

# THE ELECTRICAL WORKER

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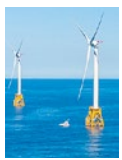
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*In the Wake of Janus:*

## STAYING IBEW STRONG

*In San Diego, members of Local 465 at the region's transit system are proudly sticking with the IBEW in the wake of the Janus case. IBEW campaigns to educate public-sector members about the assault on their rights began well in advance of the Supreme Court's ruling in June.*

**F**rom union-bashing flyers to deceptive emails, targeted ads on social media, intrusive phone calls and even unwelcome visitors at the door, the crusade against America's public workers has gone into overdrive since the Supreme Court's bruising decision in Janus v. AFSCME in June.

But for all the millions being poured into arm-twisting campaigns, union members are standing their ground.

Crediting member-to-member outreach, Vacaville, Calif., Local 1245 reports that less than 1 percent of the 2,400 public employees it represents have stopped paying the agency fees that support bargaining unit work.

**ORGANIZE,  
ORGANIZE,  
ORGANIZE**



You've proved that there's nothing more effective than member-to-member communication."

Janus opened the door for public workers to freeloader off their unions, just as state right-to-work laws create free riders in the private sector. Both scenarios let work-

ers withhold agency fees, their share of the bill for contract talks, grievances and other ways unions represent members and nonmembers alike. Contrary to opponents' talking points, the fees are entirely separate from unions' political action funds.

With the most union members of any state, California's labor movement began preparing long in advance for the Supreme Court's expected blow.

Local 1245 played a leading role, sending staff and VOC emissaries to help other IBEW locals, conducting Central Labor Council trainings and even designing the popular "I'm In" logo, a symbol of ever-growing solidarity as workers sign cards pledging to stick with their unions.

"I am rarely at a loss for words, but seeing all of you and knowing what you accomplished is awe-inspiring," Local 1245 Business Manager Tom Dalzell told more than 100 member-organizers at a post-Janus summit in July.

Their efforts have been so effective that some fee-payers, their eyes opened to the dollar-and-cents value of unions, have joined the IBEW as full dues-paying members.

"We've given you the resources and training, and you've gone out and moved mountains," Dalzell said, referring to the volunteer organizing committee program the local established for internal organizing at its 34 public-sector work sites. "Your work has exceeded any expectation or dream that we had.

**IN THE WAKE OF JANUS** continued on page 4

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## FROM THE OFFICERS

## Strength Through Organizing



**Lonnie R. Stephenson**  
International President

**F**or the folks bent on destroying unions, it was supposed to be a banner summer. They celebrated like lottery winners at the end of June, certain that the U.S. Supreme Court's ruling in *Janus v. AFSCME* would cut the legs out from under public-sector unions. In August, after months of another union-busting campaign bankrolled by billionaires, they eagerly awaited the results of Missouri's right-to-work referendum.

They lost in a landslide, shut down by voters across the political spectrum who weren't about to be fooled by outside agitators into giving up their rights at work.

The same thing is happening in the public sector, where more and more employees are choosing their unions and hard-fought contracts over opponents' lies and pressure tactics.

Despite all the punches being thrown at unions and all the dollars being spent to do it, we're still standing. In fact, we're getting stronger.

As you'll read in this issue, the IBEW has played a leading role pushing back against *Janus*, which lets public workers stop paying fair-share fees to cover their unions' costs for basic representation. The goal, just like right-to-work in the private sector, is to create so many free-riders that unions can't afford to stay in business.

You'll find IBEW public-sector members everywhere, from city and county offices to law enforcement, water and sewer districts, transit and more. In northern California, Local 1245 began training member-organizers at its public-sector workplaces more than a year before the Supreme Court ruled on *Janus*.

The result? The vast majority of dues-payers have signed cards pledging to stick with the IBEW, and many former fee-payers have joined as full members.

Defying the tactics of anti-union activists, Local 1245 and other IBEW locals have gained more members than they've lost since *Janus*. I couldn't be prouder of them. Teachers' unions, SEIU and other public-sector unions have reported similar results, even as members are bombarded with deceptive ads, email, glossy flyers and unwanted visitors at their doors urging them to abandon their unions.

That's great news, but let's not kid ourselves. We can't ever take our eyes off the ball. *Janus* and right-to-work remain very real threats to our future, and to the hopes of tens of millions of Americans who've never had the chance to join a union.

Polls consistently show that a majority of them would join if given the opportunity. They see union members earning more, enjoying better benefits and looking forward to secure retirements, among the many other values of Brotherhood.

Those are the facts, no matter the phony claims of our opponents or the roadblocks politicians put in our way.

The first objective the IBEW Constitution spells out is: "To organize all workers in the entire electrical industry in the United States and Canada."

We live and breathe that principle. We're organizing in spite of *Janus*. We're organizing in spite of right-to-work laws — like our huge win this year in Georgia, where 700 workers at Atlanta Gas Light chose the IBEW to represent them as they seek their first contract.

We're organizing in spite of the well-funded attacks from every direction, and we're never going to stop. ■

## Coming Together

**B**y the time you read this column, one of most historic midterm elections of our lifetime will be upon us.

First off, I want to thank every member who volunteered their precious and limited time to make phone calls, to knock on doors, to talk to their co-workers about the importance of getting out the vote.

I also want to thank every IBEW member who was willing to go one step beyond and run for higher office themselves. Some of you are celebrating your victory right now and some of you fell short this time around, but win or lose, you have a made vital contribution to democracy and the IBEW.

Of course, not everyone in the IBEW agrees with me about politics. Whenever I start talking elections, there is always a member or two who raises the same question: "Why don't we mind our own business and keep our political opinions to ourselves?"

Or as one brother posted to our Facebook page: "I'm in the union for the benefits, not so you can tell me how to think and vote."

We are a diverse union and I do not expect everyone to agree with me on every issue.

But every member does have a responsibility, as both a good trade unionist and citizen, to do their homework and make their own decision. Your vote on Nov. 6 is your choice.

And that is exactly what President Stephenson and I do every election cycle. We do the research, look at where each candidate stands on the issues that matter to us as IBEW members and then talk to you about what we have found.

And as much as we would like to stay out of the messy world of politics, abstaining is not an option. When someone like Scott Walker passes a right-to-work law, or Donald Trump appoints individuals opposed to basic workers' rights to the National Labor Relations Board, it hurts our ability as a union to fight and win things like good benefits that our members and their families can count on.

As someone once said, you can ignore politics, but politics will not ignore you. It would be a dereliction of my duty to let politicians committed to eradication of the labor movement and every good thing we have won in the 20th century waltz into the halls of power without us putting up a fight.

Whatever your personal philosophy or party registration, the IBEW is an important part of your life. We all want to see more politicians committed to working with us — not against us. And regardless who wins on Election Day, we will continue to hold every lawmaker — Republican and Democrat alike — accountable to the promises they make. ■



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

## “LETTERS TO THE EDITOR”

### A Message to Young Members

On September 28, I retired after 44 years as a line crew foreman in San Francisco. My union job enabled my wife to stay home with our children when they were young, provided good health care for my family and allowed us to afford nice vacations and college educations as our kids became young adults. The anxiety of retirement is allayed by a defined benefit package and health care.

Studying labor history and the evolution of the union movement has made me so grateful to the men and women who went before us, suffered the indignities of oppression and prevailed to enable the benefits we share today. Each and every day, I am fully aware of those who struggle without the benefits and job security that I am so fortunate to have. In retirement, I hope to work in supporting organized labor, and I implore my younger workers to study labor history, vote judiciously and be the bulwark of democracy.

*Gene McCandless, Local 1245 retiree  
Vacaville, Calif.*



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

### Sticking Up for Federal Workers

[Responding to “Trump Axes Pay Raises for Federal Employees” on IBEW.org]:

Please tell me how the president is supporting workers and the middle class when workers have bargained-for, scheduled and expected pay raises taken away? How would you feel if your employer did that? What if it was your paycheck or your family?

*Karen Lane, Local 827 vice president  
East Windsor, N.J.*

### Thanks to Storm Responders

We got beat up pretty bad [by Hurricane Florence, which hit the Carolinas on Sept. 14,] here in Wilmington, N.C. Thanks for the help. A lot of people here need it.

*Matthew Hargreaves, Local 495 member  
Wilmington, N.C.*

### A Win for Workers

[Responding to “Hard Work Pays Off for New Jersey Altice Employees,” featured on Pg. 10 of this issue]:

It's great to see workers unite. Congrats!

*John Sager, Local 363 retiree  
New City, N.Y.*

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# Lake Erie Wind Farm Could Mean Cleaner Air, More Jobs for Ohio Members

Members of Cleveland Local 38 could be floating to the jobsite within a few years if a new six-turbine freshwater wind farm on Lake Erie gets the go-ahead from regulators.

Hurdles remain for Icebreaker Wind — the first freshwater wind farm in North America — and questions exist, including just how many construction and electrical jobs would be available, but the project could be the test case for many more clean energy-producing turbines across the Great Lakes' nearly 100,000 square miles.

Lorry Wagner, president of project developer Lake Erie Energy Development Corporation, or LEEDCo, is a former IBEW signatory contractor and his father was a 50-year member of Local 38. He's seen the talents of skilled union tradesmen and tradeswomen up close. He's also seen them rally support for major projects, including for Icebreaker Wind. In July, the Cleveland Plain Dealer reported that supporters, including many Local 38 members, outnumbered opponents by about a 7-1 ratio among the 200 who turned up at a public hearing on the project's future.

Wagner is certain Local 38 members will play a major part in construction and maintenance of the turbine farm, slated to be built about eight miles off the shore of downtown Cleveland.

"There's just so much talent in the [signatory] contractors," Wagner said. "I could go out and find a dozen different contractors to work on this project and they all have the right kind of people."

The Ohio Power Siting Board, which regulates wind farms in the state, granted preliminary approval in April for the project, provided LEEDCo develops a plan that limits the project's impact on migratory birds and bats in the area.

Construction on the \$126 million, 20.7 megawatt project is scheduled to begin in 2021.

That's all good news for Local 38 Business Manager Dennis Meaney, who sees the project as an opportunity to provide clean energy while also putting members to work. Other local unions that may have members working on the project include Cleveland Local 39 and Columbus, Ohio, Local 71.

"I live on the lake," Meaney said. "I think we need a mix of everything, including baseload energy and baseload transmission, but we also need to look at alternatives. Something like this will help protect our environment and also grow our economy here in Cleveland."

Off-shore wind energy has been abundant in Europe for more than 30 years, and with the IBEW playing a major role, it finally is starting to gain a foothold in the United States. Providence, R.I., Local 99 supplied about 50 wiremen to build the turbines for the five-turbine Block Island Wind Farm that began operations in December 2016.

The project on Lake Erie would bring off-shore wind power to the upper Midwest. It originally was proposed by the



*The Block Island Wind Farm under construction in early 2016. Icebreaker Wind, a similar project planned for Lake Erie, would be the first freshwater wind farm in North America and could add jobs for IBEW members.*

Cleveland Foundation in 2004 as a way to stimulate a struggling local economy while also benefiting the environment.

In 2010, Wagner was named president of LEEDCo, a non-profit, public-private

partnership looking for ways to develop wind power on the lake. Ohio has advantages that East Coast states don't because of an infrastructure already in place, he said. The state has a long manu-

facturing tradition and will be able to build the needed turbines when there is increased demand for clean energy.

"All those states have ports, but the East Coast does not have a lot of manufacturing," he said. "Here we are in the Midwest, which is the heart of manufacturing along with the Gulf Coast, and we're trying to get the policy right."

Meaney said that's why the big payoff could be in the future.

Parts for turbines at Block Island were built in Europe before being shipped to the United States, where Philadelphia Local 98 members assembled them. Meaney envisions a day when IBEW members build facilities in northern Ohio where those turbines are built.

"We could develop an economy here for those wind turbines and get to the point where we're manufacturing the parts here," he said. "By building the manufacturing facilities here, we're putting our members to work and the IBEW has a chance to represent the workers inside those plants."

Meaney has spoken in front of governmental and regulatory agencies and

community and civic groups. IBEW members have called state officials and written letters in support of it. Cleveland Mayor Frank Jackson and both of Ohio's senators, Democrat Sherrod Brown and Republican Rob Portman, are among the supporters. The city of Cleveland has set a goal of 100 percent clean energy by 2050.

The siting board's approval was a major step toward final approval, but passage is not yet guaranteed. Wagner and Meaney both are optimistic but encouraged members to continue to speak out in support of the project.

"We are still negotiating difficult issues and there are some unreasonable regulatory barriers imposed by the state that could jeopardize the project," Wagner said. "We don't want to see offshore wind energy and new jobs in Ohio derailed by bureaucratic demands."

*Members and supporters can write to the Ohio Power Siting Board and the Ohio Department of Natural Resources. The email addresses are [contactOPSB@puc.state.oh.us](mailto:contactOPSB@puc.state.oh.us) and [wildinfo@dnr.state.oh.us](mailto:wildinfo@dnr.state.oh.us).*

## Chicago Local Raises the Bar For Outside Training Excellence

Since the 1960s, thousands of Chicago Local 9's apprentices and experienced journeymen alike benefited from the quality courses that the local provided at its Forest Park training center.

"But effectively educating the electrical workers of tomorrow requires a modern training facility," said Local 9 Business Manager Bill Niesman. Even as the Forest Park center underwent occasional upgrades over the years, he said, modernizing it had been hard to do, with the aging facility hemmed in by its neighbors.

The local's leaders selected a suitable site in University Park and worked with their partners at the Middle States Electrical Contractors Association (MSECA) to design and build a state-of-the-art campus that would be flexible enough to meet the local's current and future training needs.

"The electrical industry continues to change, so our training needs to change right along with it," said IBEW International President Lonnie Stephenson, who attended the new center's open house on August 27. "It's great to watch Local 9 and others like it continuing to build, evolve and invest to stay ahead of those changes."

The August event commemorated the completion of construction at University Park, which had been underway for the last three years. "We needed more room to enhance our training, especially for operating outside lineman courses, crane certification, and so on," Niesman said — and Local 9's 100-acre training center easily meets those requirements.

The facility's campus now consists of four buildings in the southern end of the local's jurisdiction.

"You could fit our old facility inside the garage," said Local 9 Assistant Business Manager John Burkard.

The grand opening ceremony in August gave the local a chance to show off the facility to Stephenson and a variety of officials and dignitaries, Niesman said, with an eye toward forming partnerships with other IBEW locals and unions that might take advantage of what the University Park campus has to offer.



*A decade in the making, Chicago Local 9's new University Park training campus was designed to be flexible enough to serve an evolving electrical industry.*

"One advantage of this new location is it gives us the flexibility to train at night, on our own schedule," he said.

Millions of northeastern Illinois drivers and commuters may not realize just how much they rely on Local 9's 2,700 members, who support clients ranging from the City of Chicago and the Chicago Transit Authority to line-clearance tree-trimming work for Commonwealth Edison contractors.

The new center's extra space provided Local 9 with plenty of room to install several rows of utility poles, life-size working traffic light systems and fully operating railroad signal and crossing

mockups. Here, members can safely learn at their own pace.

"We believe that the foundation of protecting our jurisdiction begins with training," Burkard said. "We want to put our apprentices in a position to be successful."

Courses are conducted in everything from basic lineman apprenticeship training to a continuing education program that covers nearly two-dozen fields such as fiber optics testing, rigging and excavation safety.

"As we say every year when the apprentices graduate, 'You're not done with your education — you've just begun,'" said Local 9 Training Director Dennis Carduff. "You always have to move forward."

Burkard noted that the local also has partnered with American Technical Publishers to help revamp the training curriculum.

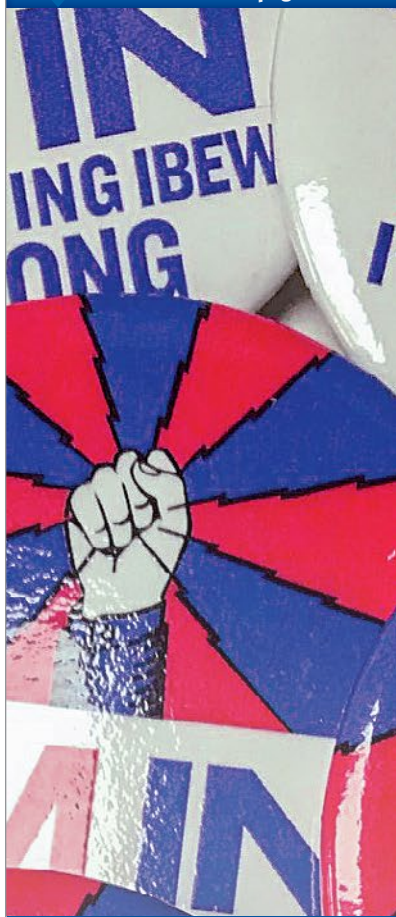
"It's easy to put up bricks and mortar," he said. "What we really want is the gold standard on the outside but the platinum education on the inside."

The center is not just impressing Local 9's members. A panel of judges from the Chicago Building Congress honored it on May 22 with a 2018 Merit Award for its design, construction quality, community impact and safety record.

"Electrical workers in this quickly changing world need a modern facility," Niesman said. "By investing in training today, we're better preparing our members for tackling tomorrow's needs." ■



Continued from page 1



## In the Wake of Janus: Staying IBEW Strong

Across the country, Clifton, N.J., Local 1158 is another IBEW success story. Building on Business Manager and International Executive Council member Joe Calabro's custom of personal outreach, the local hasn't lost any of its 2,000 public-sector members, and it's on the verge of adding 100 more.

In media coverage, other public-sector unions are reporting similar results. The American Federation of State, County and Municipal Employees' northern New England council said in September that just 20 of the 40,000 workers it represents have stopped paying fees. In the same article, the National Association of Government Employees said only one of its 40,000 dues-payers had left, while 20 fee-payers have joined the union. Even some teachers' unions, fiercely targeted by "drop-your-union" propagandists, say membership gains are outpacing losses.

To be clear, no one in the labor movement is dismissing the very real threat to unions from Janus and the hostile, billionaire-backed forces exploiting the ruling. But early progress is spurring cautious optimism.

"The turnaround we've had has been night and day in terms of our brotherhood," Dave Williams, a Redding,

Calif., VOC leader told Local 1245's website after the July summit. "Something we talked about a lot was all the [union members] who came before us and fought for everything, all the wages and benefits that we have now. No one wants to lose what we have."

