workers safer when working on power poles and transmission towers.

The U.S. utility industry worked through its own regulation shift three years ago, when the Occupational Safety and Health Administration required an upgrade to the traditional body or safety belt that linemen had been using for decades.

"They could have approached anyone to talk about the safety improvements the U.S. has made. I think it is a great credit to the IBEW that they came to us," said IBEW Safety Department Director Dave Mullen. "We were founded on safety and that reputation has clearly spread around the world."

Before the regulation change in the U.S., required fall protection for utility workers was similar in Japan and the U.S. In fact, it would have been familiar to linemen from the earliest days of the Brotherhood: the body belt. The body, or safety, belt is made up of two loops, joined together: one goes around the lineman's waist, the other goes around the pole they are climbing.

But there has always been a problem with the body belt as fall protection, Mullen said.

"It just doesn't do a great job. It works fine to position a lineman for work, but protecting someone from falling or from getting hurt by a fall? It has problems," Mullen said.

Body belts can slip down a pole. Then, when the stop comes, it is all at once, a sudden jolt to a very vulnerable place: the lower back. The torso above the belt and the legs below continue accelerating after the belt stops moving. The deceleration can hyperextend or even

break the spine. Even when workers have stopped climbing and are working, there is nothing to stop a lineman from losing balance to the side and rotating around the pole into a fall.

Since 2014, body belts have been banned by OSHA as a fall arrest system for electrical generation and distribution, and rules require both different harnesses — rock-climbing style ones that go around the waist and legs or full body harnesses that incorporate the torso as well — and more secure ways of attaching those harnesses

so workers either can't fall or can't fall far.

Mullen spent the day with two executives from an industry group representing the country's utilities and a researcher for a Japanese manufacturer of industrial electrical equipment so they could see how the equipment, workers and utilities have adapted.

Mullen, with the help of Fourth District International Vice President Brian G. Malloy, arranged for a visit to Northern Virginia Electric Cooperative's technical center in Gainesville, Va.

They were met by Manassas, Va., Local 1737 Business Manager Eric Stewart and members Justin Bettis and Emmanuel "Manny" Marfo, who are both part of Novec's lineman rodeo team.

Bettis showed the executives how efficiently linemen use the more robust fall arrest systems while working on distribution poles.

Bettis even strapped one of them into a harness and sent him up a (short) pole of his own.

They also demonstrated the use of the full body harnesses, which Novec workers use primarily when working out of buckets.

The executives also requested a question-and-answer session with Mullen, who also brought in an OSHA representative and safety executives from Pepco Holdings, a subsidiary of Exelon. ■

# TRANSITIONS

## DECEASED

### Arlie Franklin Heald



The IBEW is saddened to report the death of former senior executive assistant to the international secretary-treasurer Arlie Franklin Heald, on July 26.

Brother Heald was initiated into Lincoln, Neb., Local 265 in May 1954. He retired 44 years later from one of the senior-most staff positions in the IBEW.

"The IBEW meant so much to Arlie," said International President Emeritus Edwin D. Hill. "He was an all-around good guy. You could always rely on him to know what was important and get the job right."

Heald served as treasurer of Local 265 from 1958 to 1962, when he joined the executive board and was appointed local president. Heald was elected business manager-financial secretary, a position he held until 1983.

Heald was a high-profile labor activist in his hometown, serving as president of the Nebraska state IBEW council, the Lincoln building trades, and as a member of the executive boards of the Nebraska State AFL-CIO, the Lincoln Council of Labor Unions and the Lincoln Labor-Management political coalition.

He was also a lifelong member of the Scottish Rite Masons, the Shriners and the Lincoln Elks lodge.

Heald was also a force in Nebraska politics, serving on the Lincoln Economic Development Commission, the Lincoln Comprehensive Plan/Goals and Policies Committee, the Lincoln Private Industry Council, the Lancaster County Personnel Board, and the Nebraska Advisory Committee/U.S. Civil Rights Commission.

In September 1983, Brother Heald was appointed an international representative and assigned to the International Office in the Construction and Maintenance Department, where he worked on jurisdiction, project agreements, nuclear agreements, outside utility national agreement and IBEW/UA instrumentation agreements and arbitrations.

In 1988, he was appointed executive assistant to then-International Secretary Jack F. Moore, a position he kept as the jobs of international secretary and treasurer were merged and Hill took on the role.

"He was instrumental in helping me learn what the office was about. I had a general knowledge, but for the quirks, the ins and outs of it, he was invaluable. He was always generous with everyone," Hill said.

Brother Heald retired in 1998, seven months shy of the 45th anniversary of his initiation into the Brotherhood.

Brother Head is survived by his wife, Shirley. The IBEW officers, staff and members extend to his family and friends deep condolences. ■



*Local 1737 member Justin Bettis, a lineman for Novec in Virginia, shows Yoshiaki Fuwa from the Japanese Federation of Electric Power Companies the advanced fall arrest systems in the U.S.*



LOCAL LINES

Newly Elected Officers; RENEW Gains Momentum

L.U. 2 (catv,lctt,o,t&u), ST. LOUIS, MO — Local 2 held its election of officers in the spring. The officers were sworn in at our July 10 meeting, and we have three new Executive Board members and a new vice president.

Elected officers are: Bus. Mgr./Fin. Sec. David Heibredner, Pres. Michael Greene, Vice Pres. Kenneth Peebles, Rec. Sec. Steve Banderman, Treas. Jeff Lauridsen; and Executive Board members Bryan Coats, Dennis “Lee” Simmons and Tracy Timmerman.

Bus. Mgr. David Heibredner shared that he was very appreciative of the support from the local and is excited about our future. Heibredner said: “I’m excited to focus on what the next three years has in store for our local. I’m looking forward to working with the officers, E-board, and members to continue improving the local and growing the activism within the membership.”

Our RENEW committee continues to build momentum and gain members. They just completed a parade float to use in community parades through our territory along with the labor parades in St. Louis and Jefferson City, MO. Please call the office if interested in joining the RENEW committee.

Greg Benton, A.B.M.



Newly elected Local 2 officers are sworn in at July 10 union meeting.

Big Projects Underway; ‘Congratulations to Graduates’

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — Congratulations to the 38 journeymen who recently graduated from the Toledo Electrical Training Alliance. The class of 2016/2017 consisted of 29 inside, five voice-data-video, and four residential wireman graduates. Special recognition goes to Colton Shammo, Outstanding Apprentice awardee, and Jason Badenhop, Apprentice of the Year, 2017.

Toledo continues to maintain better than full employment for our members and those traveling sisters and brothers who decided to make Local 8 a temporary home.

Chrysler-Jeep, GM Powertrain and Pro-Medica are heavily manned projects now, with additional new plants coming to Oregon Clean Energy and Cliffs Natural Resources, to name a few.

Local 8 fielded three teams in the 46th IBEW Midwest Softball Tournament, hosted by Louisville, KY, Local 369. Although our “A” team made it to the semifinals, the young guns will be in the Windy City next year with full vengeance. Thanks, Louisville, for an awesome weekend.

Stay safe out there and attend your local meetings.

Mike Brubaker, P.S.

Apprenticeship Graduates; Election of Officers

L.U. 16 (i), EVANSVILLE, IN — IBEW Local 16 congratulates graduates of the 2017 inside wireman apprenticeship program.

The graduates are: Cody E. Abney, Christopher R. Adams, Jody A. Bauer, Joshua R. Board, Tyler F. Boyle, Jason R. Dean, David A. Duncan Jr., Austin M. Hauser, Jason M. Hickerson, Damien T. Jones, Lance M. Keith, Jason W. Libbert, Benjamin J. Maas, Charles W. Marler Jr., Jonathan R. Meunier, Travis J. Morrow, Joshua J. Puertzer, Brian L. Rexing, Adam A. Ricketts, Michael W. Robinson, Kevin L. Smith, John M. Stevens, Johathan B. Taylor, Evan B. Watson and Michael W. Wilkerson. This year’s academic award winner is Michael W. Robinson, and the John D. Brenner Memorial Award went to Benjamin J. Maas.

The membership recently elected Local 16 officers, as follows: Bus. Mgr./Fin. Sec. L. Paul Green, Pres. Greg Hebbeler II, Vice Pres. Benjamin Ippock, Rec. Sec. Daniel P. Gretler, Treas. Nick Vaught; Executive Board members Donald P. Beavin, Ryan McRoberts, John W. Brady Jr., Brandon S. Gretler and James Stidham; and Examining Board members Ray Pritchett, Jeff Brady and Scott Woolsey. Thanks to all who agreed to serve.

Donald P. Beavin, P.S.

Kudos to New Journeymen

L.U. 24 (es,i&spa), BALTIMORE, MD — We wish Bro. Carmen D. Voso, former president, a well-deserved long and happy retirement. Carmen was initiated into the IBEW in June 1971. He served the local at many levels including most recently as president, a job he did well and enjoyed. Carmen’s vast knowledge of traveling the road looking for work served our members well when times were tough. Thank you, Carmen.

On Friday, July 14, the local union’s JATC held an apprenticeship graduation ceremony for this



Local 24 Bus. Mgr. Peter Demchuk (far left) and Training Dir. Neil Wilford (far right) with the apprenticeship graduating class of 2017.

year’s class of 50 graduates. We congratulate these new journeymen.

At the graduation, Bus. Mgr. Pete Demchuk spoke on the importance of getting involved and staying involved, to make the local stronger not only for their future, but also for those who will follow. He also reminded the new journeymen to be productive members of the local and build a good reputation for themselves as well as the local. Recognized for highest grade point average were Bros. Timothy Bouthner and Stuart Molnar. Perfect Attendance Awards went to: Bros. Timothy Bouthner, James Chwirut and Edward Heagy. Congratulations, brothers and sister.

Peter P. Demchuk, B.M.

Summer Celebrations; 125<sup>th</sup> Anniversary Party

L.U. 26 (ees,em,es,govt,i&mt) WASHINGTON, DC — What an amazing summer Local 26 has had! The annual Edgewater, MD, picnic was Saturday, Aug. 26, at Camp Letts and everyone had a good time.

The 125th Anniversary Party was at MGM National Harbor on Sept. 23. This event was well-attended and I would like to thank all the members, guests, sponsors and volunteers for making this historic milestone happen.

Congratulations to the four 2017 scholarship winners. We wish them the best in their future. The scholarship recipients are:

- Caleb Byram — graduated from Sherando High School and will attend Virginia Tech while studying general engineering.
- Jacob Cowan — graduated from Washington County Technical High School and will attend the University of Maryland, Baltimore County, in the fall. Jacob will study biochemistry.
- Marcus Smith Jr. — graduated from Dematha Catholic High School and will study biology/pre-med

at the University of Maryland, Honors College.

- Nora Windsor — graduated from Calvert High School and will attend Towson University in the fall and study music.

Several members passed away since our last article: Jeffrey G. Brady, William Savannah Jr., John C. Eason III, Jominique A. Burgess, Michael E. Delonge, Micah T. Billingslea, Anthony P. Epperhart and Robert F. Hinkins. They will be missed.

Best wishes to new retirees: Michael L. Shaklee, William G. Gross, Jeffrey M. Gonzalez, Charles P. Davis, Michael A. Cusin, David P. Rovaldi, Roger A. Wrisley, John T. Tolson, John C. McCauley, Richard A. Long, James W. Schiffhauer, Bradley K. Paterno, William F. Noel, William A. Myers, Clyde D. Watts Jr., Ronald F. Hibbard, Charles R. Watson, Leander L. Smith, Glenn J. Phillips, Emanuel Malqui and David C. Fritz.

George C. Hogan, B.M.

