

THE ELECTRICAL WORKER

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The Revolution Will Be Wired

The seismic shift from coal to natural gas and renewables is only half of the story of the electricity revolution. As the grid transforms into the smart grid, the work of nearly 400,000 IBEW members must change as well.

These are good times to be a North American line worker.

In 2009, then-President Barack Obama said the future of electricity was the smart grid. Nearly 10 years later that future is now. A combination of new technology, new software, regulations and business models is creating tens of thousands of new jobs in one of the most highly unionized industries in North America.

“Unlike any time since 1900, the world’s energy system is in play,” said professor David Victor of the University of California, San Diego’s School of Global

ENERGY JOBS OF THE FUTURE

Part
II

Policy and Strategy.

Part one of this series about the future of the electrical industry (“Everything About the Electrical Industry is Changing,” Dec. 2017) covered the generation business, a transformation that is echoing loudly on the delivery side as well.

Monopoly utilities were once considered dinosaurs. But these new technologies, along with new business models and new regulations, are putting them at the center of some of the most progressive parts of the digital economy, including the electrification of cars, ports and trains, microgrids and virtual power plants, demand response, distributed energy generation and even driverless cars.

In the middle sits the North American power grid, the most complex machine created in human history. Each day, it is asked to do things it wasn’t designed for while barely keeping up with its original job. Where it is keeping up, it is old and often congested. Too often, it’s in the wrong place entirely.

Over the next several decades, billions of dollars will be spent bringing the transmission and distribution system into the 21st century and the skilled construction and utility line workers of the IBEW are perfectly placed to benefit from this once in a generation gold rush.

“There has never been a better time to be a union lineman,” said Ray Kasmark, director of the IBEW Business Development Department. “But when this wave of work is done, will we look back and see that the majority of electrical workers gained or lost? Will we grow enough to match the size of the opportunity, or will working men and women have missed out? It all depends on what happens in the next few years.”

ENERGY JOBS OF THE FUTURE *continued on page 4*

FROM THE OFFICERS

Making Green Jobs Good Jobs



Lonnie R. Stephenson
International President

In the last few months, The Electrical Worker has published an in-depth exploration of the radical transformation of the bulk power system.

The changes in this business since I joined this Brotherhood more than 40 years ago have been breathtaking. When I was an apprentice, houses and offices used electricity for little more than heat, appliances and a handful of lights.

Today, the average person uses five times more electricity than the average person did in 1950. It's the same story in the commercial sector, with business consuming more and more power running the systems that help them stay competitive.

For the most part, that change has been good news for nearly 400,000 IBEW members employed in generation, transmission, distribution, construction and rail. Skilled electrical workers are more valuable and valued than ever before.

Grid-scale renewables and the transmission lines that connect them to customers are putting thousands of our members to work. Installing smart meters, electric car charging stations, microgrids and the millions of sensors that will inform and empower the utilities of the future is our work now.

I know this isn't true for everyone. Many trades have been disrupted by the technological advances, and some have disappeared almost entirely. Tens of thousands of our own members have seen their futures darken when their coal, nuclear and natural gas plants closed. It's been devastating for them, their families and often their towns.

That's why we'll continue to fight like hell for market rules that stop punishing reliable baseload generation and support next-generation nuclear and clean coal technologies. Not only is baseload critical to grid stability, it's vital to you, our members and to the communities you live in.

But as we do that, we're also working to meet the next challenges, where many of the new generation industries, especially wind and solar, are replacing what were good blue-collar careers with fewer lower skill, lower wage jobs.

It doesn't need to stay that way.

Utility jobs aren't good jobs by some natural law; brothers and sisters from previous generations fought long odds to make them that way.

Success will take organizing the work, organizing the workers and insisting on public policies that strengthen the hand of working people. A few first policy steps are laid out in a sidebar to this month's story (page 6). I urge you to cut that list out and speak to your elected representatives about them at every occasion.

The future is in our hands. My expectation is that we will live up to the legacy that was handed to us and that generations to come will inherit an electrical industry at least as good for working families as the one we inherited. I look forward to embracing that challenge right alongside you. ■

It's Time to Stand Up

By now, you've all heard about the Supreme Court's looming decision that could seriously damage our public-sector brothers and sisters in the IBEW and across the labor community.

The Washington Post called Janus v. AFSCME "the most important union rights case of the century," and they're not far off.

If you ask the anti-union right, the people like the National Right to Work Foundation who are bankrolling this case, they'll tell you it's about freedom of speech or about union dues and whether people have a right not to pay them.

But let me tell you what the case is really about: power — taking away the rights and resources of working men and women.

It's about the ability of the little guy — working families like yours and mine — to join together so we're able to stand up to giant corporations and special interests.

Unions have always been a way to pool our resources so we can compete with the millionaires and billionaires who want to shut us up, to pay us less than we're worth and to squeeze us out of the political process.

By weakening your union, they're trying to silence you, trying to take away your power.

The Supreme Court is tilted against us. During oral arguments before the Court in February, it didn't sound like this was a fight we were going to win. If all goes as expected, public-sector workers — union members who work for state and local governments or public utilities, law enforcement, teachers and more — will essentially be living under a nationwide right-to-work law by the end of the year.

Trust me, brothers and sisters, they will not stop there. An attack on one of us is an attack on all of us.

When the Republicans blocked Barack Obama's Supreme Court appointment for more than a year, this was the kind of case they were planning to win — and they took that unprecedented step because of pressure from the same donors behind Janus.

They want to make sure our resources are cut to make it more difficult for us to stand together. So, we have to work harder. We must educate the nonmembers that they're better off with the union and the true strength that comes from every worker standing together.

We also have to get active. We have to get active in our locals, active in our communities and, yes, active in the political process.

Come November, we have to elect representatives at every level of government who are going to reject the politics of weakening working families for the benefit of the wealthy. We have to stop the spread of right-to-work and start rolling it back in places like Missouri, Michigan, Wisconsin and more.

If every one of us vows to step up and fight back, we won't find ourselves on the losing side of battles like Janus in the future. We'll be riding the wave of a resurgent middle class to a better tomorrow. This is the battle of our time; how future generations of electrical workers will remember us. Together, we're going to make it happen. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS TO THE EDITOR

Get Involved in Your Local

To the editor:

My name is Paul A. Lipyaneck and I retired in December after 36 years. To the leadership, staff and my brothers and sisters of the IBEW, I'd like to say thank you. I'm a proud member of Local Union 94. It's been such a great ride. I've worked with some beautiful people and lots of good times were had, but it was all because of the leadership, staff, stewards and membership of Local 94. To business manager Kenneth "Buddy" Thoman and his staff, who do a great job keeping the members gainfully employed, thank you. The IBEW is a great union because of leaders like Buddy, and I wouldn't be enjoying my fine retirement without them. Long live the IBEW. Brothers and sisters, please support your local union and, most importantly, get involved!

*Paul A. Lipyaneck, Local 94 retiree
Cranbury, N.J.*

We Want to Hear From You: Send your letters to media@ibew.org or Letters to the Editor, The Electrical Worker, 900 Seventh Street, N.W., Washington, D.C. 20001.



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

Virgin Islands Hero Lineworkers

Thanks to all IBEW Brothers and Sisters that have been working so hard to help these folks [in the Virgin Islands — See "Rebuilding Paradise" in March's Electrical Worker]. Take care and be safe.

*Michael Moore, Local 481 retiree
Indianapolis*

It's great to see my IBEW brothers at their best! Thanks, from a 60-year member.

*Louis Vahamonde, Sr., Local 3 retiree
New York*

Janus Case Threatens Us All

[Responding to "Bankrolled by Billionaires, Anti-Union Lawsuit Lands at Supreme Court" on IBEW.org]

Not only do union members need to take action against this, but so does anyone else who is not represented by a union. When unions fail, it affects everyone's wages and conditions.

Wake up and pay attention, people!

*Andy Abbett, Local 302 member
Martinez, Calif.*

Cheers to the Canadian Women's Conference

What a blast that conference was [held Nov. 17-19, 2017 in Toronto]! I felt very fortunate to have been able to attend representing Local 230 from Vancouver Island. Looking forward to [the IBEW Women's Conference, June 6-9] in Minneapolis!

*Jackie Oh, Local 230 member
Victoria, B.C.*

Clarification to last month's article, "Retiring Early? Don't Make This Mistake:"

There was some confusion among PBF retirees after last month's pension article, "Retiring Early? Don't Make This Mistake."

PBF payments made to those retiring early do not increase after reaching age 65. Only those taking regular retirement or on disability are eligible for full payments. Early retirees' PBF payments (between ages 62 and 64) are permanently reduced.

See reprinted article on page 10 of this issue. Visit IBEW.org/links and click 'PBF FAQs' for more information. ■



IBEW, TVA Embark on Historic Code of Excellence Partnership

International President Lonnie Stephenson, left podium, and TVA CEO Bill Johnson announced a ground-breaking Code of Excellence agreement between the sprawling public utility and all of its trade unions.

The Fontana Dam in North Carolina is part of TVA's vast energy-generating network in seven southeastern states from Virginia to Mississippi.

Workers and Employers Nationwide 'Will See a Workplace Where Unions and Management Aren't Adversaries, but Partners'

Embracing the IBEW's Code of Excellence, the Tennessee Valley Authority and its union workforce announced a historic partnership intended to strengthen shared values and inspire new levels of cooperation between labor and management.

"I've had the chance to see the Code implemented at workplaces across the country," said IBEW International President Lonnie R. Stephenson, announcing the COE agreement. "And I know it works because I've seen it in action. I've seen how it brings employers and employees together to not only increase productivity, but to increase pride and respect."

Joined by TVA President and CEO Bill Johnson and representatives from the Laborers, Pipefitters, Boilermakers, Machinists, Teamsters and Operating Engineers, Stephenson made his remarks Feb. 6 at the Watts Bar Nuclear Plant in eastern Tennessee, one of approximately 60 TVA worksites spanning seven states from Virginia to Mississippi.

The nation's largest government-owned power provider, TVA employs about 2,500 IBEW members as permanent employees at worksites that include nuclear, oil and gas, hydroelectric and solar plants. Thousands more IBEW members do short-term work each year for TVA, upgrading infrastructure and performing regular maintenance.

Johnson said TVA has had a "really good partnership" with labor for more than 80 years, and the COE can make it even better. While he expects trades and crafts journeymen to continue to strive for the highest quality and greatest productivity, he also expects his "professional managers at TVA to make sure we have the resources, plans and environment where people can do their best work."

A committee will hammer out COE language specific to TVA, but the core of the Code is well known to IBEW members: an unyielding commitment to the highest standards of safety, professionalism, accountability and quality, and to forging labor-management relationships that open lines of communication and help everyone excel.

"The Code's values are the values we all share as IBEW members, the values we share as members of the labor movement, and the values held by every member of the TVA Annual Council," Stephenson said.

The process leading to February's rollout began about a year earlier with discussions between Tenth District International Vice President Brent Hall and TVA executives about various workplace issues, including a backlog of grievances.

Hall urged TVA to look into the Code of Excellence adopted by Florida Power & Light in 2011. After implementation, the utility saw reportable accidents drop sharply, its pile of grievances shrink and worker morale rise.

That's what can happen, Hall said, when you empower lower-level union and management representatives to try to resolve problems instead of starting higher up the chain of command. The process can be applied to individual cases — a chronically tardy employee, for example — as well as to larger issues such as safety and shift assignments.

"It's been our experience that when you have onsite labor relations, with mid-level management and the union working together at that site, the problems don't end up downtown," Hall said. "It's better for management, and it gives workers a voice in the decision-making. It's not some mandate from some office in some building far away."

That's especially valuable, he said, for a multi-union workforce at so many TVA worksites spread across 80,000 square miles.

"Each site has its own specific issues," Hall said. "A plant manager may be fine letting his guys have a say, except that he's handcuffed by some company-wide letter. We're trying to get back to letting management and local union representatives fix their problems at home."

The Code won't usurp the authority of top-level corporate or union leadership, and some issues still inevitably end up in their hands, Hall said — just not as many, as he explained to TVA management.

"I told them my goal for this program is for all of us not to have a job," he said with a chuckle. "They had a look of horror. But I explained myself — that it's great when problems don't have to reach our level, to see guys working through their own issues. When they don't agree, that's when we step in."

Once the committee of TVA and union representatives work out the nuts and bolts, the IBEW will conduct COE training for members of all seven unions involved. "That will be a road show that will probably go on for quite a while," said Keith Craig, an international representative in the Tenth District who spent 24 years at TVA. "There will be trials and errors and lessons learned and they'll tweak it as needed."

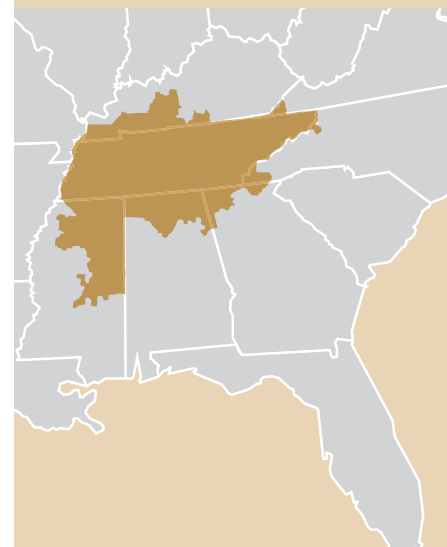
If the COE is a success, Stephenson said, "labor and management across this country will look to the TVA to see what you've built and draw inspiration."

"They will see a workplace where unions and management aren't adversaries, but partners, a workplace where management respects its employees and listens to what they have to say," he said. "They will see that a joint commitment to making our jobs and our workplaces the best they can be produces real results — for employers, employees and the communities we serve."

"When they witness what you have achieved — at one of America's most celebrated institutions — your example will raise the bar for excellence at workplaces across this nation." See video at IBEW.org

TVA'S GENERATING ASSETS:

- ▶ 7 fossil plants (29 active units)
- ▶ 3 nuclear plants (7 units)
- ▶ 29 hydro plants (109 units)
- ▶ 1 pumped storage hydroelectric plant (4 units)
- ▶ 9 natural gas combustion turbine gas plants (85 units)
- ▶ 7 natural gas combined cycle gas plants (15 units)
- ▶ 1 diesel generator site (5 units)
- ▶ 15 solar energy sites
- ▶ 1 wind energy site



The Revolution Will Be Wired: Energy Jobs of the Future Pt. II

New Generation, New Jobs

North America is in the middle of a decade-long transmission system overhaul. Utilities and independent transmission companies have invested nearly \$140 billion in new transmission lines since 2010, according to the Edison Electric Institute.

A significant driver of that investment was the focus of Part 1: the closure since 2002 of 11 percent of traditional central station power plants, primarily coal, and the opening of renewable and natural gas plants.

Very few of the new generation stations are built on top of the existing infrastructure, particularly grid-scale wind and solar. Nearly 90 percent of wind resources and 70 percent of potential grid-scale solar — but only 30 percent of the demand — are between the Rockies and the Mississippi, according to the Wind Energy Foundation. The race to connect that potential power to the people who need it is on, and billions are at stake.

The Department of Energy conducted dozens of studies about how much renewable generation the grid could successfully integrate by the middle of the century, as high as 60 percent. Every successful model required dramatic investments in transmission.

Right now, there are 15 projects worth nearly \$100 billion in advanced development, capable of carrying 52,000 megawatts. Kasmark said the IBEW has signed multiple strategic partnerships with transmission line developers, including the 192-mile Northern Pass project that projects to bring more than 1,000 MW of power from Canadian hydroelectric generation to New Hampshire.

The IBEW also signed a partnership agreement with North Houston Pole Line for the \$800 million, 350-mile transmission line that will connect nearly a thousand wind turbines in the Oklahoma panhandle.

Even when the new generation isn't half a continent away, the existing infrastructure may not be able to handle it, said Construction and Maintenance

Department Director Jim Ross.

"In some places, they are building generation plants next to overloaded lines," Ross said. "They want to build more transmission now but they are asking 10 years too late. We will be seeing a lot more of that work, connecting new generation to the grid, not cross-country lines, but locally."

How many jobs is an open question, but the Brattle Group, an engineering consulting firm, estimated that there will be \$10-20 billion spent just to replace closing coal plants and an additional \$50-60 billion just to meet state renewable production standards.

The only real question is when plans will translate to jobs. Unlike gas pipelines, which are exclusively federally controlled and sited, electrical transmission has at least 75 state-level or below siting authorities, according to Dan Belin, a specialist with the engineering firm Stantec.

The fastest project from proposal to ground breaking, a transmission line from western Pennsylvania to West Virginia, took nearly five years. The longest, the Susquehanna-Roseland line, has been in the works for 92 years. The EPA review for one project, Gateway West, took six years, and it was fast tracked. Permitting is expected to take another five years.

It can be done though. IBEW members, including some from San Angelo, Texas, Local 898, were instrumental in the state's Competitive Renewable Energy Zone, which built transmission to likely, high-wind areas first and then let private business build out the generation infrastructure. More than 18,500 MW of wind generation came online and 3,600 miles of transmission wire were built in nine years.

Another source of new transmission that is often overlooked is demand caused by the unpredictability of wind and solar. Nuclear and coal generation isn't just local, it is reliable. As more variable generation comes online, grids that were designed and built by local utility monopolies to serve their local customer base 50, even 100 years ago, are being connected to one another to form larger regions, and the regional interconnections

Original Power Grid

The North American power grid is the most complicated machine ever built, but it effectively has one job: bring power from more than 9,000 generators in a single direction to more than 150 million customers.

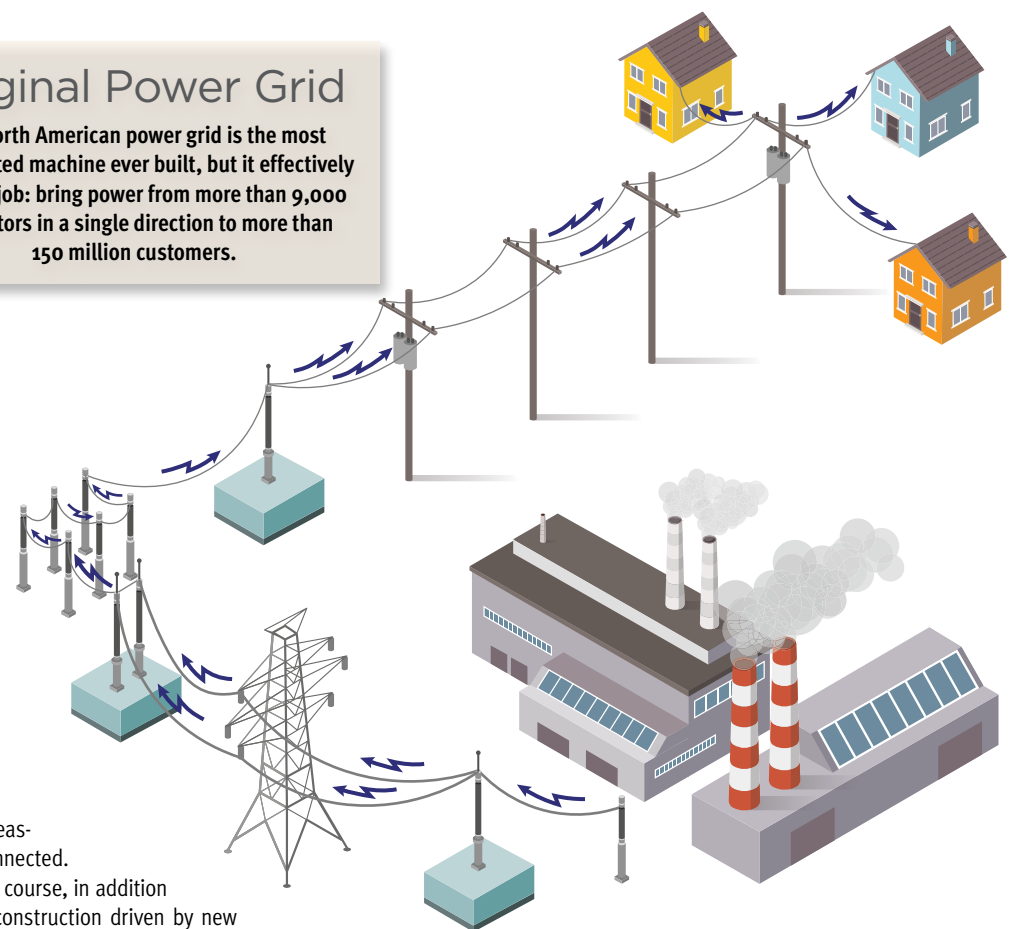
are themselves increasingly interconnected.

And, of course, in addition to the new construction driven by new generation and its implications, there is all the traditional work IBEW members have been doing for more than a century.

The existing grid needs maintenance and there will always be storm damage to repair. Hurricanes Harvey, Irma and Maria collectively knocked out power for more than 5 million people and the cleanup involved the largest mobilization of IBEW linemen ever.

The American Society of Civil Engineers reported a \$177 billion gap between the investment needed in transmission and distribution and what was actually spent. The result is that, although the total size of disruptions is falling, there are still thousands of outages every year, costing the economy tens of billions of dollars.

"We have no national grid. We don't even have a national policy," said Utility Department Director Donnie Colston. "What we have are four continental interconnects, 10 regional markets, 50 state



public utility commissions, 66 balancing authorities and a few thousand utility-built grids that are nearing six decades old. Whatever the future holds, that is the past we are dealing with."

New Grid, New Jobs

When Obama made that 2009 prediction about the smart grid, he was also celebrating the completion of what, at the time, was the largest solar array in the country: the 25 MW Desoto Next Generation Solar Energy Center, which represented about 1 percent of the nation's nearly 3,000 MW of solar generation.

Today, there is more than 50,000 MW of installed solar, and nearly 20,000 MW of it sits behind meters on the roofs of more than a million homes and businesses. At certain times of day, they are traditional energy consumers drawing power from the grid, and at other times, they are miniature power plants sending it back out. In California, the grid is becoming a net injector of power.

