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Since employers were required to provide arc-rated PPE to workers two years ago, dozens of new companies and hundreds of new textiles have appeared on the market. Making sure electrical workers have the right protection has never been more complex.

Two years ago, the dress code for millions of U.S. workers, including more than half of the IBEW's members, changed.

For the first time, the Occupational Safety and Health Administration changed parts of its standards covering construction and general industry to make fire resistant and arc-rated clothing personal protective equipment and then required employers to provide it to workers who need it.

The stakes are very high. While most injuries to electrical workers each year are from electrocutions, arc flashes injure five to 10 electricians every day.

THIS ARTICLE MIGHT **SAVE** YOUR LIFE

Every other day, on average, one of them dies.

And the injuries suffered are often catastrophic. Only one-third of arc flash victims are back at work within two months. More than 60 percent, according to a Canadian study, were not back after three months.

Because of advances in materials science, every injury from an arc flash can be prevented if proper precautions are taken and the appropriate gear is worn correctly.

Changes to the standards were designed to put that gear in the hands of every worker exposed to the risk of an arc flash.

"As dangerous as it is to stand inches from a lightning strike, for the first time ever, we have equip-

ment that will protect our members from burns — if they match it to the job and wear it correctly," said IBEW Safety Director Dave Mullen. "It's the company's job to make it available; but in the end, each of us has the ultimate responsibility for our own safety."

The safety standard change created a gold rush for manufacturers of arc-rated garments. Dozens of new companies entered the market. New brands using new materials suddenly appeared marketing fire resistant and arc-rated gear in hundreds of new styles.

The challenge for IBEW members is that two people wearing what look like identical outfits could have wildly different levels of protection. The difference could be walking away from an arc flash shaken with maybe some red and raw skin and permanent injury or even death.

In this special report from the Electrical Worker, we explain how the market for arc-rated work gear has changed, how to understand the rating systems and how to care for and inspect your gear.

ARC-RATED GEAR *continued on page 2*

Continued from page 1

This Article Might Save Your Life The New World of Arc-Rated Gear

Luck? Or the Right Gear? Surviving an Arc Flash

Journeyman wireman Jeremy Sells has done it hundreds of times before. The Portland, Ore., Local 48 member was inside an electrical closet doing maintenance on the 480-volt switchgear for a one-story, mixed-use warehouse and office building in the spring of 2016.

He and his partner were about to remove one of the six inside covers of the panel to take some heat readings with an infrared camera. It is the standard way to test panels for loose wires and it must be done with the power on.

"There wasn't anything special about it. Four screws and the cover comes off," he said. "For working energized, this couldn't be any safer. I wasn't even trained that this was hot work."

They were kneeling side-by-side on the ground. Sells would catch the bolts holding the cover as they came off and would keep the cover pressed over the panel until it was free.

But as soon as the 3/8-inch nut driver turned the first bolt, Sells said, a deafening, split-second hum filled the room.

And then the panel exploded.

"It was just boom after boom after boom," he said.

Sells' partner (who prefers to be unnamed) staggered back into the push bar on the door and tumbled out of the room. Sells fell the other way, stumbling back against the wall farthest from the now closed — and locked to the outside — door.

Between him and the door was the panel, and inside it, an arc flash pulsed again and again.

An arc flash is the closure of an electric circuit through the air. Everyone has seen one before. Lightning arcing from the clouds to the ground. The bright blue snap of a static electric shock when reaching out to touch a door knob.

The difference is the power pushing that circuit to close. Air is normally not a very effective conductor of electricity, but if the voltage, current, humidity or dust in the air is high enough, and the distance between the electrode and ground is small enough, air can be forced into the job.

Inside that power closet, the utility transformer unfailingly re-energized the panel, and the panel dutifully arced.

Arcs reach 37,000 degrees Fahrenheit, four times hotter than the surface of the sun. Copper and aluminum inside the

panel vaporized and cloaked the room with molten shrapnel. The heat of arc flash can cause lethal burns up to 10 feet away.

Sells was less than an arm's length.

Arc flashes are more than just terribly hot. They are as loud as a top-fuel drag racer leaving the line. They are so bright they can permanently blind. The force of the rapidly expanding, superheated air can collapse lungs, blow doors off hinges and knock linemen off poles and wiremen off ladders.

"It went dark. I couldn't see where my partner was. It was much louder than anything I could imagine. I backed off to the corner and I pulled the face shield over my neck and chest," Sells said.

Sells said he kept expecting the panel to trip. But it never did. With each flash, the total energy released increases and so does the likelihood and severity of burns.

"I thought 'This will stop and I will walk out.' But it wasn't clearing," Sells said. "I thought, 'I have got to get out of here. This is not a good place to be. I could die.'"

Sells said he tried to time his run to the door between the explosions. He smashed into the door and out. His partner was waiting outside the door, the drill still in his hand. The door had locked behind him and there was nothing he could do while Sells — and the key — were trapped inside.

The worst could have happened inside that room, but it didn't.

"I think about that," Sells said. "But I was unscathed."

Not a scratch. Not a burn. Some ringing in his ears was it. Despite being in a locked concrete closet with a drum beat of explosions, he was back at work the next day.

The exact cause of the failure is not known, but a forensic exam found that Sells and his partner were not at fault and had followed to the letter the safety protocol written by Clint Elliott, safety manager for Sells' employer, Capitol Electric.

"The screw hadn't come out a fingernail's width," Elliott said. "That equipment is supposed to survive earthquakes, but it would have exploded if you had given it a hard elbow."

Sells was fortunate, but he wasn't lucky.

When the panel so spectacularly failed, he was completely protected by arc-flash-rated personal protective equipment. They were both wearing insulated, arc-rated coveralls, balaclava, face shield and hard hat and 1,000-volt rubber insulating gloves and leather protectors.

His face shield, workbag and cover



"It was amazing to see the PPE work. I'm not saying I thought it was just for show, but it's different to be involved in an explosion yourself and actually see it. It gives some credibility to the idea that anything can happen, even on something I don't think is a dangerous task. So dress for the risk."

— Jeremy Sells, Local 48, Portland, Ore.



Portland, Ore., Local 48 journeyman wireman Jeremy Sells was kneeling in front of this panel when it arced, repeatedly, melting the front of the switchgear and spraying him and his tool cart with molten metal shrapnel, shown at top.

alls were smoked black and pockmarked by hundreds of pieces of molten copper. He found bb-sized pieces melted into the glass screen of his phone and penny and nickel-sized slugs inside his bag.

One of the coin-sized pieces hit his partner in the neck and stuck to the balaclava. But the next day, all he needed was a Band-Aid. That was the worst injury either suffered.

"It was amazing to see the PPE work. I'm not saying I thought it was just for show, but it's different to be involved in an explosion yourself and actually see it," Sells said. "It gives some credibility to the idea that anything can happen, even on something I don't think is a dangerous task. So dress for the risk." ■

Arc-rated clothing, matched to the potential risk and worn correctly, saves lives and can prevent nearly every injury.



PPE: What to Wear and How to Wear It

When working energized, every job has risks, but the risks vary. What voltage and amperage? How far away will the electrical worker be? Will covers be on or off? The National Electrical Contractors Association's handbook explaining what to wear for different tasks, for example, is 35 pages.

Making sure the PPE an electrical worker is given will protect them if everything goes wrong is complicated. To make it even more complicated, while most AR clothes have labels indicating their level of protection, different companies use different labels.

However complicated it may seem, IBEW Safety Director Dave Mullen said, it is worth taking the time to understand what the tags mean, how to match the gear to the risk and how to make sure the gear is on correctly and up to the job.

But the most important step anyone can take is even simpler.

Mullen and Palmer Hickman, director of safety and code training and curriculum development at the Electrical Training Alliance, agree that 80 percent of arc flash-related injuries could be solved if people took a single step: don't wear fuel.

Don't Wear Fuel

The first rule of safe electrical work is to do everything possible to remove the risk by, for example, de-energizing the system. But when exposure is impossible to avoid, the most important rule is get out of fuel disguised as clothing and get into arc-rated garments.

"That's the life and death difference," said Scott Margolin, technical vice president for Tyndale, a U.S. manufacturer and distributor of FR and AR work clothes. "Flammable clothing can dramatically increase both the total body surface area affected and how long it is exposed."

Arc flashes are intensely hot, but most often brief. Clothing fires burn cooler, but longer, and still hot enough to cause second-degree burns within seconds. Burning clothes also spread the flames to the entire body, including parts unexposed to the direct heat and light of an arc flash.

"Fewer people would die each year if they were working naked," Margolin said. "It is that stark."

Fabrics that burn include nearly everything in most people's closets: untreated cotton, polyester, nylon, silk, rayon and wool.

None of it has a place on a lineman or a wireman working hot.

Even under AR protective gear, flammable underwear has the potential to cause grievous injury. A small hole in the outer layer can allow enough heat in to ignite it. A small burn on the skin beneath the hole can become a deadly full-body one, so it is



Every job doesn't require this level of protection, but no matter the potential power, electrical workers with a risk of exposure to arc flashes should remove flammable and meltable fabrics.

important to properly repair AR clothing.

Those sweat-wicking shirts that make summertime bearable can, and have, burned or melted under the protection of AR coveralls. They are also unnecessary as FR base layers options are out there.

"The first rule is to establish an electrically safe work condition whenever possible," Hickman said. "Only if that is not possible do we begin talking about PPE, and then nothing is more important than not wearing fuel."

The larger point, Mullen said, is that the PPE is the last step in keeping a worker safe.

"Working hot is sometimes unavoidable, but, can you stay far enough away that, if it does arc, you aren't exposed to dangerous energy levels?" Mullen said. "If that isn't possible, can you substitute the procedure with a safer one? If that isn't possible, is there an engineering or administrative change that will make the work safer? All of those questions should be asked by the safety director before we begin a conversation about the appropriate PPE."

Understanding the Label

Once a worker has removed the fuel hiding as clothes, they should look at the tags on their PPE.

To make things simpler, NFPA broke down nearly every electrical job into one of four levels based on the potential exposure:

- Category 1:** up to 4 cal/cm²
- Category 2:** up to 8 cal/cm²
- Category 3:** up to 25 cal/cm²
- Category 4:** up to 40 cal/cm²

Margolin said that no one should simply add two arc ratings to determine the protection of a layered system, by, for example, adding an 8 cal coverall over an 8 cal shirt and figuring it is 16 calcs of protection. The two layers must be tested together.

Using the categories instead of individual test results can help workers stay safe by roughly estimating size of the risk when working on things that hadn't been fully analyzed and rated.

"The good news is the math has been done for you with the tables. The bad news is the math has been done for you," Margolin said. "Every situation is different. The standard stays the same. You have to make sure it applies to your situation."

Wearing It Right

Now that the gear is in the workers' hands, they should know its limitations and how to wear it correctly.

"Follow the requirements to the letter. Wear everything prescribed. This is no place for guesswork or winging it," Mullen said. "You would not believe how many accident reports I read that say, 'Was wearing all PPE but forgot to put gloves back on after lunch.' They weren't complying with their safety protocol."

Once everything is in place, there is a right and a wrong way to wear it. Sleeves are down, buttons closed, zippers sealed and shirts tucked in. AR clothes work best when they aren't tight fitting with at least a layer of air sandwiched between the fabric and the body.

- **Nothing flammable or meltable** can be worn over AR clothes. They should be worn over everything else to work.

- **Any base layer needs to be AR** or at the very least natural and non-melting.

- **Any damage to the garment** must be pointed out to the safety manager and either correctly repaired or disposed of. In any case, don't wear anything that is frayed or has holes in it.

- **AR or FR clothes that are oily or dirty** must be cleaned before use.

- **Never wash them in chlorine or nonchlorine bleach, starch, fabric softener, bar soap or dryer sheets.** Turn them inside out, wash them separately with liquid detergents on the highest setting allowed, usually warm. If they are especially dirty, most AR clothes can be safely dry cleaned.

The larger point, Mullen said, is no electrical worker, whether a lineman, a factory worker, a wireman or anyone else should mistake the safety standards or a tag on the clothes for actual safety.

"At a minimum, we need to wear clothes that comply with the standards, but there is a lot more to do," he said. "The standard is not a guarantee. Make sure the PPE is high quality, from a reputable company and then wear and care for it correctly. Every individual has to take responsibility for their own safety and this could save your life." ■

5 STEPS TO SAFER HOT WORK

- 1 Look for ways to eliminate the hazard. Work de-energized.
- 2 Don't wear fuel.
- 3 Stay far enough way that if it does arc, you aren't exposed to dangerous energy levels.
- 4 Find either engineering or administrative changes that make the work safer.
- 5 Then, and only then: Get the appropriate PPE.

— Dave Mullen IBEW safety department director

Harvey Cut Deadly Path, but IBEW Helps Recovery Effort Get off to Smooth Start

Members helped neighbors and friends after nearly 50 inches of rain fell.

Houston Local 66 Business Manager Gregory Lucero met with an apprentice recently whose home had been damaged in the flooding caused by Hurricane Harvey and suggested he apply for help from the Texas AFL-CIO's Worker Relief Fund.

"He told me he was fine," said Lucero, whose local union includes linemen employed by CenterPoint Energy. "There's a lot going on now and a lot of people don't have insurance. Those are the people we should be taking care of."

Lucero and other IBEW leaders in Texas say they're seeing that unselfishness many times over in the aftermath of Harvey, which devastated the Texas coast in late August, dumping as much as 50 inches of rain in some places during a four-day period.

Some IBEW members are forgoing benefits so brothers and sisters hit harder by the destruction can take advantage of them. Still others literally went door-to-door helping families trying to save their homes.

"It's just kind of reassured me that we have great people in the IBEW that care about each other," said Houston Local 716 Business Manager John Easton Jr., a member of the International Executive Council.

Easton and other Local 716 members have spent time helping neighbors try to save homes that have been damaged by flooding. The Media Department's video of their work can be seen at bit.ly/IBEWHouston.

"I was really touched and just hold-

ing back tears when they came out," said Local 716 member and Agreement Approval Department Director Denise Johnson, whose home in northwest Houston had standing water inside it for 10 days.

Johnson said the structure of the house survived the flooding, but the interior was nearly a total loss and faces a complete rebuild.

"They rallied around us and helped us pull everything out of the house," she said of fellow Local 716 members. "They helped us tear out the walls. It put smiles on everyone's faces, even though it was a sad, dire situation."

"It helped me put things in perspective while I was there. I went out and helped as many other people as I could."

On the utility side, members stepped up to the challenge of getting power restored for millions of customers in Texas and Louisiana, which also incurred Harvey's wrath.

CenterPoint officials said about 97 percent of the electrical power in its coverage area was restored within one week after Harvey blew through, Lucero said. The lone exceptions were structures and substations that were destroyed and had to be replaced.

CenterPoint was able to send 36 four-man crews to Florida to help with recovery efforts after Hurricane Irma struck there on Sept. 10, Lucero said.

"I know our people are some of the best in the world," he said. "There's no doubt in my mind about that. The amount of work they got done in a short period of



Damaged furniture and other remnants of Hurricane Harvey sit on a street in northwest Houston after being pulled from homes by Local 716 members.

"When you've got the best-trained, best-prepared workers in the world, you're expected to lead in a time of crisis. I'm so pleased, but not surprised, that our members in Texas are doing just that. We look forward to being part of the recovery process in the weeks and months ahead."

— International President Lonnie R. Stephenson

time was just unbelievable and you never heard a complaint out of them."

"I know some had their homes damaged and they had a wife and kids at home ripping up sheetrock, but they just

said, 'That's OK, I've got to get the lights turned on for everybody.'"

Further up the coast, Beaumont, Texas, Local 2286 Business Manager Clinton Trahan said his members have received high marks from local officials in getting power restored.

Local 2286 has jurisdiction in both Texas and Louisiana and represents linemen at Entergy. All electrical power in the area was restored within a few days after the storm, Trahan said. Even in areas where substations were destroyed, workers installed temporary substations to provide electrical service until new ones are built.

Trahan said things have gone smoothly enough that, like in Houston, Entergy was able to send linemen to Florida to help with Hurricane Irma recovery.

Lucero said about 145 of Local 66's 4,100 members reported their home was damaged and that number may rise. Only a few have reported their homes being a complete loss.

Some of the work of the IBEW and others in Houston was complicated by the decision to release water from two flood-control dams in Houston. Officials from the U.S. Army Corps of Engineers said it was to lessen the danger of uncontrollable water in the city, but it

came with a cost for some citizens, including Johnson.

"The tough part was you couldn't go into some areas for two weeks because the water was so high," Easton said. "By that time, complete houses were ruined and destroyed. It was a challenging deal. But we wanted to get in and help out our members and really help out anyone."

In Beaumont, things went well enough that Trahan didn't have to interrupt contract negotiations with other companies to concentrate on repair efforts.

"Our people got things up and running," he said. "I haven't had any phone calls. That's a good thing."

"When you've got the best-trained, best-prepared workers in the world, you're expected to lead in a time of crisis," International President Lonnie R. Stephenson said. "I'm so pleased, but not surprised, that our members in Texas are doing just that. We look forward to being part of the recovery process in the weeks and months ahead."

They'll also continue to find time to help each other.

"Brother helping brother," said Local 716 organizer Roger Foster, who has helped with the recovery efforts. "What can you say? It's a beautiful thing." ■

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 **EXCELSIOR COLLEGE**



IBEW lineworkers found scenes like this one across the state of Florida. This photo was taken in St. Augustine, Fla., on Sept. 15, four days after the rebuild began.

