

THE ELECTRICAL WORKER

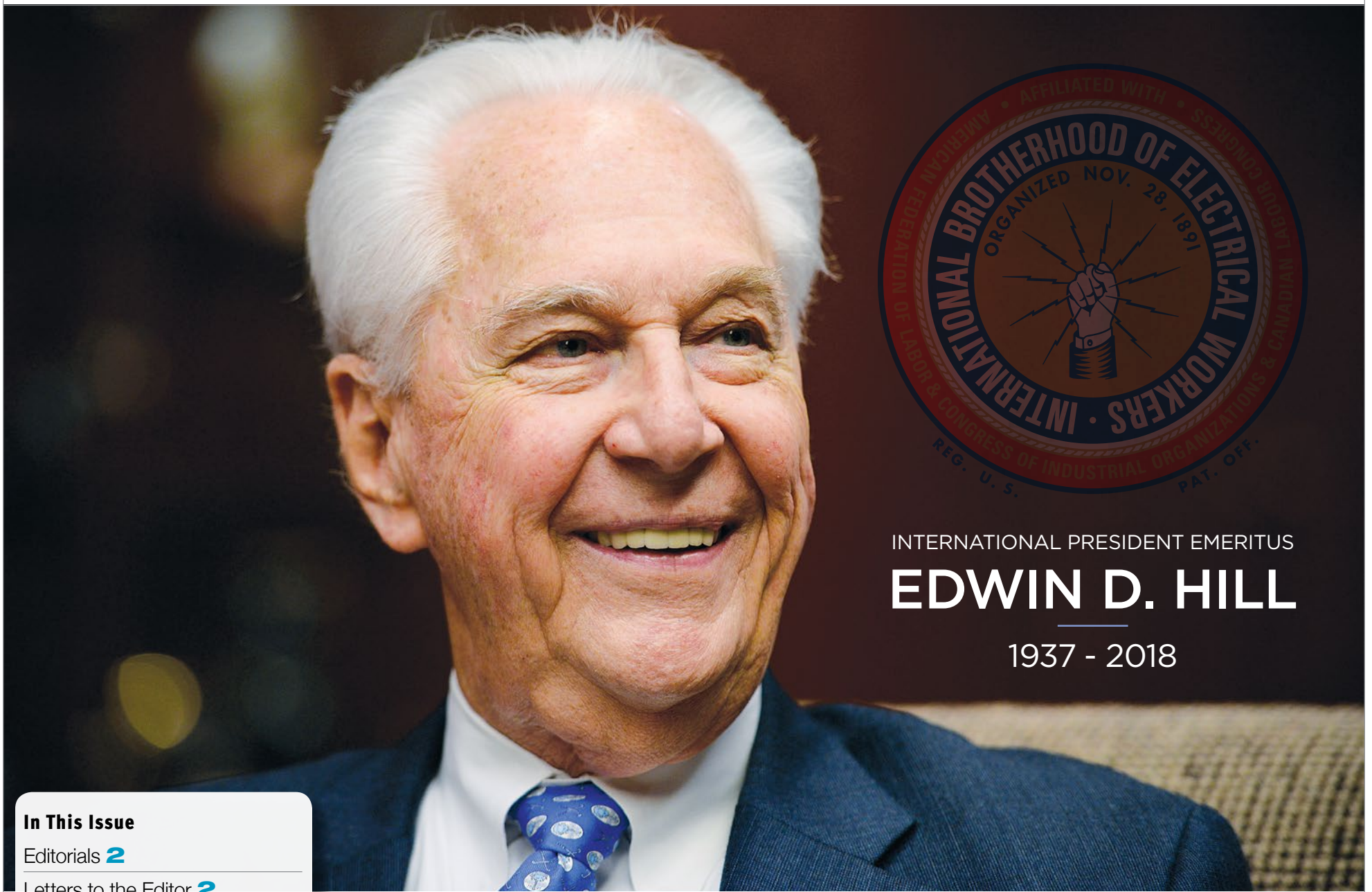
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INTERNATIONAL PRESIDENT EMERITUS

EDWIN D. HILL

1937 - 2018

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Remembering IBEW 'Visionary' Ed Hill

International President Emeritus Edwin D. Hill, a transformative trade unionist who modernized and shepherded his beloved IBEW through one of the deepest and most painful recessions in history, died Dec. 1. He was 81.

"The labor movement has lost one of its great visionaries and leaders," said International President Lonnie R. Stephenson, who succeeded Hill upon his retirement in 2015. "We join with President Hill's friends and family in mourning his loss.

"But while this is a moment of great sadness, we draw inspiration and joy from President Hill's nearly six decades of service to working families and the union that was the cause of his life: the International Brotherhood of Electrical Workers."

Under Hill's leadership, the IBEW held fast to its history and traditions while making key changes to modernize and preserve the Brotherhood's influence as one of North America's most powerful voices for working people.

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FROM THE OFFICERS

Resolutions for a New Year



Lonnie R. Stephenson
International President

This month, we welcome a New Year, and with it, the chance to chart a new course for the IBEW. So, while many of you are resolving to spend more time with your families or drop a few inches from your waists, we want you to take a few moments this January to think about how together we can improve this great Brotherhood for ourselves and for the next generation.

In 2018, we made a lot of progress. Membership is up. In many parts of the U.S. and Canada, there's work to be done and open calls to fill. The Code of Excellence continues to set IBEW sisters and brothers apart from our nonunion competition, and a slew of union-friendly officeholders are ready to listen and legislate on behalf of working families.

We should celebrate, but not for long. The truth is, there's a lot of work still to do. And we need every one of you to help get it done.

First is organizing. When this union was formed 127 years ago, our founders pledged to organize every worker in the electrical industry. That work is still ongoing. We all know people who could benefit from the solidarity and representation that a union brings, and we owe it to them and to each other to reach out and welcome them as sisters and brothers.

So, get involved in your local's organizing efforts. Point out nonunion workplaces or jobsites where we could make inroads. Talk to young people in your life about the opportunities the IBEW has to offer. If every one of us makes a real effort to recruit just one new member in 2019, imagine how much our union and our industry could benefit.

Next, the Code of Excellence continues to be an incredible tool in selling employers and developers on the value they get when they hire IBEW tradesmen and tradeswomen. We're so proud that you have embraced its core values of safety, professionalism, accountability, relationships and quality. But we can always do more to live up to our commitments.

Part of the accountability portion of the Code means holding one another to the highest standards. When we're looking out for one another on the job and speaking up when something isn't being done correctly, we're protecting the reputation of the working men and women of the IBEW. It's easy to say something to a co-worker, but it's a lot harder to rebuild the trust our employers show in us every day.

It's also no secret that working people are having to fight for every scrap we can get these days. Politicians in Washington and several Canadian provinces are gutting safety and job protections at every turn. They're building tax systems that benefit the very richest among us at the expense of working people and making it harder for workers to join together in union.

Just last month, the IBEW led a massive lobbying campaign to beat back a potentially disastrous attack from Congress on our healthy pension system, which you can read more about on IBEW.org or in next month's Electrical Worker. We won this round, but the fight's not over, and it underlines the need for each of us to be vigilant, to talk to our representatives and to let them know we're watching.

Part of that includes getting active in politics. Dozens — maybe hundreds — of IBEW members ran for office last year, and we'd love to see that number increase. We elected a majority in the U.S. House that should be more open to labor and working people's issues, but we still need to hold those members accountable to make sure they deliver on their promises.

There's power in numbers — each of you knows that; you're a union member after all — but that power is only good if we speak up and put in the effort to make ourselves heard. Over the next year, we'll be asking you to call your representatives on issues important to the IBEW. Attacks on wages, safety and retirement security inevitably will come up, and we'll be counting on your help.

Finally, we wanted to say something about International President Emeritus Ed Hill, who sadly left us last month.

Ed's life was proof that when we become members of the IBEW, we all have an opportunity to do something great. Through hard work and an unrelenting commitment to each and every one of you, his IBEW sisters and brothers, Ed made the advancement of working families his life's work.

No matter which branch you come from, the IBEW is your ticket to something bigger than yourself. As we look back on 2018 and forward to this year, let's follow the example of our brother, Ed Hill, and commit ourselves to the cause of this union and North America's working people. It's the way he'd want each of us to honor his memory. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Solidarity in Office

Brothers and sisters, I want to thank you all for the support you have given me during my successful campaign for re-election to the New Hampshire State Senate. I want to thank International President Lonnie Stephenson and the IBEW for their support to both my campaign and to making sure we are in the majority. **[Editor's Note: Both chambers of the New Hampshire Legislature flipped from Republican to Democratic control in November's election.]** This will give me the opportunity to secure real benefits to working people across New Hampshire. I would also like to thank all of the IBEW locals from across the country, and their members, for their support. I am honored to receive the support from my brothers and sisters. Thank you to all other IBEW members who ran for office this year, and congratulations to those who won. It is important that we have a seat at the table to advocate for working families across the country.

In Solidarity,

*N.H. State Sen. Kevin Cavanaugh, Local 2320 member
Manchester, N.H.*

Renewable Energy Boom

A substantial number of renewable energy projects are going to soon be constructed across the U.S. and Canada, and union labor should pursue this work aggressively. A few Ohio locals are making inroads worth celebrating in the southern and northeastern parts of the state. Global energy developer Hectate Energy is planning a 300MW solar array in Portsmouth, Ohio, Local 475's jurisdiction, and the local is hopeful about securing a portion of the work thanks to its good working relationship with the company.

The Icebreaker Project off the shores of Cleveland in Lake Erie also has some promising developments. The Department of Energy has signed off and is seeking funding to make the 20.7MW project a reality. The last step in the approval process will come from the Public Utility Commission of Ohio. As reported in November's Electrical Worker, Cleveland Local 38 foresees being integral in the construction and maintenance of the six massive wind turbines.

By being a part of new utility-scale projects, union labor can bring fair wages to workers and quality, clean power to our homes. Look out for stickers of wind turbines and solar panels coming to a hall near you.

*John McDermott, Local 683 apprentice
Columbus, Ohio*

70 Years in the IBEW

I'm so proud to have received my 70-year service pin this year. I went through the apprenticeship program and was initiated into Ann Arbor, Mich., Local 252 on Oct. 13, 1948. I have always been very proud to be a member, and I worked at the trade for 40 years, from 1948 until 1988. Those were perhaps some of the best years to work in the trade. With times the way they are now, we all need to stand tall and support the IBEW.

I'm especially proud of my family's service to this union. Between 12 of us, we've got 484 combined years in the IBEW.

*Thomas J. Kittell, Local 252 retiree
Ann Arbor, Mich.*



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

Remembering Ed Hill

I remember Brother Hill emailing me back and forth about four years ago. He had information that a utility customer in my area was disconnected and needed power for medical equipment. Yes, Brother Hill, in the Washington area, learned of a customer without power in eastern Canada. ... This is the Brother Ed Hill I will always remember. No one could match his passion as a unionist.

*Don Murphy, Local 1620 Business Manager
St. John's, Newfoundland*

President Hill was a very good friend and generous donor to the Special Olympics of Beaver County's Polar Plunge, donating thousands of dollars to the cause. Thank you for all you did for Special Olympics. Thank you for your services to the IBEW. You are loved by your Beaver County IBEW 712 families. You will be missed as a great man and visionary in labor leadership.

*Julie D'Achille Kochanowski, Local 712 spouse
Beaver, Pa.*

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Remembering IBEW ‘Visionary’ Ed Hill



Hill was a labor activist from his earliest days. Here, he leads a labor rally as the young business manager of Beaver, Pa., Local 712 in 1973.



Hill speaks at the Women's Caucus at the 2006 International Convention in Cleveland.



Above: Hill, center, takes the oath of office as international secretary from then-President J.J. Barry. He replaced Jack Moore, left, in 1997.



Hill made a point to be on the front line of labor struggles. Here, he's pictured standing with striking workers at Fairpoint Communications in New England in 2014.

Before she was AFL-CIO secretary-treasurer, Portland, Ore., Local 125 member Liz Shuler served on Hill's senior staff at the International Office.



Hill with his successor, then-Sixth District Vice President Lonnie R. Stephenson.

► **Continued from page 1**

Key to that influence was Hill's core belief that everything comes from organizing. When he ascended to the office of international president in 2001, he wrote:

"Some leaders in Washington revel in hobnobbing with the powerful. I recognize the importance of a strong presence in the halls of power, but I know that any power we wield comes from our strength in numbers and our solidarity as working people."

It was a lesson Hill had learned over the course of his 54 years as an elected union officeholder, starting in 1961 at Beaver, Pa., Local 712 on the political action committee just a year after he topped out as a journeyman wireman.

A second-generation IBEW member from Center Township, Pa., Hill's long belief in the collective power of working people was his guiding star through decades of vicious attacks from union-busting politicians, misleading campaigns from companies seeking to maximize profits on the backs of workers, and ultimately, from the most devastating economic downturn since the Great Depression.

In large part, it was his response to that once-in-a-lifetime economic crisis that cemented Hill's status as a leader willing to consider challenges to tradition if it would preserve the Brotherhood and the

"Some leaders in Washington revel in hobnobbing with the powerful. I recognize the importance of a strong presence in the halls of power, but I know that any power we wield comes from our strength in numbers and our solidarity as working people."

— International President Emeritus Edwin D. Hill

labor movement he loved.

Whether it was rethinking the relationship between employers and unions that led to the creation of the IBEW's Code of Excellence and the Business Development Department or his willingness to take on powerful voices within our own union that led to the alternative classification system, Hill was always ready to do what it took to put current and future IBEW members to work.

"Ed Hill woke up every day with a singular focus," Stephenson said. "Making sure that he, his staff and the international, district and local leadership were doing everything they could to put IBEW members in a position to be successful. Sometimes that involved killing off a sacred cow or two, but Ed was fine with that as long as his union brothers and sisters came out on top."

"His efforts ensured that the IBEW not only survived through the toughest of times but expanded and grew," Stephenson said.