District Progress Meeting In Cleveland a Success

L.U. 38 (i), CLEVELAND, OH — The Fourth District Progress Meeting held this year in Cleveland was a big success. The district includes Ohio, Kentucky, West Virginia, Virginia, Maryland and The District of Columbia. It was great to be able to bring delegates from all over the district to the new 30-story Hilton Hotel, which was built by 100 percent union labor under a project labor agreement (PLA). They were impressed with the hotel, the growth of the city and the number of venues on East Fourth Street, the Warehouse District and the East Bank Flats.

Gateway Electric was awarded the 24-story Beacon apartment building on 5th and Euclid Avenue. Two more high-rises appear to have most of their financing in order and may start this year, including the 34-story apartment building at Playhouse Square and the 48-story nuCLEus building across from the Q Arena.

Submitting Local Lines Articles

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

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

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.





At Fourth District Progress Meeting: Local 38 Organizer Dan Gallagher (left), Bus. Rep. Jim Embrescia, Int. Pres. Lonnie R. Stephenson, Bus. Mgr. Dennis Meaney, Int. Sec.-Treas. Kenneth W. Cooper and Bus. Reps. Ed Tuma and Frank Perri.

Congratulations to Local 38 Pres. Walter O'Malley, who retires on Oct. 1 after 34 years of service to Local 38, including 18 years as a full-time officer.

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

## Golf Tournament Benefits St. Jude's Children's Hospital

L.U. 40 (em,i&mps), HOLLYWOOD, CA — Local 40 held its annual golf tournament this year promoting solidarity within our membership and helping those who are in the greatest need.

Local 40 is proud to be able to contribute to the programs at St. Jude's Children's Hospital, which not only provide medical care for sick children, but also help lift their spirits as well. We at Local 40 are blessed to be able to be give back to these children by using our golf tournament as a platform to raise funds and toys.

A special thanks to our co-chairs Dustin Little and Tyler Lane for organizing this event and helping make it a reality. Local 40 also thanks all the sponsors who helped make the event possible, including: Coast Benefits, Teamsters Local 399, Pacific Data Electric, Plumbers Local 78, Apollo Electric, Los Angeles County Chapter NECA; and IBEW Locals 6, 47, 332, 477 and 639.

Golf tournaments and charity events such as these are an important part of what it means to be a member of the IBEW. Our community service also shows those who have not been exposed to union ideals that we as an organization represent the good and decent ideals of America.

Marc Flynn, B.M./F.S.



Local 40 Golf Tournament co-chairmen Dustin Little (left) and Tyler Lane.

## Seattle: Crane Capital of U.S. Election of Officers

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Fueled by the growth of Amazon and tech companies Google and Facebook, Seattle has been named the crane capital of America for the second year in a row. Seattle had 58 construction cranes

towering over the city at the beginning of July. Our work picture will remain strong for at least another two years. Currently, Seattle has 50 major projects scheduled to begin construction in 2017.

In June, Local 46 held elections, with a run-off election in July for business manager/financial secretary. Congratulations to Local 46's elected officers: Bus. Man./Fin. Sec. Bud Allbery, Pres. Sean Bagsby, Vice Pres. Warren Shill, Rec. Sec. Tony Doll, Treas. Michelle North; Executive Board members Nicole Anderson, Damon Barnett, Steve Murphy, Eric Vane and Pat Vaughn; Exam Board members Gillian

Burlingham, Rodney "Steve" Cross, Frank Elduen, David Khbeis and Rick Oreskovich.

Thanks to our local's organizing efforts and our dedicated membership development staff, the membership of Local 46 continues to grow! We are adding between 40 to 60-plus new IBEW members every month! Our membership is at its largest point since World War II, when the local was a marine electrician local building ships for the war effort. Our membership currently exceeds 5,200 and will continue to increase!

Warren Shill, V.P.

## Newly Minted Electrical Professionals Graduate

L.U. 60 (i), SAN ANTONIO, TX — The South Texas Electrical JATC held its annual graduation banquet on June 28, 2017.

This year's graduating class totaled 30 inside wireman apprentices and four telecommunication apprentices — each poised and prepared to enter the advanced stages of their career as journeyman inside wiremen and installer technicians, respectively.

Several distinguished guests attended this year's graduation banquet, including IBEW Seventh District Int. Vice Pres. Steven M. Spear, Electrical Training Alliance Exec. Dir. Todd Stafford, and Texas Workforce Commissioner of Labor Julian Alvarez.

Additional recognition and thanks go out to the training partners of the South Texas JATC who helped make the night a success. Thank you to all those who have enriched the educational experience of the apprentices, including: the JATC committee, contractors, local leadership, on-the-job trainers, training partners, instructors and staff.

Lastly, the South Texas Electrical JATC wishes to recognize our Inside Wireman Apprentice of the Year, Nicholas Yucker, and our Telecommunication Installer Technician Apprentice of the Year, Emilio Trejo.

John L. Martin, Tr. Dir.



At the South Texas Electrical JATC graduation banquet in June 2017.

## Election of Officers

L.U. 70 (lctt&o), WASHINGTON, DC — Local 70's election of officers took place June 27 this year. Bus. Mgr./Fin. Sec. Bill "Tip" Tipton Jr. was overwhelmingly re-elected to office, by a vote of 199-2, with a great turnout by our membership. Some members traveled from as far away as Long Island, NY, for the election of officers.

Bus. Mgr. Tipton has done a great job in his first term as business manager. He has worked to better the work environment and benefits for all the members of Local 70 on all our contracts. Pres. Paul Carter also decided to run for another term. Pres. Carter ran unopposed and has done a great job. Election results indicate that the membership likes the strides that have been made in the last three years. We thank our members for their support of the local and the leadership.

Local union meetings have a great turnout every month, and our union continues to grow stronger. Everyone at the union hall looks forward to serving our members for the next three years and continuing to grow a stronger union and brotherhood.

Jimmy Horton, P.S.



Local 70 Pres. Paul G. Carter (left) and Bus. Mgr./Fin. Sec. Bill "Tip" Tipton Jr.

## Recently Elected Officers

L.U. 80 (i&o), NORFOLK, VA — Local 80 would like to congratulate all its recently elected officers and board members. Also, a special thank you to all members who came out and voted and showed their support for all candidates.

Elected officers are as follows: Bus. Mgr. W. Dennis Floyd, Pres. Robert W. Kilgore, Vice Pres. Terry McPhillips, Rec. Sec. Spencer Henderson and Treas. Carey Rumpf. Executive Board: Jimmy Huban, Ervin W. Gregory Jr., Debbie Kawaloski, William Hammond, Nathan Fancher and De'Sean Rice. Examining Board: Michael Iacobellis, R. Alan Lamb, Javier Butler, Keith Ryan and Allan Frasier.

Wil Morris, A.B.M.

## Fight for Working Families

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — In Missouri, anti-union Republican Gov. Eric Greitens signed into law a so-called "right-to-work" bill in February, less than a month after taking office.

The IBEW and its allies are fighting back on behalf of working families. Organized labor gathered

more than 300,000 petition signatures to put the issue on the November 2018 ballot so the voters can decide if Missouri should be a right-to-work state.

The signature gathering was an extremely large task that involved thousands of people. If we can get the issue on the ballot, the cost of educating voters will be in the millions. It would have been much easier to vote the union-friendly candidate into the governor's office. **[Editor's Note: To read more, see news article "In Missouri, Fight Against Right-to-Work is Far from Over," on Pg. 1 of this issue and posted on the IBEW website at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]**

Gov. Greitens continues his attack on labor and has signed legislation banning local governments from adopting prevailing wage agreements on public construction projects. Standing next to Gov. Greitens at this signing was union-busting Wisconsin Gov. Scott Walker. This should be concerning to every union member.

In other news, our Kansas City mayor and the City Council, together with a local engineering firm, are developing a plan for a new Kansas City airport. This would replace our three-terminal airport with a new one-terminal airport. Organized labor is in full support of this and will work hard to insure the work goes union.

Steve Morales, P.S.

## 'Celebrating American Labor'

L.U. 146 (ei,i&rts), DECATUR, IL — We experienced two great weekends celebrating the American labor movement. The weekend prior to Labor Day was spent at Fox Ridge State Park in Charleston for the annual Mid-Eastern Illinois Labor Council picnic. The next weekend was the parade in Decatur, followed by the Building Trades picnic at Fairview Park. The two events were awesome ways to bond with our brothers and sisters and their families.

Congratulations to Jerry Dittamore, Marian McVey and Willie Singleton on their recent retirements. Hope they enjoy long and happy retirements.

Our work picture is still pretty good despite the near completion of Illinois' second-largest wind-mill farm.

The new apprenticeship classes are in full swing. First-year apprentices are: Cody Beckman, Zachary Culp, Garrett Hockman, Matt Lewis, Thomas Luttrell, Andrew McWhorter, Cory Meyer, Brock Oyler, Brandon Presnell, Joe Risby, Joseph Rotz, John Sexton, Drake Todd and Patrick Utter.

There is also a new addition to the apprenticeship staff. We wish the best of luck to new instructor Dillon Lewis and hope he enjoys his work with the apprenticeship program.

Steve Tilford, R.S.

## 'Congratulations to All'

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Recently, the following members' children (in alphabetical order) were awarded \$500 scholarships: Kaylie Gesky, Laura Kaimakis, Nicholas Kaimakis, Natalie Knurek, Skyler Morley, Miranda Murray, Molly Robins, Alyssa Soliday, Lillian Torres, Lisa Torres, Miranda Ulrich and Jessica Weiderin. Congratulations to all!

The following recently became journeyman wiremen: Neil Chattin, Tom Caiston, Drew Degler, Joe Emon, Joe Montori, Brandon Fritsch, Tom Schon, Rod Scott and Shaun Stevens. Shaun Stevens was the outstanding apprentice (highest grade point average for five years!) and received a 12-volt Milwaukee drill, full set of Ideal tools with bag, engraved Klein line-man pliers and Klein backpack. He also received a watch from the JATC and his administration fee back (\$500). Neil Chattin won second-highest GPA award for \$300. Drew Degler won third-highest GPA award for \$200. The highest GPA monies are given from the Robert C. Hansen Award. The other GPA awards are



## LOCAL LINES

given from the Yukna fund (endowed by Tom Morton of LLD). Brandon Fritsch and Joe Montori have each completed two JATC training programs. They were VDV apprentices who crossed over to the inside JW. Rod Scott also completed two JATC training programs; Residential and then crossing over to the inside JW. Tools are donated by dealer representatives. Congratulations!

Wendy J. Cordts, P.S.



Local 222 officers are sworn in: Scott Gedeist (left), Danny Powell, John Harrell, Brent Ruedeman, William Hitt, Shelby Mathis, William Dezayas and Jim Puzon. Not pictured: Patrick O'Connor, Bob Pitts and Fred Morgan.

## Work Picture Steady; District Progress Meeting

L.U. 222 (o), ORLANDO, FL — Greetings from the Sunshine State. We have made it through the dog days of summer. The work has stayed steady and we have had the opportunity to put quite a few travelers to work — even in the heat of summer.

In July, Int. Vice Pres. Joseph S. Davis held the annual Fifth District Progress Meeting in Jacksonville. As always, the meeting was productive and well-attended. As part of the event, attendees had the privilege to attend a retirement celebration for retiring Jacksonville, FL, Local 177 business manager Russell Harper.

Vice Pres. Davis also took time out of his busy schedule to swear in the officers of Local 222. (See photo above.) Local 222 officers are: Bus. Mgr./Fin. Sec. William Hitt, Pres. William Dezayas, Vice Pres. John Harrell, Treas. Shelby Mathis, Rec. Sec. Fred Morgan; Executive Board members Danny Powell,

Brent Ruedeman, Bob Pitts, Jim Puzon; and Examining Board members Patrick O'Connor and Scott Gedeist. Congratulations to all our officers.