Photo Credit: FPL

A few of the utilities and contractors that sent personnel to help restore power:

- AEP
- Alectra Ontario
- Alliant Energy
- Ameren Missouri
- Atlantic City Electric
- Avista Utilities
- Black Hills Corp.
- CenterPoint Energy
- ComEd
- Con Edison
- Consumers Energy
- Dayton Power & Light
- Delmarva Power
- Dominion Energy
- Duquesne Light
- El Paso Electric
- Emera Maine
- Empire District
- DTE Energy
- Entergy
- Eversource CT
- Eversource NH
- First Energy
- Florida Power & Light
- Fortis Inc
- Green Mountain Power
- Hydro One Ontario
- Hydro Ottawa
- Hydro-Québec
- I&M
- IPL Power
- JCP&L
- KCP&L
- Liberty Utilities
- Madison Gas & Electric
- MidAmerican Energy
- Minnesota Power
- Mississippi Power
- Mon Power
- National Grid
- NIPSCO
- OG&E
- Oncor
- ORU Connect
- PECO
- Pepco
- PG&E
- PPL Electric
- PSEG
- Rocky Mountain Power
- Shade Tree Service Co.
- SWEPCO
- Tampa Electric Co.
- TEP Energy
- Texas-NM Power
- Toledo Edison
- Toronto Hydro
- Unitil
- UPPCO
- We Energies
- Westar Energy
- WPS
- Xcel Energy

‘We’ll Be Here until They Don’t Need Us Anymore’

Members Aid Irma-Savaged Southeast

In Hurricane Irma’s wake, the largest power restoration force in U.S. history mobilized to repair and rebuild the southeast in September, with line crews coming from as far away as Seattle, California and even parts of Canada to pitch in. With nearly 8 million out of power, approximately 60,000 line workers, tree-trimmers and support staff from 250 utilities converged on Florida, led by IBEW members, who made up an enormous share of the restoration army.

“The men and women of the IBEW stepped up big time after Hurricane Irma, and I can’t thank them enough for doing our Brotherhood proud,” said International President Lonnie R. Stephenson. “When the lights go out and people are in need, we show up and get the job done. It’s no different from how our members approach every day on the job — with safety, professionalism and quality that sets us apart.”

The overwhelming IBEW response — primarily by lineworkers who volunteered for the difficult restoration assignment — was noticed by officials, including U.S. Secretary of Energy Rick Perry, who called Stephenson from Air Force One on his return from surveying damage in Florida.

“I just want to tell you how much I appreciate you,” Perry said. “Please pass on to your membership how much I appreciate all the work they’re doing.”

The actual work of restoration took longer than expected thanks to the extraordinary tree damage and debris and the immense scale of Irma’s destruction, which hit Florida, Georgia, Alabama and the Carolinas.

“This storm affected the whole southeast,”

said Fifth District International Vice President Joseph S. Davis, whose territory includes Florida, Georgia, Alabama, Mississippi and Louisiana. “Irma was especially rough on Florida because of its path and strength, and unlike previous storms, there’s no part of the state that was unaffected.”

Preparations for Irma began early as forecasts hinted that its strength and path could produce one of the deadliest and most destructive storms in history. After the call for help went out, crews from all over the U.S. and Canada began arriving in Florida days before the hurricane’s Sept. 10 landfall, assigned to pre-staging areas and housed in Category 5-rated hotels.

Among those was Colby Merriman, a line clearance technician from Joplin, Mo., Local 95. Merriman, who works for Shade Tree Service Co., was among a group of 10 IBEW members who brought five trucks from Joplin; he says the company brought many more technicians from other locations and IBEW locals as far away as Wisconsin.

As soon as the winds decreased, they headed for Hollywood in the heavily populated strip between Miami and Ft. Lauderdale. Like everyone else dispatched into the path of the storm, the Shade Tree crew was working 16-hour days, seven days-a-week, to restore power. Much of it was in backyards, which Merriman says made the work slow going. But he wouldn’t be anywhere else. “This is our job,” said the 34-year-old, who worked on hurricanes Katrina, Gustav, Sandy and Matthew over the years. “It’s our pleasure to be down here helping people, no matter how

hard the work is.”

Jerry Camacho, a business representative from Vacaville, Calif., Local 1245, flew into Florida before the storm with a crew of 125 from Pacific Gas & Electric. The lineworkers and staff rode out Irma in a specially-designed hotel, pressurized to help prevent the windows from breaking. By the next morning, his team was out, helping FPL get substations back up and running and then working main lines from there.

“We’re just happy to be here and to be able to help,” Camacho said. “The people of Florida would do the same for us, and we’ll be here until they don’t need us anymore.”

“I want our members to know that they’re not just restoring power during natural disasters and emergencies like hurricanes or tornadoes, wildfires or floods. They’re ambassadors for the IBEW — for the whole labor movement,” Stephenson said. “People take notice, even people who aren’t inclined to support unions.”

Davis said he’s grateful for the IBEW members from across the U.S. and Canada who came to the aid of the Floridians and others who were impacted by Irma. “This storm caused some real damage, both in property and in human life,” he said, “but to see our brothers and sisters from hundreds and thousands of miles away who came to help makes me proud. They signed up for this dangerous assignment, and they’ve shown their commitment to safety, skill and professionalism throughout. On behalf of our members in this region and the people they serve, we won’t forget what you all have done for us.” ■

CBS, IBEW Continue Long-Standing Partnership with New Three-Year Agreement

The IBEW's relationship with CBS began before World War II. A new contract agreement assures the partnership remains a strong one into the next decade.

The two parties jointly announced an early renewal agreement covering 3,500 technicians employed by CBS and represented by the IBEW. The current agreement is scheduled to expire on Jan. 31 of next year. The new one will be effective from Feb. 1 through April 30, 2021.

"The skilled professionals of the IBEW are proud of our partnership with CBS and this agreement reflects our joint commitment to good jobs and broadcasting excellence," International President Lonnie R. Stephenson said in a statement about the Sept. 20 announcement.

The IBEW has represented employees at CBS since the Associated Broadcast Technicians, which included CBS employees, voted to affiliate with it. It currently represents CBS technicians in New York, Chicago, Los Angeles, Washington, D.C., San Francisco, Dallas, Miami, Atlanta and St. Louis and technicians for all events televised nationally by CBS Sports and CBS News.

"I think it's an extremely fair deal for both sides," said Hollywood, Calif., Local 45 Business Manager Elaine Ocasio, who was a member of the IBEW's negotiating committee. "They got some flexibility that they needed. We got some issues addressed that we wanted. We got another 39 months of labor peace and we can focus on producing good television."

Neil Ambrosio, an international representative in the broadcasting department, said members covered by the contract will receive wage increases of 3 percent in all three years, with a small portion going toward a medical fund during the first two years. That's slightly above the average raise that broadcast technicians receive nationally, he said.

The IBEW added 20 members at CBSN, a streaming news channel launched by CBS in 2014. The agreement also includes improvements for medical benefits and job security. Additionally, there were increased contributions to medical plans covering temporary and freelance workers.

In return, about 50 master control jobs will be eliminated by CBS, but Ocasio and Ambrosio said severance packages are part of the agreement.

Traditionally, master control rooms at television stations have been staffed by one or two individuals around the clock to ensure high broadcast quality. But due to changing technology, broadcast networks now can contract that work to one centralized location instead of staffing it on the local level. Ambrosio noted CBS was the last major broadcast group to make such a move.

Any IBEW member covered by the agreement can apply for a buyout, Ocasio said. Master control technicians being displaced but who would rather stay on with the company instead of taking the severance can apply for another CBS position.



Technicians who work for CBS News' national programs, including the long-running Evening News, are part of the negotiating unit that recently agreed to a 3-year contract.

"We got a very generous buyout for the people who will be taking advantage of this," Ambrosio said.

That was especially important for

Ocasio, who said about 18 Local 45 members will be affected. It has more than 600 broadcast members overall.

"Getting this over early is such a

huge plus," she said. "We don't have to worry about what can be such a big monster in the room."

The IBEW sent a team of about 50 people to the negotiations with CBS, which included members, international representatives and business managers. Ocasio said it helped ensure that a variety of viewpoints were represented.

"There was a lot of diversity in the room," she said. "Diversity in where they work, including whether it was on the national level or a local station, or whether they were a freelancer. Our team was able to do a lot of the things we did because we had that."

Ken Brown from Washington Local 1200, Ralph Avigliano from New York Local 1212 and John Rizzo of Chicago Local 1220 were the other business managers on the negotiating committee.

"In order to have successful negotiations, you need the right people in the

room," Ambrosio said. "We are fortunate to have strong business managers who know how to get members involved in the process. That's the reason we're able to do well."

Ambrosio said the IBEW's Research Department provided needed background information and the Information Technology Department allowed the committee to quickly survey members across the country.

"It really was a team effort," he said. "Everyone from different parts of the IBEW pitched in."

CBS Chairman and CEO Leslie Moonves also praised the contract.

"We are very pleased to have reached this new agreement ahead of schedule," he said. "Our new deal is indicative of the terrific working relationship and cooperation between CBS and the IBEW as well as our ongoing commitment to its highly skilled technicians." ■

Following First Contract, IBEW Sets Sights on Springfield Electrolux Plant

Less than a year after one of the labor movement's largest organizing victories in the South, the workers at the Memphis, Tenn., Electrolux plant overwhelmingly voted to accept a first contract.

The acceptance of the contract means Memphis Local 474 will add 710 new members.

"It's a huge victory," said Business Manager Paul Shaffer. "It's great for our new members who've had zero voice on any issues on the job and it is great for workers in the South because it means this is possible for them too."

Less than two weeks after the Sept. 16 approval, IBEW organizers began handbilling and collecting signatures at Electrolux's Springfield, Tenn., plant which has more than 3,000 workers.

The three-year contract was negotiated by Electrolux workers Stanley Reese, Jocko Williams, Victor Jones, Jaquita Ledlow and Marvin Grant as well as Manufacturing Department Director Randy Middleton, Shaffer and Local 474 Assistant Business Manager Kenneth Ingram.

"I give a lot of credit to the negotiating committee," Middleton said. "None of them had been part of a negotiation before. Only one had been a member of a union. But from the very beginning, with the company and with their co-workers, they presented themselves very professionally and earned the respect and credibility to get a deal."

The southwest Memphis plant makes high-end commercial and residential stoves and ranges that cost from \$2,000 to more than \$10,000 for the Swedish company. The Electrolux workers voted to join in union in September 2016, after a two-year, two-vote organizing drive involving dozens of Electrolux workers, IBEW organizers from across the country and union activists from Sweden to ensure victory.

The 2015 organizing drive failed by 59 votes but the company was penalized multiple times for violating labor laws and the volunteer organizing committee never stopped working.

They found a new supporter in IF Metall, the union that represents Electrolux workers in Sweden. The leadership of IF Metall demanded the company honor the global neutrality



More than 700 workers at Electrolux's Memphis plant approved their first contract, less than a year after the landmark election win that reversed years of organized labor losses in the South.

agreement it had signed with the union and that local management cease interfering with the organizing drive. IF Metall's leadership also recorded a video supporting the organizing drive that was distributed by the IBEW before the vote.

"I credit IF Metall a lot. They put pressure on the parent company and kept their finger on the pulse of these negotiations," said Tenth District International Vice President Brent E. Hall.

Contentious elections often lead to difficult first contract negotiations. If a union loses an organizing election, it can very often turn around and hold another. It took two elections at Electrolux, and five at BGE, the Baltimore utility organized this year.

But if a union vote is successful and the company resists signing a contract, it can kill future organizing attempts.

"If they beat you at election, it is a loss. If you win and they stall you on a contract, you can't ever get out from under that. So, I give Electrolux credit for seeing that we have our members' best interests and the company's best interests in mind," Hall said. "We want to be partners and they saw that."

Shaffer, Hall and Middleton all said that the contract will not only transform the lives of the workers inside the plant, it has the potential to affect many more lives outside the factory walls.

First, for workers at other factories considering organizing, a signed contract is far more convincing than any election victory.

"Once word gets out that we got a deal, I expect to hear from people at other locations," Shaffer said. "And soon."

They also believe that there is a message that will echo through the IBEW.

"For a long time, we weren't going after big groups. With this and BGE, it's clear we can win anywhere with anybody. I give International President Stephenson a lot of credit for making that change and putting up the resources needed to win, and we can thank Assistant to the International President for Membership Development Ricky Oakland for creating the strategies to make it stick," Middleton said. "We can aim big. We can win contracts, and, if we can do it in Memphis, we can do it anywhere." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

‘We’re the Next Wave’: IBEW Youth Sharpen Skills at RENEW/NextGen Conference

The IBEW’s annual RENEW/NextGen conference brought together more than 500 of the Brotherhood’s youngest members for three days of workshops, networking and motivation.

“What an amazing opportunity to hear from so many people and see how things are done in other locals,” said Jennifer Neath, a member of Toronto Local 636. “Everyone I spoke with had something new to offer.”

“We’re the next wave. The next Lonnie Stephenson is out there, Bill Daniels too. We need to be ready to lead.”

—Alain Melanson, Halifax, Nova Scotia, Local 1928 member

From Sept. 21 to 23 in Pittsburgh, the theme was, “Building Bridges to Our Future,” partly inspired by the host city’s nickname, the “City of Bridges.”

“The theme speaks to not only building a bridge to get the younger generation more involved, but building bridges within our own union,” said Kate Walsh, First District international representative and strategic coordinator. “For that alone, this

conference was a huge success.”

NextGen is the First District’s initiative to engage young workers and encourage them to get involved with their local unions. Along with its U.S. counterpart, it comprises the RENEW/NextGen initiative.

With a focus on organizing, the Code of Excellence and diversity and inclusion, the workshops covered topics like Canadian and U.S. labour history, leadership communication styles and addressing bigotry and implicit bias.

Halifax, Nova Scotia, Local 1928 member Alain Melanson said he found the workshop on how to get a new RENEW/NextGen chapter off the ground useful since his was just formed in January. Among the lessons: don’t go too big too fast.

“We tried to host a big baseball tournament earlier this year and it didn’t work out,” Melanson said. “We learned it’s better to start with small events and then expand. And it was good to hear from others who had been through, and survived, similar hiccups.”

Victoria, British Columbia, Local 230 member Cory McGregor, whose chapter was formed in June, said he appreciated hearing what other locals are doing, like the chili cookout that San Diego Local 569’s chapter hosted where they invited local politicians to judge the contest.

“It was a great way for them to get their name out there,” McGregor said.

McGregor and Melanson also said they were impressed by Alicia Garza, one of the speakers who, along with two other activists, started the racial justice move-

ment Black Lives Matter.

“I was sitting there thinking, just three people started a movement that everyone in North America knows about,” Melanson said. “And she’s our age. She’d be a NextGener if she were in the IBEW.”

McGregor, Melanson and Neath said they left the conference engaged and with ideas on how to grow their chapters and in the process, the next generation of the IBEW.

“We’re the next wave,” Melanson said. “The next Lonnie Stephenson is out there, Bill Daniels too. We need to be ready to lead.” ■



More than 500 young members from Canada and the U.S. attended the RENEW/NextGen conference in September.

Plus de 500 jeunes membres provenant du Canada et des États-Unis ont participé à la Conférence RENEW/NextGen au mois de septembre.

« Nous sommes la prochaine vague » : Les jeunes de la FIOE perfectionnent leurs compétences à la Conférence RENEW/NextGen

La Conférence bisannuelle RENEW/NextGen a rassemblé plus de 500 jeunes membres de notre fraternité pour trois journées d’atelier de formation, de réseautage et de motivation.

« Quelle occasion formidable d’entendre parler un si grand nombre de gens sur le déroulement des événements des autres sections locales », exprime Jennifer Neath, une membre du local 636 situé en Ontario « Toutes les personnes avec lesquelles j’ai discuté apportaient quelque chose de nouveau. »

Du 21 au 23 septembre à Pittsburgh, le thème était « Building Bridges to Our Future » (construire des ponts pour notre avenir), en partie inspiré par le surnom de la ville hôte, « City of Bridges ».

« Le thème met l’accent non seulement sur la construction d’un pont pour impliquer d’avantage la jeune génération, mais de construire des ponts à travers notre syndicat », mentionne Kate Walsh la coordinatrice stratégique du premier district. « Juste pour cela, cette conférence a été un grand succès. »

NextGen est l’initiative du Premier District qui vise à faire participer plus de jeunes travailleurs et de les encourager à s’impliquer au sein de leurs sections

locales; parallèlement à leur homologue américain, ceci comprend l’initiative RENEW/NextGen.

Tout en étant centrés sur les campagnes de syndication, le Code de l’Excellence, la diversité et l’inclusion, les ateliers ont abordé des sujets comme l’histoire des syndicats canadienne et américaine, les différents styles de communication et de leadership et les traitements du sectarisme et des préjugés implicites.

Le membre Alain Melanson de la section locale 1928 à Halifax, Nouvelle-Écosse dit qu’il a mis sur pied un atelier sur la façon dont on peut donner vie de manière efficace à un nouveau chapitre de RENEW/NextGen depuis qu’il a été formé en janvier. Parmi les leçons : ne devenez pas trop grand trop vite.

« Nous avons essayé d’organiser un grand tournoi de baseball plutôt cette année et cela n’a pas fonctionné », informe Melanson. « Nous avons appris qu’il vaut mieux de commencer par organiser de petits événements et par la suite prendre de l’expansion. Et c’était bien d’entendre les autres qui ont connu ces moments, et qui ont survécu à ces contretemps. »

Cory McGregor du local 230 à Victoria en Colombie-Britannique dont son chapitre a été créé en juin mentionne

avoir été heureux d’entendre parler d’autres sections locales sur ce qu’ils font, comme un concours de cuisson de chili organisé par le chapitre du local 569 situé à San Diego où les juges de l’événement étaient des politiciens.