"The problem is we spent trillions of dollars building a grid that isn't designed for that," Colston said. "That's also the opportunity."

Wires can physically carry power up and downstream as easily as pavement can carry cars one way or another. But all the stop signs, on and off ramps and traffic laws are aimed in the wrong direction and need to change without a single light flickering off.

"Upgrading all the separate utility-owned grids is a 20-year job," Colston said.

To manage these multidirectional,

variable flows, utilities not only need to understand what is happening on their grid, they will increasingly take control of how and when customers use that energy. Wires will be festooned with billions of sensors in an endless conversation with suppliers, utilities, customers and markets. Utilities will match intermittent supply with intermittent demand by adjusting both, deploying smart meters, smart water heaters, microgrids and energy storage as easily as deploying excess generation capacity.

Every day, more of everything will be electrified to reduce pollution, increase efficiency and lower costs. Midwest utility Ameren, for example, is planning now for the electrification of everything from forklifts and other industrial vehicles to most heating, manufacturing and even farms. Its five-year "integrated grid" plan will cost more than \$1 billion.

"What will we have to put in place to plug in everything?" asked Taylor Beis, political affairs director at Edison Electric Institute. "Really, you are talking about what the utility of the future will do."

The technology may be on the cutting edge, but nearly all of it will have to be installed with bucket trucks, side cutters, a sturdy pair of boots and a tool-filled canvas bag.

Smart meters, for example, are the minimal hardware, the ticket for admission that everything else relies on, and only 70 million of 125 million households have them installed.

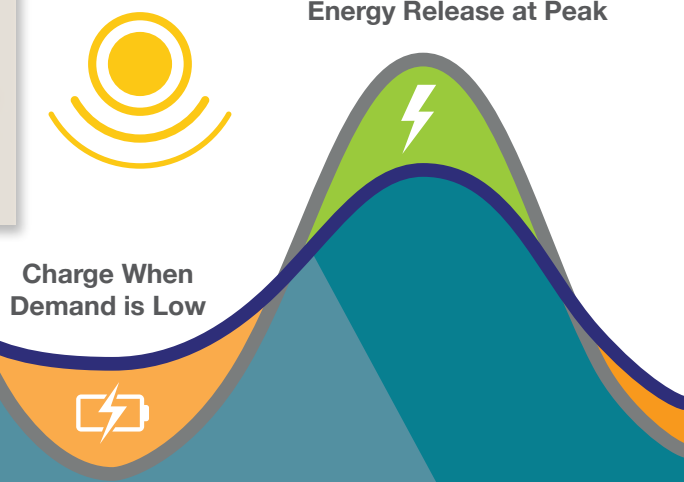
An obvious downside to automatic meters is the end of the need for meter readers. Then again, there will be a lot more jobs installing, maintaining and upgrading the grid, Colston said.

Renewables + Storage = A New Game

The grid is built to exceed morning and evening demand peaks. That means a lot of idle power stations at night and, increasingly, excess renewables during the day. With demand management and enough storage, power produced at dawn can be used at sunset, flattening the peak.

Key: — Original demand curve
— Demand curve with storage

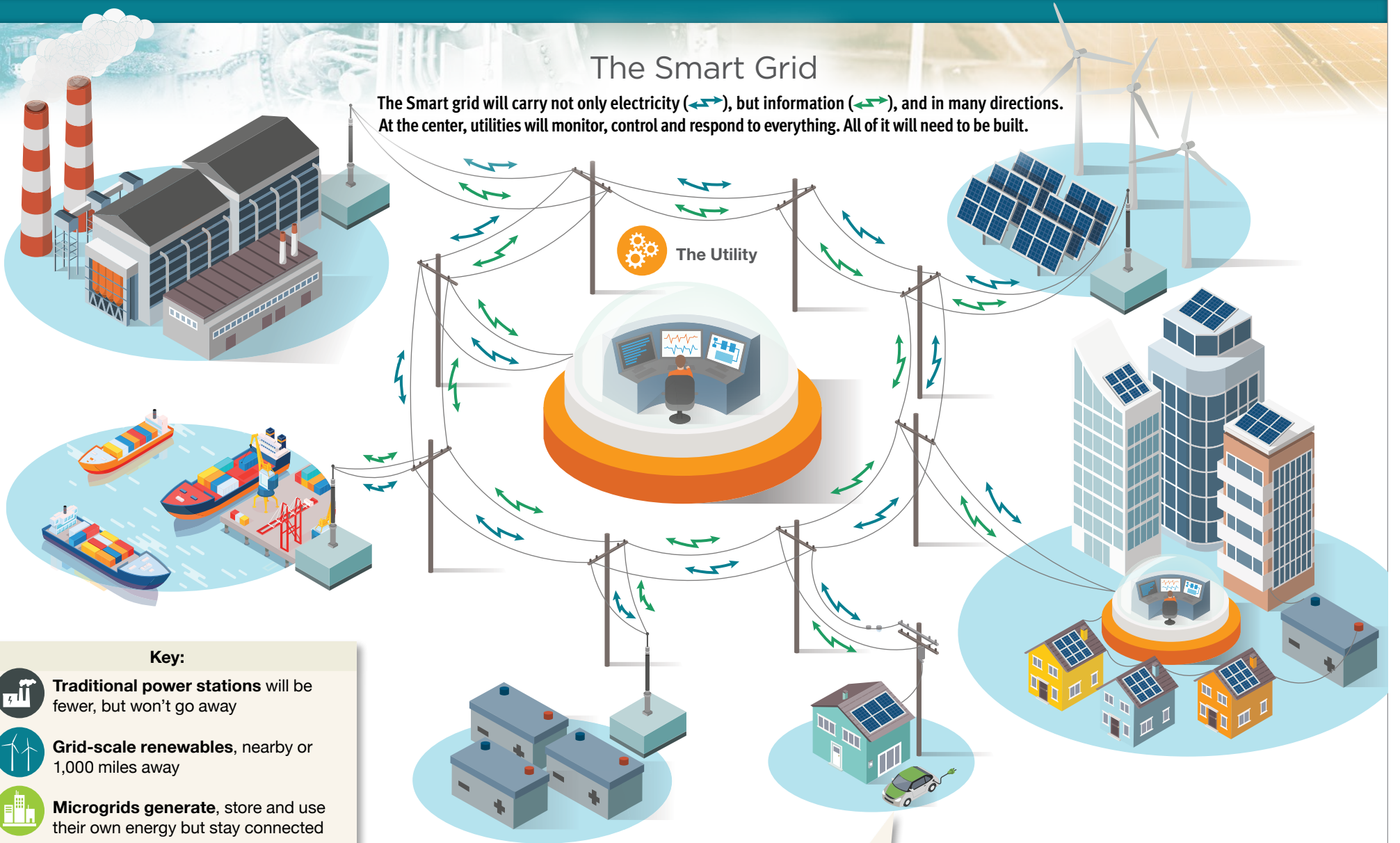
Energy Release at Peak



Charge When Demand is Low

The Smart Grid

The Smart grid will carry not only electricity (⚡), but information (📶), and in many directions. At the center, utilities will monitor, control and respond to everything. All of it will need to be built.



Key:

-  **Traditional power stations** will be fewer, but won't go away
-  **Grid-scale renewables**, nearby or 1,000 miles away
-  **Microgrids generate**, store and use their own energy but stay connected
-  **Grid-scale storage** will smooth it all out
-  **Ports, railroads, factories** and even **farms** will end their reliance on gasoline and shift to electric power

"We still need linemen who can stand up a pole, pull wire and make sure voltages are correct," he said. "We will also need grid communication specialists; linemen who can install sensors, make sure they're programmed correctly and ensure they can communicate. They are different specialties and we need both."

Some states are already well underway. Diamond Bar, Calif. Local 47 and Vacaville, Calif., Local 1245 have been upgrading and overhauling their grid for more than a decade. But so have smaller states like Vermont.

"The utilities are hiring more relay technicians to deal with the intricacies of the smart grid," said Montpelier, Vt., Local 300 Business Manager Jeffrey Wimette. "This is stuff linemen have never dealt with before, but it is our work and I expect to be doing a lot more of it in the next five years."

Smart meters and omnipresent sensors will give utilities the ability to know exactly what is happening, and where, on its grid. From there, remarkable new opportunities open up the true promise of the smart grid: reducing consumption, cleaning up energy and making it all more reliable and resilient with storage and demand response programs.

The technology that brings all of that together is the microgrid: localized groups of utility customers, renewable generation and batteries linked by software that can send power to the battery, to the customer and

can even reduce customer energy consumption when demand is peaking.

Local 300 members are already working on a project with a 2-MW lithium ion battery system, solar and wind generation and demand response hardware, and they are far from alone.

The city of Oakland, Calif., is closing a power station run on jet fuel and replacing the lost generation with substation upgrades, customer efficiency improvements, utility-built and owned rooftop solar arrays and storage. There will be no new transmission, no new generation and Local 1245 members will be doing the work.

For too long, environmentalists and labor unions have ended up on opposite sides, said Local 1245 Business Representative Hunter Stern. The Oakland plan promises the potential for peace.

"The utility will do it, the PUC [the state's Public Utility Commission] approved it and the environmentalists will support it," Stern said.

"The utility will do it, the PUC [the state's Public Utility Commission] approved it and the environmentalists will support it," Stern said.

The Power is in Our Hands

The West Oakland project had near universal support, but it might never have happened.

Since the deregulation of 1996, traditional utilities cannot own generation assets and most states are not clear where the border lies between the greener corners of the smart grid and generation. Projects like this just simply had not

been anticipated by policymakers and regulators even a few years ago, and the rules had to change.

Another example: this summer, Nest, makers of a smart thermostat, is partnering with Southern California Edison to deliver the equivalent of 50 MW by reducing demand in 50,000 homes. Is that generation, grid-level storage or a traditional efficiency program?

PG&E had to get approval from the state Public Utilities Commission to build and link the hundreds of rooftop solar arrays that would partially replace the generation lost when the West Oakland power plant closed.

Electric vehicle charging stations had a similar story. At first, utilities couldn't build or own them.

"But so few were built, regulations had to be changed and they were," Beis said. "The results are clear."

After electric vehicle sales stalled between 2013 and 2015, they are rising again from about 115,000 in 2015 to 160,000 in 2016 to nearly 200,000 last year.

Now the debate has moved to who can own, install and ultimately benefit from storage.

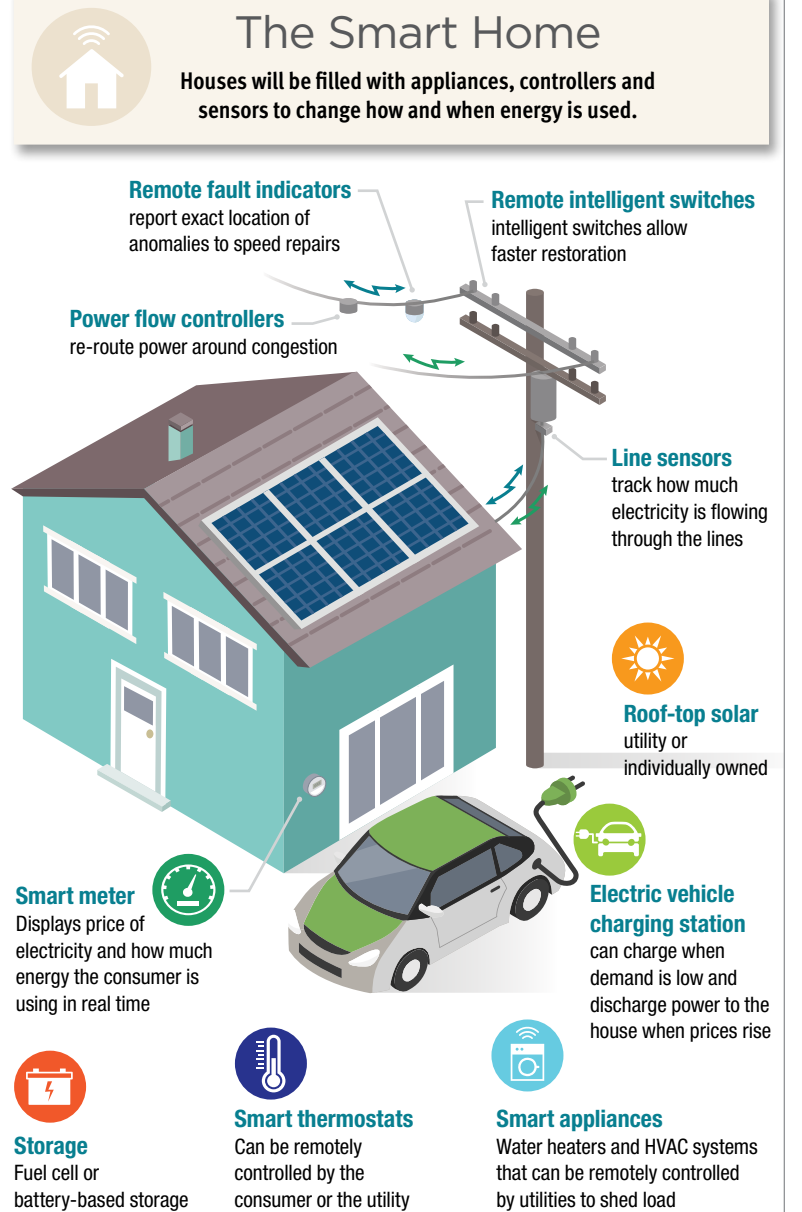
"The PUC is requiring storage and subsidizing it, so we are arguing that everyone should benefit from it. If it is subsidized, it needs to be connected to the grid," Stern said. "The nightmare is where people need and use the grid, but don't pay for it."

The reality, Colston said, is that the public policy decisions about pricing, market structure and who gets to own

ENERGY continued on page 6

The Smart Home

Houses will be filled with appliances, controllers and sensors to change how and when energy is used.



Remote fault indicators report exact location of anomalies to speed repairs

Remote intelligent switches intelligent switches allow faster restoration

Power flow controllers re-route power around congestion

Line sensors track how much electricity is flowing through the lines

Rooftop solar utility or individually owned

Smart meter Displays price of electricity and how much energy the consumer is using in real time

Storage Fuel cell or battery-based storage

Smart thermostats Can be remotely controlled by the consumer or the utility

Electric vehicle charging station can charge when demand is low and discharge power to the house when prices rise

Smart appliances Water heaters and HVAC systems that can be remotely controlled by utilities to shed load

Continued from page 5

what will determine who will do this work.

“Popular support is great, but it is informed, energetic political action that makes the difference,” he said. “The IBEW, through our membership, can be a powerful voice. We can be the difference between green jobs being good careers and green jobs being mediocre jobs at best.”

The majority of states have recognized the need for modernizing their grids and 33 took more than 184 legislative and regulatory actions in 2017. California is, as is often the case on electricity, far ahead of the rest of the country.

But decisions like the one from the PUC in West Oakland are being made now by other public utility commissions, at the Federal Energy Regulatory Commission, in legislatures and in other regulatory meetings at federal, state and county levels. For these jobs to be union jobs, IBEW members in the rest of the country have to make themselves heard.

“These are policy choices that IBEW members can and should speak up about, early and often,” said Political Director Austin Keyser.

The most common action was support for advanced metering infrastructure.

Most will be open to the public and accept comment. Keyser encouraged every member to come to local meetings, get educated about issues in their jurisdiction and try to attend.

New Jobs, New Challenges

The challenge is great, not only to win the new work, but to keep the old work. The utility and construction workforces are some of the oldest in the U.S. economy. Nearly half of utility workers, for example, will be eligible for retirement in the next five to eight years.

“That is the question that keeps me up at night: how will we man the jobs?” asked Ross. “The drain is fully open but there is only a trickle of water coming out of the spigot.”

Ross said the IBEW has 27,000 apprentices, but he could put twice that many to work.

International President Lonnie R. Stephenson said every member of the IBEW ought to know by now what needs to be done.

“This is a once in a generation — maybe several generations — opportunity. When it is over, will we look back and see that we used this opportunity to make good on the first objective of the IBEW, to ‘organize the entire electrical industry?’” he asked. “Only if we organize like our future depends on it.” ■

A Prescription for the Future of Transmission

Tax Credits for Infrastructure In a world of ifs and buts, cheaper power is a surefire boost to economic growth. Investment tax credits for grid infrastructure have always paid for themselves in the long run, and they should be widespread.

Loans for High-Priority Transmission Projects Congress should authorize a direct loan program for projects targeting the most congested corners of the grid.

Use Loan Guarantee Program Money Congress already authorized the Department of Energy to support innovative projects through a loan guarantee program, but billions in funding remain unspent. DOE should use that money the way it was intended.

Encourage the Federal Energy Regulatory Commission to Be Bolder FERC has jurisdiction over transmission planning and cost recovery and should take bolder action to encourage interregional coordination.

Resolve Interstate Disagreements Congress should pass legislation requiring states to resolve permitting and siting conflicts.

Streamline Federal Agency Review Federal agency reviews of transmission regularly take a decade. We need reasonable fixed timeframes.

Better Support for Apprenticeships Simply letting apprentices use Pell grants to pay for expenses would help us train the 50,000 linemen we will need in the next decade.



Multiemployer pensions — including the struggling United Mine Workers’ plan — are facing a potentially crippling increase in federal insurance premiums under a proposal from the Trump administration.

The Pension Swindle

“Saving the Boat by Letting the Passengers Drown”

The government insurance program for multiemployer pension plans is in trouble. A Trump Administration proposal to raise premiums for a federal pension insurance program could make the problem much worse.

The premium increase would cost the IBEW’s National Electric Benefit Fund more than \$100 million a year, said Senior Executive Assistant to the International Secretary-Treasurer Darrin Golden. The plan is healthy enough to bear that cost but it could eventually lead to reduced benefits or higher costs. And some underfunded pensions could be tipped into insolvency, essentially making those them worthless.

There are two kinds of pensions: those run by a single company for its employees and those, like the NEBF, that pool contributions from lots of employers. Both must pay premiums to the Pension Benefit Guaranty Corporation, a federal agency that steps in when pension funds can no longer meet their obligations.

The PBGC fund is flush now, with nearly \$2 billion in assets, and nearly 95 percent of multiemployer pension plans are perfectly healthy, including the NEBF (see the report on page 11).

“The math for the NEBF has worked since 1946 and as long as there is a functioning economy, people will need electricians,” Golden said.

But in less than a decade, some of the 5 percent of troubled plans will go broke. Two dozen extremely underfunded plans alone have more than \$67 billion in liabilities that could land in the PBGC’s inbox in the next seven years.

If those funds wipe out the PBGC, beneficiaries could see their monthly check reduced up to 98 percent.

In its 2019 budget, the Trump administration proposed closing the shortfall with a five-fold increase in premiums and even larger increases for at-risk funds.

“It’s an obvious, simple response, but this a complicated problem, and it is the wrong response,” said International Secretary Treasurer Kenny Cooper. “The simple fact is the multiemployer system is not economically viable with premiums at those levels.”

Raising premiums, Cooper said, would solve the fund’s immediate deficit, but doesn’t do anything about why plans are failing, and it is so expensive that it will likely drive some healthy plans into insolvency. It is, he said, like saving a sinking boat by throwing the passengers overboard.

“Raising premiums 500 percent keeps the PBGC solvent, but the goal isn’t to keep the PBGC solvent; the goal is to keep the pension funds solvent,” he said.

“What use is helping a fund for failing pension plans if it makes more pension plans fail? My only concern is the safety of our retirees’ hard-earned NEBF benefits.”

Raising premiums won’t solve the problem because it wasn’t risky choices that got the plans into trouble.

All pension plans were hit by the recession, Golden said, and fund managers conservatively invest to weather downturns. For pensions to work, however, they need new workers and the financial crisis hit some parts of the economy harder than others. The failing plans are in industries that were shrinking: mining, long-distance trucking and auto mechanics in car dealerships.

One plan by itself — the Teamsters’ Central States plan — has greater liabilities than the entire PBGC multiemployer fund. In 1983, the fund had more than 13,000 employers. In 2015 it had less than 2,600. By contrast, the NEBF is safe, having more than 9,000 employers, on average, who have paid in for decades.

“Pension plans aren’t in trouble because a few union pension managers have been investing in magic beans and bitcoins,” Golden said.

Cooper said there are a lot of good ideas, but no consensus on a larger restructuring that would buy plans time to earn their way out of trouble.

A good first step, he said, would be allowing a recent pension reform law to work. Under the 2014 Multiemployer Pension Reform Act, plans approaching insolvency can apply to reorganize and reduce benefits in a controlled way. Central States applied for the exemption during the Obama administration. Approval would have removed the plan — and its \$20 billion deficit — from the PBGC’s \$67 billion deficit calculation.

But the application was denied. In fact, only one of the 19 plans that have applied for benefit changes has been approved.

“Even after losing more than 80 percent of their employers, Central States could have returned to solvency if Treasury had implemented the MPRA in the way Congress intended,” Cooper said. “The first step is letting the law work the way it was supposed to.”

IBEW Political Director Austin Keyser said several proposals are being floated in Congress, but the bill proposed by Democratic Sen. Sherrod Brown of Ohio stands far above the others.

Brown’s bill would have created a pension rehabilitation administration and trust fund to make loans to rescue at-risk pension plans. The recent creation of a congressional joint select committee to address the pension problem, however, puts Brown’s bill and others on hold while a bipartisan group — including Brown and Folsom, N.J., Local 351’s Rep. Donald Norcross — tries to reach a solution.

“We’re hopeful the committee comes up with a solution that works for everyone and doesn’t weaken strong funds like the NEBF,” Cooper said. “One thing we know for sure, this proposal in the president’s budget is a just recipe for more chaos.” ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW-Built Science Ship Hits the High Seas

The first ship built by Vancouver, B.C., Local 213 members under the Canadian government's National Shipbuilding Strategy launched late last year from Seaspan's Vancouver shipyards.