William Hitt, B.M.

## Job Fair a Great Success

L.U. 234 (i&mt), CASTROVILLE, CA — Success demands celebration. Today we celebrate the efforts of the IBEW to fulfill our mandate to organize every electrical worker. Yes, it may be easy to say, "well these are good economic times." Good economic times however, demand we throw in extra effort to extend the benefits of union membership to our fellow workers laboring under often less than desirable working conditions. Working conditions all too

often set by contractors willing to compromise safety, working conditions, classification, and benefits or sometimes all of the above.

We are thrilled by the outcome and success of Local 234's June 6 Job Fair that our Organizer Paul Gutierrez put on with the support of organizers



The Local 234 Job Fair on June 6 saw a great turnout.



Local 270 apprenticeship graduates D. Kimbel (left), J. Duncan, B. Cathey, Z. Barber, K. Tidwell, J. Powers, C. McCuiston and D. Fortin, with Oak Ridge JATC Training Dir. Daniel Smith.

throughout Northern California. There were over 180 interested attendees. As a direct result, we brought into membership and put to work 13 journeymen and two construction wiremen.

We thank our Organizer Paul Gutierrez, all our neighboring Northern California locals that assisted, State Organizing Coordinator Billy Powell, the contractors that participated, and the National Labor Management Cooperation Committee (LMCC), for giving these unrepresented workers a better opportunity.

Stephen Slovacek, P.S.

## 80-Year Service Award

L.U. 254 (ees,em,mo,o,rts&u), CALGARY, ALBERTA, CANADA — Retired charter member Charlie Dyson recently received his IBEW 80-year service award, presented by Bus. Mgr. John Briegel.

Charlie was born Nov. 23, 1915, in Calgary, Alberta, and has lived in Calgary for all his 101+ years. He started working with the City Electric Light Department as an electrical apprentice in 1936 and joined then-Local 348 in 1937. He was later promoted to In-Charge Foreman of all electrical construction, as a power lineman; Charlie helped to build the electrical system inside the City of Calgary.

William Dyson, his late father, and Henry Bellingham, his late father-in-law, were early presidents of then-Local 348.

In 1956, Charlie became a charter member of Local 254.

He retired at age 60 with 40 years of service, and jokes that he has been receiving his pension longer than he received a pay cheque. Charlie is reportedly the oldest active member of the Shriners in North America. He is an associate member of the Royal Canadian Legion.

Charlie is putting the IBEW on notice — get your 85-year pin ready.

John Briegel, B.M.



Local 292 newly elected officers.

## Work Outlook Promising; DOE Project at Oak Ridge Site

L.U. 270 (i&o), OAK RIDGE, TN — Local 270 recently had its election of officers. We would like to thank all outgoing officers for their service and welcome our newly elected officers. Newly elected officers were sworn in at the July 24 union meeting.

Our work outlook is very promising. Recently, Local 270 Bus. Mgr. Don Russell, Membership Development Coordinator David Garcia, and 10th District Int. Rep. Charles Rains toured the future site of the Uranium Processing Facility (UPF) project at the Y-12 National Security Complex on the Department of Energy reservation in Oak Ridge. The UPF is reportedly the largest construction project in Tennessee's history. Local 270 looks to slowly start manning this project around springtime of 2018. The project will peak with about 400+ electricians in 2021.

IBEW Local 270 congratulates our newest journeyman wiremen. These recent Oak Ridge Electrical JATC graduates are top notch and have a bright future in store. The graduates are: Dustin Kimbel, Jared Duncan, Boyd Cathey, Zach Barber, Kevin Tidwell, Justin Powers, Caleb McCuiston and Daniel Fortin.

Kevin Webster, R.S.

## Officers Elected

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — Local 292 election results have been tallied and elected officers are as follows: Bus. Mgr. Pete Lindahl, Pres. Dan Ferguson, Vice Pres. John Kripotos, Rec. Sec. Todd Huttner, Fin. Sec. Jennifer Gasperich and Treas. Dave Frary. Executive Board: Anthony Carter, John Hall, Myles Lembke, Dan McConnell, Jeff Orth, Rick Ramberg and Kurt Tulp. Examining Board: Chris Arendt, Mark Lindquist, Severin Molitor and Christine Ulm. Congratulations to all.

Eric Peterson, P.S.

# IBEW MERCHANDISE



### Camouflage Hat \$12.00

Orange and green twill camouflage hat with custom IBEW lettering. Adjustable size to fit all.

### Pocket Watch \$100.00

Gold tone case with chain, custom embossed dial with IBEW logo and date. Two year manufacturer's warranty.

### 39th Convention Jacket - Women's \$25.00

Waterproof, grey jacket featuring an outer shell made of 92% polyester - 8% spandex. Inner liner made of 100% polyester fleece. Zippered pocket on right chest and IBEW Convention Logo embroidered on left chest.



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

[www.ibewmerchandise.com](http://www.ibewmerchandise.com)



Local 254 Bus. Mgr. John Briegel presents 80-year service award to retired charter member Charlie Dyson.

## Contracts Ratified; Abundant Construction Work

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — I hope everyone enjoyed their Labor Day celebrations and summer vacations. Congratulations to the construction unit and their attendance at the annual summer picnic. Congratulations also to Dale Kunkel, who received the 2016/2017 apprentice of the year award.

Multiple agreements were ratified this year, including a five-year agreement for 295 members employed by Green Mountain Power. Negotiations took three days. This feat bestows great credit upon the mem-



bers of both the IBEW and management committees.

The IBEW construction workforce has been stretched thin this year due to an abundance of work, and not enough members to support such demand. We have been blessed with the work opportunities — however, we continue to face the problem of a shortage of qualified manpower and electrical contractors. The shortage of workers is not just at the local level, but at the national level as well. The valued members and contractors we do have are not numerous enough to meet the demand.

The Army has a style of training and leadership called “Be, Know, Do.” If we as IBEW sisters and brothers could adapt and improve on our ability to be better at the “Be, Know, Do” model, we would be a stronger union and a better country. To learn more about the “Be, Know, Do” philosophy, google it. Or stay tuned for more.

Keep the faith and keep smiling. Be well and be safe, and have an amazing holiday season.

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



Local 300 retired member Leslie “Skipper” Morse (center) receives 65-year pin. Richard Becker (left) and Spencer Morse are fellow retirees.

## Annual Picnic

L.U. 302 (l,rts&spa), MARTINEZ, CA — This recent summer has been very kind to Local 302. We are at full employment with plenty of work for our journeymen and apprentices. So far this year we have started four Sound apprentices and have selected 24 apprentices for the Inside program. With the work available, calls have been regularly getting into Book 2. We thank our traveling IBEW brothers and sisters who have helped us fill our calls.

On July 29, our local had its annual picnic. It was an enjoyable day for all those who were at the park. There were activities for the kids and plenty of shade for the members to socialize. This year the annual horseshoes competition winners were Brian Frawley and Aran Rodgers. The grand prize winner of the raffle was Stormy Malone; she is a proud owner of a brand new 60-inch TV. The local thanks the Recreation Committee and their chairman Steve Jelic for all their hard work to make it another great picnic for the local.

Tom Hansen, B.M./F.S.



## 50-Year Service Award

Hannibal, MO, Local 350 retired member Bill Tate (left) received his 50-year service award in July 2016. With him are his son, Bus. Mgr. William R. Tate (center), and his grandson Jared Tate, Local 350 member. The three Tate family members have a combined total of 101 years of IBEW service.

## 100<sup>th</sup> Anniversary Celebration

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — IBEW Local 364 held its 100th Anniversary Celebration on Sept. 16 and it was historic. Over 500 people attended, including many of our local members and their spouses, several elected public officials, special guests and IBEW officers. Attendees included IBEW Int. Pres. Lonnie R. Stephenson, Sec.-Treas. Kenneth W. Cooper, and Sixth District Int. Vice Pres. David J. Ruhmkorff. All enjoyed a very special night.

Work remains strong in Local 364, and heading into this fall we anticipate continued strong work opportunities for our members as our two hospital projects are rolling right along.

Our fall outage work at the Byron Nuclear Station is underway. Many thanks to all the local and traveling brothers and sisters who helped and continue to help make these outages a success.

Brad Williams, P.S.

## Military Appreciation Day; Stride & Ride Relay Benefit

L.U. 400 (es,i&o), ASBURY PARK, NJ — Local 400 had another very successful Military Appreciation Day at Lakewood BlueClaws stadium. The event took place June 15 this year. The membership helped the Military Committee raise 700 pounds of donations for members of the armed forces. Volunteers from Local 400 carried the American flag to the field with members of the armed forces, creating a beautiful display to honor our great country while the national anthem was sung.

The upcoming Stride and Ride Relay is a benefit scheduled for Oct. 7-14. The event is a 911-mile distance relay to honor the men and women deployed on Oct. 7, 2001, following the 9/11 attacks. Notably, 100 percent of all donations go to military families. At the time of this writing, members are building a team to participate in the relay. More information can be found at the meetings about this event or at [www.strideandride.com](http://www.strideandride.com).

The annual Easter Egg Hunt & Breakfast last spring was a fun day for the kids and had a great turnout.

Local 400 will hold its 100th Anniversary Dinner Dance on Oct. 28 this year.

Raven Morris, P.S.



Local 400 members at BlueClaws Stadium on Military Appreciation Day.

## Construction Projects; Political Action Committees

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA — Greetings, brothers and sisters. Local 424 calls have slowed down the last couple of months, but there is light on the horizon.

Construction of the Stantec Tower in downtown Edmonton's Ice District, the West Valley Light Rail Transit, and Stanton Hospital (in the city of Yellowknife, Northwest Territories) as well as other commercial projects are expected to provide some employment for our members until 2018.



IBEW Local 480 members wired University of Mississippi Medical Center buildings.

Local 424 submitted three resolutions at the Alberta Federation of Labour convention in April: “Right to Work,” “Double-Breasting in Construction,” and “Fair Wages.” All resolutions passed unanimously. A rally was held outside the Alberta Legislature on April 30 to protest the continued unfair labour practice of Dual Shop/Double-Breasting. The rally was a strong showing of solidarity with close to 700 people there.

Local 424 established three Political Action Committees, in Fort McMurray, Calgary, and Edmonton. Meetings are to be held monthly. The work of the committees allowed us to meet with dozens of the members of the Legislative Assembly and tell them our concerns before the Alberta government passed Bill-17 in the legislature on June 5. The committees' work is far from over — municipal elections in fall 2017 will give us the opportunity to elect progressive candidates.

Local 424 has moved our Fort McMurray office to a new location at 258 Gregoire Drive. The office will be shared with the Operating Engineers Local 955. One year after the fire in Fort McMurray, life is starting to return to normal for Local 424 Fort McMurray residents, with some of them moving into their new homes. We wish them well and hope that the rest of our members will be joining them by the end of the year.

Scott Crichton, P.S.

## Fish Fry Benefit a Success

L.U. 474 (em,i,lctt,o,rtb,rts,spa&u), MEMPHIS, TN — We had a big time at our Local 474 Fish Fry to benefit the sick and needy. The event raised \$3,800. Over 100

pounds of catfish, 80 burgers, 80 hotdogs, 50 pounds of french fries, and countless hush puppies were eaten. Six hours of water fun in the June Memphis sun were enjoyed by the children in attendance. Horseshoes were thrown until the contestants could no longer see. Journeymen, apprentices, retirees, and members from other units were all well-represented.