« C’était une excellente façon pour eux de se faire connaître », spécifie McGregor.

McGregor et Melanson ajoutent avoir été impressionnés par une des conférencières Alicia Garza, parmi d’autres militants, ils ont mis sur pied un mouvement pour la justice raciale *Black Lives Matter*.

« J’étais assis et je pensais, seulement trois personnes ont démarré le mouvement où tout le monde en Amérique du Nord y était au courant », dit Melanson. « Et elle est de notre âge. Si elle était avec la FIOE, elle serait une *NextGener*. »

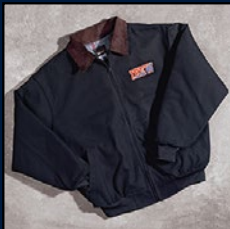
McGregor, Melanson et Neath disent avoir quitté la conférence motivés et avec des idées pour l’expansion de leur chapitre et dans le processus, pour la prochaine génération de la FIOE.

« Nous sommes la prochaine vague », dit Melanson. « Le prochain Lonnie Stephenson n’est pas loin, un Bill Daniels aussi. Nous devons être prêts pour diriger. » ■

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CIRCUITS

IBEW Member Elected Michigan Building Trades President

Steven Claywell was unanimously elected to the second-highest position in the Michigan Building and Construction Trades Council, the first IBEW member to hold that post in almost 20 years.

"It's a great honor to have the support of my brothers and sisters," said Claywell, who served for 12 years as Battle Creek, Mich., Local 445's business manager and stepped down to assume the full-time presidency.

Claywell was elected president at the council's 51st convention in August along with Sprinkler Fitters Local 704

member Patrick Devlin as secretary-treasurer. Both are four-year terms.

A journeyman wireman and IBEW member for more than 20 years, Claywell earned the confidence and respect of his fellow trades members through years of hard work and activism, said Detroit Local 58 Business Manager Michael Richard. Claywell chairs Kellogg Community College's board of trustees and previously served on the council's executive board. He also chaired the IBEW Michigan State Conference, a position now held by Richard.

"Steve will do an amazing job, both for the trades as a whole and for the IBEW," Richard said.

Part of the president's duties entail traveling the state and lobbying legislators in Lansing, Michigan's capital, Claywell said. He'll also handle political affairs.



Photo credit: Marty Mulcahy

Battle Creek, Mich., Local 445 member Steven Claywell, center, was sworn in as president of the Michigan Building and Construction Trades Council in August along with Sprinkler Fitters Local 704 member Patrick Devlin as secretary-treasurer. Pipefitters Local 636 Business Manager Frank Wiechert administered the oath.

"It's important to have someone like Steve in that position," Richard said. "He's got a lot of experience and knows the players in Lansing."

A major priority for the building trades is fighting back a petition effort to repeal the prevailing wage. If enough signatures are gathered, about 250,000, the

petition will go to the Republican-led legislature which can either vote on it — and circumvent the need for the governor's approval — or let it go before the people

THE FRONT LINE: POLITICS & JOBS

Court Gives Go-Ahead to W.Va. Right-to-Work

The IBEW and working families in West Virginia suffered a setback when the state's Supreme Court squashed an injunction that prohibited implementation of a right-to-work law and sent the case back to the circuit court level.

The law, which was passed after Republicans gained control of the both the state House and Senate going into the 2016 legislative session, went into effect after the Sept. 15 ruling.

"It was pretty devastating, especially the way the head justice wrote his opinion," Charleston Local 466 Business Manager Joe Samples said. "Basically, he laid out what side of the issue he's on."

Chief Justice Allen Loughery wrote that issuing the injunction was "not merely imprudent, but profoundly legally incorrect." Loughery noted the Taft-Hartley Act passed in 1947 allows states to prohibit compulsory union membership and 27 other states have passed right-to-work laws.



West Virginia Supreme Court Chief Justice Allen Loughery.

Photo provided through a Flickr/Creative Commons agreement by the West Virginia Judiciary.

Then-Gov. Earl Ray Tomblin vetoed West Virginia's law in February 2016, but the House and Senate needed just a simple majority to override it and promptly did so. Four months later, six IBEW local unions with jurisdiction in the state joined with other labor organizations and filed suit, claiming it was an unconstitutional search-and-seizure because it forced labor unions to provide representation to members who do not pay dues.

Kanawha County Circuit Judge Jennifer Bailey issued a preliminary injunction in their favor in August 2016, ruling that the law could not be enforced until it made its way through the legal process.

It provided some hope for working families, but that was quashed by the state Supreme Court's ruling in September. Three of the five justices voted in the majority, one dissented and another dissented over

part of the ruling, which is permitted under West Virginia law. Neither of the dissenting judges issued a written opinion.

"The wisdom, desirability, and fairness of a law are political questions to be resolved in the legislature," Justice Menis Ketchum wrote for the majority. "Those decisions may only be challenged in the court of public opinion and the ballot box, not before the judiciary."



Flickr/Creative Commons photo by Joe Brusky

A demonstration against right-to-work laws in Wisconsin, which also has passed one in recent years.

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. Conservative groups use them to punish unions and drain them of resources. Support of them is rarely through popularly-driven, grassroots efforts but by special interest "astroturf" groups on behalf of business interests.

But even with the setback, the case is expected to continue. John S. Sword, the West Virginia AFL-CIO's president, noted the court only overturned Bailey's initial preliminary injunction.

"All parties in this case expect to be back before the state Supreme Court after Judge Bailey's final order on our lawsuit is issued," Sword told the Charleston Gazette-Mail. "We look forward to continuing the debate on the merits of our arguments before the justices at that time."

IBEW local unions serving as co-plaintiffs are Wheeling Local 141, Huntington Local 317, Charleston Local 466, Clarksburg Local 596, Parkersburg Local 968 and Cumberland, Md., Local 307, which has jurisdiction in parts of West Virginia. Teamsters Local 175 in Charleston, the United Mine Workers and the West Virginia State Building & Construction Trades also are co-plaintiffs.

In other parts of the country, Missouri voters are fighting back against a right-to-work law passed earlier this year. They collected enough signatures from registered voters to force a statewide referendum on the law in November 2018. The law will not be enforced before the election. ■

Prevailing Wage Survives Anti-Labor Attacks in Congress

As members of the House of Representatives scrambled in September to pass an appropriations bill to keep the government running, Rep. Steve King of Iowa and others tried repeatedly to attach amendments that would gut the Davis-Bacon Act, a long-standing law that assures construction workers a living wage.

The act, which dates back to the Depression, requires contractors working on federally-funded projects to pay a prevailing wage. Research shows that prevailing wage standards lead to more local jobs, less poverty and safer, more efficient worksites — with no significant impact on project costs.

"Weakening Davis-Bacon only serves to hurt working families," said International President Lonnie R. Stephenson. "I'm glad that it was a bipartisan vote that defeated his amendments."

Every Democrat and 54 Republicans voted against these attempts. "I'm heartened to see a united Democratic caucus, joined by colleagues from the other side of the aisle, vote for good wages for their constituents," Stephenson said. "Our skilled craftsmen and women don't just build roads and schools, they vote too. And they'll remember who stood up for their interests."

The IBEW sent a letter, signed by President Stephenson, to the House, urging representatives to oppose the amendments, as well as any that would eliminate project labor agreements. PLAs set the terms of employment on construction projects and are often credited with helping projects come in on-time and under budget. Only the Davis-Bacon amendments came up for a vote.

In January, King introduced a stand-alone bill to ban Davis-Bacon. He also opposes PLAs and numerous bills to make it harder for working people to organize. In February, he introduced a bill to enact right-to-work nationally. ■



Photo credit: Ron Cogswell via Flickr

On Capitol Hill, a united Democratic caucus joined by more than 50 Republicans thwarted an attempt to get rid of the Davis-Bacon Act while members of Congress voted on an appropriations bill in September.

for a vote in the 2018 election.

"It's a huge issue for us," Claywell said. "The opposition is using any and all means to gather those signatures, including deception."

In the 1990s, Michigan suspended the prevailing wage on school projects. Despite pro-repeal claims of saving money, the projects were poorly executed, worker injuries increased and it ended up costing the state more than anticipated. The law was reinstated three years later.

The forces behind the initiative include the Michigan chapter of the Associated Builders and Contractors — a well-funded group known for being aggressively anti-union. It has already spent more than \$600,000 toward the repeal effort, reported the Detroit News.

Claywell says another priority is promoting union apprenticeships. The council commissioned a study, released in April which found that without any state funding, these programs train 80 percent of the Great Lake State's apprentices and have completion rates that are almost double that of nonunion apprenticeships.

"Steve will do an amazing job, both for the trades as a whole and for the IBEW."

— Michael Richard, Detroit Local 58 business manager

Unbeknownst to the council, the governor's office also did a study which largely mirrored the Building Trades'. Gov. Rick Snyder, a Republican, supports both apprenticeships and the prevailing wage, likely a reason for the ABC to choose a repeal route that locks out his pledged veto.

"I don't see the point of sticking them in the eye or picking a fight with good people who have been good partners who have done good things that really care about bringing our state back," Snyder said. "...I want to see them increase apprenticeships." ■

Memphis Local Celebrates New Training Center

Since Memphis, Tenn., Local 474 received its apprenticeship charter in 1947, instructors have trained well over 1,000 apprentices. But it wasn't until this year that they finally got a building of their own in which to do it.

"It was a long time coming," said Local 474 Business Manager Paul Shaffer. "I'm very proud of all the work and collaboration that made this happen."

Prior to the new training center, classes were held in the union hall's basement or at local high schools, said Clovis Brown, Memphis Electrical Joint Apprenticeship Training Center director. Instructors shared classrooms with other adult learning programs, making it impossible to leave the rooms set up for the next night if a topic or lab wasn't completed.



Memphis JATC instructors Ben Jones, left, and Tommy Flowers celebrated Memphis Local 474's new training center at a grand opening on Sept. 8.

Now, they have 10 state-of-the-art classrooms and six dedicated labs, including one for conduit fabrication and one for motor control. Another, a transformer, grounding and bonding lab, comes with eight workstations. The 20,000-square-foot building can hold more than 200 students.

"Our instructors have always provided the best training, but with this new facility they can make it even more meaningful," Brown said.

Local 474 hosted a grand opening ceremony on Sept. 8, attended by more than 100 people, including International President Lonnie R. Stephenson, Secretary-Treasurer Kenneth W. Cooper and 10th District Vice President Brent Hall.

"It's not just a building, it's a testament to the hard work of everyone involved," Hall said. "They've got a reason to brag."

The opening was a great success, Shaffer said, but it was overshadowed by the sudden death just weeks before of training committee member Allen Andersen. He was involved in every aspect of the facility, from the purchasing and renovation to the selection of furniture and the photos on the walls, said Local 474 President Glenn Greenwell.

"I cannot walk the halls of this building and not see Allen's personal touch," Greenwell said. "This school was a source of great pride to him."

The building was previously leased by a business school, which allowed instructors to hold classes soon after the purchase in 2014 since the teaching space was already there. Full renovations were completed earlier this year.

The local membership elected to contribute part of their wages toward the cost of the building, and the National Electrical Contractors Association matched the amount, Greenwell said. Local business partners also donated supplies.

There's a huge void to fill in terms of highly-skilled, well-paying jobs, Shaffer said. At a recent career fair held by the local, more than 50 people attended, and some applied that night.

"Union work is booming in Memphis right now," Greenwell said. "With this center, we can train people in a usable skill that provides an excellent wage and benefits. That's an opportunity a lot of them wouldn't have if it weren't for our apprenticeship program." ■

Baton Rouge Local Sends Dozens of Young Burn Victims to Summer Camp

Baton Rouge, La., Local 995 donated \$15,000 to send children to Camp I'm Still Me, a traditional summer camp in Texas for children who have suffered burn injuries.

Local 995 Business Manager Jason Dedon presented the check to Baton Rouge General's CEO Edgardo Tenreiro and burn center medical director Dr. Tracee Short in September. In 10 years, Local 995 has donated nearly \$140,000 to the cause.

"The IBEW's generous donations give children with burn injuries the opportunity to enjoy summer camp with others who have similar experiences," said Tenreiro. "We are grateful for their longtime support of our regional burn center."

For one week, children who want to run, swim and play but are often stopped by shame, fear and medical complications, are set free to be kids under the careful supervision of specially trained counselors, nurses and doctors.

"Physical recovery is only part of these kids' journey and this camp is about healing their hearts and their souls," Dedon said. "They don't have to explain, hide or be ashamed of their burns. They can take their shirt off and go swimming and not be judged. One week a year, they get to be kids."

There is no cost to the kids or their families, but providing the care the campers need runs nearly \$1,000 per child for just a week, Dedon said. Few of the burn victims could afford it in any case, Dedon said, since most burn victims, both nationally and in

the Texas-Louisiana border area served by the camp, come from poor families.

"They tend to be unsupervised longer while parents are out working multiple jobs," Dedon said. "So not only are poor kids more likely to get hurt, they are less likely to have the resources they need to get better."

The proceeds came from the local's annual golf tournament, a weekend long contest between members, signatory contractors and friends.

For years, the Local 995 golf tournament was a low-key event and the money raised went to a fund to buy 50-year watches for members and retirees. When a new source of money was dedicated to the watches, the membership still wanted to hold the event. They just needed to find a new beneficiary.

One of Local 995's signatory contractors who always came for the tournament, suggested a donation to Baton Rouge General's regional burn center, one of the nation's oldest and most decorated burn wards.

The leadership of the burn center suggested using the annual contribution to send burn patients to the camp, Dedon said. For years they had wanted to send their patients, but they lacked a sustaining donor. Hospital officials said that if they could get a commitment from Local 995,

they would be able to match it with support from foundations and other donors.

Dedon said the membership was easily sold on the idea.

"Burns are one of the fears of our industry. It hits close to home. You throw children into the mix, if it doesn't pull your heartstrings, you have no soul," Dedon said. "It was a very easy decision. It didn't take much prodding for people to buy in."

When the first donation arrived in 2007, only five or six kids out of 50 at Camp I'm Still Me came from Baton Rouge. This past summer it was nearly 30.

One day each session, members of Local 995 drive out to meet the campers they help support. They stay all day and host a dinner that night.

"Sometimes you give money and all you can do is assume it is helping. Not here," Dedon said. "You can look at that one kid and say, 'I am doing this for you.' Nothing beats it."

More information about Camp I'm Still Me can be found at www.campimstillme.com. Donations can be made directly to the Percy R. Johnson Burn Foundation at percyjohnson.org. ■

'I Earn a Good Living Doing Something I Love'

The gender pay gap is shrinking, but it's happening at a glacially slow pace. One place where it's smaller than average though, is the unionized trades. And collaborations like that between Oregon Tradeswomen, a nonprofit that supports women in the trades, and Portland, Ore., Local 48 are bringing great career opportunities to more and more women.

"We are completely committed to supporting women and minorities in the trades and have been for years," said Local 48 Business Manager Gary Young. "Oregon Tradeswomen has been a tremendous partner in that effort."



Middle and high school girls got hands-on electrical experience at the Oregon Tradeswomen's career fair, an annual event sponsored in part by Portland, Ore., Local 48.

Only 3 percent of tradespeople nationwide are women, though in Oregon it's 7 percent. Kelly Kupcak, Oregon Tradeswomen executive director, credits that in part to the construction boom, but also to their partnerships with trade unions.

"Working with locals like 48 is critical," Kupcak said. "Without it, we're working in a vacuum."

Local 48 was a sponsor of Oregon Tradeswomen's annual career fair in May, offering financial support as well as the use of its training center to the 2,000-plus attendees. Members also led workshops on how to wire a light and build a transmitter and light display.

Both organizations recognize the need to grow the workforce, said Bridget Quinn, workforce development coordinator with the NECA/IBEW Electrical Training Center.

"This job is the reason I can buy a house," said Kara Edwards, an inside wireman and member of Local 48. "The chance to earn a good living doing



Baton Rouge, La., Local 995 Business Manager Jason Dedon, center, donated the proceeds of the local's annual golf tournament to Baton Rouge General's pediatric burn unit.

CIRCUITS continued on page 10

CIRCUITS Continued

something I love, why wouldn't I want to do that?"

Too often though, women and girls don't even consider the trades, she said.

"It never even enters their minds," Quinn said. "It's not until they get an opportunity like the career fair and meet a woman in the trades that it seems like something they could do."

Usually if a girl is interested it's because her parents encouraged her, Quinn said, which doesn't happen often.

"Parents are terrified their kids won't go to college. They equate it with failure," she said. "They do it with sons as well as daughters, but daughters are also dealing with gender norms where counselors and teachers won't even talk to them about the trades. That makes it harder for them to break out."

If the career fair is any indication, once girls are given the chance to explore the trades, they take to it just as eagerly as boys do.

"The volume in the building was insane," Quinn said of the training center during the career fair. "There was a lot of laughing and smiling."

And when people do enter the trades, they do so without having to repay student loans.

"A job in the trades, with wage parity and no student loan debt, is a ticket to the middle class," said Ninth District Vice President John O'Rourke. "It's important to promote this opportunity to everyone in our community, including women and minorities."