The CCGS Sir John Franklin was then brought to Seaspan's Victoria, B.C., shipyard where 60 members of Victoria Local 230 will do the final fit out through August.

The ship is part of a 30-year, \$40 billion program to modernize the Canadian Coast Guard and Royal Navy and to give new life to a Canadian shipbuilding industry that nearly disappeared in the 1990s.

Seaspan won the contract to build at least seven noncombatant vessels, worth a minimum of \$8 billion, in 2011. The contract included the possibility that up to 10 patrol ships will be procured. The company signed an additional \$2.3 billion contract for two naval support vessels.

The 206-foot Sir John Franklin will be used by the Canadian Coast Guard as a combination ocean chemistry lab, research fishing trawler and, when necessary, a search and rescue ship.

At peak, nearly 150 Local 213 members worked on the ship. Thirty are already working on the second offshore fisheries vessel with most expected to be called back in phases beginning in March. Construction is also underway on the third OSFV.

"The intent was to upskill workers and take away the peaks and layoffs to provide a steady flow of work," said Local 213 Assistant Business Manager John Pesa. "I expect we will launch a ship a year for at least the next seven to 10 years."

When the NSS began more than a decade ago, the goal was to rebuild the workforce of skilled shipbuilding trades workers along with a network of industrial companies that could provide the raw materials to the shipyards.

Getting the program off the ground has been less smooth than originally hoped, but the goal of bringing life to a moribund shipbuilding industry has been a success.

"Before the NSS, there were 200-300 workers in Vancouver and we had 20 to 30. That has tripled," Pesa said.

Until the mid-1980s, shipbuilding was big business in British Columbia said Local 230 Business Manager Phil Venoit. Then Canada, the U.S. and Great Britain stopped subsidizing the steel industry.

"It literally capsized the shipbuilding industry in North America. It was the beginning of the end," Venoit said.

The bottom came in 2004, when B.C. Ferries hired a German company to build three new ferries. The half-dozen or so private and public shipyards on Vancouver Island maintained a steady workforce of 200 to 400 IBEW members through maintenance work on Canada's submarines, naval vessels, coast guard training vessels, search-and-rescue vessels, transport freighters and cruise ships, but Seaspan almost shut down its Vancouver shipyards.

"The buildings were run down, and the equipment was antiquated," Pesa said. "There was some maintenance on existing ships, but not a lot of work."

There were fewer than 300 workers total and only about 30 Local 213 members. But with the NSS orders, the Vancouver shipyards have been transformed. The company spent more than \$200 million on the shipyard modernization project, installing a 300-ton crane, robotic welding machines and new facilities for workers. The electrical portions of the shipyard modernization were performed exclusively by Local 213 members working for signatory contractors.

Pesa said he expects Local 213 to have between 80 and 120 workers on site year-round. Venoit said he thinks the number of Local 230 workers at Seaspan's Victoria shipyard will reach nearly 250 this year, or about half of Local 230's marine membership.

The biggest contract — at least \$25 billion for more than 20 warships — went to Irving Shipbuilding in Halifax, Nova Scotia, whose workforce is represented by another union. But members of Halifax Local 625 have worked on the property for decades and were responsible for approximately 100 substantial parts of the 2-year, \$400 million build out in preparation for the warship order.

"We have done a lot of work upgrading facilities," said First District International Representative Cordell Cole. "They built two or three huge new buildings, and we did all of that."

Pesa said the change at the dock has been remarkable since he came on staff at the local in 2004.

"It was a business that looked like it was going to be mothballed," he said. "Now it feels good when you work there, like there is a future, and a good one." ■



The CCGS Sir John Franklin is the first of at least nine, and potentially up to 19, ships that will be built by members of Vancouver, B.C., Local 213 and Victoria Local 230.

Le navire de recherche scientifique construit par la FIOE sera en haute mer

Le premier navire construit par les membres de la section locale 213 à Vancouver, C.-B. en vertu de la Stratégie nationale de la construction navale du gouvernement canadien avait été lancé à la fin de l'année dernière depuis le *Vancouver Shipyards de Seaspan*.

Le NGCC *Sir John Franklin* a été apporté au chantier naval de *Seaspan* situé à Vancouver, C.-B. où 60 membres du local 230 de Victoria feront les dernières mises au point jusqu'en août.

La construction du navire fait partie d'un programme d'une valeur de 40 milliards de dollars investie sur 30 ans qui vise à moderniser la Marine royale canadienne et La Garde côtière canadienne. Il vise également à donner un nouveau souffle de vie à l'industrie de la construction navale canadienne qui a presque disparu dans les années 90.

En 2011, *Seaspan* a emporté le contrat pour construire au moins sept navires non combattants d'une valeur de 8 milliards de dollars minimum. La possibilité de s'approvisionner jusqu'à 10 navires de patrouille était également inscrite dans le contrat. La compagnie a donc signé un contrat de 2,3 milliards de dollars additionnel pour construire deux navires auxiliaires.

La garde côtière canadienne utilisera le navire *Sir John Franklin* de 206 pieds de long à la fois comme laboratoire de chimie de l'océan et comme chalutier pour la recherche, et si nécessaire, comme navire de recherche et de sauvetage.

Au sommet des opérations, environ 150 membres du local 213 ont travaillé sur

le navire. 30 d'entre eux travaillent déjà sur le deuxième navire de recherche scientifique sur les pêches hauturières dont plusieurs s'attendent à être rappelés pour travailler sur les prochaines phases débutant au mois de mars. Les travaux de construction sont aussi en cours pour le troisième NRSFH.

« L'intention était d'améliorer les compétences des travailleurs et de retirer les périodes de travail intensives et les mises à pied pour garantir un travail à un rythme plus soutenu, » mentionne l'assistant gérant d'affaires John Pesa de la section locale 213. « J'attends à ce qu'on lance un navire par année pour les prochains sept à dix ans. »

Lorsque la SNCN a commencé les travaux il y a plus d'une décennie, le but était de renforcer la main-d'œuvre des travailleurs spécialisés dans la construction navale ainsi que d'avoir un réseau d'entreprises industrielles qui peut fournir les matières premières aux chantiers navals.

Le démarrage du projet n'a pas été aussi facile qu'on avait espéré à l'origine, mais le but de donner un nouveau souffle à l'industrie de la construction navale moribonde a fait l'objet d'un succès.

« Avant le SNCC, on y trouvait de 200 à 300 travailleurs à Vancouver et l'on en avait de 20 à 30. L'effectif a triplé depuis ce temps, » exprime Pesa.

Jusqu'au milieu des années 80, la construction navale était un commerce important en Colombie-Britannique dit le gérant d'affaires Phil Venoit du local 230.

Le Canada a ensuite arrêté de subventionner l'industrie sidérurgique, suivit des États-Unis et puis la Grande-Bretagne.

« Cela a littérairement fait chavirer l'industrie de la construction navale en Amérique du Nord. C'était le début de la fin, » confie Venoit.

Le fond a été touché en 2004 lorsque B.C. Ferries a confié la construction de trois nouveaux traversiers à une compagnie allemande. La demi-douzaine de chantiers navals plutôt publics et privés sur l'île de Vancouver avait conservé une main-d'œuvre stable de 200 à 400 membres de la FIOE à travers un travail d'entretien sur les sous-marins du Canada, les navires, les navires de la garde côtière en matière de formation, les navires de recherche et de sauvetage, les cargos et les navires de croisières, mais *Seaspan* avait presque fermé son chantier naval à Vancouver.

« Les édifices étaient défraîchis et l'équipement était désuet, » informe Pesa. « On pouvait effectuer des travaux d'entretien sur les navires existants, mais la charge de travail n'était pas suffisante. »

On y trouvait moins 300 travailleurs au total et environ 30 membres de la section locale 213. Grâce aux commandes du SNCC, les chantiers navals à Vancouver ont été transformés. L'entreprise a investi plus de 200 millions de dollars liés au projet de modernisation du chantier naval; une grue de 300 tonnes a été installée ainsi qu'une machine de soudage robotisée et il y a eu de nouvelles installations pour les travailleurs. La partie formant l'électricité liée à la moderni-

sation du chantier naval a été exécutée exclusivement par les membres du local 213 travaillant pour des entrepreneurs signataires.

Pesa s'attend à avoir entre 80 à 120 travailleurs sur le chantier à longueur d'année. Venoit pense que le nombre de travailleurs du local 230 au chantier naval de *Seaspan* à Victoria atteindra près de 250 cette année ou environ la moitié de l'adhésion concernée par le milieu marin du local 230.

Le plus important contrat d'au moins 25 milliards de dollars pour construire plus de 20 navires de guerre fut passé à *Irving Shipbuilding* situé à Halifax en Nouvelle-Écosse dont la main-d'œuvre est représentée par un autre syndicat. Cependant les membres du local 625 de Halifax travaillent sur la propriété depuis des décennies et étaient chargés de construire 100 parties importantes depuis les deux dernières années en vue de préparer la commande des navires de guerre estimée à 400 millions de dollars.

« Nous avons effectué beaucoup de travail pour mettre les installations à niveau, » dit le représentant international Cordell Cole du premier district. « Ils ont mis sur pied de deux à trois immenses édifices, et nous avons accompli tout ça. »

Pesa ajoute que depuis son arrivée parmi les membres du personnel, le changement au quai a été remarquable.

« On dirait que c'était un projet qui allait geler, mais maintenant on se sent bien lorsqu'on y travaille comme s'il y a un avenir prometteur, un vrai. » ■

THE FRONT LINE: POLITICS & JOBS

Numbers Tell the Story: Indiana's Repeal of Prevailing Wage Is a Disaster

Vice President Mike Pence was governor of Indiana in 2015 when the state's GOP-dominated Legislature passed a repeal of the state's prevailing wage laws, arguing the measure would save taxpayers money without cutting workers' salaries.

But a new analysis proves he was wrong, just as the IBEW and other advocates for working families warned he would be.

The study, from the non-partisan Midwest Economic Policy Institute, found that skilled Indiana construction workers saw their wages fall by an average of 8.3 percent since the law was passed. Lower-skilled construction workers saw their wages fall 15.1 percent. The study looked at the wages of all workers, not just union members.

That was no surprise to IBEW members who tried to convince the Legislature the move was aimed to please far-right corporate interests and Pence's campaign donors, not Indiana's citizens — and especially not its working families.

"Those were the things we tried to get across to the legislators when they were doing this," said Evansville, Ind., Local 16 Business Manager Paul Green. "They weren't going to listen because, quite frankly, the reasons for it weren't to save money."

Neighboring Illinois, Michigan and Ohio — which have prevailing wage laws — saw their wages grow a combined 2.8 percent over the same period, according to the report.

"The early data from Indiana is unambiguous and confirms what most peer-reviewed economists have been saying for decades," Kevin Duncan, a professor of economics at Colorado State University-Pueblo and one of the report's authors, told the Times of Northwest Indiana.

"Repeal of prevailing wage laws does not save taxpayer dollars, but it shrinks middle-class paychecks, hurts the economy and causes problems ranging from lower productivity to higher turnover for the construction industry."

Prevailing wage laws, called common wage in Indiana, guarantee pay rates and conditions of employment on public works projects and help them come in on time and under budget. Wage rates are based on an average pay for construction workers in that area and do not inflate costs.

They also help contractors avoid hiring out-of-state, low-skilled workers who are paid less and more easily exploited. That helps keep more tax money in the local jurisdictions and improves the lives of working families.

"It's just a big smokescreen," said Indianapolis Local 481 Business Manager Steve Menser. "It was all political. They just wanted to carve out one more thing that would hurt unions."

Pence claimed that repealing the common wage was putting taxpayers first and easing the burden on local governments, but the reality hasn't matched his rhetoric. The study reported the cost of 335 school projects in 14 northwest Indiana counties actually increased after the law's passage.

Menser is a member of a school board in suburban Indianapolis where a school is now being remodeled by a nonunion contractor.

"We didn't have any union contractors bid that project," he said. "I think a lot of our contractors are looking at the smaller school jobs and don't see themselves being competitive, so why waste time on the bidding?"

"Everything we predicted is true," Menser said,



Work continues on the I-69 extension near Bloomington, Ind., in 2017. Changes to Indiana's common wage laws led by former governor and current Vice President Mike Pence have harmed workers on public works projects and their families.

pointing to figures that showed construction workers' productivity in Indiana grew 5.3 percent less than in Illinois, Michigan and Ohio.

"The productivity is low and turnover is high."

Things aren't expected to change much in the near future in Indiana, where the GOP still has a supermajority in the statehouse. But the debate over prevailing wage laws continue in Michigan, Ohio and several other states, and labor activists will point to Indiana's failures as a warning.

Arkansas and Kentucky repealed their prevailing wage laws last year and West Virginia did so in 2016, bringing the total number of states without them to 22.

"Much of the focus has been on right-to-work laws, but the news from Indiana shows the eradication of prevailing wage laws has been just as destructive to our Brotherhood," said International President Lonnie R. Stephenson. "It hits our members in the pocketbook and drains local communities of needed tax revenue. We must continue to remind politicians why such laws exist and how they benefit all workers."

A copy of the institute's report can be found at bit.ly/IndianaCommonWage. ■

Wireman-Turned-Candidate Puts Working People First in Oregon

Mike Ellison learned more about politics as a teenager than most people do in a lifetime.

An IBEW journeyman wireman running for the Oregon House, Ellison spent his junior year of high school as a page in the U.S. House of Representatives.

One lesson that stuck with him is the contrast between lawmakers who put duty first and those determined to keep their seat at any cost.

That distinction is at the heart of his campaign.

"The first thing I talk about is my belief in servant leadership," Ellison said. "It's the idea that you assume public office out of a desire to serve, not for a position of power."

"I don't feel like this is something I'm going to want to do for a long time. I want to make as much positive change as I can and then re-enter normal life, rather than be motivated to keep winning elections at the expense of the people we're supposed to serve."

Ellison means every word, said union brother Kail Zuschlag, an organizer at Salem Local 280.

"With all the crazy politics, no matter which way you lean, everyone talks about how great it would be

if a 'real person' would step up and make a difference," Zuschlag said. "Mike is that person. He knows how to work, he comes from blue collar roots, he's tied to the community and understands the lives of the people here."

"Mike can't 'relate' to us. He is one of us. He is so genuine in his motivations for bettering Oregon."

Local 280, Portland Local 48, the Oregon Education Association, and the state's Building Trades Council are among Ellison's early endorsers in his run for House District 19.

The district includes part of Salem and extends south and east. It has been in GOP hands for 22 years, but incumbent Denyc Boles is relatively unknown, just appointed in January.

From affordable housing to quality, lower-cost health care, investing in public education and fighting for good jobs — "a living wage for a fair day's work" — Ellison said his views are framed by what he sees "through the lens of income inequality."

"Americans are being taken advantage of by an economy that's rigged to direct money to the very top," he said. "The new wealth is not being shared with the people generating it."

Raised in a blue-collar, single-parent home, Ellison rose from material handler to journeyman electrician over 20 years with Local 280. He wants voters to understand that unions are key to a healthy economy and thriving middle class, as the IBEW has been for him.



Journeyman wireman Mike Ellison of Salem, Ore., Local 280 is running for the Oregon legislature on a platform laser-focused on the interests of working people and their families.

"I will be the strongest advocate unions have in the state legislature," he said. "The best defense against our rigged economy is organized labor standing together and demanding the wages and benefits we deserve."

With his IBEW training, Ellison has a bachelor's degree in electrical engineering and graduated last June with a master's in renewable energy engineering from the Oregon Institute of Technology.

Looking back, Ellison wishes he'd pushed himself harder when he was younger. "College had always felt like unfinished business to me," he said. "I always had potential, but I didn't get a degree back when I should have."

A high school teacher saw his promise early on, recommending him in 1994 to Oregon Rep. Peter Defazio for the U.S. House page program, which today exists only in the Senate.

After a whirlwind of essays and interviews, Ellison headed to Washington for the fall term of his junior year. His adventure was extended when Republicans swept the midterm elections and took control of Congress. "They didn't have time to fill all the page spots, so a handful of us got to stay the entire year," he said.

Ellison got the life equivalent of a political science degree, shuttling messages on the House floor, racing documents to members' offices and bearing witness to such historical moments as Nelson Mandela addressing a joint meeting of Congress and President Bill Clinton delivering the State of the Union.

Bitten by the political bug, he took pride in staying on top of the news and gradually became politically active. Today he is a precinct chair for the Democratic Party in Marion County, Ore., and, in 2016, was a delegate for Bernie Sanders at the party's state convention. That was the year people began encouraging him to run for office.

"No way is my wife going to let me do this," he told them, laughing at the memory. He was already a busy father of three boys, now 14, 12 and 4, and a full-time project manager/estimator at Northside Electric. But Maggie Ellison, a UFCW member, had a change of heart.

"I called it getting my first major endorsement — the only endorsement that mattered at that point," he said.

His bosses at Northside Electric also gave their blessing, offering to work around the schedule he'd have as a part-time legislator. It meant that much more to Ellison because he and the owner don't always see eye to eye politically. "He was all for it, told me to do whatever it took to make it work," he said.

Whether he ran or not, Ellison was eager to see more "STEM" candidates on the ballot — people with science, technology, engineering and mathematical backgrounds.

In pursuing his degree in renewable energy, he saw the value of being a tradesman who could make a dollar-and-cents case for acting on climate change, rather than argue the more divisive issues of the climate debate.

"I wanted to get to a point where, if someone wants to deny the science, the economics would still make sense," he said.

Building bridges like that is one of Ellison's gifts, Zuschlag said. "In Oregon, sometimes the blue-collar positions and the green positions don't align. Mike has the smarts to navigate those political situations and be successful."

As Zuschlag wrote in a December organizing report, "Left or right, blue or red, purple, or whatever you identify with, I think we can all agree that having a fellow IBEW member with the character and drive of Mike Ellison in a position to help shape our state is an incredible opportunity." ■

CIRCUITS

Indiana RENEW Members Help Local Animal Rescue

The first 24 hours are crucial when you're nursing an emaciated horse back to health, says Tammy Barnett, co-owner of the Horse Shoe Equine Rescue. That's why she's spent entire nights outside, in the freezing cold, monitoring and slowly feeding the neglected animals. Now, thanks to volunteers including members of Terre Haute, Ind., Local 725, those nights are over.

The rescue, located just outside Terre Haute, recently experienced an uptick in the number of animals in need — it takes in all kinds. It also runs on donations of time and money. So, with a grant from the Wabash Valley Community Foundation, Tammy and her husband and co-owner, Ron, were able to afford a new pole barn with power, which Local 725 members installed for free.

"We couldn't have gotten the barn without them," she said. "They've been a blessing."

When the local got the call to help, members of the Reach Out and Engage Next-gen Electrical Workers chapter stepped up. RENEW is the IBEW's initiative to encourage young workers to get involved with their local unions. Along with its counterpart in Canada, it comprises the RENEW/NextGen initiative.

"I thought it was a great opportunity, especially for our younger apprentices," said Will Penrod, Local 725's RENEW Chair. "They worked on switches and



Members of Terre Haute, Ind., Local 725 help a local animal rescue wire its new barn. Pictured: Bob Mickelson, left, Travis Beckley and his son Jaxson and Will Penrod.

receptacles, and even a little motor work, while also helping the community and pushing back on that anti-union stigma."

Local 725 members have helped animal shelters before, usually just installing new lights. But the Barnetts needed something different, said organizer Shawn Stewart. Fortunately for the animal-loving couple, Stewart had recently built his own barn.

"Shawn had already gone through a lot of the trial and error, so we benefited from that," Tammy Barnett said.

About five members, including Stewart, have been volunteering their Saturdays to wire the new facility that will house the horses and hay and a tack room, where saddles and other equipment are kept. Some have even brought their kids with them, encouraged by Ron

Barnett, to play with the animals.

"It can be hard to get away when you've got children, so being able to bring them was a real help," Stewart said. "And Ron was great with them. One time, we even all went out for pizza afterward."

The team has installed about 26 LED lights and a panel so far. Once more of the barn is built, they'll install overhead heaters and fans in the horse stalls and do the outdoor lighting. Supplies were donated by signatory contractor Crown Electric and others, Stewart said. They expect to finish sometime this summer.

"It's good for us to give back, and this is such a unique facility," Stewart said. "A lot of people don't know about us, and this is a good way to show that we're part of the community."

In addition to horses, the rescue, which opened around 2011, has taken in pigs, goats, donkeys and alpacas. When the weather permits, the Barnetts open the ranch to visits from the public, including developmentally disabled adults and children, to interact with the animals. Some of the adults help with cleaning and feeding. For many though, the animals provide some fun and even therapy. With the new facility, the Barnetts say they will be able to stay open year-round.

"We're just thrilled with everything they've done for us," Tammy Barnett said. ■

Connecticut RENEW Rallies to Help Paralyzed Teen

When the family of a paralyzed teen needed help making their home more accessible, members of New Haven, Conn., Local 90 jumped into action to donate their time and skills.

Last summer, Ryan Catlin of Southington, Conn., was on vacation with his family in Maine when the all-terrain vehicle he was riding flipped and threw him. The crash damaged the 15-year-old's spinal cord, leaving him paralyzed from his chest down.

Word of Catlin's crash quickly spread throughout his community, and Local 90 was among several Southington organizations and businesses that rallied

to support his family, donating materials and services to help refit their house to better accommodate the injured young man's special mobility needs.

"One of our members had a connection to the family and brought this to us," said Local 90 President Bob Woytowich. "We were willing to do whatever needed to be done. We didn't even look at the size of the project."

Some of the planned changes to the Catlins' home ran from the routine to the ambitious — from new paint and basic heating upgrades to the installation of a private bathroom and an elevator.