New officers — Vice Pres. James Davis,

Rec. Sec. Allen Wood, Treas. Michael McDonald, Executive Board members Cole Glover, Greg Reasons and Noel Sherman, and Examining Board member Matt Dean — were elected by acclamation in May and began their terms at the end of July. Re-elected to another term in their current positions were: Bus. Mgr. Paul Shaffer; Pres. Glenn Greenwell; Executive Board members Allen Anderson, J. DeWitt, Lee Jolly, John E. Jones III; and Examining Board members Nick Densford and Jimmy Hill.

Congratulations to Kristen Helms and Randall Booker, daughter and son of Memphis wiremen, who were awarded the Tate Scholarship through the local

union hall.

Memphis work is thriving this summer with calls coming in every day. Unfilled calls are being managed by the busy organizing office and examining board.

Jay DeWitt, P.S.

## Work Picture is Good; Medical Facility Projects

L.U. 480 (em,i&mt), JACKSON, MS — For the past several years, Local 480 has enjoyed continuous construction growth in the Jackson, Mississippi, area. The “old timers” will say that the nation is in a 30-year cycle of expansion or “construction boom.” Pretty much everyone on Book 1 who wants to work is doing so.

One area in particular where work has been good are the health care facilities. The accompanying photo (at top) shows the crew who wired the School of Medicine at the University of Mississippi Medical Center. This was one of two five-story structures being built at the same time, both using union electricians.

These additions to the UMMC campus incorporated state-of-the-art LED lighting, building management HVAC, fire alarm, and security systems. The hospitals in this area realize that it takes skilled workers to install such systems and this is why union electricians do much of it.

Stephen Magee, R.S.

## IBEW Code of Excellence — Certified Contractors

L.U. 494 (em,i,mt,rts,spa&t), MILWAUKEE, WI — Local 494 has an active campaign to educate and certify members for the IBEW Code of Excellence.

Two projects in Milwaukee — the Northwestern Mutual Tower and the new Milwaukee Bucks Arena — are asking for all members to take this class, and more projects are also finding value in the Code of Excellence.

As of this publication, five of the local's signatory contractors have taken this one step further, partnering with the IBEW, by having all their employees, both out in the field and in their office, be C.O.E. certified.

Electrical Energy Experts and High Voltage Maintenance, both electrical testing contractors; Miller Electric; Preferred Electric; and Bentley Electric are all certified Code of Excellence contractors.

C.O.E. posters were signed and presented to the contractors by Local 494 Bus. Mgr. Dean Warsh to be displayed in their offices, along with Code of Excellence decals for their service trucks, gang boxes and equipment.

The local is getting close to having half of the membership C.O.E. certified. If you haven't received the Code of Excellence certification, you may want to do so in the future.

Kurt Jante, B.R.



## LOCAL LINES

## Strong Work Picture; Picnic & Golf Tournament

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — Sunday, June 9, saw our members and their families attend our annual Local 530 Summer Picnic. This event was held at Canatara Park, with a barbecue and games for the children.

Our annual Local 530 Golf Tournament was Aug. 11 at Huron Oaks Golf and Country Club. Golf was followed by a great steak dinner and everyone left with a prize.

At the time of this writing, we are experiencing full employment and would like to thank the members from sister locals who are helping us man jobs.

Local 530 is saddened by the recent passing of Bros. Dale Cuthbertson and Lorne Acton.

*Al Byers, P.S.*

## Labor Day Rally; Work Picture Picking Up

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — We hope everyone had a great Labor Day this year. Local 558 proudly participated in the Labor Day Rally hosted by the Shoals Central Labor Council. It is billed as the “nation’s longest running Labor Day rally in North America.” This annual event, held every year since the early 1920s, provides an excellent time for families to come together and celebrate the foundation of the middle class.

Work has begun to pick up in our jurisdiction. We have some long-term construction projects that, as of press time, were scheduled to start in late summer and continue throughout 2018.

By the time this is published, we should be manning up at the Target Distribution Center in Limestone County and the Bunge Plant in Decatur. Additionally, TVA has multiple projects that will be needing manpower throughout the valley, and manpower will also be needed at Browns Ferry Nuclear Plant.

Our work picture was slow for the past year, and we do appreciate all the locals that have provided employment for our members during the down time.

Congratulations to the lineman class of 2017, pictured (at bottom, left) along with instructors. The Outstanding Lineman Apprentice of the Year was Chad Cabaniss from Florence Electric Department.

We send our best to everyone and hope 2017 closes out with unprecedented numbers for the IBEW.

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

## ‘Welcome to New Organizer’



*Local 584 Organizer K.J. Payton.*

L.U. 584 (ees,em,es,i,rtb,spa&u), TULSA, OK — IBEW 584 has hired a new organizer. Bro. K.J. Payton, who earned Apprentice of the Year honors, has come onboard as our new organizer. Brothers and sisters, please give Bro. Payton your support as he begins his new role!

*Jeff Sims, B.M./F.S.*



*Local 558 lineman apprenticeship graduating class of 2017 with instructors.*

## Revitalization Projects — In Downtown Amarillo, TX

L.U. 602 (i,o&u), AMARILLO, TX — Amarillo is working to revitalize its downtown area, and Local 602 and its members are working to make that happen.

Our brothers and sisters have completed two out of the three main catalyst projects to bring new life back to our downtown area.

The Xcel Energy building, built by A-1 Electric, and the Amarillo City Parking garage, built by American Electric, stand proud and tall. Both jobs were brought in on time and look very professional.

Many more jobs downtown are being built, with most going to our union contractors as this revitalization is ongoing. We will soon have a AA baseball stadium with state-of-the-art equipment that we are pushing to be built with union labor. Our brothers and sisters have proven they can get the job done. Work in our jurisdiction looks very promising for the next few years and Local 602 and its members will be there to make it happen.

*Robert Melton, B.M./F.S.*



*Streetscape view includes newly constructed Amarillo City Parking garage, one of several Local 602 projects.*

## Strong Work Picture; Officers Elected

L.U. 640 (em,govt,i,mo,mt,rtb,spa&u), PHOENIX, AZ — Greetings, brothers and sisters. Our election results were announced in June, and Brother Dean Wine was re-elected as business manager/financial secretary for his fourth term.

Also elected were the following: Pres. Delbert Hawk, Vice Pres. James Crutchfield, Treas. Richard Stewart; Executive Board members Tim Wilson, Frank Cissne, Christopher Speer, Dale Loggins and Greg Kelly; and Examining Board members Fred Cooke and Eric Rice. At the time of this writing, the office of recording secretary was vacant; there was no candidate for that position at election time.

Our work picture is very strong. We have had a walk-through for a couple of months, and expect it to continue this year, with multiple data centers, hospitals, water treatment plants, and various other projects keeping our members busy.

I would also like to acknowledge and welcome our newest business representative, Lionel Webb, to the staff of Local 640.

*Tim Wilson, B.R./P.S.*



*Local 702 softball team won the Upper Division at 46th Annual IBEW Midwest Softball Tournament. From left: Mike Lustig, Connor Hughart, Daniel Henderson, Chase Hughart, Bryson Whitehead, Tyler Krough, Paul Whittaker, Cody Lee, Mike Smothers, Ryan Wright, Kenton Parmley, Adam Cadle, Kendall Toliver, Andrew Soldner, and Bus. Mgr. Steve Hughart.*

## Several Large Projects; Training for the Future

L.U. 654 (i), CHESTER, PA — Members of Local 654 have had a busy summer working on several large projects in our territory.

Mariner East Phase 2 is coming to an end down at the Sun Logistics’ Marcus Hook Plant. There are several other projects along the Delaware River that are steadily providing man-hours for our members as well as the other building trades in the area. We look forward to the continued success of the industrial base in southeast Pennsylvania.

In addition to the continued man-hours, we have processed more applications for the apprenticeship than ever before and, at the time of this writing, we’re in the middle of selecting the incoming class. We’re always looking to do our part to train for our future.

*John Bondrowski, P.S.*



*Local 692 members Don Horner (left) and Gabe Gransden display golf tournament trophies.*

## Wireman’s Golf Association State Tournament a Success

L.U. 692 (i,mt&spa), BAY CITY, MI — Greetings, brothers and sisters.

With the cool breezes of autumn upon us, thoughts go back to summer. The Michigan Wireman’s Golf Association State Tournament was hosted by Local 692 at the Nightmare Golf Course in West Branch, MI. Congratulations to Brothers Don Horner and Gabe Gransden, winners of the tournament. Kudos to the event organizers and participants on a job well done.

Now comes our fall and winter sports hunting, fishing, and snowmobiling in our “Great Lake State” of Michigan. We have to be safe out there. Tie off to your tree stand, use the buddy system, look out for each other. Play hard, but smart. Come home safely

because we need you.

Work should be picking up soon, like in the rest of the state. Nice to see in our sister locals not only a job but your choice of multiple jobs. Thanks to our sister locals for the opportunities.

Welcome to Season Holdwick, our new office manager. Best of luck to her.

We regret to inform you of the passing of retired Brother Chester “Chet” Adams, who passed away June 30. He was 87.

*Mark Thompson, P.S.*

## Welcome to New Members; Softball Tournament Champs

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rtb,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — The local successfully defended its title against 31 other teams by winning the Upper Division of the IBEW Midwest Softball Tournament held July 29-30 in Louisville, KY. [Photo above.] Local 369 hosted the tournament and did a fantastic job.

Earlier in July, we welcomed over 20 new members into the IBEW from the City of Poplar Bluff, MO. These new members are employed at Municipal Utilities in the Water and Sewer Departments.

We have a new one-year contract agreement with the City of Sikeston for the Street and Park Departments that includes a wage increase of \$1 per hour for all classifications. This marks the first full agreement with gains for these employees and with such, they joined the local in August.

We welcome Corey Jarrett to the staff of the local. He replaces organizer Dennis Peterson, who retired after a long and successful career with the IBEW. We thank Bro. Peterson for all that he did for the movement and his undying loyalty to the local, and wish him the best in his retirement.

As of this writing, our referral books are as follows: Inside Construction — 107, Outside Construction — 30, Line Clearance — 1.

*Mark Baker, B.R.*

## Big Solar Project in Iowa; IBEW Community Service

L.U. 704 (catv,em&i), DUBUQUE, IA — Work is steady here, with full employment as of this summer writing. Thank you to all the brothers and sisters who have traveled to our local to help us with the work to meet our goals.

We are happy to be working with H&H Electric of Madison, WI, and Alliant Energy on Iowa’s largest solar complex. This project consists of 1,5624 solar panels and can generate 5 megawatts of energy, which can power up to 727 homes. The solar complex is built on a 21-acre site in Dubuque. It is a \$10 million project.

Local 704 is also very proud to accept another





Local 1988 presents IBEW 55-year pin to retired member Ronald Young (front row, fifth from left), former business manager/president. Front row: Peter Lohberger, Precilliano "Prez" Narvaiz, Ernest Trujillo, Floyd Lopez, Ronald Young, Cesar Maestas, Rosalinda Vargas, James Jaramillio. Back row: Joshua Chavez, Vincent Urvanejo, Alan "Hoot" Elliot, Jason King, Steve Goodrich and Richard Traczyk.

graduating class of apprentices into our pool of skilled journeymen. A celebration was held at the Hilton Inn here in Dubuque.

We ended the month of July by raising money for the Labor Harvest Food Program, a great program that assists families in the community who are in need. This community service effort was achieved by the building trades and union members working together for a good cause. Union volunteers donated their time to help direct parking at the Dubuque County Fair, and in return for our hours of labor contributed, the fair donates to the food program. This year the fair donated \$2,750 to Labor Harvest. These volunteer actions and donations remind us that community service is an important part of being a union member.

Dave Becker, P.S.