Quinn and Kupcak both noted the need to not just recruit but retain women and girls. That means promoting mentoring. It also means getting men on board and decreasing harassment. All Local 48 apprentices get sexual harassment and diversity training, Quinn said. They're also in the process of implementing the Green Dot program, a bystander training that focuses on reducing bullying and sexual harassment.

"If you speak up, it slowly starts to change the culture," Quinn said. "It's like what happened with safety. You used to have this macho culture where safety gear wasn't manly or cool. Now it's totally different." ■

TRANSITIONS

RETIRED

Lawrence Davis



Third District International Representative Lawrence "Larry" Davis retired Aug. 1, capping a career of more than 40 years with the IBEW.

Born in Texas, Brother Davis was initiated into Geneva, N.Y., Local 840 in 1974 as a journeyman inside wireman after serving in the Navy from 1966 to 1970 as an electrician's mate. In 1986, he was elected business manager, a position he held until 1998, when Local 840 was amalgamated into Syracuse Local 43 and Rochester Local 86 (it was re-chartered in 2005).

From 1998-2001, he served as assistant business manager of Local 86 until he was appointed international representative, servicing New York's construction locals. He also served as the Empire State's political director from 2008-2012.

"The IBEW was his passion," said Davis' son Michael, who is also business manager of Local 840. Davis' other son, Ryan, serves as president.

Larry Davis served as secretary-treasurer of the Workforce Investment Board and president of the Finger Lakes Building Trades. He still holds the positions of New York State Building Trades secretary-treasurer and Rochester-Genesee AFL-CIO trustee.

"Larry is one of the best international representatives I've ever met," said Paul D'Onofrio, IBEW lobbyist and member of New City Local 363. "He has a way of being passionate without being offensive. I like to say that Larry has the good manners of the people from upstate New York with the charm of somebody from east Texas."

Larry Davis says his career highlight was working with then-Third District Vice President Don Siegel on the re-chartering of Local 840 in 2005. He said he saw how the local's market share was changing and believed it would do better on its own rather than split between other locals. During the year-long open enrollment, 98 percent of the former members returned, along with some new members from Local 43 and Local 86.

"It was quite a process," Larry Davis said. "But it was in the best interest of the members, from all the locals."

Larry Davis' duties also involved advocating for labor-friendly legislation, particularly construction-related topics like the prevailing wage.

"He knew the issues," D'Onofrio said. "And he earned the respect of both parties."

In retirement, Larry Davis says he plans to travel with his wife and visit parts of the U.S. they haven't yet seen. But he said he misses the Brotherhood.

"IBEW has been one of the most important things in my life," he said. "I worked with a great group of people. It was an honor to help the members."

Mike Davis, whose son, Jacob, is a second-year apprentice with Local 840,

says his father's commitment to the local remains strong.

"Our dad taught us the importance of representing all working people," Davis said. "Everyone deserves a voice on the job, that's what his life was about." ■

RETIRED

James F. Lynch



After 46 years in the IBEW, Eleventh District International Representative James Lynch has retired, effective Aug. 1.

Brother Lynch is a native of Kansas City, Kan., and a second-generation IBEW member. After high school, he worked summers as a groundman for Kansas City, Mo., Local 53 to pay for college. The work convinced him he wanted to be a lineman and after graduation in 1971 he was initiated into Kansas City, Mo., Local 1464 and went to work for Kansas City Power and Light. He tried for years to get into their apprenticeship, with no luck. A layoff in 1974 settled his mind. He was too old to join Local 53's apprenticeship which capped acceptance at age 24. So he applied for and was accepted into the apprenticeship program at Des Moines, Iowa, Local 55.

"I just wanted to be a lineman and went anywhere I had to," Lynch said.

Lynch worked with the tools for 15 years. He joined the Local 53 executive board in 1981, a position he held until 1986. In 1985, he began a nearly two decade run as an instructor at the Missouri Valley Line Constructors apprenticeship program.

In 1986, Lynch was brought on staff as a business representative at Local 53 where he earned a reputation as a jack-of-all-trades. He worked with units in many different branches including tree trimmers, the board of public utilities, broadcast stations, and, from time to time, construction contractors.

In 2005, Lynch was elected business manager and financial secretary of Local 53 after his mentor, Keith Querry, retired. He held the position until 2007 when he was appointed Eleventh District international representative.

Eleventh District International Representative Steve White has worked with Lynch for nearly two decades. Lynch trained White during his apprenticeship. After Lynch went to the Eleventh District, White became Local 53's business manager, and, now, White is following Lynch to the district office.

"Jim can get along with everybody," White said. "We have a lot of different branches in Local 53, people from all different backgrounds, and sometimes they could feel disconnected from the local. But when Jim talked to them, they felt like they were part of the family."

At the district office, Lynch earned a reputation for successfully negotiating first contracts, a notoriously difficult hurdle for many new units.

"Jim has the people skills to communicate with management, disagree but always come out shaking hands," said Eleventh District International Vice President Curt Henke. "He could be hard in the negotiating room, but he was always honest, with the members and management. If he said he could do it, he'd do it. And if he couldn't, he would tell you that straight."

Lynch said of all the jobs he held in the IBEW, he got the most enjoyment and takes the most pride in the time he spent training apprentices.

"I call them all my kids," he said. "When you finally see the lightbulb go on when they see an answer they've been struggling with — you can see it on their faces — that is the most rewarding thing you can do."

White said he's seen one of Lynch's "kids" approach him dozens of times.

"Whenever anyone comes up to him and tells him they used to be his student, he gets a big old smile on his face," White said. "That's his true legacy at the IBEW: hundreds of people who know how to be real linemen."

The IBEW officers, staff and membership are grateful for Brother Lynch's work on behalf of the IBEW. Please join us in wishing him an enjoyable retirement. ■

RETIRED

Lindsay Nelson



Tenth District International Representative Lindsay Nelson retired July 1, wrapping up a 35-year IBEW career that took root in the U.S. Navy.

Born and raised in Columbia, S.C., Brother Nelson enlisted after his high school graduation and served for more than 11 years, becoming a chief electrician's mate in charge of electricians and communications techs aboard nuclear ballistic submarines. He was part of eight submarine patrols of at least 70 days before being discharged in 1978. He served in the Naval Reserves until retiring in 1992.

"We had a tight bond on those submarine crews," Nelson said. "All of us had to be knowledgeable and trained and qualified because in case something happened, we had to have confidence everyone knew their job."

He worked briefly for Exxon Chemical before getting a civilian job at the Charleston Naval Shipyard. He wasn't listed as a full-time employee until 1982, when he joined Charleston Local 916.

It proved to be a good fit. Nelson took advantage of the electrical skills he learned in the Navy to thrive on the job and he quickly became active in Local 916, joining the executive committee and taking over as business manager in 1987.

"It seemed to have a camaraderie and brotherhood that I was used to in the Navy, where everyone relies on each other and their skills," Nelson said of Local 916. "We kind of had a common goal to

represent folks, especially those that may not be as knowledgeable or have the courage to stand up for themselves. I personally never had a problem with that. When I see an injustice or something that bothers me, I just can't take it."

Things changed, however, in 1996, when the naval base and shipyard were closed. Nelson stayed on as business manager for two more years while the shipyard went through a downsizing and transition. Local 916 then was amalgamated into Charleston Local 776.

Nelson's time with the IBEW was far from over, however. Tenth District organizing coordinator Jim Springfield recommended him for what was supposed to be a temporary organizer's post. The job lasted for more than six years until then-Tenth District Vice President Carl Lansden made him a permanent staff member in charge of professional and industrial organizing throughout the district.

Later, he was put in charge of half of the Tenth District's local unions in the Carolinas by Robert P. Klein, Lansden's successor, alongside fellow International Representative Benny Hunnicutt.

"I enjoyed going to all the locals and working with the leadership," Nelson said. "I also enjoyed talking to the unrepresented workers and explaining to them the benefits of being part of the Brotherhood and advantages that union workers have when it comes to having a contract and representation. It's the difference in being at the table instead of being on the menu."

Nelson said it was discouraging at times to work in an area that is often hostile toward unions. South Carolina has the lowest percentage of union workers in the country. But even in those areas, the IBEW is highly regarded, he said.

"Throughout the places that I've been, and the other union reps I've met, like the machinists or the auto workers or whatever, they all respect the IBEW," he said. "We are basically a leader of other unions. They use us as an example and I'm proud of that."

Nelson said he'll miss working with the IBEW leaders in the Tenth District, including Klein, who retired two years ago, and current Tenth District Vice President Brent E. Hall.

"Lindsay was well versed in labor law and the National Labor Relations Board," Hall said. "His assistance to the locals in the Tenth District was appreciated by all. We wish him and his wife Karen a happy retirement."

Nelson hasn't given up all his IBEW duties. He's agreed to help Local 776 officials negotiate a contract for a newly-organized bargaining unit at an ADT facility.

But once that is finished, he plans to spend additional time working on improvement projects with Karen at their home in Summerville, about 25 miles northwest of Charleston. They also will remain active in their church, where Karen is the pianist and Nelson takes care of the sound system. He also plans to become more active in a submarine veterans group.

The IBEW staff and officers wish Brother Nelson and his family a long and happy retirement. ■