A handful of Local 90 members donated their time, performing services such as rough-ins and other wiring work to support the overall project. They juggled their schedules, priorities and family commitments to get the job done quickly and efficiently.

The Catlin project, Woytowich said, fits with the local's effort to boost young members' participation in IBEW's Reach Out and Engage Next-gen Electrical Workers initiative.

"Our business manager, Sean Daly, asked me to look to do something with RENEW," Woytowich said. "This is just the latest one of our projects. We have more planned, but we're taking them one at a time."

The mission of the union-wide RENEW/Next-Gen effort is to inspire the next generation of IBEW workers to become active in their locals. It was established by IBEW's 38th International Convention in 2011.

"Projects like this one are a positive way to get our younger members involved in the union," Woytowich said.

Local 90 apprentice Brendan Smiles told the Meriden, Conn., Record-Journal that IBEW members' work on the Catlin home reflects the union's desire to find ways to help out in the communities where members live and work.

"We've been in the community for a long time and we just want to start giving back," he said.

Described as a star student who had been physically active up until last

CIRCUITS continued on page 10

TRANSITIONS

DECEASED Bob King



The IBEW is saddened to report the death of retired Fifth District International Representative Bob King, who passed away in Shreve-

port, La., on Jan. 31. He was 87.

Born in Americus, Ga., Brother King graduated from high school in Atlanta before moving to Shreveport. He served in the U.S. Navy from 1949-53 and was assigned to the USS Titania, where he was awarded two Bronze Star during the Korean War. After being discharged, he returned to Louisiana, where he was initiated into Shreveport Local 194 in 1955 and became a journeyman wireman.

He wasted no time in becoming a leader at his local. King was appointed to Local 194's executive committee in 1960, elected president in 1962, and business manager in 1964 in an election decided by a single vote, his son Scott King said.

"He always joked, 'The division between a pair of Carharts and a Kuppenheimer suit is one vote,'" said Scott, a for-

mer Local 194 president himself who now is the owner of King Electric in Shreveport, an IBEW signatory contractor.

He was named an international representative for the Fifth District in 1967 by then-International President Gordon M. Freeman, a position he kept until his retirement in 1993. Glenn Brannen, a Fifth District international representative who also served as Local 194 business manager, said King was known for being an impeccable dresser — those Kuppenheimer suits, we presume — and for his amazing ability to remember people's names and their family members even after a brief encounter.

That served him well in building relationships with fellow members and with corporate officials during contract negotiations, he said.

"He was pretty much a perfectionist in everything he did," said Brannen, an honorary pallbearer at King's memorial service. "His shoes would be shined, his hair would be nice, his car would be cleaned, and he used words you would have to look up in the dictionary."

Added Scott: "He had to have his sleeves measured to where he had a half-inch of cuff showing. His tie was always perfect. He always wanted to dress sharp."

Scott said he and the rest of the

family were surprised when his father said he was retiring.

"He was such a hard worker," he said. "Every Sunday afternoon after church, we had to be quiet because Dad would go into his office and type all those reports."

King studied at Cornell University's Labor Studies Program, the University of Wisconsin and the National Labor College's George Meany Center. He was a member of the American Legion and the Scottish Rite of Freemasonry.

Besides Scott, Brother King is survived by Patsy, his wife of 63 years; son Jon; three grandchildren; and two great-grandchildren.

Even in retirement, his father always wanted to know what was going on in the IBEW, Scott said. Bob King's health declined during the last few years of his life after suffering a stroke, but he made sure he was awake and alert when his son visited so he could hear about any IBEW news.

"It was everything to him," Scott said. "He always wanted to talk to me about how my employees were doing and what I had heard about the IBEW."

The IBEW officers and staff send their condolences to the King family and his many friends during this difficult time. ■



New Haven, Conn., Local 90 members embraced IBEW's RENEW/Next-Gen initiative to help a local teen who was paralyzed following an ATV crash.

CIRCUITS Continued from page 9

summer's accident, Catlin has been slowly regaining some arm movement, the Record-Journal reported, and he has been taking high school classes online.

"The community has been fantastic," Catlin's father, Ken, told the newspaper. "There are a lot of people reaching out to help us on their own time, and we gratefully appreciate that."

International President Lonnie R. Stephenson said that RENEW/Next-Gen is part of a broader effort to invest in the future of the union and the larger labor movement.

"Greater involvement by local union members of all ages is critical to IBEW's growth," Stephenson said. "We're committed to making sure our younger members know that they're the future of this great union and to preparing them for that incredibly responsibility. Giving back to the communities that have given so much to us is just one of the many ways we do that." ■

Reformed: Pennsylvania Local Writes a Second Act for a Closed School

It didn't take a miracle for members of Wilkes-Barre, Pa., Local 163 to turn a closed Catholic school into an IBEW-NECA joint training facility, but leaders hope the building's holy vibes will continue to bless the work being done inside.

"We looked at several commercial properties, warehouses and storefronts" as potential sites, said Local 163 Training Director John Nadolny. "That's how we found St. Stanislaus."

Located in a residential neighborhood in Nanticoke, a Wilkes-Barre suburb with a population of about 10,000, St. Stanislaus once served as an elementary school

operated by the Roman Catholic church of the same name just across the street.

Lots of IBEW locals train members in spaces ranging from available spare rooms in union halls to large, custom-built facilities designed to suit a particular set of requirements. But recycling a closed school into a training facility is something of a rarity, Nadolny said — he had only heard of similar projects in Chicago and San Francisco.

In its heyday, Nanticoke was a bustling coal mining town that boasted six Catholic churches, several of which operated elementary schools, high schools or both. St. Stanislaus, built in the 1930s, closed its school in 2004, and for a few more years, the building continued to see some occasional use — for example, as a meeting space for the local Knights of Columbus chapter, as a haunted house for Halloween, or as a food pantry and homeless shelter.

As time went on, though, activities at the school grew less frequent, leaving the building unoccupied and unused for extended periods and making it a tempting target for vandalism. Broken windows were common, Nadolny said, and the Diocese of Scranton eventually put the property up for sale.

"We got the school at a good price," Nadolny said. "It was a good deal for all involved."

The two-story structure was a near-perfect fit for the hands-on training needs of Local 163 and its partners with the region's National Electrical Contractors Association chapter, said Nadolny, who also serves as director of the Wilkes-Barre Joint Apprenticeship and Training Committee.

And although St. Stanislaus did not require costly retrofits, he said, the structure wasn't quite move-in ready immedi-



IBEW and NECA officials joined Wilkes-Barre, Pa., Local 163 leaders for the opening of its new IBEW-NECA training center.

ately after the sale was finalized.

"No walls needed to be knocked down," Nadolny said, "but it needed some work to make it ADA compliant, and the wiring needed to be completely redone." Local 163 members took care of handling those projects, as well as thoroughly cleaning the building and installing modern LED lighting outside.

The gymnasium on the school's main floor provides a large open area that can be divided into two classrooms as needed. There also are five standard elementary school classrooms upstairs plus extra training space in the basement.

"We preserved and refinished all of the woodwork in the classrooms," Nadolny said. "We also use the original chalkboards. They work well for our theory calculations."

The brick building is solid, Nadolny said — so solid that, when the local tried to set up wireless internet service inside, members needed to install 12 separate Wi-Fi hotspots. The signal from just one could not be counted on to reliably penetrate the thick interior walls and provide

good coverage for wireless devices, he said.

Three nights a week, about 60 apprentices attend three-hour technical training classes at St. Stanislaus, in addition to the education they get from working on contract jobs. Apprentices in the program can receive up to 60 college credits over the course of the five-year training program.

Twelve Local 163 journeymen wiremen serve as instructors at the St. Stanislaus facility. "We have specialists in every discipline," Nadolny said.

"The neighbors are thrilled to have the school being used," he said. "And the diocese is thrilled that we're using it to train people for careers."

Nadolny recently told Wilkes-Barre's The Citizens' Voice that the training center is a valuable resource because the hard work of an electrician is not for everyone.

"It's very dangerous work," he said. "We teach them how to be safe."

There is a big demand for electricians, Nadolny said, and the best candidates, of course, are skilled, knowledgeable and dependable.

"We've never had a deficiency of interest in classes," Nadolny said.

The paper noted that the U.S. Department of Labor projects a 9 percent rise in the need for electrician employment by 2026.

"This isn't a job," Nadolny said. "It's a career."

Local 163's Mark Gatusky, one of the training center's students, told the Citizen's Voice that he had wanted to be an electrician since he was a child. He added that his father, uncles and both grandfathers were IBEW electricians with Local 163.

Gatusky, 37, is in the final year of his five-year apprenticeship, which he decided to pursue after spending several years in an office job.

"I found myself much happier doing this and working with my hands," said Gatusky, who told the paper that he has worked at natural gas power plants, a water park, and Allentown's PPL Center arena. "It's a creative way to make a living. No day is the same." ■

Retiring Early? Don't Make This Mistake

Reprinted with Clarifications from March 2018

Thinking about retirement can be overwhelming. The list of things to consider often seems endless.

But the most important calculation is the same for everyone: how to squeeze every last dime out of your retirement savings, leaving nothing on the table.

That's why International Secretary-Treasurer Kenneth W. Cooper wants to make sure that — for "A" members, at least — maintaining your IBEW international union membership finds a prominent place on your planning checklist.

"Failing to stay on the union's rolls could mean losing out on the payments you've earned through the Pension Benefit Fund," Cooper said. "It's not the biggest pension you'll receive, but you worked hard for it, and you deserve to have it."

The IBEW established the PBF in 1927 to provide for electricians, wiremen and linemen what was then considered a rare retirement benefit. Over the last 90 years, the fund has grown to become an important supplementary pension for the IBEW's "A" members.

Despite its relatively small size, Pension and Reciprocity Department Director Bruce Burton says the PBF represents some of the best value for money you're likely to find in retirement. "In about four years, you get back every dime you put into the PBF," he said. "And that's before you factor in the plan's death benefit, which can help ease the burden on your family."

But problems arise, Cooper said, when some members who reach retirement age or who take an early retirement stop paying dues before

receiving a letter from his office confirming they have been approved for a PBF pension.

"Whether they mistakenly believe that they no longer need to pay dues once they reach the retirement age for their local's pension plan," Cooper said, "or perhaps they are simply unaware of the benefits available to them through the PBF — either way, we want to make sure they get what they're owed."

According to the *IBEW Constitution*, members who stop paying dues to the International Office must be dropped from the union's rolls within six months. When this happens, they forfeit what they have accrued toward the PBF.

About half of the union's membership starts as "A" members — primarily in the construction branch — but any member can upgrade their status to participate in the PBF. Having more "A" members results in a stronger pension fund for everyone.

Besides the PBF, other benefits of "A" membership include a death benefit of at least \$3,000, which requires just six months of IBEW service for a member's beneficiary to receive payment. Also, many local unions require "A" membership to run for leadership positions.

Burton pointed to the 4-year return on investment as evidence of the uniqueness of the PBF, which is one of the only union pensions around that is entirely funded by members' dues — unlike local pensions or corporate plans where company contributions are part of the collective-bargaining process.

At \$4.50 per month for each year of service, the PBF might not seem to be a lot of money. But say you started working in the trade today at age 25. If you retire 40 years from now and maintain your IBEW membership all the way through, upon retirement you will be eligible to receive a PBF benefit of \$180 a month. By age 75, the same 40-year member will have received more than \$21,000 from the PBF.

"That's real money," Burton said. "It's easy to forget how quickly it can add up." He noted that current retirees receive a benefit calculated at the time they retired, which may be less than current rates.

That monthly PBF payment is in addition to any other retirement funds at your disposal — your monthly Social Security check, for example, or pension payments from your local union or your employer's pension plan. (Those taking early retirement between the ages of 62 and 64 experience a permanent reduction in monthly PBF payments. Only those retiring at age 65 or later experience no reduction.)

"In retirement, every bit of income helps," Cooper said. "You've been paying into the PBF every month for your entire career. You deserve to enjoy its benefits."

Call your local union office with any questions about early retirement or about your membership type and how to make changes to it. For questions about the PBF or to apply for benefits, contact the Pension and Reciprocity Department at pension@ibew.org or (202) 728-6206. ■

Annual Funding Notice for the National Electrical Benefit Fund

Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the Plan” or “NEBF”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the Plan has substantially rebounded. As a result, the Plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2017 and ending December 31, 2017 (“Plan Year”).

How Well Funded Is the NEBF?

The law requires the administrator of the NEBF to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. NEBF’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

| Funded Percentage | | | |
|----------------------|------------------|------------------|------------------|
| Valuation Date | 2017 Plan Year | 2016 Plan Year | 2015 Plan Year |
| | January 1, 2017 | January 1, 2016 | January 1, 2015 |
| Funded Percentage | 82.96% | 82.82% | 83.91% |
| Value of Assets | \$13,565,952,876 | \$13,206,610,625 | \$12,969,046,337 |
| Value of Liabilities | \$16,351,991,488 | \$15,946,256,755 | \$15,455,532,336 |

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out these fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

| | December 31, 2017 | December 31, 2016 | December 31, 2015 |
|-----------------------------|-------------------|-------------------|-------------------|
| Fair Market Value of Assets | \$14,296,122,090 | \$13,229,784,797 | \$12,630,096,872 |

Endangered, Critical, or Critical and Declining Status

Under federal pension law a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

NEBF was not in endangered, critical, or critical and declining status in the Plan Year.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2018, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 543,708. Of this number, 245,450 were current employees, 140,129 were retired and receiving benefits, and 158,129 were retired or no longer working for a covered employer and have a right to future benefits.

Funding and Investment Policies

Every pension plan must have a procedure for establishing a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to ensure that the employer contributions to the Plan, coupled with long-term investment returns, will keep the Plan financially secure and permit the Plan to meet all current and future liabilities. The Trustees have determined that the 3% of gross labor payroll contribution rate will continue to satisfy this funding policy.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments are prudent and that the individual investment funds and managers are achieving the goals established by the Plan.

Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

| Asset Allocations | Percentage |
|--|------------|
| Cash (Interest bearing and non-interest bearing) | 0.23 % |
| U.S. Government securities | 2.73 |
| Corporate debt instruments (other than employer securities): | |
| Preferred | 3.73 |
| All other | 6.04 |
| Corporate stocks (other than employer securities): | |
| Preferred | 0.58 |
| Common | 19.67 |

| | |
|--|-------|
| Partnership/joint venture interests | 19.18 |
| Real estate (other than employer real property) | 0.01 |
| Loans (other than to participants) | 1.51 |
| Participant loans | — |
| Value of interest in common/collective trusts | 31.31 |
| Value of interest in pooled separate accounts | 1.11 |
| Value of interest in master trust investment accounts | — |
| Value of interest in 103-12 investment entities | — |
| Value of interest in registered investment companies (e.g., mutual funds) | 3.51 |
| Value of funds held in insurance co. general account (unallocated contracts) | — |
| Employer-related investments: | |
| Employer securities | — |
| Employer real property | — |
| Buildings and other property used in plan operation | — |
| Other | 10.39 |

For information about the Plan’s investment in any of the following types of investments — common / collective trusts, pooled separate accounts, or 103-12 investment entities — contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300.

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the U.S. Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where to Get More Information.”

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multi-employer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the plan’s monthly benefit accrual rate, plus 75 percent of the next \$33.00 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$600.00, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$600.00 / 10), which equals \$60.00. The guaranteed amount for a \$60.00 monthly accrual rate is equal to the sum of \$11.00 plus \$24.75 (.75 x \$33.00), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200.00, the accrual rate for purposes of determining the guarantee would be \$20.00 (or \$200.00 / 10). The guaranteed amount for a \$20.00 monthly accrual rate is equal to the sum of \$11.00 plus \$6.75 (.75 x \$9.00), or \$17.75. Thus, the participant’s guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan’s termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at www.pbgc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information,” below.

Where to Get More Information

For more information about this notice, you may contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300. For identification purposes, the official plan number is 001 and the plan sponsor’s name and employer identification number or “EIN” is Trustees of the National Electrical Benefit Fund, 53-0181657.

| | | | |
|--------------------------------------|-----------------------------------|------------------------------|---------------------------------|
| Lonnie R. Stephenson NEBF Trustee | Kenneth W. Cooper NEBF Trustee | John M. Grau NEBF Trustee | Dennis F. Quebe NEBF Trustee |
|--------------------------------------|-----------------------------------|------------------------------|---------------------------------|

LOCAL LINES

Jeep Wrangler Line Retool; Service to Community

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OHIO — Now that winter is finally behind us, we can see brighter skies, at least jobwise, hopefully for a long while.

Local 8 could see upwards of 300 wiremen on Fiat Chrysler's Jeep Wrangler line-retool project by the time of this April publication; this project should be good until summer rolls in. Then, long-term projects just sprouting will take us well into 2019. Those include: Leipsic Steel, Oregon Clean Energy's second plant, and Cleveland Cliffs Iron Ore Processing Plant. The Cliffs project alone could reach a \$2 billion total investment!

I'd like to give a huge shout-out to Bro. Chris Windom. In late 2017, Chris took on a monumental volunteer task to expand Rebekah's Haven, a shelter for women and children in Toledo. "We were so limited and the demand so high, that the shelter had to turn away 400 families last year," Chris said. He is spending his weekends rewiring the three-story building, which will provide enough space for 20 families and open the door for them to have new opportunities. He thanks Local 8's business office for putting out the call for volunteers, and getting tools and materials to keep the project going. Bro. Windom truly exemplifies what it takes to improve the social conditions of the entire community.

Mike Brubaker, P.S.

Holiday Lighting Display & Community Fundraiser

L.U. 16 (i), EVANSVILLE, IN — Despite harsh weather conditions and a couple of setbacks, the festive holiday lighting display known as Ritzzy's Fantasy of Lights generated over \$160,000. These funds will provide approximately 3,330 sessions of rehabilitative therapy for people in need. Since the project's inception, this brings the grand total to over 72,000 sessions provided and \$3,300,581 raised. 2017 marked the 24th year for this major community service project. The participation of IBEW members raises the value of the IBEW brand and clearly demonstrates the union's skills.

Retired brothers are maintaining an active schedule, with breakfasts on the fourth Tuesday of each month and lunch on the second Friday, as well as bike riding, Tonk card playing, trap and skeet shooting, Pickleball, and boxing. If you are interested in any of these lively get-togethers, call the Local 16 union hall for times and locations; however, should you decide to step into the ring, just remember to watch out for Bulldog Barry Burleigh!

Many thanks go to Paul Green, Greg Hebbeler, Dan Gretler, Ryan McRoberts, Gerald Packer and

Brandon Wongngamnit for their efforts to negotiate a fair and equitable collective bargaining agreement that will serve the needs of the membership and promote the unionized electrical industry.

Donald P. Beavin, P.S.

Spring & Summer Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — At last ... springtime in Washington, D.C.! The Local 26 Scholarship Committee is reviewing the many scholarship applications and will make a decision soon. The winners will be announced in our quarterly magazine, In Charge, as well as in the local's upcoming article in The Electrical Worker.

Preparations have begun for our golf outing, and our picnics are on the horizon as well! The golf outing will be Monday, June 4, so be sure to send in your registration forms before May 18. The Manassas, VA, picnic will be Saturday, June 23; and the Edgewater, MD, picnic will be Saturday, Aug. 25. Remember to mark your calendars for these wonderful, fun-filled events!

We are saddened to report that several members passed away since our last article: David E. Allison, Blandin Mozon, Gregory L. Jones, Leslie J. Meeks, Jay O. Green, Werner C. Grabner, Ronald G. Stephens, Ronald F. Hibbard, David W. Hollandsworth and Derrick J. Manigault.

Best wishes to the new retirees: Ronald A. Russell, Jerry W. Weedon, David M. Cusack, Kenneth L. Tomlin, James R. Lacy Jr., Paul F. Abbott, Mark L. Freeman, Glen E. Price, Charles W. Buchanan, Richard A. Poss, Angelo O. Sowers, Frank J. Panetta Jr., Michael S. Burroughs and Herbert R. McDonald.

George C. Hogan, B.M.

Red Cross Blood Drive; 'Vote for Working Families'

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — With the arrival of spring, we are hoping for improved hours this year. Last year was a trying time for most of our local members. While work in our Quincy area remains strong, the rest of the local has been lagging. The work outlook is improving, with one local hospital pledging to spend almost \$800 million on projects in the coming years. Also, we are seeing an abundance of solar farms being proposed. These projects will be finalized this summer with bidding shortly after, and work following late this year or the beginning of next year. Thank you to surrounding locals that have been able to employ many of our brothers and sisters.

The political picture in Illinois is taking center stage. As this article went to press, primary elections

were scheduled to be held in March of this year and midterm elections are in November. Some estimates indicate that the race for governor may be among the costliest ever. This factor alone should be a stark reminder that voting is important for our way of life. Big money anti-worker donors can commit millions of dollars to the campaigns of candidates who want to take away our livelihood. Remember, it costs nothing to cast your vote, but your vote can directly affect your paycheck.

Recently Local 34 hosted our annual Red Cross Blood Drive. Thanks to the efforts of volunteers, donors and Bus. Rep. Dave Lowder, we collected 22 units of blood.



On the job with Ullman Electric at Amazon project fabrication site. Left side, front to back: Local 38 journeyman wiremen Mike Tatonetti, Mike Krieger, Tom Klesch; superintendent Gerry Scott; apprentice Mark Adams. Right side, front to back: apprentice Tom Hult; journeyman wiremen Jomel Jones, Pat Kearney, John Wypasek, Rian Dominick; foreman Brent Misenko; and apprentice Kevin Piech.

Tim Sprout, A.B.M.

Work Outlook Update; Sports Arena Renovations

L.U. 38 (i), CLEVELAND, OHIO — The work outlook for Cleveland this year looks pretty good.