That expansion wasn't by accident. Hill's experience, from his time as a local president and business manager through his rise to Third District vice president, international secretary and then international secretary-treasurer, taught him that growth in the face of adversity was the only way to maintain collective power.

As secretary-treasurer, he invested in the modernization of the IBEW's record-keeping and membership databases and worked with then-President J.J. Barry to add needed resources to organizing. He continued that expansion when he succeeded Barry as the union's president in 2001, directing his staff in

ED HILL continued on page 4

HILL'S LASTING INFLUENCE



Liz Shuler, Secretary-Treasurer, AFL-CIO

"Ed was a trade unionist to the core, always doing what was best for his

members and working people, across backgrounds and borders. He never spoke up just to hear his own voice. Ed didn't strut. But when he talked, people listened."



Richard Trumka, President, AFL-CIO

"The entire labor movement mourns the loss of our friend and brother Ed Hill.

When disagreements threatened to divide us, he was a voice of solidarity."



John M. Grau, President Emeritus, NECA

"Ed Hill was a devoted champion of the electrical construction industry,

and he was a tremendous partner and friend during my tenure at the National Electrical Contractors Association. ... His remarkable life and legacy of service at the International Brotherhood of Electrical Workers will be remembered as a time of great progress and cooperation for our industry."



Jerry O'Connor, Former International Secretary-Treasurer, IBEW

"No matter how high he rose in the IBEW, Ed Hill was always

a journeyman wireman first. Every move he made, he thought about how it would affect the members first. ... Ed always treated me as a partner. He was a confident leader, but he always listened to my opinion — didn't always agree with it or follow it — but he'd always make the right decision in the end."

Remembering IBEW



Lindell Lee,
Former
International
Secretary-Treasurer,
IBEW

“I can think of a hundred things to say about Ed, but nothing is more important than the way he kept the IBEW together in very dark times. He was a great working partner and a good buddy. ... His relationship with employers impressed me so much. He knew we couldn’t make a living without them, and his focus was always on putting IBEW members to work.”



Salvatore J. Chilia,
Former
International
Secretary-Treasurer,
IBEW

“I first met Ed in the ’70s when I was still working with the tools. I stopped into his hall to sign his book. He took the time to open the window and chat with me. He had thousands of guys working for him, but he took the time for me, not because I was special, but because, until the day he died, he was thinking about the individual member. Throughout the years I worked for him as a business manager, an officer and eventually as the secretary-treasurer, he was the same guy who opened that window for me.”

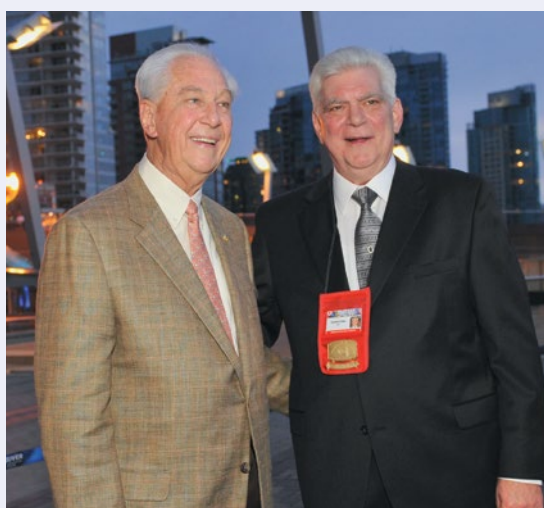


Nancy Pelosi,
Speaker of the
U.S. House of
Representatives

“Ed was driven by an inexhaustible passion for improving the lives of America’s workers. He believed that all Americans were worthy of respect, and deserving of the strongest protections of their rights in the workplace. ... He knew that the American Middle Class has a union label on it, and that achieving better standards and pay for workers would lift up all families in America.”



Above: Hill, second from right, with then-International President J.J. Barry, center, and others.



Hill at the 2011 IBEW International Convention in Vancouver with then-International Secretary-Treasurer Sam Chilia.



Hill confers with longtime speechwriter and Media Director Jim Spellane at the 2006 International Convention.



Hill loved the IBEW's annual motorcycle ride and the opportunity it gave him to connect with members from across the Brotherhood.

▶ Continued from page 3

the Membership Development Department to harness new technology and tools for organizers in every branch of the IBEW.

“The IBEW is where it is today because of the leadership of Ed Hill,” said International Secretary-Treasurer Kenneth W. Cooper. “As secretary and then as secretary-treasurer, Ed Hill gets much of the credit for bringing this Brotherhood into the 21st century. He saw early on that the old ways of doing things could be improved, and his leadership even before his time as international president allowed the IBEW to keep its focus on the people who mattered most — the members.”

Hill’s most lasting legacy, however, may be his thorough re-evaluation of the relationship between employers, employees and the unions that represent them. He knew that organizing meant little if the IBEW couldn’t put those members to work, so Hill took a nascent idea started in the Eighth District and breathed fire into it.

That idea was the Code of Excellence, a commitment



Hill was a tireless advocate for the IBEW in the halls of power. Here, he meets with former President Bill Clinton during the 2008 campaign.

“... high standards of craftsmanship and productivity are hallmarks of the IBEW and the foundation of a profitable business.”

— International President Emeritus Edwin D. Hill

from IBEW members and signatory contractors to set the gold standard for quality work in the electrical industry.

“Anti-union propaganda had created a perception that hiring union workers was bad for business, but we knew better,” Hill said at his retirement. “We just had to remind our customers, and truth be told, some of our members, that high standards of craftsmanship and productivity are hallmarks of the IBEW and the foundation of a profitable business.”

Under Hill’s leadership, the Code grew from a single district and branch — construction — into a hallmark of the IBEW’s identity across North America and all seven branches of the union. It also worked hand-in-hand with another of Hill’s innovations: business development.

Early on, Hill noticed that signatory contractors were missing out on big construction projects, depriving the industry’s best-trained electricians of sorely-needed jobs, especially during the recession that started in 2008. His solution was to get the union involved in those sorts of projects at the planning stage, well before contracts were drawn up.

The IBEW’s Business Development Department was created under Hill’s leadership to build relationships with the owners of large projects and work with them from the early stages, leveraging the IBEW’s significant influence in the halls of power to help make their projects a reality. The side benefit — for both sides — was the use of industry-leading IBEW electri-

cians once ground was broken.

“I think of Ed as a pioneer, always looking for new ways to help IBEW members in this changing economic environment,” AFL-CIO Secretary-Treasurer Liz Shuler said at Hill’s retirement. Shuler, a member of Portland, Ore., Local 125 and one of Hill’s former executive assistants, praised her former boss’s willingness to embrace the new and unfamiliar. “He often said, ‘Making mistakes is good. It’s better to try something and fail, than not try at all — because if you’re not failing once in a while, it means you’re not doing anything new.’”

Retirement and the Future

Hill took over as business manager of Local 712 when he was in his early 30s, a rarity in the union 60 years ago. He was at the vanguard of his generation, and, in his heart he never stopped thinking of himself as a youthful reformer, said former Third District Vice President Don Siegel.

It was part of the reason he threw his weight behind the creation of the IBEW’s Reach Out and Engage Next-Generation Electrical Workers, known more familiarly as RENEW/NextGen. And it was also a significant part of his decision to retire when he did, Siegel said.

“After he retired, he told me he’d have had a hard time going to the convention and running again at age 79 after telling every young person that they needed to get involved in the future of the IBEW,” Siegel said. “He knew that he needed to make way for the next generation that he’d worked so hard to empower, and it was his leadership that influenced my decision to retire when I did. ... It’s hard to imagine a world without Ed. I am heartbroken. He was my mentor, but he was also my friend.”

When he retired, he left a gift for Stephenson that former president J.J. Barry had left for him, a note in calligraphic script reading, “Lord, help me to remember that nothing is going to happen to me ... or the Brotherhood today that You and I together can’t handle.”

It was a message that carried Hill through the

'Visionary' Ed Hill



Hill at the 2001 Convention with then-Secretary-Treasurer Jerry O'Connor and country duo Brooks and Dunn.



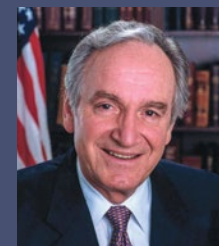
Hill with his good friend Speaker of the House Nancy Pelosi.



Hill on his beloved Harley-Davidson during one of the many IBEW motorcycle rides he led as international president.



In 2014, Hill visited the World War II Memorial in Washington to personally deliver a 75-year IBEW pin to veteran and Kansas City, Mo., Local 124 member Jimmy Kice.



Tom Harkin, Former U.S. Senator, Iowa

"Ed had a persona that let you know that he was willing to give you the benefit of the doubt, in a gentle kind of way. If you disagreed with him, he never got mad or tried to overpower you with brute force. He would let you know why your position wasn't valid and he always had the facts and the data to back it up. I saw that happen more than once on the Hill, and even senators who disagreed with us on labor issues, they genuinely liked him. They respected him."



Rick Bloomingdale, President, Pennsylvania AFL-CIO

"Pennsylvania has been proud to claim our Beaver County brother, IBEW's International President Emeritus Ed Hill, as one of the finest labor leaders our Commonwealth has ever produced. For decades, Ed Hill provided wisdom and guidance to our movement as vice president of the Pennsylvania AFL-CIO Executive Council. Through the difficulties our movement has faced in the last few decades, Ed Hill was a reasonable and calming voice in turbulent times."



Brady Hansen, Co-Founder, Electrical Workers Without Borders North America

"Ed brought the backing of the IBEW when he came on board [with Electrical Workers Without Borders North America]. He changed it from being something a bunch of members got together to do into an official nonprofit that had a voice, credibility and global reach. We built a solar system on a hospital in Angola, training centers in Haiti, have run linemen safety initiatives in Surinam, Cuba and El Salvador, and we run a distance learning program with the ETU in Australia for linemen in Bangladesh and India. Ed made that possible."

Hill's Second Legacy

In the years after his retirement, Ed Hill turned much of his attention to nurturing Electrical Workers Without Borders North America, a global nonprofit aid organization that sends expert craftsmen and equipment to countries in desperate need of their skills.

From Haiti to Angola to Surinam and more, EWWBNA's goal is utilize the membership's skills to improve the condition of life on the planet and give electrical workers around the world the skills to be safer on the job.

Hill chose EWWBNA as the charity he wanted his memory to support and the family requested donations be sent to ewwbna.org instead of flowers.

"Better yet, for those who are able, the best way to honor a man committed to the power of organized labor would be volunteering your time and knowledge," Stephenson said. "Using our skills and knowledge to help others would be the most fitting tribute to Ed." ■



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.

YouTube

After Hurricane Michael devastated Florida, IBEW members from across North America helped residents and communities get back on their feet. See their work at YouTube.com/TheElectricalWorker.

Vimeo

Vancouver, B.C., Local 213 has grown by more than 800 members over the last two years. Visit Vimeo.com/IBEW to find out how they did it.



HourPower

At IBEWHourPower.com, watch Episode 3 of "Band of Brotherhood" to see how union membership has helped Crystal Rourke, a Minneapolis Local 160 tree-trimmer and Army veteran, provide for her family.



ElectricTV

Check out ElectricTV.net to see how hundreds of apprentices at last fall's NECA convention in Philadelphia learned what it means to be a part of the NECA/IBEW Powering America team.



TRANSITIONS

RETIRED

Joseph S. Davis



Fifth District Vice President Joe Davis, a leader in the labor movement in the Deep South, retired Jan. 1, marking the end of an illustrious

55-year IBEW career, including the final 12 as a vice president.

Davis was first elected vice president at the 2006 International Convention in Cleveland. He was re-elected twice more in 2011 and 2016. Along the way, he earned a reputation as a tough, no-nonsense but ultimately fair negotiator who was respected by both labor and management.

His retirement caps a path that began when Davis was hired as a driver at an Emerson Electric plant in Tupelo, Miss., in 1963.

"Few people have had more of an impact on our Brotherhood than Joe Davis," International President Lonnie R. Stephenson said. "His wisdom and counsel were invaluable to me when I served as Sixth District vice president and in my three years as president. His leadership has kept the IBEW strong in a part of the country where the labor movement faces many challenges.

"Part of me is saddened he's retiring, but I'm also thrilled because he certainly deserves it. What an amazing career he's had, and I thank him for his service."

Brother Davis was born in Blytheville, Ark., and grew up in a farming family. They first moved to the Mississippi Delta and later to the northeast part of the state, where he attended what is now Itawamba Community College in Tupelo.

Davis met his future wife Kaye at Itawamba and enlisted in the Army National Guard. He later worked for a traveling contractor installing microwave dishes before nearly taking a job in California. But Kaye urged him to hold off because she wouldn't be able to join him during the first year. So, he went to a local unemployment office to apply for benefits.

It turned into a life-changing move. The office told Davis the nearby Emerson manufacturing plant had an opening for a driver. He applied, and because he already had his driver's license to operate heavy vehicles, the company hired him on the spot.

Sixty days later, the 22-year-old Davis became a member of Tupelo Local 1028, which represented the plant's non-management employees. For the first five years, he worked the night shift so he could also build two houses — one for his young family and another that he sold.

He also took an interest in what was going on around him at the local union.

"I just went to every meeting they had," Davis said. "Every month, I thought it was some kind of obligation."

In 1968, a friend nominated him for the executive board. Even though he wasn't informed beforehand and "didn't know what the executive board duties were," he won the election. He was named

Local 1028's president the following year after the previous president resigned.

He was elected business manager in 1971 and re-elected two more times.

"Being part of the IBEW helped me, and I really wanted to help other people," Davis said about his decision to seek union office again and again. "We had some people that really needed the help, and that's why I got involved."

After his third successful run for business manager, then-International President Charles H. Pillard appointed him in 1979 to be an international representative in the Fifth District, which includes Alabama, Florida, Georgia, Louisiana and Mississippi, along with Puerto Rico, the U.S. Virgin Islands and the Panama Canal Zone.

Davis started as the service representative for the broadcasting, manufacturing and telecommunications local unions, but his duties expanded to all locals across the district. He also handled training for officers and stewards. Additionally, he served as the spokesman for labor during multi-union strikes against major paper mills.