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In Memoriam

Members for Whom PBF Death Claims were Approved in September 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	
1	Grace, J. W.	4/17/17	42	Thurston, A. F.	6/12/17	126	Spencer, T. R.	7/3/17	294	Reek, K.	6/23/17	490	Hill, L. N.	6/27/17	995	Clary, P. M.	5/29/17	
1	Grellner, R. L.	5/17/17	45	Martin, S.	12/25/16	127	Pflueger, C. J.	6/27/17	295	Cammack, O. P.	8/6/17	494	Gehrke, G. R.	7/8/17	995	Milton, H. J.	2/22/17	
1	Krausch, L. D.	7/4/17	45	Vincent, F. A.	4/3/17	130	Hernandez, A. C.	5/22/17	301	Cash, T. L.	7/15/17	494	Harmon, K. E.	7/29/17	1003	Babakaiff, K. R.	5/13/17	
1	Patredis, W. C.	8/8/17	46	Keller, R. V.	8/4/17	130	Michel, G. M.	6/28/17	304	Kubitschek, B. J.	5/22/17	494	Luisa, D.	7/14/17	1003	Bertini, H.	6/20/17	
1	Riley, J. J.	8/7/17	46	Sautter, W. H.	7/26/17	130	Porter, O. D.	6/27/17	305	Bowman, J. L.	6/28/17	494	Papke, D. R.	5/24/17	1141	Myers, K. R.	6/30/17	
3	Borman, R.	3/1/17	46	Smeltzer, B. M.	7/21/17	130	Touche, G. E.	7/25/17	306	Givens, E. M.	7/9/17	495	Freeman, E. E.	7/8/17	1186	Awaya, B.	3/23/17	
3	Cozolino, J. L.	2/29/16	46	Trulson, R. A.	5/18/17	134	Deering, W. J.	8/18/17	306	Hoppe, G. H.	6/16/17	508	Jones, W. E.	7/2/17	1186	Bulawan, V.	4/7/17	
3	Denaro, C.	7/17/17	46	Wickersham, W. D.	6/19/17	134	Di Tusa, R.	7/4/17	306	Mortimer, E. B.	7/3/17	513	Pike, P. J.	6/18/17	1186	Nagasawa, G. S.	4/2/17	
3	Devaney, J. P.	7/17/17	48	Abelein, D. J.	7/27/17	134	Durkin, M. J.	7/29/17	306	Strabel, E. G.	7/30/17	518	Day, H.	6/13/17	1186	Sagarior, L. J.	4/1/17	
3	Dixon, C. V.	7/12/17	48	Conradson, D. R.	7/25/17	134	Forbes, M. W.	6/12/15	307	Llewellyn, L. G.	5/18/17	527	Bailey, J. G.	5/29/17	1186	Tokujo, R. E.	2/27/17	
3	Doulos, N. P.	7/29/17	48	Courser, W. H.	6/19/17	134	Ganatos, D. A.	7/8/17	309	Amann, R. J.	7/23/17	527	Mosso, S. J.	3/23/17	1205	Hammond, C. R.	5/17/17	
3	Droggitis, V.	7/26/17	48	Creek, D. L.	7/30/17	134	Gates, A.	7/11/17	317	Hostler, S. M.	6/11/17	527	Swindell, G. A.	7/16/17	1245	Pritchard, J. F.	7/10/15	
3	Dziadowicz, S. J.	3/17/17	48	Dawson, J. L.	6/25/17	134	Grzan, J. M.	7/21/17	317	Washburn, G. G.	5/14/17	527	Wolf, R. O.	3/3/17	1249	Durant, S. P.	6/6/17	
3	Giorgio, L. M.	12/16/16	48	George, V. R.	7/6/17	134	Hamilton, J. R.	7/25/17	322	Nettik, J. L.	3/9/16	530	Cuthbertson, D. R.	6/24/17	1249	Knapp, H. K.	6/22/17	
3	Gluberman, B. G.	7/28/17	48	Herron, R. D.	9/3/15	134	Hart, M. A.	3/8/17	326	Breault, R.	8/4/17	551	Beaudin, D.	6/7/17	1319	Kurtz, M. L.	7/26/17	
3	Grant, W. W.	6/22/17	48	Lamon, S. L.	6/29/17	134	Lasare, F. V.	5/27/17	332	Wheldon, P. J.	7/15/17	569	Derryberry, R. L.	7/21/17	1393	King, J. D.	8/9/17	
3	Gutman, S.	7/19/17	48	Reynolds, B. D.	7/29/17	134	Maish, T. W.	7/21/17	340	Manas, R. J.	6/28/17	569	Schauer, C. M.	5/23/17	1393	Wallace, J. K.	7/23/17	
3	James, E. G.	6/4/17	48	Solberg, C. J.	8/9/17	134	O'Keefe, J. J.	7/8/17	340	Pugh, Z. J.	7/15/17	570	Arias, E. N.	7/8/17	1439	Cartee, J. L.	11/11/16	
3	Kerner, J.	7/13/17	53	Neely, R. R.	1/10/17	136	Rochford, T. F.	2/27/17	342	Hunter, F. S.	4/4/17	573	Dearth, A. D.	8/3/17	1547	Adams, C. F.	7/4/17	
3	Kissane, T. P.	7/25/17	53	Young, D. O.	7/17/17	136	Farrow, M. H.	7/5/17	343	Milita, T. J.	8/1/17	595	Lorenz, S. W.	7/9/17	1547	Austin, D. A.	7/24/17	
3	Manel, J. M.	8/15/17	57	Roholt, V. T.	6/24/17	136	Fuller, J. E.	8/8/17	343	Parker, J. T.	6/8/17	595	Paine, W. J.	8/8/17	1547	Bognar, G.	4/11/17	
3	Ouimet, R. J.	7/8/17	58	Bergman, G. G.	7/23/17	136	Powell, D. A.	7/7/17	343	Schuenke, R. D.	8/8/17	595	Skutak, J. A.	7/26/17	1547	Korpela, R. J.	4/29/17	
3	Pascual, J. F.	7/29/17	58	Ginther, R. L.	7/18/17	143	Kepler, J. W.	6/25/17	347	Haege, B. P.	6/21/17	596	Anderson, A. P.	8/7/17	1547	McLean, R. L.	2/1/17	
3	Phillips, R. E.	7/13/17	58	Grodecki, R. P.	7/24/17	143	McCullough, C. D.	6/17/17	351	Maguire, T.	11/18/16	601	Kirby, L. E.	9/14/15	1547	Vaara, J. R.	6/5/17	
3	Ryan, D. C.	7/22/17	58	Herbon, C. A.	7/15/17	145	Mulkey, K. E.	5/27/17	351	Milita, T. J.	7/12/17	602	Bryant, D. E.	7/16/17	1579	Hasty, K. E.	9/9/16	
3	Scheulen, C. A.	7/22/16	58	Hiller, D. R.	5/12/17	146	Garrett, E. L.	9/9/14	351	Mulherin, P.	8/1/17	602	McCain, R. L.	6/26/17	1925	Burton, H.	7/4/17	
3	Seelig, W. C.	8/8/17	58	Kamen, L.	7/14/17	153	Harris, R. L.	6/20/17	351	Riegel, J. C.	8/18/17	605	Falvey, M. L.	7/22/17	1925	Hina, H. D.	10/13/15	
3	Sito, P. J.	8/15/17	58	Kelley, J. H.	7/19/17	153	Neiman, R. G.	7/17/17	351	Veroline, A. C.	7/25/17	605	Langston, H. C.	7/9/17	1925	Hunt, H. A.	6/19/17	
3	Swoboda, R. M.	12/5/14	58	Lakian, E.	4/6/17	153	Sokolowski, B. C.	5/18/17	353	Kovacs, F.	7/20/17	605	Martin, G. L.	6/30/17	2085	Kitson, B. D.	1/7/17	
3	Vey, B. J.	7/11/17	58	Maisano, F. A.	7/22/17	159	Kempfer, R. A.	7/18/17	353	Kuchar, A.	7/4/17	606	Kroft, C. W.	7/31/17	2150	Ludewig, B. V.	8/29/16	
3	Webster, F. T.	7/29/17	58	Mobley, M. T.	7/25/17	160	Fontenoy, J. D.	5/30/17	353	Langdon, B.	7/14/17	611	Anderson, T. L.	4/21/17	2159	Jensen, M. L.	7/16/17	
5	Dorko, K. E.	5/24/17	58	Pasternak, M. L.	7/10/17	163	Cragle, G. R.	7/23/17	353	Lukic, C.	7/26/17	611	Baca, S.	10/3/16	2286	Bagley, C. J.	7/13/17	
5	Harper, W. E.	7/14/17	58	Weddington, K. M.	8/12/17	164	Eisenbauer, A. W.	4/6/17	353	Middleton, G. R.	7/17/17	611	Kline, M. B.	12/15/16	2295	Zung, E. E.	5/13/17	
6	Gowan, R.	7/10/17	60	Alcala, D.	9/11/15	164	Fdyfil, R.	5/12/17	353	Rogers, A.	5/19/17	611	Lourenco, M.	4/30/17	611	I.O. (3)	Lewandoski, L.	7/1/17
6	Kreisel, K.	6/25/17	64	Wilcos, M. T.	7/28/17	164	Flynn, R. R.	5/24/17	353	Sprawka, M.	8/8/17	611	Quintana, F. J.	8/2/17	611	I.O. (3)	Striano, D.	5/28/17
6	Leiva, F. G.	6/7/17	66	Royer, R. J.	8/13/15	164	Mangino, G.	7/20/17	353	Zikos, F.	7/11/17	611	Walker, F. R.	6/6/17	611	I.O. (5)	Kennedy, K. T.	7/25/17
8	Brown, J. W.	7/19/17	68	Legge, D. M.	9/10/15	164	Shader, G.	7/14/17	354	Schow, R. J.	7/16/17	611	Williams, G. W.	5/11/17	611	I.O. (71)	Clemens, W. M.	3/4/17
8	Mazey, J. I.	5/29/17	68	Perkins, C. L.	7/17/17	175	Cody, J. A.	7/17/17	354	Taylor, P.	8/4/17	613	Huckaby, R. D.	8/1/17	613	I.O. (134)	Fournier, L. R.	6/27/17
9	Lynch, H. F.	5/1/17	68	Rentschler, H. F.	9/8/16	175	Gill, J. L.	8/4/17	354	Zoellner, H. M.	2/25/17	613	Wilhelm, J. M.	7/14/17	613	I.O. (134)	Greul, R. A.	10/18/16
9	Mitchell, A. W.	7/12/17	68	Schultz, S. R.	6/26/17	175	Martin, J. T.	8/2/17	357	Beasley, P. W.	5/12/17	617	DalMaso, L. J.	7/8/17	617	I.O. (134)	Izzo, N.	8/1/17
11	Bell, M. C.	5/21/17	68	Venard, N. D.	8/4/17	175	Roberson, F. S.	8/25/17	357	Keach, H.	8/8/17	640	Downes, P. C.	7/26/17	640	I.O. (134)	Roediger, T. J.	7/15/17
11	Carter, H. D.	7/15/17	70	Wingo, W. W.	6/20/17	175	Smith, W. R.	7/26/17	357	Kimball, R. A.	6/23/17	640	Estrada, R. O.	1/3/17	640	I.O. (134)	Swarzewski, J. C.	7/30/17
11	Goldberg, E. D.	6/14/17	71	McClung, J. R.	7/19/17	175	Thomas, J. K.	7/27/17	357	Perry, F. K.	7/14/17	640	Pribble, S. G.	7/21/17	647	I.O. (304)	Manuel, W. J.	7/12/17
11	Grushkin, M.	5/18/17	77	Simpson, V. L.	7/4/17	175	Wilson, R. R.	7/20/17	357	Trousdale, R. A.	5/14/17	647	Henry, W. G.	8/9/17	647	I.O. (441)	Hurford, D. L.	5/23/17
11	Hyde, R. E.	5/29/17	80	Armitstead, J. W.	4/22/17	176	Dewey, B. A.	7/4/15	364	Bender, D. A.	7/7/17	648	Medley, S. A.	8/27/17	648	I.O. (441)	Lambeth, D. N.	7/1/17
11	Johnston, J. E.	3/26/17	81	Boylan, D. K.	6/10/17	177	Bush, G. E.	5/3/17	364	Kania, J. A.	5/6/17	659	Brown, L. F.	6/10/17	659	I.O. (443)	Earnest, B. R.	8/1/17
11	Jones, H. E.	7/28/17	81	Siebeck, R. C.	6/22/17	177	Kelly, H. M.	6/23/17	369	Cundiff, M. L.	7/1/17	659	Wentworth, R. D.	6/30/17	659	I.O. (814)	Mills, M. R.	4/9/17
11	Lires, L. G.	6/3/17	81	Slater, T. J.	7/31/17	177	Stanley, A. H.	7/11/17	369	Davidson, J. L.	6/2/15	666	Steger, J. E.	8/2/17	666	I.O. (1377)	Kraig, P.	10/25/16
11	Moser, R. L.	7/4/17	82	Jones, F. P.	6/20/17	191	Cantrell, B. W.	7/26/17	369	Kurtz, K. E.	9/19/16	673	Redmond, J. H.	6/3/17	673	Pens. (357)	Nagy, E.	11/1/15
11	Shuffield, M.	7/12/17	84	Watkins, B. R.	7/13/17	193	Leitze, N. D.	8/14/17	369	Morgan, D. R.	7/27/17	683	Johnston, C. E.	7/16/17	683	Pens. (716)	Lay, J. E.	7/22/17
11	Wedeen, R. J.	8/4/17	86	Bennett, G.	7/13/17	194	Cryer, L. C.	7/31/17	369	Rickard, D. A.	7/12/17	683	Thompson, T. S.	7/31/17	683	Pens. (I.O.)	Adamich, J. E.	5/20/17
11	Wilson, E. H.	7/19/17	86	Gennuso, J. E.	8/28/17	194	Toney, E. A.	5/12/17	369	Stilger, W. J.	6/13/17	692	Adams, C. J.	6/30/17	692	Pens. (I.O.)	Archias, R. E.	4/25/17
16	Schaefer, L. J.	7/2/17	86	Waasdorp, C. J.	4/25/14	210	Cierech, J. T.	5/31/17	369	Wilhelmi, P. E.	6/29/17	700	Phillips, T. A.	7/19/17	700	Pens. (I.O.)	Barbee, C. H.	4/10/17
16	Troup, J. M.	7/6/17	90	Galipeau, R. W.	6/2/17	212	McInerney, J. L.	5/27/17	387	May, E. B.	7/2/17	701	Brand, J. E.	2/15/17	701	Pens. (I.O.)	Bergsnev, W.	5/19/17
17	Crockford, L. D.	3/30/17	96	Hagberg, P. M.	7/5/17	213	Jankovic, M.	5/27/17	388	Onson, L. E.	7/6/17	702	Karnes, R. E.	7/5/17	702	Pens. (I.O.)	Bettis, C. D.	8/4/17
17	Foraker, H. C.	7/27/17	98	Greskoff, C. J.	4/16/17	213	Maruda, J.	5/17/17	396	Kirby, G. R.	5/17/17	702	Long, R. K.	7/22/17	702	Pens. (I.O.)	Bissette, M. C.	7/9/17
17	Lerch, S. W.	7/19/17	98	Harman, F. H.	5/19/17	213	Ohlund, T. H.	7/31/17	400	Cooper, J. J.	5/18/17	714	Cartwright, G. F.	4/6/15	714	Pens. (I.O.)	Blades, W.	6/20/17
17	Penney, F. W.	6/26/17	98	McBride, E. J.	6/5/17	213	Tse, B. C.	3/31/17	400	Ludlam, J. G.	5/21/17	714	Sundsak, W. A.	5/31/14	714	Pens. (I.O.)	Burgett, D. A.	6/23/17
20	Belcher, R. M.	7/30/17	98	Parker, J. C.	7/22/17	213	Webber, W. G.	4/27/17	400	Salter, W. B.	6/21/17	716	Dumas, W. L.	7/17/17	716	Pens. (I.O.)	Crockett, J. F.	7/6/17
22	Masters, L. J.	7/30/17	99	Lewis, E. L.	7/17/17	223	Conlon, T. D.	3/1/17	405	Butz, G. J.	6/22/17	716	Wagner, D. A.	7/31/17	716	Pens. (I.O.)	Day, G. W.	7/5/17
24	Kress, C. S.	7/27/17	102	Bracigliano, R.	10/13/16	231	Dyhrkopp, C. J.	8/10/17	413	Brown, G. W.	7/1/17	725	Barkley, F. C.	6/24/17	725	Pens. (I.O.)	Foulis, T. R.	7/22/17
24	Liberatore, F. W.	7/10/17	102	Figaro, J. R.	7/10/17	231	Higgins, J. P.	7/30/17	413	King, R. W.	6/29/17	728	Rubiera, J. R.	6/24/15	728	Pens. (I.O.)	Gibbs, J. S.	7/22/17
24	Love, N.	8/2/17	102	Lewis, J. R.	6/28/17	231	Persinger, R. D.	5/29/17	424	Miciale, C. J.	7/23/17	743	Swiegar, D.	4/11/17	743	Pens. (I.O.)	Healy, B. P.	6/8/17
24	Wasmus, J. A.	4/20/17	102	Miklacki, H. C.	6/16/17	234	Van Deusen, J. H.	5/21/17	426	Cooksley, R. D.	6/13/							

LOCAL LINES

'Longtime Union Activist'



Local 15 Rec. Sec. and E-Board member Christine Watkins recently retired.

L.U. 15 (u), DOWNERS GROVE, IL — Local 15 congratulates longtime member, recording secretary and Executive Board member Sister Christine Watkins on her recent retirement. Local 15 said goodbye to Sister Watkins on Sept. 29 this year. Christine is retiring with over 47 years of service. She is a proud IBEW member and notes that the union has played a big role in her life.

Sister Watkins started her career in September 1970 working as a junior clerk and concluded her career as a commercial clerk. Sister Watkins said she has enjoyed being active in the local as an Executive Board member and recording secretary and has considered it a privilege and an honor to serve the membership and the local. She expressed her gratitude as an IBEW member for secure employment, a good salary and benefits. She said being a member of IBEW Local 15 made it possible to enjoy these benefits while working and will now offer a comfortable retirement.

Local 15 Pres. Dean Apple and Vice Pres. Terry McGoldrick took time to thank Christine at the Local 15 office on Sept. 18. Local 15 will truly miss the services of such an experienced and longtime union activist. We wish Chrissy all the best in her retirement.

Sam Studer, P.S.

Baseball Park Project; Apprentices Sworn In

L.U. 35 (i), HARTFORD, CT — Local 35 members along with the other Hartford building trades completed construction of minor league Dunkin' Donuts Park, a 6,056-seat baseball park in Hartford, this past spring. In its first year, the stadium was named 2017 Ballpark of the Year by BaseballParks.com.

Congratulations to our apprentices sworn in at the October meeting. New members include: Nicolas Bane, Jorge Badden-Santos, Adam Brandi, Conal Brandon, Matthew DiCostanzo, MacPherson Eghianruwa Jr., Juan Estefano, Noah Federico, Jacob Finn, Connor Hinckley, William Jette, Connor Montgomery, Nicholas Munson, Jeremy Perez, Brandon Sargis and Taylor Spyke Jr.

Congratulations to recently retired business representative and organizer John Lurate. Best wishes to John for a happy and healthy retirement!

We welcome Bill Moriarty onto our office staff as business representative and organizer.

Bruce A. Silva, B.M./F.S.

Supporting Diversity & Inclusion

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — At Local 37, we proudly recognize and value the great diversity among our members in terms of gender, language, race, ethnicity, sexual orientation, abilities and interests. And we firmly believe that everyone deserves to be treated with equal respect and dignity.

Supporting diversity is important for many reasons including the fact that workplaces which are nondiscriminating, promote openness, and are inclusive have proven to reduce levels of stress and anxiety — which is a direct pathway to improved physical and mental health, increased job satisfaction, improved attendance at work, better relationships, and greater diversity of thought.

We've been taking steps to actively support the diversity and inclusion of our members within the IBEW, at work and in our communities. This means reviewing our own policies and programs as well as participating in activities and initiatives that boost awareness and education.

Most recently, we partnered with one of our employers, NB Power, to launch an employee-driven Diversity & Inclusion Committee responsible for implementing strategies to foster open, inclusive and welcoming workplaces. We're excited to be a part of initiatives



IBEW Local 37 and NB Power were pleased to support Pride Parades across the province of New Brunswick.



Local 43 congratulates 2017 apprenticeship graduates. Front row: Michael Barbeau (left), Jason Jones, David Graves, Matt Visconti, David Guarasci, Erica Zalatan, Joseph Sawyer, Justin Raponi. Second row: Training Dir. Jeff DeSocio, Lee Beyer, Richard Bean, David Dudley, Chad Halbert, David Voellm, Rickard Talamo, Kirk Phillips. Third row: Daniel Petrocci, Michael Klein, Jack Gozzi, Kenneth Stauffer II, Adam Santamour, James Furlong, Nicholas Butchko. Back row: Isaac Williams, Jeffrey Notaro, Joseph Merritt, Aleksandr Gorbunov, Brian Buske, Adam Town, Brien Woodard and Anthony Dina. Not pictured: Timothy Cox.

like this that help ensure a continuous focus on promoting a culture that values each other's differences.

Ross Galbraith, B.M.

2017 Graduation Ceremony

L.U. 43 (em,i&rts), SYRACUSE, NY — The Central New York Joint Electrical Apprenticeship and Training Committee's annual graduation ceremony took place on Friday, June 2, 2017, at Justin's Tuscan Grille in East Syracuse. The occasion marked the graduation of 31 apprentices from the inside wireman program.

CNY JATC Training Dir. Jeff DeSocio had kind words and advice for the graduating class in both his welcome and closing remarks. "I'm proud of all of the graduates here tonight, as this is a huge accomplishment, one to be proud of and honored by," DeSocio said. "I would like to remind you all to work hard, work safe, become foreman, challenge yourself to be great, and enjoy all of your successes in the future."

Award recipients were as follows: Michael Barbeau received the Scholarly Apprentice of the Year Award,

courtesy of Fluke. Michael finished the program with a final classroom average of 96.71 percent and over 8,000 on-the-job training hours.

Outstanding Attendance Awards went to David Graves, Jason Jones, Joseph Merritt and Justin Raponi, courtesy of Milwaukee Tools and Fluke.

Kirk Phillips received the Outstanding Apprentice Award for dedication and service in the community, courtesy of Klein Tools.

The Bill Towsley Memorial Award was presented to Nicholas Butchko by Bus. Mgr. Don Morgan, for Butchko's continued dedication to the IBEW.

Congratulations to the newest journeyman wiremen of IBEW Local 43!

Gene Townsend, P.S.

Local 47 Members Picnic & Summer Events a Success

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters. Several summer events were held this year with great success. We had over 6,000 Local 47 members and their families come out to enjoy the festivities. Also, we had our 17th annual IBEW Local 47 members memorial golf tournament. Our 14th Annual IBEW Local 47 Brotherhood Motorcycle Rally was Sept. 23.

At the time of this writing, City of Banning negotiations are continuing. Members voted to ratify City of Colton Water/Wastewater and City of Anaheim successor agreements. Also, further Morongo bargaining resulted in a first contract, which was ratified by a margin of 86 percent. At press time, bargaining was underway with Southern California

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email (locallines@ibew.org) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at www.ibew.org/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	(rr) Railroad	(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(rtm) Radio-Television Manufacturing	(u) Utility
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	
(es) Electric Signs	(mar) Marine		

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



Local 47 members and their families have fun at the local's summer picnic.

Smith and Glen Wood.

As another holiday season approaches, the staff at Local 51 sends you our best. We wish all our members prosperity, happiness, good health and success this upcoming holiday season. Please attend your unit meetings, give eight hours of work for eight hours of pay, and be safe.

Karlene Knisley, B.R.

Edison (SCE) for a two-year wage and non-wage economic increase package.

With sadness we report the deaths of several members this year: Martin Torres, Pamela D'Spain, Michael Millette, Joanne Alkire, Don Hargrove and Bill Wheeler. Our condolences and prayers are with their loved ones.

As we continue organizing campaigns in our jurisdiction, we would like to welcome our part-time and full-time engineers at City of Anaheim, as well as Pony mail drivers at SCE. These successes are followed up with another big organizing campaign at Utilquest. Live free and safe — work and buy union!

Mitch Smith, P.S.



Local 51 RENEW committee.

Work Picture Steady; RENEW Committee Formed

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — The construction outlook remains steady both in line and substation work. We have near full employment in LCTT (line clearance tree trimming). Additionally, we are starting 10 new line apprentices.

We have established our RENEW committee: Jake Newcomer, Brian Courtwright, Braxton LaDew, Mitch Behrends, Tina Brand and Shateveon Goforth. The RENEW committee will be adding subcommittees, so if there are members under the age of 35 interested in helping out, please contact the local.

The local mourns the loss of the following brothers in 2017: Roger Albert, Roy Cooper, Dale Gaetz, William "Bill" Harpole, Herman Max Hays, Calvin Lee Isaac, Charles Johnson, Dan Johnson, Merle Klein, Jeff Prince, Warren Slovenger, Jack

Organizing & Job Growth Initiatives Produce Results

L.U. 103 (cs&i), BOSTON, MA — As the seasons change, Local 103 has been experiencing many great changes over the past several months with a new leadership team headed by newly elected Bus. Mgr. Lou Antonellis.

With the addition of several new business agents, Frank Aikens, Jay Frasier, Tim Long, Kevin Monahan, Kenell Broomstein, Bob Sheehan and Brad Vinton, joining our veteran business agents, Rich Antonellis, Gary Walker and Donald Sheehan, we are working toward making Local 103 even more successful in terms of organizing and job growth than ever before. In just a few short months, we are already witnessing positive changes that are producing measurable results for our entire membership.