At the time of this writing, the major renovations at "The Q" arena were only a few weeks away from beginning. The first phase of the project at The Quicken Loans Arena will start with replacing all the air-handling units and adding new ones. The footprint of the building will be enlarged, and then interior renovations will take place right after the end of the Cleveland Cavaliers season. The new renovations will total about \$140 million.

Around the corner from the arena, renovations for the old May Company building are set to begin this year. Floors one through five on the Euclid Avenue side will be retail, and floors six through nine will be apartments. The first floor on the Prospect Avenue side will

be retail, and floors two through nine will be apartments. The parking garage will also be renovated.

We have about 50 members working on the Amazon fulfillment center project in North Randall with numbers set to increase there soon. Ullman Electric should be hiring more soon for the core electrical work, and BCU Electric Inc. will be hiring for the conveyor system work.

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

Honoring Members in the Armed Services

L.U. 40 (em,i&mps), HOLLYWOOD, CA — With Memorial Day coming up, Local 40 respects the men and women who have given their life to protect our country. IBEW has thousands of members who have served, and we appreciate all the members of the IBEW and Local 40 who have served in the armed forces.

Currently, Local 40 has one of our own serving in the U.S. Marines, Bro. Joshua Geller. Bro. Geller is a third-year apprentice, and he has taken a year to pause his apprenticeship to serve our country. Bro. Geller is currently deployed in Afghanistan. The local



IBEW Local 40 honors military veterans and members on active duty.

Submitting Local Lines Articles

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

Trade Classifications

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

sent a care package to him and his unit, with IBEW shirts, stickers and apprenticeship applications. We look forward to his safe return, and we thank Bro. Geller for his dedication to service.

Another Local 40 apprentice, Bro. Donovan Brunkalla, is currently in the U.S. Army reserves. Bro. Brunkalla spends his evenings studying for school, and he spends weekends with his unit.

Utilizing the Helmets to Hardhats program, Local 40 connects with veterans to help provide an opportunity for a quality career and fair wages. Whether it is utilizing our apprenticeship program to provide the necessary training, or through organizing, we want our veterans and members of the military on active duty to know that Local 40 has a place for them.

Thank you from IBEW and Local 40 to all our veterans and active-duty military service men and women.

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

April is Pin Night; Contract Negotiations

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — April is “Pin Night.” Please join us on Wednesday, April 11, at 5 p.m., as we celebrate our sisters and brothers for their years of service in the IBEW.

Our Inside Wireman Unit contract expires May 31, 2018. Local 46 should have contract negotiations well underway by April. Our Bus. Mgr. Bud Allbery has selected the members of the negotiating committee. The committee has received training from our international representatives, and a survey was sent out to the Wireman’s Unit to identify the most significant issues. Based on the current work picture plus our excellent market share and union density, our negotiating committee has the tools for getting our members the best possible contract.

Local 46 continues to have more work than our members can man. We need travelers! If you are interested in working out of Local 46, please take the necessary steps to get your state of Washington Journey-Level Electrician certificate before you come out. Washington does not reciprocate with any other state and there are no temporary electrical licenses. If you have completed an IBEW apprenticeship, getting approved for testing is quick and simple. Please contact us and we will assist you with getting your Washington state license. [See Local 46 photo below, left.]

Warren Shill, V.P.

‘2017 Organizing Report’

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR — In 2017 we signed 13 contractors, including five non-union shops, five “home-grown” shops, and three travelling shops. Mark Adams Electric brought 12 new IBEW members and Veteran Electric brought 11. Combined, all 13 new shops now employ over 220 IBEW members on jobs all throughout our jurisdiction. This is a real-world example that could easily be a case study for our COMET training.

2018 is already off to a great start. On Jan. 13 this year, we signed Coburn Electric. That means 20 new members, and at this writing Coburn expects to hire three journeyman wiremen immediately.



Seattle Local 46 members, friends and family enjoy the Super Bowl party, hosted by EWMC and RENEW.



IBEW Local 48’s organizing team with Bus. Mgr. Gary Young (seated), signing Letters of Assent for newly organized contractors. Standing: Christina Daniels (left), Wayne Chow, Scott Zadow, Aaron Barber-Strong, Randy Davis, Ray Lister and Matt Smyth.

Under Bus. Mgr. Gary Young’s leadership, our Organizing Department is doing truly amazing work. In 2017, Aaron Barber-Strong, Wayne Chow, Christina Daniels, Randy Davis, Matt Smyth and Scott Zadow have helped recruit 251 electrical workers.

On a somber note, Local 48 recently lost two icons of organized labor. Norman D. Malbin passed away Oct. 1, 2017, after 20 years as Local 48’s legal counsel. And J. Melvin Connor, a former organizer and 40-year member, passed away Jan. 1, 2018. The dedication of these brothers will not be forgotten.

Ray Lister, Rep./P.S.

Strong Show of Solidarity; Anti-Worker Bill Defeated

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters. Local 68 held its annual Christmas party for members and their families on Dec. 2. Thanks to the help and hard work of volunteers, 342 children and their parents enjoyed the afternoon.

On Dec. 19 the local, along with Int. Rep. Dean Grinstead from the I.O. Education Dept., conducted a “Member to Member” training session. Over 70 members attended and received useful information. If you did not attend that session, more opportunities are coming up. The organizers, with a goal of increased member participation, will conduct monthly training for: Member to Member, Member to Future Member, or COMET classes. So, check with the organizers to see what classes are coming up and plan to attend. A local is only as strong as its members.

Colorado HB 18-1030, a proposed anti-labor “right-to-work” bill, was killed in committee on Jan. 17. Every year we fight this legislation here in Colorado and we defeated it once again. Thanks to those who testified against this bill and to everyone who came to the hearing. Organized labor packed the hearing chamber and the overflow in an awesome show of brotherhood for a common cause.

Mike Jack was appointed as the new dispatcher for Local 68. Keith Hewitt, former dispatcher of seven-plus years, retired in December. Thank you for your dedicated service and enjoy your retirement, Bro. Keith.

We extend deepest sympathy to the families of our recently deceased brothers: William D. Mollison, Donald R. Miller, Deryl L. Botts, Doran J. Robb, Timothy R. Crabtree and Richard A. Yeager.

Morgan J. Buchanan, Pres.

Code of Excellence Training; RENEW Committee Volunteers

L.U. 80 (i&o), NORFOLK, VA — On Dec. 14 last year, the IBEW Local 80 RENEW Committee volunteered at the Foodbank of Southeastern Virginia & the Eastern Shore. In two hours they completed 2,076 meals for those less fortunate.

Our local also participated in Code of Excellence training on Dec. 7. We will now be able to teach and certify our members.

We also look forward to our annual Local 80 picnic on May 5 this year.

Wil Morris, A.B.M./P.S.



Local 80 RENEW Committee volunteered at community foodbank. From left: Wil Morris, Mike Caruana, Billy Kidder, Tyler Whitley, William Kircher, Jonathan Hart, Joshua Roof, Garrett Doreo, Matthew Lessard, Ronald Swallif and Nicole Lessard.

Vote Labor in 2018; ‘Damage to Working Families’

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — Brothers and sisters who voted to “drain the swamp” should take note of the cesspool rising in its place. The damage to working families comes from the appointment of labor-hating judges and cabinet officials who will work to decrease our wages and working conditions.

The glaring truth of Trump’s tilted tax law should leave no doubt about who this president represents. Our checks may be larger, but the flip side is that we lose most of our deductions. No more itemized deductions for tools, boots, mileage and union dues just to name a few. Higher-income families will benefit more in after-tax income gains than will middle- and lower-income families. The tax cut disproportionately helps the wealthy at the expense of workers. Corporations will benefit the most with a reduction from a 35 percent tax rate to 21 percent. A rate this low was last used during the Great Depression. The injustice is that business tax cuts are permanent, while individual tax cuts expire in 2025.

We will have an opportunity to correct course this



IBEW Local 212 contingent gathers to march in the 2017 St. Patrick’s Day parade.

year. Please vote labor in 2018 midterm elections.

Kansas City will have several large construction projects this year, including a new airport and downtown hotel along with many other projects. We look forward to full employment soon.

Steve Morales, P.S.

Continuing Education Classes

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Greetings, brothers and sisters! This should find us in April and according to my Farmer’s Almanac we should be experiencing weather in the 40-degree range with showers most of the month. I hope this is correct.

The JATC has many choices for those wishing to take continuing education classes, either for their own edification or for the CEUs. Something to keep in mind regarding the Foxconn job in Racine — it has already been stipulated that you must have Code of Excellence training and most likely

OSHA 10 within the last five years. There are also Wisconsin licensing requirements but as to how those will wind up in the end is unclear at this point. But be sure that your CEUs are up to date. Courses being offered this spring by the JATC are: OSHA 10, OSHA 20 Continuation, NFPA 70E, IMSA Work Zone I, IMSA Traffic Level I, IMSA Traffic Level II, IMSA Hands On, CPR with AED/First Aid, Code Review and Motor Control I. I think there are plenty of options there for anyone wishing to keep up their CEUs.

The date for the annual picnic is Saturday, Aug. 11, 2018, at the Lakewood Forest Preserve. See you there!

Wendy J. Cordts, P.S.

Fighting Back for Workers

L.U. 212 (i), CINCINNATI, OHIO — As of this writing, there are renewed attacks on workers’ rights at the state level in Ohio. Union workers from across the state gathered on Feb. 24 for a “Day of Action.” We stood with our state legislators such as Rep. Brigid Kelly and Sen. Cecil Thomas to make sure our voices are heard.

At press time, many of our members were also making plans to participate in the St. Patrick’s Day parade in March with the Greater Cincinnati Building Trades. That event is always fun for all ages!

Our work outlook remains steady. Ongoing projects include Cincinnati’s Union Terminal restoration project; the University of Cincinnati’s Fifth Third Arena project; Northern Kentucky University campus buildings; and the Ford Motor Co. transmission plant in Sharonville.

There are upcoming outages scheduled at two power houses. Additionally, plans are underway for an entertainment venue at “The Banks” along the riv-

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er. Also, the Hamilton County Coroner building will be completed under a community development agreement; this project is slated for late summer.

Our democracy and our union are not spectator sports! Get out there and get active.

Phil Bovard, P.S.

Service Award Honorees; Welcome to New Members

L.U. 246 (ees,i,rts&spa), STEUBENVILLE, OHIO — Our new agreements for Inside, Teledata and Residential went into effect Nov. 27, 2017, and are effective through October 2020.

On Dec. 9 last year our annual dinner dance was a great time for all. During the celebration, Pres. Frank Redmond and Vice Pres. Ryan Omaitis presented service awards and pins to eligible recipients who were present. Receiving 60-year pins were Raymond Selman and Harold Ulrich; 50-year pins — James Cunningham, James Pilutti; 40-year pin — David Morgan; 25-year pins — William Davis, Daniel Diserio, Frank Redmond, Jeffery Smith, William Welch and Paul Zorne. Service award recipients not in attendance: 50-year members — Charles Deshler, Danny Florian, William Mellington, Harry Porter and Terry Stoll; 25-year members Jennifer Badgley, George Hudson, William Kendrach, Mathew Pastre and Douglas Smith. Our late Bro. John “Jack” Pearson, who was a 65-year member, was unable to attend the December event; sadly, Jack passed away on Dec. 19. Congratulations and thank you to all service pin recipients for your years of service and dedication to the IBEW.

We are pleased to introduce our newest members. Inside and residential apprentices were sworn in

at our Dec. 27 meeting. Inside: Ean Bland, Devin Ferguson, Jason Holt, Shane Keener, Scott Kosek, Michael Pietro and Hunter Wallace. Residential: Corey Mitchell, Steve Mitchell, Mark Moore and Ronny Payton. Congratulations, gentlemen, and welcome to Local 246.

Eric Nutter, Mbr. Dev.



Local 292 winning contingent at national tradesman competition. Front row: Gary Shantz (left), Zachary Schoen, Christopher Heim, Eric Olson. Middle row: Michael Fox, Angela Penna, Andreas Penna, Jeremy Welle. Back row: Derrick Atkins, Eric Martin, Jacob Thoennes, David Liller, Patrick Flannery and Bryan Olson.

National Competition Winners

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — Once again Local 292 members had another great showing at the second annual IDEAL National Tradesman Competition in Lake Buena Vista, FL. There were 30,000 entrants and for the second straight year our JATC won the top apprentice team competition. Michael Fox, Andreas Penna and Jeremy Welle each won \$10,000 by beating out six other finalist teams. Our JATC also received \$5,000 for hav-

ing the top team. Additionally, Fox, Penna and Welle competed in the individual apprentice competition, and Welle placed second with a \$20,000 prize!

We are so proud of our top-notch apprentices, the instructors who teach and the journeymen who mentor them. We claim to have the best JATC in the country, and that claim is backed up by two straight team championships, another top three individual finish, and the fact that we had more wins in this year's event than any other organization.

Eric Peterson, P.S.

Asplundh Contract Ratified

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — Congratulations to the 120 Asplundh employees who voted to organize in January of 2016, and who ratified their first collective bargaining agreement in January of 2018. The new Local

300 members weathered the two-year negotiation period with a positive response to ratify the agreement. Congratulations to all. [Photo, bottom right.]

Spring has sprung here in Vermont (no snow at press time), and business is booming for the construction industry. Vermont has placed a significant emphasis on apprenticeship programs within the building trades and elsewhere to help with the shortage of trades members, as well as better training models to improve skill levels. I just hope our legislative parties and nonunion adversaries can stop tripping over each other and allow Vermonters to take advantage of this positive change. Stay tuned.

Contract negotiations for Burlington Electric, Vermont Gas Systems, Stowe Electric, and Morrisville Water and Light will commence this year. Negotiations with Lyndonville Electric took a whopping three hours and were successful in developing an amazing outcome for the members and the department. I think they set the bar for this year. Any takers?

We wish all members a wonderful spring (mud) season and look forward to seeing you in throughout the summer.

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

Work Outlook Good

L.U. 302 (i,rts&spa), MARTINEZ, CA — 2017 was a good year for Local 302. We are enjoying full employment, with a good number of traveling brothers and sisters helping us fill our calls.

During the holidays our local had a couple of events. On Dec. 2 we had our annual Christmas Dinner Dance. That night the members had a good time dancing and winning raffle prizes. Our master of cere-

monies Russ McNally made sure that everyone had a fun evening. The winner of our grand prize was third-year inside wireman apprentice Carlos Palacios.

Dec. 9 was our Santa party for the children and grandchildren of our members. It is a day for the children to enjoy crafts, cookies and getting their pictures with Santa. Our local owes special thanks to our secretaries June Rogers, Nicole Potter, Cathy McStocker and April VanBuskirk. Their hard work is what makes that day a success.

2018 looks like another good year for our local and the San Francisco Bay area. We still have a good amount of work to come in the refineries this year, and with the project labor agreements (PLAs) we have and those we are working on, we should have enough work to keep us busy.

Tom Hanson, B.M.



Local 302 apprentice Carlos Palacios wins holiday party grand prize.

Welcome to New Members; Food Drive a Success

L.U. 332 (c,ees,i&st), SAN JOSE, CA — Every new year is a time for reflection on past accomplishments and our future. For Local 332, 2017 was a very busy year with new leadership and near record breaking man-hours logged with numerous projects being completed with union labor. Our 2018 projections appear just as positive.

We ended 2017 with some tremendous successes. One of the most notable accomplishments was an organizing campaign at the end of the year that brought in over 40 new members desirous of better conditions, wages and training.

We welcome these new members to our ranks. We are sure they will embrace the culture of unionism, a rich culture steeped in, among other things, a tradition of community involvement. Here in Local 332, as with other locals, this culture was particularly apparent during the season of giving. Imagine how proud we were to see this culture in action when our apprentice group initiated a food drive that collected over 2,000 pounds of food, which was then distributed to local families and individuals in need. We are appreciative that they have embraced the union culture and will help to promote that legacy.

Andrew Rogers, P.S.



Local 246 Vice Pres. Ryan Omaitis (far left) swears in new members: Hunter Wallace, Ronny Payton, Corey Mitchell, Mike Pietro, Shane Keener, Jason Holt, Ean Bland, Devin Ferguson, Steve Mitchell, Scott Kosek and Mark Moore.

IBEW MERCHANDISE



Women's Logo Watch \$100.00

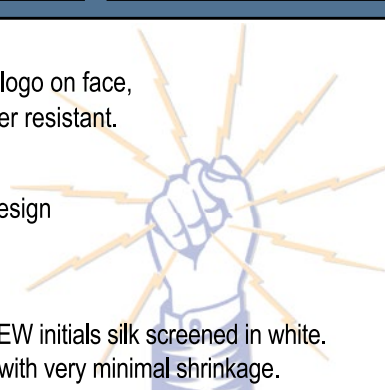
Women's gold-tone watch embossed with IBEW logo on face, expansion band, stainless steel backing and water resistant.

Trailer Hitch Cover \$3.00

Trailer hitch cover in black plastic - 3" x 6" oval design with white raised IBEW initials. Fits 2" receiver.

Blue Athletic Pants \$25.00

80% Cotton - 20% Polyester. Left leg has large IBEW initials silk screened in white. Elastic waist with drawstring. Pants fit true to size with very minimal shrinkage.



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

www.ibewmerchandise.com



Newly organized IBEW Local 300 members working for Asplundh as line clearance tree trimmers.



'Congratulations, Brothers'

L.U. 446 (i), MONROE, LA — IBEW Local 446 would like to recognize three loyal, hard-working and honorable recently retired members. Brothers Lonnie Peters, James Bagwell and Danny Decorte retired in 2017. We wish to thank these men for their dedication and hard work in representing IBEW Local 446. These men worked every day to show America the importance of working as union members in the electrical field. Local 446 officers, members and staff wish our brothers a happy, healthy retirement and hope they get to enjoy time with their family and friends. Best wishes, brothers!

Ken Green, B.M./F.S.

James Gratton (front, center) was honored at Local 400's 100th Year Anniversary celebration on Oct. 28, 2017. Standing, from left: Asst. Bus. Mgr. Robert Shimko, Pres. Ed Wells, Bus. Mgr. Guy Peterson, Int. Pres. Lonnie R. Stephenson, Int. Vice Pres. Michael D. Welsh and Int. Rep. Mike Hnatkowsky.

Farewell Tribute To Dedicated Labor Leader

L.U. 400 (es,i&o), ASBURY PARK, NJ — James Gratton was a 44-year member who served as business manager of Local 400 for 26 years. He also served as president of the Monmouth & Ocean County Building Trades. Jim set the standard for how all future managers of Local 400 would embody our jurisdiction. He represented both our local and the IBEW with pride, maintaining the highest of standards. Jim represented all our members with class and dignity. He had a special way to make every job dispatch feel as though it had been handpicked just for the individual.

As building trades president, Jim was a pioneer in establishing relationships with developers and politicians on both sides of the aisle. Jim negotiated New Jersey's earliest project labor agreement (PLA) at Oyster Creek Nuclear Facility, established a trade council to represent workers at Great Adventure, and was instrumental in organizing the BA members of Fort Monmouth.

On Jan. 17, 2018, Local 400 honored James Gratton's funeral procession. As he passed the union hall one last time on his way to his final resting place, the highway was lined with 250 of his brothers and sisters.

Michael Ricca, B.A.

Renewable Energy Projects; RENEW Group Meets Monthly

L.U. 428 (govt,i,rts&spa), BAKERSFIELD, CA — Spring is upon us and with the warmer weather comes the next wave of renewable energy projects for our area.

Utility grade photovoltaic solar projects are still the main driver with multiple 100-plus megawatt projects set to start in upcoming months. These will undoubtedly clear our journeyman books and allow us to continue to expand our apprenticeship rolls.

Other work looks promising as well, with school bond work projects bidding now and the much-anticipated California High Speed Rail finally making its way into the county.

In other exciting news, our newly established RENEW group meets monthly before the general membership meeting. Thanks to Bros. Jacob Owens, Robert Elliott and Kevin Absher for stepping up and taking on leadership roles to get this thing going.

Our Local 428 Annual Family Picnic will be held at the Kern River Picnic Area (same place as always) on Saturday, April 7, from 11 a.m. to 3 p.m. Please join us for the usual good food, good drink and fellowship. Hope to see you all there!

Brian Holt, A.B.M.



Local 446 congratulates recent retirees James Bagwell (left), Lonnie Peters and Danny DeCorte.

Habitat for Humanity Project; Holiday Community Service

L.U. 520 (i&spa), AUSTIN, TEXAS — The year 2017 was closed out on a positive note! Volunteers from Local 520 enjoyed giving back to the community with a Habitat for Humanity Blitz build. Two homes were completed in just two weeks. Local 520 has been active with Habitat for Humanity since 2002, completing over 100 homes in Austin and central Texas.

We also had a great turnout of Local 520 volunteers for Operation Blue Santa, which provides holiday toys and food for needy families. Additionally, Local 520 members made a significant contribution to the Central Texas Food Bank.

Lane Price, Pres./P.S.

Celebrating 100 Years



Local 558 celebrates its 100th anniversary in 2018.

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. This year, Local 558 celebrates 100 years of service in north Alabama and southern Tennessee. Our local was chartered on Feb. 28, 1918. Local 558 has played a pivotal role in the early years of the Tennessee Valley Authority. This local has played a huge part in space exploration, mankind walking on the moon and the national defense. Local 558 has had the honor of hosting a presidential candidate kicking off his

campaign. However, most of all, our local has given mothers and fathers dignity, hope and security while they worked to provide for their families. This local has fulfilled all the objectives of our IBEW Constitution, by seeking a higher and higher standard of living.

Work has been increasingly better for this year. We are awaiting further announcements on the Toyota-Mazda assembly plant to be built in Madison, AL. We expect this to be one of the largest construction projects ever in our jurisdiction and we will need help in manning this project. Also, we have been fortunate to expand into some new facilities, and 2018 looks like it will be a monumental year for Local 558.