### Leading the Way

Preparing for Janus, in concert with the California Labor Federation and IBEW's Ninth District, Local 1245 shared its strategies and impressive results from nearly a decade of recruiting member-organizers and training them to help co-workers see the difference the union makes in their lives.

Organizer Fred Ross championed the concept when he joined Local 1245 after many years with the Farmworkers.

"It's the heart of a strong, vibrant union — members who come together to really own their union and fight for it and defend it and promote it," Ross said.

The program focused primarily on private-sector units until the *Friedrichs v. California Teachers Association* case began its climb to the Supreme Court. An earlier version of Janus, the case was derailed by the death of Justice Antonin Scalia in February 2016, which left the anti-union plaintiffs without a fifth and deciding vote.

Ross talked about the local's efforts on a Labor Day edition of the Washington D.C.-based radio program *Union City*, explaining that VOCs focus on what's at stake for members, not politics.

"This attack on labor didn't start in November 2016," Ross said. "We go back and lay out the economic forces and corporate powers that are out to destroy unions. Why? Because we have power. They want right-to-work everywhere. They don't even want the minimum wage."

### Making the Case

Using the internal VOC model, San Diego Local 465 started collecting commitment cards from its 1,100 public transit and utility members well in advance of the Supreme Court's June ruling.

Even in the valley he describes as "pretty anti-union," Business Manager Nate Fairman said VOC members at the local irrigation district he represents are signing up about 20 new dues-payers a month.

Fairman strips Janus to its core in talking to members: "This isn't about anything other than being able to provide for your family," he tells them. "Are you standing with your co-workers or are you standing with the corporations and billionaires who want to slash your pay and benefits so that they can have more?"

VOC training helps members deliver that message through the filter of their own stories.

From the earliest sessions, Local 1245 organizer Eileen Purcell was awed by what members were willing to share as they described to one another how the union made their lives better.

Some, like Purcell herself, said they owed their lives to union-provided health care. For others, the union saved their jobs; the union means they can retire with financial peace of mind; the union ensures women get equal pay for equal work; union-scale wages allow one parent to stay home with the kids. One man revealed that he wouldn't have a family at all without the IBEW.

"He said his union health plan allowed him to have access to fertility treatment that he couldn't



have afforded on his own," Purcell said.

Building on the IBEW's proven approaches to organizing, the VOC game plan began with staff and stewards seeking out "spark plugs," as Purcell describes them — "committed, animated, motivated members who were comfortable having one-on-one, face-to-face conversations about what we stood to lose."

The internal committees grew rapidly — they now exceed 200 member-organizers. "Every time we brought in a group, we'd say, 'List five people you can talk to and underline one person you want to invite to the next meeting we have,'" Purcell said.

They learned from each other, as well as from instructors. At a February summit chronicled on the local's website, even relatively new activists had persuasive answers when asked how they'd explain the consequences of Janus and right-to-work laws.

"Imagine that we all go out to eat at the restaurant. Everyone has drinks, dinner and dessert," said Joseph Stewart, a member at Pacific Gas & Electric. "But at the end of the meal, some people decide that they aren't going to pay. That's pretty much what right-to-work is."

International President Lonnie R. Stephenson marvels at how thoughtful, passionate and meticulous IBEW members, leaders and staff have been in confronting Janus. He hopes all locals and bargaining units — public and private sector — are taking notes.

"I'm so proud of our locals across the country that have put themselves on the front lines of this battle, and I know there are more locals than we're even aware of right now," he said. "We can learn so much from what they've accomplished, and from the roadblocks they've probably hit at points. The more we share our struggles and successes, the stronger we get. And we can make the entire labor movement stronger in the process."

### Connecting the Dots

Power in numbers is essential, but it's more than that.

"It's not just the numbers, but also the strength, how deep the solidarity is among members, how strong their union consciousness is," Ross said.

To demonstrate how big a difference that makes, VOCs and union leaders have been contrasting final contracts with employers' early demands, showing members the actual paperwork chock-full of takeaways.

"When they take a look at the first proposal the employer puts on the table, it's powerful, and beyond anecdotal," said Ray Thomas, senior assistant business manager for Local 1245's public sector. "It's the truth about what employers would do if they could."

At the Sacramento Municipal Utility District, VOC leaders compared IBEW's original 16-page contract to the latest agreement spanning more than 200 pages, a document reflecting years of negotiating better wages and life-changing benefits for members

### STATES STAND UP FOR PUBLIC WORKERS

Through laws and executive orders, at least eight states are giving unions a hand in the fight to protect the rights of public workers and limit the damage the Supreme Court's Janus decision could do.

The IBEW and other unions pushed for legislative remedies in anticipation of Janus, while also embarking on member education and internal organizing campaigns. The parallel strategies are helping fend off the combative tactics of union-busting operatives and their billionaire backers.

#### A few examples:

▶ **IN NEW YORK**, Gov. Andrew Cuomo signed a law in April that allows unions to meet with new hires during the workday; simplifies joining and paying dues; limits unions' obligations to non-members to negotiating and enforcing contracts and allows unions to provide services to members that aren't available to free-riders. Later, Cuomo signed an executive order that makes it harder to access workers' contact information, a response to anti-union pressure campaigns that target members individually, even at their homes.

▶ **IN NEW JERSEY**, where the IBEW represents thousands of state and local public employees, Gov. Phil Murphy signed a law that gives unions more access to workers during the workday, similar to New York's provision. The law also requires public employers to compensate unions for lost dues if management pressures workers to drop their membership or not join at all.

▶ **IN CALIFORNIA**, another state with thousands of IBEW public-sector members, Gov. Jerry Brown signed a law in September that shields unions from liability for fees that non-members paid prior to the Janus ruling. Using select workers as plaintiffs, anti-union forces are bankrolling lawsuits in many states seeking the return of past fees.

**Maryland, Delaware, Rhode Island, Washington** and **Hawaii** have also taken steps to help public-sector unions continue to serve their members, and more bills are pending or being discussed in other states.

Bills are coming from both sides, of course, with opponents eager to take full advantage of Janus to tie the hands of unions and silence their members' voice at work.

The success or failure of any legislation going forward hangs on the outcome of this month's midterm elections.

"Our votes can open doors to rights and opportunities for all working people, or slam them shut," International President Lonnie R. Stephenson said. "It all depends on the members of Congress, the state lawmakers and the governors we elect Nov. 6." ■



Local 465 transit mechanic Juan Castaneda shows his IBEW pride.





Credit: IBEW Local 1245, John Storey

## IBEW MEDIA WORLD

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

### www.ibew.org

Get all the news for and about IBEW members, including the online version of *The Electrical Worker*, at [IBEW.org](http://IBEW.org).

### YouTube

The 2018 Women's Conference brought together IBEW sisters from across the U.S. and Canada to empower one another and share their experiences. See more at [YouTube.com/TheElectricalWorker](http://YouTube.com/TheElectricalWorker).

### Vimeo

With construction around Toronto booming, Local 353 is going after new markets and looking out workers. Find out how they're doing it at [Vimeo.com/IBEW](http://Vimeo.com/IBEW).



### HourPower

The IBEW and Plant Vogtle in Waynesboro, Ga., are setting the tone for the future. Watch now on [IBEWHourPower.com](http://IBEWHourPower.com).



### ElectricTV

NECA and the IBEW are committed to a labor-management partnership that rivals any in the entire construction industry. See how it leads to success at [ElectricTV.net](http://ElectricTV.net).



Clockwise from above: Vacaville, Calif., Local 1245 organizing steward Alyssa Fernandez engages with other members training to be part of the local's highly-successful internal organizing committees; signs of solidarity at Portland, Ore., Local 125 and, far left, Charlotte, N.C., Local 379.

"I tell them that if we lose too many members, we can't afford to be there anymore. If we have to walk out, the contract goes, too — their vacation time, their holidays, their pay rate, all the benefits they have, it's all up for grabs.

"I say that for the cost of your union dues, you get all the benefits, we handle your grievances and negotiate your contracts," he said, noting that Local 1158's dues are capped at \$744 a year and many public workers pay less.

"You can't be penny-wise and dollar-foolish," Calabro cautions.

He is angered by union-busters' deceitful claims that agency fees violate workers' First Amendment rights. In fact, the fees were designed specifically to protect free speech, separating what unions spend on pro-worker political and legislative battles from the costs of bargaining, grievances and other direct representation.

"Agency fees were created so that workers who object to political action could stop paying for it, without cutting off the rest of the revenue that unions need," Calabro said. "But that wasn't enough for the anti-union groups, so they're attacking any dues, fees or other payments to try to bleed us dry. They don't want workers to have anyone left to fight for them."

### 'The Greatest Tool'

Laying the groundwork for California's more formal response to Janus statewide, the labor federation produced an extensive tool kit of materials, hosted workshops and otherwise braced unions for the expected blow.

Local 465's Fairman sent his entire team, including office assistants and dues clerks who answer members' calls, to California Labor Federation training in San Diego.

"Everyone on staff has to know what to say and what not to say," he said. "We have to assume that there are people on the other side out there fishing to see if someone says, 'No, you can't drop your membership,' and then they file an unfair labor practice complaint."

Role-playing exercises have been very helpful with messaging; "what to say to encourage someone to stay in the union, how to talk to a frustrated member," Fairman said. "It's good to practice."

Most important, Fairman said, is listening. "We don't go into work site meetings and say first thing, 'just sign this card.' We ask what they'd like to see the union do more of and what they like about the contract, things they want. Then we explain that the way we get there is by staying united."

The IBEW is showing other unions how that's done, a prominent labor expert said at a Local 1245 summit.

"Unions all over the country are trying to figure out how to respond to Janus effectively, and it obviously has to be by getting lots of members involved, educated, and feeling like they can explain this in a common-sense way to other people," said Gordon Lafer, a University of Oregon political economist whose research has made him one of the nation's leading union authorities.

"Just look at the number of people who are in this room, who are active, who are not being paid to be here. That's really the greatest tool we have to fight back." ■

and their families.

Local 1158's Calabro has done the same sort of thing and is planning a deeper analysis spanning 20 years or more. Workers will be able to see the cumulative effect of having a union over time versus what the employer wanted in each round of bargaining.

Last year, Fairman pulled back the curtain on talks at Imperial Irrigation, showing members the "zero, zero, zero" proposal for raises over three years, cuts in sick leave and overtime and other rollbacks in the public utility's opening bid.

"We said, 'This is your contract if IBEW 465 ceased to exist,'" Fairman said, adding that the final agreement included raises and no takeaways. "We had more people turn out to vote than ever before."

Another looming threat to California public workers under Janus is that they are exempt from the state labor code's wage and hour provisions. "It's only because of our negotiated contracts that there are rules about overtime, meal breaks, rest breaks, wages and a lot of other things," Thomas said. "It's been important to educate people about that. Even if they have some animus toward labor, they can still appreciate the protections of their contract."

job had been a feeble association. Seeking the same strong representation as their IBEW co-workers, they approached the local.

"They wanted to dissolve their association and join us," Calabro said. "They saw all the positives for our membership all these years. With Janus looming, they said, 'We want to part of the IBEW.'"

More than 90 percent of the workers quickly signed cards to join the union. The legal process to make them official members is underway.

Meanwhile, all of the roughly 2,000 members across Local 1158's public work sites are still aboard, and Calabro and his team have even signed up most of their 35 fee-payers since the Janus ruling.

He attributes it to personal contact that's been a hallmark of his leadership over 27 years as business manager. "That's the thing about my local, we're out there constantly with all the employees, but especially the members," he said. "When an employee sees me, they know they can talk to me."

Calabro spells out the reality of what would happen if the union's membership dwindles, if people decide the Janus decision is a free pass to stop paying dues.

## Straight Talk

Calabro has been blunt with members about the direct line between their dues and the union's ability to represent them.

He has a virtual A to Z list of members, from administrative workers to Zamboni drivers, with a vast array of city and county employees in between, even doctors.

He's especially proud of a new four-year contract for 400 workers at the Passaic Valley Sewerage Commission, one of the country's largest wastewater treatment facilities. It includes 3 percent annual raises and nearly doubles the employer's contribution to workers' annuity plan, among other highlights.

The contract didn't go unnoticed by nearly 100 non-represented workers at PVSC, whose only voice on the

## MAYORS PLEDGE SOLIDARITY

**MORE THAN 40 MAYORS** across America have pledged their commitment to public workers and the unions that fight for their rights.

"Effective unions are not only vital to the quality of life of municipal employees, they are the backbone of the middle class and essential voices for fairness in our cities," the pledge states.

"We believe that a strong labor movement is necessary for the future of our cities and our country," the mayors wrote. "By ensuring high-quality jobs for working families in our cities, unions help improve the standard of living in our communities and reduce demand for public benefits."

The mayors specifically promised to publicly affirm the role of unions and their contributions to civic life and quality, family-wage jobs; to ensure unions have information about and access to new hires; to work with unions on professional development and training opportunities; and to set neutrality policies for the workplace that prohibit managers and supervisors from discouraging union membership. See a full list at: [bit.ly/IBEWMayorsPledge](http://bit.ly/IBEWMayorsPledge). ■



# NORTH OF 49° | AU NORD DU 49° PARALLÈLE

*Polar Opposites:*

## PLAs Embraced in B.C., Attacked in Manitoba

**P**roject labor agreements are effective tools for helping ensure that all workers on a particular job receive fair wages. They boost apprenticeship opportunities and provide paths for local contractors to bid successfully on PLA-covered projects. But not everyone agrees about their value, as evidenced by recent developments in British Columbia and Manitoba.

In the run-up to last year's election in British Columbia, New Democratic Party leader John Horgan and other NDP candidates pledged support for implementing a B.C.-wide PLA for public infrastructure projects.

Though the NDP failed to gain a majority in that election, it achieved minority leadership by forging a limited alliance with the Green Party. Soon afterward, the province's building trades began lobbying the new administration to make good on its PLA pledge — and on July 16, Premier Horgan delivered.

"British Columbians rightfully expect B.C. projects to benefit B.C. workers, families and communities," he said, announcing a "community benefits agreement" PLA. "With this agreement, we're not just investing in roads, bridges and other infrastructure. We're investing in good jobs and new opportunities for people who live in B.C."

The CBA could scarcely have come at a better time, said B.C. Building Trades Executive Director Tom Sigurdson.

"We're soon going to face a skill shortage here," he said. "The CBA will allow us to focus on solving shortages by providing B.C. workers access to training and tool time, so that projects are built safely and with a well-trained workforce."

The B.C. Building Trades represents more than half of the non-residential construction sector in the province, including IBEW locals. Sigurdson said that the CBA should have a positive impact on job prospects for IBEW members, thanks in part to a \$650 million Trans-Canada Highway widening project and the \$1.4 billion project to replace the Fraser River's aging Pattullo Bridge.

Not everyone in the province is happy with the CBA. "We anticipate that alternative labor suppliers will try legal means to overturn it," Sigurdson said.

They're also spreading myths, he said — such as the false claim that non-union contractors cannot bid on projects. (They can.) "Non-union workers who are on the job for 30 days will be covered by a union contract for the duration of the project," Sigurdson said. That way, qualified workers get equal wages, benefits, and training.

Another myth is that unions can use PLAs as organizing tools. (They can't.) "But we can't help it if non-union workers decide for themselves that they enjoy the

benefits of a union job," he said.

"We're out there protecting and defending the CBA, but we can't do it alone. Our workers have to step up," Sigurdson said. "Leaders of local unions have to talk politics, if we're going to have a government that supports our interests. If we don't, then shame on us."

A different PLA fight in Manitoba is pitting its building trades against a Progressive Conservative party that is trying to ban such agreements for the province's

publicly funded construction projects.

Introduced earlier this year, the Public Sector Construction Projects (Tendering) Act — Bill 28 — "is completely ideological," said Sudhir Sandhu, chief executive officer of Manitoba Building Trades.

Much as in B.C., many non-union contractors in Manitoba pretend to be pro-competition while falsely claiming that PLAs amount to "forced unionization."

"Taxpayer-funded construction projects should put Manitoba workers and

communities first," Sandhu said, something that PLAs help ensure. "Banning them would result in fewer employment opportunities for Manitobans, lower safety standards and fewer opportunities for underrepresented community groups."

For now, Bill 28 has not progressed very far, Sandhu said. While it awaits further consideration, some major projects have stalled as contractors wait to see what happens.

"Premier [Brian] Pallister has sent a

clear signal by introducing this legislation," he said, "but there's still time to correct course. The real fight is over the next few months."

Politicians pay attention to the constituents who vote, he said, and IBEW members need to tell their elected leaders how they want their taxpayer dollars spent.

"We're not retreating on politics," he said. "We have a chance now to educate our members and the public about PLAs and their proven benefits." ■

*Deux pôles opposés :*

## Les projets de conventions collectives ont été adoptés en C.-B., mais attaqués au Manitoba

**L**es projets de conventions collectives constituent d'outils très efficaces capables d'assurer l'équité salariale de tous les travailleurs sur un emploi particulier. Ils permettent de saisir de nouvelles occasions d'apprentissage et de fournir un moyen pour les entrepreneurs locaux de soumettre une offre avec succès sur les projets de conventions collectives qui couvrent ces projets. Mais sa valeur n'est pas partagée par tous, comme l'illustre dans les événements récents qui ont eu lieu en Colombie-Britannique et au Manitoba.

Dans la course aux élections qui se sont déroulées en Colombie-Britannique l'année dernière, le leader John Horgan et d'autres candidats du Nouveau Parti Démocratique se sont engagés à soutenir la mise en place des projets de conventions collectives dans les projets touchant l'infrastructure publique à travers la Colombie-Britannique.

Bien que le NPD n'ait pas obtenu la majorité des sièges dans cette élection, il a cependant obtenu la minorité du leadership politique en formant une alliance limitée avec le Parti vert. Peu de temps après, le Conseil des métiers de la construction de la province a commencé à faire du lobbying auprès de la nouvelle administration à ce que le Parti tient sa promesse quant à la mise en place de ces conventions collectives. Le 16 juillet, le premier ministre Horgan a donné suite à sa promesse.

« Les résidents de la Colombie-Britannique sont en droit de s'attendre à ce que les travailleurs, les familles ainsi que les communautés bénéficient de ces pro-

jets, » dit-il, en annonçant la mise en œuvre de « l'entente sur les avantages pour les collectivités ». « Non seulement que nous investissons dans la construction de routes, de ponts et d'autres infrastructures grâce à ces ententes, mais nous investissons dans de bons emplois ainsi que de nouvelles opportunités pour le peuple qui habite en C.-B. »

L'entente n'aurait pas pu arriver à un meilleur moment, mentionne le directeur général Tom Sigurdson du Conseil provincial des métiers de la construction de la Colombie-Britannique.