Under Lou's leadership, Local 103 has introduced an aggressive residential housing initiative and changes to our Market Recovery Program aimed at winning even more work and expanding our foot-

print further outside the downtown Boston and Cambridge areas.

We are also excited to announce that our satellite office in Woburn is now open to ease the burden of travel for our members on the North Shore. In addition to daily referrals, drug testing is now available in our new location.

Wishing everyone a joyful holiday season.

Jimmy Fleming, P.S.

Labor Day Parade

L.U. 109 (u), ROCK ISLAND, IL — IBEW Local 109 members and their families walked in the 2017 East Moline Labor Day Parade in September. This parade is the only one in Quad Cities run entirely by organized labor.

Thank you to all who came out to participate



Local 109 members and their families gather to walk in Labor Day Parade in East Moline, IL



At Local 113 apprenticeship graduation dinner for the class of 2017.

and helped make the day a great success.

Denise Newberry, Treas.

2017 Apprenticeship Graduates

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — Local 113 would like to recognize our class of 2017 apprenticeship graduates. Among the recent graduates are Outstanding Apprentices Josh Kindhart and Daniel Vigil. Daniel Vigil also had the highest grade point average.

Also graduating were: Daniel Batchelor, Curtis Bosak, Micheal Fernandez, Adam Flory, Donald Frisch, Jonathan Fugate, Stephen Green, Kristopher Hays, Brady Hendrickson, Jason Kapu, Collan Kryzwonski, Cody Lister, Nathan Merritt, Kevin Musgrove, Remy Ruppe, Jose Sanchez, James Webb and Patrick Wheeler; and VDV graduate Michael Papai.

Thank you, graduates, for your tireless commitment to our industry. We wish you a safe and profitable future with the IBEW. We look forward to your continued participation in the local's activities and help keeping our union strong.

Brian Putnam, P.S.

Officers Elected

L.U. 125 (lctt,o,t&u), PORTLAND, OR — Congratulations to the members who were successful in their June elections.

Elected officers are: Bus. Mgr./Fin. Sec. Travis Eri, delegate to the International Convention; Pres. Larry Browning, delegate to the International Convention; Vice Pres. Pat Winter; Rec. Sec. Raymond Cowell; Treas. Joe Gass; Executive Board members Randy Bryson, Zeek McCarthy, Jeff Salsbery and Jude Jolma; and Examining Board members Jeremy Barr, Lee Cole, Rick Larson, John Brooks and Keith Terry.

Thank you to Election Judge Travis Hefely and Tellers Ron Harris, Monica Sykora, Kevin Sullivan and Hank Williams.

After 32 years of service with the IBEW and approximately 10 years on staff as a business representative, Asst. Bus. Mgr. Rick Main retired. "Rick worked hard on behalf of our membership," said Bus. Mgr. Travis Eri. "His efforts went beyond daily

rep duties as he worked on annual fundraisers like the Bend golf tournaments. We'll miss him but know he is never really leaving our IBEW family."

Welcome to Travis Hefely as a new business representative who will have the following assignments: Clark County PUD, City of Cascade Locks, Hood River Cooperative, Klickitat PUD, Northern Wasco PUD, Skamania PUD, Wasco REA, and West Oregon Electric Cooperative.

Marcy Grail, A.B.M.



Int. Pres. Lonnie R. Stephenson (left), Int. Sec.-Treas. Kenneth W. Cooper, Local 177 now-retired business manager Russell Harper, and Local 177 retired member Dwaine Harper (seated), father of R. Harper.

District Progress Meeting; Local Officers Sworn In

L.U. 177 (bo,ees,i,mo,o,pet&govt), JACKSONVILLE, FL — The 2017 Fifth District Progress Meeting was held in Jacksonville July 18-21. Local 177 hosted a reception for the Progress Meeting delegates and honored then-Bus. Mgr. Russel Harper on his retirement. Local 177 was more than honored to have Int. Pres. Lonnie R. Stephenson and Int. Sec.-Treas. Kenneth W. Cooper in attendance and helping give Bro. Harper a retirement sendoff.

Newly elected and re-elected Local 177 officers were sworn in July 27 and are as follows: Bus. Mgr./Fin. Sec. Alan Jones, Pres. Luis Cano, Vice Pres. Ander Cribbs, Rec. Sec. William Cogburn, Treas. Dennis Urban; Executive Board members Ken Wallace, Ed Scholl, Ron Scarle, Dave Sullivan; and Examining Board members Danny Van Sickle, John Berg, Ross Mullis. Unit 1 — Chmn. Roger O'Connor, Vice Chair Wynn White, Rec. Sec. James Acuff and Executive Committee members Adam Morrow, James Sawyer, Richard Morgan and Wesley Nowlen. Unit 2 — Chmn. Robert Barrett, Vice Chair Jeff Rosette, Rec. Sec. Bernadette Daigle, and Executive Committee members Brian Willis, Matt Dowling, Frank Delong and Marcus McCall. Big thanks go out to all the officers for their dedication to Local 177.

Alan Jones, B.M./F.S.

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or call 202-728-6263

LOCAL LINES

'IBEW 191 Going Strong'

L.U. 191 (c,i,m,o,r,t,b&st), EVERETT, WA — IBEW Local 191 recently concluded a busy summer of social activities. Thank you to all the members who turned out for golf, ballgames, picnics and race nights. We think family events really strengthen our local.

Our work picture remains strong going into 2018 and we want to again thank our members and travelers for manning the jobs. We have been heavily recruiting unrepresented workers through advertising and mini-blitzes. Please take the time to welcome them to the Brotherhood when you meet them.

We are wrapping up our annual audit and the required federal forms (LM-2 and 990). These will be reviewed by the E-Board and are available for members to see. Bus. Mgr. Joseph Lorenzo uses this process to continually look for more improvements and see if any internal controls are needed.

Our holiday season is approaching with three great parties for the members and their families, as follows:

- Wenatchee, Dec. 3, at 1:30 p.m., at Red Lion Hotel
- Everett, Dec. 9, at 6 p.m., at Children's Museum
- Bellingham, Dec 16, at 3:30 p.m., at Sportsplex.

There will be gifts for the kids at the holiday parties, and it is another opportunity for us to "Buy American."

Thank you again to the members and their families for their participation this past year.

Bill Mirand, P.S.

2017 Labor Day Parade; Annual Golf Outing

L.U. 197 (em&i), BLOOMINGTON, IL — We thank all our members and families who participated in Labor Day with us. We had a nice turnout to walk in the McLean County Labor Day parade.

Walking in the parade gives us a chance to not only connect with our members and families but also allows us to show the community the commitment we have had over the years. We celebrated our local's 105th year in October.

Thousands of people attended the parade, which is the biggest Labor Day parade in downstate Illinois. After the parade, a picnic was held at the union hall. All the smiling faces indicated that everyone enjoyed the food, drinks, games, and the spirit of brotherhood celebrated by getting together. Congratulations to Rich Veitengruber and Jake Goar, who took the annual Corn Hole championship. Prizes were awarded to the Bingo winners and all the kids left with candy and prizes.

Remember to work safe, get involved in the local, and stay involved!

Mike Raikes, Pres.



Members Josh Roig and Tom Peasley carry IBEW banner, leading the way for Local 197 contingent at Labor Day parade.

Spring Refueling Outage; Swearing in of Officers

L.U. 245 (govt,lctt,o,r,t,b&u), TOLEDO, OH — The work picture at Local 245 is steady at this time. At this writing, negotiations are underway with Lake Township and NAES Corp., the only remaining contracts to be completed this year.

Davis-Besse nuclear power plant continues to prepare for its upcoming spring refueling outage. The plant's future is still uncertain as of this writing.

A couple of reminders for the membership: The Children's Christmas Party is set for Dec. 3 this year, at the union hall, from 2 p.m. to 4 p.m. All members with children age 12 years and younger are eligible. Cost of admission is a dozen cookies to share. The local provides presents for all children attending. Sign-up deadline is Nov. 10, 2017.

At the regular union meeting on Nov. 9 this year, newly elected Local 245 officers will be sworn in. Come to the meeting and meet the officers, who were elected for a three-year term of service.

Until next year, work safe and have a safe and happy holiday season, and don't forget the less fortunate, especially those devastated by Hurricanes Harvey, Irma and Maria.

Ray Zychowicz, P.S.



Local 269 apprentices Brandon Inglesby (left) and Matt Miklos stand with foreman Jeff Boraski on the Pennsylvania side of the Lower Trenton Bridge.

Icons and Infrastructure; LED Lights for Bridge Project

L.U. 269 (i&o), TRENTON, NJ — The plentiful solar projects in our territory helped lift the local out of the doldrums early this year, and infrastructure jobs such as switchyards and bridge work have helped keep the out-of-work list short and manageable heading into the fall.

One such project is the relighting of the iconic "Trenton Makes" bridge. Upon completion of the project, the nearly 10-foot-high letters on the bridge will glow with new LED lights in a variety of color combinations designed to fit the season or celebration currently underway. For instance, the letters could be green on

St. Patrick's Day or red, white and blue on the Fourth of July, or even all pink for breast cancer awareness.

Brothers and sisters on both sides of the Delaware River can take pride knowing the bridge work will be done with union labor. Although the motto on the bridge that reads "Trenton Makes, The World Takes" is more indicative of Trenton's manufacturing past rather than its more economically challenging present, the structure, like the city, is still standing, ready to face a future that is guaranteed to be a little bit brighter.

Brian Jacoppo, P.S.

A New Training Facility — Westward Expansion Approved

L.U. 343 (i,spa&st), LE SUEUR, MN — The year 2017 has been prosperous and productive for Local 343 and its members. The union hall has been a walk through nearly all year. We thank the traveling brothers and sisters for helping fill the job calls. Thanks also go out to our own traveling members for respecting the Book system by signing in other jurisdictions when seeking work.

A midsummer membership vote allowed the local to expand its physical presence into Mankato with the purchase of a building. It will be used for a training facility and office for the area rep. The building is just under 4,000 square feet, and it sits on an acre parcel along South Bend Avenue. Some updates and refitting will be necessary before apprentice classes begin.

We give thanks on Veterans Day, Nov. 11 this year, to both our young and old veterans for their service and sacrifice to protect our national freedoms. We give thanks on Thanksgiving Day, Nov. 23 this year, for all the blessings bestowed on our country.

Keep America strong. Buy union made. Buy American made.

Tom Small, P.S.

'A Shiny New Apple' — New Data Center Planned

L.U. 347 (em,i,mt,rtb,rt&spa), DES MOINES, IOWA — We recently received news of a third data center to be built in Local 347's jurisdiction. Apple announced that it is purchasing 2,000 acres of land to build a \$1.3 billion data center.

Apple will receive \$19.65 million, for creating 50 permanent jobs, in the form of state investment tax credits approved by the Iowa Economic Development Authority. The City of Waukee will then allow a \$188.2 million property tax abatement over a period of 20 years. As a gesture of gratitude, Apple will contribute \$100 million to a public improvement fund to the city of Waukee. There will be a significant amount of construction with this. We want to welcome Apple to the Midwest. May we all share in the bounty of this enterprise.

Make-a-Wish Foundation will be enlisting support for the annual Jolly Holiday Lights event. This is one of the community projects Local 347 has been involved with for many years. If you are available to help, it would be greatly appreciated. Be sure to

take the family on a tour through the display at the Adventureland campgrounds.

Mike Schweiger, P.S.

IBEW Code of Excellence — Results are a Great Success

L.U. 375 (catv,ees&i), ALLENTOWN, PA — In a video, shown to all members attending a Code of Excellence class, Int. Pres. Lonnie R. Stephenson states, "If you're sitting still, content with the status quo, you're losing ground." With that mantra in mind, Local 375 has been proudly promoting the Code of Excellence program with great success.

Members within the local have been taking the class and using those principles on every jobsite to great effect. This attitude has not only been noticed by members of other trades but also by customers as the projects have evolved.

Currently, within the Lehigh Valley, there are two Code of Excellence designated projects underway. Through implementation of the code by all the members and stewards on these projects, they have performed on an exceptional level. The largest of these two projects is the FedEx distribution center, which will become the company's largest distribution hub in the country. Projects such as these not only set a precedent with the customer for future projects but also allow for potential customers to see our members in action.

With appreciation, we would like to thank every member of Local 375 for their continued effort in promoting the Code of Excellence and its values.

Christopher Kaufman, B.R.



IBEW Local 375 LMCC Code of Excellence banner.

Member's Act of Heroism; Creative Organizing Campaign

L.U. 379 (i,o&rtb), CHARLOTTE, NC — We had a busy, eventful summer! Duke Energy is upgrading its infrastructure, bringing several new line contractors to town.

One IBEW lineman working in Greenville, SC, Bro. Nate Dixon of Atlanta Local 84, was honored by the town mayor for a selfless act of heroism.

While working, Bro. Dixon encountered a woman being attacked by two large dogs. Bro. Dixon jumped in and pulled the dogs off the woman, putting himself in harm's way. An ambulance soon arrived and doctors said Bro. Dixon's quick action likely saved the woman's life. The woman wrote letters to Duke Energy and Midwest Powerline asking that Dixon be honored



Local 379 Pres. Scott Thrower (orange vest) swears in four new members on a jobsite.

for his act of bravery. Bro. Dixon was humble about the matter but agreed to speak to reporters only if they would mention his affiliation with the IBEW. A hero and a true union man to boot. We are proud to have Bro. Dixon working in our jurisdiction and have nominated him for the IBEW Lifesaving Award.

On Inside Wire news, Pres. Scott Thrower has launched a creative internal organizing campaign that is bringing new members into the IBEW. He started a campaign that mails a postcard to every new referral's house every month after they start work. A series of four monthly postcards educates recipients about IBEW membership and invites them to attend a New Member's Orientation class, held the third Wednesday of every month. So far, the campaign is very effective and we have seen folks coming into the hall to join up, postcards in hand! Once they join, they get 12 more monthly postcards educating them about the IBEW and inviting them to attend monthly union meetings.

Current enrollment in the apprenticeship program is 85, with 40 first-year apprentices. The work outlook remains promising. It is always a good time to be an IBEW Local 379 member!

Ashley Hawkins, Organizer

2017 Apprentice Graduates; Active RENEW Committee

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — Greetings, brothers and sisters. As the new assistant business manager and dispatcher of Local 449, I am excited to serve the local and its members. I thank Bus. Mgr. Ned Jones and the members for putting trust in me for this position.

Congratulations to this year's apprenticeship graduates: Jacob Archer, Bryen Baret, Alex Cobbley, Cameren Hencley, Joshua Howell, Kelton Jenkins, Shayne Kraczek, Sean McEwen, Alex Ovcharenko, Robert Perrenoud, Joshua Purkey, Matthew Rieck, Thomas Sellers and J. Aaron Shearer. Best wishes to all of them!

Local 449 has a RENEW committee, which was recognized in June 2016. Thank you to Bros. Kyle Jones and Spencer Musselman for all their hard work and dedication. This is a great committee, formed to inspire the next generation of IBEW members to become active in their local union by attending to the issues that are important to younger workers.

Congratulations to Bros. Daniel Remer and Jerry Dockstader on their retirement!

Clay Hirning, A.B.M.



IBEW Local 499 linemen crews work to restore power in southeast Iowa after summer storms.

Storm Restoration

L.U. 499 (u), DES MOINES, IOWA — On June 28 this year, parts of southeast Iowa were hit with bad storms. The storms caused a lot of turmoil in the region and our linemen turned out in force to restore

power. For this storm restoration project, members were called from all over the state to come and assist. The photo (at left, below) shows IBEW linemen at work repairing a 69-kilovolt line near Pleasantville, Iowa.

We thank everyone who assisted with storm restoration work.

Sarah Faber, R.S.

Work Picture Promising

L.U. 595 (c,cs,govt,i,mt,o,se&st), DUBLIN, CA — Congratulations are in order for all newly elected Local 595 officers, including Bus. Mgr. Daniel O. Chivello and Pres. Brian Stewart. Elections were held in June this year.

Not long after elections, we had our annual Local 595 picnic in August. Thanks to Bro. Colin Weiner, volunteer coordinator, and everyone on the picnic committee, as well as all those who volunteered. Without our great group of picnic volunteers, the picnic would not be the same.

We experienced a high volume of job calls over the summer, and the fall and winter seasons look promising.

Jason Gumataotao, Organizer/P.S.

2017 Apprenticeship Banquet

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — This year's Apprenticeship Banquet was held Sept. 8 at the Albuquerque Marriott Pyramid. [Photo at bottom.] JATC Training Dir. Charles "Hank" Humiston and his staff did an outstanding job putting the event together. The 2017 apprentice graduates are: Antonio Baca, Shelton Bitsui, Marcus Carriere, Raymond Gurule, Jessie Hyle, Dana Jose, Clark King, Ty Kotschwar, Kevin Maes, Phillip Merritt, Adam Post, Jose Ruvalcaba, Derick Smith, Riley Stevens and Daniel Wagner. The C.S. Mitchell Award recipient was Sheldon Johnson. The apprentice with perfect attendance all five years was Daniel Wagner, and the 2017 Outstanding Apprentice of the year is Antonio Baca. Congratulations to all the new journeyman wiremen.

On behalf of the local, I would like to send condolences to the families of recently deceased members: John Bridges, Felix J. Quintana, Herman B. Trujillo and John B. McGee.

I hope everyone has a happy Thanksgiving and happy holidays.

Darrell J. Blair, P.S.