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

Organizing & Activism — A Victory Achieved

L.U. 584 (ees,em,es,i,rts,spa&u), TULSA, OK — Hello, brothers and sisters. It has been a steady 2018 at your local union hall. As of this writing, it looks like the job picture will be picking up for the spring and summer. At the union hall and in the field, we have been working hard to not only bring in new sisters and brothers, but to also make contacts with contractors who could benefit from using our skilled labor.

To help in this effort, we created a new organizing and marketing website — www.IBEW584Advantage.com. It's just one more tool in the toolbox to help us grow and get more work. Our organizer K.J. Payton has been visiting sites and talking to contractors every day, and I feel like we are positioning ourselves well for growth and prosperity in 2018.

We also recently enjoyed a victory when IBEW 584 activism got an anti-union contractor kicked off a project for the new Red Wing Shoes store in Tulsa. Red Wing had been using a general contractor that was discriminating against signatory shops. We didn't think that was right — especially since Red Wing still does a fair amount of work with unions and makes many of their boots in the USA. After some phone calls and emails to their corporate office, they agreed with us, and removed the contractor. You can read about this victory at www.IBEW584.com.

I hope you enjoy the season and I look forward to seeing many of you at our next regularly scheduled union meeting. In solidarity.

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

In the Spotlight — At the Daytona 500

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL — One of our electrical contractors had his company logo featured on a car that raced at the 2018 Daytona 500 in February.

Carter Electric's logo rode on the back of the #20 DeWalt Toyota in the Daytona 500. This was made possible because of the partnership with Carter Electric and DeWalt Tools, and DeWalt's end-user program. Carter Electric owner Doug Carter is a graduate of the Local 606 JATC and a longtime member of the local. He was in the pit area and met DeWalt racing team owner Joe Gibbs and driver Eric Jones, who drove the #20 DeWalt race car. DeWalt made sure all had a good time, even though the car's race was cut short by an early accident.

Work in our jurisdiction continues to be very good. Our signatory contractors continue to pick up work and the construction boom shows no

signs of letting up. There are many opportunities for travelers, with the calls going into Book 2 on a regular basis.

Fernando Rendon, P.S.



Local 606 contractor Doug Carter, owner of Carter Electric Inc.

Labor Lobby Day

L.U. 666 (i,mt&o), RICHMOND, VA — With the arrival of spring, the work picture in our jurisdiction, like many others in the country, is promising. Help grow our local and educate new members as things progress.

Thank you to our delegates to the Virginia AFL-CIO Legislative Conference in January this year: Bros. James Underwood, J. D. Jenkins, Charles Skelly, Eric Lambert, Robert Humphries and David Small, Sister Rebecca Dickerson, and COPE Chm. James Farkas. The delegates also participated in Labor Lobby Day and did an excellent job presenting our issues to state legislators. What a difference a year makes. ... Thanks to the recent wave election in Virginia on Nov. 7, 2017, we saw a much better reception for labor and our issues this year than in recent memory.

Our Local 666 bylaws call for the nomination of local union officers in May, in preparation for a June election. Stay involved and participate, and perhaps run for an office! Attend the May and June meetings and be part of our industrial democracy!

Congratulations to recent retirees Mack Parson and David Dolan!

Charles Skelly, P.S.

Work Picture Strong; Organizing & Market Share

L.U. 684 (c,i,rts&st), MODESTO, CA — Greetings, brothers and sisters. 2017 was an incredible year for our local and state, with our books empty for almost the entire year. We are grateful for the brothers and sisters who brought their knowledge and experience in from all over the state and country to lend a hand in completing several local projects.

With the addition of two new organizers to the Local 684 team, along with Local 684 organizer Marcos "The Ghost" Salas, we've doubled our market share in the last couple of years at a rate among the highest in the country.

With the two upcoming solar projects, the Tuolumne County Courthouse & Jail project, the con-



Modesto, CA, Local 684 swears in new members in January 2018.

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tinuation of University of California Merced's 2020 project and many smaller-scale projects, our work picture is outstanding in the Central Valley. As of press time, we are also in contract negotiations and are confident we will reach an agreement soon with our local NECA contractors.

Local 684 general meetings are the second Tuesday of each month at 5:30 p.m., with our barbecue starting at 4:30 p.m. If you happen to be in and around Modesto, come join us!

Dave Jones, P.S.

Fighting for Workers — Political Activism is Key

L.U. 692 (i,mt&spa), BAY CITY, MI — Brothers and sisters, if you have never been involved in the political process, now we need your help more than ever before.

We were provided information during previous election cycles regarding which candidates were worker-friendly and would be better for our union movement. If you honestly look at what the candidate does once in office, not what he says he will do once elected, for the last year the results could not be more clear. Read or re-read the article "State of the Worker," published in the February 2018 issue of The Electrical Worker. The article is also posted on the IBEW website at www.ibew.org/media-center/Articles/18Daily/1802/180222_StateoftheWorker.

Facts, brothers and sisters, not some Russian robot army dispatched to cause confusion, spread lies, and distort the record. We are a nonpartisan organization, but we do track politicians' votes and recommend candidates. Although some Democrats let us down on certain issues in past years, the alternative is very disturbing. Anti-worker foes are overtly trying to get rid of us for good. We may be down, but not out.

Get politically involved, get out to vote, and help make our voices heard on issues most important to working people. Too few members participate. Every vote counts — so take a stand in the fight for workers.

Our work picture is still slow, so thank you to our sister locals for keeping us going. Hopefully we can repay them in the future.

We regret to inform you of two recent deaths. Bro. Terry Pierson died at age 58 on Dec. 11, 2017. Retired Bro. Jack Osland, 81, died Sept. 28 last year.

Mark Thompson, P.S.

Child ID Kits

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 FRANKFORD, IL — We will once again host our retirees to a luncheon on Tuesday, April 3, this year in Mt. Vernon, IL, at the Cedarhurst Center for the Arts.

All of our members should have received a Child ID Kit in the mail over the winter. This initiative, started by the National Football League, has been supported by the IBEW. We hope none of our members or their families ever need to utilize one of these kits in the case of a missing child, the kits could be vital in saving time for such instances. More kits are avail-

able upon request.

On Jan. 28, IBEW Local 702 member Hunter Ivie, a journeyman lineman from Pemiscot Dunklin Electric Cooperative in Missouri's Bootheel region, joined other Electric Cooperative members from Missouri and participated in the "Brighter Bolivia" project.

Our smartphone app continues to develop as members now have the ability to pay their dues online or through the app. Members can also re-sign now online or with the app between the 10th and the 16th of each month.

As of this writing, our referral books are as follows: Inside Construction — 128, Outside Construction — 36.

Mark Baker, B.R.

'Champion Our Cause' Organizing & Training

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Data center work remains very strong and looks to continue for at least a year or more just on our existing projects. Charleston is a nice place to be any time of year and we are welcoming many travelers. Our local is in the process of making some changes so that we can better train those whom we organize. This is an important process being developed nationwide because a large percentage of our members are aging out and there is no guarantee that we will have enough apprentices to fill those spots, not to mention the additional workforce that we will need in the future. We should organize, welcome and teach new members, however they come to us.

Reading the "letters to the editor" sections of local newspapers, one often sees anti-union rhetoric written by folks who have never been in a union. It is hard to understand people, especially workers, who are seemingly against raising their own standard of living. This is the real fake news of today.

We are more than an organization; we are a movement and we must champion our cause. Let's all talk to those who don't understand but who might listen and might perhaps be persuaded.

Andrew Weiner, P.S.

EWMC Day of Service

L.U. 824 (i), TAMPA, FL — On Saturday, Nov. 18, last year, members of Local 824 in Tampa, alongside their brothers and sisters from Local 915, also from Tampa, were honored to participate in the 3rd Annual EWMC International Day of Service.

The Tampa Chapter of the Electrical Workers Minority Caucus had a painting day in Bradenton, FL. Over 50 members from both locals volunteered their time and materials to repaint the inside of The Joseph Storehouse, a 16-bedroom housing facility in Manatee County for veterans and the homeless. Besides painting, project volunteers also did some much-needed electrical work at the facility.

It was a great day of solidarity and community outreach, in the spirit of the EWMC International Day of Service. A special thanks to Henrietta McPherson, president of the local Tampa Chapter of the EWMC, and Melissa Braswell, the day-of-service coordinator, for spearheading this event.

We look forward to more great events like this that honor our military veterans and get the IBEW name out in the community.

Keith LaPlant P.S.

Service Pins Awarded

L.U. 890 (i), JANESVILLE, WI — Bus. Mgr. Leo Sokolik presented service pin awards to eligible members at the annual Local 890 Holiday Party last year.

Awarded 50-year service pins were members



Local 890 Bus. Mgr. Leo Sokolik (far right) presents 50-year service awards to, from left: Michael Mullooly, Dan Lois and James Herda.

Michael Mullooly, Dan Lois and James Herda. Others receiving service pins included: Marty Kelly, 45-year member; Bruce Robers, 40-year member; and 30-year members Dale Martelle and Duwayne Bickle.

Congratulations to all the service pin recipients!

Jason Heidenreich, P.S.

Holiday Luncheon & Service Awards Presentation

L.U. 968 (catv,i,mt,o,rts,spa&t), PARKERSBURG, WV — IBEW Local 968 held its annual Christmas luncheon at the local union meeting hall on Dec. 15 last year. The local gave out 130 turkeys and fruit baskets to retirees, widows, and members who were ill. Attendance has grown over the years and everyone has a good time reminiscing with good friends.

Those receiving their Years of Service Awards included: 50-year members William "Bill" Patton, John Ash, Clayton "Tater" Griffin, Dwight Thompson, Samuel "Sam" Maze and William "Mike" Armstrong; 55-year members James "Jim" Wigal and Gerald "Gerry" Holbert; 65-year member Donald "Don" Marks; and 75-year member Robert "Bob" Parker.

Local 968 lost the following brothers in 2017: Daris Bennett, Kermit Hyre, Charles Rush, Terry Smith, Don Merinar and Robert "Bob" Patton. They will be missed.

Lynford C. Lovell, B.M.



Local 968 service award recipients, from left: William "Bill" Patton, John Ash, Clayton "Tater" Griffin, Robert "Bob" Parker, Dwight Thompson, William "Mike" Armstrong and James "Jim" Wigal. Not pictured: Samuel "Sam" Maze, Gerald "Gerry" Holbert and Donald "Don" Marks.

'Solidarity & Brotherhood'

L.U. 1002 (o&u), TULSA, OK — Hello, sisters and brothers.

Many of you know IBEW 1002 Bro. Jonathan Lacy. He was one of the driving forces to help bring representation to workers at Choctaw Electric Co-Op in 2015. His dedication and strong sense of purpose won him many friends and admirers in the local, and he was set to enjoy a long career as a unionized lineman.

Unfortunately, Bro. Lacy has been fighting cancer for the past few years and is unable to work. In September, doctors at MD Anderson discovered two tumors in his left lung.

But Jonathan is — and always has been — a fighter. He remains in good spirits and takes delight in his three wonderful children and his wife, Mickey.

IBEW 1002 is hoping to raise enough money to

send the Lacy family on a trip that they will remember for the rest of their lives: an all-expenses-paid vacation to Disney World in Florida.

To do this, we are asking you to please consider donating at his Go Fund Me page here: www.bit.ly/ibew1002lacy. You can also pass the hat on your job site or make a donation at the hall the next time you are in.

Regardless of whether you are able to make a donation or not, I ask that you please keep the Lacy family in your prayers.

Thank you for all that you do to make IBEW 1002 a world-class organization.

In solidarity,

Jeff Bolin, B.M./F.S.



Local 1042 members made 2017 Annual Christmas Bike Drive a great success.

Annual Holiday Bike Drive

L.U. 1042 (u), SANFORD, FL — Our local's 2017 Annual Christmas Bike Drive was a great success. We delivered 42 new bicycles with helmets, three skateboards with helmets and numerous unwrapped toys to the Debarry

Civic Center. I'm very proud of the generosity of our members and the many ways they give back to our community. I'm sure several local boys and girls were smiling a little brighter this past Christmas morning.

Bro. Jim Turner, who was recovering from knee replacement surgery, worked behind the scenes to ensure the bike drive was a success. Thank you to Bro. Turner and all who participated.

William Anderson, B.M./Pres.

Organizing Success — Welcome to New Members

L.U. 1466 (u), COLUMBUS, OHIO — IBEW Local 1466 is proud to announce the successful completion of the organizing campaign at the Worley Parsons gas-fired power plant in Lordstown, Ohio!

These employees voted to become members of the IBEW and join with us as part of Local 1466. This will be the first step in giving these workers a true voice on the job! We are working hard to negotiate and secure a first contract for these new members. We would like to thank them for their determination and hard work in becoming part of the IBEW, and we welcome them to the Brotherhood!

Jimi Jette, P.S.

Get your **ELECTRICAL WORKER** delivered each month *via email*. It's convenient & helps cut down on paper waste. Go to www.ibew.org/gogreen and sign up today!