He was a leader not just in the IBEW, but in the labor movement across the South. He served as president of the Mississippi Electrical Workers Association and also as an executive board member of the Mississippi AFL-CIO and president of the Tupelo Central Labor Council.

After 27 years in the district office, he successfully ran for vice president and easily won re-election two more times.

"He is the one of the most, if not the most, widely respected officers in the entire IBEW and the electrical industry," then-Atlanta Local 613 Business Manager Gene O'Kelly told the 2016 convention while nominating Davis for a third term.

Davis said helping develop the IBEW's Code of Excellence — which promises superior quality to partners and customers and sets the IBEW apart from its competitors — and bringing the Code to all the branches of the Fifth District is one of his proudest accomplishments.

Other highlights were developing the district's small works agreement to help improve market share, serving on the 2011 and 2016 convention finance committees and serving as a trustee on the National Utility Industry Training Fund.

Davis also oversaw the IBEW's role in a 6,000-worker strike at the Northrop Grumman Shipyard in Pascagoula, Miss., in 2007, which led to double-digit wage increases and improved benefits for strikers. He helped coordinate the IBEW's response after Hurricane Maria struck Puerto Rico in 2017, overseeing the distribution of water and other relief supplies for members working on the island and effected families.

Davis turned 77 in July, long past the age of most retirees. He didn't mind.

"I had no hobbies," he said. "My hobby was the IBEW."

"Years and years ago, I used to go hunting and fishing a little bit. My son and I bought this house in Florida and I bought all this fishing equipment, thinking I was going to get back into it. I think I used it maybe twice."

Davis said he plans to spend more time with his two grown children, three

grandchildren and other friends and family. One granddaughter will graduate from the University of Mississippi later this year. He still owns a home in Tupelo and likely will spend additional time in the Florida Panhandle, where he still owns property. Kaye Davis was stricken with cancer and died in 1998.

"I think everything is going pretty good in the district," Davis said. "It's going about as good as I could expect. I've got 55 years in. It's time to let someone else take over and I'll chase after grandchildren."

That someone is Fifth District International Representative Brian K. Thompson, who has been appointed to fill Davis' position.

"Brother Joe has always looked out for the membership we serve," Thompson said. "He has served tirelessly and made the personal sacrifices it takes to be a leader in the IBEW by promoting teamwork, respect and loyalty. Brother Joe has brought the Fifth District and its local unions closer together than we've ever been."

The officers, staff and members thank Brother Davis for his long service and wish him a long and happy retirement. ■

APPOINTED

Brian K. Thompson



International Representative

Brian K. Thompson has been appointed Fifth District International Vice President, effective Jan. 1. Thompson replaces Joe Davis who is retiring.

Thompson joined Punta Gorda, Fla., Local 641 in 1984, six months after he was hired as a power plant helper at Florida Power and Light. Before his first anniversary in the Brotherhood, he'd joined the executive committee and he was tapped to be business manager after only seven years.

In 1993, Thompson was brought on as senior assistant business manager at System Council 4, which coordinates the 11 locals — including his own — with Florida Power and Light contracts.

In 1999, he was appointed business manager of SCU-4, a position he held until he was asked in 2005 by former International President Edwin D. Hill to become an international representative in the Fifth District, where he serviced locals in every branch of the IBEW.

Thompson said he is proud that he never started in a new job by winning an election, though he won many re-election votes. He was always asked by his brothers and sisters to take on more responsibility and higher-profile positions.

"I take real pride in those taps on the shoulder," he said. "It means someone saw something in me; I buried myself in the work and someone noticed."

At age 27, when he left his job working as an auto and truck mechanic with no benefits, Thompson said he had no aspirations for a life as a trade unionist that would take him to the very peak of the IBEW.

"At the time, I felt it was pretty remarkable just to get health and retirement benefits," he said.

But when he came on, he saw that the contract was more often breached than honored.

"My dad taught me you don't have a right to say anything unless you get involved," Thompson said. He learned the contract backward and forward, he said, and then he started to speak up and out.

"Even while I was on the six-month probation before I could join the IBEW — we fixed that a long time ago — people were asking me to be a steward," he said.

Thompson's career spans the deregulation era. In 1986, in response to the first rounds of utility deregulation, FP&L launched what became decades of restructuring by hiring a union-busting executive from Bell Telephone. In 1992, just as he was joining the staff of SCU-4, the Energy Policy Act deregulated competition in utilities in some states, splitting distribution from generation. Thompson said his job became managing an endless series of skirmishes as the company changed work rules, cut benefits and outsourced and combined jobs.

"At times it felt like the whole industry was coming apart," he said.

Once he was appointed an international representative, for the first time in his IBEW career work wasn't completely dominated by the policies and people of a single company.

"When I walked out the door of the system council, I realized it was a different world. It wasn't what I thought. Other utilities were quite different. There are different labor laws in other branches. It was a big adjustment and a steep learning curve," Thompson said.

He says he owes a great deal of thanks to the business managers he worked with and the leadership of retiring Fifth District International Vice President Joe Davis.

"The job he has done, the way he brought the Brotherhood to the front in this region, I just want to continue his legacy. I have some ideas of where I see opportunities, but everyone knows the foundation was Joe's," he said.

"Brian has some big shoes to fill, but given his history of stepping up when the Brotherhood came calling, I'm absolutely certain he'll be the leader his brothers and sisters in the Fifth District need," said Stephenson. "He's going to do a tremendous job for the IBEW in this new role."

Thompson, who has served for years as the IBEW's political coordinator for the Fifth District and the state of Florida, said he sees tremendous potential for organizing and political success building on the last two years' election results. Many of the IBEW's friends were unable to win their races in Florida, Georgia and Mississippi, but they came closer than anyone has in more than a generation and the gains are real.

"We can build on this. And if we can get into the conversation on how maps are drawn, the next decade will look very different than this one past," he said.

The officers, staff and membership of the IBEW wish Brother Thompson success in his new position. ■

LOCAL LINES

Tribute to Career of Service; 2018 Health Fair a Big Success

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO — On Saturday, Oct. 6, IBEW Local 1's 2018 Health Fair took place at the union hall. It was available to all Local 1 active members, retirees, covered spouses and adult dependents.

"Some 1,100 members and their families took advantage of the free health services and activities," said Denise Schulz, IBEW Local 1 Health & Welfare Fund representative. The free health services included: wellness, hearing and memory screenings; mammograms; flu shots; and massage therapy. A free lunch was provided by Picnic People. There was a Kids' Corner, petting zoo, face painting, balloon art and Delta Dental Theater. Also, there were attendance prizes to the St. Louis Zoo, St. Louis Science Center, City Museum and the St. Louis Blues.

Also, congratulations and very special thanks to Jim Douglas, who retired as IBEW Local 1 financial secretary Oct. 31. Bro. Douglas has been a member for 38-plus years. His hard work and dedication have helped make the lives of members and their families better.

In tribute to Douglas, Bus. Rep. John Kahrhoff stated: "Congratulations to one of my favorite people on his well-deserved retirement! During his almost four-decade career, Jim Douglas was a talented wireman, a devoted IBEW officer, and a true trade unionist. Best wishes to a great man!"

We mourn the loss of several members: Lloyd Gan, Randolph Jackson, Billy Burden, Gary Zugmaier, Daniel Kackley Jr., Patrick O'Neill, Robert Harris, Carl Winkler, Ronald Hubbs, Patrick Moylan, Robert Muelken, Norman R. Moss, James Walker Sr., John Jablonski, Frank Ferrera and Keith Powell.

Jan Bresnan, P.S.



Former IBEW Local 1 financial secretary Jim Douglas (left) and Bus. Rep. John Kahrhoff.



The Local 7 Retiree Picnic in 2018 was a great success.

Tribute to Retirees

L.U. 7 (i), SPRINGFIELD, MA — The local's 2018 Retiree Picnic was well-attended. It was great to hear old stories shared by those in attendance and to reflect on the lives of those who are no longer with us.

IBEW Local 7 would like to thank our retirees for laying the foundation for what most take for granted today. Their hard work is appreciated. We look forward to seeing everyone again at the next gathering.

Mark Kuenzel, Tr. Dir.

A Winning Team — For a Winning Cause

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — Congratulations to IBEW members who played on the 2018 Local 37 Bubble Soccer team that won the 2nd Annual Bayview Credit Union Bubble Soccer Tournament — a fundraiser for the New Brunswick Children's Wish Foundation.

Bubble soccer is an action-packed game that puts soccer players inside huge, bouncing, inflatable suits so they can bump and bounce into each other in hopes of getting the ball and putting it into the net. And it's no exaggeration to say that players spend most of their time laughing and rolling, often finding themselves upside down!

Bubble soccer is an incredibly fun and silly game, but these teams took the goal of raising money very seriously — raising over \$14,000 for the New Brunswick Children's Wish Foundation.

The Children's Wish Foundation of Canada is the largest and only all-Canadian wish granting charity dedicated to granting wishes to Canadian children between the ages of 3 and 17 diagnosed with a life-threatening illness. For more than 30 years, Children's Wish has granted heartfelt wishes to more than 25,000 children and their families.

The work and spirit of this team is yet another reason why Local 37 continues to be so proud of its

long history of supporting organizations and events that have a positive impact on what matters to members, and to the communities where they live and work. Well done, Team IBEW 37!

Mary Williams, A.B.M.



IBEW Local 37 team participated in 2018 Bubble Soccer Tournament to raise funds for New Brunswick Children's Wish Foundation.

'Making Our Voices Heard'

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — Happy new year, sisters and brothers! It was exciting to see how many more people were engaged in the democratic process and voted this past November. Some gains were made in electing individuals to office who understand middle-class values and the importance of working people. We will also continue to have conversations with our current elected officials and educate both new and old regarding the concerns of our members and their needs. Voting is an important venue we have where we can collectively inform our elected officials how we think they are delivering for working families. Please make sure you are educated on the candidates and their voting records on issues important to our union — and vote.

As many may already know, our dispatcher, Rick Guerra, retired at the

end of June. After working a trouble truck for many years, Rick served the local as dispatcher for the past three years. His kindness and humor will be missed. Thank you for your service, Rick!

Gregory R. Inglut, A.B.M.

Local 47 Members Awarded Certificates of Recognition

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Anaheim negotiations continue with the new engineering group. Also, bargaining continues at Utiliquest, the City of Colton, and at Irvine Ranch Water District. Southern California Edison (SCE) program writers, outage coordinators and schedulers first contract negotiations also continue.

IBEW Local 47 Anaheim utility department members were recognized for helping an Anaheim police officer subdue a deranged citizen and facilitate an arrest.

Bus. Mgr./Fin. Sec. Pat Lavin and Pres. Tyrone Chamois presented IBEW lineman Don Otrambo, lineman Ruben Delgado and foreman Stan Santos with IBEW certificates of recognition. Congratulations, brothers.

Our Motorcycle Rally on Oct. 6 was a great success, and Local 47's holiday party drew over 2,000

members and families.

We are sad to report the deaths of Michael Montez, Kent Wilson and John May. Condolences and prayers are with their loved ones.

Live free and safe — work and buy union!

Mitch Smith, P.S.



Local 47 Bus. Mgr./Fin. Sec and International Executive Council member Patrick Lavin (left); lineman Don Otrambo; foreman Stan Santos; lineman Ruben Delgado; and Local 47 Pres. Tyrone Chamois.

Submitting Local Lines Articles

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

Trade Classifications

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

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

LOCAL LINES

'Team IBEW Local 51' Active RENEW Committee

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Whether we've faced it ourselves, or someone we love has, almost everyone has been affected by breast cancer. A team of women from Local 51 participated in the 2018 Making Strides Against Breast Cancer 5K event in October. Team "IBEW Local 51" placed third in most donations raised, collecting \$2,841. Thank you to our members, family and friends who donated to help the American Cancer Society make a difference.

On Dec. 31, 2018, longtime senior nuclear steward Bobby Dean retired from the Clinton Power Station. Bobby has saved Local 51 much time and work through his dedication and service to our members. He has helped many a member in times of need, and members have benefited from his service in countless ways. He and his wife, Vicki, plan to retire to their newly purchased home in southern Alabama. Thanks, Bobby, and good luck!

Save the date! Our 2019 Golf Scholarship Outing will be June 1, at the Piper Glen course.

Our RENEW Committee has: hosted a "bags" tournament for all members; sent members to the Sixth District Conference; helped with AFL-CIO phone banking for the midterm election; and visited the Capitol during the November veto session. Additionally, they will host a blood drive at the local union; we encourage members to stop by and give blood.

Happy new year, brothers and sisters! Union meetings are where members debate the issues they face — so please attend your meetings. As always, be safe.

Karlene Knisley, B.R.



A Local 53 sponsored team displays Lineman's Rodeo trophy: Allen Robertson (left), Richard Summers and Johnny Whitaker.

Contract Negotiations; International Lineman's Rodeo

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO — At this writing, we are in negotiations with Se-Ma-No Co-Op; West Central Co-Op; Kansas City, Kansas, Water Pollution Control (KCK-WPC); and our line clearance tree trimmer (LCTT) contractors.

Congratulations and thank you to all our rodeo teams and apprentices who competed in the 35th annual International Lineman's Rodeo in Bonner Springs, KS. This is where the best of the best come to compete. Local 53 sponsored 11 lineman apprentices and two journeyman lineman teams. Some of our members were sponsored by the contractor or the municipalities we represent.

- Eric Ferguson, David Westfall and David Shore, who work for BPU, finished 19th in the Municipal Division.
- Arron Farrar, Shawn Henderson and Chris Ackerson work for Par Electric, and they finished in 11th place in the Contractor Division.
- Jacob Hoesli, Joey Suitt and Tyson Kane work for Capital Electric, and they finished in 2nd place in

the Contractor Division.

- Local 53 sponsored teams finished as follows:
- Andrew Redger, lineman apprentice, finished in 5th place in the Lineman Apprentice Division.
- Allen Robertson, Richard Summers and Johnny Whitaker finished in 1st place in the Contractor Division.
- Blake Barber, Steve Ferguson and Kurt Schnakenberg finished in 5th place in the Contractor Division.
- Chad Marriott, Jason Rails and Ozzie Lieber finished in 6th place in the Contractor Division.