« Nous allons bientôt faire face à une pénurie de main-d'œuvre qualifiée ici, » dit-il. « L'entente va nous permettre de résoudre cette pénurie dans le but de fournir des formations et des ateliers aux travailleurs de la C.-B. pour que les projets soient menés en toute sécurité avec une main-d'œuvre bien formée. »

Le Conseil provincial des métiers de la construction de la C.-B. représente la moitié du secteur des métiers de la construction non résidentielle dans la province, y compris les métiers locaux de la FIOE. Sigurdson informe que l'entente devrait avoir une incidence positive sur les perspectives d'emploi pour les membres de la FIOE, grâce en partie à l'élargissement de la route transcanadienne de 650 millions de dollars et le projet de 1,4 milliard de dollars pour remplacer le pont Pattullo au-dessus du fleuve Fraser.

L'entente ne fait pas l'unanimité dans la province. « On s'attend à ce que d'autres fournisseurs de main-d'œuvre tentent une action en justice pour la renverser, » confie Sigurdson.

Ils répandent ainsi des rumeurs, dit-

il, tel que les entrepreneurs qui embauchent des salariés non syndiqués ne peuvent pas soumissionner sur les projets — ils peuvent. « Les travailleurs non syndiqués qui sont à l'emploi depuis 30 jours sont assujettis à une convention collective pour la durée du projet, » affirme Sigurdson. De cette façon, les travailleurs qualifiés reçoivent tous un salaire, des avantages sociaux ainsi que des formations égaux.

Un autre mythe consiste à croire que les syndicats peuvent utiliser ces ententes comme moyen pour syndiquer — ils ne peuvent pas. « Nous ne pouvons pas empêcher les non-syndiqués d'apprécier les avantages que procure un emploi syndiqué, » dit-il.

« Nous sommes là pour protéger et défendre ces ententes, mais nous ne pouvons pas y arriver seuls. Nos travailleurs doivent nous aider, » mentionne Sigurdson. « Si nous voulons avoir un gouvernement qui défend nos intérêts, nous devons parler politique. Honte à nous si nous le faisons pas. »

Une différente bataille quant à ces ententes est retrouvée au Manitoba. Elle monte le Conseil des métiers de la construction contre le Parti progressiste-conservateur qui ce dernier tente d'interdire de telles ententes liées aux projets de construction financés par la province.

Le projet de loi 28, la Loi sur les projets de construction dans le secteur public (appels d'offres) a été introduit au début de cette année. Le Chef de la direction du Conseil des métiers de la construction du Manitoba Sudhir Sandhu, fait part que ce projet de loi est « entière-

ment idéologique. »

Tout comme en Colombie-Britannique, plusieurs entrepreneurs qui embauchent des salariés non syndiqués au Manitoba prétendent favoriser le jeu de la concurrence alors qu'ils affirment à tort que ces ententes « forcent la syndicalisation. »

« Les projets de construction qui sont financés par les contribuables devraient mettre les travailleurs et les communautés au premier rang, » dit Sandhu, une chose que ces ententes aident à garantir. « En les interdisant, on retrouve une réduction du nombre d'occasions d'emplois aux résidents du Manitoba, un affaiblissement des normes en matière de sécurité et moins d'occasions pour les groupes communautaires sous représentés. »

Jusqu'à présent, le projet de loi 28 a très peu pris de l'avant, dit Sandhu. En attendant son étude, plusieurs projets sont au point mort puisque les entrepreneurs attendent de voir la suite.

Sandhu nous fait part que « le premier ministre Brian Pallister a clairement indiqué son intention en présentant cette législation, mais nous avons encore le temps de changer. La vraie bataille va finir au cours des prochains mois. »

Les politiciens prêtent attention aux électeurs qui votent, dit-il, et les membres de la FIOE doivent dire à leurs élus comment l'argent des contribuables devrait être dépensé.

« On ne se retire pas de la politique, » dit-il. « Nous avons maintenant la chance d'informer nos membres et le public au sujet des projets de conventions collectives et de leurs nombreux avantages. » ■



# THE FRONT LINE: POLITICS & JOBS

## IBEW's Norcross Makes Case for Pro-Worker Reforms

A Folsom, N.J., Local 351 inside wireman and business agent before his 2014 election to Congress, Rep. Donald Norcross is more familiar than most U.S. House members with the roadblocks to economic security for tens of millions of American workers.

Now, Norcross and three of his House colleagues have detailed those obstacles and proposed solutions in a report that was two years in the making, "Future of Work, Wages & Labor."

"To make our economy work for all of us, not just the rich and powerful, working people must be able to stand and fight together for higher wages, better health care and a more secure retirement," Norcross said. "I know how important it is for workers to have a voice in the workplace because I lived it. I sat at the negotiating table fighting for working families for decades, and I know we need to take smart, bold actions to help lift up America's workers."

Norcross was assistant business manager of Local 351 and the longtime president of the Southern New Jersey AFL-CIO. He and Rep. Mark DeSaulnier of California, Rep. Mark Pocan of Wisconsin and Rep. Debbie Dingell of Michigan spent two years traveling the country, meeting with workers and consulting with policy experts to develop the report.

It examines the changing nature of work since the days when manufacturing accounted for one of every four jobs; long-term wage stagnation despite soaring worker productivity during the same time period; and the harm being done to all workers by endless legislative and court attacks on unions.

In their cross-country listening tour, Dingell said they heard how the "decline in collective bargaining, worker representation and the ability to form unions doesn't just hurt workers, it hurts our communities and our economy."

The report blames decades of assaults on organizing and collective-bargaining rights for dramatically shifting the balance of power in American workplaces, heavily tilting the scales in favor of employers.

"Finding the right balance of power is crucial," the report states. "It allows workers to better assert their rights to safe workplaces and fair compensation, often leading to workers feeling more invested in their work and their employer. This, in turn, can improve worker productivity, spur innovation, and provide pathways for upward mobility."

Costco is a prime example, the report says: "Among its accolades, the company offers health insurance, dependent care assistance programs, and 401(k) plans to its part-time staff, has starting pay well above minimum wage, and promotes almost exclusively from within. At the same time, Costco has seen its profits increase year-over-year."

Recognizing that most companies need a push in that direction, the report lays out ambitious goals. At the heart of them is overturning Citizens United and enacting other campaign finance reform, paving the way for working people to regain their voice in Washington and state and local governments.

"I can just hear people saying that it's impossible, that the things this report proposes will never happen," International President Lonnie R. Stephenson said. "They're right — to the extent that nothing is going to change until we overhaul Congress. When we do that, when we elect people who will live up to their promises to fight for working Americans, anything is possible."

As outlined in the report, those possibilities include the Workplace Democracy Act to make it easier for workers to join unions and bargain contracts; the Workplace Action for a Growing Economy (WAGE) Act to deter unfair labor practices; worker representation on corporate boards; greater investment in job



Congressman and IBEW member Donald Norcross unveils the "Future of Work, Wages & Labor" report detailing obstacles to workers' economic security and proposing solutions. Norcross and three U.S. House colleagues spent two years on the project.

training programs; barring mandatory arbitration as a condition of employment; raising the federal minimum wage; and much more.

"Today's culture of unchecked corporate power and maximizing profits has come at the expense of America's workforce," Rep. DeSaulnier said. "The American worker needs help and they need help now." ■

## Court Victories for Nuclear Workers in Illinois and New York

Two appeals court challenges to subsidies for carbon-free energy generation went up in smoke at the end of September.

The decisions follow a similar ruling in Oregon. Federal courts handed crucial victories to so-called zero emissions credits, supporting the production of non-carbon-emitting energy generation in New York and Illinois, potentially saving nearly a dozen nuclear reactors — two of Illinois' seven reactors were set to be mothballed before the law was passed there — and created an incentive for solar and wind developers to get projects back on track.

"Nuclear provides clean energy to millions of people and good, middle-class jobs to thousands of people in the U.S. and Canada. I was extremely proud when New York and my home state, Illinois, passed this reasonable, bipartisan plan to keep nuclear, wind and solar viable," said International President Lonnie R. Stephenson.

ZECs were created, in the words of the 2nd Circuit Court of Appeals, "to prevent nuclear generators that do not emit carbon dioxide from retiring until renewable sources of energy can pick up the slack."

Perhaps unsurprisingly, coal and gas opponents sued. They lost in both states, but appealed

both decisions. In Illinois, the appeal was to the 7th Circuit Court of Appeals and in New York, to the 2nd Circuit.

In both cases, plaintiffs argued that the states violated the law in how the ZECs were designed. The price of the ZECs was pegged to the price of energy on federally run wholesale energy markets. If energy prices rose high enough for carbon-free producers to compete, despite the regulatory costs, the credits paid to green energy producers dropped to zero.

Under the Federal Power Act, only the federal government can regulate wholesale energy prices. But the law gives states a great deal of leeway to regulate power producers within their own borders, even if the result "affects" prices.

Affecting prices: fine. Regulating them: not fine. It's a fuzzy borderland and a great deal of money rides on where exactly courts draw the line.

The zero emissions credits, the appellants argued, crossed the line into constitutionally forbidden regulation because lawmakers used the average price of power to determine the size of the ZEC.

The three-judge 7th Circuit panel, one Democrat and two Republican appointees, weren't having any of it.

"On this view, whenever Illinois, or any other state, takes some step that will increase or reduce the state's aggregate generation capacity, or affect the price of energy, then the state policy is invalid. That can't be right; it would be the end of federalism," they wrote in their unanimous decision.

States taking into consideration the price of energy regulated by federal agencies is, the court wrote, "an inevitable consequence of a system in which power is shared between state and national governments."

It was a comprehensive and encouraging defeat, said IBEW Political and Legislative Director Austin Keyser.

"The plaintiffs in these cases are 0-3; I don't see how they continue trying this in the courts," he said. "Only an electrical sector with a healthy nuclear industry can keep the lights on, support working families and reverse climate change. It is time to stop fighting the obvious." ■

## NLRB Moves to Undo Joint Employer Standard

The Republican-dominated National Labor Relations Board took a big step backward on Sept. 13 when it announced it was proposing a new rule on its joint employer standard, a decision that could negatively impact millions of working people, including some IBEW members.

"The joint employer standard was a well-considered decision," said International President Lonnie R. Stephenson. "Unnecessarily reopening this will only benefit large corporations, not working families."

The proposal seeks to reverse a rule issued in 2015 that came out of a case involving the Teamsters and Browning-Ferris Industries of California, a waste management company that contracted with a temporary staffing agency.

In that decision, the NLRB determined that any parent company exercising a significant amount of control over employment conditions with its subcontractors or franchises — like McDonald's Corp. or a franchised tree-trimming service — must also share in employer responsibility. In other words, a parent company can't shift blame to a franchise owner or contractor over labor issues, and it may have to engage in direct contract negotiations.



The National Labor Relations Board is proposing a new rule for its joint employer standard, one that would hold fewer parent companies accountable.

The rule, which was expected to affect close to 3 million contract and temporary employees, has been roundly derided by employers.

In December, the NLRB did in fact rescind the rule, but it had to reverse that reversal in February because of an undisclosed conflict of interest involving NLRB member William Emanuel.

The new proposed rule seeks to narrow the definition of what constitutes a joint employer, proposing a much tighter definition of an employer-employee relationship than the Obama-era rule.

"This just lets more corporations off the hook," Stephenson said. "They say it allows for more clarity, but what it really does is let big business shirk responsibility."

Joint employer status can affect union organizing not just in terms of contract negotiations, but whether employees can come together in union at all. A parent company can fire a contractor or end a franchise agreement if union activity is suspected. But, if that parent company is a joint employer, there could be legal recourse for doing so.

In a dissent on the new proposal, Democratic board member Lauren McFerran wrote, "There is no good reason to revisit Browning-Ferris, much less to propose replacing its joint-employer standard with a test that fails the threshold test of consistency with the common law and that defies the stated goal of the National Labor Relations Act: 'encouraging the practice and procedure of collective bargaining.'"

The comment period for the proposed rule is open for 60 days beginning Sept. 14. ■



The Quad Cities nuclear plant was scheduled for closure until Illinois passed a support system for non-carbon emitting power generation.

Credit: Exelon Corp.



## CIRCUITS

### Pennsylvania's Governor Delivering for the IBEW

Pennsylvania IBEW locals have received more than \$2 million in state grant money to expand their training centers as a part of Gov. Tom Wolf's push to support apprenticeships.

Beaver Local 712 and Allentown Local 375 each received about \$1 million through the state's Redevelopment Capital Assistance program, and Wolf announced a \$30 million job training program at Pittsburgh Local 5's training center.

Wolf was elected four years ago with the backing and support of organized labor and this November he faces a union-busting business-owner in his bid for re-election.

"This is the way democracy is supposed to work," said International President Lonnie R. Stephenson. "We are the majority, not the bankers and CEOs, and elected officials should support policies that help the many, not the few. Too many politicians forget that. Gov. Wolf hasn't."

### "Apprenticeships transform lives... We need more."

— Pennsylvania Gov. Tom Wolf

Local 712 is hosting one of the largest union electrical construction projects in the nation. More than 1,000 IBEW members will be working full-tilt for years on the natural gas cracking plant being built by Shell along the Ohio River in Beaver, Pa.

Local 712 has only about 400 members.

Travelers will step up. It is one of the strengths of the union and benefits of membership that we can man the job, but there is still a need for more apprentices. It's in everyone's interest to train more of western Pennsylvania's young people in a trade that pays far better than the low-skill service jobs currently filling the classifieds. It is good for the citizens, good for the union, good for the employer and good for the state.

But Local 712's training center is too small, dated and too out-of-the-way for many of the young workers it is looking to attract. With \$1 million from the state's Redevelopment Capital Assistance program, Local 712 plans to build a 20,000 square-foot training center in the heart of its jurisdiction, making apprenticeship more realistic for people who previously lived hours away.

"Building a new center is exactly the kind of project that needed financing but



Pennsylvania Gov. Tom Wolf announcing expanded state support for apprenticeships at the Pittsburgh Local 5 apprenticeship training center in July.

would have gotten only words," said Local 712 Business Manager Frank Telesz.

Now, Telesz says, they will be able to sustain apprenticeship classes nearly twice the size of only a few years ago.

"We used to be a one-county local. Now we are four counties and more than 100 miles to the edge of the jurisdiction," he said. "With this investment, we can broaden our pool of recruits and have a physical presence in half our counties."

For Local 375, the issue was not manning a single, massive job, but missing out on dozens of small ones. With nearly \$1 million through the RCAP, Local 375 plan to expand training space and start a residential program this September.

The new training center will be nearly twice the size of the decades-old center it has been using. Funding came with the support not only of Wolf, but also from the chairman of the State Senate Appropriations Committee, Republican Pat Browne.

"Nothing is free, but I can't see the downside yet," said Business Manager Paul Anthony. "Getting the right people in office is good, but it's not just about party. They have to support our mission and values, and when they do, we need to come out and support them."

RCAP is useful for capital expenditure, but Wolf and the Pennsylvania Legislature wanted to create a competitive grant program that would support ongoing workforce training. Wolf introduced the PASmart initiative in July at Pittsburgh Local 5's training center.

PASmart will invest \$20 million to expand STEM — science, technology, engineering and mathematics — education, \$3 million to increase industry partnerships and \$7 million to support apprenticeships.

"Apprenticeships transform lives," said Wolf. "With apprenticeships, people can provide for their families by earning a good living and learning a skill. We need more apprentices to enhance our well-educated and talented workforce and attract more industry to Pennsylvania."

Wolf's opponent in November is the CEO of a nonunion trash company and one of the state's highest-profile proponents of right-to-work laws.

Former state Sen. Scott Wagner even compared the state's labor movement to ruthless dictators like Adolf Hitler and Vladimir Putin from the floor of the Legislature.

then working families need to support politicians when they do right by us." ■

### Verizon Deal Extension Avoids Another Painful Work Stoppage

This year, there was no repeat of contentious contract negotiations with Verizon.

The IBEW, along with the Communications Workers of America, reached an agreement with the company to extend the current collective bargaining agreement another four years until June 2022. Members approved the deal on Aug. 17.

The last two contract negotiations with Verizon led to work stoppages, including a 49-day strike in 2016 in which then-Labor Secretary Tom Perez intervened and helped both sides reach an agreement.

That appeared to be a turning point. New Verizon CEO Hans Vestberg officially took over on Aug. 1 of this year. The com-

pany showed more respect for the IBEW's and CWA's requests in these negotiations and agreed to narrow the focus to wages, benefits and for how long the contract would be extended.

"We wanted to give the membership a break," said Boston Local 2222 Business Manager Myles Calvey, who also is chairman of IBEW System Council T-6 and a member of the International Executive Council. "They've been through two strikes and done everything we've asked of them. This is the right message to send."

The new agreement covers more than 34,000 workers, including about 10,000 IBEW members, and calls for an 11.1 percent wage increase over the life of the deal. That increase will more than offset a rise in health insurance costs, Syracuse, N.Y., Local 2213 Business Manager Barbara Carson said.

That security is huge for Local 2213 members, many of whom work in Verizon call centers and were concerned

## SPOTLIGHT ON SAFETY

### Indiana Local Earns Major Safety Award

Members of Fort Wayne, Ind., Local 305 will receive the construction industry's most prestigious safety accolade, the Zero Injury Safety Award, for working more than half a million hours without an injury.

Local 305, General Motors Co. and Conti Electric comprise the winning tripartite recognized by the National Maintenance Agreements Policy Committee, the labor-management organization that issues the awards.

"This is a big deal," said Business Manager Darrell Sade. "I don't like to brag, but this is a big one. And the guys deserve it."

Over 700 members, some of whom were travelers, earned the honor for work on a facility upgrade at GM's Fort Wayne assembly plant in Roanoke, Ind. It's considered to be the No. 1 truck plant in the country, Sade said. They worked on power distribution, equipment hookup, telecommunications, security and lighting for the entire plant. They also worked on a new body shop and a new paint shop.

"They did everything from A to Z," Sade said. "From demolition to installation, it was all about safety."

A major test for the crew came during an eight-week shutdown in August of 2017 that was compressed to only five. For the last week and a half, members worked 16-hour days for 12 days straight.

"It was tough," Sade said. "It was a massive amount of

work for the time they had. It's never been attempted before."

Each crew had a plan and solid procedures in place, and each day started with a very thorough safety talk, Sade said. Another part of the success came from the Code of Excellence.

