

THE ELECTRICAL WORKER

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IBEW News

Electron Evolution

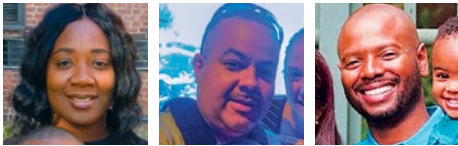
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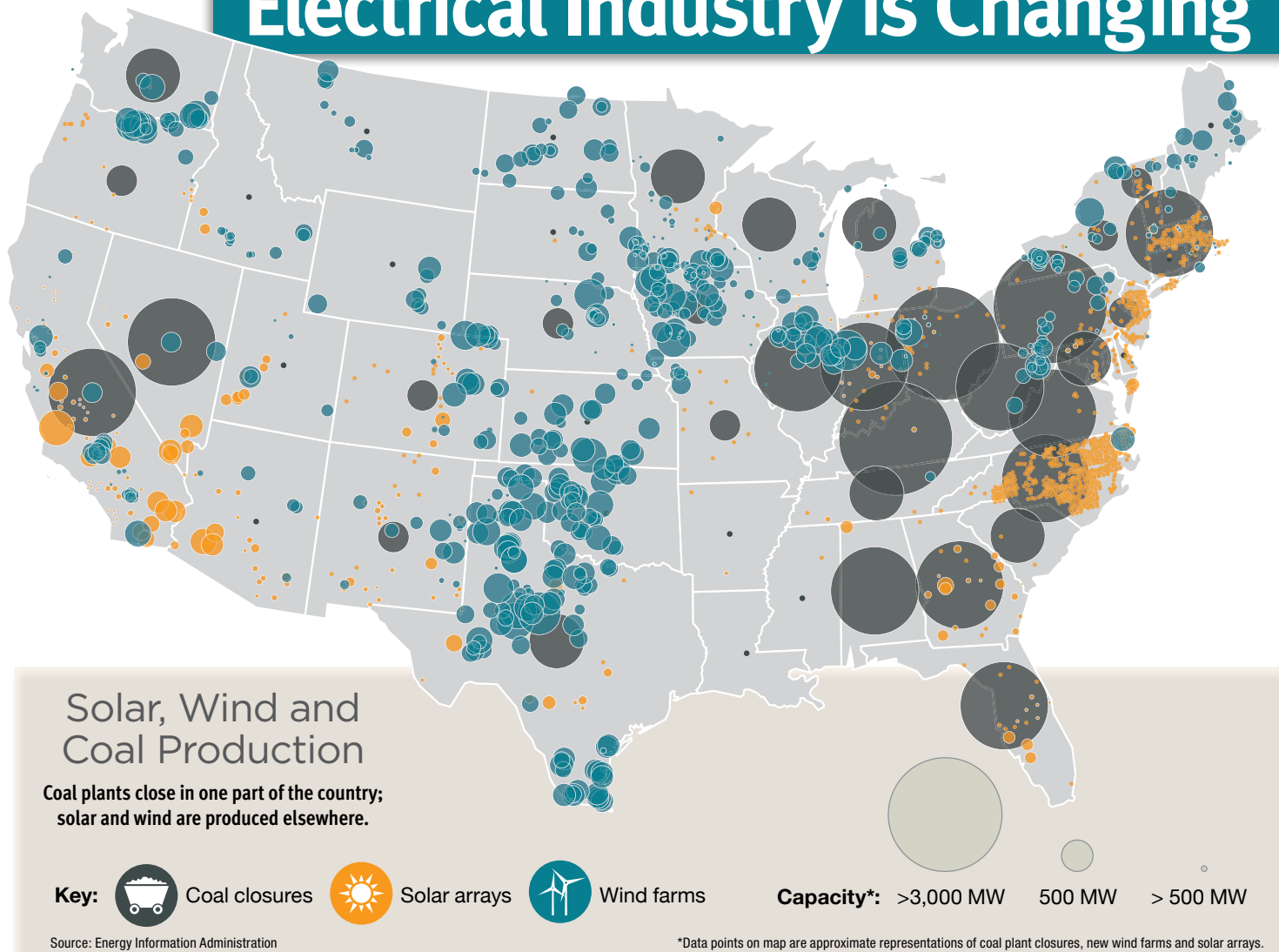
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Everything about the Electrical Industry is Changing



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Energy generation and power distribution — an \$880 billion a year business — has changed more in the last 20 years than in the preceding 100, and that change is likely to accelerate in the coming years.

It amounts to a quiet revolution in the industry that provides jobs for nearly two-thirds of the

ENERGY JOBS OF THE FUTURE

IBEW's members.

How and where we generate power is changing. When we use it is shifting. The grid itself is transforming from pipelines of electrons to supercomputers with millions of sensors and controllers that IBEW members will install and service and utilities will wield like a conductor of a symphony.

For the nearly 400,000 IBEW members who work in generation, transmission, distribution, con-

struction and rail, those changes will have a dramatic impact. Job responsibilities will change. Some traditional jobs will disappear while entirely new ones will arise, often in other places.

The demand for workers who can light up the nation has never been higher — but there are no guarantees that the new jobs will continue to be good jobs.

“The IBEW will look different in 20 years,” said International President Lonnie R. Stephenson. “There are momentous changes coming to some of the best blue-collar jobs in North America. The first step in meeting the needs of a changing world and providing an honorable living for the men and women who build and maintain it, is understanding the change that is already here.”

ELECTRICAL INDUSTRY continued on page 2

Everything about the Electrical Industry is Changing

The Trends Driving the Future of the Electric Industry

Since Thomas Edison brought the Pearl Street power grid online in Manhattan in 1882, the model for how we generate power and get it to customers has been remarkably resilient.

“If one of the founding members of the IBEW could get in a time machine and travel to the year 2000, they would have found a recognizable version of what they were building,” said Utility Department Director Donnie Colston. “A lot bigger and more complex, but recognizable.”

Until recently, power has been generated in massive, always-on powerhouses burning coal close to major load centers like factories and cities, with help from dams and nuclear and natural gas plants meeting variations in demand. The grid grew, but it was still owned by utilities that also owned the powerhouses and each grid was only loosely connected to any other, if at all.

Deregulation tore down the utilities’ grip on generation as well as distribution in the late 1990s. Today, the fuel mix is shifting away from coal and nuclear to natural gas and renewables.

Instead of a coal plant outside town, solar panels are as close as the roof and wind turbines can be hundreds of miles away.

Variable, often distributed renewable generation makes new demands on the grid. This advanced infrastructure will cost tens of billions of dollars every year, and much of it could flow through the hands of IBEW members. But, as the coal industry already knows, there will be painful disruptions as well.

Now, for the first time since the 1800s, demand for power in North America has been flat and it is not expected to grow much in the foreseeable future. Total demand for power in the U.S. is below 2002 levels and the Energy Information Agency expects it will grow 5 percent by 2040. Per capita use is also flat.

For decades, economic growth and demand for electricity have risen in lockstep. In the last decade that link has broken.

For the last 100 years, utilities have grown ever larger as demand for power has grown. Because of rooftop solar and energy efficiency, as well as the loss of industrial and manufacturing jobs, that era may be over.

“With LEDs, for example, you are replacing a 100-watt lightbulb with something that draws only 15 watts,” said Director of Business Development Ray Kasmark. “Multiply that by every office building, factory and house.”

Other forces driving change in the electrical power industry include market prices, changes in global demand for fuels as well as federal and state regulations.

“Generation and distribution go hand in hand and they are changing 180 degrees,” Kasmark said. “You used to build powerhouses near population centers or near water or both and brought coal to them. Now we build wind and



The 1,000-MW Coffeen Power Station — here worked on by Decatur, Ill., Local 146 member Greg Mueller — has survived by upgrading environmental controls at a cost of nearly \$1 billion, making it one of the cleanest coal plants in the Midwest, but also one of the most expensive to run. Its future, like many other baseload generators, is uncertain.

Photo by Curt Richardson

West Frankfort, Ill., Local 702 members working on one of the final overhauls before unit #1 shutdown at the Culley Generating Station in southern Indiana. Photo by Elizabeth Weyer



solar where the resources are and deliver the electricity.”

Coal in Retreat

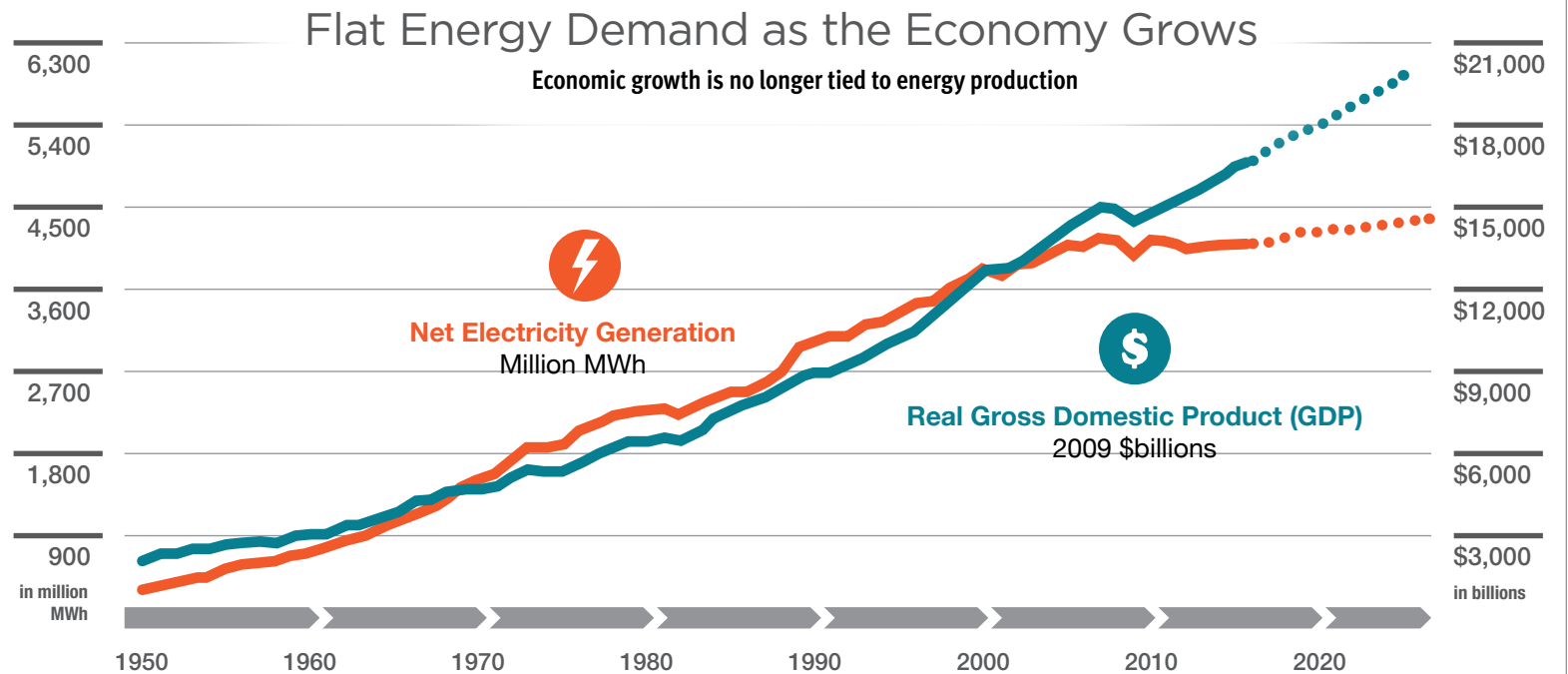
In April, Secretary of Energy Rick Perry directed his staff to find out why 531 coal generating units representing approximately 59 gigawatts of generation capacity retired from the U.S. generation fleet between 2002 and 2016. An additional 28 gigawatts are scheduled to close by 2025, according to the Energy Information Agency.

Most of the coal-fired power plants being closed today were built in the post-WWII era, before the Clean Air Act passed in 1970. Smaller than more modern coal

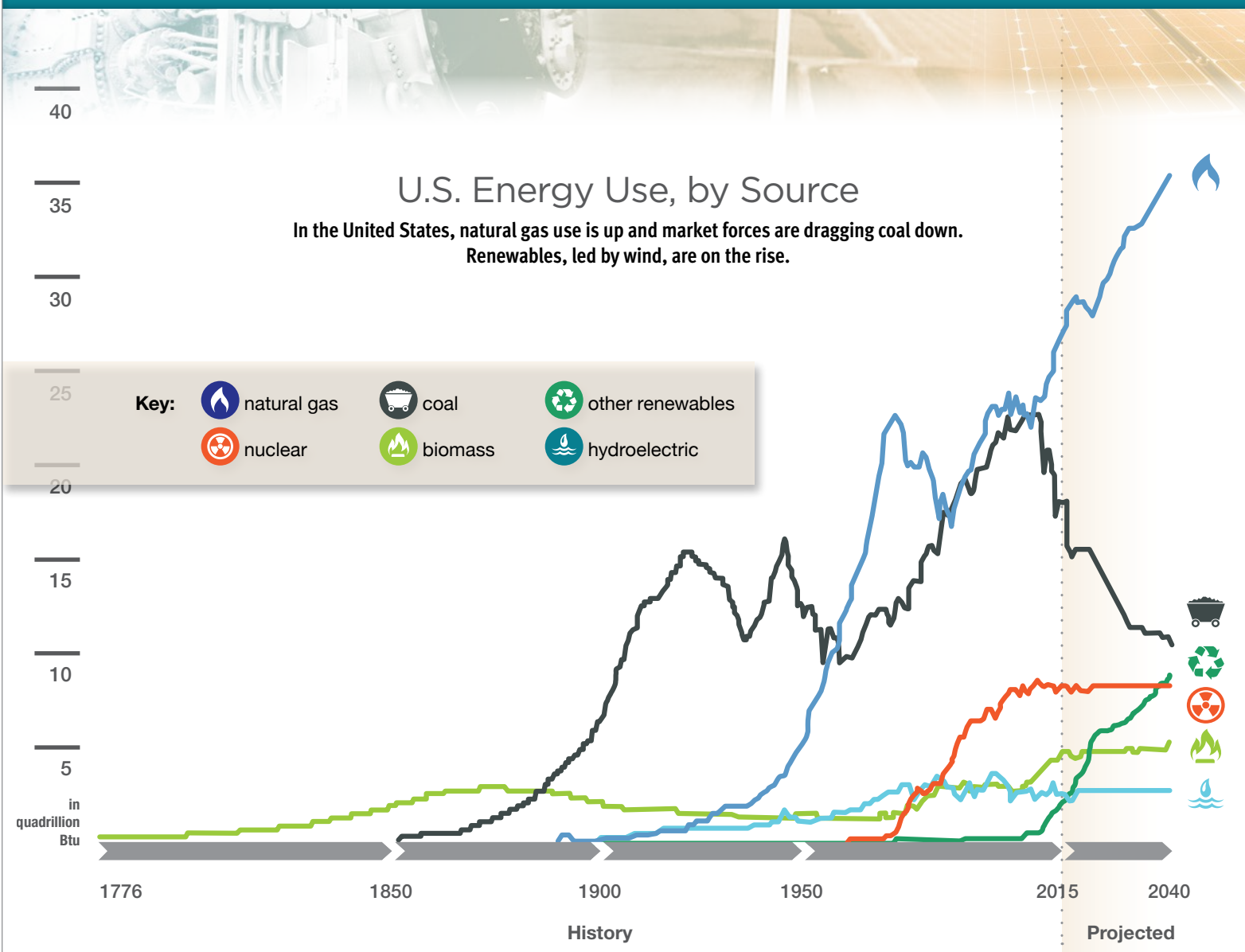
powerhouses, with few of their environmental safeguards, the assumption was that they were being retired rather than upgraded to meet new regulations.

The U.S. Power System
By the Numbers

- Approx. 7,700 operating power plants
- 707,000 miles of high-voltage transmission lines
- More than 1 million rooftop solar installations
- 55,800 substations
- 6.5 million miles of local distribution lines
- 148.6 million customers paying \$400 billion to 3,354 distribution utilities in 2015



Source: Energy Information Administration



Source: Annual Energy Outlook 2016

The expectation was that the report would blame — as President Trump has — environmental regulations like the 2014 Clean Power Plan that sought to limit fossil fuel emissions.

But the report (which can be found at <http://bit.ly/DoEreport>) found the largest contributor to the closure of coal powerhouses was not increased regulation but an inability to compete against natural gas. Since 2007, the cost per BTU — a measure of energy — of natural gas has fallen nearly 60 percent; the cost of coal per BTU has risen 20 percent.

The result is a 38-percent decline in coal use since 2007 to its lowest level in four decades. During the same period, natural gas consumption more than doubled. Last year, for the first time in U.S. history, natural gas produced more energy than coal.

“Some of these coal powerhouses will run for another 30 or 40 years but we will not be building any more,” said Construction and Maintenance Department Director Jim Ross. “And we’re seeing a steep drop in maintenance: fewer outages and always shorter. They are driving them into the ground. Why maintain them?”

Ross said there has been a steady decline in work under the national maintenance agreement for power generation work.

In October, the Trump administration announced its intention to repeal the CPP, although that will take months and will likely be met with substantial legal challenges. Even if it is successful, a 2016 study from Columbia University concluded “If natural gas prices remain at or near



Even nuclear power is feeling the threat from natural gas and renewables. The Vermont Yankee Nuclear Power Plant was one of several plants that closed because of market competition alone. Since the announcement in 2014, the workforce has been cut 90 percent.

current levels, or renewable costs fall more quickly than expected, U.S. coal consumption will continue its decline despite Trump’s aggressive rollback of Obama-era regulations.”

Across the IBEW, the disappearance of coal has been devastating.

Every month new closures are announced, and not just in the eastern coal belt in Appalachia. In October, Texas-based Vistra Energy confirmed the closure of three coal powerhouses in 2018.

“We’ve seen coal plants with 200 members converted into natural gas plants with 25 workers full stop, but we’ve never had to close a local until now,” said

Seventh District International Vice President Steven Speer. “Now we are.”

Rockdale Local 2078 in rural East Texas will lose all 400 of its members when the Monticello and Big Brown powerhouses are shuttered in 2018. Speer said the local is negotiating retirement, severance and extension of health benefits for as long as they can.

“This will be devastating, and not just for our members. These jobs are the foundation for entire communities,” Speer said. “There isn’t any other industry like it out there. When these jobs go, taxes to schools, to the county, to towns, will all go down and, maybe, just away.”

Nuclear is on the Ropes

The disruption of cheap natural gas, flat demand and the falling cost of renewables hasn’t been limited to the coal industry.

Nuclear power, the other baseload energy producer, has been suffering too.