Congratulations to all the teams that competed.

We wish you all a happy new year from Local 53.

Brett A. Stone, B.M./F.S.

Bargaining Units Vote Overwhelmingly to Recertify

L.U. 55 (c,lctt,o&u), DES MOINES, IOWA — I recently was driving along I-35 North near Story City, Iowa, and I stopped to visit with a local union crew working for Burns Electric. They're doing cost-plus work for Story City Municipal Electric Utility. Burns Electric is doing a good job of going after work for our members and apprentices. Thanks, guys, for doing a good job!

The state of Iowa passed a law in 2017 stating that bargaining units had to recertify their units each time their contract comes up for negotiation. That law was designed to force unions out of the workplace and take away workers' rights, and to eliminate many benefits won during previous negotiations. We are excited to report that five of our bargaining units voted overwhelmingly to recertify.

Our Line Clearance Units are working 50-60 hours a week. We're also in the process of adding AT&T technicians from Nebraska to our bargaining unit.

I hope members were able to listen to KIX 101.1 radio between Thanksgiving and Christmas. Our local was a sponsor for the Helpful Elves program to raise money for needy families for Christmas! Thanks, Shane! Local 55 also sponsored a Golf Tournament that raised over \$36,000 for Cradling New Life.

At press time, contract negotiations are ongoing. Wherever I drive, I see Local 55 members working for various contractors building or rebuilding new lines, and I see a lot of directional boring going on, too. I see members following safety rules — and when the jobs are done they look great! Thank you to Local 55 members for their excellence and professionalism. Our No. 1 goal is to do a good job and work safely. It's all about going home to your family at the end of the day!

Remember: Our Retiree Breakfast is the first Monday of each month at 9 a.m. I get to hear a lot of stories!

Myron Green, P.S.



Local 55 crew working for Burns Electric on a cost-plus job for Story City Municipal Electric Utility. From left: Nick Dougherty, Chris Lichty, Andy Brodahl and foreman Brian Opstvedt.

Dedicated Career of Service

L.U. 97 (u), SYRACUSE, NY — We would like to recognize Bro. Rick Geddis, who recently retired after 50 years of service as a chief line mechanic and very active member of the local union. During his career he

served as a steward and chief steward, sat on numerous company/union committees, and was most recently the electric safety advocate in the Eastern Division. He has been a mentor to two generations of linemen within the local. Rick very rarely missed a monthly meeting in Albany. Every new member in the last several years should remember him standing up following their swearing in, and with a firm voice but a smile on his face advising them, "Don't let this be your last union meeting!"

Congratulations to Rick and all our recent retirees. May you enjoy a long and happy retirement!

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



Local 97 recently retired Bro. Rick Geddes (center) and Bro. Isaac Mujimbre (left) supporting IUE/CWA strikers in Waterford, NY, in 2017.

IBEW Members Restore Utility Service in Mass. Towns

L.U. 103 (cs&i), BOSTON, MA — On Sept. 13, 2018, excessive pressure in natural gas lines owned by Columbia Gas caused a series of explosions and fires in as many as 40 homes, with over 80 individual fires, in the Merrimack Valley, Massachusetts, towns of Lawrence, Andover and North Andover. As a result, gas service to 9,000 homes and businesses was immediately interrupted.

With colder weather bearing down on the region, the need for heat only weeks away and no gas service for the foreseeable future, local officials from Columbia Gas called upon IBEW Local 103, as well as two of our contractors, All-Pro Electric and Fischbach & Moore Electric, to do immediate electrical assessments for portable electric-space heaters and cooktops. Around 350 IBEW electricians, including Local 103 members joined by 150 travelers, were dispatched in three days and have been wiring boilers and hot water heaters, upgrading electrical services, and installing smoke detectors ever since.

Local 103 Bus. Mgr. Lou Antonellis said, "This is a very sensitive situation. The people of the Merrimack Valley can count on the members of IBEW Local 103 through this disaster and we'll stay up here every single day until each family has working heat and hot water." This situation is just like hurricane and storm-relief efforts. When power needs to be restored, the IBEW is always there.

Displaced families have been provided alternative housing in hotels and campers while the recovery continues. Work is expected to last into and through the holiday season.

Jimmy Fleming, P.S.

New Year's Resolutions; IBEW Safety Advocates

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO — The officers, staff and executive board hope you and your families had a safe and prosperous holiday season.

In a new year we all make resolutions to stop smoking, lose weight, get in shape, etc. This year I will ask you, as members, to make additional resolutions.

Resolve to attend union meetings, even if it's just a few. This is where you have a voice in the workplace. You decide work rules, conditions of employment and your leadership. Resolve to do some organizing — make other tradespeople aware of the benefits of being IBEW.

Resolve to take a journeyman upgrade class or other training that makes you, the IBEW worker, a more sought-after employee than your nonunion competition. Volunteer to help teach apprentices and trainees at a class or two. You are the best trained and most efficient workers in the business. Resolve to be a safety advocate and lead by example. Resolve to not take shortcuts, bend rules or procedures, or to become complacent. Our safety manuals and policies are written in the blood of our sisters and brothers, and we dishonor them and their sacrifice when we violate rules or take shortcuts.

Wishing you a safe and prosperous 2019!

Patrick S. Quinn, P.S.

Transmission Projects; Union Sportsmen's Alliance

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — On behalf of Local 113, I would like to wish you all a happy new year and hope you had an enjoyable holiday season. Some of the larger jobs in the area should be winding down soon, but we are hopeful for a great 2019!

We are proud to announce that late last summer Main Electric negotiated a sweet five-year contract with the Colorado Springs Utilities. This will enable us to keep a couple of outside crews busy for a very long time!

Our Outside Unit was extremely busy last year with over 70 linemen, groundmen, and apprentices working various transmission projects in the Eastern Plains as well as contracts in El Paso, Teller, and Park counties.

On Oct. 26, our local hosted its annual Union Sportsmen's Alliance fundraising dinner at the hall. Some 190 people enjoyed a top-notch dinner and we raised \$50,000 for the Union Sportsmen's Alliance. In spring of 2019 we are looking to put the money raised to good work in the local community toward conservation projects. Consider attending this wonderful fundraiser in 2019 where we hope to double the participation.

Brian Putnam, P.S.



In 2018, IBEW Local 113 posted a large banner to send a message to Colorado Springs Utilities.

Active & Engaged Retirees

L.U. 125 (lctt,o,t&u), PORTLAND, OR — The IBEW's founders as well as every member since have worked to protect our heritage through education and activism. Our local is fortunate to have many retirees who still attend unit meetings, local union events, and/or the monthly Retirees Club luncheon. As they gather to fellowship, share stories about the past, and inquire

about the current state of our local, it is an amazing opportunity for us to recognize their commitment, hard work and unwavering support to the labor movement.

“We’re fortunate to have such a long history,” said Bus. Mgr. Travis Eri. “Our retirees put us in a great place to do the work necessary today. I’m thankful for their guidance, friendship and support as we continue efforts to fulfill our obligations under the IBEW Constitution.”

If you’re interested in joining the IBEW Local 125 Retirees Club, please call the local’s business office at 503-262-9125. Terry Judkins is president of the club, which meets on the fourth Monday of every month. This is the same day that both the Executive Board and the Examining Board meet, which provides additional opportunities to visit with friends, staff and officers.

Marcy Grail, A.B.M.

2018 Election Wins — Progress for Working People

L.U. 197 (em&i), BLOOMINGTON, IL — At the time of this writing, we were one week away from a very important election for union families. We were busy knocking on doors, educating the membership as well as the public on candidates who support our issues and paychecks. Leading up to the election, many people were participating in early voting, which was a good sign and we were hopeful that the candidates who support us would prevail. Here in Illinois the current governor, Bruce Rauner, has tried to weaken and harm us from his first day in office, and the voters in Illinois will send him back to the private sector where he belongs. **[Editor’s Note: In the November 2018 election, J.B. Pritzker was elected governor of Illinois.]**

The local’s referral process will be changing to a phone call-in system Jan. 1, 2019, so please pay attention to the changes. The referral rules are listed online at www.ibew197.org and every member should have received a notice in the mail.

We are staying on top of the solar permits that have passed the County Board and are hoping for an uptick in work in 2019. Two wind farms should be getting started as well. Thanks to those locals that have been putting our members to work, and thanks for our members who answer the call to help other locals. It is important that the IBEW can man the work.

We wish everyone a happy new year. Remember to get involved in the local and stay involved!

Mike Raikes, Pres.



Local 197 congratulates new members recently sworn into the IBEW: from left, Matt Kyrouac, Alex Dickey, Noah Johnson, Austin Eddy, Jason Funk and Reece Weber.

Newly Organized Members

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OHIO — Welcome to 2019! It’s a new year but some of the old problems persist. With only months left to make a final determination of the Davis Besse plant’s future, there is still no clear answer as of press time. Local 245, along with Local 1413, continues to work toward a legislative solution.

Local 245 continues to monitor the Raycom/Grey Media merger and how it will affect WTOL Channel 11 and our members.

The Walleye Energy Plant (formerly Bayshore)



Local 269 apprentices work the phones during the 2018 midterm elections. Photo by Jim McMahon.

has everything in place and is working well at the time of this writing.

Energy Delivery is currently going through diversity and innovation training, and a new Memorandum of Agreement (MOA) should be in place for a flame-resistant (FR) clothing allowance for 2019.

Negotiations with Nelson Tree have concluded as of press time, with a vote scheduled to take place soon.

Local 245 would like to welcome the NASA group to the IBEW; they are the newest group to be organized and under contract.

On the outside sector, work seems to be picking up and we need people.

On the social scene, Lisa Tracy and Amanda Parker are working on the details for our annual Wall-eye game, which is scheduled for Feb. 2. Those interested should call the hall to sign up.

Until next time, work safe and enjoy the new year!

Ray Zychowicz, P.S.

‘Welcome, Brothers’

L.U. 269 (i&o), TRENTON, NJ — While the political cycle dominated the headlines, other events in our local occurred that deserve our attention. The local welcomed its most recent class of newly minted journeymen and journeymen as they took their oath in front of the membership at a recent meeting. We hope they fully appreciate the opportunity afforded them by the IBEW to provide for themselves and their families while working safely and with dignity. If they do not realize it now, I’m sure they will in time. Good luck, brothers and sisters!

The Knights of Labor held their annual dinner in October. It was well-attended by brothers and sisters from trades all across the labor spectrum. The dinner honors those who give their heart and soul to the labor movement, and the event provides a well-deserved recognition to the selected individuals for their tireless effort and unwavering commitment to the labor movement.

And finally, the midterm elections came and went and the local dedicated its resources and manpower to help ensure that our labor-friendly candidates get elected. Our boots-on-the-ground approach helps keep our local relevant and reminds our adversaries of our commitment to defend our way of life. **[See photo, at top.]**

Brian Jacoppo, P.S.

‘Brotherhood & Dedication’

L.U. 313 (i&spa), WILMINGTON, DE — We hope you all had a nice holiday and are looking forward to another good year.

The tradition of our Local 313 Christmas Party is always a highlight of the holiday season. We all would like to give a big thank-you to Frank Clymer for being the “real” Santa Claus for almost as long as anyone can remember (31 years). So, thank you, Santa, for bringing joy to our members and their families. He is easily the most photographed electrician we have ever had.

The person who has taken the most pictures for 20 years or so is Vince Jankowski (pictured below). His passion for his craft and devotion to our local brings Vinny and his camera out to all our festivities. We greatly appreciate this act of brotherhood and dedication.

We also would like to acknowledge Richie Wagner for his pictures and contributions to the local over the years. So, thank you to Frank, Vinny and Richie.

Let’s build on these examples and make 2019 a year to be full of union pride.

Bruce W. Esper, P.S.



Local 313 member Vince Jankowski, photographer.

‘Involvement Has its Rewards’

L.U. 343 (i,spa&st), LE SUEUR, MN — Happy new year, brothers and sisters!

Solidarity is the backbone of the Brotherhood. Membership involvement may be the backbone of a local union. Recently, four members of our local displayed their desire to leave the comfort zone and take the opportunity to promote the IBEW and also experience the NECA side of the industry. Sarah Koehler, Scott Schroepfer and Anthony Miner attended Construct Tomorrow job fairs. The Construct Tomorrow program provides high-school students information about apprenticeships and careers in the construction industry. It is a statewide program and partially sponsored by the Minnesota Department of Labor.

Eric Klassen and Scott Schroepfer attended the 2018 NECA National Convention in Philadelphia. They received a quick introduction to the role NECA contractors play in the IBEW/NECA relationship.

Make a new year’s resolution to buy “Made in USA.”

Tom Small, P.S.

Political Action is Key; Project Labor Agreements

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ — Members of Local 351 take election season very seriously. Leading up to the November 2018 midterm elec-

tion, we were out in force every Saturday morning since Labor Day, participating in labor walks and phone banks in seven locations throughout our jurisdiction.

This is one of the reasons we are so successful in obtaining so many project labor agreements (PLAs) in our area. We currently have signed over 380 PLAs. Keep up the great work, brothers and sisters of Local 351.

On a sad note, it is with regret that I report the passing of an IBEW brother, George J. Fenwick III, former president of Local 351. George also served as business manager of former Local 211 before the local’s merger. God bless him and his family.

Dan Cosner, B.M./F.S.



Local 363 extends new year’s greetings from the Rockland, NY, side of the new Gov. Mario Cuomo Bridge, which replaces the old Tappan Zee Bridge.

Tribute to Strong Membership

L.U. 363 (catv,em,govt,i,t,u&ws), NEW CITY, NY — Happy new year to all from Local 363. This article is a shout-out to our great membership across the state of New York. Local 363 is a very diverse local with the many branches of our tree, which makes us all one.

Local 363 represents members employed by many towns, highway departments, public utilities, lighting manufacturers, major metal-container manufacturers, and even a publisher. Our local represents electricians, telephone workers, delivery workers, and electrical supply house workers.