"The Code was an integral part of the performance," said Sixth District International Representative Mike Daugherty. "From the owner, the contractor and, most of all, the local, members heard about the importance of safety. It was the custom."

The National Maintenance Agreement, a collective-bargaining agreement used by the industry with the building trades, stresses safety much like the Code does, so it was a natural marriage, Daugherty said. "They work in concert."

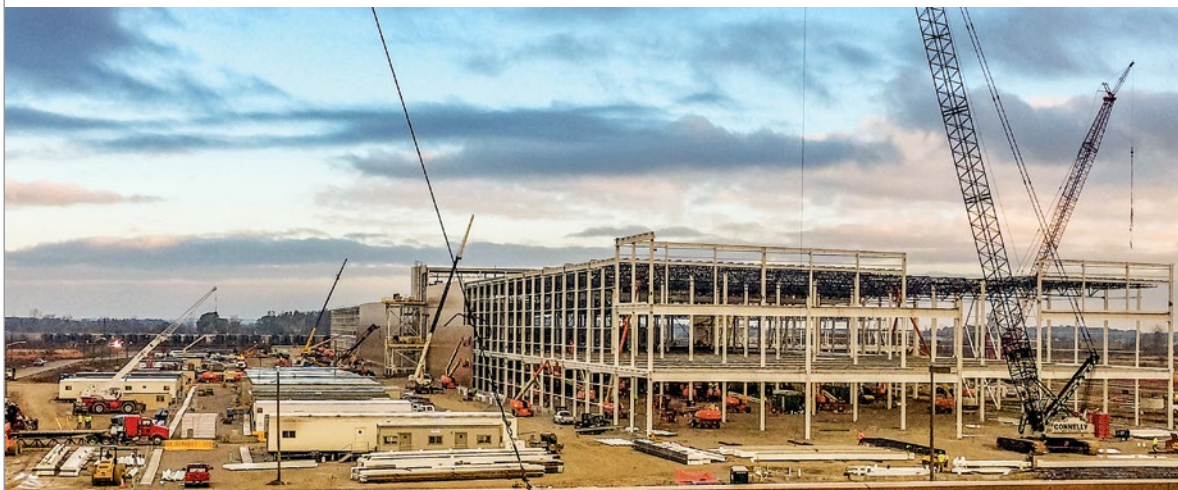
The ultimate reward is coming home safe every day, Daugherty and Sade said, but members are happy about earning the award as a recognition of their efforts.

"To work as hard as they did, under the pressure they did, and not have any reportable accidents, is a huge achievement, and one to be proud of," Sade said.

A record like this isn't very common, Daugherty said, especially considering the schedule. It's the first time Local 305 has earned a ZISA award, and possibly the first for a local in Indiana, he said.

"It's a testament to their professionalism," Daugherty said. "These guys are five-star, blue-chip members."

The award was given at a gala event on Nov. 1 at the National Building Museum in Washington, D.C. ■



Fort Wayne, Ind., Local 305 members put in more than 500,000 hours without a major injury on a facility upgrade, earning them the Zero Injury Safety Award from the National Maintenance Agreements Policy Committee.



that more of their jobs were going to be sent overseas.

"This 4-year agreement buys our people peace of mind," said Carson, who represents about 400 members covered by the new contract. "People who thought they might be on the chopping block are safe for the next 4 to 5 years."

East Windsor, N.J., Local 827 Business Manager Robert Speer, whose membership includes about 4,000 Verizon employees covered by the agreement, said it will allow the company to continue plans to expand its highly-regarded Fios network.

Fios is a bundled Internet, telephone and television service that operates over a fiber-optic network and is used by 5 million customers in nine states. It has received positive reviews, but Verizon has been criticized for not rolling it out quickly enough in many areas.

But Speer said that is changing in New Jersey, where the work to build out Fios is being done by technicians who are Local 827 members. The expansion will provide more security for everyone covered by the agreement, he said.

"I want them to continue to build that out here in the state of New Jersey so all of our members have the ability to retire," Speer said. "This is not only the new product, but it's the best product out there. I really do believe that, and I believe consumers will notice." ■

## California Members' Push Last-Ditch Wildfire Bill Across the Line

Firefighters across California this summer battled dozens of wildfires as the state dealt with one of its worst — and costliest — wildfire seasons ever.

As the fires burned, a focused lobbying effort by all of California's IBEW locals saw Golden State lawmakers burn the midnight oil in Sacramento on the Friday before Labor Day, as they worked out a last-minute wildfire liability measure that helps to mitigate the financial fallout from last year's similarly catastrophic blazes.

Sent to Gov. Jerry Brown with about an hour to spare before the state's legisla-



IBEW and CWA members avoided another strike against Verizon when they approved a 4-year extension of the current agreement.

tive session officially ended at midnight on August 31, SB 901 "is not a perfect bill," said Vacaville, Calif., Local 1245 Business Manager Tom Dalzell, "but it is significant, and we believe that it will provide financial stability to PG&E, to its ratepayers, and to the more than 10,000 IBEW members who work for it in some capacity."

Brown signed the bill into law on Sept. 21.

Over the last several years, wildfires have burned hundreds of thousands of acres throughout California, killing dozens of people and destroying thousands of homes in the process. And because of a provision of California law known as "inverse condemnation," Pacific Gas & Electric was found liable for billions of dollars in damages caused by several of 2017's fires. Inverse condemnation makes utilities like PG&E liable for wildfire damages if the utility's equipment is found to have been involved in the fire in any way, regardless of whether the utility was found to be negligent.

SB 901 does not repeal inverse condemnation, but one of its provisions allows PG&E to seek ways to recoup financial losses stemming from the 2017 wildfires — including, as a last resort, a special charge to customers' utility bills, a line item that could remain in place for up to 20 years.

"This is about protecting ratepayers, not helping utilities," said Sen. Bill

Dodd, one of the chief backers of SB 901. "The fact of the matter is ratepayers would be hurt in a utility bankruptcy."

Without the chance to recover financially, Dalzell said, PG&E and utilities like it would face certain fiscal ruin. "And when a company in California goes bankrupt, its workers typically bear the brunt of the pain," he said. Federal bankruptcy law allows companies in serious debt to crack open and gut collective-bargaining agreements, he noted, provided the company can make the case that it cannot survive without doing so.

"A bankruptcy judge could empower PG&E to sweep away the gains that took us years or even decades to negotiate," Dalzell said.

SB 901 also provides for solid job, worker and pension protections should a utility ever be sold, change hands or go bankrupt, but Dalzell noted that the Legislature didn't simply hand over those protections.

"We have been working for months on legislation to address the ongoing impacts of the wildfire crisis here in California," he said.

An intensive union-led lobbying effort culminated on August 27, when more than 100 men and women representing the Coalition of California Utility Employees visited every legislator's office in the state Capitol. The coalition counts a number of trade union locals as members, including Dalzell's Local 1245, along with Los Angeles Local 18, Diamond Bar Local 47, and San Diego Local 465.

Another of the bill's provisions requires PG&E and other utilities to toughen their systems and infrastructure, something that should both protect communities and provide IBEW members with new work for years to come, Dalzell said. It also allocates \$200 million a year for a variety of wildfire-prevention measures.

"The bill gives near-term relief," he said, "but it leaves unanswered several questions that will have to be addressed in future legislative sessions."

So far in 2018, wildfires have burned more than 1.3 million acres in California. The causes of many of this year's fires have yet to be determined. ■

# TRANSITIONS

## RETIRED Bill Dever



International Representative for Business Development Bill Dever retired on Sept. 1, putting a wrap on a 47-year career jump-started by a father who understood the value of IBEW membership.

Dever worked with an auto mechanic during his senior year in high school, thinking that would be his career path. Instead, his father — also named Bill — signed him up to take the apprenticeship exam at Tampa, Fla., Local 915.

The elder Dever was an employee of Tampa Electric Company and a member of Tampa Local 108. He got to know IBEW construction members while they worked on projects at the company's plant and thought that would be a good option for a son who enjoyed working with his hands.

He was right. Bill Jr. did well on the exam and soon found himself on job sites throughout the Tampa area. The younger Dever had found a career.

"Oh yeah," he said. "I enjoyed it.

My dad taught me good work habits."

Born in Vicksburg, Miss., Dever moved to Tampa when he was 2 after his father was assigned to nearby MacDill Air Force Base. The family stayed in the Tampa area after Bill Sr. was honorably discharged.

He taught his son that IBEW membership came with responsibilities, such as attending local union meetings.

"I'd go and he'd ask what happened and I really didn't know," Dever said. "He said, 'Go again. And again.' He told me to keep going until you figure it out. I did and I still enjoy going to union meetings."

Dever was elected to the executive board in 1981 and, one year later, was named an assistant business manager in charge of organizing. He served in that role until 2005, when he was appointed business manager and was subsequently twice elected to the position.

"It's the hardest job I've ever had, but there were so many rewards," Dever said. "The key was educating our members and making sure they understood why we might go in a certain direction. I guess that's why I never had much opposition."

Organizing wasn't particularly easy in Florida, which has been a right-to-work state for more than 70 years.

But Dever said Local 915 had success for two reasons. First, with the help of the International Office, it filed complaints with the National Labor Relations Board against nonunion contractors for not following federal law. Such challenges often were successful and convinced potential members the value of IBEW representation.

And second, contractors knew little about the IBEW or the quality of its members, Devers said. He did everything possible to address that.

"They knew we had apprenticeship training, but they did not understand the level of it and the things we could do to help them be more competitive," he said.

That experience helped prepare Dever for his final role with the IBEW. In 2013, he joined the newly-formed Business Development Department, where he was responsible for developing stronger relationships with contractors and potential customers in Florida, Georgia, Alabama, Mississippi and Louisiana.

Business Development Director Ray Kasmak praised Dever for being the "consummate Southern gentleman" and for a tenaciousness few could match.

"Once Bill got into something, he didn't let go," Kasmak said. "He had inexhaustible energy to get a win for us. Once he got into something and pursued it, he would explore every possible route to get it together."

Kasmak said Dever's signature accomplishment came when he helped Albany, Ga., Local 1531 land work at a nearby Constellation biomass plant. Dever signed an agreement that the IBEW would supply the workers, even while knowing that a small local like 1531 would be stretched to meet that.

It met that challenge successfully. Local 1531, which had about 50 members, nearly doubled its membership by organizing nonunion local electricians, who responded to Facebook postings and word of mouth in the community, and filled all the available jobs.

"That was just an example of how he would go after stuff," Kasmak said. "He covered every base and would make sure every detail was attended to."

Dever and his wife, Carla, recently built a home on Lake McIntosh near Tampa — and Carla purchased him a new boat as a retirement present. It's an ideal location for an avid outdoorsman to pursue his passions of hunting and fishing. Bill Dever Sr. who led him to that IBEW career, died in 2015 at the age of 85.

"It's been a great run," his son said. "I've enjoyed it." ■



PG&E crews repair power lines damaged by the 2017 Tubbs Fire near Santa Rosa, Calif.



# ORGANIZING WIRE

## Years of Hard Work Pays Off for New Jersey Altice Employees

Altice USA became one of the dominant cable companies in New Jersey two years ago when it acquired Cablevision. But the company's attitude toward its workers after the deal wrapped up convinced technicians that IBEW representation was right for them.

East Windsor, N.J., Local 827 has organized employees at three Altice USA locations in Newark, Lodi and Oakland, said Joe Lambert, a Local 827 business agent and head of the organizing committee. The Oakland employees have approved a contract, adding about 100 new IBEW members.

"The average worker is powerless except for having the protection of a contract," Lambert said. "I think they're starting to realize that unions are the last line of defense for the working class."

Altice has successfully fought attempts to organize at other locations throughout the United States, but credit for Local 827's success goes to persistence and to the newly-organized members, who understood the need for better protection of their benefits and wages.

Lambert said he and others had talked with Cablevision employees in previous years about the benefits of joining the IBEW, but interest ramped up a few months after announcement of the \$17.7 billion deal, which made Altice USA — a subsidiary of Netherlands-based Altice — the nation's fourth-largest cable provider.

Company officials told their new employees they were in no hurry to make big changes.

"But within a few months, some of those employees began losing sick days, and year-end bonuses also were done away with," Lambert said.

"We were approached by their technicians regarding serious concerns about their decline in benefits and their working conditions," he added. "They were looking for a way to stop it, asked if a union was the way to go and what could we do to help. We educated them and told them the only way we could stop the losses was with a collective-bargaining agreement."

Joe Mastrogiovanni Jr., Third District lead telecommunications organizer, said good relationships were built with Cablevision employees serving on volunteer organizing committees over the years. Those drives fell short of earning representation but laid the groundwork for the recent success.

Altice USA further upset its employees when it formed a separate company — Altice Technical Services — and transferred its service, construction, fiber and plant maintenance workers to it.

The average Altice technician saw his or her salary drop by about \$5,000 annually due to increases in health care costs and the loss of other benefits,

Mastrogiovanni said. Altice also cut the workforce at all of its New Jersey facilities except one, he said. Employees who thought they would receive raises or bonuses for getting additional training received neither.

"The fence-sitters saw that Altice did not have their best interests in mind," Mastrogiovanni said.

Of the three Altice USA locations that voted for IBEW representation in New Jersey, the Newark vote was especially sweet because Local 827 fell just short in an earlier organizing vote there.

"It seemed like our success just dominoed into other units," said Third District International Representative Brian Brennan, who also was involved in the organizing drives.

Another factor that might have had a positive impact: Local 827 represents Verizon technicians in the state building

out that company's Fios network. The Verizon technicians have superior pay and benefits compared to most cable system employees. Brennan said Altice employees looked at that and saw the power of the IBEW and Local 827.

"Amongst themselves, Altice technicians discussed the IBEW's representation with Verizon and said, 'Those guys have a great thing going because of their contract,'" Brennan said.

Lambert said the work of Local 827 is far from over. He credited Business Manager Robert Speer, the organizing staff and the rest of the Local 827 for making it a priority.

"My motto is, if you're interested in knowing about organizing your workplace, I will meet you anytime, any day, anywhere to talk about it," Lambert said. "We're going to make sure you're treated fairly by your employer." ■



East Windsor, N.J., Local 827 members picket outside an Altice USA location last summer in the Garden State. Three of the locations voted for IBEW representation and one has approved a new contract.

## June International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:10 a.m., by Chairman Erikson, on Monday, June 4, 2018, in Newport Beach, California. Other members of the council in attendance were Calabro, Calvey, Burgham, Furco, Easton, and Lavin. Fourth District IEC member William Riley and Eighth District IEC Member Ross Galbraith were excused to attend business of their local unions.

#### Resignation of William F. Daniels, International Vice President, First District

The letter of resignation, effective July 2018, from International Vice President William F. Daniels to International President Lonnie R. Stephenson was read by International Executive Council Secretary Patrick Lavin to the IEC.

The IEC would like to thank Brother Daniels for his service and best wishes for a well-deserved retirement.

#### Appointment of First District International Vice President

In accordance with Article IV, Section 2, of the IBEW Constitution, the members of the International Executive Council unanimously approved International President Stephenson's appointment of First District International Representative, Thomas M. Reid, as International Vice President of the First District, effective July 1, 2018. Brother Reid will serve the remainder of the unexpired

term of International Vice President Daniels.

#### International President Stephenson

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

#### International Secretary-Treasurer Cooper

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

#### Legal Defense

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

#### Financial Reports

The International Secretary-Treasurer's Reports For The Various Funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

#### Article XX and XXI Cases

During the first quarter of 2018, the IBEW was involved with two Article XX disputes; Case No. 17-11, Nassau Coliseum (IBEW and IATSE) and Case No. 18-2, Refuse Basic Unit and Skilled and General Basic Unit of the

City of Long Beach, California (IBEW and IAM) and was not involved in any proceedings under Article XXI.

#### Appeals Filed with the International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 569 member William J. Cummings, and it is the decision of the IEC to deny Brother Cumming's appeal, and uphold the decision of International Secretary-Treasurer Cooper.

#### Amendment to the Rules and Regulations and the Summary Plan Description of the IBEW Pension Benefit Fund

The International Executive Council discussed amending the Return to Trade Procedures in the Rules and Regulations and the Summary Plan Description of the IBEW Pension Benefits Fund. A motion was made, seconded and approved to amend the Rules and Regulations and the Summary Plan Description of the IBEW Pension Benefits Fund.

#### Adopt Revised Relocation Policy

The International Executive Council discussed changes to the Relocation Policy. A motion was made, seconded and approved to adopt the Relocation Policy as revised.

#### IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2018

Reviewed and Filed

#### IBEW Pension Benefit Fund Consolidated Statement of Net Assets covering the 9-month period ending March 31, 2018

Reviewed and Filed

#### Retirement of International Representatives, and Director

David N. Tilmont, International Representative, Ninth District Effective — March 1, 2018

Michael W. Pace, International Representative, Fifth District Effective — April 1, 2018

Terry L. Roovers, International Representative, Sixth District Effective — April 1, 2018

Fielding W. Gurley, International Representative, Fifth District Effective — April 1, 2018

G. Paul Rushton, International Representative, Eleventh District Effective — April 1, 2018

Timothy W. Bowden, International Representative, Seventh District Effective — May 1, 2018

Thomas C. Davis, International Representative, Business Development Department Effective — May 1, 2017

Bennie J. Sandoval, International Representative, Seventh District Effective — June 1, 2018

Richard A. Ellis, International Representative, Membership Development Department Effective — May 1, 2017

James M. Ross, Director, Construction & Maintenance Department Effective — July 1, 2018

#### Retirement of International Organizer

Steven E. Fosness, Lead Organizer, Membership Development Department Effective — June 1, 2018

#### Vested Pension

Beverly A. Adamson, Per Capita Department Effective — March 21, 2018

This regularly scheduled meeting was adjourned, on Monday, June 4, 2018, at 4:30 p.m. The next regular meeting of the International Executive Council will commence at noon, on Wednesday, August 29, 2018, in Chicago, Illinois.