Nuclear power has represented about 20 percent of total energy production for decades, and until recent years, nuclear plants have been stable and profitable once built.

Since the first of more than 100 commercial nuclear reactors came online in Shippingport, Pa., 60 years ago, some have retired at the end of their useful life or after accidents, but most nuclear plants stayed open and profitable.

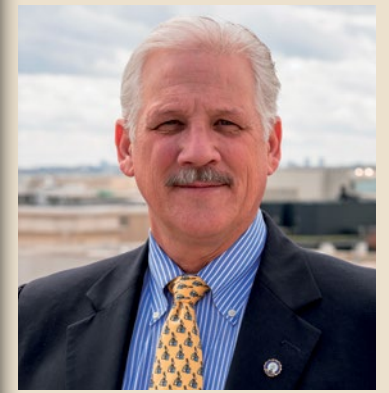
Since 2013, however, Kewaunee in Wisconsin, Vermont Yankee in Vermont and Fort Calhoun in Nebraska did not.

For example, 170 members of Montpelier, Vt., Local 300 worked at the 620-megawatt Vermont Yankee plant when it was running at full capacity. Only 13 are left.

“Only 30 members will have retired when the plant is ready for decommissioning,” said Local 300 Business Manager Jeffrey Wimette. “About 90 have moved to other generation jobs, but none of those were in Vermont. The other 37 just went away and when the fuel is removed and stabilized, the last 13 will be gone too.”

In its 2017 Annual Energy Outlook,

ELECTRICAL INDUSTRY
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“

The power grid is the most complex machine ever built. We can’t get this wrong.”

– Utility Department Director Donnie Colston



“

The value of someone who can turn a set of pliers is going up.”

– Director of Business Development Ray Kasmark



“

More than \$130 billion in natural gas construction projects are already approved — we just have to fight for it.”

– Construction and Maintenance Department Director Jim Ross

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the EIA predicted that up to 25 percent of current nuclear capacity will retire by 2050 and will not be replaced. Of the 15 nuclear reactors scheduled to close, 10 cited are retiring because of market conditions alone.

More than 15,000 IBEW utility members work full time in nuclear plants and thousands more construction and maintenance electricians work during outages.

Nothing close to that number are required on solar, wind or natural gas installations.

Colston pointed to recent legislative victories in Illinois and New York, where state governments introduced clean energy standards that more accurately reflect the value of carbon-free baseload power. Seven nuclear reactors that were scheduled to close in those states will stay open.

Similar laws are under consideration in Ohio and Pennsylvania.

“Absent any government protection for baseload, the market will drive it out. We are betting the future of our economy on unproven technology. But I believe that message is getting out,” Colston said.

Gas is Booming

One clear winner has emerged in the last 10 years. Hydraulic fracturing has transformed the U.S. into an energy superpower. Fracking shifted natural gas powerplants from high-cost, occasional producers that only ran when demand was at its peak into the new backbone of the generation fleet.

Unfortunately for utility workers, natural gas plants require significantly fewer workers to run and maintain than coal or nuclear.

Colston’s home local, Louisville, Ky., Local 2100, for example, has not only seen coal plants close, at least in one case the coal powerhouse was converted to combined-cycle natural gas.

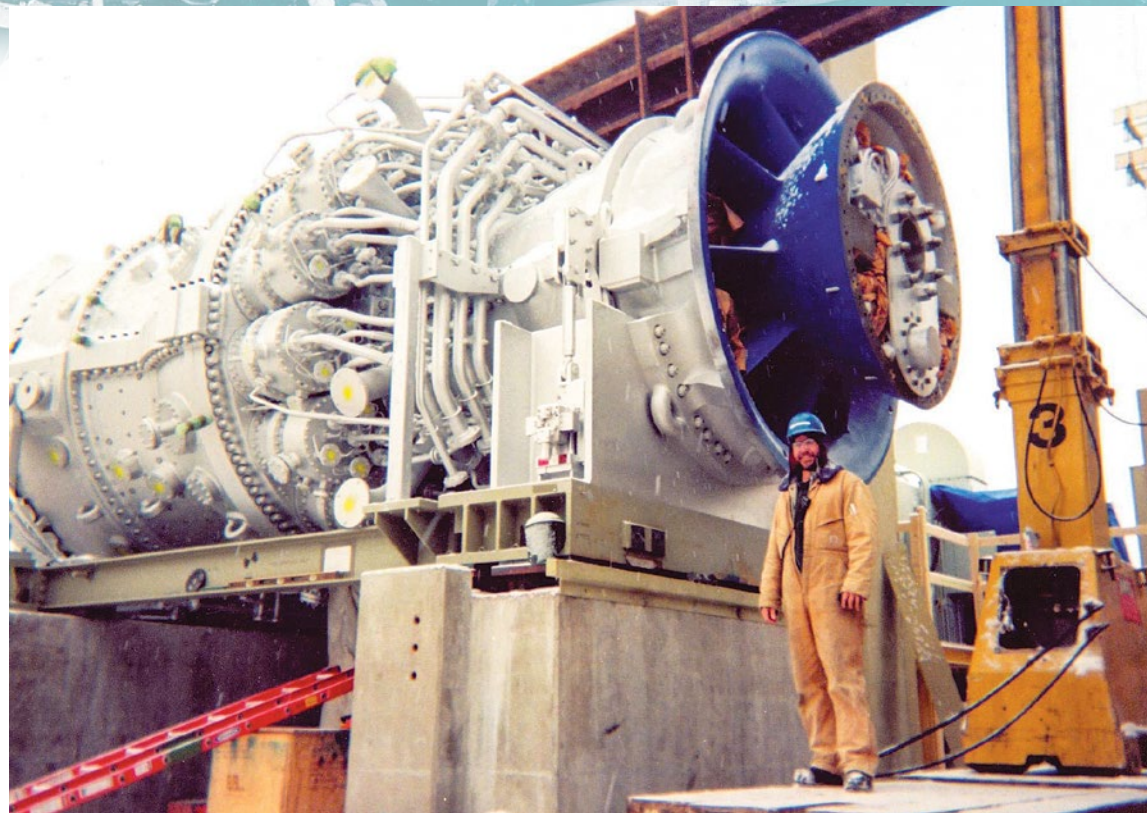


Photo by Fred Bellman

The biggest winner so far in the generation revolution has been natural gas and power plants that use it to run turbines like the one next to Green Bay, Wis., Local 158 member John Hoogland at the Cambridge, Wis. peaker power plant.

“We went from about 120 members working there to less than 25,” Colston said. “The reality is new energy generation is capital intensive, but has low manpower requirements for both utility and maintenance workers.”

However, new plants in new locations are translating into significant increases in demand for line work. New plants need transformers and a connection to the grid. In many cases, developers are putting gas peaker plants closer to customers, but they are finding distribution grids that are already at or near capacity.

“The owners of new powerhouses want a connection now, but upgrading the grid to handle it is not going to take a few months or even years,” said International Representative Ed Mings. “We will see a lot more of that kind of work, reconnecting generation not just across the

country, but locally.”

Part Two of this series will explore how the change in the electrical generation industry is transforming distribution and transmission.

One Megawatt Closes, Three More Open

There are potential bright spots for IBEW workers.

For every coal or nuclear powerhouse that closes, those megawatts must be replaced. And even though demand is flat, when baseload capacity is replaced with renewable energy like wind and solar, it cannot be replaced megawatt for megawatt because wind patterns and hours of sunlight are constantly changing.

Every power plant has a nameplate capacity: how much it can produce when

going full out. But the reality is that no power plant produces 100 percent of its nameplate capacity 24/7, and for some generation technologies, reality falls far, far short.

Baseload power, particularly nuclear, comes closest. At the bottom are the flexible, backup “dispatchable” natural gas turbine plants that respond to demand spikes.

In between are the variable renewable energy sources. For example, solar generation is nearly 2 percent of nameplate capacity in the U.S. but only produces about 1 percent of total power.

For every megawatt of nameplate baseload capacity that closes, at least two, three or even four times that amount of solar or wind is required to replace it.

The greater the penetration of variable renewables, the more need there will be for redundant generations, Kas-

mark said, and the IBEW has been very competitive on grid-scale projects.

“The value of someone who can turn a set of pliers is going up,” he said. “What keeps me up is manning the work. We’ve got 20,000 apprentices and I could put twice that many to work.”

Utility-scale solar installations, for example, grew at an average rate of 72 percent each year between 2010 and 2016, faster than any other generating technology.

For California locals including Bakersfield Local 428, Riverside Local 440 and San Bernardino Local 477, grid-scale solar has been a new gold rush.

At the depth of the recession, nearly 40 percent of Fresno Local 100 members were on the bench and even the ones who were working rarely saw 40 hours of work each week.

In the last three years, however, man-hours returned to pre-recession levels and nearly 80 percent of the work was on grid-scale solar projects.

“Solar saved this local,” said former business manager Kevin Cole.

Solar is playing catch-up. It is the fastest growing generation technology, but the true renewable success story is wind power.

As of December 2016, more than 21 gigawatts of utility-scale solar generating capacity was in operation across the United States; installed wind capacity is approaching 100 GW and at the end of 2016, for the first time, surpassed that of hydroelectric power.

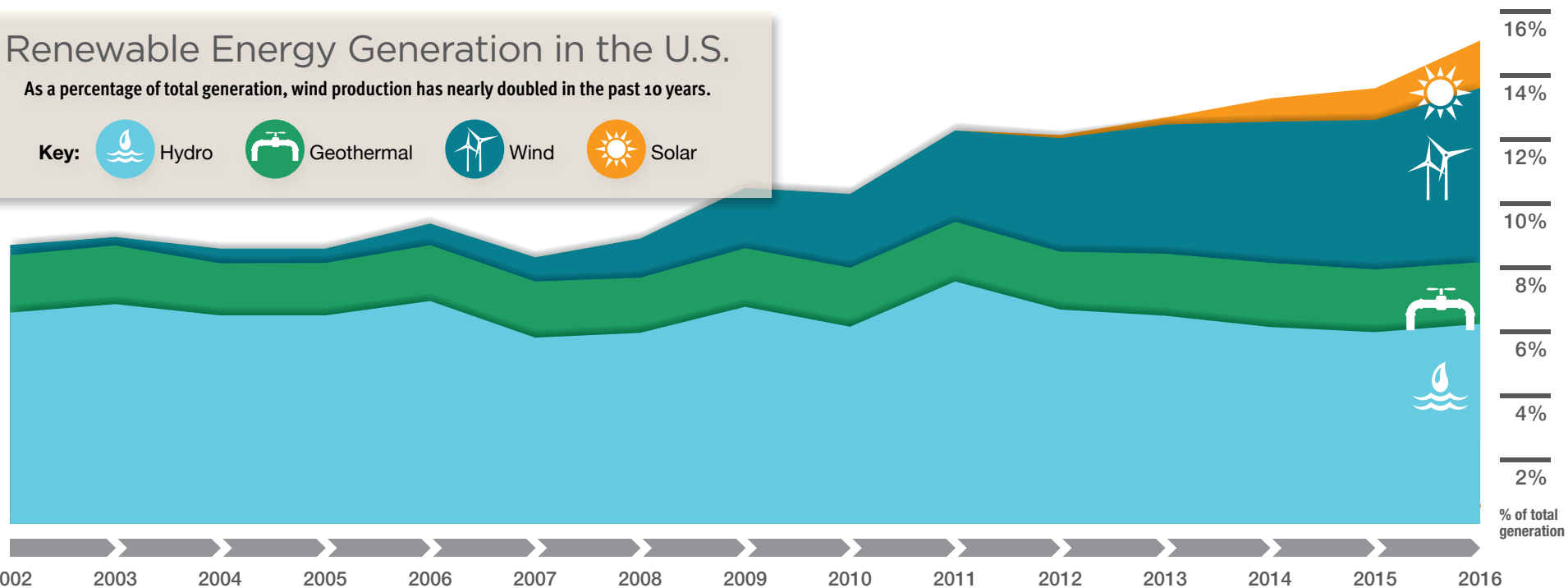
Job growth has been strong in the renewable sector. The solar and wind workforce increased by 25 and 32 percent, respectively, in 2016, according to the DoE report.

In 2017, solar industries provide jobs for 373,000 Americans. Wind industries provided another 101,000.

Renewable Energy Generation in the U.S.

As a percentage of total generation, wind production has nearly doubled in the past 10 years.

Key: Hydro Geothermal Wind Solar



Source: Energy Information Administration



Renewables like solar photovoltaics are disrupting the traditional energy generation workforce, but it is also creating jobs for tens of thousands of IBEW members like San Diego Local 569 member Cesar Chaidez.

The challenge for the IBEW is that many of the new jobs are lower skill, lower wage and nonunion and often hundreds, even thousands of miles away from where jobs are being lost. Coal powerhouses are, for the most part, located near population centers east of the Mississippi.

Wind installations are built where fuel is cheapest and most abundant, the Midwest.

And if a power generating company is thinking about building a solar installation, they go where sun is most plentiful, or in the case of North Carolina and Massachusetts, where state laws have been most encouraging.

"A minimum wage job spinning a 9/16-inch wrench in the desert of California is not a replacement for a middle-class job operating a coal plant in Kentucky," Colston said.

The Promise of Clean Coal and Market Reforms

There are, Colston and Ross said, some reasons for thinking the worst outcome could be avoided. Even if the U.S. is moving away from coal, the world isn't and there is opportunity there.

"We cannot bring coal back here. It is based on this false perception that CO2 won't matter. It will, whether in this four years or in the next," Colston said. "But the reality is, the growth of coal use will drop here but it is going up faster overseas. Not by much, but we have to address that."

About half of the coal consumption in the world is in China and the International Energy Agency doesn't forecast



Since it surpassed hydroelectric generation this year, wind turbines like the one being wired up by Des Moines, Iowa, Local 347, members Tyler Knoll, Ron Cook and Brian Vinke produce more energy than any other renewable.

any significant drop in coal consumption there through 2025. At the same time, coal consumption in India and developing countries in Africa will rise, offsetting much of the drop in North America and Europe.

What we need, Colston said, is a significant investment in clean coal, capture or sequestration, modern technologies that retain coal as a fuel source but mitigate carbon dioxide emissions.

"We will not reach the reduction in CO2 emissions we need globally without some kind of clean coal, capture or sequestration and the U.S. should be leading the way," Colston said. "It is also an enormous economic opportunity for whatever country gets this right."

More importantly for IBEW members, he said, it could save jobs.

"We have to address the threat of global climate change. Everyone will benefit when we do," he said. "But we should do it in a way that doesn't put so much of the burden on so few people."

Colston said that another potential cause for optimism are regulatory reforms to the bulk energy marketplace like those proposed by Secretary of Energy Rick Per-

ry in October.

Perry's proposal would increase payments to baseload producers. Today, with some exceptions, the price for electricity at a given time is set by the lowest cost provider.

Because of subsidies to solar and wind, at times those producers can charge zero and still make a profit.

"The problem isn't renewables versus baseload. The problem is that we rely on baseload generators to be there when we need them but don't pay them enough to guarantee they won't close," Colston said.

The Federal Energy Regulatory Commission, which oversees deregulated energy markets, is considering changes to the pricing system in bulk power markets. Reforms could include larger payments for providing reserve capacity and other services or allowing new kinds of purchasing agreements with utilities.

"There will be many amazing new technologies coming. They have enormous promise," Colston said. "But the power grid is not only the most complex machine ever built, it is the most important, to our economy and our country. We can't get this wrong." ■

THE FRONT LINE: POLITICS & JOBS

Massachusetts IBEW Member Wins State Senate Seat

Brother Paul Feeney is the newest member of the Massachusetts state Senate after the Boston Local 2222 member and Verizon central office technician handily defeated his two opponents in a special election.

"We couldn't be prouder of Paul," said Local 2222 Business Manager Myles Calvey, who is also a member of the International Executive Council. "He worked so hard for this, and his IBEW brothers and sisters and the labor community here got behind him 100 percent."

His win marked the second election victory for IBEW members in New England this year, joining Manchester Local 2320 Brother Kevin Cavanaugh, who won a state Senate seat in neighboring New Hampshire in July.

"I've said it before, but no one represents the interests of IBEW families better than IBEW members," said International President Lonnie R. Stephenson, "and Brothers Paul and Kevin and the Second District are setting a great example for all of us. I hope we'll see more of our members running for office — and winning — in the near future."

Feeney says he couldn't have won without the tremendous support of the labor community in Massachusetts. "The IBEW locals, the state AFL-CIO, active members, retirees, they all came together and helped me spread the message that working people deserve a strong voice in the Massachusetts state Senate," Feeney said. "This election was about working class values — good healthcare, education, a living wage — and the voters listened and backed my vision for our state. I'm thrilled to win, but I'm even more excited to get to work for everyone in the district, whether they voted for me or not."

Calvey said Feeney's campaign stuck to the high road, even when the other side deployed some dirty tactics — including demeaning mail pieces and misleading robo-calls — in the campaign's final weeks. "Paul is a guy who wants to make change, and that starts with running a clean campaign. He did this the right way, with hard work, a strong message and grassroots support. He deserves all the credit."

"This was a great victory for labor in Massachusetts," said Boston Local 103 Business Manager Lou Antonellis, whose members knocked on doors, made phone calls and distributed literature across the suburban district south of the city. "It's easy to be cynical about politics these days — whether it's Republicans or Democrats — but our members got behind Paul Feeney without question. He's the real deal, and he'll be a champion for working people in the statehouse."

Business agent Frank Aikens led Local 103's effort, helping to send more than 100 volunteers wherever they were most needed. "It was a 24/7 job in the last few weeks, and every one of them helped put Paul over the top," Antonellis said.

"We really appreciate the help from all over the Massachusetts labor community, IBEW and otherwise," Calvey said. "I've known Paul Feeney a long time, and he's going to be a great senator. I guarantee he'll wake up every day thinking about how he can help make life better for working people."

Calvey said he hopes Feeney will get to work soon on at least one issue that's particularly irritating to IBEW members in the telecommunications industry — double poles. "They're supposed to take down old utility poles when new ones are installed," Calvey said, "but the 30-day deadline is ignored because the companies don't want to spend the money. Now we've got 157,000 of them all over Massachusetts." Having an ally in office, he hopes, will get the state to step up enforcement.

Feeney was sworn into the full-time position at the beginning of November, but he warned that because he won in a special election in October, he'll be coming back for help sooner than many of his Senate colleagues.