Our local’s style is the same for every branch and every group of members: Ensure our workers are treated fairly and compensated as best as possibly could be wherever they work. God bless Local 363 and our strong membership.

Sam Fratto, B.M.



Local 351 members participate in a Saturday morning get-out-the-vote effort in Cherry Hill, NJ. U.S. Rep. Donald Norcross, a Local 351 member, is in the second row, fifth from right.

LOCAL LINES

LEJATC Director Retires

L.U. 369 (em,es,i,lctt,o,rtb,rts,spa&u), LOUISVILLE, KY — Steve Willinghurst, training director of the Louisville Electrical Joint Apprenticeship and Training Committee, is retiring after the 2018-'19 classes are completed.

Steve has guided the committee for 21 years, having watched more than 750 apprentices graduate and become journeyman wiremen. When asked what he is most proud of in those 21 years, he replied, "our growth." The LEJATC has come a long way in 21 years and Steve, his teachers and the apprentices all share in those accomplishments.

Steve believes the JATC is on a trajectory that will bring even more growth with new technologies and students looking not just for a job but also for a profession. The value of learning a trade, as an option in lieu of attending a four-year university, is increasingly recognized. There is a new type of thinking and a new type of apprentice applicant. And that will only help grow our industry.

Thank you, Steve, for your years of service. God-speed to Steve Willinghurst.

Gene Houthouser, B.R.

IBEW Community Involvement

L.U. 375 (catv,ees,et,govt,i&mo), ALLENTOWN, PA — We are proud of our local's long history of being very involved in our community. One of our most recent projects was at the Bethlehem Community Fellowship Church. Our training director, Robert Franklin, and five apprentices worked on the community room to brighten it up. The work entailed removing the T12 fixtures and replacing them with state-of-the-art LED lights.

Soon we will be renovating the community room at Liberty Bell Church. The work there will include removing room dividers, installing conduit, and installing receptacles in the kitchen. We are excited to assist Liberty Bell Church in turning the corner to a new era as its rich history includes guarding the Liberty Bell, the nation's most famous symbol of freedom.

Along with our church work, we also are committed to cleaning up our streets. Twice a year, Bro. Craig Lesko, journeyman wireman, leads a team down Route 222 as part of the Adopt a Highway program. The most recent one was in November. We thank each and every member who gets involved to help make our beloved Lehigh Valley a better place to work and a better place to live as well.

Justin Grimshaw, A.B.M.



IBEW Local 375 contingent participates in Bethlehem Community Fellowship project: from left, Kevin Schartel, Christopher Phillips, Bradley Davis, Kyle Schaffer, Robert Franklin and Michael Xiques.

Work Picture Strong

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — With winter fast approaching here in southern Idaho, our work picture looks strong. Projects on both the eastern and western sides should keep our members busy throughout the winter months. The summer months have kept us busy with many unfilled calls being taken by new members. As our numbers overall increase, both regionally and nationally, I would like to ask that we all take the time on the job site to welcome these new brothers and sisters to a new way of life within the IBEW.

Congratulations to our recently retired brothers, Scott Scherbinske and Kirk Edge.

We pay tribute in memory of recently departed retired Bro. Michael Morgan, who will be truly missed. Our heartfelt condolences go out to his family and friends.

From all of us at Local 449, we hope all members and their families had a safe and happy holiday season.

Dan Green, Organizer/Mbr. Dev. Rep.



On the job site at Local 557's Meijer remodel project: Joe Gomez (left), Bill Smith, Don McMill, Josh Williamsen, Bob Miner, Bob Dupuis, Troy Lapine and Corey Chandler.

Success in Securing Work

L.U. 557 (i,mt,rts&spa), SAGINAW, MI — Local 557 has been fortunate enough to work on some significant projects in the area recently. In the summer of 2018, work hours reached the highest number they have been in quite some time. Saginaw, much like the state of Michigan as a whole, seems to be mounting a comeback. In 2018, members of Local 557 worked on a Meijer store remodel, two large-scale windfarms, and large-scale hospital projects — and the securing of work will continue into 2019.

Knowing what it takes to secure a project is one of the most important components for a local. Competition in the electrical industry is very tight, and encouraging aggressive bidding is the way to keep the work coming into the local. In 2019, Local 557 will work on four more high-profile projects including the new Saginaw County Jail, the Delta College Downtown Saginaw Center, a second Meijer store remodel, and the Saginaw Valley State University College of Business addition. Aggressively pursuing projects will continue to be a priority for the local.

Evan Allardyce, B.M./F.S.



In 2018, IBEW Local 569 saw the greatest participation of its members in an election season ever!

Looking Back & Lighting The Way Forward

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — 2018 was a year of great progress for IBEW 569 and our members!

First, we received a \$3 million grant to build a new training facility in El Centro. The project is estimated to create 332 jobs.

Second, Gov. Jerry Brown signed legislation that puts California on track toward 100 percent clean energy by 2045. IBEW members have built more than 1,600 megawatts of clean energy since 2002, and we're committed to strengthening our clean energy economy. Plus, we were successful in killing a bill that jeopardized more than 100,000 IBEW jobs.

And congratulations to our RENEW, Retirees Club and United Sparkies on getting chartered — all in 2018! And congratulations to our Bus. Mgr. Nick Segura for being honored as Labor Leader of the Year by the John Lyons Foundation.

Additionally, our IBEW Local 569 electricians wrapped the Sullivan Solar Power installation at Petco Park for the San Diego Padres. This solar system is reportedly the largest in Major League Baseball, said to be bigger than seven other systems combined.

We also had the largest turnout for our election season, union picnic, and Padres tailgate event.

2018 was a great year and we're heading into 2019 as a stronger local thanks to you and your hard work!

Gretchen Newsom, P.S./Organizer

Apprentice Graduation Banquet

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — Our annual Apprenticeship Graduation Banquet was held in September at the Marriott Pyramid. We had 11 graduating apprentices this year: Christopher Baker, Waylon Beebe, Rudolph Duerson, Carlos Garcia, James Maldonado, Zachary Martinez, Oscar Montes, Rigoberto Montoya Jr., Leonard Nious, James Robertson and Aaron Seymour. Congratulations to all the new journeymen.

This year we had two C.S. Mitchell award recipients: Michael Moya and David Salazar.

Thank you to JATC Dir. Hank Humiston and all of his staff for doing the usual great job.

Good wishes to everyone for a happy and prosperous new year.

Local 611 extends condolences to the families of members who recently passed away: Eduardo Gomez, Roy N. Hopwood, James H. Lowe and James R. Wade. Our brothers will be missed.

Darrell J. Blair, P.S.

2018 Annual Fall Fest; Tributes Honor Veterans

L.U. 617 (c,i,mo&st), SAN MATEO, CA — On Oct. 27, we held our third annual Veterans-Halloween Fall Fest.

Costumed children and adults filled the union hall, as families gathered to enjoy a pancake breakfast. RENEW's Haunted House was open to the public this year and activities included movies, games, face painting, jumpers and a costume parade. It was a union family day filled with laughter. Thanks to all who make events like this possible.

Local 617 is committed to honor and respect the sacrifices made by our military veteran brothers and sisters. On Nov. 4, the Veterans Group and the EWMC helped set up the Menlo Park VA Annual Car Show and spent time with our disabled vets. On Nov. 11, our Motorcycle Cub and union members participated at a Veterans Day ceremony. The EWMC held its day of service at Legion Post 409. To all veterans who have served, you will never be forgotten.

Thanks to Bro. Steven Booker for all his hard work in organizing election season phone banking, precinct walks, school workshops and more. His work with the Labor Council and community has built bridges within our community.

Happy, healthy and safe new year!

Kenn Perfit, P.S.



Local 617 IBEW Halloween pumpkin on display at fall festival.

Light the Night Walk; Annual Golf Tournament

L.U. 625 (c,ees,em,i,it,mar&mt), HALIFAX, NOVA SCOTIA, CANADA — We recently lost the following members: Bro. Larry Connolly and Bro. Jack Pope. Our sympathy goes out to their families.

Congratulations to Bros. Kevin Myette, Stan MacCulloch and Rodger Grover on their recent retirement.

On Sept. 23, we had our Annual Golf Tournament, which was held at the Links at Penn Hills. We had 70 members in attendance. The weather was excellent, and the game was followed by a dinner and prizes.

We had our Annual Retirees Reunion on Oct. 13, which was held here at our Training Centre. There was a dinner and dancing, and all who attended had a wonderful time. Fifty-year service awards were presented to Bob Fader, Laurie Card and Murray Conrod.

On Oct. 27, we had members attend the Light the Night Walk for the Leukemia and Lymphoma Society. The members raised over \$1,000.

Brad Wood, B.R./Organizer

A Career of IBEW Service

L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OHIO — On Dec. 1, Bro. Danny Lastoria capped a 39-year IBEW career and retired as Local 673's business manager/financial secretary. One of the last to retire from the class of '82, he has always answered the call to serve his IBEW brothers and sisters. During his apprenticeship and as a young journeyman, he volunteered for political activity, picketing, house calls, or literature drops. He also stepped in as a job steward whenever called upon. Danny served on the E-Board from 1995-2001; as president from 2001-'04; as trustee on the ETA from 2001-'18; trustee of the local pension fund from 2001-present; Healthcare trustee, 2001-'08; and as Membership Development representative, 2004-'11. In 2011 he was elected Local 673 business manager.

With Danny's lifetime of dedicated IBEW service, I am proud to have served as his organizer, and to consider him a close friend and mentor. Most people in our local have been touched by Danny's generosity, integrity and hard work in some way. He is a stand-up guy and would give anyone the shirt off his back if they needed it.

A huge thank-you, Danny, from all your local brothers and sisters for your sacrifice though the years! Our organization is better thanks to your service.

I also welcome Bro. John Rusnak to his new position as Membership Development representative. With his varied experiences, between 16 years in the local and nearly 20 years in the Army, I am confident he will be an excellent fit as my new tool partner and have a seamless transition into his new role.

Dave Phillips, B.M./F.S.



Recently retired Local 673 Bus. Mgr. Danny Lastoria.



New 25-year members receive service pins at Local 683's 60th annual dinner. From left: Kerry Crampton, Dave Lipster, John Engle, Chris Croft, Eric Evans, Mike Chretien, Dave Maynard, Wayne Nutter and Scott Smetanko.

Annual 25-Year Club Dinner

L.U. 683 (i), COLUMBUS, OHIO — On Oct. 27, Local 683 hosted our 60th annual 25-Year Club Dinner held at the Hollywood Casino. This event is where Local 683 honors our members we have lost over the past year, our newly retired members, and members with 25 years of service. Over 500 members and guests enjoyed dinner and drinks while 25-Year Club Pres. John Grcic presented service pins and certificates.

Work in our jurisdiction continues to be strong! Thank you to the many travelers who have helped us man our work!

A special thank-you to longtime Treas. Kenny Dean for his many years of service. Bro. Dean has recently retired. Bro. Dan Sime was appointed treasurer to fulfill the remainder of the unexpired term.

Patrick Hook, Pres.

'Sisters of 697' Committee; Family Fishing Day a Success

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — We are proud to have launched the "Sisters of 697" committee in February 2018. The women meet monthly, and we sent Sisters Kelly Carlson and Julianne Guidotti to the IBEW Women's Conference in June 2018. They are a part of 697 history, as this was the first time our local participated in the IBEW Women's Conference.

As they continued to gain traction, the Local

697 sisters decided to think outside the box with their first fundraising event. They created the first Local 697 Family Fishing Day and plan to make it an annual event. All of this year's proceeds benefited the family of Local 697 Bro. Chris Ortell. The event took place Sept. 22, 2018, and mother nature cooperated with a perfect, sunny fall Saturday for fishing. Local 697 had their own stocked pond at Fish-A-While Lakes in Griffith, IN, that the sisters set up with fundraising events which included fishing contests, raffles for gift baskets and a 50/50 drawing. Sister Jackie Darnell's son caught the biggest fish and won the Local 697 medal for 2018!

With the support of the membership, the Sisters of 697 raised over \$7,000 for Bro. Ortell's family. You can view all the photos at www.ibew697.org in our photo gallery. The Sisters of 697 continue to be an asset to our local and have filed for their charter. Congratulations, sisters!

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



Sisters of Local 697, joined by Bro. Chris Ortell's young daughter, Britney Ortell.

Grove Street Memorial

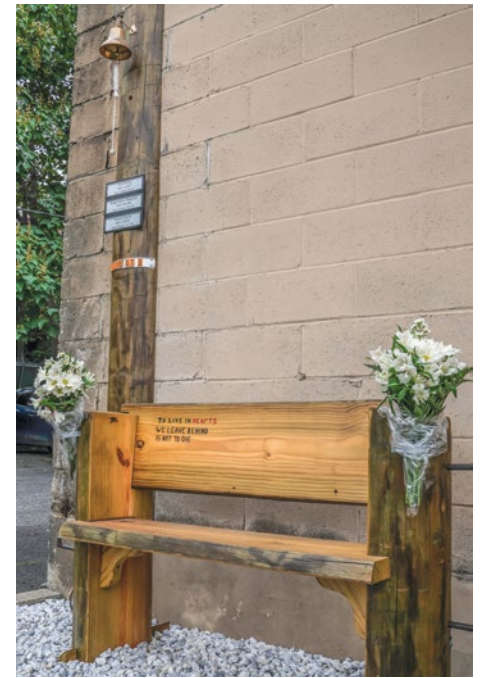
L.U. 827 (catv&t), EAST WINDSOR, NJ — On Sept. 20 last year, Local 827 representatives, members and retirees, along with Verizon management, got together to unveil a memorial constructed at the Grove Street (Jersey City) garage.

Built entirely out of telephone poles by fellow Local 827 member and steward Keith Henning, the memorial bench, planter and pole memorialize three members who passed away (The Final Climb) while employed and working at the Grove Street garage.