## AEP Contract Negotiations; 'Attend Union Meetings'

L.U. 1466 (u), COLUMBUS, OH — It's gearing up to be a very busy time of the year at Local 1466.

We have been meeting with the other IBEW locals that represent the employees of American Electric Power as part of Utility System Council U-9. We will be working together to negotiate a new three-year "master agreement" with AEP. After that, Local 1466 will move into negotiations on our local agreement with the company. This is a process that will take us into the new year. We encourage all our members to attend the monthly union meetings so you can stay updated and cast an educated and informed vote once we reach a tentative agreement.

With the holidays coming up, please remember to stay focused and look out for your brothers and sisters on the jobsite. Thank you for all you do!

Jimi Jette, P.S.

## 'Together We Stand Strong' — Welcome to New Members

L.U. 1988 (mo), ALBUQUERQUE, NM — IBEW Local 1988 is part of the Metal Trades Council that conducts contract negotiations on behalf of metal trades union members employed at Sandia National Laboratories



Local 2032 members and their families turn out in force to volunteer for Adopt-a-Highway cleanup project.

and Kirtland Air Force Base. We are a small local, but with the notable addition of newly organized members at Kirtland Air Force Base, we have increased our membership by 10 percent within the last two years. This organizing campaign was started by former MTC president Bill Sena of the Teamsters and former MTC treasurer James Jaramillo, a past president/business manager of IBEW Local 1988. The final contract was signed by the current MTC officers and also gained membership for several other affiliated locals under the umbrella of the MTC. This proves that together we can stand strong!

Local 1988 recently presented an IBEW 55-service pin to retired member Ronald Young, former business manager/president of Local 1988 and former MTC treasurer. The award presentation took place at a general membership meeting and all in attendance extended hearty congratulations to Bro. Young.

Cesar B. Maestas, B.M./Pres.

## Adopt-a-Highway Project

L.U. 2032 (u), MASSENA, NY — Local 2032 adopted a two-mile stretch of highway on Route 131 in Massena, NY. This stretch of highway is en route to the St. Lawrence FDR Project, one site of The New York Power Authority where the majority of our members work.

Local 2032 was looking to cultivate community spirit and at the same time contribute to a cleaner environment. What better way to show a sense of pride where members work and live than to be caretakers for the roadsides we drive by to work every day.

We had a terrific turnout of 65 people, including spouses and children of members, on highway clean-up day. It was encouraging to observe not only group participation for our community, but also to have the youth involvement, which is pivotal for their development toward being future stewards of our surroundings. Some of the participants remarked on the amount of plastic waste collected along the highway. This was indeed a learning experience and a lesson on the positive environmental impact we can have on keeping our roadsides clean.

The Adopt-A-Highway program requires a twice-a-year clean-up, so Local 2032 will be back out there this fall.

William "Bill" Brown, B.M.

# In Memoriam

## Members for Whom PBF Death Claims were Approved in July 2017

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Grellner, R. L.	5/17/17	99	Moreau, J. C.	5/25/17	329	Bentrup, E. H.	4/21/17
1	Hults, S. G.	5/24/17	102	Kupcho, J. R.	12/28/16	332	Kelly, R. A.	4/30/16
1	Rueter, R. E.	5/28/17	103	Holmes, F. X.	9/9/16	332	Smith, R. D.	1/2/16
1	Schmidt, R. A.	11/15/15	103	Lally, J. H.	4/27/17	340	Begg, H. E.	2/3/17
1	Strumpler, K. H.	5/25/17	110	Kratzke, R. A.	6/1/15	342	Hawks, E. C.	5/27/17
1	Walsh, J. A.	3/18/17	112	Henrich, R. T.	6/3/17	349	Carson, G. M.	4/16/17
3	Acevedo, R.	5/18/17	113	Preisler, B. J.	1/22/17	349	Levitz, S. G.	5/28/17
3	Bragers, T. C.	4/13/17	120	Horlor, G. E.	5/10/17	353	Cronkright, S. L.	6/23/17
3	Buttner, H. R.	5/15/17	120	Schutz, A.	1/1/17	353	Harrison, W. J.	5/17/17
3	Carey, J. D.	12/27/15	124	Dunson, S. L.	1/4/17	353	MacDonald, B. W.	3/10/17
3	Cassano, R. G.	3/3/17	124	Nuzum, F. R.	4/17/17	354	Pando, J.	8/13/16
3	Curtin, C. R.	5/14/17	125	Bowser, K. A.	5/2/17	357	Drake, L. A.	6/5/17
3	Finizio, V. J.	6/7/17	125	Gutierrez, S. R.	5/19/17	357	Fillipino, T. P.	4/17/17
3	Garutti, R. L.	5/10/17	125	Montgomery, H. L.	5/19/17	357	Silva, G. E.	5/12/17
3	Gilchrist, R.	5/28/17	125	Peragine, T.	5/20/17	357	Smith, P. H.	5/9/17
3	Jaslowitz, S.	5/1/17	130	Gonzales, W. J.	6/3/17	357	Tudor, J. R.	6/6/17
3	McAlpin, W. H.	5/30/17	134	Danca, L. J.	5/18/17	363	Frew, W. J.	4/29/17
3	Mejia, F.	4/20/17	134	Kountz, W.	3/14/17	363	Smith, R. L.	1/14/17
3	Nuccetelli, L. A.	6/7/14	134	Monahan, T. D.	5/10/17	364	Manning, D. L.	5/5/17
3	O'Hara, J. J.	4/29/17	134	Paris, C. J.	5/20/17	364	Nicholson, P. R.	5/10/17
3	Robinson, J. C.	4/27/17	134	Rusthoven, J. H.	4/1/17	365	Hickman, D. R.	5/21/17
3	Savarese, A.	5/19/17	134	Slattery, J. J.	5/8/17	369	Brown, J. D.	5/17/17
3	St. James, A. S.	6/2/17	134	Spelz, W. J.	4/24/17	369	Love, J. G.	5/20/17
3	Vavrek, E. J.	5/4/17	134	Turkowski, H. D.	5/28/17	375	Walck, R. J.	4/6/17
3	Von Dwinglo, T.	5/28/14	134	Willis, K. L.	5/5/17	379	Culbertson, T. B.	3/13/17
3	Wehrman, E. A.	5/13/17	136	Morris, W. C.	5/21/17	379	Penley, H. S.	5/26/17
3	Womack, R.	5/14/17	143	Spera, R. J.	3/18/17	402	Vaccher, N. J.	5/31/17
3	Yadlovker, H.	4/15/17	153	Kniebes, B. D.	4/8/17	412	Nash, R. E.	1/21/17
5	Coladonato, A.	6/24/17	153	Sokolowski, B. C.	5/18/17	413	Watkins, M. M.	5/23/17
6	Christenbury, C. O.	4/29/17	158	Corrigan, R. W.	5/30/17	424	Brown, C. S.	7/19/16
8	Bauer, R. D.	5/24/17	158	Severson, M. F.	1/25/17	424	Chiasson, W. S.	5/30/17
8	Haines, J. L.	4/29/17	175	Brendle, L.	2/28/17	424	Church, J. C.	4/18/17
9	Moffat, D. W.	5/30/17	175	Francisco, L. G.	5/22/17	424	Gudmundson, C. L.	5/3/17
9	Robertson, J. R.	6/10/17	175	Lehman, C. A.	6/15/17	424	Rowland, J.	5/22/17
11	Barber, G. L.	5/17/17	175	North, R. E.	3/22/17	428	Hayes, E. D.	4/6/17
11	Crain, W. L.	11/16/16	175	Pennington, W. D.	6/5/17	428	Pence, J. W.	4/25/17
11	Francis, D. L.	5/27/17	176	Keast, F. L.	4/26/17	429	Scheller, T. L.	2/4/17
11	Graeff, K. E.	5/6/17	177	Bridges, M. J.	5/10/17	430	Van Koningsveld, J. A.	6/8/17
11	Mattheson, J. G.	3/31/16	177	Spano, J. R.	3/9/17	436	Hudson, O. M.	5/30/17
11	Porter, W. J.	3/2/17	193	Smith, W.	6/2/17	440	Brady, T. J.	6/15/14
11	Thompson, G.	6/2/17	212	Bishop, W. C.	5/29/17	456	Ayers, R. W.	4/18/17
11	Timpane, M. A.	5/21/17	212	Jessen, P. M.	3/18/17	465	Clark, B. J.	3/28/17
11	Yardley, D. E.	2/25/17	212	Johnson, D. H.	5/15/17	474	Martin, G. R.	5/15/17
17	Schwartz, R.	2/3/17	212	Weckenbrock, R. G.	4/1/17	474	Woodson, R. H.	4/17/17
18	Hackett, R. G.	2/7/17	213	Buck, A. H.	2/24/17	479	Marionaux, L. L.	6/1/17
20	Aswell, H. S.	6/12/17	213	Hopkins, D. J.	3/24/17	479	Scott, D. R.	5/3/17
20	Mack, R. E.	2/7/17	213	Jeppesen, H. M.	12/31/16	481	Carey, S. N.	5/1/17
22	Agnew, H. W.	2/23/17	213	Kelleher, P. K.	4/15/17	481	Nieman, P. H.	5/11/17
22	Beasley, A. L.	4/27/17	213	Mackenzie, R. P.	3/11/17	494	Borbiro, P. C.	5/28/17
24	Andrews, R. S.	4/23/17	226	Hale, S. G.	4/22/17	494	Perszyk, B. J.	9/10/16
24	Fisher, D. J.	5/18/17	226	King, M. L.	2/12/17	494	Sibilski, R. J.	6/4/17
24	Tormollan, J. T.	11/12/16	230	Buchholz, R.	4/23/17	494	TeBeest, L. W.	5/28/17
26	Bayliff, M. S.	5/25/17	230	Esplen, W. M.	5/29/17	494	Vavra, R. L.	5/26/17
26	Eason, J. C.	6/24/17	231	Jorgensen, P. W.	5/5/17	494	Waniger, E. M.	6/8/17
26	Venable, F. P.	6/4/17	233	Hunter, B. W.	5/26/17	499	Barker, J. W.	5/25/17
26	Whittington, M. G.	5/15/17	236	Dean, R. L.	1/22/17	502	Oram, M. W.	2/5/17
34	Phillips, G. E.	5/25/17	236	Higgins, L. S.	4/4/17	518	Gambill, D. O.	5/18/17
38	Baskin, A. L.	5/23/17	236	Watson, J. S.	5/25/17	520	Eckert, T. D.	4/24/17
38	Kelley, N. M.	11/3/16	236	Weinberg, M. I.	6/3/17	520	Langley, J. L.	5/6/17
46	Koski, M. A.	4/3/17	237	Carter, D. T.	2/2/17	527	Parson, M. L.	5/17/17
46	McGuire, E. F.	6/12/17	241	Marion, I. W.	2/10/17	529	Hrycuik, D. F.	4/8/17
46	Roecks, E. A.	5/29/17	245	Thames, C.	5/10/17	530	Waybrant, W. A.	5/3/17
46	Thomas, L. E.	3/30/17	254	Barton, C. H.	5/18/17	531	Odle, R.	5/24/17
46	Vestman, T. H.	5/13/17	257	Baquet, G. M.	4/22/17	545	Miller, E. F.	4/17/17
53	Hackett, T. A.	5/8/17	258	Matthews, J. R.	1/2/17	557	Rockafellow, C. R.	2/25/17
56	McCool, R. J.	4/18/17	265	Whitefoot, R. W.	1/29/17	558	Goodman, J. W.	5/13/17
58	Christensen, F. D.	4/29/17	265	Whitefoot, D. D.	4/30/17	568	Shapransky, A.	1/17/16
64	Sell, C. L.	5/27/17	271	Helms, B. A.	6/4/17	569	Dempe, J. A.	5/26/17
66	Mohon, E. W.	5/19/17	278	Blackstone, T. L.	5/22/17	569	Henshaw, W. A.	11/15/16
68	Kent, J. F.	3/11/17	278	Cline, R. W.	5/12/17	570	Pelz, B. L.	6/2/17
68	Slemin, J. C.	4/9/17	280	Allen, N. D.	11/28/16	577	Lindloff, W. K.	6/3/17
68	Stollard, D. L.	6/22/16	280	Edge, T. D.	4/10/17	577	Malchow, K. W.	12/26/16
70	Steinruck, M. R.	6/7/17	280	Myers, L. E.	4/27/17	577	Sanders, R. J.	4/8/17
73	Lynch, K. E.	5/31/17	288	Boike, D. C.	5/6/17	584	Duncan, F. V.	2/9/17
73	Roach, J. C.	6/8/17	288	Pries, J. L.	5/29/17	584	Garrison, J. E.	5/30/17
76	Behrns, W.	6/14/17	292	Christianson, L. R.	4/4/17	584	Miller, H. G.	4/29/17
76	French, L. A.	5/31/17	292	Malecha, N. E.	6/6/17	584	Sires, D. L.	5/13/17
77	Campbell, R. L.	4/23/17	292	Meinhardt, D. W.	5/15/17	611	Bridges, J. R.	6/3/17
77	Gordon, C. E.	1/1/17	292	Shodeen, R. E.	5/31/17	611	Halvorson, J. P.	5/31/17
82	Clark, J. R.	5/24/17	292	Wall, C. E.	2/23/17	611	Hayman, J.	2/11/17
86	Fitzsimmons, P. I.	5/2/17	301	Maher, T. F.	9/20/16	611	Lourenco, M.	4/30/17
86	Tedesco, J. M.	5/29/17	302	Viramontes, F. A.	2/11/17	613	Ingram, C. E.	5/25/17
90	Della Camera, J. A.	6/8/17	303	Corman, G.	2/23/17	617	Fisher, J. W.	5/11/17
98	Knorr, F. W.	3/29/17	304	Hallett, G. H.	4/13/17	617	Tisdale, H. G.	5/9/17
98	Lare, S.	5/14/17	306	Hose, W. C.	5/3/17	625	Boucher, R. D.	5/22/17
98	Martin, J. R.	2/13/17	317	Dennis, P. E.	5/8/17			
98	Simon, E. W.	1/28/17	322	Miller, L. D.	5/11/17			