"We've got to do this again in November 2018," he said of his re-election. Feeney suggested anyone with campaign signs should hold on to them. "We're going to need them again real soon." ■



Boston Local 2222 member Paul Feeney, center, campaigning with Massachusetts Rep. Joe Kennedy, right. Feeney's victory puts an ally for working people in the Massachusetts state Senate.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Trudeau Demands Right-to-Work Rollback

In the United States, President Donald Trump has repeatedly threatened to scrap the North American Free Trade Agreement, arguing that only a businessman like him can bring back manufacturing and restore jobs that long ago left for Mexico.

But it's Prime Minister Justin Trudeau who is leading the way for workers in NAFTA negotiations. In late August, Trudeau told members of Canada's United Food and Commercial Workers union that he'd deliver a trade agreement they could be proud of.

"This modernization [of NAFTA] has been a long time coming and we're going to get a fair deal for Canadian workers," he said. "After years of neglect, organized labour finally has a strong partner in Ottawa, and we will not let you down."

When NAFTA became law in 1994, it was the beginning of an unprecedented exodus of manufacturing jobs from the U.S. — more than 700,000 according to some studies. But the trade deal resulted in the loss of tens of thousands of Canadian jobs as well.

The ability of manufacturers to off-shore jobs to Mexico, where labour standards and wages were well below that of the U.S. and Canada, proved too tempting for American and Canadian manufacturers to resist.

"The thing is, Canada didn't just lose jobs to Mexico," said First District international representative and Political Action/Media Strategist Matt Wayland. "Canadian manufacturers moved jobs to the American South and to right-to-work states as well."

That's why Trudeau and Foreign Minister Chrystia Freeland demanded during the second round of negotiations in September that the U.S. roll back right-to-work laws that limit the power of American workers to negotiate for fair treatment and better wages.

"It makes a lot of sense," Wayland said. "If Trump and the American negotiators want to claim that underpaid Mexican workers are stealing their jobs, then our government has just as strong a case to make that laws like right-to-work depress U.S. wages and undercut Canadian workers."

Right-to-work laws, which allow workers to opt out of the fees associated with union membership while still requiring the union to represent them, depress wages in the 28 U.S. states where they are in effect. Canada doesn't have similar laws, although the idea has been floated by conservative politicians in several provinces.

According to studies, workers in right-to-work states earn US\$6,109 less on average than their counterparts in free-bargaining states. Employees in right-to-work states are also less likely to have health benefits, more likely to live below the poverty line and have a nearly 50 percent higher chance of being killed in a workplace accident.

"The Canadians are giving America

a wake-up call," U.S. Sen. Elizabeth Warren wrote in an October op-ed for CNN. "As negotiations continue, the United States should take a close look at how our own broken labor policies are hurting American workers — and fix them."

"A nation that cares about its workers shouldn't need foreign negotiators to sound the alarm," she wrote. "It's a national embarrassment — and it should spur us to action."

Trudeau also gets high marks for open channels of communication with stakeholders on all sides of the Canadian trade spectrum, including organized labour.

"We've been asked for input from the beginning," said First District International Vice President Bill Daniels. "After every round of negotiations, the Liberal government has made sure to update us on progress and to listen to our concerns."

Wayland says that outreach included a meeting with labour leaders and Freeland before negotiations began in August, a September meeting with Canadian

negotiators after the third round of talks in Ottawa and regular conference calls with updates after each round.

While U.S. negotiators have "ticked the box," by talking with labour throughout the process, insiders characterized the Trump administration's outreach as much less robust than that of their Canadian counterparts.

Still, labour leaders are hopeful that a deal can be reached that elevates working people and levels the playing field, while still facilitating strong international trade and strong economies in North America.

"Trade deals should work for all the parties involved, but NAFTA was flawed from the beginning," International President Lonnie R. Stephenson said. "Now we've got a chance to fix it, to raise standards for working people in the U.S., Canada and in Mexico as well. We hope negotiators on all sides will follow Prime Minister Trudeau's example and put the interests of working people front and center as the negotiations go forward." ■



Prime Minister Justin Trudeau visited Mexico City in October. He talked trade with both President Donald Trump and Mexican President Enrique Peña Nieto. The fifth round of NAFTA negotiations took place last month in the Mexican capital.

Trudeau exige d'abolir le droit au travail

Aux États-Unis, à maintes reprises le président Donald Trump a menacé d'abandonner l'Accord de libre-échange nord-américain en entier; en faisant valoir que seul un Homme d'affaires comme lui peut ramener le secteur manufacturier et de rétablir la situation des emplois laissés au Mexique depuis longtemps.

C'est alors le premier ministre Trudeau qui mène la voie pour les travailleurs dans les négociations de l'ALÉNA. À la fin du mois d'août, entre le premier et le deuxième cycle de cinq cycles de négociation jusqu'à maintenant, Trudeau a mentionné aux membres du syndicat des Travailleurs et travailleuses unis de l'alimentation et du commerce au Canada qu'il allait présenter une entente commerciale dont ils seront fiers.

« Le processus de moderniser l'ALÉNA attendait depuis longtemps et nous allons obtenir une entente équitable pour les travailleurs canadiens, » dit-il. « Suite à des années de négligence, le syndicat a finalement un partenaire de poids situé à Ottawa, et nous n'allons pas vous décevoir. »

Ce fut le début d'un exode sans précédent pour les emplois américains du secteur manufacturier au moment où l'ALÉNA est devenu loi en 1994 — plus de 700 000 selon certaines études. Cependant, l'entente commerciale a également conduit à la perte d'une dizaine de milliers d'emplois canadiens.

La possibilité de laissée les secteurs manufacturiers à créer des emplois au Mexique, où les normes du travail et les salaires sont nettement inférieurs à ceux des États-Unis et à ceux du Canada est dev-

enue trop tentante pour le secteur manufacturier américain et canadien d'y résister.

« La réalité est que, le Canada n'a pas seulement perdu les emplois au Mexique, » explique Matt Wayland de l'action politique/stratégiste en médias et représentant international du premier district. « Les secteurs manufacturiers canadiens ont transféré les emplois en Amérique du Sud ainsi qu'aux régimes du droit au travail également. »

Voilà pourquoi en septembre, Trudeau et la Ministre des Affaires Étrangères du Canada Chrystia Freeland ont exigé au cours du deuxième cycle de négociations que les États-Unis abolissent le droit du travail qui affaiblit le pouvoir de négociation des travailleurs américains de négocier un traitement équitable et d'obtenir de meilleurs salaires.

« C'est tout à fait logique, » répond Wayland. « Si Trump et les négociateurs américains veulent prétendre que les travailleurs sous-payés du Mexique volent leurs emplois, notre gouvernement a donc une preuve solide de dire que les lois telles que celle du droit au travail baissent les salaires aux États-Unis et nuit aux travailleurs canadiens. »

Retirer l'obligation d'un travailleur de verser sa cotisation syndicale à un syndicat est le but du droit au travail, tout en exigeant d'être représentés par les syndicats, alors que le salaire à la baisse dans 28 États Américaine demeure en vigueur.

Le Canada ne dispose pas de législations similaires, bien que l'idée ait déjà été soulevée par les politiciens conservateurs dans plusieurs provinces.

Selon certaines études, les travailleurs régis par le droit au travail gagnent 6.109 \$ américains de moins en moyenne que leurs homologues régis par une convention collective. Les employés régis par le droit au travail auront tendance à n'avoir aucun avantage en matière de soins de santé, sont plus susceptibles à vivre en dessous du seuil de la pauvreté et ont plus de 50 pour cent des chances d'être tués lors d'un accident sur le lieu de travail.

« Les Canadiens donnent lieu à une prise de conscience aux Américains, » dans une lettre d'opinion écrite par la sénatrice américaine Elizabeth Warren pour le CNN parue au mois d'octobre : « alors que les négociations se poursuivent, les États-Unis devraient regarder de plus près la manière dont nos propres lois syndicales ne fonctionnent pas et nuisent aux travailleurs américains et de les corriger. »

« Une nation qui se soucie de ses travailleurs ne devrait pas à avoir recours à des négociateurs provenant de l'étranger pour donner lieu à une prise de conscience, » écrit-elle. « C'est une honte nationale et ceci devrait nous pousser à agir. »

Trudeau a obtenu beaucoup de mérite en ouvrant la voie de communication avec les parties prenantes de tous les côtés du spectre commercial canadiens, y compris le syndicat.

« Ils nous ont consultés depuis le début, » mentionne Bill Daniels, le vice-président international du premier district. « À la suite de chaque cycle de négociation, le gouvernement libéral a veillé à nous donner des informations sur

les dernières avancées et de tenir compte de nos préoccupations. »

Avant la tenue des négociations prévue pour le mois d'août, Wayland témoigne que ce programme comprenait des réunions avec des leaders syndicaux y compris Freeland; après le troisième cycle de négociation à Ottawa, une réunion était tenue avec les négociateurs canadiens au mois de septembre, et une conférence téléphonique était régulièrement organisée suite à chaque cycle pour fournir des mises à jour.

Alors que les négociateurs américains « ont coché la case » pour discuter avec le syndicat pendant tout le processus, les sources ont décrit les efforts de l'administration de Trump beaucoup moins fermes que leurs homologues canadiens.

Les leaders syndicaux ont tout de même espoir à ce qu'ils parviennent à une entente qui vise le bien-être des travailleurs et d'offrir des chances égales, tout en facilitant les échanges internationaux et une économie solide en Amérique du Nord.

« Les ententes commerciales devraient être équitables pour toutes les parties concernées, mais l'ALÉNA avait une faiblesse depuis le début, » mentionne le président international Lonnie R. Stephenson. « Nous avons maintenant une chance de la corriger, d'améliorer la qualité de vie des travailleurs aux États-Unis, au Canada et au Mexique également. Nous souhaitons que les négociateurs de toutes les parties aillent suivre l'exemple de Trudeau et de placer les intérêts des travailleurs à l'avant-plan à mesure que ces négociations avancent. » ■

TRANSITIONS

APPOINTED

Jammi Juarez



Vacaville, Calif., Local 1245 organizer Jammi Juarez has been appointed the Membership Development Department's Director of Professional and Industrial Organizing, effective Oct. 1.

Juarez comes to the position after several years as a staff organizer for the nearly 20,000-member local, where she worked on successful political and organizing campaigns both at home and across the U.S.

"The IBEW changed my life," Juarez said, "and every opportunity I have to help someone else discover what this union can do for them and for their families is so incredibly important."

But Juarez didn't always know that organizing — or even the union — was in her blood. She started out as a service representative for Pacific Gas & Electric in 2006 and joined the IBEW as part of Local 1245. It would be four years before she'd get actively involved with the local.

"Honestly, I was a single mom with two daughters. I told myself I didn't have time or that it wasn't important," she said. "But I had a great business representative, Arlene Edwards, who kept asking, kept pushing me to get involved. In 2010, she broke me down, and I agreed to attend a training called 'Change the Narrative' about how to use more effective language when talking about unions."

Juarez said it was a decision that revealed her true calling. Within months, she was a shop steward and later served as recording secretary and vice chairperson for her unit at PG&E. She also began to work on political campaigns, first at home in California against a paycheck deception initiative, and later around the country, including battles against anti-worker laws in Florida, Ohio and Wisconsin.

"It became a lifestyle for me," Juarez said of the work she took on as one of Local 1245's member-organizers.

In 2013, Juarez was one of two organizers dispatched by Local 1245 Business Manager Tom Dalzell to assist Rockford, Ill., Local 364 in organizing Greenlee Tools, a manufacturer of equipment PG&E lineworkers used on a daily basis.

"That was a turning point for me," Juarez said. With fellow PG&E member-organizer Casey Salkauskas, the team from California spent 28 days on the ground doing house calls and having conversations with the plant's workers about why it was important for them to join together to fight for better working conditions.

A government shutdown delayed the vote and sent her back to California for a month, but Juarez and Salkauskas returned to Illinois for a second time in the two weeks leading up to the new vote. "We won with twice as many 'yes' votes than 'no' votes," she said, "and the feeling you get, knowing these people's lives

have been totally changed, that's why I love organizing," she said.

More organizing victories followed, including one at Sun Optics, a skylight manufacturer in California, but Juarez credits her organizing success to Dalzell's vision and the expertise of the people who taught her along the way. "I had this amazing business manager who believes in hands-on training, and in putting the resources into organizing," she said. "He sent me all over the country to help improve the lives of others through the IBEW, and that level of enthusiasm and commitment is what I hope to bring to this new position."

"Knowing these people's lives have been totally changed, that's why I love organizing."

— Jammi Juarez

In 2014, Juarez came on staff at her local as a full-time organizer and served for a time as business representative and organizer. She has served as an alternate delegate to the IBEW's International Convention, as a delegate to the Ninth District Progress Meeting and to meetings of the Electrical Workers' Minority Caucus, Reach Out and Engage Next-Generation Electrical Workers and the AFL-CIO's Next Up Young Workers Program, among others. In 2016, she received the Ninth District's "Above and Beyond" award for organizing.

Dalzell describes Juarez as a "natural-born organizer," who he always knew would be a star in the IBEW. It's something Stephenson saw in her as well from when they first met in 2011 fighting Gov. Scott Walker's efforts to eliminate collective bargaining for Wisconsin's public employees and again when she was organizing at Greenlee and he was Sixth District vice president.

"I'm confident that Sister Juarez is going to put her heart and soul into bringing the benefits of the IBEW to as many working people as possible, and I wish her all the best in her new role," he said. ■

RETIRED

Jeff Rose



After nearly 40 years with the IBEW, Jeff Rose, district organizing coordinator for the 11th District, has retired, effective May 1.

Born in Marshalltown, Iowa, Brother Rose was initiated into Waterloo, Iowa, Local 288 in 1978. The journeyman inside wireman transferred to Des Moines, Iowa, Local 347 when work dried up 10 years later, he said, and to be closer to Rhonda, the

woman who would become his wife.

Rose served two terms on Local 347's executive board before accepting an organizer position with the local in 1994. His tenure included working for two years on an initiative in Florida to increase market share, from 2006-2008, followed by another effort in Michigan. In 2009, 11th District Vice President Curtis Henke tapped him to be the district organizing coordinator, a position he held until his retirement.

"When you talk to Jeff about organizing, his eyes sparkle," said 11th District International Representative Jerry Kurimski. "He's a great motivator."

Rose credits much of his success to being organized himself. It wasn't until he was approached by Don Frost, then business manager of Local 288, while working at the University of Northern Iowa, that he considered joining.

"He told me that they had a lot of work, what the pay and benefits would be and that there was a pension, which I didn't have at the time," Rose said. "It was a no-brainer."

That experience gave him a better understanding of what nonunion workers go through, Rose said.

"Jeff was a major contributor to IBEW's organizing culture," said Doug Buchman, a Local 347 organizer who worked with Rose. "It was a lot harder in his day. The culture has really changed and he's a major factor in that."

Rose and his fellow organizers pioneered the practice of job fairs, which paired signatory contractors with non-union electricians.

"His motto was 'get the information to them and let them decide.' It's something I adopted from him," Buchman said.

His team would visit all the non-union contractors in an area and talk to them about the benefits of having a union workforce. They also got to know more about the competition.

"Are they really good, or do they have a station wagon with a ladder strapped to it? That kind of thing," he said.

Rose said the most rewarding parts of the job were the moments when someone would approach him and tell him how grateful they were for the union and how much it helped to have health insurance and a retirement to look forward to.

"He has the genuine ability to make everyone feel welcomed in a conversation, people respect that," said Local 347 Business Manager Patrick Wells. "It encourages them to participate."

Now that he's retired, Rose says he's enjoying spending time with his daughters Christina and Kelsey, and his four grandchildren. He's also fishing and golfing more, and planning a trip to Mexico with his wife.

"The IBEW has been everything to me. It's been my life," he said. "For so long, your phone is always going off, there's always email, then you retire and it all goes quiet. It's a big change, but it's a good one."

IBEW officers, members and staff are grateful to Brother Rose for his years of service and wish him the best in his retirement. ■

RETIRED

Guy Runco



Eighth District International Representative Guy Runco retired on July 1, capping a 42-year IBEW career that began and ended in his hometown of Pueblo, Colo.

Runco was hired as a groundman by Southern Colorado Power in 1974 and joined Pueblo Local 667, following in the footsteps of his father, Gaetano, a line crew foreman and a Local 667 member who served on its executive council. His mother, Dotti, worked for the Pueblo Board of Water Works and was a member of the American Federation of State, County and Municipal Employees.

He went on to become a labor leader himself. Runco became a Local 667 steward and earned a spot on the executive council before being elected president in 1984.

"During my term as president, I got to see in a little more detail how everything worked and how the local operated," he said. "Once I did that, I knew I had some interest in that sort of thing, so I decided to run for business manager."

In 1987, he won his first term before being re-elected four more times. One of his proudest accomplishments was ensuring that no jobs were lost when Centel Electric, a major employer of Local 667 members, went through a merger, he said.

"I enjoyed the interaction with the members," Runco said. "I think I really had a good rapport with them. I've got to say, at the beginning of my first term, I spent a lot of time making sure companies were miserable. I did that for about a year before realizing I wasn't making any headway."

"After that, I tried to find common ground. Once I did that, I really did form a pretty good relationship with them."

In 1999, Runco was tapped by then-

Eighth District International Representative Jon F. Walters — who later served as international secretary-treasurer — as an international representative.

"The time was right," he said. "The business manager, sooner or later, is going to get beat. The opportunity and the job itself, knowing I would be working and helping to resolve issues within locals, was certainly appealing."

Runco originally was assigned to local unions in eastern Montana, but his territory eventually spread to most of the Eighth District, which includes Colorado, Idaho, Montana, Utah and Wyoming.

Ricky Oakland, assistant to the international president for membership development, worked with Runco while Oakland was the business manager at Casper, Wyo., Local 322. He remembers Runco being especially eager to help and not being intimidated by working with construction locals, even though he had a utility background.

That came through when he played a key role during a successful organizing drive at a Riverton, Wyo., electrical contractor that had been the largest nonunion electrical firm in the state, Oakland said.

"Whatever I needed, I could count on him," Oakland said. "I thought he was the best international representative I ever had when I was a business manager and I had a few of them."

Runco and his wife Kathie plan to keep their home in Pueblo while spending more time traveling and visiting with their five children and five grandchildren.

"I am grateful to the IBEW," he said. "I believe I owe it for pretty much everything I have. There were all the benefits of membership and I got to see the true benefits of collective bargaining. It was plain to me we would not have the wages we have without collective bargaining and the ability go out and negotiate."

The IBEW officers and staff thank Brother Runco for his service and wish him a long and happy retirement. ■

IBEW MERCHANDISE



Men's Silver Watch \$100.00

Men's silver ion plated stainless steel watch with silver IBEW initials, fist and lightning bolts on face. Features ion plated stainless steel band with safety latch and water resistant housing.