Those departed members were Alvin Walker, Craig Andrew Benjamin and Vincent Drezek. The mov-

ing ceremony was attended by Hudson Unit representatives and included: Bus. Agent Thomas Kelly; chief stewards Andrew Newman and Patrick Glover; stewards Keith Henning, Frank Ferrante, Luis Sierra, Oscar Pannella and Nancy Davis. Also attending the ceremony were the families of our fallen members. More pictures from the memorial event can be seen on our Local 827 website at www.ibew827.com.

Suzanne Wallin, R.S.



Memorial bench, planter and pole constructed to memorialize three fallen Local 827 members.

Political Action Volunteers; JATC Graduation Ceremony

L.U. 915 (i&mt), TAMPA, FL — Local 915 was a continual hub of activity during Florida's effort to elect labor-friendly candidates during the 2018 midterm elections. Our members who volunteered worked not only with the Central Labor Council on canvass walks and phone banks, but they also showed up in full force at our local union hall for our member-to-member phone banks. Each volunteer knows the importance of labor's voice in activism and showed solidarity in the process.

Florida's final election results, after the mandatory recounts, successfully overturned the Commissioner of Agriculture cabinet seat and secured a labor-endorsed state Senate seat and a House seat by the slimmest of margins. This only proves that every vote in every election is important and every vote does count.

The Tampa JATC held its completion ceremony in September with 26 apprentices graduating to journeyman status. A special recognition goes to Bro. Noe Rodriguez for perfect attendance for all five years. Bro. Jonathan Bernacki received the 5th year Outstanding Apprentice Award, as well as our local's unique Brad Felkner Award, both for showing outstanding leadership and aptitude throughout his program. Congratulations to all the graduates. We wish each of you a long and prosperous career.

Theresa King, R.S.



Local 915 volunteers at an IBEW member-to-member phone bank event held at the local union hall during 2018 midterm election season.

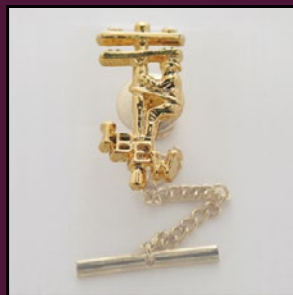
IBEW MERCHANDISE



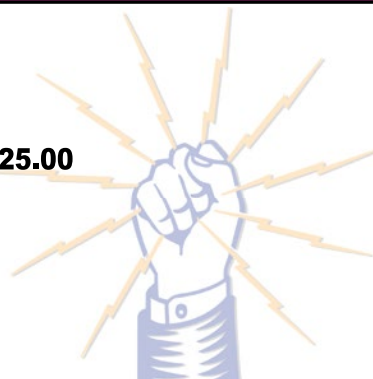
Lightbulb Magnet \$0.75
Lightbulb shaped magnet with IBEW logo. 2" tall with heavy duty magnet.



Gray Hooded Zip Front Sweatshirt \$25.00
Heather gray 50/50 poly-cotton blend with heavy duty zipper and IBEW initials on left chest.



Lineman Tie Clasp \$3.00
Gold-tone lineman on utility pole. 1" tall with jewelry grade ball clutch.



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

www.ibewmerchandise.com

LOCAL LINES

2018 Labor Day Picnic — Celebrating Growth & Success

L.U. 1015 (em&i), WESLACO, TEXAS — IBEW Local 1015 is proud to announce that we have reached our 200-membership mark. Bus. Mgr./Fin. Sec. Sergio A. Salinas is happy to share this great accomplishment with the entire IBEW. It's taken leadership and hard work to get the local to reach this great point in IBEW history.

IBEW Local 1015 started back in Aug. 10, 2002, with 23 members, who had a great vision to make this local into something that would stand out in the Rio Grande Valley. We have had several charter members retire by now and many can remember the good and bad times and the struggles it's taken to get here. IBEW Local 1015 is a shining star in the lower Rio Grande Valley and an example for all to follow.

Local 1015 celebrated 16 years of growth and success at our annual Labor Day Picnic held Sept. 2, 2018, for members and their families. Attendees enjoyed the great camaraderie and shared memories of all the good times. The event was held at the local water park in McAllen, Texas. We had great food for all to enjoy and lots of fun for the children.

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



At Local 1015's Labor Day picnic in September 2018.

Rebuilding After Hurricane

L.U. 1205 (em,govt,i&u), GAINESVILLE, FL — On Oct. 10 last year, with maximum sustained winds of 155 mph, Hurricane Michael made landfall in Mexico Beach, FL, with 15-plus feet of storm surge and left a path of destruction across Local 1205 that will be told for generations. The most intense hurricane to make landfall in the United States in the last quarter century has had a profound impact on the lives of our members and the whole community.

In the aftermath of the storm, the call to action was heard loud and clear by Bus. Mgr. Lanny Mathis, Glen McClure, Andy Starling, Kayla Kholemoos, David Barnett, Chris Medina and Matt Goodheart. They brought supplies, chainsaws, gas and the basic necessities that are hard to come by.

As our members begin to rebuild, we take solace in the fact that the losses are to property and not to people. The rebuild process will be long and arduous. However, with the help to the community on a local and national level, we can all make a difference in the lives of those impacted by this storm. The IBEW Unity Fund is one of the best resources available to those affected. Let's keep the fund strong so when disaster strikes we have a resource to turn to.

Local 1205 mourns the death of Letcher Worley of Hawthorne, FL. As an IBEW member, Letcher's skills went far beyond the technical. He was an assistant business agent, served on the Apprentice Committee, and was a steward on many jobs. Letcher believed in unions and the benefits of collective bargaining — and that was obvious to those who spent time working with him not only here in Local 1205, but also across the country.

Jonathan Howell, P.S.

IBEW Solidarity on Display

L.U. 1245 (catv,em,govt,lctt,o,t&u), VACAVILLE, CA — IBEW solidarity was on full display in Nevada during the November election. Together with our brothers and sisters from Las Vegas Local 396, and with support and assistance from 10 other IBEW locals, IBEW 1245 led the successful charge to defeat Question 3, a costly and risky ballot question that would have deregulated Nevada's energy market. [Photo, at bottom.]

In October, 80 IBEW 1245 gas members provided mutual aid in Massachusetts, where they helped restore gas service for thousands of Columbia Gas customers who were impacted by the series of gas explosions that occurred in September. Companies from all over the country participated in the extensive effort, but the IBEW 1245 members from PG&E were recognized as one of the most productive groups.

Local 1245 members and retirees were hard-hit by the massive Camp Fire that tore through northern California in November. As of this writing, we are aware of at least 82 members who were displaced and/or lost their homes in the fire. The local is doing all it can to assist these brothers and sisters as they begin the arduous task of rebuilding their lives. Learn more and donate at www.gofundme.com/ibew-1245-camp-fire-relief-fund.

Local 1245 has also been busy organizing the massive influx of new line clearance tree trimmers coming into the jurisdiction as part of PG&E's wildfire-risk-reduction initiative. Many of these workers and the tree contractors that employ them have never had any contact with a union before. Getting them signed up with Local 1245 and teaching them about their new union rights is a herculean endeavor.

For the second time in five years, an IBEW 1245 team won first place overall at the annual International Lineman's Rodeo held near Kansas City, KS. The winning team, composed of PG&E linemen Dustin Curry, Jacob "Floppy" Hunt and Jordan Chene, beat out 219 other journeyman lineman teams from around the world to take home the big trophy. The work picture in Outside Construction remains very strong with no end in sight for both California and Nevada. The series of wildfires this summer has left our jurisdiction with more work than imaginable and we are routinely running open calls, which we are posting regularly in the Outside Construction section of our website.

Rebecca Band, P.S.



Members from a dozen IBEW locals came together in October to help defeat Nevada ballot Question 3.

Photo by John Storey.



Local 1253's E-Board, from left: Chris Stone (new treasurer), Rick Morin, Lee Whitaker, Vice Pres. Chuck Young, retired treasurer Harry Lyons, Pres. Nick Paquet, Rec. Sec. Tim Fader and Mark Higgins.

Dedicated Career of Service

L.U. 1253 (i&mo), AUGUSTA, MAINE — Local 1253 wishes to express its gratitude and congratulations to Bro. Harry Lyons on his retirement.

Brother Lyons is a 42-year member of Local 1253 where he served on the Executive Board for a year before being appointed recording secretary. Harry served as recording secretary for over seven years while also serving as Local 1253's part-time training director for approximately 10 years. After a much-deserved break during the 2000s, Bro. Lyons finished his service to Local 1253 as our treasurer for the last eight years.

Enjoy your retirement, Harry — you earned it! Local 1253's Executive Board appointed Bro. Chris Stone to the position of treasurer. Thank you, Chris, for stepping up.

Chuck Fraser, B.M.

'One of a Kind' Gas Turbine — At Dicks Creek Site in Ohio

L.U. 1347 (ees,em&u), CINCINNATI, OHIO — We visited a "one of a kind" gas turbine located out of Monroe, Ohio, at the Dynegey/Vistra/Luminant site known as Dicks Creek. The utility operates and maintains this one-of-a-kind 110-megawatt gas turbine along with three other units of a more conventional style.

The "Bird Catcher," as it's known, has 10 LM-1500 jet engines, placed in a circle, that spin the 24-foot in diameter turbine blades, which turn the generator and power this massive unit. Built in 1965, it reportedly is only one of two ever built in the world. The other one was in France and is now gone, making



Local 1347 contingent visits site of "Bird Catcher" turbine: Bus. Mgr. Andrew Kirk (standing on lower rung of steps), office coordinator Rachel Glover, and Asst. Bus. Mgr. Kenny Gross.

the Ohio turbine the dinosaur that survived. The Dicks Creek site in Ohio continues to have plenty of visitors who come to take a look at this monster on a regular basis. It's really something to see. This unit also provides "black start" capabilities to provide power for other areas during system blackouts.

Andrew A. Kirk, B.M./F.S.



Local 1393 contingent at 2018 International Lineman's Rodeo. Front row, Drew Batty (left), Colton Baird, Clay Willis and Trent McQuay; back row, Bus. Mgr. Robert C. Fox, Randy Gardiner, Phil Jennings, Chris Wilson, Ethan Stonecipher, Alex Vandonselaar and Steve Ybarra. Not pictured: Jarrett Rose.

International Lineman's Rodeo

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN — The International Lineman's Rodeo is a fun and unique event that allows linemen from all over the world to display their skills and abilities in line work. The 2018 event was full of firsts. It was the first time that Local 1393 sponsored members to compete in the International Linemen's Rodeo. It was the first time that four apprentices were sponsored by Local 1393 and competed in the rodeo at Bonner Springs, KS.

All four apprentices placed within the top 10 of their divisions. Local 1393 member Drew Batty took first overall in the apprentice division for outside construction, and Colton Baird took second in the same division. This event was truly memorable for the hall and for those support-staff members (pictured above) who braved the cold, wet, muddy conditions to cheer on the competitors. Thanks to Buckingham Manufacturing Co. Inc. for the sponsorship and support.

The Rodeo Team also competed at the Whiskey City Rodeo in Lawrenceburg, IN, on Sept. 29, 2018. All these apprentices placed in the top 16, with Drew Batty taking first overall in the apprentice division.

These lineman rodeos represent so many things to many different people, but for those of us at Local 1393, these events are evidence that the politicians can give us the "right-to-work-for less," and we will choose the "right to work union"!

Robert C. Fox, B.M./F.S.

Maryland Space Business Roundtable Annual Luncheon

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — Recently, Bus. Mgr./Pres. Dion Guthrie attended the annual Maryland Space Business Roundtable luncheon at Martin's Catering in Greenbelt, MD. U.S. Sen. Chris Van Hollen of Maryland was the guest speaker. It was extremely gratifying that Sen. Hollen was so well-informed on the issues we face at the NASA Goddard Space Flight Center, where Local 1501 represents well over 200 IBEW members.

These IBEW members are now building the new James Webb Space Telescope, which will go 1.5 million kilometers into space. That is almost three times as far as the Hubble Space Telescope, which Local 1501 members also built.

The Maryland Space Business Roundtable is a nonprofit organization for aerospace and technology businesses, universities and individuals in Maryland, as well as the surrounding national capital region, that share a mutual interest in promoting a robust space community. The Roundtable provides a common ground for these companies and unions to meet, interact, learn and act on initiatives for future growth.

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



U.S. Sen. Chris Van Hollen (left) and IBEW Local 1501 Bus. Mgr./Pres. Dion F. Guthrie at the Maryland Space Business Roundtable luncheon.

Pinning Ceremony

L.U. 1579 (i&o), AUGUSTA, GA — On Aug. 20, Local 1579 had a pinning celebration. IBEW service pins were presented for years of service ranging from five years to 70 years. Seventy-year member Lee Thompson is our longest-serving member. What a blessing to be able to serve this long. Bro. Thompson continues to serve the membership and, with his sharp

memory, informs and entertains us by telling us about what happened in the local union decades before many of us were even born.

I would also like to mention that former business manager Ken Ward received his 50-year pin. I can't name everyone who received service pins but would like to congratulate all the members who recently received their pins. Thank you to all for your service.

Our work situation continues to be strong. We have work available for all our members as well as members from other locals. Thanks to all the travelers who are assisting us in manning our work.

Until next time, God bless.

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



Local 1579 Bus. Mgr. Will Salters (right) presents IBEW service awards to 70-year member Lee Thompson (center), and 50-year member and former business manager Ken Ward (left).

Contract Extension Ratified; Update for Union Meetings

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY — We hope everyone had a wonderful holiday season and is ready for what the new year brings.

After a lengthy negotiating session with Big River Electric, a one-year extension to our Generation Division Collective Bargaining Agreement was ratified. We will begin negotiations again in the summer with hopes of agreeing to a new three-year agreement.

We had our annual union picnic in September. The weather did not cooperate, but we made the best of it as always. We would like to thank all those who attended and especially all those who helped make it happen.

We would also like to report that we have moved our regular union meeting to the third Tuesday of each month, and the meeting starts at 7 p.m. This move was done to give the apprentices the opportunity to attend without missing on a school night.