Go Green

Scan with a QR reader

In Memoriam

Members for Whom PBF Death Claims were Approved in January 2018

| Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death |
|-------|-------------------|---------------|-------|--------------------|---------------|-------|--------------------|---------------|-------|--------------------|---------------|-------|-------------------|---------------|--------------|-------------------|---------------|
| 2 | Barton, J. H. | 11/29/17 | 38 | Yadlovsky, J. | 11/7/17 | 110 | Wagner, D. B. | 9/15/17 | 269 | Roth, A. G. | 8/25/17 | 508 | Bush, D. S. | 11/29/17 | 952 | Mabry, O. D. | 9/1/17 |
| 2 | Lewis, J. L. | 9/13/17 | 42 | Roberts, G. G. | 9/26/17 | 111 | Murphy, R. A. | 11/6/17 | 278 | Parrie, D. C. | 9/29/17 | 518 | Stephenson, R. L. | 10/6/17 | 953 | Carlson, L. D. | 10/28/17 |
| 2 | Schulze, S. N. | 10/28/17 | 44 | Bicknell, G. E. | 10/19/17 | 115 | Macdonald, W. B. | 12/15/17 | 288 | Schulte, J. B. | 9/28/17 | 532 | Regli, D. I. | 11/12/17 | 968 | Patton, R. M. | 11/26/17 |
| 3 | Achord, C. L. | 11/27/17 | 44 | Olesen, L. H. | 10/30/17 | 117 | Gilligan, E. F. | 2/6/15 | 292 | Barton, H. F. | 11/28/17 | 540 | Leslie, A. M. | 10/14/17 | 995 | Arnold, L. W. | 10/20/17 |
| 3 | Dacres, M. G. | 10/26/17 | 46 | Olson, M. J. | 11/20/17 | 124 | Brown, J. H. | 11/11/17 | 292 | Dickson, N. J. | 11/8/17 | 545 | Demijohn, J. C. | 6/25/17 | 995 | Borne, J. W. | 11/4/17 |
| 3 | David, S. | 10/10/17 | 47 | Guest, E. M. | 9/2/17 | 124 | Carrier, R. G. | 11/11/17 | 292 | Farnham, D. E. | 8/15/16 | 558 | Barkley, J. L. | 11/10/17 | 995 | Jarreau, J. M. | 9/18/17 |
| 3 | Donnelly, T. P. | 8/9/17 | 47 | Stengle, D. J. | 10/28/17 | 124 | Cooksey, J. L. | 9/18/17 | 292 | Hoen, J. J. | 10/8/17 | 558 | Perkins, O. D. | 10/27/17 | 995 | Moore, C. C. | 11/18/17 |
| 3 | Gerardi, P. | 11/24/17 | 48 | Bader, J. W. | 10/29/17 | 124 | Thornton, H. R. | 10/7/17 | 292 | Nelson, C. A. | 11/11/17 | 567 | Gorham, M. J. | 11/26/17 | 995 | Moses, S. G. | 11/29/17 |
| 3 | Hetzel, R. | 11/10/17 | 48 | Bates, F. E. | 9/22/17 | 124 | Wadlow, J. T. | 11/4/17 | 292 | Sanders, E. J. | 1/29/17 | 569 | Flowers, N. A. | 11/12/17 | 1002 | Kofr, R. R. | 9/10/17 |
| 3 | Kupret, R. | 9/18/14 | 48 | Harmon, R. L. | 10/29/17 | 124 | Wilke, A. J. | 8/9/17 | 304 | Cook, L. W. | 10/14/17 | 569 | Jackson, J. E. | 3/5/15 | 1002 | Yelton, F. C. | 8/8/17 |
| 3 | LaCerra, L. J. | 10/15/17 | 48 | Laidlaw, T. J. | 9/27/17 | 125 | Alvarado, J. | 10/25/17 | 306 | Romito, R. T. | 9/10/17 | 569 | Nesbitt, A. J. | 9/26/17 | 1141 | Gandara, J. | 12/8/17 |
| 3 | Lamia, C. | 10/3/17 | 48 | Phillips, H. C. | 10/28/17 | 125 | Fransen, E. S. | 4/4/17 | 307 | Lynch, O. T. | 10/26/17 | 570 | Allyn, D. B. | 12/21/17 | 1186 | Chong, R. S. | 9/30/17 |
| 3 | Magrini, D. | 12/9/17 | 53 | McGowan, M. P. | 10/8/17 | 125 | Harris, G. S. | 5/12/16 | 309 | Seibert, P. E. | 11/10/17 | 575 | Hill, R. D. | 10/19/17 | 1186 | Ito, S. T. | 6/17/17 |
| 3 | O'Brien, M. E. | 11/9/17 | 57 | Davidson, J. H. | 11/16/17 | 125 | Kuryk, S. | 7/2/17 | 317 | Cyrus, M. R. | 8/16/17 | 583 | Carver, G. B. | 9/28/17 | 1228 | Linder, G. C. | 4/7/17 |
| 3 | Puhl, R. W. | 11/9/17 | 57 | Leoncini, J. C. | 11/15/17 | 125 | Leonard, W. C. | 11/26/17 | 317 | Holland, M. S. | 11/19/17 | 584 | Houser, L. G. | 10/2/17 | 1245 | Aicega, M. M. | 10/6/17 |
| 3 | Quigley, C. E. | 9/11/17 | 57 | Peterson, V. J. | 11/24/17 | 125 | Wallaert, A. J. | 10/26/17 | 325 | Lamb, E. E. | 11/17/17 | 595 | Howe, G. B. | 6/1/17 | 1245 | Mathews, C. | 10/21/17 |
| 3 | Santillo, T. J. | 12/12/17 | 57 | Smith, F. A. | 7/14/16 | 126 | Pulver, M. R. | 11/5/17 | 340 | McCurry, W. W. | 9/4/17 | 595 | Mayfield, W. R. | 11/20/17 | 1245 | Thorn, W. J. | 11/26/17 |
| 3 | Stanley, T. J. | 12/12/17 | 58 | Charnawskas, J. C. | 11/13/17 | 126 | Suggs, K. E. | 11/15/17 | 340 | Valentine, J. T. | 8/27/17 | 596 | Daugherty, T. L. | 10/29/17 | 1319 | Muir, H. J. | 10/29/17 |
| 3 | Vilardi, F. | 4/7/16 | 58 | Christensen, F. D. | 4/29/17 | 127 | Pflueger, L. E. | 12/5/17 | 342 | Morgan, L. | 11/15/17 | 596 | Ramsey, T. | 10/3/14 | 1393 | White, H. L. | 11/7/17 |
| 3 | Vilsaint, K. | 10/28/17 | 58 | Mazur, R. A. | 11/15/17 | 129 | Curry, D. L. | 9/17/17 | 343 | Kragenbring, O. A. | 9/9/17 | 602 | King, L. R. | 8/2/17 | 1525 | Faust, D. F. | 11/26/17 |
| 4 | Tevlin, L. J. | 9/12/17 | 58 | McKenzie, W. C. | 11/28/17 | 131 | Bunce, R. C. | 10/8/17 | 343 | Stanton, J. E. | 11/13/17 | 602 | Lonis, M. B. | 12/6/17 | 1579 | Hartley, A. R. | 9/24/17 |
| 5 | Black, K. O. | 11/16/17 | 58 | Miller, H. D. | 6/27/17 | 134 | Bacci, R. J. | 10/19/17 | 347 | Mortenson, M. R. | 11/12/17 | 606 | Dagley, D. R. | 11/10/17 | 1684 | Lorkiewicz, H. J. | 11/18/17 |
| 5 | Marsula, J. W. | 9/21/17 | 58 | Neal, H. E. | 11/25/17 | 134 | Biedermann, D. C. | 10/6/17 | 349 | Allen, K. W. | 8/12/17 | 607 | Jacoski, A. J. | 9/17/17 | 1852 | Fougere, J. C. | 11/8/17 |
| 5 | Ninehouser, W. J. | 10/24/17 | 58 | Nesbitt, E. A. | 11/15/17 | 134 | Bratis, J. A. | 11/11/17 | 351 | Wells, D. L. | 9/30/17 | 611 | McGee, J. B. | 8/20/17 | 1852 | O'Leary, E. | 10/22/17 |
| 5 | Petronie, E. M. | 9/1/17 | 58 | Perlstein, P. M. | 11/25/17 | 134 | Caruso, P. C. | 11/16/17 | 351 | Woody, W. C. | 10/12/17 | 611 | Sifford, M. E. | 11/7/17 | 1928 | Gaudet, K. J. | 11/3/17 |
| 5 | Warnock, R. J. | 10/17/17 | 60 | Bratton, A. A. | 11/27/17 | 134 | Clarke, P. J. | 11/2/17 | 353 | Bonner, J. L. | 10/15/17 | 613 | Campbell, J. C. | 11/18/17 | 2150 | Reseburg, A. A. | 8/8/17 |
| 6 | Mangan, M. D. | 10/5/17 | 60 | Joost, L. J. | 10/31/17 | 134 | Cooney, J. J. | 10/21/17 | 353 | Cosgrove, K. M. | 7/1/17 | 613 | Chase, D. C. | 11/12/17 | 2150 | Stamp, H. J. | 11/18/17 |
| 7 | Arborio, L. F. | 10/24/17 | 66 | Allen, G. A. | 10/18/17 | 134 | Dillon, B. J. | 11/1/17 | 353 | Del Col, G. | 12/7/17 | 613 | Haygood, B. C. | 10/11/17 | 2159 | Mathiesen, J. A. | 10/9/17 |
| 7 | Racine, P. R. | 11/14/17 | 66 | Lednický, L. R. | 11/20/17 | 134 | Garstka, J. M. | 11/14/17 | 353 | MacMillan, I. P. | 10/22/17 | 617 | Helfrich, R. C. | 9/26/17 | 2330 | Cheshire, M. | 9/30/17 |
| 8 | Ayling, R. R. | 7/21/17 | 66 | Ubernosky, E. W. | 9/28/17 | 134 | Meyer, J. H. | 11/28/17 | 353 | Roberts, W. R. | 8/22/17 | 640 | Reid, G. D. | 8/23/16 | 2330 | Parsons, W. | 11/5/17 |
| 9 | Brandseth, G. A. | 11/3/17 | 66 | Uptegrove, T. L. | 10/27/17 | 134 | O'Sullivan, C. J. | 12/27/16 | 353 | Romero, G. | 11/19/17 | 649 | Walker, G. L. | 9/30/17 | I.O. (12) | Ginstead, G. P. | 11/26/17 |
| 9 | Rees, D. R. | 11/27/17 | 68 | Andrews, A. | 10/19/17 | 134 | Sorensen, O. F. | 10/25/17 | 353 | Tabak, J. | 11/8/17 | 659 | Belcher, R. R. | 10/26/17 | I.O. (134) | Renz, E. | 11/20/17 |
| 9 | Skoff, A. E. | 11/15/17 | 68 | Liane, R. F. | 10/25/17 | 134 | Wieczorek, T. W. | 10/1/17 | 354 | Hoschain, C. | 11/3/17 | 659 | Corder, J. C. | 11/4/17 | I.O. (595) | Osborne, D. Z. | 10/19/17 |
| 11 | Belojevic, M. | 11/25/17 | 68 | Mollison, W. D. | 11/1/17 | 134 | Zelenika, T. | 2/25/17 | 357 | Cook, J. F. | 3/2/17 | 659 | Johnson, J. C. | 11/22/17 | I.O. (1347) | Greco, N. | 12/4/17 |
| 11 | Carrillo, A. | 8/14/17 | 76 | Critchlow, E. G. | 8/21/17 | 136 | Fowler, L. A. | 9/8/17 | 357 | Trujillo, R. F. | 10/20/17 | 666 | Brock, D. G. | 10/30/17 | I.O. (1393) | Farnsley, D. E. | 10/31/17 |
| 11 | Cooper, G. S. | 5/2/17 | 77 | Batchelor, M. J. | 10/17/16 | 143 | Morris, E. L. | 11/5/17 | 363 | Dollard, J. | 10/21/17 | 666 | Jessee, J. D. | 9/8/16 | Pens. (637) | Townley, W. S. | 10/2/17 |
| 11 | Maya, J. M. | 2/18/17 | 77 | Courtney, R. B. | 10/17/17 | 145 | Furne, R. D. | 10/22/17 | 363 | Sager, D. L. | 11/18/17 | 668 | Scroggs, R. G. | 10/23/17 | Pens. (1788) | Rutter, R. A. | 12/1/17 |
| 11 | Mills, R. P. | 11/26/17 | 77 | Frazier, S. D. | 3/31/17 | 146 | Wilson, E. D. | 8/20/17 | 364 | Glenn, L. C. | 11/6/17 | 683 | Burwell, J. R. | 9/23/17 | Pens. (I.O.) | Acquisto, E. | 10/27/17 |
| 11 | Robinson, T. C. | 10/1/17 | 77 | Lerch, E. H. | 7/24/17 | 150 | Flood, R. A. | 11/4/17 | 364 | Robison, P. W. | 11/8/17 | 688 | Higgins, L. L. | 11/27/17 | Pens. (I.O.) | Amlee, N. O. | 7/21/17 |
| 11 | Rodriguez, B. H. | 11/15/17 | 77 | Orthmann, C. F. | 11/20/17 | 150 | Vetter, D. R. | 11/9/17 | 364 | Ruefer, R. W. | 10/16/17 | 701 | Bartucci, M. J. | 11/16/16 | Pens. (I.O.) | Bohn, L. G. | 9/8/17 |
| 11 | Thorner, D. | 9/23/17 | 77 | Uerling, T. | 8/12/17 | 153 | Carper, D. E. | 11/23/17 | 369 | Dorr, C. M. | 11/26/17 | 701 | Kozio, T. J. | 9/8/15 | Pens. (I.O.) | Bowen, O. J. | 6/23/17 |
| 14 | Berg, D. A. | 10/6/17 | 77 | Weimer, J. Q. | 11/8/17 | 158 | Fabian, J. L. | 10/29/17 | 369 | Hardin, H. | 11/6/17 | 702 | Rice, C. E. | 10/28/17 | Pens. (I.O.) | Burke, P. F. | 8/17/17 |
| 14 | Boley, R. J. | 10/2/17 | 80 | Oakes, J. R. | 11/25/17 | 159 | Hebblewhite, J. N. | 12/25/17 | 369 | Mitchell, Z. K. | 4/6/17 | 716 | Buschuk, W. M. | 11/1/17 | Pens. (I.O.) | Downen, T. W. | 7/29/17 |
| 16 | Boyer, G. L. | 11/19/17 | 86 | Vasso, G. M. | 10/11/17 | 160 | Hageman, R. | 11/25/17 | 369 | Schiller, C. E. | 11/30/17 | 716 | Fite, D. P. | 10/11/17 | Pens. (I.O.) | Eberhart, G. C. | 10/25/17 |
| 16 | Rushton, R. G. | 10/26/16 | 90 | Apicella, F. R. | 12/6/17 | 163 | Lyons, D. D. | 11/9/17 | 375 | Woroniak, R. W. | 11/1/17 | 716 | Sundberg, S. R. | 9/20/17 | Pens. (I.O.) | Fenzau, A. W. | 11/12/17 |
| 17 | Carson, W. G. | 6/28/17 | 90 | Christopher, D. W. | 8/18/17 | 164 | Greeley, R. J. | 11/23/17 | 379 | Bowman, H. R. | 5/1/17 | 716 | Wilson, R. H. | 11/2/17 | Pens. (I.O.) | Fitzgerald, T. P. | 11/14/17 |
| 17 | Shedden, L. R. | 9/12/17 | 90 | Grossman, R. J. | 11/13/17 | 164 | McGhee, H. L. | 9/20/17 | 379 | Evans, W. H. | 10/15/17 | 725 | Neidigh, F. J. | 12/11/17 | Pens. (I.O.) | Friend, L. | 11/22/17 |
| 18 | Hinton, R. H. | 10/5/17 | 98 | Dalin, P. J. | 5/8/17 | 164 | Panther, N. | 6/21/15 | 379 | Johnston, G. | 10/5/17 | 728 | Perry, F. P. | 11/5/17 | Pens. (I.O.) | Fuina, A. M. | 10/6/17 |
| 20 | Abbott, T. G. | 10/24/17 | 98 | Fite, L. A. | 11/29/17 | 164 | Patterson, R. H. | 11/2/17 | 379 | Walden, T. | 10/12/17 | 728 | Price, R. F. | 11/21/17 | Pens. (I.O.) | Gould, A. F. | 10/28/17 |
| 20 | Redden, J. L. | 10/18/17 | 98 | James, J. L. | 11/3/17 | 164 | Rosencranz, R. J. | 6/29/17 | 424 | Dow, T. L. | 5/13/17 | 733 | Kirchoff, A. J. | 2/28/15 | Pens. (I.O.) | Gushue, E. E. | 11/12/17 |
| 21 | Cavitt, R. G. | 10/13/17 | 98 | Schulte, D. D. | 11/7/17 | 175 | Hodge, H. T. | 11/17/17 | 424 | Forrest, M. | 10/28/17 | 760 | Davis, B. L. | 10/28/17 | Pens. (I.O.) | Helmski, F. E. | 8/5/17 |
| 21 | Chamerlik, R. W. | 9/24/17 | 98 | Sullivan, J. F. | 12/23/17 | 175 | Kelly, G. L. | 11/21/17 | 424 | Geyer, K. | 11/6/17 | 760 | Knight, J. H. | 10/7/17 | Pens. (I.O.) | Holbrook, L. D. | 11/1/17 |
| 21 | McCarter, E. V. | 10/25/17 | 99 | DiNitto, R. A. | 11/30/16 | 175 | Ray, B. M. | 10/29/17 | 424 | Melenius, D. R. | 12/9/17 | 760 | Parrish, R. B. | 10/30/17 | Pens. (I.O.) | Hulwick, W. W. | 11/15/17 |
| 22 | Nuno, W. J. | 8/9/17 | 99 | Shaffell, A. E. | 10/27/17 | 175 | Trotman, B. G. | 10/7/17 | 424 | Shao, N. | 10/25/17 | 760 | Patrick, A. H. | 10/17/17 | Pens. (I.O.) | Irion, G. R. | 11/18/17 |
| 24 | Ebberts, W. H. | 10/31/17 | 102 | Akkaway, E. S. | 10/25/17 | 176 | Quigley, M. J. | 11/22/17 | 428 | Whalen, C. M. | 12/5/17 | 760 | Rupert, P. R. | 11/1/17 | Pens. (I.O.) | Ivis, L. M. | 4/9/17 |
| 25 | Barry, W. | 11/19/17 | 102 | Miller, W. T. | 11/16/17 | 176 | Sanchez, J. A. | 8/26/16 | 441 | Gelvin, D. L. | 10/24/17 | 760 | Southern, H. G. | 11/7/17 | Pens. (I.O.) | Johnston, L. A. | 9/16/17 |
| 25 | Cashman, T. F. | 11/17/17 | 102 | Veneziano, V. | 4/20/17 | 177 | Clayton, U. | 7/17/15 | 449 | Walters, D. W. | 11/9/17 | 760 | Widner, S. H. | 9/14/17 | Pens. (I.O.) | Kaub, F. I. | 11/29/17 |
| 25 | Dwyer, M. T. | 11/13/17 | 103 | Baker, R. W. | 10/24/17 | 191 | Durham, R. M. | 11/6/17 | 465 | Henton, R. W. | 8/22/17 | 768 | Belt, G. D. | 9/27/17 | Pens. (I.O.) | Kelly, D. G. | 10/8/17 |
| 25 | Miller, K. W. | 11/30/17 | 103 | Briggs, J. R. | 10/6/17 | 191 | Johnson, A. D. | 10/2/17 | 466 | Porterfield, H. R. | 11/15/17 | 776 | Taylor, V. S. | 11/29/17 | Pens. (I.O.) | Killam, F. C. | 11/2/17 |
| 25 | Rotolo, C. P. | 11/13/17 | 103 | Butler, F. W. | 10/19/17 | 193 | Schafer, T. E. | 12/2/17 | 474 | Lewis, W. R. | 8/6/17 | 816 | Modrell, D. D. | 5/22/17 | Pens. (I.O.) | Kortum, W. | 10/24/17 |
| 26 | Cornett, C. W. | 6/29/17 | 103 | Gallagher, R. F. | 9/24/17 | 193 | Shelton, E. R. | 11/19/17 | 474 | Sullivan, K. S. | 11/28/17 | 816 | Moore, P. E. | 10/15/17 | Pens. (I.O.) | Lit, E. | 11/20/17 |
| 26 | Davis, D. I. | 11/12/17 | 103 | Kappler, P. F. | 9/7/17 | 194 | Williams, D. L. | 7/30/17 | 479 | Hayes, R. D. | 12/6/17 | 816 | Poe, T. E. | 11/15/17 | Pens. (I.O.) | Ludewig, J. J. | 10/14/17 |
| 26 | Hopkins, G. A. | 11/11/1999 | 103 | McPartlan, J. P. | 1/7/17 | 212 | Heinzelman, W. J. | 11/1/17 | 479 | Martin, R. E. | 10/7/17 | 852 | Burcham, D. C. | 9/23/17 | Pens. (I.O.) | Marron, R. W. | 9/5/17 |
| 26 | Pennington, D. L | | | | | | | | | | | | | | | | |