#### For the International Executive Council

Patrick Lavin, Secretary June 2018

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult [www.IBEW.org](http://www.IBEW.org), clicking on the International Executive Council link on the "Who We Are" page. ■



# In Memoriam

## Members for Whom PBF Death Claims were Approved in September 2018

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Granicke, F. J.	4/27/18	105	Exley, J. D.	8/16/18	505	Poling, D. E.	7/12/18
1	Krausch, L. D.	7/4/17	110	Sabinash, R. C.	6/22/18	520	Flores, P.	5/4/18
1	Landwehr, K. E.	8/13/18	111	Baca, J. J.	8/1/18	520	Lyckman, G. G.	8/16/18
1	Menzel, C. P.	8/7/18	120	Nearly, M.	9/12/17	531	Crakes, J. A.	8/10/18
3	Amengual, A. M.	8/6/18	126	Brossman, J. W.	7/23/18	531	Levendowski, E. W.	6/28/18
3	Chew, C. W.	7/31/18	129	Neely, C. H.	7/26/18	540	Wharton, R. L.	6/30/18
3	Cooper, C. E.	7/13/18	130	Marquis, M. M.	3/19/18	553	Sneed, C. V.	7/7/18
3	Gilday, P. J.	3/29/18	130	Marsh, R. A.	8/9/18	557	Link, W. E.	7/1/18
3	Horowitz, T.	11/5/17	134	Dart, T. J.	8/16/18	558	Ashley, J. T.	8/1/18
3	Johnson, E. A.	7/6/18	134	Donnelly, J. E.	7/8/18	575	Smalley, W. L.	11/19/17
3	Johnson, R. F.	7/20/18	134	Dribin, J.	7/25/18	586	Hall, T. W.	8/9/18
3	Juliano, D. M.	7/18/18	134	Fox, W. E.	8/9/18	595	Braun, B.	7/4/18
3	Kane, J. C.	7/31/18	134	Garrity, R. G.	7/19/18	595	Takeuchi, G.	5/13/15
3	Khosrova, J. L.	8/13/18	134	Hajer, D. H.	7/23/18	595	Weyburn, J. W.	6/28/18
3	Mancuso, F. A.	6/2/18	134	Johnson, E. A.	8/9/18	611	Martinez, C. T.	5/18/18
3	Michello, V. A.	7/17/18	134	Klonder, N.	7/21/18	611	McCarson, D. F.	5/17/18
3	Morris, J. J.	5/10/18	134	McCarty, B. T.	7/30/18	611	Shepherd, A. B.	3/26/18
3	Orlando, J.	3/18/18	134	McKeone, P. F.	7/24/18	611	Smith, G.	5/17/18
3	Petillo, V. H.	6/18/18	134	Schaeffer, M.	7/9/18	613	Bridwell, J. D.	7/26/18
3	Pinero, S.	6/15/18	143	Sollenberger, H. E.	8/10/17	613	Helf, D. R.	8/2/18
3	Roberts, V. L.	5/17/18	145	Roberts, D. L.	8/12/18	640	Ketterling, A.	8/4/18
3	Scheiner, R. J.	6/8/18	146	Thompson, W. E.	8/22/18	648	Dawson, R. C.	6/27/18
5	Faust, G. G.	8/6/18	164	Flaherty, J. W.	7/27/18	648	Moore, D. A.	7/26/18
6	Hansel, H. H.	7/31/18	164	Mears, E. A.	7/23/18	659	Schoenborn, M. M.	6/11/18
6	Kelly, P. J.	7/30/18	175	Taylor, C.	8/5/18	668	Huff, O. C.	6/25/18
8	Munding, D. A.	7/10/18	177	Higginbotham, R. J.	6/19/18	683	Burton, L. T.	7/26/18
9	Adamczyk, F. V.	7/2/18	191	Hemminging, B.	1/31/07	683	Fulk, J. L.	6/16/18
9	Halper, F. J.	4/27/18	212	Drees, M. J.	7/30/18	683	Matheson, G. L.	8/11/18
9	Hammer, M. L.	6/16/18	212	McCartney, R. G.	8/6/18	683	Sowers, J.	6/20/18
11	Clesi, D. V.	5/22/18	213	Hartwig, H. D.	5/29/18	701	DeShon, W. J.	8/15/18
11	Dougherty, G. L.	7/28/18	213	Smith, R. D.	5/22/18	701	Van De North, A. E.	7/26/18
11	Koontz, R.	4/22/18	220	Rogers, J. A.	7/30/18	702	Armstrong, H. K.	5/30/18
11	Martinez, H. L.	7/15/18	222	Smith, D. B.	7/6/18	712	Van Ord, W. D.	7/7/18
11	Mayer, R. W.	7/3/18	222	Weeks, G. C.	9/24/17	716	Hartfield, J. L.	7/1/18
11	Ornelas, T. A.	4/10/18	236	Duncan, E.	6/8/18	716	Lee, J. H.	7/8/18
11	Saxon, B. D.	6/6/18	237	Parkhill, B. C.	6/25/18	743	Underwood, L.	6/25/18
11	Shaw, J. E.	8/8/18	257	Enloe, J. D.	12/18/17	760	Finchum, N. R.	7/28/18
16	Langton, R. P.	7/24/18	258	Elander, J. W.	2/1/12	784	Hillman, C. R.	8/6/18
20	Capshaw, D. E.	7/31/18	261	Pinkston, A. A.	7/8/18	804	Cox, W. G.	5/16/18
20	Davis, C. T.	4/21/17	269	Doyle, D. M.	7/20/18	813	Tickle, J. C.	4/8/18
22	Thiessen, M. A.	7/12/18	275	Stapel, H. L.	7/2/18	840	Keebler, R. E.	7/26/18
24	Helsley, C.	7/14/18	278	Grant, D. A.	7/30/18	876	Brown, D. C.	7/23/18
25	Billey, N.	5/13/18	292	Clark, S. D.	7/27/18	876	Norton, B. C.	7/29/18
25	Bushman, W. J.	8/4/18	292	Fulkerson, J. K.	5/8/18	948	Montague, L. C.	7/27/18
25	Mansberger, J. S.	8/1/18	292	Hagen, R. W.	7/26/18	952	Murphy, J. A.	7/16/18
25	Romano, A. S.	7/26/18	292	Zierman, W. M.	5/22/18	953	Riley, J. F.	7/16/18
25	Vota, J.	8/2/18	294	LaFrance, D. E.	6/17/18	953	Thompson, J. D.	5/10/18
26	Cornett, C. S.	6/1/18	295	Burnette, R. J.	7/25/18	972	Schofield, J. D.	8/8/18
29	Grabam, A.	7/10/18	295	Crisco, E. A.	6/29/18	1186	Akamine, S.	6/21/18
34	Heller, G. A.	8/7/18	300	Marek, S. S.	5/7/18	1186	Matsuda, W. Y.	4/19/18
42	Kristopik, H. R.	6/28/18	305	Houser, J. A.	5/4/18	1249	Szucs, P. A.	8/12/18
46	Drake, J. L.	7/25/18	307	Lake, M. M.	7/23/18	1319	Booth, J. J.	8/29/18
48	Chandler, D. W.	6/25/18	309	Weiman, G. M.	7/10/18	1319	Gusler, J. A.	8/17/18
51	Rickman, C. F.	7/19/18	313	Austin, R. C.	12/11/17	1393	Schweiger, B. H.	7/13/18
53	McHenry III, J. L.	6/21/18	325	Walker, W. M.	6/15/18	1393	Sims, E. H.	7/13/18
57	Deveraux, T. V.	7/2/18	340	Bermudez, J.	8/6/18	1516	Mullins, S. L.	7/11/18
58	Anton, G. S.	8/6/18	340	Greene, D. D.	7/15/18	1547	Cook, J. E.	7/14/18
60	Krause, F. L.	7/17/18	340	Lanham, R. L.	8/9/18	1547	Rossow, C. L.	3/28/18
64	Nardella, J. P.	8/9/18	347	Duncan, J.	7/28/18	1687	Lannigan, P.	5/31/18
68	Driscoll, J. J.	6/30/18	347	Thompson, C. E.	6/18/18	1920	Lenz, K. D.	8/6/18
68	Feldman, B.	7/18/18	349	Pascual, F.	8/3/18	1925	O'Brien, W. F.	4/11/18
68	Smith, D. L.	7/23/18	349	Robbins, W. N.	4/8/18	2085	Bradbury, P. D.	3/3/18
68	Stevenson, K. C.	7/20/18	349	Zajac, C. J.	7/6/18	2085	Lackey, W. S.	5/28/18
70	Craig, L. G.	7/29/18	351	Keen, M.	8/17/18	2222	Cote, P. K.	6/9/18
71	Hudak, M.	4/2/18	351	Uhland, L. D.	7/23/18		Pens. (101) Schroader, L. D.	6/25/18
76	Craig, V. R.	4/15/18	353	Pearce, J. R.	8/11/18		Pens. (I.O.) Baker, R. F.	7/26/18
77	Justis, A. K.	7/29/18	357	Harvey, C. J.	8/18/18		Pens. (I.O.) Bass, M. R.	7/18/18
77	White, D. T.	6/15/18	363	Grunwald, R. P.	7/21/18		Pens. (I.O.) Best, N. C.	6/16/18
81	Zielinski, J. J.	8/17/18	364	Anderson, E. E.	7/26/18		Pens. (I.O.) Bond, R. W.	4/30/18
86	Bradshaw, A. M.	7/12/18	375	Fatzinger, H. R.	7/29/18		Pens. (I.O.) Brand, R. L.	7/13/18
86	Chambery, T. J.	10/27/17	405	Frericks, M. D.	8/3/18		Pens. (I.O.) Brebrick, T. J.	1/23/18
86	Kuhn, R. C.	8/11/18	412	Brickey, D. W.	7/14/18		Pens. (I.O.) Bruns, R. A.	8/9/18
89	Hibbard, M. A.	4/3/18	413	Copeland, G. W.	5/29/18		Pens. (I.O.) Cochran, F. W.	7/5/18
90	Brown, R. A.	7/26/18	424	MacDonald, K.	7/17/18		Pens. (I.O.) Damiani, P. D.	8/7/18
96	Giroux, R. A.	8/14/18	429	Kemp, R. K.	7/12/18		Pens. (I.O.) Davis, T. H.	5/6/18
96	Pratt, P. H.	2/26/18	440	Henson, J. E.	8/1/18		Pens. (I.O.) Fannin, R. G.	8/5/18
98	Bill, J. R.	8/7/18	445	Franklin, S. E.	7/14/18		Pens. (I.O.) Haight, R. L.	3/31/18
98	Cholminski, R.	8/25/18	456	Maul, N. F.	7/10/18		Pens. (I.O.) Langston, J. R.	8/28/17
98	Debenedto, R.	7/16/18	465	Duerst, P. R.	7/26/18		Pens. (I.O.) McBride, D.	6/20/18
98	Moyer, N. C.	8/16/18	466	Thompson, T. E.	8/4/18		Pens. (I.O.) Perry, A.	7/21/18
98	Whalen, T.	8/7/18	474	Jones, R. P.	6/12/18		Pens. (I.O.) Smith, P. G.	4/18/18
99	DeBritto, K. M.	7/26/18	474	Sain, M. E.	7/10/18		Pens. (I.O.) Smith, G. B.	7/22/18
102	Deeney, J. T.	5/26/18	477	Millard, G.	6/3/18		Pens. (I.O.) Spriggs, D. H.	6/8/18
103	Cullen, J. A.	7/26/18	479	Tampke, J. M.	6/29/18		Pens. (I.O.) Swenson, R. P.	6/19/18
103	Jones, J. R.	4/8/18	480	Dority, T. A.	7/25/18		Pens. (I.O.) Walsh, E. V.	6/8/18
104	Cornell, L. A.	5/1/18	481	Carson, R. D.	7/17/18		Pens. (I.O.) Watkins, A. C.	2/14/17
104	Ford, M. P.	7/2/18	494	Johnson, D. C.	8/15/18			



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

EXECUTIVE OFFICERS	Fourth District	Third District	THE ELECTRICAL WORKER
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<b>Kenneth W. Cooper</b> International Secretary-Treasurer	Sixth District <b>John E. Easton Jr.</b>	Fifth District <b>Joe S. Davis</b>	<b>Matt Spence</b>
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			<b>Michael Pointer</b>
			<b>Janelle Hartman</b>
			<b>Joe Conway</b>



### 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.

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# LOCAL LINES

## Solidarity Celebrated — ‘Right-to-Work’ Defeated

L.U. 1 (as,c,ees,ei,em,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO — Merriam-Webster’s dictionary defines solidarity as: “Unity (as a group or class) that produces or is based on community of interests, objectives, and standards.”

In a momentous display of solidarity, on Tuesday, Aug. 7, Missourians cast 937,241 “no” votes to defeat Prop A, thus overturning the state right-to-work law.

“Right-to-work is a misnomer,” said IBEW Local 1 Event Tech Randy Igou. Bro. Igou further explained that, “It prays on the ignorance of people that are voting based on just the title.” **[Editor’s Note: To read more, see news story “IBEW Members Help Kill Right-to-Work in Missouri,” posted on the IBEW website at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]**

Missouri AFL-CIO Pres. Mike Louis stated, “We must remember to vote against politicians who supported Prop A and vote for candidates who will fight for working people.”

IBEW Locals 1, 4, 1439 and 1455 continued the celebration of solidarity at the St. Louis Labor Council’s Labor Day parade on Monday, Sept. 3. According to IBEW Local 1 Pres. Donald J. Bresnan Jr., “Over 600 members and their families participated and enjoyed the picnic held afterwards at Wilmore Park.”

Local 1 Bus. Mgr. Frank Jacobs emphasized that, “The work isn’t finished. Voters must make their voices heard!”

On a sad note, we mourn the passing of the following members: Seymour Levitt, Kenneth Landwehr Sr., Carl Menzel, Michael Walther and R.L. Neel.

*Jan Bresnan, P.S.*

## Newly Elected Officers ‘A Change of Leadership’

L.U. 11 (i,rts&spa), LOS ANGELES, CA — June 2018 saw a change of leadership as the members of Local 11 voted in the Barton/Roten slate. Sixteen of the 17 officers of the local were replaced in a hard-fought campaign that has installed Joel Barton as business manager/financial secretary, and Gaylord “Rusty” Roten as president. Both brothers are 38-year members of the IBEW, serving with distinction on many of the committees of Local 11, as well as business agents and delegates to numerous IBEW Conventions. We congratulate them on a stunning victory and look to a productive and positive future with their leadership.

Congratulations are also in order for the rest of the Barton/Roten slate. The election saw Jane Templin once again capture the vote for vice president; Dave Grabowski as the new treasurer; and Carl Tomczak as the new recording secretary. The newly

elected Executive Board members are: Art Diaz, Michael Hawkins, John Parks, Chris Guerra, Virgle Benson, Jerry Pavia and Benjamin Frank. Our newly elected Examining Board members are: James Streip, Shawn McDonald, Jacob Troncoza, Carl Mascarenas and Alejandro Landa.

*Chuck Webb, P.S.*



*Local 15 Pres./Bus. Mgr. Dean Apple (right) presents 50-year service award to retired member Charlie Reader.*

## Honors for Longtime Service

L.U. 15 (u), DOWNERS GROVE, IL — Pres./Bus. Mgr. Dean Apple presented Bro. Charlie Reader with an IBEW service pin and certificate commemorating his 50 years of service. They enjoyed lunch as Charlie shared stories related to his history at Dresden Nuclear Power Station and Local 15. Pres. Apple said he enjoyed listening to Bro. Reader discuss advances in the nuclear industry and the union’s involvement in these advances. Charlie has a vast knowledge of the industry based on personal experience.

Charlie started his career as a “station man” at Dresden Nuclear Power Station in 1968. To put this in perspective, he was working at the station two years before Units 2 and 3 went into service (1970). He was promoted into the Operations Department a few years later and held the positions of “B” operator, high-voltage operator and equipment operator. Over the years, he has trained virtually every IBEW union operator at Dresden Station during some point of their career. Charlie was the union steward for the Operations Department for more than 15 years.

Charlie retired in June 2018. Congratulations to Charlie for his half-century of dedicated service, and best wishes to him for a long and healthy retirement.

*Sam Studer, P.S.*

## Linemen Continuous Education Training Program Provided

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI — For more than two years, Local 17 has worked with DTE Energy and our line construction contractors to fund training for our journeyman linemen. We are pleased to announce that for the first time in our known history, Local 17 will provide a continuous education training program to our linemen. We have attended too many funerals, visited too many hospitals, and watched too many families lose loved ones to not move forward with enhancing our linemen skill set.

Most of the training will be centered on safety. OSHA 10 Transmission and Distribution, Safe Worker Observations (being your brother’s keeper), IBEW Code of Excellence, and Restore Before Repair principles are just a few of the three-day training modules.

DTE Energy and Local 17 have come together to negotiate safer work practices while working aloft. In August, the parties agreed to no longer allow one man to work primary voltages alone. As of this writing, you must have two linemen in the air when working within Minimum Approach Distance (MAD). This is a very proactive move in the name of safety. We have seen a number of accidents where one person was working in the primary zone. Our culture has morphed into something that none of us intended — and it must stop! There was a day not long ago when such a practice would never be allowed. We are in the process of making this an across-the-board minimum standard for contractors as well.

With pride and professionalism,

*Dean Bradley, B.M./F.S.*

## Scholarships Awarded; Contract Negotiations

L.U. 21 (catv,em,govt,mt,ptc&t), DOWNERS GROVE, IL — Each year, our local awards up to eight \$1,000 scholarships to our members and their immediate family. This year’s essay topics were: “How can the union grow stronger in the wake of right-to-work?” and “What do you get from growing up in a union home?”

We congratulate our 2018 scholarship winners and their parents. This year’s scholarship recipients are: Tyler Dahm, Lauren LaMore, Cieran Locke, Amanda Rodriguez, Matthew Rodriguez, Lenette Ruiz, Kacie Sherman and Thomas Stancato.

Our local union elections were held in June. We congratulate our newly elected unit officers and welcome Cedric Wouldfolk and Steve Bauer to our Executive Board. We thank Errick Houston and Eric Slattery for their many years of dedication serving on our Executive Board; both decided it was time for other members to have the opportunity to become more involved in our union.

While our members working at the City of Chicago Office of Emergency Management 911 Center are fighting City Hall as of press time to reach a new agreement, our members at CBRE company have ratified their new contract. Highlights of the new four-year CBRE agreement include: an 11 percent wage increase over the life of the agreement, and no negative changes to health-care language.

*Bob Przybylinski, R.S.*



*IBEW Local 21 members employed at the City of Chicago 911 Center take on City Hall and rally for a fair contract.*

## Submitting Local Lines Articles

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

## Trade Classifications

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

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





Local 37 Executive Board and assistant business managers.

## Local 37 Election Results

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — Local 37 held its election of officers this past June. Ross Galbraith was re-elected to serve a fourth term as business manager/financial secretary. Also elected were four Table Officers: Dave Brown (president); Glenn Hubbard (vice president); Gaetan Chiasson (treasurer); Wanda Hierlihy (secretary); and 11 additional E-Board members.