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In Memoriam

July 2017 continued

Members for Whom PBF Death Claims were Approved in August 2017

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
625	MacInnis, J. R.	10/11/16	1	Evans, H. C.	6/15/17	48	Greene, W. J.	6/18/17	143	McClain, J. D.	5/17/17	430	Kitzig, W.	4/16/17	728	Ferguson, B. D.	6/24/17
640	Amador, F. R.	5/13/17	1	Garascia, J. H.	6/8/17	48	McKenzie, T. M.	9/29/16	150	Houghton, D. L.	6/23/17	441	Leatherman, F. J.	6/26/17	728	McCrea, K. T.	5/31/16
640	Durbin, P. W.	6/1/17	1	Gibbar, P. D.	6/14/17	48	Roddy, D. W.	7/6/17	158	Daul, R. L.	5/25/17	441	Orsburn, D. M.	1/27/17	743	Simmons, T. M.	6/7/17
640	Luukkonen, G. W.	5/13/17	1	Jorgovan, M. S.	5/22/17	51	Lemire, R.	10/12/16	159	Breiby, R. A.	7/13/17	441	Schierer, B. A.	6/16/17	756	Brown, J. H.	2/26/17
640	Mills, C. R.	4/19/17	1	Kirk, V. A.	6/12/17	51	Wood, G. W.	6/11/17	163	Sims, A. W.	6/30/17	443	Jackson, D.	6/28/17	760	Veal, C. T.	3/7/17
648	McGuire, H.	5/23/17	1	Kreutz, R. A.	7/11/17	53	Standring, K. C.	3/14/17	164	Ascolese, A.	6/2/17	443	Ross, F. W.	5/31/17	769	Gravel, J. L.	6/6/17
649	Prullage, T. F.	5/13/17	1	Meyers, R. L.	7/2/17	56	Buchanan, H. R.	7/5/17	164	Fdyfil, R.	5/12/17	456	Kampf, F. P.	6/21/17	769	Walker, C. L.	5/28/17
659	Moppert, E. R.	6/1/17	1	Schleeper, P. K.	6/24/17	58	Cichowlas, F. J.	7/1/17	164	Fulcher, T. E.	5/23/17	474	Woodson, R. H.	4/17/17	773	Ternovan, G.	12/14/16
659	Spargur, C. E.	5/16/17	1	Stoverock, R. D.	5/18/17	58	Kelley, D. M.	7/1/17	175	Bramblett, C. R.	6/15/17	477	Ballard, J. L.	6/18/17	776	McFadden, A. L.	6/20/17
666	Bowles, F. K.	6/6/17	1	Sutton, L. F.	2/21/17	58	Morrison, M. J.	6/28/17	175	McMillan, K. E.	6/3/17	477	Kutschat, R. W.	6/15/17	804	Strnad, J. M.	5/1/17
666	Collins, K. P.	1/21/16	3	Amato, M. J.	3/20/17	58	Romero, J. R.	1/19/15	175	Walker, P. C.	6/15/17	477	Sauer, R. A.	2/1/16	804	Woods, K. J.	7/6/17
666	Mackey, C. A.	6/1/17	3	Barrett, R. F.	7/6/17	58	Sater, A. P.	5/24/17	176	Fawver, M. J.	7/10/17	477	Wynn, C. E.	6/3/17	876	Yanosik, J. W.	5/17/17
666	Young, M. E.	6/10/17	3	Binder, T. A.	5/12/17	58	Statfield, M. B.	6/2/17	176	Kachelhoffer, D. J.	6/25/17	479	Carlson, B.	5/3/17	890	Laib, L. E.	6/7/17
701	Lusk, D. D.	1/22/16	3	Christmas, T. G.	12/31/16	58	Ziroll, K. E.	5/9/17	177	Hamrick, R. V.	6/18/17	479	Whitman, R. C.	5/13/17	890	Peck, M. W.	5/10/17
716	Anderson, R. E.	5/3/17	3	Conroy, T. J.	6/1/17	60	Strackbein, D. D.	6/21/17	191	McKoon, S. A.	5/31/17	481	Alsmeyer, P. E.	6/19/17	903	Chambliss, M. W.	6/9/17
716	Chambers, W. T.	6/1/17	3	Evers, J. E.	6/28/17	68	Linthicum, D. P.	1/23/17	191	Stockman, J. R.	7/5/17	481	Bryan, W. T.	6/18/17	915	Hampton, L. D.	6/7/17
716	Flores, R. R.	5/27/17	3	Ferrara, A. F.	6/21/17	68	Peck, R. N.	6/20/17	194	Hays, W. R.	6/18/17	481	Foreman, T. W.	7/11/17	915	Paquin, J. W.	7/2/17
716	Rudd, B. D.	6/1/17	3	Karipas, P. A.	5/5/17	68	Rino, N.	10/8/16	212	Blanchet, G. L.	6/17/17	481	Nieman, P. H.	5/11/17	932	Shelton, R. M.	7/1/17
716	Tumlinson, H. D.	5/13/17	3	Leirer, J. H.	7/3/17	70	Powell, J. T.	6/4/17	212	Combs, G. W.	5/1/17	481	Prange, P. E.	2/15/17	934	Davis, J. L.	6/16/17
728	Hickey, R. F.	4/9/17	3	Lewis, R. J.	6/11/17	71	Wooddell, G.	6/11/17	212	Cook, R. O.	6/6/17	481	Riley, R. A.	6/24/17	952	Nee, G. L.	7/14/17
728	Howell, L. R.	1/26/17	3	Manterys, J. A.	7/11/17	73	Gardner, G. L.	5/12/17	212	Zehner, R. C.	5/13/17	488	Sheehy, S. J.	12/29/16	953	Sarnstrom, E. C.	6/4/17
728	Pilon, L. J.	5/2/17	3	Miller, M. N.	6/22/17	77	Axtell, D. D.	5/5/17	213	Carignan, D. W.	12/28/16	490	Couture, A. E.	5/1/17	993	Dallen, L. W.	12/26/16
728	Slaymaker, R. D.	6/10/17	3	Murphy, C. G.	5/19/17	77	Eastman, W. A.	6/30/17	213	Dobler, A. S.	4/21/17	494	Pankoke, G. F.	6/27/17	995	Clary, P. M.	5/29/17
728	Wuest, C. H.	6/5/17	3	O'Hara, R.	7/7/17	80	Dailey, R. W.	4/19/17	213	Durrupt, J. H.	1/12/17	494	Weber, D. L.	6/12/17	1066	Motes, J. W.	6/6/17
760	Ammons, J. R.	6/4/17	3	Pisano, F. J.	3/15/17	81	McIntyre, J. R.	6/12/17	213	Garbrah, G. F.	2/14/17	499	Roff, B. L.	4/25/17	1077	Wall, J. W.	5/26/17
760	Tidwell, J. R.	6/5/17	3	Raynor, J.	4/30/17	82	Arnold, S. T.	1/11/17	222	Hitt, T. D.	11/30/16	518	Baker, C.	6/10/17	1141	Moles, J. N.	6/21/17
776	Hatton, J.	11/8/16	3	Sauer, R. H.	6/12/17	82	Keller, J. K.	6/23/17	226	Ball, R. L.	1/17/17	520	Carter, J. R.	6/7/17	1186	Smith, J. W.	6/10/17
776	Johnstone, J. R.	1/9/17	3	Schmidt, G. E.	6/7/17	82	Mahoney, T. L.	4/6/17	230	Blake, H. L.	5/19/17	520	Eckert, T. D.	4/24/17	1205	Curry, H. D.	6/6/17
804	Bard, C. C.	5/2/17	3	Urban, D. M.	6/27/17	86	New, B. E.	6/29/17	234	Baze, D. W.	1/17/17	527	Lera, H. C.	10/6/16	1228	Linder, G. C.	4/7/17
852	Southward, C. E.	5/20/17	5	Buckley, J. C.	4/28/17	86	Stephany, R. C.	7/18/17	234	Rogers, J. A.	7/4/17	531	Odle, R.	5/24/17	1245	Stenberg, L. A.	4/27/17
852	Statum, L. G.	3/3/17	5	Coladonato, A.	6/24/17	97	Walsh, C. D.	2/3/17	236	Joels, L. J.	6/26/17	540	Floom, K. J.	6/18/17	1362	Lewis, J. C.	2/24/13
861	Zimmerman, R.	5/2/17	5	Gall, A.	5/17/17	98	Fite, J. B.	6/1/17	241	Dickerson, C. L.	6/12/17	551	Beaudin, D.	6/7/17	1377	Intihar, R. S.	5/8/17
915	Andrews, G. E.	5/14/17	6	Browne, J. F.	6/8/17	98	Kiessling, E. W.	6/23/17	257	Hoffman, C. F.	3/14/17	551	Thorsen, R. J.	3/29/17	1377	Sciallino, F. J.	6/22/17
915	LaBuda, G. R.	4/27/17	6	Dann, T. F.	6/26/17	98	Miles, R. E.	6/26/17	258	Lehnart, R.	7/6/14	558	Behel, C. G.	6/18/17	1393	Bear, R. L.	6/10/17
915	Turner, A. R.	5/20/17	8	Kurek, C. J.	2/9/17	98	Smith, A. A.	4/8/17	258	Mealini, P.	12/26/16	558	Crowe, J. W.	6/14/17	1393	Watts, D. S.	6/11/17
915	Yates, G. B.	4/10/17	8	Staley, W. P.	7/5/17	99	DiNitto, R. A.	11/30/16	278	Dickens, C. E.	6/26/17	558	Storey, G. D.	6/14/17	1426	Ciekinski, T. M.	4/6/17
917	Kemp, J. L.	6/9/17	8	Washburn, G. S.	1/28/17	102	Balestriere, E. D.	5/15/17	280	Lueck, D. D.	6/15/17	569	Power, E.	12/28/16	1426	Halvorson, D. A.	2/26/17
934	Way, W. K.	5/27/17	9	Pierson, R. W.	6/6/17	102	Ghuzzi, T. J.	5/11/17	280	Sweeney, D. P.	5/21/15	570	Bortmess, R. M.	6/29/17	1516	Meredith, G. E.	4/3/17
952	Eastburn, C. E.	8/23/14	11	Bloy, R. F.	6/1/17	102	Hrycenko, E.	3/20/17	291	Murray, D. L.	5/30/17	573	Davis, A. W.	7/15/17	1547	Buonamassa, W. J.	5/28/17
952	Ivie, J. C.	4/8/17	11	Davies, R. C.	5/24/17	102	Luyster, P.	3/1/17	292	Erickson, A. W.	5/26/17	577	Hennessey, T. G.	6/26/17	1547	Kerner, S. S.	6/21/17
953	Hutzenbuehler, D. A.	4/24/17	11	Denevan, T. E.	1/16/17	103	Graham, F. H.	3/27/17	292	Jorgenson, J. J.	6/25/17	595	Briant, W. P.	5/2/17	1547	Rasmussen, G. L.	5/12/17
995	Besson, D. J.	4/1/17	11	Flores, R. T.	6/30/17	103	Holmes, F. X.	9/9/16	292	Packo, I. K.	6/25/17	595	Spinks, H. O.	4/8/17	2166	Foster, R. P.	6/28/17
1186	Nishimura, D. M.	5/17/17	11	Grushkin, M.	5/18/17	103	Parent, R. P.	5/27/17	292	Weinand, P. M.	7/24/16	606	Fletcher, P. A.	6/25/17	2270	McClafferty, C. P.	5/26/17
1205	Hill, R. G.	5/18/17	11	Hale, G. R.	5/15/17	103	Sheehan, D. H.	5/30/17	301	Scott, J. B.	6/3/17	606	Singletary, L. D.	6/14/17	2295	Vaccare, J.	7/1/17
1212	Rubin, H.	4/15/17	11	Patterson, P.	6/9/17	105	Hadfield, P. C.	7/21/17	302	Lynch, J. M.	4/30/17	611	McCarson, J.	7/2/17	I.O. (254)	Brittle, J.	5/23/17
1250	Davis, R. J.	6/7/17	11	Salvino, G. C.	5/18/17	110	Delessio, D. J.	5/20/17	304	Click, O. F.	6/19/17	611	Reynolds, W. K.	6/15/17	I.O. (379)	Gaffney, E.	7/17/17
1260	Kalai, D. K.	12/27/16	11	Sequera, N.	5/4/17	110	Stewart, E. F.	4/10/17	340	Row, C. W.	7/18/17	613	Boone, D. W.	6/15/17	I.O. (424)	Adams, N.	6/29/17
1319	Delescavage, J.	6/1/17	11	York, J. C.	5/10/17	112	Thompson, D. A.	7/21/17	343	Haber, L.	6/12/17	613	Davis, C. L.	6/9/17	I.O. (441)	Bergener, C. H.	1/29/17
1377	Light, J. E.	5/11/17	12	Fernandez, A.	4/22/17	113	Bragg, J. F.	5/1/17	343	Roozen, J. R.	4/25/17	613	Hansford, T. R.	6/25/17	I.O. (932)	Baranchak, J. E.	6/25/17
1393	Allen, R. L.	5/21/17	12	Medina, J. A.	6/9/17	113	Raymond, G. L.	6/30/17	345	Lee, C. W.	4/20/17	613	Kay, W. T.	4/30/17	Pens. (102)	Read, R. J.	6/16/17
1521	Hofmann, E. W.	12/4/16	16	Compton, R. L.	6/5/17	124	Buckman, J. A.	1/18/17	349	Dumas, N. A.	6/24/17	617	Maurer, J. R.	6/14/17	Pens. (1788)	McFadden, K.	5/13/17
1547	Gagnon, G. W.	4/12/17	17	Davey, J. G.	7/16/17	124	Stricklen, C. E.	6/25/17	353	Bergeron, R.	6/19/17	640	Buchert, G. H.	4/28/17	Pens. (I.O.)	Archias, R. E.	4/25/17
1615	Carey, D. G.	5/25/17	17	Johnson, G. D.	6/17/17	125	Boese, K. E.	1/15/17	353	Luvisotto, L.	6/23/17	640	Camren, J. R.	6/24/17	Pens. (I.O.)	Brown, M. F.	6/10/17
1925	Tapp, R. C.	5/21/17	18	Bravo, M.	5/23/17	125	Gutierrez, S. R.	5/19/17	353	McFarlane, S.	7/12/17	640	Estrada, R. O.	1/3/17	Pens. (I.O.)	Conte, T.	6/19/17
I.O. (3)	Barbic, M.	5/17/17	20	Furlano, J. H.	6/20/17	125	Hankins, J. F.	6/23/17	353	Milando, C.	7/5/17	640	Tenorio, A. G.	11/8/16	Pens. (I.O.)	Frenzel, J. G.	6/10/17
I.O. (3)	Mancuso, P. B.	5/15/17	20	Johnson, C. R.	6/27/17	125	Huddleston, L. H.	5/5/17	353	Newburn, R.	6/25/17	640	Weir, B. A.	5/29/17	Pens. (I.O.)	Grant, D. C.	6/19/17
I.O. (120)	Carty, T.	5/27/17	20	Kirkham, R. W.	6/28/17	125	Souter, J. R.	3/25/17	353	Proudfoot, E. J.	3/16/15	647	Gower, J. W.	6/11/17	Pens. (I.O.)	Hibler, I. G.	6/3/17
I.O. (134)	Carney, J. R.	5/21/17	22	Ellison, D. W.	6/5/17	125	Whitten, J. E.	6/4/17	353	Tesan, L.	6/14/17	649	Krug, C. H.	6/18/17	Pens. (I.O.)	Jamnik, R. B.	6/7/17
I.O. (134)	Parrilli, J. E.	5/13/17	22	Hurt, D. D.	6/20/17	126	Anthony, E. F.	6/5/17	353	Wozniak, A.	7/2/17	659	Snyder, D. H.	6/23/17	Pens. (I.O.)	Giannoni, C.	3/20/17
I.O. (160)	Novakowski, J. P.	5/26/17	22	Leimbach, B. E.	6/27/17	126	Long, D. A.	6/10/17	357	DeJohn, A. F.	6/12/17	666	Kelley, N. W.	6/1/17	Pens. (I.O.)	Kelly, E. J.	11/1/16
I.O. (441)	Hurford, D. L.	5/23/17	24	Roes, H.	6/16/17	126	Orlic, M.	6/25/17	357	Landreth, J. P.	6/4/17	666	Kellington, J. W.	6/1/17	Pens. (I.O.)	McElroy, E.	5/22/17
I.O. (940)	Brown, J. D.	4/28/17	24	Taylor, J. G.	6/22/17	130	Videau, M.	1/1/17	363	Begosh, E. J.	5/28/17	666	Violette, J. V.	7/2/17	Pens. (I.O.)	Milam, D. L.	6/23/17
Pens. (1788)	Mackowiak, S.	3/31/17	24	Vecera, M. M.	6/23/17	131	Fellheimer, F. E.	6/14/17	363	Benjamin, W. J.	7/10/17	673	Paliska, A.	5/27/17	Pens. (I.O.)	Nielsen, D. A.	2/15/17
Pens. (1788)	Wikdahl, R. A.	5/31/17	26	DeLonge, M. E.	7/3/17	131	Gebert, D. A.	6/3/17	363	Seibert, P. V.	7/13/17	692	Benac, D. J.	6/12/17	Pens. (I.O.)	Olson, O. H.	4/12/17
Pens. (I.O.)	Blackmon, W. D.	5/28/16	26	White, J. M.	6/22/17	131	Jaquays, M. O.	5/20/17	364	Anderson, R. L.	5/1/17	697	Flanery, J. E.	6/12/17	P		



## Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2018

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. Current

fee payers who wish to file objections for calendar year 2018 must do so during the month of November, 2017. 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 open period. Objections filed during this open period will become effective on January 1, 2018, 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 2015-16 fiscal year, 46.76% of its expenditures were for “chargeable” activities and 53.24% 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 Plan<sup>1</sup>

#### 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.

- 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.
- 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.
- 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.

- 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.
- 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. ■



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<sup>1</sup> Where public employees are employed under a law requiring different procedures, the employees’ Local Union will provide information about the proper procedures to follow.





International Brotherhood of Electrical Workers

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

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**HOW TO REACH US**

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

**Send letters to:**

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

**Or send by email to:** [media@ibew.org](mailto:media@ibew.org)

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**FROM THE OFFICERS**

# The Toughest Job We Have



**Lonnie R. Stephenson**  
International President

In late August, I had the honor to attend the biggest Membership Development conference in IBEW history.

As I told conference attendees, I attend a lot of meetings as your international president. And with all respect to our different branches and districts, the truth is this: Membership Development is the most important meeting we hold.

Organizing is the lifeblood of this union. Unless we are constantly growing and bringing in new members and new employers, then we are dying.

And a dying union is in no position to protect all the good things — decent wages, strong benefits, top-quality training — previous generations of IBEW members have won.

Just hearing the stories at this conference made it clear that we are not a dying union.

Across the United States and Canada, we are seeing more and more victories — from Baltimore Gas and Electric in Maryland to broadcasting freelancers in Massachusetts.

And due to innovative new business development and organizing programs, we are signing up more contractors and winning more jobs long before the ground is even broken on some projects.

We have not seen membership numbers like this since before the 2008 recession.

We are headed in the right direction. But this is not the time to let up on the gas. Because even as we are pulling in record numbers, we continue to lose members due to layoffs, shutdowns and membership drops, making our net gain pretty modest.

Real progress in rebuilding labor's power requires us to take our organizing to the next level.

Every single local in every single branch must have a plan to recruit and grow. There is no question that organizing is the toughest job we have, especially in this political climate.

But over and over again, we are showing that we can fight and win.

The International Office is always ready to help. We have a big toolbox to assist locals in developing their own organizing plan.

But true organizing is not something that can come from the top down. It must come from the bottom up. And that starts with you: our officers and activists on the local level.

We all must be organizers if we want the IBEW to be there for the next generation of working people. ■

# Our Kind of Town

A hundred and twenty-five years ago, 32 delegates gathered in the Windy City for the National Brotherhood of Electrical Workers' second convention. It was an uncertain time. The union was just a year old, and in that room at the Atlantic Hotel, things weren't easy.

Our first secretary, J.T. Kelly, wrote about that convention and "the early struggles of the Brotherhood to preserve its very existence." At the time, the NBEW had just 1,600 members in 43 local unions, which Kelly described as "untrained and untried, no standard of wages or conditions established anywhere and very few experienced men to whom they could look for proper guidance."

"In some places, it meant immediate discharge to have it known you carried a card in any union," he wrote. "Journeymen worked for as low as \$1.50 per day of ten hours or longer at the dictation of the employer."