IBEW Volunteers Power Grape Jamboree Festival

L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OHIO — On Sept. 22-24 this year, the city of Geneva, Ohio, held its 53rd Annual Grape Jamboree Festival. The Grape Jamboree showcases local vineyards and businesses, offers scholarships to local high school students and features many events for the weekend.

As in past years, the Jamboree called on IBEW Local 673 volunteers to provide temporary power for



2017 IBEW Labor Day Motorcycle Ride participants at Tampa Local 915 union hall.

food and entertainment vendors. Over the past five years the Jamboree and IBEW Local 673 members have upgraded the city's antiquated temporary panels used for the festival. This year was the final year for the upgrades and all were very pleased by how professionally and safely the upgrades went. IBEW Local 673's involvement has provided the Jamboree with a more efficient way of setting up and tearing down for the festival.

Thank you to all the members who volunteered this year (photo below) and all members who have volunteered in the past for all your hard work and dedication.

Dave Phillips, P.S.



IBEW Local 673 volunteers provided temporary power for 2017 Annual Grape Jamboree Festival. Back row: Ken Sutterfield (left), Mike Kubacki, Dave Phillips, Scott Sopko, Mike Vencius, Travis Moss, Jim Toman and Curtis Blake. Front row: Marianne Sutterfield, Billy Gibson, Jason Sherman and Lindsay Herrick.

IBEW Labor Day Solidarity Motorcycle Ride & Fundraiser

L.U. 915 (i&mt), TAMPA, FL — IBEW Orlando, FL, Local 222 sponsored the 5th Annual IBEW Labor Day Solidarity Motorcycle Ride to benefit St. Jude Children's Hospital.

IBEW sisters, brothers and guests from throughout Florida rode to Tampa Local 915 to gather before riding across the state to our ending location at Daytona Beach Local 756, where a first-class bar-

beque and raffle awaited the riders. Other sponsors were Fort Pierce Local 627 and Jacksonville Local 177.

This year's event raised over \$4,500 for St. Jude Children's Hospital. Over the last five years, the IBEW sisters and brothers in Florida have raised over \$20,000 for this worthy cause.

Each year the event continues to grow and has become a Florida IBEW Labor Day tradition to celebrate the weekend brought to us by union labor. The fellowship and brotherhood have continually bonded this group into family. Special thanks go to Local 222 Bus. Mgr. Bill Hitt and Local 222 Pres. Willy Dezayas for continuing this tradition. Appreciation also goes out to Local 915 Bus. Mgr. Randall King for hosting the ride to Daytona, and to Local 756 Bus. Mgr. Dan Hunt for providing the ending location. A special thank-you to all the many other sisters and brothers who had a hand in making the 2017 IBEW Labor Day Ride a success.

Theresa King, P.S./R.S.

Career of IBEW Service

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY — In September, Int. Rep. Richard Redmond announced his retirement effective

Nov. 1, 2017. Richie began his career at the Long Island Lighting Co. (LILCO) in 1970. He was appointed a shop steward in 1977. In 1981, he became a business representative.

As a business representative, Richie negotiated numerous groundbreaking departmental agreements, many of which are still in effect today.

In 1990, he was elected business manager/financial secretary. As business manager, Richie guided the membership not only through deregulation but also through the breakup of LILCO and the takeover of the Electric T+D System by the Long Island Power Authority (LIPA). Richie successfully negotiated numerous worker protections into the LIPA Agreement. He set the bar for all succeeding business managers.

In 1997, Richie was appointed as an international representative for the Third District. In that capacity, Richie mentored numerous business managers and assisted in negotiating numerous contracts.

Bus. Mgr. Ronald Bauer, officers and the entire membership of IBEW 1049 wish Richie and his family all the best in retirement.

Thomas J. Dowling, R.S.



At the Local 611 JATC Apprenticeship Banquet in September.

LOCAL LINES

'Fight Back Campaign'

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA — This summer, Local 1245 launched a member-driven "fight back" campaign in anticipation of the Janus v. AFSCME Supreme Court case and the potential implications for the local's 2,500 public sector members. Prof. Gordon Lafer, University of Oregon labor expert, stated: "Almost every union I know is [worried] about right to work. But almost none have done what you've done at Local 1245: train rank-and-file members so they have a deep ... understanding of the issue and are equipped to talk to co-workers, and then send them out ... to have serious, face-to-face conversations with everyone in the union ... [and to ask] everyone to sign a renewed commitment to the union. It's great to see such a serious and ambitious program [that] puts members in leadership positions. I wish a lot of unions around the country could sit in on what you're doing and copy it."

IBEW Local 1245 recognizes that drones are likely to become an increasingly integral part of the utility industry. The local is serious about embracing the changing technology and keeping work in the hands of our members. We sponsored and sent a group of 12 Local 1245 members to a Drone Pilot Prep Course in July. "The type of patrol and inspection that drones may be used for is bargaining-unit work, and while we can't fight the technological advances, we will fight to keep the work in-house," said IBEW 1245 Bus. Rep. Rep Casey Barker.

We mourn the passing of IBEW Local 1245 member Joseph Cooper. Bro. Cooper, who was a tree trimmer working for Wright Tree Service, was clearing trees from lines in Sacramento when he was involved in what is reported to have been an electrical contact incident. Cooper was just 41. The investigation into this tragic accident is ongoing.

In Outside Construction, work is steady and slowly increasing in California, as work is expected to begin on the state's high-speed rail project. Work continues to look good in Nevada as well.

Rebecca Band, P.S.



Local 1245 member Nick Nelson (center) navigates a drone during a practice exercise at the Drone Pilot Prep Course in Alpena, MI.

Photo by John Storey.

Sappi Paper Mill Project; Annual Picnic Celebration

L.U. 1253 (i&mo), AUGUSTA, MAINE — The local held its annual picnic on July 29. Thank you to all the members and their families who attended on a beautiful sunny day to feast on lobsters, steaks, hamburgers and hot dogs. The local thanks fourth-year apprentices Josh Bragen and his partner Holly Hegarty, and Matt Butler and his wife Amanda, along with fifth-year apprentice James Cinsov for all their help in making the picnic a success.

One of the highlights of the picnic is the pinning ceremony of our retirees. Service pin recipients included: 65-year members Al Theriault and Harold Casey; 60-year members Bill Gifford, Reggie Dumont, Mark Nason and Carl McBairty; and 50-year mem-



Local 1253 service award recipients at July picnic: retirees Dick Neville (left), Bob Thompson, Al Theriault, Bill Gifford, Harold Casey, Reggie Dumont and Mark Nason. Not pictured: Carl McBairty.

bers Dick Neville and Bob Thompson.

The work picture is strong with Book 1 clear, which affords the local the opportunity to organize new members and help traveling sisters and brothers.

As this goes to print, we'll still need help managing the work at Sappi Paper Mill's No. 1 paper machine rebuild project. That project at the mill in Hinckley, Maine, will conclude with an around-the-clock shutdown in February and March 2018.

Congratulations to the apprentices who have attained their journeyman status in 2017: Elaine Stevens, Jon Nutt, Miguel Govea, Jason Chabot, Al Condon, Nate Walden, Harlan Small, Paul Moore and Gary Nichols.

Chuck Fraser, B.M.

Officers Elected

L.U. 1289 (u), LAKEWOOD, NJ — On July 18, former system council president Alex Bellick, now retired, swore in Local 1289's new Bus. Mgr./Pres. Brian Kube and fellow newly elected officers.

The Local 1289 election of officers took place in June. An impressive turnout of members voted in our new business manager, a new vice president, officers and Executive Board members.

Bus. Mgr. Kube was elected by our membership to lead the local, and when asked how that feels, he said: "I appreciate the votes. This has been an aspiration of mine for the last 30 years. When I was a shop steward at the age of 24, I knew that I wanted to be the president of our local. To finally live this dream is very exciting and I look forward to bringing back family events. Training our younger members is also one of my top priorities so they can continue to keep our local strong. I want to leave a legacy that will carry us forward into future generations."

Well-deserved congratulations also go to the following Local 1289 brothers and sisters elected to office in June:

Vice Pres. Matt Garrigan, Rec. Sec. Sandy D'Alesio, Treas. George Adams, Fin. Sec. Dave Stintzum; and Executive Board members Richard Brown, John DeFelice, Steve Dehnz, Rich Greene, William Lamb, Matt Mercurio and Steve Prosser.

Lynda Hartmann, P.S.

IBEW Members Commended For Work at NY Race Tracks

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — Recently, our members working at our New York

horse-racing tracks completed a very successful year with the completion of horse racing at the New York Racing Association's Saratoga Race Course for this season. Though some long hours were needed each day, this was one of the most successful years in NYRA history.

Local 1501 steward Vince DeMartino stated that the union members working at the tracks provided outstanding service to contractor AmTote and the NYRA. Bro. DeMartino noted that union members were complimented on their hard work by AmTote and by the New York Racing Association.

Congratulations to all on a most successful year.

James S. Boyd, F.S./P.S.



Some of the IBEW Local 1501 members who work at NYRA's Aqueduct Racetrack, Belmont Park, and Saratoga Race Course. Back row, steward Vince DeMartino (left), Bobby Sciacco, Markus Rachitan, Pete Glimsdal, Nick Ferguson and Jarvis Adriaen; front row, Jose Calderon, Pedro Alicea and John Lorenzo.

Labor Day Barbecue

L.U. 1579 (i&o), AUGUSTA, GA — Local 1579's annual Labor Day Barbecue was another success. Several hundred members and their families showed up for the event. Thank you to all who attended.

Our next holiday is Thanksgiving. For the most part, we all have a couple of extra days off to celebrate this holiday. Be sure to spend time with your family for the holiday and never forget how important they are. Happy Thanksgiving!

Our work situation is great! Although it is a big challenge to fill all the job calls we have, I am thankful that we have this much work. The Local 1579 membership is truly making the IBEW look good. When I visit the jobsites for our projects in the jurisdiction, it's clear the craftsmanship is some of the best. Keep up the good work!

Thanks to all the traveling brothers and sisters currently helping us out with work. I know that you have a choice, but after you get to know us all, hopefully you will feel that you made the right choice.

I have set future meetings up with the contractors and customer for our megaproject, Plant Vogtle. The purpose of the meeting(s) is to make the jobs go smoother and to, again, discuss how they can help us attract manpower during a time when manpower is at a premium.

Again, I hope you have a happy Thanksgiving. Until next time, don't forget about the "B" in IBEW.

Will Salters, B.M./F.S.

IBEW Local 1687 Hosts 2017 Baseball Tournament

L.U. 1687 (i&o), SUDBURY, ONTARIO, CANADA — Local 1687 successfully hosted the 31st Annual IBEW OPC (Ontario Provincial Council) Baseball Tournament on the weekend of Aug. 11-12 this year.

Twelve baseball teams from Ontario vied for first place in two divisions. Hamilton Local 105 won division A by beating out Local 1687. Despite the rain on Friday, the tournament was a huge success, with the ball games played at the Terry Fox field. A bus was provided to transport players and fans about a mile to the Local 1687 union hall, where a hospitality tent and barbecue were going on for both days of the event. Hamburgers, hot dogs and fresh pickerel were available, as well as refreshments. A fantastic supper was provided at the host hotel. I was impressed with the quality of the food and received excellent feedback from everyone there. A big thank-you to all participants, spectators, and the many volunteers — and a tip of the hat to Wes McDonald, who organized the tournament. [Photo below.]

August was a good month for the sportsmen in our local. On Saturday, Aug. 19, the local sponsored the 25th Annual Golf Tournament in Blind River. Forty-one members attended, and this year's winner was Warren Rudd.

Bruce Palmer, B.M.

Work Picture Strong; Active RENEW Committee

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY — Work has been booming in our local and the surrounding area. We especially thank the traveling brothers and sisters who came out to help us with our work over the summer.

The apprenticeship program has made leaps and bounds in recent years, with the addition of a new training center with many hands-on trainers. The



Local 1687 baseball team members: front row, Shawn Olar (left), Richard Atherton, Nicolas Roberge, Steve Pankow, Cory Kennedy; back row, standing, Matt Arbour, Pat Fleming, Gerry Scratch, Devon Bergeron, Darren Doucette and Josh Lachance.

Photo Credit: Olar Digital Photography

newly formed RENEW committee has partnered with the JATC to start an annual competition for the apprentices. We are in the process of getting the details worked out for each class.

We congratulate Christopher Haynes, Greg Benningfield, Matthew Fowler and Tyler Montgomery on becoming the newest journeyman wiremen in the local after completing their apprenticeship. We also have indentured 15 new apprentices for the year and already have all of them working and in school. We welcome them and wish them luck in this new chapter in their life.

In sadness, we report the passing of Bros. Robert "Pat" Carrico, Herb J. Sorg, Robert "Bobby Gene" Elder, Donald "Fevvers" McCarthy, and George G. Moore. May they all rest in peace.

Nathan Knott, B.R.



Local 1701 apprentices work on a classroom test: Logan Lewis (left), Kevin Dorris, Josh Cravens, Doug Voylesat and Zack Hayward.

IBEW Career of Service

L.U. 1837 (rtb&u), MANCHESTER, MAINE — With a career spanning five decades as a worker at Public

Service Company of New Hampshire (now Eversource) and as a union activist, then-president Bill Tarallo's retirement on June 30 was truly the end of an era for IBEW Local 1837. During his longtime career, Bro. Tarallo served in virtually every possible elected office and staff position for his union.

"It's hard to put 50 years into thoughts or words," Bro. Tarallo said. "Because of the union, we made PSNH a better place to work."

Bill's impact went well beyond PSNH. During his tenure as IBEW Local 1837's business manager, he helped negotiate contracts for represented companies in Maine and New Hampshire. As president of the local, he kept the union moving forward.

Longtime union activist Kerry Guptill fondly remembers working shoulder-to-shoulder with Bro. Tarallo almost from the moment she started at PSNH and right through her own retirement last year.

"As a young 19-year-old clerical worker, I was approached by a Meter Department worker from our division office, asking me what I knew about unions," Sister Guptill said. "Over the next 40-plus years, I had the privilege of working with Bill on numerous functions in the local. He always had the best interests of the people he represented, as well as their family members."

"We are in a better place to help our members than we have ever been," Tarallo added. "The IBEW is



Local 1837 member and former officer Bill Tarallo retired in June.

Photo by Sue Ekola.

the best union and we're lucky to be part of it."

Matthew Beck, Organizer/B.R.

'Hot Dogs for Hope' — Fundraiser a Great Success

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — On Aug. 12 and 13, IBEW members from Local 2067's Unit #3 partnered with the Juvenile Diabetes Research Foundation (JD RF) to raise money for type 1 diabetes research.

Five JD RF volunteers and eight IBEW Local 2067 members held a two-day Hot Dog Sale, transforming part of Unit #3's Union Awareness Funds into \$1,500 that went straight to JD RF.

Unit #3 chairman, Bro. John Rogers, and member Bro. Mark Woitas were the IBEW linchpins for the project; they both

worked the whole weekend and also coordinated all logistics and IBEW volunteers.

"We almost tripled our input money with this fundraiser," said Bro. Rogers. Fundraiser veteran Bro. Woitas remarked, "We had a good weekend; working together for an important cause such as JD RF is time well spent."

Instrumental to the effort was Randy Durovick, JD RF fundraising coordinator.

"The funds raised from IBEW Local 2067 will play a key role in helping researchers find the cause and cure of type 1 diabetes," Durovick said. "Thanks to IBEW Local 2067 for being a community leader for the Juvenile Diabetes Research Foundation."

The IBEW Local 2067 business office and executive wish to thank Randy, Mark and John, and also all the volunteers from JD RF and IBEW who made the event a success.

Curtis Lizée, A.B.M.



IBEW Local 2067 presents donation to Juvenile Diabetes Research Foundations. From left, Bro. John Rogers, Randy Durovick of JD RF, and Bro. Mark Woitas.

June International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 9 a.m. by Chairman Erikson, on Monday, June 5, 2017, in Jackson, Wyoming. Other members of the council in attendance were Calabro, Calvey, Riley, Furco, Easton, Lavin and Galbraith. Third District IEC member James Burgham was excused to attend business of his local union.

International President Stephenson

International President Lonnie R. Stephenson offered reports to the members of the International Executive Council on a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

International Secretary-Treasurer Kenneth W. Cooper offered financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood — both in Canada and in the United States.

Legal Defense

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

Financial Reports

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

Local Union(s) Under International Office Supervision

International President Stephenson advised the council members that Local Union 1260 was placed under temporary International Trusteeship effective May 6, 2016, was released from trusteeship effective March 1, 2017.

Article XX and XXI Cases

During the first quarter of 2016, the IBEW was involved with one Article XX dispute, Case No. 17-2, MV Transportation Contracting, Inc. (ATU and IBEW) and was not involved in any proceedings under Article XXI.