Making sure the election was run fairly and efficiently required the hard work and dedication of an outstanding team of volunteer members and the staff of Local 37. The team worked under the supervision of election judge Phil Hepditch. Phil deserves special thanks for the excellent job he did running an election that was fair, professional, and transparent.

A thank-you is also due to the outgoing E-Board members for their commitment and service to the members. And welcome to all new, and returning, E-Board members. The work you do carrying out our local's mission to work as a team to improve the lives of our members and their families is greatly appreciated.

Mary Williamson, A.B.M.

## 70-Year Service Awards; Labor Friendly Candidates

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — During our most recent pensioners luncheon Eugene Damian, John Healy, A. John Peters and Clinton Johnston all received their IBEW 70-year pin. Bro. Johnston is 102 years old, served in World War II and drove himself to the luncheon. It was a pleasure to see the retired members and to hear stories of years past. From the stories I heard, their competitiveness is still driving them today.

A few weeks ago, Bus. Mgr. Mike Gaiser sent out a list of Local 41's endorsed political candidates. The decision of which candidates are endorsed is not



Local 41 Retirees Club Pres. Frank Mahoney (left), 70-year-pin recipient Clinton Johnston (center) and Bus. Mgr. Mike Gaiser.

one that is taken lightly. Local 41's endorsement of a candidate is based on our past relationship with a candidate, not the candidate's party affiliation. What matters most to us is the candidate's voting record on labor legislation, the candidate's background, or how the candidate interviews with us. Please vote in this upcoming election and consider voting for our endorsed candidates. When our membership votes, we can make a difference in the outcome.

Gregory R. Inglut, A.B.M.



At Local 47's summer picnic, members and their families enjoy a water-balloon toss.

## Summer Activities a Success; Contract Negotiation Updates

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters. Our recent summer events were a great success.

At our members' picnic, more than 5,500 Local 47 members and their families attended and enjoyed a great day. We also held our 18th annual IBEW Local 47 Memorial Golf Tournament. At the time of this writing, our 15th annual IBEW Local 47 Brotherhood Motorcycle Rally was scheduled to take place on Oct. 6 this year.

Local 47 members employed by the City of Banning and the City of Colton obtained rubber glove pay for the first time due to their new contracts.

Bargaining continues as of press time for members employed with Irvine Ranch Water District and the City of Anaheim-Management Group.

The new Morongo collective bargaining agreement (CBA) took effect on July 16 this year.

At Utilquest, bargaining continues at press time. We filed a ULP on Utilquest management for making threatening comments if the union wasn't voted out on a decertification.

With sadness we report the death this year of several members: Steve Armitage, Jay Fisher, Kevin Smith and Jim Weir. Our condolences and prayers are with their loved ones.

We would like to welcome our Southern California Edison (SCE) program writers. They voted on Aug. 9 for IBEW Local 47 representation. The vote results were: 16 "yes" and six "no." Congratulations and welcome to our new members.

Live free and safe — Work and buy union!

Mitch Smith, P.S.

## Illinois AFL-CIO Award For Community Service

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Michael A. Fair, Local 51 journeyman lineman, was awarded the Illinois AFL-CIO Robert G. Gibson Community Services Award for 2018.

For the past nine years, Mike has made it a habit to throw whatever change is in his pocket at the end of the day into a coffee can. From there, he does something great. During the holidays, he talks to social workers at area schools who give him the names of children whose families are less privileged. His job as a lineman also puts him in touch with families who might need help with their child's holiday gift. On Christmas Eve, he personally delivers brand new bicycles to these kids. As of last Christmas, he has given away approximately 600 bicycles to area families, including 72 last year. Bro. Fair is a leader, and his record of service to his community, his union, and his country — he was a master sergeant in the U. S. Army for 22 years — is a model to which we should all aspire.

Line clearance tree trimming is at full employment. Our distribution work is slow, and transmission/substation work is steady. The officers and staff of Local 51 wish all our members a happy Thanksgiving. Please be safe, give eight hours of work for eight



Local 51 journeyman lineman Mike Fair (second from left) receives Illinois AFL-CIO community services award. From left: Illinois AFL-CIO Sec. Treas. Tim Drea; Mike Fair; Illinois AFL-CIO Pres. Michael Carrigan; and Local 51 Bus. Mgr. John Johnson.



Des Moines, Iowa, IBEW Local 55 members and their families gather for 2018 Labor Day parade.

hours of pay, and attend your unit meeting.

Karlene Knisley, B.R.

## Welcome to New Members; Labor Day Parade & Celebration

L.U. 55 (c,lctt,o&u), DES MOINES, IOWA — Hello, brothers and sisters. Welcome and congratulations to a new clerical unit from WIPCO. Our local continues to grow and we are honored to have them as new members.

On Labor Day, we had several large floats in the parade, which starts at the State Capitol and goes for 18 blocks to the State Fair Grounds. We were deluged by a hard rain for the entire distance. Our members and families were soaked but steadfast in their resolve to show their pride in organized labor. [Photo, at bottom.] We were awestruck and humbled to see so many families with small children along the way standing in water over their ankles to honor us. We were glad to see our former business manager Mike Brooks in the parade and doing well! Afterward, we went to Union Park to join other local unions for a catered picnic. For the kids, there were inflatable jumping games, face painting and balloons. Everyone enjoyed plenty of good food and drinks. This was also the second annual Cradling for Life Tug-of-War. Last year, Local 55 was the winner. This year, IBEW Local 347 won the trophy.

At this writing, we still have a call for linemen. We also need directional boring operators. We have several wind farms and a lot of both transmission and distribution projects going on.

Let's stop and remember all those who came before us to make this industry what it is today!

Let's make sure we go to the polls in November and elect people who will support organized labor! Never take anything for granted. Think safety and work safely.

Myron Green, P.S.

## 'Flag of Honor' Displayed; New Members Sworn In

L.U. 71 (lctt,o&rtb), COLUMBUS, OHIO — Unit Chairman Jack Reincke swore in four of the local's newest members at our September Cincinnati unit meeting. In the background was a flag honoring all those lives lost that heartbreaking morning of Sept. 11, 2001. The flag also reflects the names of those who lost their lives in the World Trade Tower garage bombings on Feb. 26, 1993.

We thank retired Bro. John Messick for sharing this emotional yet stunning display for all of us to appreciate. The members present were also witness to retired Bro. James "Jim" Carmack receiving his IBEW 50-year service award pin. Jim also brought along retired Bro.



## LOCAL LINES

Jack Carmack for the occasion.

Local 71's work picture has not changed, with open calls as of this writing. Our work picture looks good for the foreseeable future.

I hope everyone has a happy Thanksgiving. Work safe, work smart, and remember: "United We Stand, and Divided We Fall."

*Bryan Stage, B.M./F.S.*



IBEW Local 81 presents donation to AEM Food Pantry representative Nancy Thompson (third from left). From left: Local 81 journey worker Brittany Fenner, apprentice Joshua Seguire, [Thompson], Training Dir. Michael Brust, Pres. Michael McDermott, Bus. Mgr. Paul Casparro, and apprentice Robert Lesniak.

## Food Drive a Success

L.U. 81 (i), SCRANTON, PA — The Scranton Electricians/IBEW Local 81 Apprenticeship Program sponsored a food drive to benefit the Abington Ecumenical Ministerium Food Pantry in Dalton, PA.

The food pantry serves families in the Abington Heights and Lackawanna Trail school districts. Currently, approximately 70 families utilize this food pantry on a regular basis. Nonperishable food items, personal items and paper and cleaning products were donated by Local 81 apprentices and journey workers. Additionally, AEM received monetary donations from NECA, IBEW Local 81 and Everon Electrical Contractors.

*Mike Brust, P.S.*

## Steward Training Classes; Solidarity & Appreciation

L.U. 97 (u), SYRACUSE, NY — Thank you to all the members and retirees who came out for the Appreciation Events held earlier this fall. Great times were had with old friendships renewed and greater solidarity built.

Also, thanks to the stewards who attended training last month. It was great to see the enthusiasm and interest from our next generation of union activists. Additional classes will be scheduled for those who were unable to attend this time around.

As this publication comes out just before the holiday season, let's not forget those less fortunate. Many people do not enjoy the solid pay and benefits that union workers do. Please support the United Way drive in your workplace, or the "adopt a family" effort, which occurs in some work locations, or give in your own way to make another family's holiday a little bit better.

And from the officers and staff of Local 97, happy holidays!

*Dan Machold, B.R./P.S.*

## Projects Underway in Boston

L.U. 103 (cs&i), BOSTON, MA — Work continues to be strong in Boston. Many exciting projects are under construction and will keep our electricians and technicians busy for quite some time.



Local 103 electricians and technicians, with Bus. Mgr. Lou Antonellis (front row, fourth from left) and Pres. Bob Sheehan (front row, fifth from left), at the Encore Boston project job site.

Massport's Terminal B, the Seaport area, Kendall Square, One Dalton Street, and the Hub at Causeway are just a few of the projects that are changing Boston, but none of them is bigger or more exciting than Encore Boston Harbor Casino. It has recently topped off and is in full swing with 14 Local 103 contractors on-site employing crews of 500+ Local 103 brothers and sisters seven days a week. This is the first five-star urban gaming resort in the country.

Infrastructure projects and the city's hospitals and universities have provided millions of man-hours per year for Local 103 members. Now, we will have a resort-style hotel and casino as a major economic engine to provide 100 percent union jobs. The casino project is 60 percent complete and is on schedule for a June 2019 grand opening.

*Jimmy Fleming, P.S.*

started creating many opportunities in our traffic unit.

The officers, staff and Executive Board wish you and your families a safe and prosperous holiday season. The generosity and compassion of the membership is amazing during the holidays. Thank you to all for participating in the various events. Work safe and please attend your union meetings.

*Patrick S. Quinn, P.S.*

## Organizing Open House; 2018 Apprentice Graduates

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — Work has been steady this summer. The two hospital projects have kept most of us working. We are hopeful for a great 2019!

On Aug. 23, Local 113 hosted an open house and BBQ for all non-members living in our jurisdiction. Many were introduced to what work and life is like in a Brotherhood. It took a lot of time and effort by our organizers Les Thompson and Daniel Mondragon, along with the many members who volunteered their time to make this a huge success. Thank you!

Local 113 would like to recognize the apprenticeship graduating class of 2018. Among the graduates achieving their journeyman wireman licenses are: Samuel Comer, Anthony Davis, Judah Eder, Justin Fauland, Christopher Green (outstanding apprentice award recipient), Gary Hendrickson, Tyler Patzner, James C. Snare III, and Zachary Williams (highest GPA). Voice-data-video graduates: Sam LaRocca and Stephen Coats (highest GPA).

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

*Brian Putnam, P.S.*

## 111<sup>th</sup> Anniversary Celebrated; Three-Year Contract Ratified

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO — The officers, staff and Executive Board would like to recognize the newly chartered Local 111 Women's Committee — reportedly the first in the Eighth District. Congratulations to all involved!

With great pride, on Sept. 8 we celebrated the 111th anniversary of Local 111 with a family-friendly evening at the Denver Zoo. We appreciate the overwhelming participation in this event. It was a great success and over 1,000 attended.

The Labor Day parade was a tremendous success with Local 111's float entry taking first place in the parade theme "everyday heroes" and "noncommercial float." The parade committee did a great job. Thank you to members and their families for participating.

The construction unit has a new three-year contract. Highlights include a 3.25 percent general wage increase each year, as well as improved health and welfare benefits. The Interstate Highway 70 project has



Local 113 congratulates class of 2018 apprenticeship graduates.

# IBEW MERCHANDISE



### IBEW Right Choice Hat \$9.50

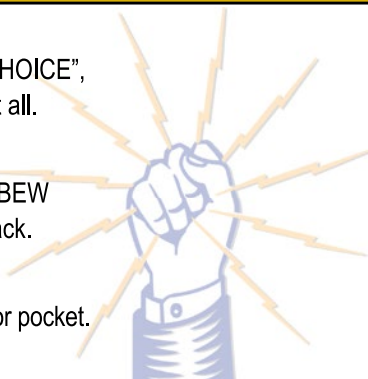
Black twill hat with yellow lettering, "THE RIGHT CHOICE", and IBEW initials on the back. Adjustable size to fit all.

### Embossed Denim Jacket \$51.00

100% cotton, rugged blue denim, with embossed IBEW initials on front and large 10" embossed logo on back.

### Clip on Key Reel \$3.00

Self-retracting key reel that can be attached to belt or pocket. Features IBEW initials and logo.



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

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



## Solidarity is Key — Fundraiser a Success

L.U. 125 (lctt,o,t&u), PORTLAND, OR — Brotherhood/Sisterhood. Are we embracing our union brothers and sisters? As so much negativity dominates the news and even our workplaces, it is so important that we never lose sight of our IBEW Constitution objectives. Many of us know the first one — “to organize all workers in the entire electrical industry. ...” Do you know that one also states that we should assist each other in sickness or distress?

Bro. John Howard is a veteran who recently stepped up to organize a fundraiser for Bro. Phil Pomeroy, who was diagnosed with cancer. Howard donated a gun and accessories to raffle as a means of raising funds to assist a brother. On Sept. 4, 2018, Howard drew Bro. Jeff Carson's name as the winner. Carson declined to accept the gun but was proud to acknowledge that Howard's idea led to raising \$11,000 by members throughout the local.

Please make sure that you are registered to vote in upcoming elections. The attacks on organized labor are not slowing, and all votes are needed to ensure that your rights to organize and collectively bargain are not taken away. Your voice matters; use it!

*Marcy Grail, A.B.M.*



*IBEW Local 193 contingent marches in Labor Day parade, with Bro. Richard Condor carrying the American flag and retired Bro. Greg Campbell carrying the IBEW flag.*

## Joint Labor Day Celebration; A Win for Working Families

L.U. 193 (i,lctt,o,rts,spa&u), SPRINGFIELD, IL — Always make sure you and your family members are registered to vote. Research the issues and vote for those who will defend the gains and conditions labor has fought for. If you would like to volunteer for future election campaigns, contact the union hall for more information.

Congratulations to voters in the state of Missouri for overturning that state's so-called “right-to-work” legislation. Working people and labor prevailed in this case by a resounding margin. This big win in Missouri shows that unions will continue to fight on behalf of their members and all working families. **[Editor's Note: To read more, see news story “IBEW Members Help Kill Right-to-Work in Missouri,” posted on the IBEW website at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]**

After the Labor Day parade in September, a joint Labor Day celebration with IBEW Locals 193, 51 and 21 was held at the Anchor Boat Club on Lake Springfield. The 23rd annual IBEW Local 193 Members Memorial and Scholarship Fund Golf Outing took place Aug. 25 at Lincoln Greens Golf Course. Thanks to all who participated, a good time was had. Thanks to Rich Sanchez for planning the annual golf outing event.

The Journeyman Wireman Book I has 40 members on it at the time of this writing. The HillTopper Wind Project in Logan County is well underway and is scheduled to be up and running by the end of the year.

Our condolences to the family of retired Bro. Dale Osterholt, who passed away.

*Don Hudson, P.S.*



*Local 197 members, joined by friends and family, show union pride at McLean County Labor Day parade in Illinois. Sen. Dick Durbin (at front, center) joined the contingent.*

## 2018 Labor Day Parade; Strong Member Participation

L.U. 197 (em&i), BLOOMINGTON, IL — We hope everyone enjoyed a safe and happy Labor Day weekend in September. We thank all of our members who participated in this year's Labor Day parade. We were honored and humbled that Sen. Dick Durbin was able to join us and take part in the celebration of our day, Labor Day. Sen. Durbin took time from his

busy schedule to meet, greet, and walk the parade route with union men and women.

We are happy to report that our local work has picked up this year. Unfortunately, our books are not clear, but we have seen the number of hours worked grow steadily throughout the year. As we look ahead to 2019, the work picture shines

yet a little brighter.

At the time of this writing, the 2018 election cycle is moving full speed ahead. We are fired up and looking to take back the governor's seat in Illinois, where we have a friend of organized labor running for that office, candidate J.B. Pritzker. We have endured too much damage from Bruce Rauner and must defeat him in November.

Congratulations to Steve Batty, Kelly Gorman, Todd Kellar and Tom Wall for winning the annual golf tournament. Once again, the golf committee of Jack Roberts, Robin Roberts, Dan Uhlir, Matt Wall and Bob Williams did an outstanding job. Thanks to all the members and our brothers from other locals who participated. Everyone had a good time. Remember to get involved in the local and stay involved!

*Mike Raikes, Pres.*



*Local 245 contingent gathers as Bus. Mgr. Larry Tscherne prepares to lead members and their families in the Labor Day parade.*

## Contract Negotiations

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OHIO — Summer is fading fast as I write this article. At press time, NASA and Nelson Tree negotiations are ongoing, while the 71/245 negotiations are starting. The NAES contract negotiations will start sometime before year's end. Outside construction work is steady at this writing, with some new work on the horizon around November.

You probably have heard enough about politics by now to last you a lifetime, and I don't blame you. Don't let that discourage you from voting. As much as you may not like politics and politicians, they have a huge effect on our lives. In fact, as of this writing the fate of three nuclear power plants and over 3,000 jobs are in the hands of the politicians; without some legislation to level the playing field, those plants have little hope.

On the social front, 300-plus members and their families enjoyed a picnic meal and a ballgame at Local 245's annual Mud Hens outing. Along with the great food, attendees were treated to an exciting ballgame, which the Mud Hens won in extra innings. Big thanks to Lisa Tracy and Amanda Parker for a job well-done.

On Labor Day, Local 245 members and their families took to the streets of Toledo to march with union brothers and sisters in the annual Labor Day parade. This year's theme was: “We all win when we're all in.” [See photo, at bottom.]

Always remember to work safe and to vote!

*Ray Zychowicz, P.S.*

## Spirit AeroSystems Unit Achieves a Milestone

L.U. 271 (i,rts&spa), WICHITA, KS — Our brothers and sisters at the Spirit AeroSystems unit of Local 271 earned a significant milestone in July. This unit of 179 machine maintenance and power distribution electricians and apprentices reached 100 percent membership for the first time in over 30 years. This unit is “BA” representation membership. This is a huge achievement considering Kansas is a “right-to-work” state. This unit is currently in year 8 of a 10-year con-

tract with Spirit, which was formerly a Boeing aircraft plant since the 1930s.