16GB Flash Drive \$12.00

Sixteen GB flash memory - storage / transport stick. Blue with white IBEW initials and logo.

Black Beanie Hat \$5.00

100% acrylic knit hat with embroidered 1" IBEW initials.

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

www.ibewmerchandise.com

LOCAL LINES

2017 Notable Projects — Kudos to IBEW Members

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OHIO — 2017 was an exceptional year for Local 8. Our book stayed pretty much clear for most of the year. Many thanks to the hundreds of sisters and brothers from locals near and far who helped fulfill the demand safely and professionally. Most notable projects included the Chrysler-Jeep retooling, GM Powertrain, and Fermi nuclear power plant outage projects.

The work situation should stay consistent throughout 2018 with groundbreaking right around the corner at Oregon Clean Energy Generating Plant 2, and the Cliff's Ore Briquette Refining, to name a few.

Our Local 8 Members Christmas Party is Dec. 18, and the Children's and Unit Christmas parties are scheduled throughout the month. Hope to see you attend.

On behalf of the officers and staff, we wish everyone a merry Christmas and a prosperous new year.

Mike Brubaker, P.S.

Labor Day Celebration

L.U. 16 (i), EVANSVILLE, IN — The Labor Day Association's 131st Labor Day Celebration, a four-day event, was held in Princeton, IN, from Sept. 1-4.

This well-established tradition of Labor Day festivities to honor working people included carnival rides, inspiring speakers, a motocross race, a demolition derby, family activities, meals for attendees, and as always, an outstanding parade — allowing everyone in attendance to enjoy the holiday.

IBEW Local 16's own Kim Musgrave and her husband, Bil Musgrave, served as this year's grand marshals for the Labor Day parade. Indiana's Democratic U.S. Sen. Joe Donnelly, a union supporter, also was present to encourage the crowd. Many thanks to all who worked so hard to make this Labor Day festival possible, especially IBEW Bros. Brandon Gretler and Ricky Rush.

Several volunteers stepped up to make the IBEW's family picnic a great success. This event offered excellent food, games and contests. Younger family members liked the bounce houses and the pedal pulling tractors. Pins for a combined 5,030 years of service to the union were awarded, and opportunities to make new friends as well as build the bonds of brotherhood were enjoyed by all.

Local 16 would like to express its appreciation to all the brothers and sisters who stepped up to help man the massive amount of employment opportunities this area has been given.

Donald P. Beavin, P.S.

125th Anniversary Celebrated

L.U. 22 (i,lpt,rts&spa), OMAHA, NE — For the members of Local 22, it's been a very busy year. We've had several special events that clearly define our history and our purpose as a union.

The strength of our union is in our very active membership. Events such as the annual picnic and the Labor Day parade are always well attended. The Fallen Brothers Benefit supports the families of deceased members, and the BBQ Smokeout brings the Omaha area trades together for some friendly barbecue competition.

Over the year, Local 22 has enjoyed a period of steady employment. During that time, we have relied on IBEW traveling brothers and sisters to help man our work. To all travelers, past and present, we thank you!

The biggest event this year was the local's 125th Anniversary Celebration. Local members and spouses spent the evening celebrating brotherhood, craftsmanship and solidarity. Perhaps the most memorable moment was the pin ceremony. Unlike traditional pin ceremonies, the pins were presented to the members by IBEW Int. Pres. Lonnie R. Stephenson and Eleventh District Int. Vice Pres. Curtis E. Henke. That is a very distinct privilege and honor for the members who have served this Brotherhood well.

2017 was good to us and we hope the same for you.

Joel Anderson, P.S.



At 125th anniversary celebration: Local 22 Pres. Tom Jankowski (left), IBEW Int. Pres. Lonnie R. Stephenson, 70-year service pin recipients Archie Boscardin and Howard Bolton, Int. Vice Pres. Curtis E. Henke, and Bus. Mgr./Fin. Sec. Barry Mayfield Jr.

Scholarship Golf Outing; 18th Annual Family Picnic

L.U. 24 (es,i&spa), BALTIMORE, MD — The local held its 18th Annual Family Picnic at Conrad Ruth's Villa on Aug. 13 this year. Over 1,200 members, retirees and their families were in attendance throughout the day. The weather was perfect, the food was delicious, the beer was cold and the spirit of brotherhood was strong.

On Thursday, Aug. 24, the local union held its Annual Scholarship Golf Outing. Through the hard



At Local 24 union meeting, Bro. Neil Wilford asks members to draw names to select scholarship winners.

work of those involved and all those who donated, we were once again able to award 20 \$1,000 scholarships. The recipients were drawn at random at the September union meeting. Congratulations to all the recipients, listed as follows:

Gabrielle Carusos - University of Findlay; Grace Marie Garrett - Loyola University of Maryland; Megan Chaney - York College of Pennsylvania; Natalie Goscinski - Salisbury University; Kaitlyn Cooper - Harford Community College; Megan Lynch - Towson University; Matthew Demchuk - Anne Arundel Community College; Amanda McGowan - Towson University; Emma Dillon - Cecil College; Erin Rae McHale - Salisbury University; Nicole Donovan - Community College of Baltimore County; Christina Mills - Harrisburg Area

Community College; Lexi Rae Evelyn - Eastern University; Daniel Pardoe - Anne Arundel Community College; Kevin France - Daytona State; Patrick Phillips - St. John's University; Noah Frankenfield - Salisbury University; Philip Prevosto IV - Green Mountain College; Mitchell Freund - Frostburg University; and Alexandra Siebenhaar - University of Maryland Baltimore County.

Peter P. Demchuk, B.M.

2017 Holiday Events; Three-Year Agreement Ratified

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — I'm sure everyone is busy getting ready for the holidays. I hope you have planned to take an evening out for some brotherhood/sisterhood and holiday cheer by attending one of our Local 26 December parties/meetings. The schedule for this year is as follows:

- Front Royal — Friday, Dec. 1, at 7 p.m., at Holiday Inn Hotel Front Royal Blue Ridge Shadows, 111 Hospitality Dr., Front Royal, VA.

- Maryland — Friday, Dec. 8, at 8 p.m., at Camelot by Martin's, 13901 Central Ave., Upper Marlboro, MD.

- Roanoke — Saturday, Dec. 9, at 7 p.m., at Hidden Valley Country Club, 2500 Romar Rd., Salem, VA.

We celebrated our 125th anniversary at the MGM National Harbor in September and Local 26 Vice Pres. Larry R. Greenhill Sr. kicked off our celebration by singing the national anthem (see photo below, right).

A new three-year Teledata agreement was ratified by the members in the unit.

Our very active retirees enjoyed a 12-night cruise in August and visited Spain, France, Italy and Montenegro. They also held their annual crab feast in October and had their raffle drawing in November. They hope to cruise to Alaska in 2018.

We wish everyone a very happy and safe holiday.

Several members passed away since our last article: Robbie B. Reed, Nathan J. Jones, Robert L. Terrett, Richard D. Cates, Charles L. Main III, Joseph T. Baldwin, Francis X. Porter and Carl C. Shepherd.

Best wishes to recent retirees: Benjamin R. Spangler Jr., Jeffery E. Lee, Paul L. Borgeson, Patrick I. Main, George H. McIntire, Robert W. Kidd, Justo Ventura-Tola, Bobby C. Jacobs, Gerald A. Allewa Jr., Stephen J. Edwards, William E. Fox, Scott A. Dinneen, David R. Dawson, Paul V. Ploski, Gary W. Sherman and David D. Sherrill.

George C. Hogan, B.M.



At Local 26's 125th anniversary celebration at MGM National Harbor, Vice Pres. Larry R. Greenhill Sr. sings the national anthem.

Annual Awards Banquet

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — As Local 34 eagerly anticipates the upcoming year, allow us to reflect on some 2017 accomplishments.

Congratulations to the following recent IBEW Local 34 retirees: Ken Swanson, Marvin Mathews,

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(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	(u) Utility	(uow) Utility Office Workers
(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.

Stewart Powell, Rob Hild, Mike Christ, Mike Hall, Barry Campen, Lester Peebles, Steve Gardner Sr., Larry Hamilton, Mike Dean, Dennis Yeske, Clayton Seaton, Phil McCabe, Randy Kleist, Doug Joseph, Don Wiegang, Mike Grzywa, David McCann, Bruce Tritsch, James Mason, Tom Mattson, Emily Hauge, Brian Flemming, Bob Frietsch, John Rhoades, Ronald Hanauer, Edward Light and Darrel McIntyre Jr.

It was an honor to recognize these members at our annual awards banquet with a gold watch to commemorate their dedicated service to the IBEW as well as celebrate nearly 200 members with years-of-service pins. This event was enjoyable as always and well attended. What a great opportunity each year to reunite with familiar faces and catch up.

We also took this opportunity to honor the memory of those brothers and sisters who have gone before us. Please visit www.ibew34.org for a complete memorial list.

On behalf of the officers and staff at IBEW Local 34, we would like to extend holiday greetings to the entire IBEW and wish you a happy and prosperous new year.

Marc Burnap, P.S.

Amazon Project Underway

L.U. 38 (i), CLEVELAND, OHIO — Congratulations to all the Local 38 members who recently completed their apprenticeships. A special thank you to the Electrical Training Alliance Platinum Partners — Milwaukee Tool, Klein Tools, Ideal Industries and Graybar — for their continued support of the IBEW Local 38 top electrical and telecommunication graduating apprentices. Please support these vendors when making your next tool purchases.

Work has picked up in our area with the start of the Amazon fulfillment center being built at the old North Randall Mall site. Ullman Electric has the project and may have up to 100 Local 38 members working on the nearly 1 million-square-foot building. The crane is up at 515 Euclid Avenue as the new 28-story Beacon apartment building is being erected on top of the existing parking garage. Plans call for the start of the 34-story Playhouse Square apartment building to start this year as well as the renovation of the Cleveland Athletic Club, which is slated to be converted into 177 apartments.

The family Christmas party will be Sunday, Dec. 10, at the Masonic Hall. Doors open at 1 p.m.

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



Receiving awards as the top apprentices in their graduating class are: Local 38 members Roger Petry (left), Vernon Kittrells, Keith Carpenter and Jafar Shaheed.

Holiday Food & Toy Drives; Los Angeles Dodgers Game

L.U. 40 (em,i&mps), HOLLYWOOD, CA — Local 40 closed the summer season with a strong showing of solidarity at our annual Los Angeles Dodgers group outing. Over 80 people attended the game, and represented the local by wearing IBEW 40 themed Dodge

er shirts. Special thanks to our partners at Los Angeles County Chapter NECA (LA/NECA) for supporting this event. This event has continued to grow, and has provided us an opportunity to build relationships within the membership and to show others in the community what the IBEW is about.

With the holidays coming up, the local is giving back to the community, as we have continued our holiday season food and toy drives. We have challenged ourselves to help those in need. Local 40 wishes everyone in the IBEW a happy and safe holiday season, and will be celebrating the holidays at our annual “That’s a Wrap!” event on Dec. 9.

Stephan Davis, R.S./B.R.

Officers Elected

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT — The membership of Local 42 elected Michael Treadwell as business manager on July 14, 2017.

Bus. Mgr. Treadwell has been a member of Local 42 for 20 years. He has served as an officer of the union for seven years, including six years as the local’s president and referral agent. Congratulations to Bus. Mgr. Treadwell and all the newly elected officers of Local 42.

Ebony DeJesus, P.S.

Seattle’s Tunnel Project

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Seattle’s SR 99 Tunnel Project began boring the 9,270-foot tunnel with “Bertha,” the largest tunnel boring machine ever manufactured with a cutter head 58 feet in diameter, in July 2013. In December 2013, tunneling stopped after failure of the main bearings. Two years later, in December 2015, Bertha was repaired and tunneling resumed. Tunneling for the project was completed in April 2017 and Bertha was fully dismantled and removed by the end of August.

There is still a large amount of work on this project for our wiremen. The tunnel will have 16 electrical rooms along the 1.7-mile route. As of September, nine of these electrical rooms were under construction. Local 46 has just over 100 wiremen on the project working for two electrical contractors. The estimated completion date is early 2019.

The SR 99 Tunnel Project is being constructed under a project labor agreement (PLA). We have found that negotiating PLAs for public works projects is an excellent tool for promoting quality and ensuring that union labor is used.

If IBEW travelers are interested in working out of Local 46, please take the necessary steps to get your Washington state Journey-Level Electrician certificate before you come out. Washington does not reciprocate with any other state and there are no temporary electrical licenses. Please contact us and we will assist you with getting your Washington state license.

Warren Shill, V.P.

United Way Award

L.U. 50 (u), RICHMOND, VA — IBEW Local 50 Bus. Rep. Doug Williams, who also serves on the local union Executive Board, recently was honored to receive the United Way of South Hampton Roads “Labor Union Member of the Year” award.

Brother Williams is an operations mechanic and 25-year employee at Virginia Natural Gas. He is also an Eastern Virginia Labor Federation member, and serves on the Virginia AFL-CIO Executive Board.

For his entire career at VNG, Brother Williams has participated in numerous volunteer events sponsored by VNG and IBEW Local 50, including the March of Dimes Walk, the annual Polar Plunge in support of the Virginia Special Olympics and the American Heart Association, just to name a few.

As a business representative for Local 50, Brother Williams is steeped in leadership. He is committed to helping his union brothers and sisters connect to the resources they need when emergencies occur. Brother Williams inspires his fellow co-workers and union members to join in the fight for the health, education and financial stability of every person in every community. He is committed to improving his community and advocates volunteerism and participation through the United Way of South Hampton Roads.

John Albert, Treas./B.R.



IBEW Local 50 Bus. Rep. Doug Williams, executive board member, receives Labor Union Member of the Year Award presented by United Way of South Hampton Roads, VA.

2nd Annual Poker Run — Motorcycle Ride a Success

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI — The second annual Local 58 Poker Run was held Saturday, Sept. 9. Each year we honor a fallen member who has helped change our local for the better. This year we honored Ed “Gator” Wojno.

Our 110-mile journey took us around Anchor Bay, up the St. Clair River, and to Lake Huron before ending at our Labor Temple in Port Huron.

Volunteers cooked food and held raffles for the Benevolent Fund. Bro. Jay Fiondella’s band, “Crossing Woodward,” provided entertainment on this beautiful Saturday. Last year the run was hindered by rain, with only 20 bikes showing up. This year there were 43 bikes, and some participants drove in their cars.

This event is an opportunity for sisters and brothers from all aspects of the trade to enjoy a ride together. Our plan is to alternate routes around town so everyone gets a chance to participate. Please look for more information as next summer approaches.

Andy E. Dunbar, Pres.



Local 58 contingent assembles for 2017 Poker Run event, which saw great participation.

Annual Picnic & Graduation; State AFL-CIO Convention

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters. Local 68 held its annual picnic on Aug. 19. It was well attended, with approximately 600 members and their families at the event. Thank you to those who donated gifts for the door prize giveaways. On behalf of Local 68, a special thanks to all those who volunteered, especially Zeb Clemenson, Chris Loza, John Michelli and John Vaticano, who helped out from start to finish. Volunteers help to make events like this successful.

On Sept. 21 and 22, the local was host to the Colorado AFL-CIO 2017 Biennial Constitutional Convention. About 150 brothers and sisters from various locals from across the state were present to help elect the leadership team that will guide our state federation for the next two years.

The Denver JEATC held a Completion Ceremony on Aug. 12 for the apprenticeship graduating class of 2017. We are glad to welcome 36 new journeyman wiremen. Congratulations to all!

We extend deepest sympathy to the families of our recently deceased brothers: Keith Liss, Joseph Sleming, Larry Shull, Richard Peck, Steven Schultz, Edward Frain, Fenton Fockler, Fred Slavsky, Norman Venard and Terry Brauch.

Morgan J. Buchanan, Pres.



Local 80 Bus. Mgr. Dennis Floyd (left) and Pres. Warren Kilgore (right) present 65-year service pin award to retiree Howard Ange.

Annual Oyster Roast

L.U. 80 (i&o), NORFOLK, VA — Greetings, brothers and sisters. Local 80 would like to congratulate all our members who received their IBEW service award pins at the September union meeting. Thank you to everyone for all your service and hard work throughout the years.

Our Annual Oyster Roast was Friday, Oct. 13. We always look forward to getting all the retirees, brothers and sisters together at this event for some great food and conversations.

Our local had a slow summer this year with a lot of our work being delayed, but as of this writing we are expecting that work will pick up soon. We look forward to ending this year strong! Thank you to all our sister locals that have provided work to our brothers and sisters during this lean time.

Wil Morris, A.B.M.

LOCAL LINES

Fight for Workers' Rights

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — The Missouri governor signed into law a “right to work” bill in February, making Missouri the 28th right-to-work state.

This happened just four weeks after the governor took office. Lightning speed for legislation to become law, but RTW has been the Republican goal for decades. Gov. Eric Greitens did campaign on passing right to work. The ink was barely dry on the RTW bill when a petition for referendum was filed. The governor awoke a sleeping giant.

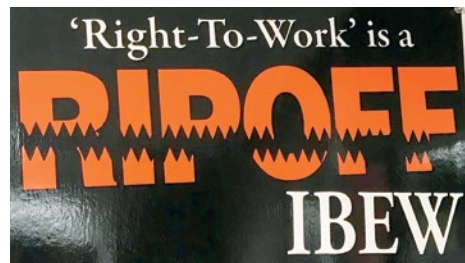
Labor worked together to gather 90,000 signatures to force a statewide referendum on the issue for the November 2018 ballot. The signatures had to be gathered before the law went into effect on Aug. 28, 2017.

With large help from the IBEW, organized labor gathered more than 300,000 signatures. The signatures were delivered just 10 days before the law was scheduled to take effect.

We have secured a place on a 2018 ballot to let all the people decide on RTW, not just one man. This is going to be an expensive campaign and will take a lot of volunteers. The IBEW is once again stepping up to defeat RTW or any other legislation that strips workers' rights.

[Editor's Note: To read more, see August 2017 news article, “In Missouri, Fight Against Right-to-Work is Far from Over,” posted on IBEW website at www.ibew.org/media-center/Articles.]

Steven Morales, P.S.



IBEW Local 124 and organized labor fight to defeat “right-to-work” measures.

Big Projects Underway; New Apprentice Line Workers

L.U. 126 (catv,lctt,o&t), PHILADELPHIA, PA — IBEW Local 126 welcomes 27 new apprentice line workers (pictured below). Thanks to a strong work outlook, and the demand from both existing and newly organized contractors, these apprentices are the third group of new apprentices we have indentured in 2017. Several of these apprentices have quit jobs at nonunion electrical contractors to start their new career, knowing they will be receiving better all-around training along with a strong financial package, better benefits and working conditions as mem-



IBEW Local 126 welcomes 27 new apprentice line workers, pictured at “boot camp.”

bers of IBEW 126. We thank all the instructors who sacrificed their weekends to provide training for these apprentices, the future of the IBEW.