Action of the International Executive Council

A motion was made, seconded and approved to gift to retiring International Vice Presidents upon their retirement the laptop, ipad and cell phone issued to them by the international office.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2017

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes in Net Assets covering the 9-month period ending March 31, 2017

Reviewed and Filed

Retirement of International Representatives

Salvatore J. Chilia, International Secretary-Treasurer Effective — May 1, 2017

Donald C. Siegel, International Vice President Effective — June 1, 2017

Retirement of International Representatives, Directors and Executive Assistant

Benjamin Antunes, International Representative, Eighth District Effective — June 15, 2017

Lawrence N. Davis, International Representative, Third District Effective — August 1, 2017

Alan L. Freeman, International Representative, Membership Development Department Effective — February 15, 2017

James L. Hunter, Director, Utility Department Effective — May 1, 2017

Brian S. Maher, International Representative, Second District Effective — May 1, 2017

Linda D. Mathews, International Representative, Education Department Effective — July 1, 2017

Edwin D. McCoy, International Representative, Tenth District Effective — May 1, 2017

Lindsay K. Nelson, International Representative, Tenth District Effective — July 1, 2017

Dennis P. Phelps, Director, Government Department Effective — May 1, 2017

William J. Pledger, International Representative, Fifth District Effective — April 1, 2017

Larry P. Reidenbach, Senior Executive Assistant to the International Secretary-Treasurer Effective — August 1, 2017

Jeff L. Rose, International Representative, Membership Development Department Effective — May 1, 2017

Donald W. Vidourek, International Representative, Fourth District Effective — April 1, 2017

Retirement of International Office Employees

Yalba M. Campbell, Office Support Clerk Effective — April 7, 2017

John J. Gallagher, Supervisor, Support Services Department Effective — February 17, 2017

Lisa J. Honesty, Receptionist, Personnel Department Effective — April 28, 2017

Vested Pension

David C. Hale, Research Department Effective — February 17, 2017

Deborah C. Nisson, Personnel Department Effective — March 16, 2017

Appeals Filed with the International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to two appeals of Local Union 48 member Joseph S. Jacobs, and it is the decision of the International Executive Council to deny both appeals.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal of Local Union 1687 member Timothy A. Butler, and it is the decision of the International Executive Council to deny his appeal.

This regularly scheduled meeting was adjourned, on Monday, June 5, 2017, at 4:30 p.m. The next regular meeting of the International Executive Council will commence at noon, on Wednesday, August 30, 2017, in Chicago, Illinois.

For the International Executive Council

Patrick Lavin, Secretary June 2017

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



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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International President

Kenneth W. Cooper
International
Secretary-Treasurer

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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

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FROM THE OFFICERS

A Tale of Two Companies



Lonnie R. Stephenson
International President

The back page of this month's *Electrical Worker* is about a major rally the New York City labor movement sponsored early in the fall in solidarity with striking Charter cable workers.

These employees, members of New York Local 3, have been on strike since March because of the company's refusal to give up its efforts to slash retirement benefits and force employees to bear most of their health care costs.

This is not a company in financial trouble. Far from it. Charter is one of the most successful companies in the telecommunications industry. Its CEO, Tom Rutledge, earned \$98.5 million in pay last year, making him the country's highest-paid CEO.

Charter's efforts to squeeze its own employees has nothing to do with economics and everything to do with corporate greed. Greed that hurts workers and customers alike — all in the interest of appeasing Wall Street speculators.

Charter is the poster child for bad corporate behavior, but it doesn't have to be this way.

Around the same time Charter workers were marching across the Brooklyn Bridge, across the river in Manhattan, IBEW negotiators were finalizing a new three-year contract with CBS.

And the approach taken by CBS management could not be any more different.

Labor and management were able to sit down and openly talk about the issues that mattered to both sides and eventually come to a mutually beneficial agreement that boosted wages and benefits, while providing stability and fairness for the company.

And it won praise from IBEW members as well as CEO Leslie Moonves.

What we achieved at CBS is indicative that the low-road approach to labor-management relations taken by Charter cable is not the only option for corporate America.

There is a different model, practiced by the IBEW and our employer partners across the United States and Canada. One that prioritizes building a healthy working relationship and investing in employees — not treating them as the enemy. And one that judges success over the long term, not just by the latest gyrations in the stock market.

As we've seen at CBS and many other companies represented by the IBEW, it's an approach that works.

We will never give up standing up to corporate bullies like Charter. But we will also never stop spreading the message to corporate America that there is another way. ■

A Win for Workers Everywhere

The workers at Electrolux's Memphis, Tenn., plant are on a roll.

In September they won the largest union election vote in the South in many years, turning back a tide of unwelcome news for manufacturing workers that goes back decades. And now we get the good news that the victory at the ballot box has turned into an agreement at the negotiating table.

In a place where no one gave these workers a chance of winning, and where they had lost once before, they have a legally enforceable collective bargaining agreement that will not only transform their lives but the lives of their families and the communities they call home. Stability at work and higher wages will help rebuild the tax bases of towns and cities and fill the coffers of charities and the cash registers of small businesses.

I want to recognize Electrolux management for starting down a road that could transform that factory into a model of partnership where cooperation, not confrontation, becomes the norm.

The contract in Memphis is a rebuke to the way business is done for too long and in too many parts of the U.S. The endless hunt for negligible taxes, lowest worker salaries and minimal safety standards has been disastrous, whether its result is outsourcing jobs overseas or insourcing jobs from states that protect their workers to those that don't.

Unfortunately, these low-road companies have found willing partners in states and, at times, federal administrations who have fought against efforts by employees who want the freedom to come together at work.

It isn't sustainable and anything that is unsustainable eventually must come to an end.

These are tough times for unions — and the U.S. Supreme Court, the president and Congress all seem to be trying to make it harder.

But if the contract in Memphis demonstrates anything, it shows that working people can win in hard places. It took organizers from every branch, and real courage from our newest members, but we proved that this Brotherhood can win anywhere, in any industry, no matter how big the unit.

And we're not sitting back. We're thinking bigger. At the end of September, the 3,000 workers at Electrolux's Springfield, Tenn., plant officially began an organizing drive of their own.

The volunteer organizers have a very compelling message for their brothers and sisters on the factory floor. It isn't a promise or a dream. It's a contract signed by their bosses just over 200 miles away.

Two years ago, it was an impossible win. But we know the labor movement has been making the impossible possible for more than 125 years. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

In Word and Deed?

I am an 88-year-old great-grandfather, but I do feel I look at things more realistically. I am also a retired full colonel from the U.S. Army and a 70-year IBEW member.

I was heartened by Pres. Stephenson's editorial "The Trump Record" in the July issue of the Electrical Worker, comparing President Trump's campaign promises to his actions as president.

Having been a New Yorker, I was well acquainted with the president's early history, having worked next door to his first construction venture on his own, remodeling the Commodore Hotel in New York City.

He had stated during the ensuing years that he only builds union. After he started projects outside of New York he built them nonunion. He is a con man.

The IBEW should be political. We need an organization that supports us as individuals and protects us from those who want to destroy organized labor. The IBEW should support politicians and political parties that support unions and not support the "right-to-work-for-less" states.

*Dick Dickman, Local 3 retiree
New York*



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

First-Time Union Responders

In response to the online article about the IBEW's work to restore power following Hurricane Irma in Florida, for the first time ever we get to respond as brothers and sisters as Local 410 and I could not be any prouder. If you see a BGE truck make sure to welcome them to the Brotherhood! I wish I could join them but I'll be working on our first contract at home. Stay safe and may God watch over them all so that they return home without ANY injuries.

*Eric Gomez, Local 410 business manager
Baltimore*

About the IBEW's rebuilding effort following Hurricane Irma ["*IBEW Aids Irma-Savaged Southeast*" previously posted online and in this issue], as a Florida IBEW retiree, I can't tell you how much we appreciate you! Work safe and return safe to your homes.

*Lonnie McKenzie, Local 199 retiree
Ft. Myers, Fla.*

The Union Advantage

I'm am very proud to be a union member of the IBEW. It has given me the ability to support my wife and children and live relatively comfortably. I will fight to the death for all we have accomplished and for all that we stand for. Thank you to all who have fought and to all who are fighting to keep our unions strong! Enjoy your Labor Day brothers and sisters. We have earned it.

*Frank Almeida, Local 490 retiree
Dover, N.H.*

Standing up to Corporate Greed

I stand with the Local 3 members striking for a fair contract at Charter/Spectrum [Cover story, September Electrical Worker]. Joining Atlanta Local 613 was the best decision I ever made after getting screwed over by none other than Charter/Spectrum. Greed and corruption is how they operate. Great job, Local 3! Charter's union-busting won't work. Even 1,000 miles away, lives are affected.

*Erik Schrum, Local 613 member
Atlanta*

Helping in Houston

Responding to the IBEW's recovery efforts in Houston following Hurricane Harvey ["*After Harvey's Destruction, IBEW Members Working OT*," in the October issue of the Electrical Worker], This is awesome! Thanks to all the brothers and sisters for just being great people."

*David Curl, Local 357 member
Las Vegas*

WHO WE ARE

New Jersey Couple Opens Home to Homeless Vets

The small town of Jackson, N.J., just half an hour's drive from the Jersey shore, is home to the state's first transitional housing program for homeless female veterans thanks to the vision and generosity of a local couple driven to serve.

Mike Lipari, a 36-year member of New Brunswick, N.J., Local 456 says the project, called Guiding Light House, was the chance result of his wife, Julie Lipari, reading a story about female veterans in 2014.

"The five kids were out of the house, and life is so short," he said. "We just want to help people. Who better to serve than someone who served this country with honor and needs a little bit of help?"

Julie, who comes from a family filled with military veterans, said she looked around the couple's 2-acre property, which contains a main house and a stand-alone apartment in a separate building, and thought she and Mike could do more. "You never hear a lot about female homeless veterans because the government statistics don't differentiate between men and women," she said. "But the system isn't built for women. There are so many problems in mixed housing, and safety is a huge issue."

The Liparis said they learned that there are 2.2 million female veterans in the U.S., and that roughly 33,000 live in New Jersey. On any given night, as many as 4,000 of those are homeless.

So they set about trying to help. First they went to the town, where the mayor was enthusiastic about the project. But the couple ran into problems when their neighbors balked at welcoming the veterans into the area.

"That was shocking," Mike said. But he and Julie soldiered on, putting tens of thousands of dollars of their own money into the year-long legal effort to win town approval. It took almost another year, but after paying for lawyers, engineers and jumping through various bureaucratic hoops, Guiding Light House received its state shelter license in 2016.

"It was frustrating, but we kept our eyes on the goal," Julie said. "There were female veterans who needed our help, and we never forgot that."

In June, the Liparis welcomed their first resident, who moved into the apartment in need of short-term housing. She hopes to move into her own place soon, opening up the space for a new woman.

Julie has lived in the old farmhouse on the rural property for nearly 30 years, but if all goes to plan, she and Mike, who married in 2011, plan to leave at some point in the future. "When we get a few



New Jersey wireman Mike Lipari and his wife Julie stepped up to help homeless female veterans, founding Guiding Light House in their own backyard.

more residents, we'll move into the apartment ourselves," she said, "and turn the main house over to the residents. Then, when we're ready to grow more, we'll move out and hire a house manager to take over the day-to-day."

Ultimately, they plan to host five women at a time for up to 24 months each. The women who live at Guiding Light House will be required to be drug and alcohol-free, in school or working, and the Liparis plan to provide them with career counseling, certified life coaches and a host of wraparound services to help them make the transition from homelessness to self-sufficiency. Referrals will come from the U.S. Department of Veterans Affairs and Soldier On, a national homeless veterans program.

Mike, who joined Local 456 at age 19, says his good union job is a big reason he and Julie have been able to put so much into their passion for helping others. "I love what I do, and I know how fortunate I am," he said. "That's part of why we want to give back to others who haven't had it as good as we have."

In all, the Liparis have put about \$80,000 of their own money into the project, which involved Mike tapping his annuity. "We don't really care about things," he said. "We're about people and making a difference in their lives."

Still, Guiding Light House, which

has 501(c)(3) nonprofit status, won't be sustained on the Liparis' savings alone. They have a board of directors in place to make decisions for the organization, and they're raising money through their website, www.GuidingLightHouse.net.

"We're paying psychologists and certified life coaches, and everything costs more than you anticipate," Mike said. "If all our union brothers and sisters can give a few dollars to help these veterans get back on their feet, imagine what we could do."

Local 456 Business Manager Joe Egan says he's not surprised that the Liparis have chosen to give so much to female veterans, and he expects other members of his local will be happy to pitch in when the call comes. "Mike's a caring guy who's always doing stuff for others" he said. "Giving back to people who served our country is something everyone can get behind."

In their dream scenario, the Liparis hope someday to use Mike's construction background and connections to buy homes cheap, fix them up and sell them to veterans transitioning out of the program at a steep discount. "That would be the ultimate gift to these women," he said. "To get them off the streets, help them readjust to life outside the military, and then make them homeowners. Wherever we can go with this, we're ready to go." ■

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.

YouTube

Gov. Andrew Cuomo joined 1,800 striking workers at New York Local 3 to rally against unfair treatment by the Charter/Spectrum cable television giant. The message: "Give us a fair contract." YouTube.com/TheElectricalWorker.

Vimeo

When Hurricane Harvey unloaded more than 60 inches of rain on the city of Houston, members of Local 716 jumped to help rebuild. Watch their story at Vimeo.com/IBEW.



HourPower

In today's world of aging infrastructure, grid management and maintenance are key. Watch the Indiana substation feature on IBEWHourPower.com.



ElectricTV

The Auburn Transmission Project is a 14.5-mile, 115-kilovolt line that services two major utilities and crosses through challenging terrain. Watch the story at ElectricTV.net.



'Never Back Down' Friends, Allies Rally in N.Y. to Support Striking Members

New York Gov. Andrew Cuomo and Mayor Bill de Blasio made clear whose side they are on during a Sept. 18 rally: the 1,800 New York Local 3 members who have been on strike against Charter/Spectrum for six solid months. Both urged the company to return to the bargaining table and negotiate a contract that's fair for working families.

If not, there will be consequences.

"I want Charter to understand this," Cuomo said before a raucous crowd at Cadman Park Plaza in Brooklyn. "This is not a one-day affair. This is not the end. Today is the beginning. What's happening here today is the labor movement coming together in a way they haven't in decades."

A crowd including International President Lonnie R. Stephenson and AFL-CIO President Richard Trumka joined Local 3 members and thousands of supporters and walked across the Brooklyn Bridge into Manhattan, where de Blasio told the crowd that "we do not accept a greedy corporation trying to undercut the most basic right of working people."

Charter CEO Tom Rutledge earned \$98.5 million in pay last year, making him the country's highest-paid CEO.

"Is \$99 million enough per year?" said Alberto Pizarro, a Charter technician and Local 3 member for nine years. "I mean, is it really enough? I think some of that money could be taken to solve the problem."

Local 3 member Marvin Billups said, "It seems like we've been out forever," but his spirit remains strong.

"Tom Rutledge. Is sort of a bully," Billups told the crowd. "When I was a little boy, my mom told me to stand up to bullies and never back down. This is a fight I am willing to take to the end. Not only for myself, but my brothers and sisters in our union, my family and other union members."

Local 3 members went on strike against Charter on March 28. Few talks have been held and little progress has been made since.

The company, which acquired the city's cable franchise when it merged with Time Warner Cable last year, has refused to budge off initial demands to eliminate the health plan it now has with Local 3 members, in which the company pays most of the cost, and has proposed a plan that puts the financial burden on employees.

It also has proposed to eliminate company contributions to Local 3's pension plan, eliminate overtime pay on Saturday and Sunday, reduce the number of paid holidays and give it greater flexibility to subcontract work normally done by bargaining unit employees.

Stephenson said he was particularly heartened to see dozens of other unions from in and around New York walk



New York Local 3 Business Manager Christopher Erikson, wearing glasses and an orange shirt, leads marchers across the Brooklyn Bridge.

across the bridge with Local 3 members as a sign of support.

"It is what labor is all about, supporting one another and having each other's back," he said.

Charter's actions have struck a chord in a city that's traditionally been labor friendly. New York officials are investigating whether it broke the terms of the franchise agreement by bringing in replacement workers from around the country during the strike. Charter's actions also have been viewed as an attack by a profitable corporation on working families. It took in \$29 billion in revenue last year.

Cuomo noted the company was fined \$13 million by the state earlier this summer for not building out its cable network as quickly as it promised and hinted more could be coming. Charter is being investigated for several other violations. The franchise agreement with the city ends in 2020.

"I am going to hold them to every letter and the spirit of that document," Cuomo told the cheering crowd. "And if they don't get their act together and fulfill that agreement, they are going to be out of the state of New York."

Added de Blasio: "We have made it clear time and time again, if Mr. Rutledge wants to be a good citizen, he can come down to City Hall and bargain with this union. Every time, he doesn't show up."

Stephenson visited with Local 3 members before the rally and throughout the day and said support remains strong,



New York Local 3 members Alberto Pizarro, left, and Michael Truissi before a Sept. 18 rally at Cadman Park Plaza in Brooklyn.

even though many are discouraged by the strike's length.

"We're really not asking for any kind of increase over what people have had," he said. "We're ready to get back to work tomorrow. All we have to do is have Charter say, 'Let's get back to the table and let's get everyone back to work.'"

Pizarro and Michael Truissi, a plant engineer for Charter/Spectrum and Local 3 member for 30 years, said members have relied on each other for support throughout the strike. Truissi said he's heard from nonunion members that Local 3 members employed by Charter/Spectrum have excellent benefits. He agrees — and that they shouldn't have to give them up because the company remains highly profitable.

"It's not like we're looking to rip off the company," he said. "We just want what's fair. That's why it's called collective bargaining. We're bargaining for a fair contract."

Local 3 Business Manager Christopher Erikson, who also is chairman of the International Executive Council, noted that Local 3 always had an amicable relationship with Time Warner, which continued to contribute to its benefit package and remained profitable.

"That all changed when the Charter robber barons took over," he said. "In my opinion, they're like a greedy hedge fund owner that only cares about its profits. They cut to the bone, destroy the union, then sell it, leaving nothing for the community or the workers." ■