IBEW Local 271 was chartered on April 10, 1914, and the Boeing unit (now Spirit) joined the local when the electricians split from the International Association of Machinists in 1955. The electricians at Spirit maintain all of the electrical systems including the high-voltage service, machine maintenance, radio/electronics repair, machine networking/software accreditation, and cabling/communications network. This unit started their own apprenticeship program seven years ago and has since graduated 10 apprentices. Currently there are 18 apprentices in the unit.

The Local 271 Spirit Unit contract expires in September 2020, and successfully reaching 100 percent membership sends a strong signal to the company that the Brotherhood is fully united for the upcoming negotiations.

*Chris Bickel,  
Spirit Unit Executive Cte.*

## Work Picture Improves

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — The work picture for the inside branch has improved with the re-opening of U. S. Steel in Granite City. The mill was shuttered for two years. With the help of labor-friendly local politicians and the anticipated maintenance at the Gary Works plant in Indiana, the Granite City plant is giving our journeyman wiremen a much-needed economic boost.

Work for the outside branch remains strong. Most of the work is transmission and substation work.

The Labor Day parade in Belleville was once again well-attended by our membership.

It is important to get out and vote in November midterm elections. Your future and your family's future depend on it. We need to show anti-union Bruce Rauner the door and elect J. B. Pritzker as governor.

Labor showed what it can do with the defeat of “right-to-work” in Missouri. We can score another big win for working people by voting in the November midterms to elect labor-friendly candidates in Illinois.

*Scott Tweedy, A.B.M.*

## Members Hold Public Office

L.U. 313 (i&spa), WILMINGTON, DE — Election time is important, and we always have current and retired members from across the state involved in political races and issues important to working people.

Delaware state Rep. Michael Mulrooney, a Local 313 member, will retire this year after 20 years in the Legislature. He was instrumental in introducing and passing the Electrical License law helping to protect our work.

Delaware state Sen. Jack Walsh, along with Rep. Mulrooney, has supported our efforts, and introduced and helped pass the Union Security Clause Bill to eliminate a possible “right-to-work” zone in the state of Delaware.

Together, Walsh and Mulrooney have defended their working-class and labor constituents by fighting legislation that would hinder or eliminate labor protections.

Retired Bro. Jim Hussey is a Democratic Party vice chair and has been a committee member for over 40 years.

Bro. Anthony DeLuca, former state senator, served as president pro tempore of the Senate. He also chaired numerous Senate committees during his illustrious tenure from 1998-2013.

Bro. Fionn Welch is a member of the Riverfront Development Committee, appointed by the governor.

The governor appointed Bros. Robert MacLennan and Anthony Roca to the Electrical Examiners Board.

Our apologies to the many members we do not



## LOCAL LINES



Local 313 hockey team wins division championship trophy.

have space to mention here. Countless members donate their time and efforts to politics in Delaware and to other worthy causes.

On another note: Congratulations to our Local 313 hockey team for winning the division championship in their inaugural season.

Bruce W. Esper, P.S.

## 2018 Elections — 'Will Minn. Become RTW?'

L.U. 343 (i,spa&st), LE SUEUR, MN — November is the month we take time to give thanks.

Be thankful on Veterans Day, Nov. 11. Our current and future veterans have put their lives in harm's way to keep our lives safe.

Be thankful on Thanksgiving Day, Nov. 22. Our country celebrates, as a nation, with family and friends, the blessings we have received.

Will we be thankful on post-election day, Nov. 7? If we as union members voted our paychecks, we will be thankful for electing a governor who will keep Minnesota free from becoming a "right-to-work" state. Whatever the outcome of the election, the truth remains: United we bargain and divided we beg.

Local 343 thanks all the traveling brothers and sisters for helping fill the job calls at the Prairie Island nuclear plant, the Mankato Energy Center, and other projects throughout our jurisdiction. There is strength in solidarity.

Give a Christmas gift with meaning — buy "Made in USA."

Tom Small, P.S.

## Championship Team — Midwest Softball Tournament

L.U. 369 (em,es,i,lctt,ortb,rts,spa&u), LOUISVILLE, KY — Congratulations to our Local 369 softball team! In July, these brothers won the 47th annual Midwest



Local 369 softball team wins 47th annual Midwest IBEW Softball Tournament.

IBEW Softball Tournament held in Chicago.

The Local 369 championship team included: Hunter Johnson, Rob Williams, Ron Dean, Cody Lacefield, Brandon Haag, Jeremy Duke, Brandon Willman, Clark Berger, Chris Mullenex, Turbo Thornsberry, Cody Strong, Tommy Woernley, Evan Bohr, Cody Bott, and Mark Simon.

Special thanks to Bus. Mgr. Charlie Essex for all his years of service to Local 369 winning teams. Because of his work schedule he was unable to attend the July tournament.

Congratulations to all involved in the Local 369 team's success!

Gene Holthouser, B.R.

## Local Awarded 'RCAP' Grant

L.U. 375 (catv,ees,et,govt,i&mo), ALLENTOWN, PA — As we all know, politics play a huge role in the advancement of our union. It is even better on rare occasions when the two sides of the aisle meet in the middle to help fund and promote union apprenticeships.

That is what happened here in the Lehigh Valley. It started with our local relocating to a brand-new facility in the heart of our downtown. During that process, Pennsylvania state Rep. Peter Schweyer (D) and state Rep. Mike Schlossberg (D) worked with state Sen. Pat Browne (R) to help create better job opportunities for our local.

As these leaders worked together, we were awarded \$500,000 through a Redevelopment Assistance Capital Program (RCAP) grant.

Our labor-friendly Gov. Tom Wolf (D) matched the \$500,000 to make a grand total of \$1 million.

We are very appreciative of our political friends recognizing the great work that we do here and rewarding us with funds to help improve our facilities for apprentices and journeyman upgrade training. This money will be put to good use, as we have plans to expand our Brotherhood through various apprenticeship opportunities.

In closing, remember: Your vote counts!

Justin Grimshaw, A.B.M.

## Opportunity for Growth; New Members Welcomed

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — Work has really ramped up in the last few months and looks like it will continue for quite some time, for both inside and outside construction. We have a great opportunity for growth and we are working to capitalize every way we can. We have already seen a good number of new members this year and are working to welcome and help them any way we can. Our Local 449 functions have been well-attended. We are excited for the new commitment and leadership we are seeing in our younger members and the growth of our RENEW group.

Congratulations to our recent retirees: Bros. Kirk Edge and Scott Scherbinske. Best of wishes to you, brothers!

We pay tribute in memory of the late Bro. Ken Bielenberg. He is truly missed, and our heartfelt condolences go out to his family and friends.

Ned Jones, B.M.



Local 499 swears in new members: Andrew Tilley, Ryan Brown, Matt Martin, Timothy Wieseler and Mike Maher.

souri," posted on the IBEW website at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]

In memoriam: Bro. Davey Fullerton passed away, after an illness with cancer, on June 5 this year. Davey was a hard worker, and a friend to many. He was always ready to help a member in need. He will be missed.

Holly Calkins Spencer, P.S.

## 'Welcome to New Members'

L.U. 499 (u), DES MOINES, IOWA — IBEW Local 499 represents workers employed by MidAmerican Energy. More than 98 percent of those eligible are members of Local 499, and the local continually strives to make that 100 percent membership.

Pictured in the accompanying photo (above, right) are five new members being sworn in by Bus. Rep. John Dunlap at the Council Bluffs union meeting. Welcome and congratulations to those new members: apprentice linemen Andrew Tilley and Ryan Brown; journeyman linemen Matt Martin and Timothy Wieseler; and service technician Mike Maher. Thank you to our chief steward, Jim Carroll, for sending the picture in.

Local 499 wishes all our members a very happy holiday season!

Sarah Faber, R.S.



IBEW Local 453 journeyman Lonnie Hensley puts up a "No to Prop A" sign in Missouri.

## Right-to-Work Ignites Missouri

L.U. 453 (govt,i,rtb,rts&spa), SPRINGFIELD, MO — Resignation and pessimism knotted up every face in the union hall at Local 453's March brotherhood meeting. Without the permission of the citizens of Missouri, the newly elected governor of Missouri had signed so-called "right-to-work" into law.

We knew that right-to-work measures had effectively undermined union membership in 20 of the 26 states that held the law. Prevailing wage was in the governor's crosshairs, and we had to take action.

Over the next months, union brothers and sisters stood on the corners of baseball games, in parking lots outside grocery stores, took petitions to the jobsite, and rallied families. Members also participated in phone banks to talk to voters about the RTW measure.

Some 310,000 petition signatures were collected to call for a ballot referendum on the issue. (That was 210,000 more signatures than Missouri's requirement.)

When the ballot measure came to a vote on Aug. 7, right-to-work was defeated by a resounding margin of 67.3 percent. Opposition to Prop A unified Missouri. [Editor's Note: To read more, see news story, "IBEW Members Help Kill Right-to-Work in Mis-

## Solid Work Outlook; Summer Events a Success

L.U. 531 (i), LAPORTE, IN — It was a busy summer once again for our local here in northwest Indiana. Local 531 had its annual golf outing again at Chesapeake Run Golf Course in North Judson. The rain held off for the most part, and it turned out to be a great day of fun for all who attended.

The local also held its summertime picnic again this year at the Porter County Expo Center. The weather was great and there was a big turnout of members for this popular event.

Both of those events are a great opportunity for many members to see fellow union brothers and sisters they might not ordinarily see on the jobsite. Thanks to all the volunteers who put in many hours of hard work to make these events such a success.

Elsewhere in the local, the work picture remains strong throughout the remainder of this year and well into next year.

**HAVE YOU MOVED?**  
Notify us of an address change  
[www.ibew.org/ChangeMyAddress](http://www.ibew.org/ChangeMyAddress)  
or call 202-728-6263





Volunteers from Local 531 assemble at summer picnic.

I hope everybody enjoyed the many summertime activities throughout our local and look forward to seeing everybody again soon.

Jeremy Woolever, P.S.

## 'A Busy Summer of Work'

L.U. 557 (i,mt,rts&spa), SAGINAW, MI — Local 557 members enjoyed a busy summer of work in the area. With a little help from our sister local to the south, members were treated to a healthy dose of work for the summer. High-profile projects have also popped up in the Saginaw area and should continue to keep members going. Positive things are being achieved in Local 557 and the membership is excited for what the future holds.

Congratulations to the latest graduates of our apprenticeship program. Those who complete the program will find out, as many others have, that a five-year commitment to the IBEW apprenticeship program will equal a lifetime of benefits. Completing the program may seem hard at times but the end goal is well worth it. Completing an IBEW apprenticeship should never be undervalued. Congratulations to the recent graduates: Daniel Christensen, Johnathon Roedel, Joshua Williamsen, Howard Revard and Rex Christian. We wish each of them the best of luck throughout their IBEW career.

Evan Allardyce, B.M.



Local 557 congratulates apprentice graduates. From left, graduates Dan Christensen, John Roedel, Josh Williamsen and Howard Revard, and Apprenticeship Dir. Rick Mason. Not Pictured: graduate Rex Christian.

## IBEW 569 Softball Champions

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — First, we wish to congratulate our IBEW 569 "A Team" — they are again the champion team of the IBEW Ninth District Softball Tournament!

We also commend our RENEW Committee for partnering with the Make-A-Wish Foundation on a special project to install and hook up the electrical of a swim spa for a local boy and his family. Thank you to Dean Glidewell and Elizabeth Niemann for taking the lead on this project.

We also congratulate our 2018 Outstanding Apprentice graduates for being recognized and attending the National Training Institute held at the University of Michigan Ann Arbor. They each met NECA Pres. David Long and IBEW Int. Pres. Lonnie R. Steven-

son, and received a certificate from the Electrical Training Alliance for their tremendous achievement.

And congrats to our Retirees Club and the United Sparkies — our IBEW 569 Women's Committee — for their formation and getting chartered and recognized by our International!

Finally, we congratulate our 258 IBEW Local 569 members who received their service pins to commemorate more than 20 years of IBEW membership — including Kenneth Glaze, Ward Shafer and Edwin Turner, who have been with the IBEW for 70 years!

Gretchen K. Newsom, P.S./Organizer



The IBEW Local 569 "A Team," champions of the Ninth District Softball Tournament.

## New Contract Ratified; Tribute to Longtime Service

L.U. 611 (cat,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — On Aug. 25, the membership ratified its newest contract. On Jan. 1, 2019, we will get a \$1.15 raise on the check and a 35-cent increase in the annuity; on Jan. 1, 2020, an increase of \$1.15 with 40 cents in the annuity; and Jan. 1, 2021, another \$1.15 increase on the check and 40 cents in the annuity. Thank you to the negotiating committee for their hard work and dedication.

Two longtime Local 611 members recently retired as Seventh District international representatives. Former Int. Rep. Tom Davis retired May 1, and Former Int. Rep. Bennie Sandoval retired June 1.

Tom spent his I.O. career organizing throughout the Southwest and helped start the Business Development Department. He served in the Coast Guard before joining the apprenticeship program in 1983. He was hired as a Seventh District organizer in 1994 and was promoted to international representative in 1997. Thank you for your longtime service, Tom, and best wishes in retirement.

Bennie began his JATC apprenticeship in 1976 and topped out in 1980. He served on the Local 611 Examining Board, the Executive Board and for three terms as treasurer. In 2003, he joined the Seventh District staff as an organizer. In 2008, he was appointed a Seventh District international represen-

tative. One of his first assignments was serving Local 1015, then a newly chartered local in the Rio Grande Valley with little union presence. He helped hire and train the staff and considers it the highlight of his career. Best wishes to Bennie for a happy retirement.

Local 611 sends condolences to the family of Overton H. Prather, who recently passed away.

Darrell J. Blair, P.S.

RENEW and the women's group. Our haunted house will be bigger and better than ever, along with a teeny-tots costume parade and games for the kids.

Be safe and enjoy family time.

Kenn Perfitt, P.S.

## Officer/Steward Training; Pre-Commission Plant Testing



IBEW Local 611 members attended annual Labor Day picnic.

L.U. 627 (u), FORT PIERCE, FL — Officers for our local will be attending an IBEW officer training session. This enables us to enhance and empower our Brotherhood with knowledgeable, strong, trained leadership. Steward training is being scheduled for the near future. It is your union — get involved!

Our Clean Energy Center is commencing pre-commission plant testing. This is an exciting and challenging time for our brothers and sisters to analyze plant operation and functionality. This also allows for our members to design and develop processes and procedures to ensure clean and reliable power generation for years to come.

At the time of this writing, the refueling outage was commencing at the nuclear power plant. Many man-hours and continuous round-the-clock coverage will be required to complete the large amount of maintenance and testing performed with the unit shutdown. Safety, pride and quality work are the top priorities for our local; following the IBEW Code of Excellence will ensure we are successful.

Brothers and sisters, historically this time of year has a higher rate of incident/injuries occurring. Please continue to stay focused on your tasks, avoid distractions while performing job duties, and be your brothers' keeper!

Safety & solidarity!

Fernando Salcedo, P.S.

## 45<sup>th</sup> Annual Picnic a Success; Wellness Program Launched

L.U. 617 (c,i,mo&st), SAN MATEO, CA — A busy summer has come and gone. The work picture has been unprecedented. At this pace Local 617 will be on the way to a record-breaking year. Thank you to the 950 traveling brothers and sisters for helping us man the work.

On Saturday, Aug. 11, Local

617 held our 45<sup>th</sup>

annual picnic. It was a great success, with over 650 attending. Children had fun laughing, running and playing while members spent time eating and sharing with their family and friends. Horseshoes, a pie-eating contest and flag football highlighted the day. Many thanks to Sterling Able, EWMC vice president, for his time and effort organizing the flag football game.

Our new Wellness Program is off to a great start. Members and families are participating in health screenings and a Team Weight Loss Challenge. At this writing, the Team Weight Loss Challenge was scheduled to conclude on Saturday, Oct. 27, at the Veterans Halloween Fall Fest.

This year's Pancake Breakfast/Halloween Fest is sponsored by the veterans group and Journeyman Motorcycle Club, along with the help from the EWMC,



Local 639 congratulates class of 2018 JATC apprenticeship graduates. From left: Jonathan Strohm, Jack Johnson, Brian Kimble, San Luis Obispo Mayor Heidi Harmon, Jason Heller and Jake Kalwitz.

## Apprenticeship Graduation

L.U. 639 (i&rts), SAN LUIS OBISPO, CA — Congratulations to the Local 639 graduating apprenticeship class of 2018. Graduation ceremonies were held June 2 at F. McLintocks Saloon and Dining House in Shell Beach, CA.

Graduation keynote speaker was San Luis Obispo Mayor Heidi Harmon. Harmon gave an inspiring speech on the need for jobs in our community and the importance organized labor plays in accomplishing that goal.

On July 10, local members attended the San Luis Obispo City Council meeting to speak in support of adopting a project labor agreement (PLA) for the Water Resource Recovery Facility upgrade project. After public testimony, Mayor Heidi Harmon led the City Council in a unanimous vote directing staff to begin negotiating a PLA for the \$114 million project.

Local 639 has endorsed Mayor Harmon for her re-election in November.

Jake Kalwitz was the recipient of the Outstanding Apprentice Award. Jake



At Local 617's annual picnic, children have fun at the pie-eating contest.



LOCAL LINES

and runner-up journeyman wireman Jack Johnson, along with Training Dir. Dan Miller and JATC instructor Joe Fitzer, attended the National Training Institute (NTI) in Ann Arbor, MI, for a week in August. Congratulations to all!

Kurt McClave, P.S.

**IBEW Members Take Action To Benefit School Children**

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR — Every year the local schools in Canyonville, Oregon, traditionally would take the kids on a field trip during October to pick pumpkins. This ended a few years ago when the local farm quit growing fruits and vegetables.

Wanting to ensure every child had the opportunity to get their hands on a pumpkin prior to Halloween, Local 659 members Jeremy Mayfield and Eryn McNeil, who are both employed by the city, took action.

They sought permission from the City Council and partnered with local businesses and residents to grow a pumpkin patch on a vacant section of city property. Community partners donated everything from the tilling of the land to the fertilizer, while Jeremy and Eryn volunteer their own time to plant and maintain the pumpkin patch.

At the time of this late September writing, Eryn and Jeremy expected to be able to provide a pumpkin to every kid attending school in the local com-



High school students from Pharr San Juan-Alamo high school recently toured IBEW Local 1015 as potential future pre-apprentices.

munity, and at press time they were working on the logistics of connecting the kids with the pumpkins in time for Halloween.

Please help IBEW Local 659 applaud Jeremy and Eryn's dedication to the kids of their community. They have proven that anything is possible with a little selfless determination!