Currently our members are staying very busy on several large transmission, distribution and commercial projects with overtime available for many of our members. Line clearance members have been doing a great job keeping up with the demand from our customers, while also dedicating manpower to storm relief efforts.

Michael Simmonds, B.R.

Successful Summer Projects

L.U. 146 (ei,i&rts), DECATUR, IL — Our collective hearts go out to all the victims of hurricanes Harvey, Irma and Maria, as well as those affected by the earthquake and aftershocks in Mexico, and the people involved in the horrific event that took place in Las Vegas in early October.

We at Local 146 had a good spring and summer with the outage at Clinton Power Station, the windmill farm, and several other smaller projects in and around the Decatur area. More projects are yet to come in the near future.

The annual John V. Workman Steak Fry ended the summer season for us as 37 members participated in a celebration of brotherhood. Larry Lawler and Gary Eades received their 60-year service pins at the event. It is always wonderful to see the retired members and cherish the memories with them.

Hope everyone had a great Thanksgiving with family and friends. We are embarking on yet another festive holiday season. Our December will be filled with our apprentices, and some caring and giving journeymen, lighting Decatur's Central Park. Also, we will be in the festive mood with our apprenticeship and local union Christmas parties.

Please attend as many meetings and functions as possible. We at Local 146 wish all our brothers and sisters throughout this great nation of ours a happy and safe holiday season.

Steve Tilford, R.S.

'Auld Lang Syne'

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Come on down to the Christmas union meeting and have a chat with some of our retirees and enjoy a nice repast. This time of year is so special for so many reasons. Let's show our retirees we haven't forgotten them and the enormous contributions they have made to the success of Local 150. As always, service pins will be given to our retirees who have 50 years or more of membership in the IBEW.

Depending on when this publication arrives there may still be time to sign up for a continuing education class with the JATC. Being offered in December are classes in Building Automation II and Electrical License Exam Prep. The latter class is good for 12 CEUs upon completion.

This year we lost the following retired members: Bob West, Mickey Witten Sr., John Rivi, Chuck Conrad, Larry Mason, Eugene Timmer, Tom Repp, Russ Koch, Jim Holst, Mark Schulz, Denis Berggren, Bill Bock, Don Houghton, and Eddie Hood. We also lost active members: Eric Herman and Mark Early. We thank them for their many years of service to Local 150 and Godspeed.

Best wishes to all for a great year in 2018.

Wendy J. Cordts, P.S.

'Holiday Greetings'

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — As 2017 winds to a close, we would like to express our gratitude and appreciation for all the hard work and effort by the

members of Local 164 to meet again, as always, the standards of excellence of quality and production that Local 164 and the IBEW are known for.

We are also grateful that this year has seen a continued improvement in our work picture and we look forward to that continuing into the new year as well.

As this year concludes and we look to 2018, Bus. Mgr. Dan Gumble, Pres. Tom Sullivan, the officers and staff of Local 164 would like to wish all our members and their families, as well as all our brothers and sisters throughout the IBEW and their families, happy holidays and a safe, happy, healthy and prosperous new year.

Warren Becker, V.P.

Family Clinic Opens

L.U. 212 (i), CINCINNATI, OHIO — Our local opened our own medical clinic. Members and their families have access to two Activate Healthcare medical centers. This was a joint venture with the Plumbers & Pipefitters. The clinic will provide primary and preventative care as well as free select labs, and generic drugs are also available.

Our work outlook continues to be strong. Work continues at the Ford plant and should resume at Amazon. There is also a major expansion expected at Children's Hospital.

The RENEW committee continues public outreach, and community service projects include wiring Habitat for Humanity houses and installing smoke detectors with the Red Cross.

From all the officers and staff at Local 212, we wish everyone safe and happy holidays.

Phil Bovard, P.S.



Local 212 RENEW volunteers wire Habitat for Humanity houses. From left: Michael Sansone, Richard Heimbrock, Joseph Knapp, Andrew Daniel, Kaleb Burkhardt and Ernest Spencer.

A Trip to NTI 2017

L.U. 234 (i&mt), CASTROVILLE, CA — Our local is honored to note that despite a very busy summer schedule, Bus. Mgr. Andy Hartmann was able to fit in a trip to the National Training Institute (NTI) in Ann Arbor, MI. He was able to congratulate our 2017 Outstanding Apprentice, Chris Olsen, for his week well spent there.



Local 234 at NTI 2017. From right: Bus. Mgr. Andy Hartmann, graduating instructor Derek Webster, outstanding apprentice Chris Olsen, and Monterey Bay NECA Chapter Mgr. Jerri Champlin.

Local 234 member Derek Webster proudly completed an NTI training program and graduated as an instructor. Additionally, we are proud of the local's joint NTI sponsorship with our Monterey Bay NECA Chapter.

We also wish to thank the Electrical Training Alliance for all they have done to provide superior training for the IBEW and NECA.

Stephen Slovacek, P.S.



Local 236 congratulates the Tri-City JATC class of 2017.

Apprenticeship Graduation

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — It seems that not only the summer of 2017 went by in the blink of an eye, but the entire year has gone by just as fast. But before we turn another page in our calendars, I would like to take a step back into early summer and say congratulations to the Tri-City JATC class of 2017.

On June 2, 2017, we gathered at the Desmond Hotel to honor 32 young men and women who, after five years of hard work, determination and dedication, graduated from our apprenticeship program to become our newest journeyman wiremen. Awards were presented to the following apprentices for their achievements: Clayton Wood was recognized for his

service to our country, having served in the U.S. Army; Daniel Giardano received an award from the Adirondack Chapter of the International Association of Electrical Inspectors for exemplifying the highest ideals of scholarship and citizenship. Both Liam Tracy and Thomas Zink were recognized as outstanding apprentices and Kevin Clemente, with a five-year GPA of 95.65, was presented with an IBEW watch for maintaining the highest grade-point average for five years.

We wish the entire class of 2017 the best of luck and hope they enjoy a long and prosperous career in the IBEW.

Michael Torres, P.S.

Technology Center Tour

L.U. 246 (ees,i,rts&spa), STEUBENVILLE, OHIO — On Aug. 5, Local 246 held its annual picnic. Attendees enjoyed great food and camaraderie with family and friends. There were multiple activities and games for the kids, as well as the adults. Pres. Frank Redmond extended a thank-you to Treas. Rob Biacco for all his help putting things together and organizing the event. Also, special thanks to Jason Ferguson, secretaries Becky Biacco and Christy Hardwick, and all the apprentices who donated their time to make this happen.

On Saturday, Sept. 30, the Steubenville JATC headed to Pittsburgh, PA, to take part in the Eaton Power Systems Technology Experience. Here our apprentices and staff took part in an interactive tour, learning some of the newest advances in electrical



Local 246 Steubenville JATC apprentices and staff participated in an interactive tour at Eaton Power Systems Technology Center in Pittsburgh, PA.

technology, power quality, safety, testing and performance. Asst. Training Dir. Brian Ferguson said this was a great learning experience for all and thanked all the staff at Eaton for their professionalism and making this possible.

Local 246 wishes everyone a happy holiday season!

Eric Nutter, R.S.

Contract Ratification; Graduates & New Members

L.U. 266 (u), PHOENIX, AZ — Congratulations to our recent apprentice graduates as they begin their career. The graduates include nine linemen, six electricians, four metermen, four plant mechanics, one machinist, one auto mechanic, two C&M men and two cable splicers. Our 2016 Outstanding Apprentices were: Randy Carroll, Jeffrey Mutchler, Bradley Overson, Joseph Peloso and Justin Pine. [Photo at bottom.]

Our members have ratified a four-year contract extension with a 3 percent raise the first year and a 2.7 percent raise each year after with a wage opener only in the fourth year. We had a great turnout from our members to vote and it was passed by an overwhelming margin. Thank you to everyone who took time to vote on the contract!

During the month of September, we gained nearly 60 new members and we need everyone's help to continue to bring in new members. Strength in numbers! Please come to our monthly union meetings and get involved.

Jerry Long, B.M.

Solar Projects Underway

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — Solar work continues to be steady in our jurisdiction. We are finishing up the biggest solar project in Oregon — the Gala Solar Power 56-megawatt project is located southwest of Prineville. A 10-megawatt project south of Redmond off Highway 97 has also just begun construction. Mass. Electric Construction Co. from the East Coast has begun seven microgrids in the North End of the Willamette Valley at 3 megawatts per site. One will be in Local 48's jurisdiction and six in Local 280's jurisdiction. These locations



Local 266 congratulates class of 2017 apprentice graduates.

include: Grand Rhonde, Salem, Turner, Woodburn, Sheridan, Silverton, McMinnville and Colton. Mass. Electric has partnered well with Local 280 brothers and sisters and the projects are off to a good start. Projections for next year are for even more solar projects by Cypress Creek Renewables, the developer.

The work picture for next year looks promising. Work at the Facebook data center could start in March, as well as the \$200 million Science Research buildings next to the University of Oregon campus. Manpower will be at a premium by the spring. Our organizing contin-

ues to be strong and we are making progress in the central Oregon market. Newly rented space in central Oregon will help better train our workforce locally, keeping an eye on the future needs of this area.

As of Jan. 1, 2018, our scale will be \$41.85 on the check. Hopefully this will help to man the work and continue to take on unrepresented workers into the Brotherhood. I thank the entire Local 280 membership for what they do to help our mission as organized labor.

Best wishes for the new year to all!

Drew Lindsey, B.M./F.S.



Local 280 members Rob Jackson and Mike Jones discuss job work with Mass. Electric Construction Co. engineers in Turner, Oregon. Photo by Drew Lindsey.

'New Faces' — Recent Appointments

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — IBEW Local 292 wishes to recognize Bro. Ted Swenson for 39 years of service as an IBEW member, including three years as a business representative. Fellow Bus. Rep. John Kriposos said it best: "When Ted was running work, we never needed to appoint a steward to his jobsite." We welcome Dave Frary as Ted's replacement as business representative.

Derrick Givens was hired as Local 292's Limited Energy representative and will also oversee several stand-alone contracts.

Congratulations to Derrick Atkins, who was appointed director of our Inside JATC. He is a wealth of knowledge and will undoubtedly be an invaluable asset moving forward.

Our work picture continues to be strong due to



Local 292 members are busy with work on solar farm projects.

many solar farm projects and work leading up to Super Bowl 52.

Eric Peterson, B.R.

Successful Negotiations

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — I would like to congratulate all the women and men of Local 300 and their respective bargaining groups for their ability and leadership during the many successful negotiation sessions this past year. Don't worry, we still have many to follow. We have had a number of groups enlist the next generation of union leaders within their respective bargaining units to train, educate, enlighten and in some cases pass the torch so that we may continue to thrive, prosper and support our fellow sisters and brothers in our pursuit of a better America. Job well done.

"Be, Know, Do" (BKD) is a holistic goal of leadership developed by the military which focuses on character and values (Be), competencies (Know) and decision and actions (Do). This system conveys the concept that people act and react in situations and perform tasks or feats of heroism because of the belief that others would do it for them. What an amazing feeling. This model continues to thrive outside the traditional military realm into our business focused society.

Have an amazing holiday season and see you in 2018.

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

'Annual Old Timers Dinner' IBEW 75-Year Pin Awarded

L.U. 302 (i,rts&spa), MARTINEZ, CA — On Sept. 15 this year, our local had its 67th Annual Old Timers Dinner. We had many members in attendance. That night at the dinner, two months after his 100th birthday, retiree Al Kuchins was presented his IBEW 75-year pin. He was accompanied by his son Dave, who is also a member of our local.

Also at the dinner was one of our retired business managers and former international representative, John Hunter. John received his 60-year pin. He spent many years serving our local and the IBEW. Thank you, John, for all the great things you've done as a member of Local 302.

On Oct. 27 one of our secretaries, Joan Courtney, retired. Joan came to work at our local in June of 1996. Joan has spent over two decades helping our members and making all our lives easier. All our members would like to thank her and wish her a very

happy and well-deserved retirement.

Also in October at our local meeting we obligated a new class of inside wireman apprentices. Congratulations to all our new apprentices and those who became members of the IBEW this year.

Tom Hansen, B.M.

Brotherhood & Solidarity

L.U. 332 (c,ees,i&st), SAN JOSE, CA —

During Local 332's recent election season, 38 brothers and sisters accepted nomination for leadership positions within the local. We are very fortunate to have this level of participation and thank each of those members for their dedication to the future of our local. After the ballots were cast and counted, we welcomed a new business manager, president and vice-president, as well as some new members on our Executive and Examining Boards, to their respective leadership positions.

Like many locals, our demographic is changing. To ensure stability and growth, we are working to get our younger members more involved in the union. Engaging the next generation of leaders and promoting the values of unionism and our IBEW Code of Excellence are paramount to the future of our local and our union. To help accomplish this, we continue to embrace national-level programs such as EWMC and RENEW. Additionally, to further strengthen the bonds of brotherhood, we also have established a Building Unity Group and a Veterans Committee. We hope that with these extra efforts we can continue to promote a shared community within the local.

Andrew Rogers, P.S.

'On the Move' — PLAs & Strong Growth

L.U. 340 (i,rts&spa), SACRAMENTO, CA — Sacramento is on the move. Our employers have procured contracts over the next 18 months that will need anywhere from 300 to 500 additional electricians. We are also in the process of solidifying \$2 billion to \$3 billion worth of work under project labor agreements (total construction) just in the greater Sacramento area alone. That should give you an idea of how fast Local 340 is growing and will continue to grow.

With that growth in mind, we recently received approval to purchase a new building and property to fit our expanding needs. Our current building at El Centro Road has served us very well over the years, but we have outgrown it and it just has too many structural problems to justify costly repairs due to the rapidly shifting ground in the Natomas area. We hope to move the business offices and local union hall into the new building by the start of the second quarter of 2018. It consists of over 40,000 square feet of very usable space and will comfortably house not only our local team, but also the Trust Office, the LMCC office and hopefully within the next year, the JATC offices and Training Center.

Rest in peace to Brothers Ron Manas, Walt McCurry, Jack Melton, Zachary Pugh, Chuck Row and James Valentine.

Wishing everyone a happy, healthy holiday season and much success in the new year.

Robert D. Ward, B.M.

LOCAL LINES

70-Year Service Award

L.U. 350 (i), HANNIBAL, MO — Congratulations to Local 350 retired member William Oltman, who received his 70-year IBEW service award in August this year.

His son Terry Oltman and his grandson John Oltman are also Local 350 members. The three Oltman family members have a combined total of 127 years of service with the IBEW.

William Tate, B.M.



Local 350 members John Oltman (left), 70-year service award recipient William Oltman and Terry Oltman.

Work Picture Strong; December Holiday Party

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — IBEW Local 364's annual Kid's Christmas Party was scheduled for Dec. 2 this year with well over 300 members and their families anticipated to attend. This event is one of 364's most highly attended events, as well as our special visit by Santa Claus, performed by retired Bro. Howard "Tyler" Hillman. "San Ty" Claus handles his role with perfection, taking time to visit with each child and pose for all photographs, and we are very thankful for his dedicated service doing this over the years.

Work remains strong in Local 364. We completed a successful refuel outage at Byron in October and have both OSF and Mercy Health hospitals moving along. The work picture for 2018 remains solid as these projects will carry over into 2018, as well as an expansion planned for our third hospital, Swedish American. We thank all our traveling brothers and sisters who have worked in our jurisdiction during these busy times.

As we close out 2017, IBEW Local 364 has celebrated throughout the year its 100th anniversary with a picnic, a formal dinner and gift bags commemorating our first 100 years. For our members it truly was a historic year and here's to 100 more!

Brad Williams, P.S.

New Memphis Training Center Grand Opening Celebrated

L.U. 474 (em,i,lctt,o,rtb,rts,spa&u), MEMPHIS, TN — The road to journeyman wireman status in Memphis now includes a new state-of-the-art training facility.

Instructors, board members and officers gathered on Sept. 8 for the grand opening of the new Memphis JATC Training Center to present their hard work. Local 474 officers, contractors, vendors and local dignitaries explored the classrooms and labs before enjoying a generous buffet. The main event was a series of speakers against a backdrop of hand benders and conduit vices; the audience sitting at tables dispersed among fabrication tables topped with side-winder benders and various other tools of the trade.

Attendees heard from local leadership, including Pres. Glenn Greenwell, Bus. Mgr. Paul Shaffer and Training Dir. Clovis Brown. The International Office was represented with remarks by Int. Pres. Lonnie R. Stephenson, Int. Sec.-Treas. Kenneth W. Cooper and



Local 474 Bus. Mgr. Paul Shaffer (left), Training Dir. Clovis Brown and Int. Pres. Lonnie R. Stephenson at the Memphis JATC Training Center grand opening.

Tenth District Int. Vice Pres. Brent E. Hall. The opening was a great success, but a shadow hung over the celebration as we took time to honor the memory of longtime IBEW member and training committee member Bro. Allen Anderson, who died the previous week. Bro. Anderson's committee position was rightly filled by his best friend, Bro. Lee Jolly. [Editor's Note: To read more, see news story "Memphis Local Celebrates New Training Center," posted on the IBEW website at www.ibew.org/media-center/articles.]

Young electricians are also looking forward to the advent of this local's Renew/NexGen Chapter, which will be up and running by the time this article is published. Local organizer Noel Sherman spearheaded an effort to get our very first class of construction electricians (CEs) training to achieve journeyman wireman classification.

Jay DeWitt, P.S.

Holiday Community Service; New Office Building for Local

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — With the Christmas season fast approaching, our local is once again collecting nonperishable goods for The Inn of the Good Shepherd. We have all had a good year so let's do our best to help the less fortunate in our community. All donations can be dropped off at the hall during regular business hours.

Our Health and Welfare Committee recently coordinated Local 530's purchase of a new building, hence a new home for our local's office. It is located at 128 Kendall St., Point Edward. The new building has greater room for offices, storage, and training facilities. After renovations the move will take place, hopefully in the spring of 2018.

With our recent short-term excess of work, we'd like to thank the members of other locals helping us man our jobs.

Local 530 is saddened by the recent passing of Bros. Kenny Ladouceur and Ray Roy.

Al Byers, P.S.

Brotherhood, Respect & Honor

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters.

On Aug. 26, 2017, the Annual Chris Williamson Wild Game Fest was held in Florence, AL. This is an event that not only brings honor to our fallen brother Chris, but also raises money for many needy families. The event this year raised over \$29,000, which should bring assistance to over 500 local families.