How far we've come.

When we return to Chicago in 2021 for the 40th International Convention, delegates — more than 1,900 of them — will represent 725,000 members and retirees from more than 900 locals. More importantly, those members won't know what it's like to work without enforceable safety standards or how hard it was to get by on substandard wages. Today's members don't have to worry about how they'll pay for a doctor's visit or whether they'll be able to retire with dignity. These are things this union and the people who built it fought and died for, and the fight continues even today.

When we last visited Chicago in 1954 for the 25th International Convention, more than 35 percent of American workers belonged to a union. Today, it's less than 10.5 percent. Working people and unions have had a hard time over the last 40 years. Wages have been stagnant, conservative politicians have jumped at every opportunity to reduce our collective power, and the gap between the top 1 percent and everybody else has gotten larger and larger. So we approach our 40th convention with lots of work to do.

Over the next several years, we'll be working on those issues and more, and preparing for the next Chicago convention, the fifth in our history, to be the best one yet.

In addition to the massive undertaking of planning a convention, our staff is working to digitize the entire operation, from registration right through the closing gavel. This effort will make it easier on officers, delegates and guests and allow us to spend our valuable time on the important business of this union and focusing on improving the lives of our members and working people everywhere. That's the most important job we have.

*The IBEW's 40th International Convention will be held at Chicago's McCormick Place Convention Center from Aug. 30-Sept. 3, 2021. ■*



**Kenneth W. Cooper**  
International Secretary-Treasurer



## “LETTERS TO THE EDITOR”

### Time for Action?

I just got my copy of the July issue of The Electrical Worker. I was thankful for the page 18 editorials [President Stephenson urged members to compare President Trump's campaign promises to his record in office; Secretary-Treasurer Cooper lauded the success of the IBEW/NECA Family Medical Care Plan]. I am a third-generation IBEW member and have a journeyman nephew in Ft. Lauderdale 728. Every local union member should be going to their Republican members of Congress and Senate and filling their offices up every three months or so demanding the changes Mr. Stephenson mentioned on page 18. We should be fighting for Obamacare. We don't do anything anymore. We need to take the presidency, Senate and Congress. I would love to see information about where to go and protest. I am a disabled veteran and Henry Miller must be sick looking at what he and others like my grandfather truly fought for. Your articles are good. It's time for all members to take action.

Scott Halsey, Local 728 member  
Ft. Lauderdale, Fla.

I would like to support Brother Joe Bauer's idea he presented in the August issue of The Electrical Worker [Letters to the Editor, "A National Strike?"]. Kudos to Brother Bauer for speaking up and I imagine there are others out there who feel the same. We have no George Meany or Tip O'Neill to voice their opposition to injustice. Where are labor's spokesmen?

Nobody is accountable in our country anymore. In some instances, we are no better than a developing country. Look at our infrastructure and transportation: no high-speed rail coast-to-coast. I'm just another troublemaker as the saying goes. So were our founders of this country that we are letting fall apart.

Richard Crook, Local 309 retiree  
Collinsville, Ill.



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

### Proud of the Pope

About the pontiff's support of unions ["Pope Francis: 'There is No Good Society without Good Unions'" in the September issue of the Electrical Worker and previously posted on [ibew.org](http://ibew.org)], I am a proud retired union member and a Catholic. Thank you, Pope Francis.

Kevin Cronin, Local 103 retiree  
Boston

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## WHO WE ARE

# For Four Decades, Chicago Local Brings Sights and Sounds of Legendary Music Show



**S**oundstage" began presenting musical acts on PBS stations across the country in 1974. Chicago Local 1220 has played a key role from the start.

"Members have immersed themselves in every aspect of the show's production since the first airing," Local 1220 business representative Brett Lyons said. "From cameramen to graphic designers, to the utility crew, no area was left untouched by the IBEW."

On stage, viewers have seen major performers like Bon Jovi, Sheryl Crow, Tom Petty, Bob Dylan, and Faith Hill. It was considered revolutionary when it debuted — long before the days of MTV.

Behind the scenes, nearly all the work is done by 32 members of Local 1220. The show is taped and produced at WTTW Chicago's Grainger Studio, which has employed IBEW members since 1955. It is distributed nationally by WTTW, the Chicago PBS station.

"Together they produce a great product," Business Manager John Rizzo said. "A strong contract and fierce union loyalty ensured our members' participation in the production of Soundstage since 1974."

"Soundstage" aired for 11 years before going on a 15-year hiatus and returning in 2000. It most recently aired in May and is scheduled to return in January; however, exact dates have not yet been determined.

Each episode of Soundstage is produced live in front of an audience featuring a popular musician, and typically lasts nearly two hours.

Musical tastes have changed through the years, but perhaps the biggest challenge for Local 1220 members is keeping up with progressing technology.



Performer Avery Sunshine and host Dedry Jones with engineer Dan Rozkuszka, center, taping a segment for "The Experience with Dedry Jones" in WTTW's Grainger Studio. Above: Mark Zurawiec operates the Steadicam during one of many Soundstage events.

They use the newest technology in video, said Ken Heinemann, 4K the Wrightway's production manager.

Soundstage uses ultra-high definition technology and recording, also called 4K, because its resolution is higher than that of high definition. It provides faster setups and improved performance quality because there is less complicated wiring, Heinemann said.

"The 4K equipment ensures that Soundstage stays relevant to today's demands of the consumer," Heinemann said. "At the same time, it gives our members an opportunity to stay up-to-date with the ever-changing technology."

Throughout the years, viewers may have noticed visual changes to the show as well. The advancements in technology allow for more camera angles and shots, improved lighting and enhanced visual effects.

Besides getting to work with the best technology available, another perk of the

show is getting to work up close with famous musicians from a variety of genres.

"I always describe my job as one that gives me the opportunity to meet people and do things that everyone else will watch on TV," said camera operator Tom Siegel, who considers meeting Steve Winwood of Traffic a career highlight.

A contract and relationships built over the years with WTTW ensures that the partnership will continue.

"A strong contract will only do so much," Rizzo said. "It is because of a healthy partnership that we can work together like a well-oiled machine. Members with strong skill sets and a conscientious work ethic seal the deal."

More information on Soundstage is available at [interactive.wttw.com/soundstage](http://interactive.wttw.com/soundstage). You can also view clips from past shows at [video.wttw.com/show/soundstage](http://video.wttw.com/show/soundstage). ■



# Losing Market Share? Need to Grow? Ask for Help.



In late 2012, Modesto, Calif., Local 684 needed to get bigger. Work was picking up, and in the years following the 2008 recession, the downturn in construction had seen membership slip from a historical average of around 300 to just 228. Then-business manager Billy Powell decided it was time to take action.

Powell had just returned from that year's annual Membership Development Conference, where then-International President Edwin D. Hill made a pitch to attendees. If you want to grow, he said, the International Office is here to help. Just ask.

So Powell did. "If they're offering help, I'm going to take it," he said. Hill's was the right message at the right time.

In February 2013, Powell contacted his state organizing coordinator, and in the months that followed, Powell and Ninth District officers and staff outlined a

three-year plan to reclaim market share, grow the local and bring the benefits of union membership to hundreds of new northern California electricians.

The Membership Development Department committed to putting a state organizing coordinator on the ground with Local 684 every day for a year. "But we told them we could only do that if the local could promise 100 percent buy-in from everyone — officers, staff and membership," said District Organizing Coordinator Greg Boyd. "Thankfully, every group we talked to — including the general membership — understood the importance of what we were doing. It wouldn't have worked without that commitment."

Over the next year, state organizing coordinators Hank Lewis and Greg Galusha split time, working with the local's organizer to blitz nonunion job sites, knock on doors, meet with nonunion contractors — even canvassing the local's own members to stress the importance of organizing and welcoming new brothers and sisters into the IBEW.

Local 684 Business Manager Bobby Stutzman, who took over when Powell took a job as the state organizing coordinator for northern California earlier this year, says the hard work has paid off. "We've got the most work we've ever had in the local. We're projecting man-hours that we've never seen," he said. "From where we started, we're at nearly double those numbers — from 228 to around 400. We're doing everything we can to bring more members in, to help fill the job calls so our contractors can keep bidding for more work."

**"I tell everyone working nonunion to join the IBEW. There are a lot of good people here."**

— Jesus Mendoza, S&S Electric

And the new members are loving their new lives in the IBEW. Journeyman wireman Matt Oliveira joined Local 684 near the beginning of the organizing push in 2014. He and his union brothers and sisters are in the middle of a four-year, eight-building expansion on the University of California Merced's campus that will nearly double its size by 2020.

"I worked nonunion for 13 years," Oliveira said, "and there were a lot of ups and downs. But here at the IBEW, I've been welcomed with open arms. The pay was an improvement, the health care and benefits are much better. My former employer gave me a raise, but he took away the health benefits for my family — that's not a raise at all. My only regret about joining the IBEW is that I didn't do it sooner. I wish somebody had told me years ago."

Jesus Mendoza, a project foreman for signatory contractor S&S Electric on a nearby powdered milk plant, joined the union during the push as well. "Working union, it's a lot safer," he said. "Nonunion wants to go as fast as possible. Safety's not a concern for them. I tell everyone working nonunion to join the IBEW. There

are a lot of good people here."

Stutzman, who just hired two new organizers to keep the momentum going, said the organizing assistance was critical in maintaining focus on growth. "It's easy to get caught up in the work and the work that's coming up," he said. "Our success came because of that focus and because of the tremendous experience of the organizers who came in to help. The I.O. really does want to help you grow — you just have to ask."

It wasn't long before the runaway success of Local 684's program attracted the attention of their IBEW neighbors just up Highway 99. In July 2016, Sacramento Local 340 Business Manager Bob Ward contacted Ninth District Vice President John O'Rourke and asked for organizing help as well.

"There's this perception out there that the I.O. is going to swoop in and force a local to do something they don't want to do and call it 'helping,'" said Boyd, who worked to put together a similar plan at Local 340. "And that's exactly the wrong formula for success."

On April 1, Membership Development assigned a full-time organizer to Local 340's staff for the year, and it's already paying off.

"It's been fantastic so far," said Local 340 Assistant Business Manager Rusty Johnston. "We're starting to sign a lot of contractors, and we have more manpower than we've ever had before."

The local is adding about 50 members a month so far and hoping for even more as the program takes shape. "You don't know what you don't know, so having someone here day in and day out with a

*In 2013, Billy Powell, above, made the call for help increasing the membership of Modesto, Calif., Local 684. Business Manager Bobby Stutzman, top, says the local now has the most work it's ever had.*

wealth of organizing experience, it's just huge for us," Johnston said. "We're already working out how to provide more programs here at the local to serve more members."

Boyd expects the growth to be even faster in Sacramento than it was in Modesto, thanks largely to the fact that there's simply more work in 2017 than there was in 2013. The program is spreading as well. Director of Construction Organizing Virgil Hamilton says similar programs are underway at local unions in Florida, North Carolina and Missouri, and more could be on the way.

"Different locals need different things," Hamilton said. "So every approach is different, but the one thing we can promise is that if you come to us, we'll help you put together a focused effort to grow your local and increase your market share. We're here as a resource."

For Powell, his initial call to the Ninth District has paid off in a big way. "Don't be afraid," he says to other business managers. "The old saying, 'I'm from the I.O. and I'm here to help' — that's legit. Ask for help. My experience has been phenomenal."

The IBEW Media Department produced a video on this story for September's Membership Development conference. Watch it at [bit.ly/IBEW\\_organizing](http://bit.ly/IBEW_organizing). ■



*In northern California, IBEW locals are expanding, offering opportunities to more electricians as the work keeps coming.*