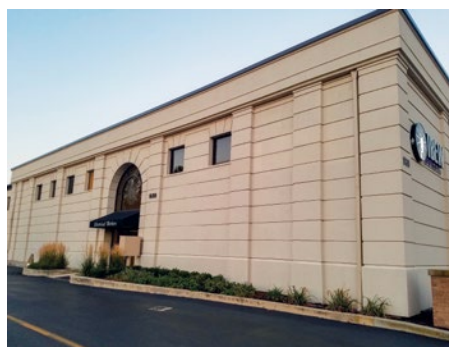
Jeff Brown, A.B.M.

**Work Outlook Positive; Newly Renovated Union Hall**

L.U. 683 (i), COLUMBUS, OHIO — Our work outlook in central Ohio continues to be strong. Local and out-of-town contractors are still bidding and being awarded projects in our jurisdiction. Thank you to all our traveling brothers and sisters for helping us man our work! We anticipate remaining busy for some time. If you are looking for work, please call our job line at 614-294-4786 after 5 p.m. for job listings.

We recently finished renovating our new Local 683 union hall. Renovations included a new meeting room, retirees room, kitchen and bathrooms. Our new facility includes IBEW 683, The Electrical Training Center, NECA chapter office, and the Columbus Building Trades.

Patrick Hook, Pres.



Columbus, Ohio, Local 683's newly renovated union hall.

**Lowell Labor Day Parade — A Record IBEW Turnout**

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — The 2018 Lowell Labor Day parade was a total success with IBEW Local 697 having a record turnout of 284 participants!

We were proud to be the largest union in attendance. To keep tradition, the candy was purchased from Albanese, as we are proud to support a local business that hires our members to perform its electrical work. In addition to the Albanese candy, we handed out 2,000 [www.CertifiedElectrician.com](http://www.CertifiedElectrician.com) water bottles on the parade route to promote our contractors, our local union and our training.

A special thank you to Bros. Phil Barker, Joel Claus and Dirk Decker for the use of their personal trucks, trailers and straw, as they provided transportation for our group to the starting line. Local 697 would also like to recognize our very own Karen Shields for her extra dedication ensuring the success of Local 697 for this annual event.

All the photos are posted in the "photo gallery" on our website [www.ibew697.org](http://www.ibew697.org) in an album labeled "Labor Day 2018." We hope you will join us again next year for the annual event.

Ryan Reithel, B.M./F.S.



IBEW Local 697 contingent marches in Lowell, Ind., Labor Day parade.

**Introducing Area Students To Pre-Apprenticeship Program**

L.U. 1015 (em&i), WESLACO, TEXAS — Big dreams in Texas pay off big. Teach our young people to be successful at an early age, and they will not be afraid to take the first step on their own after graduation toward the electrical field.

After working on a project geared toward area high school students, Local 1015 Bus./Fin. Sec. Sergio A. Salinas and Training Dir. Servando A. Munguia have recently teamed up with surrounding high school districts to work together to introduce high-school students to a JATC pre-apprenticeship program.

We feel that by teaching high school students, they can learn the basic skills, which will make them more successful on this electrical career path. Hard work does pay off. Electrical training can open up a whole different world that can lead to becoming an electrical contractor, along with better living conditions such as a new family home and car, and money to take that well-deserved family vacation.

Teaming up our new apprentices with a seasoned journeyman inside wireman will make a great teaching team on any job site, which is the first stepping stone for a great electrical future. Education and hands-on training are always the best method for success.

Sergio A. Salinas, B.M./F.S.

**Series of Challenges — And Triumphs to Celebrate**

L.U. 1245 (catv,em,govt,lctt,o,t&u), VACAVILLE, CA — Between the series of massive wildfires, a devastating on-the-job fatality, an anti-union Supreme Court decision and the threats of bankruptcy and/or break-up looming over Local 1245's largest employer, this summer has been one of the toughest that 1245 has faced in a long while.

But despite all this, IBEW 1245 continues to affect positive change. Our 10,000 members at PG&E overwhelming approved a contract extension that will provide stability and security over the coming years.

In the public sector, Local 1245 member-leaders have fought back against the Supreme Court's attempt to weaken organized labor — and now our public-sector members are more engaged and united than ever before. In August, a team of Local 1245 organizing stewards helped our brothers and sisters in Missouri overturn "right-to-work" in a monumental and historic election. We've finally gotten the ball rolling on the installation of thousands of electric vehicle charging



Local 659 members Eryn McNeil and Jeremy Mayfield planted a pumpkin patch, providing area children with pumpkins for Halloween.

**BROTHERHOOD OUTDOORS**

Each year, the Union Sportsmen's Alliance selects a handful of deserving union members for a hunting or fishing trip of a lifetime.

THESE ARE THEIR STORIES. THIS IS BROTHERHOOD OUTDOORS.

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**SPORTSMAN CHANNEL**





More than 100 Local 1245 members, leaders and staff flooded the California state Capitol in August to lobby legislators in support of SB 901, which seeks to address and mitigate California's ongoing wildfire crisis. The bill was ultimately passed by the Assembly and Senate. (Photo by John Storey.)

stations. And against all odds, we succeeded in passing wildfire legislation in California that will protect our communities, secure our jobs, expand our work, and ensure that the victims of the fires get the remuneration they deserve.

While we have many triumphs to celebrate, our local continues to mourn the passing of Bro. Jairus Ayeta, an apprentice lineman who tragically lost his life in an off-road vehicle accident while working to restore power in the area of northern California that was decimated by the Carr Fire. Bro. Ayeta will be fondly remembered for his upbeat personality, strong work ethic and dedication to the craft.

In Outside Construction, the work picture throughout our jurisdiction remains very strong with no end in sight for both California and Nevada. We are routinely running unfilled calls for linemen, which remains a concern for the future as more and more work is being released.

Rebecca Band, P.S.

## New Union Building — Ceremonial Groundbreaking

L.U. 1249 (catv,lctt,o,t&u), SYRACUSE, NY — Local 1249 is excited to be nearing the opening of the new office building/union hall. After over a year of planning, we are looking at moving in the spring of 2019.

The Town of Cicero honored Local 1249 and New York State Lineman's Safety Training Fund in August for completion of the Richard J. French Education and Training Center and the new office building and hall. We appreciate the Town of Cicero recognizing us for all that we do for the community and for labor.

We were also honored to have New York state Sen. David J. Valesky attend and say a few words, and Democratic congressional candidate Dana Balzar was in attendance as well. We thank them for their support.

Local 1249 Bus. Mgr. Mark Lawrence and the



Local 1249 officers and public officials attend ceremonial groundbreaking for the local's new office building and training center.

elected officials took part in the ceremonial groundbreaking for the local's new office building and training center.

Jennifer Schneider, P.S.

## Organizing Success; Summer Picnic & Graduation

L.U. 1253 (i&mo), AUGUSTA, MAINE — The apprentice graduation was held in conjunction with the local's picnic this summer. The JATC Committee and the local thought it would be a good idea to combine the two events so more of the local could participate in the graduation ceremonies. The best part was the retirees seeing the next generation of new inside wiremen. The local congratulates the recent graduates: Chase Burris, James Cinsov, Derek Proctor and most outstanding apprentice Mark Dolloff. It was a beautiful day with just enough cloud cover to keep the temperature down so everyone could enjoy their lobster and steak. The local wishes to acknowledge retiree Earl Crocker and his wife, Mildred, for their year-after-year help in setting up the picnic.

Congratulations to Membership Development Dir. Nick Parquet for signing Plourde's Electrical Services to a Letter of Assent. Plourde's brings three new members to the local along with expected hiring. This piggybacks on Nick's efforts organizing new members as Local 1253 was recognized at the 2018 Membership Development Conference as one of the top locals for growth by percentage from Aug. 1, 2017, through July 31, 2018. Good job, Nick!

Chuck Fraser, B.M.

## AFL-CIO Labor Day Picnic — Union Solidarity on Display

L.U. 1347 (ees,em&u), CINCINNATI, OHIO — The AFL-CIO Labor Day picnic was held at Coney Island in Cincinnati, and it was a hot one. Not only because of the 100-degree temperature index, but also due to the political engagement on behalf of working people offered at the venue.

Unions from all over the greater Cincinnati region gathered to celebrate Labor Day and stand in solidarity for all unions. A ton of good food was served alongside several

great bands that played across the different venues within the park. Guest speaker Jerry Springer spoke on the main stage and gave his view of politics today. We also spoke to many candidates who are certain to be winners in the upcoming elections.

Andrew Kirk, B.M.



Attending AFL-CIO Labor Day picnic, from left: Local 1347 office coordinator Rachel Glover, Asst. Bus. Mgr. Kenny Gross, members Arnold Mitchell and Pat Flaherty, and Bus. Mgr. Andrew Kirk.

## Political Participation To Benefit Working People

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — Bus. Mgr./Pres. Dion F. Guthrie recently had the pleasure of meeting U.S. Sen. Elizabeth Warren of Massachusetts, reportedly a potential candidate for president of the United States in 2020. Sen. Warren has served in the U.S. Senate since 2013 and is the senior senator from her home state.

Sen. Warren serves on the Senate Committee on Aging; the Banking, Housing & Urban Affairs Committee; and the Health, Education, Labor & Pensions Committee. She is a leading figure in the Democratic Party and is popular among American progressives.

Bus. Mgr. Guthrie stated that it was a pleasure meeting the senator and discussing national issues of importance to working people.

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



Local 1501 Bus. Mgr./Pres. Dion F. Guthrie greets U.S. Sen. Elizabeth Warren (D-Mass.) at a recent fundraiser for U.S. Rep. Elijah Cummings (D-Md.).

## Union Sportsmen's Alliance Sweepstakes Raffle Winners

L.U. 1753 (mo), CHARLESTON, SC — IBEW Local 1753 saw an opportunity to raise funds for our local and, also, an opportunity for our members to win a rifle.

The Union Sportsmen's Alliance sweepstakes was a great way to raise funds for upcoming meetings and union functions.

Local 1753 is a small shop of 93 members. Approximately one-tenth are mechanics, about a third are power house

operators, and others are I&E technicians.

Our local sold 100 calendars to our active members, retirees, other trade unions and family members — for a chance at winning a rifle in the drawing held each week. Local 1753 congratulates our Union Sportsmen's Alliance raffle winners. Retiree Gordon

Murray won the Savage MSR 10 hunter rifle, during the week 14 giveaway. During the week 27 giveaway, Local 1753 Pres. Mark Shipman's son, Jamie Shipman, won the Remington Versa Max Sportsman Camo Synthetic. Local 1753 member Stephen Naylor won the Thompson Center Encore Pro Hunter XT 50 Cal, during week 29 of the Union Sportsmen's Alliance giveaway.

Several Local 1753 members and several IBEW brothers from fellow locals have stood in the winners' circle during the

sweepstakes. For those who have not yet won, remember the year is not over and there is still an opportunity to win a rifle.

Bro. Gordon, congratulations on your retirement and enjoy that rifle.

Douglas Ward, F.S.

## 'Maybe We All Need a Soapbox'

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — It seems that every day we cannot escape political allegations, speechmaking and grandstanding. Perhaps a different kind of soapbox is needed.

The Moose Jaw Soap Box Club held a soap box racing event for 24 young racers ages 15 and younger on the weekend of Aug. 18 this year. Soap box racing is making a comeback, inching toward its glory days in the 1960s.

IBEW Local 2067 Bro. John Finlay is a strong supporter of soap box racing, and he approached Local 2067 to sponsor the Moose Jaw event.

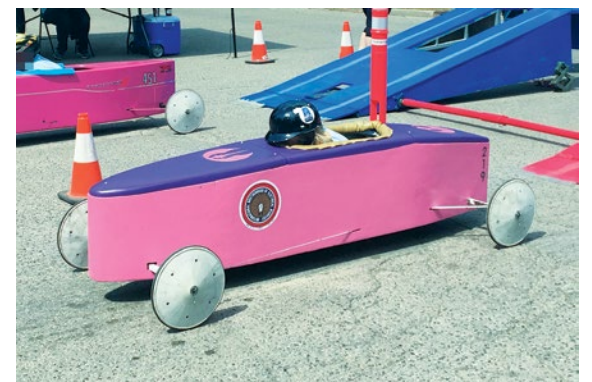
"The event in Moose Jaw [in August] was a great success," says Bro. Finlay. "IBEW's support was greatly appreciated. The smile on my daughter's face as she accepted her trophy says it all."

Local 2067 Bus. Mgr. Jason Tibbs stated: "You have to laugh when you see the faces of the kids as they pilot their cars; it takes you back to a simpler, carefree time."

Local 2067 had a huge presence at the event, as a major sponsor, as well as backing Bro. Finlay's daughter's car.

"IBEW Local 2067 really stands behind these kinds of community events," Bro. Tibbs affirms. "It makes for good people and good memories."

Curtis Lizée, A.B.M.



Bro. John Finlay's daughter piloting her IBEW Local 2067-sponsored soap box racer.





Twenty-three Veterans from WWII, the Korean and Vietnam Wars were flown to visit war memorials and Arlington National Cemetery in a flight sponsored by Providence, R.I., Local 99 and Cranston, R.I., Local 2323.

## Rhode Island Locals Sponsor Honor Flight Tango

**W**ar memorials in the United States are different than just about anywhere else in the world. Most countries mark victories in campaigns as a whole. Trafalgar Square in London celebrates a naval victory with a statue of an admiral. The Arc de Triomphe is ringed with the names of battles and generals.

Memorials in the United States tend to honor the soldier instead. The Korean War Veterans Memorial is a platoon of 19 men, dressed for rain, winter and combat. The Vietnam Veterans Memorial is famously a list of names of the fallen, no ranks, all equal.

Because we focus our attention on the people, visiting the memorials can change lives, no matter how far along they are. They give veterans a chance to put their war in perspective and say goodbye to the dead, lost recently or long ago.

Six months before its annual solidarity motorcycle ride, the planning committee members of Providence, R.I., Local 99 and Cranston Local 2323 knew they wanted to use the money they raised to help veterans, but they weren't sure how, according to Local 99 President Joe Walsh.

The day after the first meeting, a representative from an electric supply wholesaler walked through the door with a pamphlet for the Honor Flight, a program that flies veterans, a volunteer guardian and medical staff to visit the war memorials and Arlington National cemetery.

"He wanted a donation. I read it and knew immediately we would do better

than that. So I told him to come back next Wednesday night," Walsh said. It was an easy sell to the rest of the committee to sponsor the entire flight: \$13,000.

**"They get to go be celebrated. You arrive at the airport, there are people there to greet you. You fly home, there are crowds of people to welcome you home. ... You get the recognition you did not get, especially the Vietnam veterans."**

— Meredith Rosenbeck, CEO of the Honor Flight Network

Some were worried they wouldn't raise enough, Walsh said, but the idea was so popular and the ride attracted so many participants, they cleared more than \$30,000. Half covered the honor flight, banquet and escorts; \$12,000 went to a state wide veterans assistance nonprofit and another \$4,000 for a veterans' suicide-prevention hotline.

A date was chosen for the end of summer. Logistics were handled by the Rhode Island Fire Chiefs association. Walsh, his wife Doreen, journeyman wireman Alvin Reyes, his daughter Jianna and a crew of volunteer guardians assembled at Fire Station 8 outside of Providence to meet the 23 veterans chosen for Rhode Island Honor Flight Tango — the 20th

flight from the state. There were 13 veterans of World War II, nine from the Korean War and two from Vietnam.

They boarded a bus, some walking

erect, some with canes, some in wheelchairs. Some backs were bent, some straight, but at no point in the day's journey were they ever alone.

From the firehouse to the bus they passed ranks of well-wishers, including the honor guard of the Local 99 and Local 2323 motorcycle clubs, who formed a protective cordon for the short ride to the airport.

At the airport, they were preceded by the Rhode Island Professional Firefighters Pipes and Drums Band and walked a tunnel of onlookers to the terminal.

When the veterans landed in Baltimore, they were again met at the terminal by dozens of grateful travelers — "thongs," Walsh said — and this time the motorcade was a cocoon of flashing lights

from U.S. Park Police vehicles.

First, they visited the WWII memorial, then Vietnam, Korea, the Air Force Memorial on a hill above the Pentagon and then on to Arlington National Cemetery. Everywhere a path was cleared, their arrival applauded, their service honored.

It is, said Honor Flight Network CEO Meredith Rosenbeck, a welcome they all earned but may not have received when they first came home.

"You get recognition you did not get, especially the Vietnam vets. They get to go be celebrated. You arrive at the airport, there are people there to greet and welcome you. You fly home, there are crowds of people to welcome you home," she said. "You see monuments with other veterans. Talk about what war meant to you."

Since 2005, the network has flown more than 200,000 veterans and nearly as many guardians to the memorials. They get no special fares, and it isn't cheap. Every man and woman who has made the trip has come through the benevolence of others. Locals 99 and 2323 are far from the first to sponsor flights — the list that includes Boston Local 104; Reading, Pa., Local 743; Long Island, N.Y., Local 25; and Hartford, Conn., Local 42; among dozens of others.

For the WWII generation, time is running out. Of the more than 16 million who served, only about a half million are left. On this flight, Anthony Palazzo was the senior soldier. He is less than half a year from his 100th birthday. He was just 24 when he landed on Omaha Beach 10 days after D-Day. As an anti-aircraft artillery-

man, he helped repel the Germans' final offensive campaign on the Western Front at the Battle of the Bulge in the snow-covered Ardennes forest.

Walsh served as guardian to Norman Gregory. He is 89 years old, an MP who served in Korea.

Doreen Walsh walked with Dorabelle Smith, age 96, a veteran of the U.S. Navy and an aircraft mechanic during the war.

At Arlington National Cemetery, Smith and Gregory, with the Walshes at their side, lay the wreath at the Tomb of the Unknown Soldier.

"It was the most humbling experience of my life," Walsh said. "They are shaking my hand and thanking me for making this happen. We raised a little bit of money. 'You gave me freedom to speak, to say what I want. To worship in the church I wish and join a union. And you are thanking me? No.'"

Before flying back to Rhode Island, there was a dinner at the hotel. Walsh had a banner made, and each of the veterans signed their name. Walsh set it hanging from the rafters in the Local 99 hall the next day. Then, he swore in a new member, a young man who will hopefully be around for decades.

"I told him it was his job to make sure that banner never comes off the wall," Walsh said.

Members and local unions interested in getting involved can visit [HonorFlight.org](http://HonorFlight.org) or call (937) 521-2400. ■