But more importantly for this article, one of the 11 objectives of the IBEW Constitution was fulfilled by Bro. John Hirleman of Pittsburgh, PA, IBEW Local 5.

Bro. Hirleman had the distinct honor of hanging a lantern in honor of Chris at a Fallen Lineman Ceremony the year Chris passed. Subsequently, Bro. Hirleman also contacted our local and provided photo-

graphs of the ceremony commemorating this event. Last year he made a donation to the event and this year he drove from Pennsylvania to north Alabama and met the Williamson family.

This is a clear display of brotherhood, respect and honor. Our local union and the Williamson family will forever be grateful for this man's courage and sacrifice, but more importantly, the lesson to assist each other in sickness or distress. There are no jurisdictional lines, nor any borders that should

restrain any member from fulfilling his/her obligation to those in need.

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



The family of fallen Local 558 Bro. Chris Williamson greets Bro. John Hirleman, a member of Pittsburgh Local 5.

Golf Tournament Benefit For 'MySafeWork' a Success

L.U. 636 (as,catv,em,spa&u), TORONTO, ONTARIO, CANADA — On July 12 this year, Local 636 Vice Pres. Tim Stratchuk and Executive Board Rep. Steve Air presented Rob Ellis of MySafeWork with a cheque for \$13,400.

On June 10, Local 636 along with co-host Nexans held our annual Local 636 golf tournament in Guelph, Ontario, at the Springfield Golf and Country Club. Benefit proceeds were donated to MySafeWork.

At the age of 18 David Ellis, son of Rob Ellis, was killed in a nonunion workplace accident. He was given limited training and zero supervision. It was his second day on the job. After his son's death, Rob Ellis founded MySafeWork, a non-profit organization and registered charity, and started educating young workers about their rights.

Local 636 has been raising money for MySafeWork since 2007. Local 636 would like to thank Nexans for co-hosting the tournament. We also thank all the hole sponsors, donors of items for the raffle table and the Local 636 staff and members who organized



IBEW Local 636 presents donation to MySafeWork. From left: Local 636 Vice Pres. Tim Stratchuk, Rob Ellis of MySafeWork, and Executive Board Rep. Steve Air.

the event. We look forward to another successful event in 2018!

Melissa Ellis, P.S.

Job Fairs a Success; Scholarship Recipients

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — Greetings, brothers and sisters. On Sept. 29 and 30, Local 640 and NECA held our second job fair this year, which once again was a success. With the help of our fellow Seventh District locals and the International, we had around 90 applicants.

We had our Local 640 scholarship drawing Aug. 21 and the winners were: Lauren Hutchinson, Ivannah Reveles, Zeanna Hawk, Adrian Rice and Kaylyn Cissne. The alternates were: Sarah Sanchez and Nicolas Tarango.

The work picture in our jurisdiction is very strong, and the books should stay pretty open for the foreseeable future.

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

Annual Awards Ceremony

L.U. 666 (i,mt&o), RICHMOND, VA — The Annual Awards Ceremony at the end of September was the 51st for our local! Thirty-four more apprentices topped out — congratulations to them all! For the December 2016 graduating class, the Outstanding Apprentice was Clifton I. Robins. Rebecca J. Dickerson was the Outstanding Apprentice for the June 2017 class.

Fifty-eight members were awarded IBEW service pins this year — and 40 of those were for 40 or more years of service! Members with 70 years of service: William A. Bigley and Hugh S. Warinner. Awarded 65-year pins were: Raymond L. Carlton and Kessler M. Shelton. Nine members had 60 years of service: Richard D. Johnson, Kenneth W. Keeton, William K. Mooney, W. Joseph Nash, Charles M. Page, Albert J. Powell, Earl A. Sale, William H. Walton and Vallie E. Wilkinson. The 55-year members were: James E. Atkinson, Richard D. Donovan, Robert T. Massie, Thomas A. Turner and James A. Weaver. Cecil K. Kimble marks 50 years of service this year.

Charles Skelly, P.S.

Union Sportsmen's Alliance Sporting Clay Shoot Team

L.U. 692 (i,mt&spa), BAY CITY, MI — Merry Christmas, brothers and sisters. This year is almost done. I hope all is well with everyone, as the time has rushed by us once again.

All I want for Christmas is a Democratic victory in 2018. How much more hatred can we endure? Trump has nothing to call an accomplishment — it's just attack, attack, stirring up simmering racism and hatred, instead of trying to unite our country. He says his tax plan won't benefit the rich at all; well, read it and you will see that the rich get almost all the benefit, adding trillions to the deficit. Don't believe what he says, watch what he does, and see which America he wants to make great again.

Congratulations to our local's shooting team at the Union Sportsmen's Alliance 5th Annual Michigan State BCTC Sporting Clay Shoot. The following Local 692 members took second place in Class B: Kyle Crete, Nick Tobolski, Jeff Wilcox and Mike Haskins.

We regret to inform you of the death of retired member Michael "Mike" Arnold, who passed away Sept. 23, 2017.

Mark Thompson, P.S.

Ameren Contract Ratified; Sportsmen's Alliance Dinner

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — On Sept. 21, we were honored to host the inaugural Union Sportsmen's Alliance Southern Illinois Conservation Dinner. It was a great success with over 300 attending, and netted \$95,000, due to the terrific support of the Illinois IBEW locals through table sponsorships and participation.

On Sept. 8, our Ameren Illinois membership ratified a new three-year agreement by a 66 percent margin, with annual wage increases of 2.5 percent, retroactive to Aug. 1 of this year.

In a bid to retake a seat in the Illinois House of Representatives, Local 702 Bus. Rep. Jason Woolard has announced his candidacy for the 117th District. Jason is the right voice for working families in the area, and our local is proud to support his candidacy.

Bro. Scott Kerley continues developing the local's Lineman Training Facility. The property has been brought to grade, gravel roads installed, the ground seeded, and over 20 poles set for use.

On Aug. 26, Local 702 held a Journeyman Lineman Graduation Ceremony to recognize members who completed their apprentice lineman training in 2016 and so far in 2017. Twenty graduates topped out in 2016, and 21 have topped out thus far in 2017, as of this writing. Attending the graduation ceremony (see photo at bottom) were: 2016 graduates Ethan Robinson, Kye Worthen, Andrew O'Connor, Ryan Pyatt, Mark Uhles, Adam Hagen, Brian Dirden, Wayne Taylor and Kyle Merkel; and 2017 graduates Billy Hofman, Logan Tripp, Ethan Fulk, Chris Benefield, Justin Marks, Jared Brown, Ryan Barrett, Tyler Lashbrook, Tyler Cole, Ryan Fraulini, Timothy Wiley, Kenny Sprehe, Lloyd Billingsley, Tyler Meseke and Derek Hagen.

At this writing, our referral books are: Inside Construction — 109, Outside Construction — 3, Line Clearance — 2.

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



Local 702 Bus. Mgr. Tim Tate, former president Lonnie Hunley, and Pres. Larry Cole.

Career of Dedicated Service

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN — A special thank you goes out to former president Lonnie Hunley, along with good wishes for a happy retirement.

The local thanks Bro. Hunley for over 50 years of

loyal service to the IBEW and Local 760. He has been and will always be a part of the labor movement that helped secure the cornerstones of the middle-class security that bear the union label. You will be missed, Bro. Hunley, but you will always be part of the Brotherhood and your contributions will always stand out. "No man who continues to add something to the material, intellectual and moral well-being of the place in which he lives is left long without proper reward." — Booker T. Washington

Jason Leary, A.B.M./Organizer

2017 Annual Picnic; Apprentice Graduates

L.U. 968 (catv,i,mt,o,rts,spa&t), PARKERSBURG, WV — Local 968 held its Annual Picnic Saturday, Sept. 16. Over 100 attended, enjoying the food and activities. Special thanks to Boy Scout Troop 129 and their leader Allen Lloyd, a Local 968 member, and his wife, Denise, for taking charge of the children's games. Retired member Jack McCoy of the Nemesis Shriners Clown Unit entertained all attendees. This year's winners of the Corn Hole Tournament were Dave Lamp Jr. and son Aaron Lamp. Bingo players won a lot of prizes. Doug Spears was presented his retiree watch. Jason Boudreau was recognized as the Outstanding Apprentice for the apprenticeship graduating class of 2017. It was also great to see many Local 968 retirees at the picnic (see photo at top, right).

Apprentice graduates for 2017 are: Brandon Boso, Jason Boudreau, William Cates, Jeremy Cunningham, Michael McGee, Josh Payne and William Westbrook.

Lynford C. Lovell, B.M.

Organizing Success; IBEW Dedication to Service

L.U. 1116 (em,lctt&u), TUCSON, AZ — Organizing was a focus for us this year, and as of this writing, we are up by 24 members. We will continue to work on organizing new members in 2018.

Several members from all units traveled to conferences this year, including the District Progress Meeting and Women's Caucus, Line Clearance Council, Membership Development Conference, Gas Conference and the CSR Summit. Members who attended conferences brought their newfound knowledge back to their co-workers.

At press time, negotiations are finishing up for TRICO and Asplundh. Tucson Electric Power (TEP) and Unisource Energy (UNS) contracts will be negotiated in 2018. We successfully

organized an additional Asplundh unit in 2017, and we welcome them to our brotherhood.

Both TRICO and TEP sent teams to the International Lineman's Rodeo this year. This is a first-time event for the TRICO members.

We want to recognize our UNS Gas Inc. members, who worked so diligently to keep their systems



Local 968 retirees attend 2017 annual picnic: back row, Ted Weaver (left), Max Rebholz, Gerald Holbert, Hartzell Buckley, Doug Spears, Charlie Arnold, Jess Blair; front row, Nemesis Shriners clown Jack McCoy, Bill Smith, Greg Gore, Bob Lockhart and Bob Parker.

safe and operational during the summer 2017 forest fires and subsequent flooding in northern Arizona. We also thank TEP members who traveled to the Turks and Caicos Islands to assist with hurricane recovery; we appreciate their willingness to go and share the IBEW's commitment to excellence outside of their regular lives and jobs.

Regular unit meetings are at 6 p.m. on the first Thursday of every month. Our members are the fuel that make the IBEW car run. Please attend meetings when you can. Springerville unit meetings are at 6:30 p.m. on the second Thursday of each month.

We wish all our members and their families a

wonderful holiday season. Have a safe and happy new year.

Sharon Williams, P.S.

Fall Family Gathering

L.U. 1466 (u), COLUMBUS, OHIO — Local 1466 would like to thank all our members and their families who came out to our annual Fall Family Gathering in September. Despite the unseasonably warm weather, we had a great turnout. This event continues to grow and is always popular with our membership. We also thank the Executive Board for planning

the gathering and making sure everything went off without a hitch. It truly would not have been the success that it was without your hard work. We hope everyone had a great time and enjoyed the event!

We also want to say how much we appreciate everyone working safe this year and looking out for each other. For our members, taking care of each other is something we live by and practice every day.

We wish everyone a merry Christmas and a happy holiday season!

Jimi Jette, P.S.

RETIREES

Fight for Working Families

RETIREES CLUB OF L.U. 1, ST. LOUIS, MO — Holiday greetings from St. Louis Local 1 retirees.

Congratulations to all involved for getting enough signatures to put a referendum on the November 2018 ballot to overturn the so-called "right-to-work" law that was passed by the Republicans in the Missouri Legislature. Remember to make sure your family and friends are registered to vote. [Editor's Note: To read more, see August 2017 news article, "In Missouri, Fight Against Right-to-Work is Far from Over," posted on IBEW website at www.ibew.org/media-center/Articles.]

The 2017 Labor Day parade and the picnic afterward were a great success. Thanks to all who helped with the festivities. Reminiscing with brothers and sisters I've worked with over the years was amazing.

I hope everyone attended the health fair that Local 1 had in October.

Stay warm and good wishes to all for 2018. Talk to you next year.

Neal McCormack, P.S.

Summer & Fall Trips

RETIREES CLUB OF L.U. 3, NEW YORK, NY, NORTH NEW JERSEY CHAPTER — Greetings! Our group enjoyed a great summer, followed by a busy, fun, warm fall season! Many of us took a lovely three-day bus trip to Boston in October, which included visits to locations such as the John F. Kennedy Presidential Library & Museum, Faneuil Hall, Quincy Market, the ship USS Constitution ("Old Ironsides"), and many historical sites such as Lexington, Concord and Minute Man National Park! Great, fun trip!

We also enjoyed our fall luncheon at Bellissimo's Ristorante in Montvale, NJ, and a great bus trip to the Mount Airy Lodge in Pennsylvania. We enjoyed a great show there as well, "A Musical Tribute to Frankie Valli & the Four Seasons!"

We extend belated congratulations to member Joseph L. Petrucci on receiving his 50-year service award honors at the IBEW awards luncheon.

We look forward to our Holiday Gala Celebration at the beautiful Season's Catering facility in December.

Wishing everyone a happy, healthy holiday season and new year!

John Krison, P.S.



Local 702 congratulates 2016 and 2017 journeyman lineman graduates, honored at Aug. 26 graduation ceremony at The Pavilion in Marion, IL.



Local 3, North New Jersey Chapter, Retirees Club enjoys a three-day trip to Boston.

RETIREES



Local 3, Westchester/Putnam Chapter, Retirees Club enjoys trip to Long Island Educational Center.

2017 LIEC Health Classes

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER — This year's visit to the Long Island Educational Center turned out to be a huge success, despite threatening weather on the Tuesday we were there.

The classes on general wellness and nutrition presented on Tuesday and Wednesday were, as always, educational and informative. Joint Industry Board (JIB) Wellness Coordinator Judy Blades and nutritionist Erica Vinas are extremely knowledgeable in their respective fields, and were quite entertaining.

Bill Hightower and his crew, as always, did a terrific job with the barbecue. We all enjoyed a dinner of barbecued chicken, hamburgers, hot dogs, sausage and peppers, and assorted salads. Fortunately, the weather held up, which allowed for a very enjoyable evening.

Our spare time was spent visiting the highly acclaimed local wineries and restaurants.

Dick Mills, Treas.

Winter/Holiday Luncheon

RETIREES CLUB OF L.U. 11, LOS ANGELES, CA — We would like to invite our local retirees and guests to the Retirees Club Winter/Holiday Luncheon scheduled for Dec. 13 this year, at 11 a.m., at Taix French Restaurant in Los Angeles. The cost of the luncheon is \$25.

For additional information about the luncheon or information about the Retirees Club, contact us by email at RetireesClubIBEW11@gmail.com or attend a 10 a.m. meeting at the ETI on the second Wednesday of every month.

Al Etherton, Pres.

Club Activities & Events

RETIREES CLUB OF L.U. 26, WASHINGTON, DC — Yes, we did it! The local celebrated its 125th anniversary, and the Retired Members Club was there with members — and with gifts in the “goodie bag” as a reminder from us to them. We also visited the MGM National Harbor hotel and casino, built by Local 26!

In October we celebrated at our Annual RMC Crab Feast with 130 retired and active members, their families and friends. If you plan to be in the area on the second Saturday in October 2018, please contact us and join us!

Also at the Crab Feast, we celebrated the 89th birthday of Annie Gregory, a faithful member of the club, as was her deceased husband, retired member Greg Gregory.

We are already filling cabins for the next cruise to Alaska! Limited space is left, but if you are still interested, please contact our travel coordinator, retired Bro. Rick Warner at 240-272-0438.

At this writing, we were making plans to draw the winner of our raffle at our November meeting and celebrate the holidays. We wish all IBEW members

happy holidays! Wonderful regular volunteers help us set up, serve and clean up after our meetings. You are very much appreciated!

News from our local's recent Union Sportsmen's Alliance dinner, which our club helps support: Ann Stokes, wife of retired member Ron Stokes, won one of 50 chances (nationwide) to attend the Super Bowl game. We hope she wins! Also at that dinner, retired member Mike Shoemaker (former Local 26 financial secretary) won the 50/50 drawing.

Susan Flashman, P.S.



Local 26 retired member and former financial secretary Mike Shoemaker (left) wins 50/50 drawing at Union Sportsmen's Alliance Dinner. At right is Local 26 Rec. Sec. Richard Murphy.

50-Year Service Awards

RETIREES CLUB OF L.U. 35, HARTFORD, CT — As the holidays approach, let us think of our loved ones, past and present. Please take the time to show them how much you appreciate them in your daily life.

Dennis Machol, president of the Retirees Club, and I were invited to speak to the first-year apprentices when they started classes this year. We explained to the apprentices the excellent benefits of being a part of the IBEW and that the electrical trade is one of the best. We discussed the spirit of brotherhood, the value of helping each other during work and school, and respecting each other. With their hard work and dedication, they will reap the benefits of the union such as pension, annuity, and excellent health coverage in their career. The people sitting in their class will be the future of this local.

Congratulations to our Retirees Club members who received their 50-year pins! They are: Concetto “Sal” Puzzo, Cliff Good, Charlie Agnew, Carmen Scollo, Greg Buell, John “Skip” McCue, Dennis Machol, Richard Dion and Tom Coffey.

The Retirees Club celebrated our annual luncheon at Adams Mill Restaurant on Oct. 25. We thank Local 35 for their generosity in hosting the luncheon.

Kenneth R. White, P.S.

Take a Stand for Workers

RETIREES CLUB OF L.U. 53, KANSAS CITY, MO — Well, brothers and sisters, it's hard to believe, but another year has come and gone. It was a good year for the most part. However, our Republican state senators

and representatives passed so-called “right to work” legislation and the Republican governor couldn't wait to sign it. Through a lot of hard work by all the unions to gather enough petition signatures, we were able to stop RTW from going into effect and get it put on the November 2018 ballot to allow the people to decide whether we become a “right-to-work” state. Now the real work begins, educating the people on what this anti-worker legislation really means: Right to Work for Less! [Editor's Note: To read more, see August 2017 news article, “In Missouri, Fight Against Right-to-Work is Far from Over,” on IBEW website at www.ibew.org/media-center/Articles.]

We had another great Crappie Tournament and Fish Fry this year. If you have never attended one, you need to come next year, on June 9, for our 30th annual.

We also celebrated the 100th anniversary of Local 53 this year. A big thank you to all our brothers and sisters who made our first 100 years so successful, and best wishes to our current and future members who will lead us into the next 100 years.

On a sad note, we lost three retired brothers: Dick Williams, Paul “Hillbilly” McGowan and Cliff Santanen. RIP.

Best wishes for the holidays!

Duane Pearce, P.S.

Holiday Gifts for Children

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX — Our club's first meeting after the summer break was Sept. 14. After reciting the Pledge of Allegiance and the prayer, everyone enjoyed a lunch of barbecue chicken and sausage. A business meeting was conducted by club Pres. Coy Rogers after lunch, outlining the agenda for the next nine months and asking for volunteers to perform certain duties.