In Memoriam

Members for Whom PBF Death Claims were Approved in February 2018

| Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death |
|-------|---------------------|---------------|-------|--------------------|---------------|-------|-------------------|---------------|-------|--------------------|---------------|-------|--------------------|---------------|--------------|-------------------|---------------|
| 1 | Dieterle, R. W. | 12/18/17 | 58 | Albright, J. W. | 12/6/17 | 134 | Murphy, J. C. | 11/17/17 | 340 | Russell, C. E. | 12/17/17 | 595 | Goulart, M. J. | 10/31/17 | 995 | Moses, S. G. | 11/29/17 |
| 1 | Krieg, D. D. | 12/16/17 | 58 | Charlton, J. D. | 12/3/17 | 134 | Newton, W. J. | 11/18/17 | 340 | Snyder, S. D. | 12/6/17 | 596 | Keener, B. O. | 10/21/17 | 995 | Taylor, C. E. | 12/13/17 |
| 1 | Reinecke, H. J. | 11/20/17 | 58 | Durham, R. W. | 12/4/17 | 134 | O'Connell, T. D. | 12/25/17 | 343 | Olson, R. R. | 11/21/17 | 596 | Tricase, C. F. | 12/5/17 | 1023 | Middleton, J. W. | 12/18/17 |
| 1 | Sanders, J. R. | 9/27/17 | 58 | Mulrooney, R. E. | 12/23/17 | 134 | Passi, V. P. | 12/4/17 | 343 | Tupper, A. F. | 10/27/17 | 606 | Singletary, J. F. | 11/30/17 | 1141 | Pendleton, M. J. | 12/16/17 |
| 3 | Caras, C. | 11/2/17 | 58 | Page, R. A. | 12/24/17 | 134 | Price, E. W. | 12/8/17 | 347 | Barr, R. L. | 11/24/17 | 611 | Cordova, R. A. | 12/17/17 | 1141 | Smith, J. D. | 1/17/18 |
| 3 | Castillo, P. C. | 11/17/17 | 58 | Pelvay, R. F. | 12/24/17 | 134 | Pusateri, B. A. | 11/7/17 | 347 | Bell, L. | 12/3/17 | 611 | Elliott, J. L. | 10/30/17 | 1186 | Nakaahiki, W. K. | 9/10/17 |
| 3 | Levine, M. P. | 12/18/17 | 58 | Wincent, B. J. | 12/24/17 | 134 | Scalzitti, G. A. | 1/3/18 | 349 | Joseph, W. M. | 4/27/15 | 611 | Marker, J. R. | 12/2/17 | 1245 | Mosle, P. | 11/19/17 |
| 3 | Lodewyks, M. M. | 1/6/18 | 60 | Frazier, R. A. | 11/29/17 | 134 | Stampley, A. | 12/9/17 | 351 | Murphy, D. J. | 11/19/17 | 613 | Akin, J. C. | 12/14/17 | 1245 | Shelton, J. W. | 10/11/17 |
| 3 | Mainiero, A. D. | 6/12/10 | 66 | Witt, D. A. | 8/16/17 | 134 | Stewart, L. S. | 7/17/17 | 351 | Woody, W. C. | 10/12/17 | 613 | Kasonovitch, P. L. | 7/9/17 | 1316 | Greene, J. | 8/10/17 |
| 3 | Rabuffo, A. J. | 12/22/17 | 68 | LeRoux, V. B. | 12/28/16 | 134 | Sypniewski, R. J. | 12/11/17 | 353 | Carvao, S. A. | 12/15/17 | 613 | LeViner, D. E. | 10/29/17 | 1426 | Moe, D. V. | 9/23/17 |
| 3 | Scamardella, A. | 11/23/17 | 68 | Miller, D. R. | 12/10/17 | 134 | Zelenika, T. | 2/25/17 | 353 | Coull, J. | 12/18/17 | 613 | Moore, W. F. | 12/6/17 | 1547 | Crosman, C. A. | 11/29/17 |
| 3 | Stimpfl, R. R. | 3/2/17 | 70 | Price, E. J. | 9/18/17 | 146 | Slaughter, F. | 12/13/17 | 353 | Gurr, F. J. | 3/12/17 | 640 | Andrews, R. H. | 12/1/17 | 1547 | Long, R. | 11/21/17 |
| 5 | Brendel, E. M. | 11/26/17 | 76 | Aanes, T. | 11/23/17 | 146 | Webb, K. E. | 11/23/17 | 353 | Hew, A. | 12/27/17 | 649 | Jerden, C. M. | 5/25/17 | 1579 | Thompson, L. E. | 11/16/17 |
| 6 | Donovan, R. P. | 12/8/17 | 77 | Bury, J. J. | 11/21/17 | 150 | Behof, J. E. | 12/5/17 | 353 | Kelly, R. J. | 12/19/17 | 659 | Hayes, J. M. | 9/21/17 | 1583 | Reynolds, T. G. | 12/1/17 |
| 7 | Collins, T. P. | 7/18/17 | 77 | Courtney, R. B. | 10/17/17 | 160 | Lauramoore, C. E. | 12/14/17 | 353 | Lucchesi, S. E. | 3/1/17 | 659 | Layton, W. W. | 11/30/17 | 1687 | Banfich, A. | 11/29/17 |
| 8 | Johnson, H. | 12/27/17 | 77 | Gordon, B. C. | 11/21/17 | 164 | Burnett, G. W. | 11/29/17 | 353 | Stewart, G. L. | 1/1/18 | 659 | Sulsar, M. V. | 11/13/17 | 1687 | Truax, R. W. | 5/28/17 |
| 8 | Rothenbuhler, N. J. | 9/24/17 | 77 | Lothe, S. D. | 10/7/17 | 164 | Panther, M. H. | 12/7/17 | 354 | Calderwood, D. N. | 1/6/18 | 659 | Teige, G. D. | 12/14/17 | 1925 | Duncan, J. S. | 8/29/17 |
| 9 | Barnes, A. K. | 12/12/17 | 77 | Mitchell, D. L. | 10/9/17 | 164 | Satinsky, M. | 5/26/15 | 354 | Tapp, D. S. | 12/23/17 | 665 | Breeden, G. C. | 8/17/17 | 2085 | Lucko, A. S. | 12/5/17 |
| 9 | Krueger, K. T. | 12/4/17 | 81 | Bartell, K. | 12/22/17 | 175 | Higdon, C. M. | 12/7/17 | 357 | Barker, B. W. | 10/21/17 | 665 | Engardio, R. S. | 12/3/17 | 2150 | Uttke, J. J. | 4/14/17 |
| 9 | Kumer, F. W. | 12/10/17 | 81 | Lowe, P. L. | 12/31/17 | 194 | Hardin, F. L. | 11/24/17 | 357 | Haynes, J. E. | 12/18/17 | 665 | Myers, W. D. | 10/6/17 | 2159 | Lauderbach, P. E. | 11/16/17 |
| 9 | Little, K. F. | 12/8/17 | 82 | Breidenbach, J. E. | 12/19/17 | 194 | Saddler, W. R. | 11/28/17 | 357 | Maddera, F. D. | 12/18/17 | 666 | Bragg, H. R. | 1/9/18 | 2166 | Doyle, D. G. | 12/6/17 |
| 9 | Paulson, M. M. | 11/2/17 | 84 | Costley, D. W. | 12/18/17 | 197 | Olson, L. R. | 10/13/17 | 363 | Knickerbocker, A. | 11/19/17 | 666 | Kelley, E. W. | 12/11/17 | I.O. (11) | Kozicki, S. T. | 10/29/17 |
| 11 | Barnhart, E. M. | 6/11/17 | 96 | Cardinal, L. N. | 10/18/17 | 212 | Allen, S. J. | 11/7/17 | 363 | Nasuti, F. E. | 12/4/17 | 666 | McCrone, L. A. | 12/22/17 | I.O. (11) | Neiditch, M. L. | 12/28/17 |
| 11 | Brooks, D. C. | 11/28/17 | 97 | Kiley, R. J. | 9/30/17 | 212 | Hennegan, D. G. | 9/23/17 | 364 | Molloy, R. J. | 12/1/17 | 666 | Pilley, T. A. | 12/2/17 | I.O. (12) | Grinstead, G. P. | 11/26/17 |
| 11 | Gray, J. E. | 11/22/17 | 98 | Burt, S. P. | 12/11/17 | 212 | Wellman, J. E. | 11/18/17 | 369 | Miller, S. P. | 9/2/17 | 683 | Clark, J. L. | 12/19/17 | I.O. (76) | Cline, R. G. | 12/3/17 |
| 11 | Zanutto, O. L. | 12/11/17 | 98 | Maloney, J. J. | 11/28/17 | 212 | Wood, M. | 12/18/17 | 387 | Spahn, D. L. | 12/19/17 | 683 | Culbertson, N. J. | 1/8/17 | I.O. (134) | Fischl, W. R. | 11/23/17 |
| 14 | Langel, D. | 10/5/17 | 98 | O'Donnell, R. J. | 9/21/17 | 213 | Grice, A. J. | 10/11/17 | 402 | Korrall, W. J. | 11/10/17 | 692 | Pierson, T. J. | 12/11/17 | I.O. (134) | Weidner, D. J. | 12/5/17 |
| 17 | Conklin, D. K. | 10/22/17 | 98 | Schaeffer, W. S. | 11/20/17 | 214 | Gagne, R. | 11/19/17 | 424 | Ciok, D. B. | 10/28/17 | 697 | Brown, W. F. | 12/22/17 | I.O. (1147) | Janz, R. J. | 12/7/17 |
| 17 | Hill, D. E. | 12/13/17 | 99 | Davignon, L. R. | 12/7/17 | 229 | Mansberger, R. J. | 11/25/17 | 424 | Lilgert, L. | 5/15/16 | 701 | DuBeau, R. S. | 10/17/17 | I.O. (1289) | Bostich, M. K. | 11/11/17 |
| 20 | McCauley, J. T. | 12/5/17 | 100 | Smith, R. E. | 8/29/17 | 230 | Schippers, J. | 11/11/17 | 424 | Warmink, L. J. | 12/3/17 | 701 | Ruppert, W. L. | 11/14/17 | Pens. (101) | Bramel, N. C. | 11/29/17 |
| 20 | Payne, H. W. | 12/21/17 | 102 | Carlo, R. A. | 12/3/17 | 233 | McCracken, A. W. | 12/13/17 | 426 | Tucker, L. D. | 10/13/17 | 702 | Baker, J. T. | 12/2/17 | Pens. (115) | Limbeek, P. E. | 1/16/18 |
| 20 | Sanford, J. E. | 11/25/17 | 102 | Gagnon, R. | 1/2/18 | 237 | Hennegan, T. | 11/24/17 | 428 | Gray, A. M. | 12/13/17 | 712 | Wise, L. W. | 12/15/17 | Pens. (323) | Bonham, C. E. | 11/27/17 |
| 22 | Barnes, S. C. | 1/10/18 | 102 | Mikos, A. | 11/6/17 | 252 | Gehringer, M. E. | 12/1/17 | 429 | Carlson, J. E. | 11/21/17 | 714 | Schrader, F. A. | 12/7/17 | Pens. (467) | Barbour, C. W. | 12/2/17 |
| 22 | Huse, L. V. | 1/11/18 | 102 | Walsh, C. X. | 11/17/17 | 252 | Grifka, R. M. | 10/11/17 | 429 | Heath, W. D. | 12/27/17 | 716 | Dewitt, R. W. | 12/18/17 | Pens. (637) | Brewer, R. W. | 11/12/17 |
| 22 | Stahmer, L. C. | 12/18/17 | 103 | Aham, P. F. | 11/19/17 | 252 | Petty, J. E. | 12/6/17 | 429 | Rodgers, J. D. | 11/30/17 | 716 | George, D. T. | 8/2/17 | Pens. (814) | Largent, C. L. | 10/6/17 |
| 24 | Dinneen, T. J. | 1/9/18 | 103 | Allain, G. R. | 11/28/17 | 254 | Ratcliffe, D. A. | 12/8/17 | 443 | Ransom, R. E. | 12/13/17 | 716 | Jackson, A. E. | 11/3/17 | Pens. (I.O.) | Allen, W. C. | 11/30/17 |
| 25 | Abad, M. | 12/23/17 | 103 | Collins, J. F. | 11/3/17 | 258 | Brown, K. E. | 10/1/17 | 446 | Freeland, B. L. | 11/8/17 | 716 | Lamarre, R. | 12/27/17 | Pens. (I.O.) | Amendola, J. A. | 11/22/17 |
| 25 | Taricone, D. L. | 8/10/17 | 103 | Gillis, J. H. | 11/12/17 | 258 | Lavallee, J. C. | 9/4/17 | 466 | Huckaby, C. H. | 7/29/17 | 728 | Montemayor, R. F. | 12/30/17 | Pens. (I.O.) | Cardello, J. | 12/19/17 |
| 25 | Truss, P. P. | 12/18/17 | 103 | Sullivan, J. D. | 11/16/17 | 258 | Stutsky, V. | 5/13/17 | 474 | White, J. B. | 11/24/17 | 743 | Murray, J. E. | 12/11/17 | Pens. (I.O.) | Dolby, R. A. | 8/6/17 |
| 26 | Blaylock, D. H. | 2/4/17 | 103 | Wong, T. G. | 11/24/17 | 265 | Maxwell, K. D. | 12/7/17 | 477 | Hoffman, S. | 12/6/17 | 760 | Jenkins, R. L. | 12/11/17 | Pens. (I.O.) | Fenzau, A. W. | 11/12/17 |
| 26 | Grabner, W. C. | 12/22/17 | 105 | McNulty, J. B. | 10/21/16 | 269 | Dwier, T. W. | 12/31/17 | 490 | Demko, J. O. | 11/25/17 | 768 | Card, T. L. | 12/16/17 | Pens. (I.O.) | Heydorn, H. G. | 11/13/17 |
| 26 | Mozon, B. | 11/21/17 | 105 | Ruttie, G. | 12/19/17 | 271 | Huebert, D. D. | 12/16/17 | 494 | Bauer, G. S. | 10/1/17 | 768 | Willmore, L. E. | 11/11/17 | Pens. (I.O.) | Howard, D. F. | 11/25/17 |
| 32 | Arthur, L. G. | 11/9/17 | 106 | Sherry, F. L. | 11/9/17 | 278 | Acosta, R. L. | 12/12/17 | 494 | Iwen, K. E. | 12/9/17 | 773 | Ashman, C. | 10/13/17 | Pens. (I.O.) | Kenney, R. F. | 6/15/17 |
| 35 | Coffey, S. J. | 11/28/17 | 110 | Chudars, J. J. | 1/8/18 | 278 | Evans, E. D. | 12/27/17 | 499 | Allison, K. E. | 11/1/17 | 852 | Johnson, J. W. | 10/31/17 | Pens. (I.O.) | Marron, R. W. | 9/5/17 |
| 38 | Bokoch, J. M. | 12/4/17 | 110 | Ede, J. | 10/28/17 | 291 | Gibbons, R. E. | 10/2/17 | 499 | Van Woerkom, L. E. | 10/16/17 | 855 | May, T. G. | 11/4/17 | Pens. (I.O.) | Mazzella, T. E. | 12/3/17 |
| 38 | Chesnes, W. G. | 8/30/17 | 110 | Golden, P. W. | 10/10/17 | 292 | Beell, C. D. | 12/2/17 | 508 | Dotson, J. E. | 9/15/17 | 861 | Morgan, W. G. | 12/22/17 | Pens. (I.O.) | McNutt, D. T. | 7/28/17 |
| 38 | Stone, H. L. | 10/5/17 | 112 | Moore, R. L. | 11/16/17 | 292 | Cookos, J. D. | 12/15/17 | 520 | Sapko, D. E. | 10/12/17 | 890 | Punzel, O. T. | 12/5/17 | Pens. (I.O.) | Ness, L. H. | 10/23/17 |
| 40 | McWilliams, A. | 11/12/17 | 113 | Adams, R. | 12/10/17 | 294 | Perala, R. L. | 11/26/17 | 527 | Arnold, K. R. | 12/31/17 | 903 | Miller, P. E. | 10/14/17 | Pens. (I.O.) | Ohl, W. G. | 11/14/17 |
| 41 | Erler, H. C. | 2/1/17 | 113 | Charles, R. K. | 5/15/17 | 295 | Harrell, W. C. | 12/22/17 | 527 | Towns, J. C. | 11/2/17 | 906 | Holcomb, D. | 4/5/13 | Pens. (I.O.) | Riley, G. | 8/12/17 |
| 41 | Golembiewski, L. F. | 11/8/17 | 113 | Ortman, M. G. | 12/6/17 | 301 | Peavy, T. L. | 1/4/18 | 540 | Hren, J. | 12/10/17 | 915 | Humphries, R. O. | 12/23/17 | Pens. (I.O.) | Roarty, J. E. | 12/3/17 |
| 41 | McLaughlin, R. E. | 8/26/17 | 120 | Hayes, W. H. | 11/24/17 | 302 | Dias, H. | 11/26/17 | 545 | Anderson, A. | 1/5/17 | 915 | Penny, S. C. | 12/19/17 | Pens. (I.O.) | Robinson, W. F. | 10/29/17 |
| 41 | Peters, J. S. | 12/27/17 | 124 | Cantwell, M. W. | 11/2/17 | 302 | Gober, R. W. | 5/1/16 | 547 | Willcoxon, C. D. | 11/26/16 | 934 | McCarley, R. B. | 11/28/17 | Pens. (I.O.) | Schubitzke, J. C. | 12/13/17 |
| 42 | Munger, S. H. | 9/26/17 | 124 | Saunders, J. S. | 1/16/18 | 305 | Zeedyk, D. K. | 10/22/17 | 558 | Miller, B. R. | 12/6/17 | 934 | Olinger, J. W. | 8/4/17 | Pens. (I.O.) | Spata, W. J. | 12/4/17 |
| 43 | Bates, D. E. | 11/25/17 | 124 | Thornton, H. R. | 10/7/17 | 306 | Douglas, M. W. | 10/30/17 | 569 | Haseltine, R. D. | 7/7/17 | 940 | Hall, A. | 11/8/17 | Pens. (I.O.) | Steffen, H. L. | 10/21/17 |
| 43 | Pennock, C. A. | 11/20/17 | 124 | Trower, R. L. | 12/16/17 | 306 | McMullen, R. F. | 11/28/17 | 569 | Palmer, M. R. | 12/8/17 | 948 | Majzel, J. W. | 11/14/17 | Pens. (I.O.) | Westermann, J. | 12/9/17 |
| 45 | Churches, G. E. | 9/9/17 | 125 | DiSabatino, B. V. | 4/29/17 | 306 | Turnbull, M. G. | 12/12/17 | 569 | Sumaya, A. F. | 1/2/18 | 953 | Robertson, V. W. | 11/29/17 | Pens. (I.O.) | Wyatt, A. R. | 10/31/17 |
| 45 | Ryan, D. | 11/22/17 | 125 | Mabry, G. D. | 12/8/17 | 309 | Joffray, O. J. | 12/29/17 | 575 | Hurless, R. W. | 8/25/17 | 993 | Worth, A. J. | 12/20/17 | | | |
| 46 | Gere, B. J. | 10/16/17 | 131 | Struble, P. S. | 1/21/15 | 309 | O'Dell, L. L. | 12/16/17 | 584 | Van Velzer, J. | 11/21/17 | 995 | Guarino, G. | 12/7/17 | | | |
| 48 | Fecht, W. G. | 12/27/17 | 134 | Carrion, D. E. | 1/4/17 | 309 | Stallons, J. M. | 12/16/17 | | | | | | | | | |
| 48 | Shearer, A. D. | 12/9/17 | 134 | Grzeben, M. | 11/28/17 | 313 | Healy, J. J. | 11/18/17 | | | | | | | | | |
| 51 | McKibben, R. C. | 8/1/17 | 134 | Isacson, M. A. | 11/3/17 | 332 | Buttazoni, R. J. | 8/17/17 | | | | | | | | | |
| 57 | Loyal, B. M. | 10/26/17 | 134 | Kennedy, J. T. | 10/8/17 | 332 | Gaspar, L. A. | 9/20/17 | | | | | | | | | |
| 57 | Shafer, H. W. | 11/20/17 | 134 | Kroll, J. D. | 11/11/17 | 332 | Olson, R. K. | 12/5/17 | | | | | | | | | |
| 57 | Weaver, D. B. | 8/16/17 | 134 | Lopez, J. | 10/17/17 | 340 | Anderson, G. S. | 12/2/17 | | | | | | | | | |

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WHO WE ARE

Boston Local Delivers Books, Smiles to Aspiring Electricians



Boston Local 103 delivered new textbooks in January to grateful electrical students at the Lynn Vocational Technical Institute. Business Agent Kenell Broomstein, a graduate of the program, holds one of the books in the front row. Next to her is Lynn Mayor Tom McGee, who thanked the local for supporting and inspiring a new generation of electricians.

Of all the things that enthruse American teenagers, you wouldn't expect new textbooks to be high on the list.

But students in the electrical program at Lynn Vocational Technical Institute were elated in January when Boston Local 103 representatives surprised them with up-to-code textbooks and donations of fire-resistant clothing.

"You couldn't believe the smiles on these kids' faces," said Local 103 Business Agent David O'Laughlin. "I heard one girl say, 'It's great to see that the union cares about us.'"

His fellow business agent, Kenell Broomstein, is a 2004 Lynn Tech alumna and occasional guest in her old classroom. "I go back there on my own to talk, and I could tell how excited they were," she said.

Local 103 partners with Lynn Tech and other vocational high schools in the greater Boston area to mentor budding electricians and to provide scholarships to the local's apprenticeship program.

"It's really become our mission to get every business agent, every officer and every member of Local 103 involved in the communities where we live," Business Manager Lou Antonellis said. "We have a great relationship with Lynn Voc Tech, as well as the mayor, so when we

heard that books were needed, it was a no-brainer for us."

From building Habitat for Humanity houses and lighting public holiday displays to toy drives and coat collections, Antonellis said, "When they call Local 103, we come to the plate."

"You couldn't believe the smiles on these kids' faces. I heard one girl say, 'It's great to see that the union cares about us.'"

— David O'Laughlin,
Local 103 Business Agent

The local wrote a \$4,800 check for 60 residential wiring textbooks current to 2017 code. And O'Laughlin went a step further upon learning that vandals had broken into the school and destroyed a fire-resistant suit used as a teaching tool. Rather than replace the demonstration apparel, he asked a contractor to donate fire-resistant shirts and pants for students to wear.

Among those on hand when he and Broomstein presented the books and clothing Jan. 22 was Lynn, Mass., Mayor Thomas McGee. He told the city's Daily Item newspaper that the school is "building real leaders," and thanked Local 103 for providing resources that help the students succeed.

For Broomstein, whose father was also a Lynn Tech graduate, helping the students is a chance to give back. "Every day I think about where I would be without the school and without the local," she said.

An African-American woman who was the only female in the electrical program's 2004 class, Broomstein hopes to inspire more girls and minority students to pursue vocational careers. And she sees progress: Four girls are in the program's sophomore class this year.

"It's important for them to physically see and hear from diverse people in our trade who have succeeded in the industry," Broomstein said. She said she also stresses the opportunities they will have as IBEW members.

She and O'Laughlin said they won't forget the students' gratitude for the local's gifts, and what it means.

"It tells me that they're eager to learn and interested in being electricians," O'Laughlin said. "They're the future of our country, our industry and our union." ■



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

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HOW TO REACH US

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

Send letters to:

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IBEW Member Unearths Winning Formula in the Garden State

Michael Soriano had a college degree in hand and had worked in jobs he enjoyed. But nearly 25 years ago, he changed his career path and followed his father into the trades when he began a New York Local 3 apprenticeship.

"I like creating," Soriano said. "I like building. I like the work. I like the camaraderie."

Little did he know it would be his route to becoming mayor of a growing northern New Jersey community. Last November, Soriano, 50, was elected mayor of Parsippany (population 53,000), knocking off a two-term incumbent.

The city was trending Republican, with the GOP controlling the mayoralty and all five council seats before the election. But Soriano built a coalition that led to his victory, with two Democrats winning council seats as well. He established a blueprint for other IBEW members looking to run for public office.

"You know what working in construction and being in a union teaches you?" the journeyman wireman asked. "To talk to people with a completely different view than you."

Soriano spent months knocking on doors, raising money, and not just from allies. He campaigned on jobsites and talked to workers with Donald Trump stickers plastered on their safety helmets.

They weren't dismissive. Instead, most pledged to vote for him.

"I mentioned to them they were Trump supporters, and they said, 'Yeah, but you're one of us,'" Soriano said. "That told me something. When we were out campaigning, I didn't just knock on Democratic doors. I talked to everyone. And, I listened."

Longtime friend and Local 3 business representative Louie Sanchez said anyone who has spent time around Soriano knew he was destined to be a leader. He was active in several Local 3 clubs and served as legislative director for the Santiago Iglesias Educational Society, which works to develop relationships with the New York Latino community.

"People take to him really quickly," Sanchez said. "He's the type of guy, you put him in with any age range or ethnicity, he's going to shine."

Soriano was born in Augusta, Ga., while his father, Ramon, served in the Army. Following his father's discharge, the family moved back to New York City while Michael was an infant. Ramon began his apprenticeship and became a Local 3 member soon after. Michael earned his Eagle Scout rank while a member of Troop 357 in Electchester, the community built for, and by, Local 3 members.

The elder Soriano was a volunteer throughout his 42 years of active membership. Among his responsibilities: Serving as a driver for Cesar Chavez, founder of the United Farm Workers Union and beloved Mexican-American civil rights leader, when he traveled to New York and met with legendary Local 3 Business Manager Harry Van Arsdale, his son said.

"My father has been taking me to Labor Day parades since I was a child," he said.

Michael went on to earn a degree from John Jay College and worked in executive positions with the Boy Scouts in New York City and a neighborhood community center. He enjoyed the work, but never forgot the pride his dad took in being a Local 3 member.

"Let's just say the [electrical] business was always something on my mind," Soriano said. "In 1993, I said to myself, 'I'm done doing this, I want to come into the union.' It was home."

Parsippany became home when Soriano and his wife, Jennifer, moved there in 2002. They now have an 12-year-old daughter, Eleanor. Michael kept working as an electrician and got involved in politics in New Jersey, eventually becoming chairman of the Parsippany Democratic Committee.

Republicans have dominated local politics in recent years, but Barack Obama twice won the town during his presidential runs and Hillary Clinton carried it during the 2016 election.

"It's not really a red town," Soriano said. "It's more of a purple town. The demographics have been shifting. The number of Democrats is rising while the number of Republicans is falling."



New York Local 3 member and Parsippany, N.J., Mayor Michael Soriano.

Concerned by a local government he felt was answering more to corporate interests and insiders instead of its citizens, Soriano announced his candidacy in February 2017. He pledged to cut wasteful spending and attract more business to enhance the city's tax base.

"I think my opponent underestimated me," Soriano said. "He had no idea

what I was about. He was complacent after being in office for eight years. He didn't talk to people outside of his bubble."

On Nov. 7, Soriano got nearly 53 percent of the vote and was sworn in on New Year's Day by New Jersey Gov.-Elect Phil Murphy, who would take office himself a few days later. Local 3 Business Manager and International Executive Council Chairman Christopher Erikson said Soriano's win in New Jersey was a win for the entire IBEW.

"All of us who know Mike aren't surprised," he said. "His passion for helping others has been evident since I first met him. We're so proud of him and know he will do great things in Parsippany. We've got so many smart and talented people, and I hope his success encourages more of our brothers and sisters across the country to run for office, too."

Soriano's focus remains on Parsippany. But he hopes his success encourages other IBEW members to run for office, particularly at the local level.

"Union members, IBEW members, we know how to work with people," he said. "We know how to set a goal and achieve that goal. We know how to be accountable. What happens on the school board affects our taxes. What happens at the town council and community boards matters. We need to run for those offices." ■

National Rail Agreement Heads Back to Mediation

IBEW members covered under the U.S. National Freight Agreement have rejected the proposed 2015-2019 agreement with the National Carriers Conference Committee — the freight railroads bargaining group — by a vote of 1,415 to 1,253.

"These results are disappointing," said Railroad Department Director Bill Bohné, "not simply because the agreement was rejected, but because of the member participation." Of the 6,269 ratification packets mailed, only about half were returned — and many of those were voided because members failed to follow instructions.

Problems included members failing to identify themselves on the return envelopes and incorrect addresses on file. That issue was worked on prior to the ratification packets being sent out, and members are asked again to please update their addresses online or with their local union.

The results were tallied on Feb. 7 and announced that evening, and later posted on the IBEW webpage. The union is working to schedule dates for resuming mediation.

"If we can't reach a new agreement, we have other options to consider, includ-

ing petitioning the National Mediation Board to release us from the mediation process," Bohné said. If the NMB agrees to do so, it will offer the IBEW and the railroads binding arbitration, and the parties will have 10 days to accept or reject the offer.

It gets more complicated if either party rejects the offer, starting a 30-day cooling-off period at the end of which rail members can strike while the railroads can impose new wages and working conditions unilaterally.

"We're in a difficult situation," Bohné said. During the cooling-off period, President Donald Trump can intervene by appointing a presidential emergency board to investigate the dispute and make recommendations for a new contract.

The PEB then has 30 days to hold hearings and make contract recommendations before both sides again have options for how to proceed.

"It's unlikely it comes to that," Bohné said, "because this Republican Congress can step in, stop both parties from acting, and pass a law that becomes our new contract — usually under PEB-recommended terms."

Further, the railroads would probably argue that a pattern for a new contract

has been set, since about 70 percent of the railroad unionized workforce has already accepted agreements based on the same terms offered to the IBEW.

But it could get even worse. The railroads could revert to an earlier proposal that includes smaller wage increases, no retroactive pay, more health-and-welfare cost-shifting to IBEW members, and draconian work rule changes (a copy of their July 12, 2017 proposal is available at the Railroad Department Section on the IBEW website).

"Considering the current political situation, I doubt the PEB would get us any better deal than the other unions got," Bohné said, "and they could even recommend that we get less." The same holds true if our dispute ends up in the hands of Congress, he said.

"Bottom line, if we can reach any kind of agreement, we need the members to participate in the voting process. There's a lot at stake here — it's their future — and we don't think it's wise for their future to be at the mercy of this administration," Bohné said.

Visit the railroad page at IBEW.org for the latest updates. Also update your addresses on IBEW.org by going to "Tools" and then "Change of Address." ■

IBEW MEDIA WORLD

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

www.ibew.org

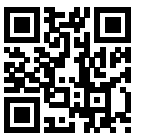
Visit the official IBEW website for news about our members — including the online version of the *Electrical Worker*.

YouTube

Nearly 100 delegates to IBEW Canada's first-ever national women's conference heard about the support that female members receive from all levels of the international union. Learn more at youtube.com/TheElectricalWorker.

Vimeo

The Tennessee Valley Authority



has embraced IBEW's Code of Excellence in a historic partnership to inspire new levels of labor-management cooperation. Find out how at vimeo.com/ibew.

HourPower

Jacksonville, Fla., Local 177 is embracing IBEW's RENEW/Next-Gen initiative in an



effort to inspire the local's younger members to become more engaged. Check out ibewhourpower.com for details.

ElectricTV

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