Club members voted for this year's Christmas project to be “Construct a Kids Christmas,” headed by chairperson Betty Cannon. After the November meeting, Miss Cannon delivered all the unwrapped gifts donated by the members to the Construct a Kids Christmas headquarters.

Sometime in late April next year, the club will host its annual fundraiser golf tournament at Devine Golf Course in Devine, TX. Details are still in the planning stages and will be posted in Local 60's newsletter when finalized. Club members are extremely thankful for the help of all those who donate toward the tournament, making each year a bigger and better experience.

If you are a retired member from Local 60, please join us on the second Thursday of each month at 12 noon, at the Plumbers and Pipefitters training building, 3630 Belgium Lane.

Happy holidays!

Sandy Rogers, P.S.

New Retirees Honored

RETIREES CLUB OF L.U. 90, NEW HAVEN, CT — On Oct. 5 this year, our local honored seven gentlemen who officially retired from the IBEW Local 90. The dinner was held at the WoodWinds in Branford, CT, where the following members were honored: Stephen Corrone, John Deschamps, David Garstka, Gary McGowan, Garry Moran, Michael Piersanti and Robert Seaman. We thank them for their service and wish them good health and good fortune in the years to come. We would also like to invite them to join our Retirees Club. We meet the first Tuesday of each month, except July and August, at 2 North Plains Industrial Rd., Wallingford, CT, at 1:30 p.m.

At this writing, we were looking forward to our Annual Retirees Holiday Luncheon, scheduled for Dec. 5 this year at Fantasia in North Haven, CT. This is always a great event enjoyed by all. Many thanks to Pres. Robert Mantovani, Rose Kirby, the officers and committee for a great time.

In closing, we wish all our brothers and sisters everywhere a happy and joyous holiday season and a prosperous new year.

Richard Launder, P.S.

‘Don't Wait ... Participate’



Local 105 Retirees Club former president Harry Allan.

RETIREES CLUB OF L.U. 105, HAMILTON, ONTARIO, CANADA — By the time you read this, it will be December. Merry Christmas to all our brothers and sisters and wishing each of you the very best in 2018!

We have good news and sad news to share. Our long-time Local 105 Retirees Club president, Harry Allan, has decided to step down. The good news is that he will stay on as vice president and assist our new president, Bro. George Gower (to be pictured in our next article).

We recently have enjoyed many activities and look forward to many upcoming activities and outings scheduled for the winter months. They are far too numerous to mention here, as we are a busy group. All these activities are outlined in our newsletters.

At the time of this writing, we are electing a new Executive Board for our Local 105 Retirees Club. This is an exciting time for all of us as we enter this new chapter!

Remember our motto: “Don't Wait ... Participate!”

All the above-mentioned club events were made possible by our hard-working local members and Executive Board, past and new. Our sincerest thanks to every one of them!

Eden McLean, P.S.

Dedicated Service

RETIREES CLUB OF L.U. 134, CHICAGO, IL — Happy holidays to all IBEW members and their families.

A gracious lady, Mrs. Gerry White, wife of electrician retiree Allen White, has stepped down from our Retirees Clubs Program Committee. For the past 12 years, Gerry has worked hard setting



Local 134 Retirees Club thanks Mrs. Gerry White for her longtime service as a committee member.

up our parties, getting interesting speakers for our monthly meetings, and planning our fun and educational field trips and outings. On behalf of the entire Retirees Club ... we all thank you for doing such an outstanding job these past 12 years, Gerry!

This has been a year of many tragic events, and my heart goes out to all the people affected by the hurricanes that devastated several southern Gulf Coast states and tropical islands. The forest fires in the West destroyed thousands of homes, beautiful vineyards, and acres of forestry. The senseless loss of life and injury caused by mass shootings, which have affected so many innocent people and their families, has also been heartbreaking. Our country needs more love and peace.

Best wishes to everyone for a safe holiday and a happier new year.

Sue Kleczka, P.S.

'Merry Christmas to All'

RETIRES CLUB OF L.U. 212, CINCINNATI, OHIO — Our Club Picnic and the Local 212 Annual Summer Picnic have both come and gone, and I trust everyone had a great time at them. Check out the Local 212 website for pictures of the events at www.ibewlocal212.com.

Dec. 6 is the date of our Annual Christmas Party at The Meadows in Addiston. This is always a great time to renew old friendships and make new friends. Attendees are encouraged to bring a toy for the needy children in our area.

Our deepest sympathy to the families and loved ones of recently departed longtime brothers, as follows: Donald Pape, who was an IBEW member for 71 years; Howard Stapleton, a member for 66 years; Herbert Messer, for 58 years; John "Pat" Brennen, 57 years; Benjamin Harris, 22 years; and Daniel Hennegan, a member for 22 years. We will miss them all. May God grant them eternal rest.

Welcome to new members: Dan Scheilder, Bob Doerger, Tom Doerger, Barry Gay and Bob Scherpenberg.

I wish all IBEW families a merry Christmas and a healthy, happy new year.

FYI - January is a great time to join the Retirees Club. We meet the first Wednesday of every month, at 11 a.m., at the local union hall in Sharonville.

Bob Schaefer, P.S.

Solidarity & Brotherhood

RETIRES CLUB OF L.U. 257, JEFFERSON CITY, MO — The Retirees Club met for our monthly luncheon meeting on Oct. 31 at the Claysville Store Restaurant in Claysville, MO. The restaurant is owned by Local 257 member Mark Hooibrink and his wife, Laura. We appreciate them letting our group come, and we look forward to it every year.

On Aug. 18, Missouri unions and allies marched at the Capitol in Jefferson City and submitted 311,000 petition signatures to the Missouri Secretary of State's office in a campaign to repeal the Missouri "right-to-work" law passed by the Missouri legislature. Approximately 100,000 signatures were needed to force a statewide referendum on the issue for the November 2018 ballot. [Editor's Note: To read more, see August 2017 news article, "In Missouri, Fight Against Right-to-Work is Far from Over," posted on IBEW website at www.ibew.org/media-center/Articles.]

In September we participated in the Labor Day parade. Thanks to Jerry Rehagen for the use of his truck and trailer and to all members who handed out candy.

The annual Local 257 picnic was Sept. 16. Several retirees received service pins at the picnic: 65-year member Herbert Bruemmer; 50-year members Kenneth Schulte and Fredrick Vanloo; 45-year member Mark Trippensee; and 40-year members Ronald Martin and John Sudbrock.

Our membership collected enough money to purchase a brick engraved with the name "L.U. 257 Retirees Club" to be installed at the Henry Miller Museum in St. Louis.



Local 257 retired 65-year pin recipient Herb Bruemmer (center) with grandsons Brad Bruemmer (left) and Dalton Bruemmer, who also are Local 257 members.

Sadly, our member Della Faye Pauley passed away July 22. Our thoughts and prayers go out to her family.

The Christmas luncheon and auction is Dec. 5 this year.

Delores Melloway, P.S.

Annual Events Highlights

RETIRES CLUB OF L.U. 353, TORONTO, ONTARIO, CANADA — The Local 353 Retirees Club enjoyed a very successful 2017. Events included two Kidney Clothes Drives, spring and fall, to benefit kidney patients and their families, as well as a Kidney Walk team sponsored by Local 353 that raised over \$2,800.

We enjoyed the Kitchener Local 804 Retirees Oktoberfest. At this writing we were looking forward to the St. Catharines Local 303 Dinner/Dance.

Our Annual Christmas Dinner/Dance will entertain approximately 700 retirees and guests including those from Hamilton Local 105, London Local 120, St. Catharines Local 303, and Kitchener Local 804.

These cooperative events started from friendships developed many years ago and have become highlights on our annual events lists.

Now that our local's new office/training centre in Oshawa has opened, it is hoped that the Local 353 retired members who reside in the East area will have enough interest to also start a group similar to that in the North unit that meets monthly.

This new facility not only brings quality training to the east area but also provides growth opportunities for the future.

The Local 353 Retirees Club, supported by our working members and officers, wishes all IBEW locals and their retirees a merry Christmas and a happy, healthy new year.

Robert Rynyk, P.S.



Local 530 retirees Maurice Auger, a 65-year service pin recipient, Ed McCormack and Bob Friedrich.

Sarnia Happenings

RETIRES CLUB OF L.U. 530, SARNIA, ONTARIO, CANADA — As I wrote in my last article, our Retirees Club members enjoyed several good outings this summer. In particular, the tour of the Fairbank Oil Fields was very educational with everyone coming away with a thorough knowledge of how Oil Springs, Ontario, played a major role in the oil industry in its infancy.

Looking ahead, we have our Annual Christmas Dinner on Dec. 14. This event always follows our regular December retirees meeting and is always well attended.

To cap off our year, we are invited to attend the Local 530 Annual Dinner Dance banquet. At this event service pin awards are presented. This year we have 17 men receiving 50-year pins, one man receiving a 55-year pin, and, most noteworthy, two men receiving 65-year pins: Maurice Auger and Ross Smith. Congratulations to all recipients.

On behalf of the Local 530 Retirees Club, Merry

Christmas to all and good wishes for health and happiness in the new year. Until next time.

Nancy Stinson Philbin, P.S.

Pinning Ceremony & Celebration of Life

RETIRES CLUB OF L.U. 570, TUCSON, AZ — On Oct. 12, 2017, Southern Arizona NECA sponsored a luncheon for the Retired Members Club to celebrate the life of one of our departed retired members, the late Bro. Ed Gilbert.

Bro. Gilbert became an IBEW member in 1962. He worked in the trade until 1968, when he became the sole proprietor of Gilbert Electric and signed a Letter of Assent. In 1974, Gilbert Electric became a corporation and is an active union contractor to this day.

Bro. Gilbert sold Gilbert Electric and in 1993 became the NECA chapter manager and the apprenticeship training director, serving until he retired in 2008. Bro. Gilbert passed away on April 8, 2017, and would have received his 55-year membership pin this year. The service award was presented posthumously to his wife, Debbie.

Bus. Mgr. Chuck Grube also awarded service pins to: 50-year members Bro. Dale Simpson and Bro. David Pear; 55-year member Bro. George Cooper; and 60-year member Bro. Donald Roussard.

A large turnout for the occasion included: members, contractors, NECA representatives J. T. Osborn and Cindy Flowers, Apprenticeship Training Dir. Karen King, retired Local 570 business managers Horace Bounds, Jack Scott and Bill Turner, and longtime Local 570 office manager Mary Brown, now retired.

Bill Turner, Pres.



Local 570 Bus. Mgr. Chuck Grube (left) and Retirees Club Pres. Bill Turner (observed, at far right) greeted Debbie Gilbert at luncheon ceremony.

Summer Activities & Upcoming Winter Trips

RETIRES CLUB OF L.U. 595, DUBLIN, CA — We had a fabulous summer of activities including monthly day trips, themed lunches and an awesome summer barbecue. We had our incredible day on the bay for Fleet Week. We enjoyed a champagne buffet aboard our Hornblower yacht and a show from our Navy pilots, the Blue Angels, as well as their counterparts from Canada, the Snowbirds. Pres. Jim Abreu and Treas. Linda Bratset, along with our secretary and Executive Board, are all doing a great job leading our club.

Our Christmas luncheon will be at the Fremont Elk's Lodge on Dec. 11, just a few days after Old Timer's Night, two "must-attend" events. Centerpieces are being designed and Jim Baker has sold thousands of chances to win the many prizes procured by our shopping elves for the big raffle.

Linda announced our upcoming trips for the winter including: a

visit to the Guide Dogs for the Blind campus, Poinsettia's, Cheese and Chocolates in December, Santa Clara Crime Lab in January and a trip in February to the Boudin Bakery Museum at Fisherman's Wharf. We will cap off the winter with our annual three-day train trip to Reno.

Our hearts go out to all who suffered losses from the floods and hurricanes as well as the recent fires near our jurisdiction. We passed the jar and sent funds through the Red Cross to those affected. Members also brought needed items to the union hall to assist with our young active members' project to deliver a truckload of supplies to fire victims. We pray for a swift recovery for Executive Board member John Jagels. Get well soon, John.

Tom Mullarkey, P.S.



Local 595 longtime Retirees Club member Kay Archuleta and her son John Torres enjoy a champagne buffet aboard the Hornblower cruise for Fleet Week.

2017 Summer Picnic — 'Brothers Helping Brothers'

RETIRES CLUB OF L.U. 611, ALBUQUERQUE, NM — Local 611's Summer Picnic at the Jemez Cooperative Picnic Grounds in September was a great success. Attendees enjoyed music, raffle gifts and food. Our own Local 611 Pres. Ruben Romero won a large TV at the end. It was good to see the kids and families enjoying the games and events, and good to see so many retirees, although not all wanted their picture taken. I was impressed to witness our younger local union members assisting older members and their families with food, chairs, etc. — a great example of "brothers helping brothers." Thanks to all who went out of your way to help others — this made everything perfect.

We hope any of our IBEW members and their families who were affected by the latest hurricanes are surviving and getting their lives back to order, and helping each other along the way. Our thoughts and prayers are with all of you in your struggle.

Our condolences to the families of retirees who recently passed on: W. Kay Reynolds, Ronald D. Farless, Joe McCarron, John Bridges, Felix J. Quintana, Herman B. Trujillo and John B. McGee.

We wish everyone a merry Christmas and a safe, healthy and prosperous new year. Hopefully, in the coming year, our country's president, Congress and elected officials will find a way to come together to find peace that everyone can live with.

Tracy Hall, Pres.



Albuquerque, NM, Local 611 retirees at September 2017 summer picnic in the Jemez Mountains.

RETIREES

'Years in the Trade'

RETIREES CLUB OF L.U. 666, RICHMOND, VA — One of the best parts of regularly attending union meetings is hearing the speeches retirees give as they come to the podium. After a recent speech at our October meeting, I asked Bro. Leroy VanFossen Jr. if I could share his speech, which follows: "I would like to thank all the electrical contractors that put in calls so I could help my family. Teachers in the apprenticeship and electricians that shared their skill with me. All the electricians and others on jobs I got to know all these years. All I worked directly for and with every day, sharing and trading knowledge, tools, whatever it took to do a job and a few laughs along the way."

Short and to the point, but it really says so much. Thank you, Bro. VanFossen, and thank you to all our retirees for your years in the trade and the things you have done for our local.

Don't forget, the Retirees Club meeting is the first Friday of each month, 11 a.m., at the Brookdale Imperial Plaza, 1717 Bellevue Avenue.

Charles Skelly, P.S.

Recent Club Meetings

RETIREES CLUB OF L.U. 702, WEST FRANKFORT, IL — The Retirees Club met on Aug. 3 and Oct. 5 at the Golden Corral in Carbondale, IL. At both meetings, Pres. Gary King opened the event at 11:30 a.m. with a welcome to those in attendance, followed by the reading and approval of the minutes from the previous meetings and the financial reports. Deaths for all previous months were read, followed by a moment of silence.

In August, the club moved to purchase Solidarity Tickets after a brief presentation by Bus. Rep. Tate Wright. A pocket knife donated by Logan and Carolyn Marlow was won by Dave Dittmer. The 50/50 drawing of \$30 was won by Bro. Matt Glasser and a total deposit of \$30 was announced.

At the October meeting, a thank-you was issued to all who volunteered at the Fair; the Labor Day event was held at Rent One Park in Marion. It was announced that the Christmas party would be on Dec. 7 at Golden Corral. A knife donated by Tate Wright was won by Matt Glasser, while a knife donated by Mr. and Mrs. Marlow was won by Joe Smith. There was no 50/50 or deposit at this meeting.

Both luncheons concluded at 2 p.m.

Mark Baker, P.S.

'Welcome Back'

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL — We want to welcome you all back! We got a late start this fall with Hurricane Irma forcing us to cancel the September Retirees Club meeting. Our hearts go out

to everyone affected by this storm. Our October meeting was well attended with Greg Stone cooking some great barbecue ribs. We hope to see more of you at our upcoming meetings.

With sadness, since our last article we have had several members pass. We send our condolences to the families and friends of: Richard R. Lee, Jerry D. Faircloth, Frederick C. Symons, and Robert E. Murphy.

We invite any retired and unemployed brothers and sisters and their spouses who are in the area to come and join us. Our meetings are the second Thursday of each month, 11:30 a.m., at the Local 756 union hall in Port Orange, FL.

Diane Gibbs, P.S.

Active Club Service to Community

RETIREES CLUB OF L.U. 804, KITCHENER, ONTARIO, CANADA — The Local 804 Retirees Club in central Ontario continues to be active with our monthly meetings (except for July and August), which include a lunch and usually a guest speaker.

This year, we attended the theatre in Cambridge to see "Joseph and His Technicoloured Dreamcoat," and also enjoyed the following events: Local 105's Spring Fling; "Amish Vows" at the Walter's Theatre; a cruise on the Grand River, which included live music and a hot meal; "Guys and Dolls" musical in Stratford; hosting Oktoberfest for the Retirees Clubs from Locals 804, 105 and 353; participating in Local 804's 75th anniversary celebrations; "Country Christmas" in Brantford; Local 804's annual Christmas banquet; "The Sounds of Christmas" musical in Waterloo, where all proceeds go to "Kidsability;" and finally, the Local 353 retirees Christmas banquet and dance in Toronto.

Our members continue to volunteer at Habitat for Humanity by installing the electrical work. At our September meeting, a representative from Habitat presented a plaque to the club for continuous years of service. We have been volunteering for 12 years and in Kitchener alone have completed 66 homes.

We have lost many members this year, but one in particular needs special mention. Retired Int. Vice Pres. Ken Woods, who was a founding member of the Retirees Club and club president until he became ill, passed away this year. We are grateful to Ken for his many years of contribution.

Jerry Wilson, P. S.

2016 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2016. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$225,482,171. These expenses included \$14,332,377 in administrative expenses and \$211,149,794 in benefits paid to participants and beneficiaries. A total of 106,608 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$6,653,293,089 as of December 31, 2016, compared to \$5,865,958,906 as of January 1, 2016. During the plan year the plan experienced an increase in its net assets of \$787,334,183. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$1,012,816,354, including employer contributions of \$490,289,957, gains of \$61,516,241 from the sale of assets, earnings from investments of \$453,608,364, and other income of \$7,401,792.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;

Lonnie R. Stephenson
NEAP Trustee

Kenneth W. Cooper
NEAP Trustee

John M. Grau
NEAP Trustee

Dennis F. Quebe
NEAP Trustee

- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$16.75 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210. ■

**Notice to Participants in the National Electrical Annuity Plan
Explanation of Preretirement Surviving Spouse Benefit**

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■

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International Brotherhood of Electrical Workers

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

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FROM THE OFFICERS

Energy's Future



Lonnie R. Stephenson
International President

More than 135 years ago, the electrical revolution swept across North America, lighting cities, towns and factories from coast to coast and changing the face of our two nations for the better.

Today we are in the midst of a new electrical revolution that brings many challenges but offers numerous opportunities for energy security, good jobs, and combating climate change.

As we write in this issue of the *Electrical Worker*, the electrical system many of us grew up with is on the way out.

The existing system, based on coal-powered generation plants providing energy to a single geographically limited area represents the industry's past, replaced by an increased dependence on natural gas and renewable energy sources like solar and wind, transported over thousands of miles to customers in multiple markets.

During this time of significant changes, it is vital that lawmakers, union leaders, and the energy industry take the lead in helping to transition to a cleaner, more sustainable energy sector while expanding the reliability of the electrical grid, and ensuring good jobs for working people.

The decline of coal means it is more important than ever that lawmakers work to maintain our existing nuclear facilities. Nuclear, like coal, is a baseload energy source, meaning it provides power 24 hours a day and seven days a week.

The drastic drop in the price of natural gas has not just hurt coal — it hurts nuclear as well. But our energy security requires a reliable source of baseload energy. And as a carbon-free energy source, nuclear remains the best option.

It is also imperative that we continue to invest in alternative energies — not just solar and wind, but in clean coal technologies that will allow us to tap into our existing coal supplies while slashing carbon emissions.

The shuttering of dozens of coal plants over the last decade has wreaked havoc on many communities and put many of our members out of a job. At the same time, solar and wind, not to mention the gas boom, has meant new work for many.

We need a bipartisan energy plan with a rational timetable for the retirement of coal facilities that can help maintain existing jobs and minimize the pain to those communities that depend on them. At the same time, we need a concentrated effort to recruit more workers into the energy industry. Utilities will have to replace nearly half of their workforce within the next 10 years as many existing workers are already approaching retirement.

Our industry is changing. And the IBEW is changing along with it, by introducing new training curricula and technologies into our apprenticeships and going after work and jobs in rising energy sectors.

But as we change, we are committed to protecting the jobs we already have and reminding the public that there is no single magic bullet when it comes to energy. Real progress requires tapping into all of North America's resources. And working together as one to get the job done. ■

Run. Fight. Win.

At the IBEW, we support a lot of candidates who stand up for working people. But no candidate we back understands what it's like to climb a utility pole, bend conduit or splice telecommunications cable like a member of our own Brotherhood.

That's why it's been so encouraging to see our members seeking — and winning — public office.

In New Hampshire and Massachusetts, Brothers Kevin Cavanaugh and Paul Feeney each won special elections this year to become state senators. Three IBEW members in New Jersey won re-election to the State Assembly in November and nearly a dozen more won local office in their towns and cities.

In Illinois, Chicago Local 134 wireman Marty Moylan, a member of the state House of Representatives, sponsored legislation fighting back against local right-to-work zones, working to protect collective bargaining rights for workers there. And in the U.S. Congress, Rep. Donald Norcross, a member of Folsom, N.J., Local 351, authored a bill to expand apprenticeship opportunities in the trades.

We're proud of Brothers Cavanaugh, Feeney, Moylan, Norcross and too many more to name here. And we're happy to support them when they run.

In Massachusetts, our active members and retirees got behind Feeney and put him over the top. And now they have an ally in the state Senate who understands what it's like to be a member of the IBEW. He knows what it's like to fight for a fair contract at Verizon because he did it in 2016. He knows what it means to worry about health care or where the next paycheck is coming from.

Brother Norcross is one of the only members of the U.S. Congress who knows what it's like to be an apprentice struggling to buy necessary books and tools while learning the trade, and that's why he worked to make it easier for young people to save for those expenses.

These are things you can't teach. You have to live them to understand what working people go through every day.

2018 is an election year in the U.S., and as working people and union members, a lot's at stake.

Over the last 12 months, we've watched important safety regulations rolled back and witnessed attacks on prevailing wage, project labor agreements and overtime pay.

So, as we look to next year and the federal, state and local elections that are coming, we'll be asking for help electing representatives at all levels who will fight to protect working families. But ask yourself something too. "Do I have something unique to contribute? Would my voice be a valuable one in my community?"

With the IBEW's caring and engaged membership, the overwhelming response is "yes." So run for school board or city council or your state legislature. Run for working families and union members. You'll find support from your union brothers and sisters. ■



Kenneth W. Cooper
International Secretary-Treasurer



HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

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“LETTERS TO THE EDITOR”

Wanted for Higher Office: You

The presidential elections of 2016 should be a wake-up call for all of us, along with the words of our own IBEW President Lonnie R. Stephenson. I have read this publication front to back religiously since I joined the IBEW in 1982. The articles published on the multiple topics and campaigns are always spot-on, especially the most recent regarding health-care and right-to-work legislation and this should be at the forefront of all our minds. As a proud third-generation member, I could not be prouder that my son is now the fourth.

Our family has more than 91 years of elected service to our local union between the generations. In 2003, I was tasked with helping the IBEW statewide by accepting a gubernatorial appointment. In 2012, I was elected to the state House of Representatives.

The IBEW and the labor movement have benefited throughout the state by having a seat at the table, but we need more. Due to gerrymandering practices, many states are controlled by the GOP but by holding an elected office and developing relationships, we can curb the attacks on our families and our union. Whether being elected to a school board, county commission or as a small-town mayor, each position can be a useful tool in our box. I strongly encourage you and/or your families to get involved politically so that we stand a chance to survive nationally. No matter how you may be registered, there is a place for you to run for office and help us be certain that the opportunity to join a union is there for future generations. I owe my success to the IBEW and the leadership that pushed me out of my comfort zone and into an elected office. Your neighbors need you to step up.

Think of it like this: you will never call the president but you will never hesitate to call your union or local elected official for help and that is where we can make a difference. We are called upon to rebuild a neighborhood, city or country after a disaster, so why not become the foreman of our own? We are the volunteers, coaches, scout leaders and have done more community service than every elected official combined. It is time that we take control of our own destiny. Get involved!

Ed Neilson, Local 98 member
Philadelphia

Getting the (Safety) Message

Thanks for getting arc flash hazards front and center in the November issue of the Electrical Worker (“The New World of Arc-Rated Gear”). We really need to get to every lineman and inside wireman with this message. It is a bigger challenge for the inside than it is for linemen as they are for the most part, already in arc-rated clothing.

One of our instructors brought in his copy (I did not get mine yet) and asked for data on the number of fatalities from arc flash. We have struggled at the 70E committee for many years with respect to empirical data on arc flash fatalities. In fact, the updated Annex K in NFPA 70E 2018 attributes 98 percent of electrical related fatalities to shock and no numbers are provided on arc flash because they could not be found. If you have any data, we sure could use it!

James T. Dollard Jr., Local 98 safety coordinator
Philadelphia

[Editor’s Note: The injury statistics in the story were primarily drawn from a 2015 report “Occupational Injuries from Electrical Shock and Arc Flash Events” released by the Fire Protection Research Foundation. The report gathers information from medical and trade journals, electrical incident data and other sources. It can be found at bit.ly/ArcFlashInjuries. Help the IBEW keep accurate track of incidents by filing an Occupational Injury, Illness or Fatality Form 173. Not only is it required, it helps keep everyone informed and safe on the job. Forms can be completed on the IBEW website at ibew.org/safetyDB/safety.htm.]



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

Unions Give Back

Reading November’s story, “New Jersey Couple Opens Home to Homeless Vets,” I thought, ‘Here’s a great story of a union member giving back to his community because he can ... because of his union membership.’ Great job, Brother [Mike Lipari and Julie Lipari]! In solidarity lies great things.

Chris Millas, Local 1820 member
Neptune, N.J.

WHO WE ARE

A Years-Long Journey Ends, Delaware Wireman Gets Life-Saving Gift

Wilmington, Del., Local 313 wireman Dave Amalfitano is a man bursting with gratitude and plans for the future.

The 47-year-old single father of three received a life-saving kidney transplant on Sept. 7 at the University of Maryland hospital in Baltimore after a more than three-year search for a donor.

Diagnosed early in life with polycystic kidney disease, Amalfitano’s health deteriorated four years ago when his kidneys shut down, requiring dialysis treatment multiple times a week and forcing him to stop working. That prompted him to step up his quest for a kidney to replace his, which had each grown abnormally large and riddled with cysts.

“This process has been a roller-coaster,” Amalfitano said. “It’s been so hard, not knowing what was going to happen, if I was going to live or die, if I was going to be here for my kids. But it’s also shown me just how generous people can be. I’ve had so many call to offer to be tested for a match, people who’ve said, ‘Dave, I want to save your life.’ I’m so grateful to all of them for even taking that first step.”

The process began for Amalfitano as it does for many of the more than 100,000 people on the national waiting list for a kidney donation. He asked his family and friends to be tested for a match. But that turned up nothing.

After exhausting the traditional options, Amalfitano asked last April if he could put a message on the local hall’s marquee. That roadside plea echoed across local newspapers and TV news and drew more than a dozen serious offers from Wilmington-area residents.

An August 2016 Electrical Worker story drew even more interest from Amalfitano’s union brothers and sisters across the U.S., including one perfect match, Rob Vargas, an apprentice at Chicago Local 9.

“I thought I’d found my savior in Rob,” Amalfitano said. The Electrical Worker followed the meeting of the two brothers in Baltimore in April when Vargas arrived for his final medical evaluations, but doctors discovered that Vargas’ kidneys were a rare horseshoe shape, making him an unsuitable donor. The condition was not life-threatening, but Amalfitano’s hopes for a new kidney were at an all-time low.

“That was a gut punch,” he said. “Rob is my brother, and I’ll always be grateful for the sacrifice he was ready to make, but it didn’t work out, and starting over was really hard.”

As it turned out, Amalfitano didn’t have to wait long. As his story got out again, including the near-miss with Vargas, he



Above, Amalfitano with donor Lisa Shea and her husband. At right, he and his kids pose in front of Local 313’s marquee.

posted a video to Facebook telling his story. “I had to keep going for my kids,” he said. “There wasn’t another choice.”

Shared by thousands from every corner of the U.S., Amalfitano’s video reached Lisa Shea, who, as fate would have it, lived just down the road in Port Penn, Del.

“There wasn’t a doubt in my mind,” she wrote in a Facebook post in July. “It was an overwhelmingly peaceful intuitive feeling knowing that calling him, calling his transplant coordinator, pursuing it was the thing to do. As if it was a calling.”

The two were a match, and on Sept. 7, Amalfitano and Shea were back in Baltimore, prepped and ready for the operation that would remove one of Shea’s kidneys and use it to save Amalfitano’s life.

“Lisa is the angel I’ve been looking for, and we’re going to be bonded for life,” Amalfitano said. “Her sacrifice, it’s given me more years with my kids, more years back at work, more years of living the life I’m so lucky to have. I’m so grateful for her.”

“This transplant is going to change my life,” he said. “When they removed my kidneys, the disease went with them. I’ll never have to worry about the disease coming back, and I’ll never have to spend another day hooked up to that dialysis machine. I’m really blessed.”

A little more than a month after the operation, Amalfitano was enjoying posi-



tive follow-ups with doctors and spending more time with his three kids, Anna, 15, and twin boys Matthew and Leo, 13. He was also looking forward to recovering enough to get back to work, hopefully by the end of the year – almost two years to the date from when he became too sick to work.

Amalfitano is also thankful for all the IBEW brothers and sisters who donated generously to an online fundraising effort to help him through the toughest stretch of his life when he was unable to work and paying exorbitant COBRA insurance rates. “There’s no way I would have survived financially if not for the generosity of IBEW members and the community here in Delaware,” he said.

“The union has blessed me with a lot of things, and my Local 313 brothers and sisters and the support from IBEW members across the country have meant so much through all of this. Thank you to all of you.” ■

Suffering Spectrum Strikers Stand Strong

When Tanisha Smythe started at Time Warner Cable in New York a decade ago she was living in a shelter with her newborn son. Seven months after Smythe and nearly 1,800 other members of New York Local 3 went on strike, she is facing a return to one.

"All the savings for my son and myself has gone. Everything I have worked toward is gone," Smythe said. "I came to this company from being homeless to actually owning my own apartment in a co-op. Now I am behind and they told us to pay but I can't get it all situated. I don't know where I'm going to go."



Tanisha Smythe, here with her son, has been on strike against Spectrum for 7 months. She is on the verge of foreclosure but she still says the strike is the right thing do.

A year and a half before striking, Smythe became a journeyman service technician at Spectrum, the second largest cable company in the U.S. after Comcast, created when Charter Communications bought Time Warner Cable for \$70 billion in 2016.

It had taken years, but it was supposed to bring a bump in salary and more challenging assignments.

But after four years working without a contract, Spectrum management presented a poisonous contract proposal that would eliminate company contributions to the pension and medical reimbursements funds, 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.

The average Spectrum worker could lose up to \$40,000 a year in pay and benefits, said Local 3 Business Representative Derek Jordan. In exchange management offered, at best, a few dollars more an hour.

Yet, according to Securities and Exchange Commission filings, the Stamford, Conn.-based company took in \$29 billion in revenue in 2016 and the stock price soared 70 percent in the last year.

On March 28, the membership rejected the offer and went on strike. A strike authorization vote was taken months before by the membership and was approved.

Now about to lose the only home her son has ever known, Smythe said she has

thought about the decision.

"To be in this situation is not easy, but I was in favor of the strike then and I still am," she said. "These aren't just jobs. We were planning to keep these the rest of our life. The company is trying to take away our careers, and we want them back."

Jordan said Smythe is far from alone.

"We see it for what it is. Other unions, the building trades, city elected officials, they all see it for what it is," Jordan said. "This is an attack on everybody. The president, his party and corporations from right-to-work states want to decimate unions and break the back of the middle class in New York and everywhere."

Spectrum has presented its position in March and has come to mediation several times. The last time was in August. They didn't budge.

Local 3 has organized dozens of rallies and picket lines. At a September rally both Gov. Andrew Cuomo and New York Mayor Bill de Blasio spoke in support of the strikers, demanding Spectrum bargain in good faith or risk the loss of their franchise in the city.

De Blasio told the crowd, "We do not accept a greedy corporation trying to undercut the most basic right of working people."

Smythe said she appreciates the support but wants action now.

"I want the politicians to take away the franchise agreement. There are many pictures of out-of-state contractors. It is a blatant violation of the agreement," Smythe said. "I want to be positive, but they are killing the last of the middle class in New York. The city council and the mayor have to step up."

Easing the Burden

To try and ease some of the financial worries and eligibility for the union health plan, Local 3 started a work program, assigning striking members with Occupational Safety and Health Administration certification to four weeks as jobsite helpers.

Abraham Perez, a 10-year veteran of the cable company's construction department, is completing his third week in the work program.

"It's been a godsend. I have gone through a roller coaster of emotions and situations. You could write a book," he said.

Three months ago his wife's employer closed. She was only out of work for three weeks, but without his paycheck, it hurt. Then on Oct. 28, his car was totaled

in a hit-and-run while it was parked in front of his house.

Before the Local 3 work program, Perez said he was constantly hustling for whatever work he could find through family, friends and word-of-mouth.

"I've put up five or six security camera systems, hung a half dozen TVs on the wall and four ceiling fans. Everything and anything I could get my hands on I did," Perez said. "I got to the point, after four months that I went down to where the day laborers go. I got picked up a few times, cleaned some backyards. It took a lot of my pride away, but the way things are, I have no shame. I have to make money."

Perez said the money he has earned and the generosity of his large family has kept his home safe, but he doesn't know what comes next. He doesn't know what he will do about the holidays, presents for his children or about his car.

"I worried about the payments before. Would I lose it? Now I don't have to worry but it breaks my heart," he said. "I have no job. How am I going to get another car when my most recent pay stubs are from half a year ago and how am I going to get work if I don't have a car?"

Perez too supported the strike call in March and, in spite of every challenge, he still does.

"If you take away everything they want to take away, it's a whole different kind of job," he said. "I am not rich. I'm middle class, but my head was up."

Now he isn't sure that will be possible no matter the outcome.

"That's what I'm confused about. When Time Warner was Time Warner they made millions and we did well. Now they are paying for hotels and trucks with out-of-state plates for all these people. You telling me, they're paying salary, food vouchers, trucks and hotels and this is about money? No. It isn't," Perez said.

Demanding Nothing but Fairness

Jordan said the relationship with Time Warner wasn't perfect, but all sides did well.

"This workforce has prioritized deferred income. When given a choice they sacrificed raises in favor of stability, more security in retirement and better care for their families," Jordan said. "It isn't too much to ask a company making billions of dollars to treat the men and women who made this company with respect, sit down

with them honestly and negotiate."

Smythe said the proposal was especially galling after hearing that Charter Communications CEO Tom Rutledge took home \$98 million in 2016 — the equivalent of \$47,383 an hour — making him the highest paid executive in the country.

"What did he do to earn his money? I don't sit at a desk; I carry that 80-pound ladder, climb poles and go up on the roof. It is a slap in the face to tell me I am not good enough, that we don't earn it. I have given everything," Smythe said. "But I could live on what I made. I just want to have security in my old age and health insurance if I get hurt."

Seventeen-year journeyman service technician Andrew Farquharson said all he wants is for the company to come back and negotiate fairly.

"A give and take, that's all I ask," he said.



Andrew Farquharson's wife is due with their second child in January. He just wants Spectrum to negotiate in good faith.

Farquharson said he is one of the luckier ones. He got work through the Local 3 job referral program for four weeks and is on the waiting list for the Electrical Apprenticeship Program. His wife is still working.

"I took a loan from my 401(k) and that has kept us above water, but my hand will be forced soon," he said.

Farquharson's wife is pregnant, due with their second child in January. She will be taking three months of maternity leave.

"That will be a disaster," he said. "That will be the dilemma: will anyone hire me, invest in me, if we get a contract with Spectrum?"

That would be Spectrum's loss he said. Farquharson, a U.S. Marine Corps veteran, is the service technician that service technicians call when there is a problem they can't solve.

"I've been here since the boxes were analog," he said.

Like Smythe and Perez, he is a master of the unique infrastructure Spectrum bought from Time Warner.

It is, he said, aging, often difficult to access, especially in Brooklyn.

"Spectrum has to remember that there is a human element. People have been working for you blood, sweat and tears. Don't forget about us," he said. ■

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Abraham Perez found work through the New York Local 3 job referral program, but only for four weeks. To support his family he's done day labor and odd jobs but, he says, the only future is to continue the strike.