In sadness, we report the passing of Bros. Richard Sampson, Samuel Daniel, William O'Bryan, Stephen Foster, Clarence Elder, John Wenzler, Darrell Sparks, Ted Nance, Tony Burch and Hunter Henderson. May they rest in peace.

Nathan M. Knott, B.R.

IBEW Utility Local's Work Covers Many Square Miles

L.U. 1759 (u), CASPER, WY — Local 1759 is not a small local area-wise, as we cover four states: Colorado, Montana, Nebraska and Wyoming. We have approximately 154 members working for the Bureau of Reclamation (BOR) and Western Area Power Administration (WAPA). Our business manager/president is Austin Pfeifer, and Ronnie Rogers is vice president. Executive Board members are: Justin Becker, Bill Hanks, Joe Haskins, Luke Wiedman and Tracy Merritt. Cody Kriewald is our financial secretary, and Jake Elwell is treasurer.

We also represent BOR operators in Mills, WY, who remotely operate 20 dams in Colorado, Montana and Wyoming from 5:30 p.m. to 7 a.m. Monday through Thursday, and 24 hours a day Friday through Sunday and holidays. Our other BOR members are electricians, communications and instrumentation mechanics, plant mechanics, powerplant operators, building repairmen, utilitymen, and laborers. Members at WAPA work throughout our jurisdiction, performing substation work, "high line" construction and maintenance. This includes journeyman linemen and converter technicians.

So, when you are on vacation next summer in our jurisdiction and you drive by a substation or dam, more than likely that facility is home of your brothers and sisters from IBEW Local 1759!

Tracy Merritt, E-Board/A.B.M.

'On the Fast Track With IBEW'

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — Hobbies and pastimes are a great way to create work/life balance. IBEW Local 2067 encourages work/life balance, believing a good balance improves overall well-being.

Local 2067 member Bro. Gavin Dayman recently took his hobby to a new level, also providing an opportunity for Local 2067 promotion in the community. This past spring, Bro. Dayman jacked up his commitment to mud racing and the Canadian Mud Racing Organization (CMRO). This dedication meant he needed help for his team, Lucky Sevens Racing, to compete at the highest level in western Canada.

Enter IBEW Local 2067 (and other sponsors). Bro. Dayman secured sponsorship from Local 2067 Executive in return for visibility at CMRO and other events.

"The local became one of my primary sponsors, receiving event announcements and permanent decal on the truck (Wild Child) and race trailer," stated Bro. Dayman. "It takes a surprising amount of finances to perform at such a high level for a summer. I couldn't have done so much without IBEW and other sponsors." Accomplishments this season include: 1st

place, 2nd place, and three 3rd place wins. Great results considering the top-two trucks both have larger engines and 15+ years' experience. Keep on truckin', Bro. Dayman.

Curtis Lizée, A.B.M.



Bro. Gavin Dayman piloting his IBEW Local 2067-sponsored truck, Wild Child, at Winnipeg Beach racetrack.

Kimberly-Clark Mill Projects

L.U. 2129 (mo), PRICHARD, AL — There is a lot going on in Local 2129 at the Kimberly-Clark Paper Mill in Mobile, AL. This past year, four E&I technicians retired. They were: George Schaffer (40 years of service); Randy Conner (34 years); James Kiper (21 years); and Eugene Threadgill (32 years of service). We wish them all a happy and well-deserved retirement for many years to come. With their retirement, opportunities open for others to come in to fill these positions.

Kimberly-Clark is investing over \$200 million in the Mobile mill. We are in the process of building a new power generating plant that will supply steam and electricity to the mill. Also, a massive rebuild on one of the paper machines as well as associated converting equipment. All these investments will result in additional workers for IBEW.

These positions require knowledge of: electrical safety practices, general electricity, instrumentation, PLCs, A/C and D/C drives, and DCS systems. If you would like to be a part of our exciting workforce and an exciting and challenging job, you can send your resumé to bruce.e.mcpherson@kcc.com. IBEW has negotiated competitive wages, health insurance, and a 401(k) for its members.

Bruce McPherson, B.M.

'Welcome to New Members'

L.U. 2359 (u), CIRCLEVILLE, OHIO — Recent months brought some encouraging changes, continuing work, and sad goodbyes for Local 2359. Most prominent has been the increase of younger membership with several new apprentice linemen being brought into the union. This influx means that the next generation is in place to keep the IBEW strong and continue the benefits of IBEW membership.

In addition, our June election of officers resulted in new members being sworn in by Bus. Mgr. Dave McChesney. Welcomed to our ranks were Vice Pres. Justin Waugh and Fin. Sec. John Lawhead.

Several young members were also in attendance at the Fourth District Progress Meeting in July and got a chance to meet the leadership and experience the support that the Fourth District provides for our local members.

While we enjoy the addition of our new union members, Bus. Mgr. McChesney and int. Rep. Steve Crum continue to work on negotiating a new contract for our members at a southern Ohio co-op. At this writing, optimism is high that a contract will soon be worked out.

Lastly, Local 2359 bids a sad goodbye to former local president Larry Smith, who passed away in 2018. Rest in peace, brother.

Forever union strong! Union proud!

Lonnie Roberts, P.S.



Some of the Local 1701 cooking crew assembles for a union event.

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**ELECTRICAL
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Report of Independent Auditors

International Executive Council
International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2018 and 2017, and the related consolidated statements of activities and changes in net assets and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2018 and 2017, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
September 17, 2018

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2018 AND 2017

	2018	2017
Assets		
Cash and cash equivalents	\$ 9,851,686	\$ 10,396,835
Receivables		
Loans and advances to chartered bodies	907,415	1,685,110
Per capita tax receivable	10,470,183	11,241,702
Unbilled rent	6,264,789	5,824,292
Accrued interest and dividends	591,876	549,493
Security sales pending settlement	193,807	95,785
Other	622,708	4,748,025
Total receivables	19,050,778	24,144,407
Investments - at fair value	469,912,668	442,987,344
Property and equipment - at cost		
Land, building and improvements	138,412,474	137,028,914
Furniture and equipment	45,807,145	45,611,874
	184,219,619	182,640,788
Accumulated depreciation	(73,662,275)	(68,204,668)
Net property and equipment	110,557,344	114,436,120
Other assets		
Deferred leasing, organization and financing costs (net of amortization)	3,032,222	3,370,952
Prepaid expenses	2,116,572	959,007
Inventory of merchandise and office supplies, at cost	1,259,338	1,308,233
Other	383,491	473,172
Total other assets	6,791,623	6,111,364
Total assets	\$ 616,164,099	\$ 598,076,070

	2018	2017
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 5,268,466	\$ 5,000,004
Due to Trust for the IBEW Pension Benefit Fund	2,214,190	2,821,480
Excess of projected benefit obligation over pension plan assets	42,656,355	61,673,856
Liability for postretirement benefits	69,205,010	66,290,000
Security purchases pending settlement	6,902,612	4,556,351
Deferred per capita tax revenue	9,135,247	9,000,174
Reciprocity Agreement funds pending settlement	4,436,148	6,183,884
Mortgage loans payable	41,155,933	45,067,832
Other	3,102,896	1,154,151
Total liabilities	184,076,857	201,747,732
Unrestricted net assets		
Appropriated for additional postretirement benefits	161,163,000	153,693,000
Unappropriated	270,924,242	242,635,338
Total net assets	432,087,242	396,328,338
Total liabilities and net assets	\$ 616,164,099	\$ 598,076,070

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities and Changes in Net Assets

YEARS ENDED JUNE 30, 2018 AND 2017

	2018	2017
Operating revenue		
Per capita tax	\$ 140,885,499	\$ 137,008,526
Initiation and reinstatement fees	1,670,814	1,649,944
Rental income, net	12,921,742	12,495,592
Sales of supplies	992,464	1,131,068
Other income	4,953,603	4,440,262
Total operating revenue	161,424,122	156,725,392
Operating expenses		
Program services expenses		
Field services and programs	110,551,105	104,359,095
Media relations	8,869,890	8,733,846
Industry trade programs	19,211,249	18,234,379
Per capita tax expense	7,445,885	7,343,029
Legal defense	2,812,261	2,631,004
Total program services	148,890,390	141,301,353
Supporting services expenses		
Governance and oversight	7,333,296	7,035,183
General administration	9,821,814	9,512,696
Total supporting services	17,155,110	16,547,879
Total operating expenses	166,045,500	157,849,232
Change in net assets from operations before investment and other income	(4,621,378)	(1,123,840)
Investment income		
Interest and dividends	7,114,471	6,616,448
Net appreciation in fair value of investments	23,312,915	26,626,634
Investment expenses	(993,118)	(1,148,297)
Net investment income	29,434,2683	32,094,785
Other income (expense)		
Convention expense	-	(15,658,409)
Gain (loss) on sale of property and equipment	1,350	(1,844)
Currency translation adjustment	(80,871)	(1,478,039)
Total other income (expense)	(79,521)	(17,138,292)
Change in net assets from operations after investment and other income	\$ 24,733,369	\$ 13,832,653

	2018	2017
Change in net assets from operations after investment and other income	\$ 24,733,369	\$ 13,832,653
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Pension benefits	12,259,825	3,638,191
Postretirement health care benefits	(1,234,290)	(893,686)
Appropriation of net assets to fund postretirement benefits not yet accrued	(7,470,000)	(7,553,000)
Change in unrestricted net assets, unappropriated	28,288,904	9,024,158
Unrestricted net assets, unappropriated		
Beginning of year	242,635,338	233,611,180
End of year	\$ 270,924,242	\$ 242,635,338
Unrestricted net assets, appropriated		
Beginning of year	\$ 153,693,000	\$ 146,140,000
Appropriation of net assets to fund postretirement benefits not yet accrued	7,470,000	7,553,000
End of year	\$ 161,163,000	\$ 153,693,000

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE 30, 2018 AND 2017

	2018	2017
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$ 144,455,369	\$ 138,564,646
Interest and dividends	7,072,088	6,598,151
Rental income	12,539,474	11,762,137
Participant contributions collected on behalf of PBF	78,640,071	73,274,900
Reimbursement of administrative expenses from PBF	2,850,000	2,750,000
Other	9,078,920	4,440,262
Cash provided by operations	254,635,922	237,390,096
Cash paid for		
Salaries, payroll taxes, and employee benefits	(111,215,351)	(107,652,976)
Service providers, vendors and others	(48,582,595)	(59,179,582)
Participant contributions remitted to PBF	(79,147,361)	(71,175,092)
Per capita tax	(7,445,885)	(7,343,029)
Interest	(2,419,046)	(2,633,716)
Cash used for operations	(248,810,238)	(247,984,395)
Net cash provided by (used for) operating activities	5,825,684	(10,594,299)
Cash flows from investing activities		
Loans and advances made to chartered bodies	(49,000)	(3,375,000)
Repayments on loans and advances made to chartered bodies	826,695	2,228,390
Purchase of property and equipment	(1,792,938)	(2,992,143)
Purchase of investments	(174,536,611)	(256,039,069)
Proceeds from sale of property and equipment	1,350	8,940
Proceeds from sale of investments	171,596,691	269,998,674
Net short-term cash investment transactions	1,575,750	5,562,505
Net cash provided by (used for) investing activities	(2,378,063)	15,392,297
Cash flows from financing activities		
Payments on mortgages and other notes	(3,911,899)	(3,698,230)
Net cash used for financing activities	(3,911,899)	(3,698,230)
Effect of exchange rate changes on cash and cash equivalents	(80,871)	(1,478,039)
Net change in cash and cash equivalents	(545,149)	(378,271)
Cash and cash equivalents		
Beginning of year	10,396,835	10,775,106
End of year	\$ 9,851,686	\$ 10,396,835

Reconciliation of change in net assets to net cash provided by (used for) operating activities

	2018	2017
Change in net assets		
Noncash charges (credits) included in income	\$ 35,758,904	\$ 16,577,158
Depreciation and amortization	6,010,444	6,251,231
Net appreciation in fair value investments	(23,312,915)	(26,626,634)
(Gain) loss on sale of property and equipment	(1,350)	1,844
Currency translation adjustment	80,871	1,478,039
Changes in accruals of operating assets and liabilities		
Receivables	4,854,453	(2,886,138)
Unbilled rent receivable	(440,497)	(733,455)
Other assets	(1,018,989)	1,343,596
Excess or deficiency of pension plan assets over projected benefit obligation	(19,017,501)	(9,131,007)
Accounts payable and accrued expenses	268,462	(2,702,947)
Accrued postretirement benefit cost	2,915,010	2,489,000
Deferred revenue	135,073	76,134
Reciprocity Agreement funds pending settlement	(1,747,736)	1,046,603
Payroll deductions and other liabilities	1,341,455	2,222,277
Net cash provided by (used for) operating activities	\$ 5,825,684	\$ (10,594,299)

International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2018 AND 2017

Note 1. Summary of Significant Accounting Policies

Nature of Operations — The International Brotherhood of Electrical Workers (International Union or IBEW) is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

Basis of Presentation — The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%, and the IBEW Relocation Holdings LLC, of which the International Brotherhood of Electrical Workers is the sole member. The IBEW Headquarters Building LLC holds title to an office building that serves as the headquarters for the International Brotherhood of Electrical Workers. The IBEW Relocation Holdings LLC's purpose is to acquire, hold, own, maintain, hold for investment, operate, lease, convey interests in, mortgage or otherwise encumber, sell, exchange or dispose of, and otherwise invest in and deal with real estate property and any personal or intangible property associated with the real estate. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union appropriates a portion of unrestricted net assets representing the estimated liability for additional postretirement benefits not yet accrued.

Method of Accounting — The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statement of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2018 and 2017 were settled in July 2018 and 2017, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2018 and 2017.

Property and Equipment — Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10-40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2-10 years

Inventory — The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the selling price of items held.

Canadian Exchange — The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes, all assets and liabilities are expressed in U.S. dollar equivalents.

REPORT OF INDEPENDENT AUDITORS *continued on page 16*

Canadian dollars included in the consolidated statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statements of activities and changes in net assets are translated at the average exchange rates for the year.

Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statements of activities and changes in net assets.

Statements of Cash Flows — For purposes of the consolidated statements of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

Estimates — The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Reclassifications — Certain reclassifications have been made to the 2017 consolidated financial statements to conform to the presentation in the 2018 consolidated financial statements.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, Return of Organization Exempt from Income Tax, and Form 990-T, Exempt Organization Unrelated Business Income Tax Return, for the years ended June 30, 2015 through 2017 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value per share as reported by the investee, while the fair values of investments in limited partnerships and other alternative investments are estimated based on financial information provided by each investment entity.

	June 30, 2018	
	Cost	Fair Value
Short-term cash investments	\$ 30,767,550	\$ 30,767,550
Government and government agency obligations	30,166,570	29,633,934
Corporate bonds and notes	41,471,059	40,398,309
Preferred stock	85,000	82,688
Common stock	126,011,249	168,732,297
Mortgage loans	2,066,727	2,184,357
Mutual funds	19,078,430	20,953,251
103-12 entities	71,157,903	128,586,521
Limited partnership	13,100,000	16,966,478
Other alternative investments	19,911,483	13,528,595
AFL-CIO Housing Investment Trust	19,076,389	18,078,688
	<u>\$ 372,892,360</u>	<u>\$ 469,912,668</u>

	June 30, 2017	
	Cost	Fair Value
Short-term cash investments	\$ 29,119,304	\$ 29,119,304
Government and government agency obligations	31,692,841	31,423,385
Corporate bonds and notes	42,929,303	42,542,930
Common stock	120,626,789	151,271,336
Mortgage loans	2,244,221	2,319,608
Mutual funds	17,288,623	17,461,912
103-12 entities	71,223,194	121,359,773
Limited partnership	14,600,000	15,803,809
Other alternative investments	17,737,275	13,498,846
AFL-CIO Housing Investment Trust	18,566,196	18,186,441
	<u>\$ 366,027,746</u>	<u>\$ 442,987,344</u>

Fair Value Measurement

Accounting Standards provide the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

Basis of Fair Value Measurement

- Level 1 Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities
- Level 2 Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly
- Level 3 Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2018, and a summary of the changes in fair value of the Plan's Level 3 assets for the year ended June 30, 2018. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market	Significant Other	Significant
		Prices for Assets (Level 1)	Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 30,767,550	\$ -	\$ 30,767,550	\$ -
Preferred stock	82,688	-	82,688	-
Common stock	168,732,297	153,114,957	-	15,617,340
Corporate bonds and notes	40,398,309	-	40,398,309	-
Government and government agency obligations	29,633,934	9,423,154	20,210,780	-
Mortgage loans	2,184,357	-	2,184,357	-
Mutual funds	20,953,251	20,953,251	-	-
Total	<u>292,752,386</u>	<u>\$183,491,362</u>	<u>\$ 93,643,684</u>	<u>\$15,617,340</u>
Investments measured at net asset value*	<u>177,160,282</u>			
Investments at fair value	<u>\$469,912,668</u>			

Changes in Level 3 Category	Stock
Beginning Balance - 7/1/2017	\$ 15,617,340
Net gains (realized/unrealized)	-
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance - 6/30/2018	<u>\$ 15,617,340</u>

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

The following tables set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2017, and a summary of the changes in fair value of the Plan's Level 3 assets for the year ended June 30, 2017. As required, assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

Description	Total Investments	Quoted Market	Significant Other	Significant
		Prices for Assets (Level 1)	Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 29,119,304	\$ -	\$ 29,119,304	\$ -
Common stock	151,271,336	135,653,996	-	15,617,340
Corporate bonds and notes	42,542,930	-	42,542,930	-
Government and government agency obligations	31,423,385	11,745,061	19,678,324	-
Mortgage loans	2,319,608	-	2,319,608	-
Mutual funds	17,461,912	17,461,912	-	-
Total	<u>274,138,475</u>	<u>\$164,860,969</u>	<u>\$ 93,660,166</u>	<u>\$15,617,340</u>
Investments measured at net asset value*	<u>168,848,869</u>			
Investments at fair value	<u>\$442,987,344</u>			

Changes in Level 3 Category	Stock
Beginning Balance - 7/1/2016	\$ 15,617,340
Net gains (realized/unrealized)	-
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance - 6/30/2017	<u>\$ 15,617,340</u>

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

Level 1

Equity securities (except the ULLICO Stock), U.S. Treasury bonds and notes, and mutual funds are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period.

Level 2

Most Government and government agency obligations, municipal bonds, corporate obligations, and mortgage loans are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that includes inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency.

Cash and cash equivalent investments are valued at cost which approximates fair value.

Level 3

Corporate stock represents stock holdings of ULLICO Inc. and fair market value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs.

Note 4. Investments in Investment Entities

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV.

The International Union’s investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the International Union’s proportionate share of fees and expenses incurred or charged by these investment entities.

The International Union’s risk of loss in these entities is limited to its investment. The International Union may increase or decrease its level of investment in these entities at its discretion. The International Union typically has the ability to redeem its investment from these entities on a daily or quarterly basis but longer lock-up periods can apply to certain investments.

The following table summarizes the International Union’s investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2018 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.4	\$ –	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	18.1	–	Monthly	15 days
c. INDURE REIT LLC	84.2	–	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day
d. Other alternative investment	13.5	–	Monthly	One Year
e. Limited partnership	17.0	–	Quarterly	70 days

The following summarizes the investment strategy for each of the Plan’s investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$34.5 million and another in the ULLICO Diversified International Equity Fund for \$9.9 million. The Western Asset U.S. Core Plus LLC is a “master fund” in a “master/feeder” structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity markets of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union’s alternative investment is comprised of \$13.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

e. Limited partnership represents an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union’s net assets. The ownership interest percent was 0.3534% at June 30, 2018. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master Fund’s fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds’ fair values are reported at net asset value (NAV).

The following table summarizes the International Union’s investments in certain entities that calculate net asset value per share as fair value measurement as of June 30, 2017 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.1	\$ –	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	18.2	–	Monthly	15 days
c. INDURE REIT LLC	77.3	–	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day
d. Other alternative investment	13.5	–	Quarterly	90 days
e. Limited partnership	15.8	–	Quarterly	70 days

The following summarizes the investment strategy for each of the Plan’s investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$34.6 million and another in the ULLICO Diversified International Equity Fund for \$9.4 million. The Western Asset U.S. Core Plus LLC is a “master fund” in a “master/feeder” structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity markets of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

d. The International Union’s alternative investment is comprised of \$13.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.

e. Limited partnership represents an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union’s net assets. The ownership interest percent was 0.3175% at June 30, 2017. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master Fund’s fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds’ fair values are reported at net asset value (NAV).

Note 5. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2018 and 2017 is summarized as follows:

	2018	2017
Service cost	\$ 18,404,909	\$ 16,981,327
Interest cost	22,679,843	20,806,483
Expected return on plan assets	(31,473,505)	(28,025,621)
Net amortization of loss	6,293,956	6,603,258
Net periodic pension cost	\$ 15,905,203	\$ 16,365,447

Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2018 and 2017 are as follows:

	2018	2017
Net actuarial gain	\$(12,259,825)	\$ (3,638,191)

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2018 consist of the following:

Net actuarial loss \$ 5,922,709

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2018	2017
Discount rate	4.50%	4.50%
Average rate of compensation increase	4.50%	4.50%
Expected long-term rate of return on plan assets	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2018 and 2017 are summarized as follows:

	2018	2017
Fair value of plan assets	\$ 504,834,317	\$ 466,204,301
Projected benefit obligation	547,490,672	527,878,157
Deficiency of plan assets over projected benefit obligation	<u>\$ 42,656,355</u>	<u>\$ 61,673,856</u>

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2018	2017
Discount rate	4.50%	4.50%
Average rate of compensation increase	4.25%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2018 and 2017 were as follows:

	2018	2017
Employer contributions	\$ 22,662,878	\$ 23,009,063
Employee contributions	1,791,202	1,756,834
Benefit payments	27,394,946	25,760,284

Total expected employer contributions for the year ending June 30, 2019 are \$20.8 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2019	\$ 28,160,878
2020	28,734,175
2021	29,220,412
2022	29,940,666
2023	30,744,795
Years 2024 – 2028	169,858,509

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2018 and 2017, by asset category, are as follows:

Asset category	2018	2017
Cash and cash equivalents	5%	4%
Equity securities	64%	62%
Debt securities	17%	18%
Real estate and other	14%	16%
	<u>100%</u>	<u>100%</u>

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following is a summary of the inputs used as of June 30, 2018, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2018	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Short-term investments	\$ 7,298,498	\$ –	\$ 7,298,498	\$ –
Common stock	186,350,881	186,350,881	–	–
Preferred stock	97,280	–	97,280	–
Corporate bonds	21,002,712	–	21,002,712	–
U.S. Government and government agency obligations	25,547,729	8,479,489	17,068,240	–
Registered investment companies	1,699,836	1,699,836	–	–
Common/collective trusts	16,629,481	–	–	16,629,481
	<u>258,626,417</u>	<u>\$ 196,530,206</u>	<u>\$ 45,466,730</u>	<u>\$ 16,629,481</u>
Investments measured at net asset value*	222,623,584			
Total	<u>\$ 481,250,001</u>			
Non-Pool Investments				
Cash and cash equivalents	\$ 1,247,916	\$ 1,247,916	\$ –	\$ –
Common/collective trusts	5,974,722	–	–	5,974,722
Canadian Government obligations	5,078,583	1,270,938	3,807,645	–
Corporate obligations	6,478,897	–	6,478,897	–
Common stocks	23,502,295	23,502,295	–	–
	<u>42,282,413</u>	<u>\$ 26,021,149</u>	<u>\$ 10,286,542</u>	<u>\$ 5,974,722</u>
Investments measured at net asset value*	1,599,273			
Total	<u>43,881,686</u>			
Other Assets and Liabilities				
Cash	97			
Accrued investment income receivable	566,309			
Accounts payable and accrued expenses	(352,113)			
Net transactions pending settlement	(6,270,030)			
Total	<u>(6,055,737)</u>			
Net assets, total	519,075,950			
Less: share to other employers	(14,241,633)			
Fair value of plan assets	<u>\$ 504,834,317</u>			

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

The following is a summary of the inputs used as of June 30, 2017, in valuing the assets carried at fair value by the two plans:

Description	Total Investments at June 30, 2017	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 169,452,370	\$ 169,452,370	\$ –	\$ –
Corporate bonds	18,165,885	–	18,165,885	–
U.S. Government and government agency obligations	24,762,537	8,886,395	15,876,142	–
Registered investment companies	923,004	923,004	–	–
Common/collective trusts	12,051,970	–	–	12,051,970
	<u>225,355,766</u>	<u>\$ 179,261,769</u>	<u>\$ 34,042,027</u>	<u>\$ 12,051,970</u>
Investments measured at net asset value*	217,560,757			
Total	<u>\$ 442,916,523</u>			
Non-Pool Investments				
Cash and cash equivalents	\$ 1,331,918	\$ 1,331,918	\$ –	\$ –
Common/collective trusts	5,982,662	–	–	5,982,662
Canadian Government obligations	4,366,454	1,211,888	3,154,566	–
Corporate obligations	6,951,999	–	6,951,999	–
Common stocks	22,165,371	22,165,371	–	–
	<u>40,798,404</u>	<u>\$ 24,709,177</u>	<u>\$ 10,106,565</u>	<u>\$ 5,982,662</u>

Investments measured at net asset value*	1,601,455
Total	42,399,859
Other Assets and Liabilities	
Cash	2
Accrued investment income receivable	589,554
Accounts payable and accrued expenses	(328,506)
Net transactions pending settlement	(7,126,068)
Total	(6,865,018)
Net assets, total	478,451,364
Less: share to other employers	(12,247,063)
Fair value of plan assets	<u>\$ 466,204,301</u>

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2018 and 2017:

Changes in Level 3 Category	2018	2017
	Common/Collective Trusts	Common/Collective Trusts
Beginning balance - 7/1/	\$ 18,034,632	\$ 22,316,498
Net gains (realized/unrealized)	-	-
Purchases	73,143,128	78,001,327
Sales	(68,573,557)	(82,283,193)
Ending balance - 6/30/	<u>\$ 22,604,203</u>	<u>\$ 18,034,632</u>

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,078,590 and \$485,304 as of June 30, 2018 and 2017, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,129,111 and \$1,115,610 for the years ended June 30, 2018 and 2017, respectively.

Note 6. Postretirement Benefits

The International Union provides medical and prescription insurance coverage for both active and retired employees through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union does not report a liability for the excess of the related postretirement benefit obligation over plan assets in connection with the provision of these benefits. However, the International Union does appropriate net assets in an amount sufficient to fund the liability that would be accrued for the medical and prescription insurance coverage were those benefits not funded through a multiemployer plan.

The International Union also provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union. A liability is reported for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these additional benefits. Related benefit costs for the years ended June 30, 2018 and 2017 include the following components:

	2018	2017
Service cost	\$ 2,715,000	\$ 2,598,000
Interest cost	3,042,000	2,914,000
Amortization of prior service cost	(1,699,000)	(1,699,000)
Total postretirement benefit cost	<u>\$ 4,058,000</u>	<u>\$ 3,813,000</u>

The accumulated postretirement benefit obligation and funded status at June 30, 2018 and 2017 are as follows:

	2018	2017
Postretirement benefit obligation	\$ 69,205,010	\$ 66,290,000
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	<u>\$ 69,205,010</u>	<u>\$ 66,290,000</u>

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$2,824,000 and \$2,725,000 for the years ended June 30, 2018 and 2017, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2019 is \$1,234,000.

During the year ended June 30, 2018, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$14,100,000 for medical and prescription coverage for both active and retired employees.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2018	2017
Discount rate	4.50%	4.50%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2018	2017
Discount rate	4.50%	4.50%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2018, were assumed to increase by 5.5% for medical, 5.5% for green shield, 4.25% for dental/vision, 4.25% for Medicare Part B premiums, and 3% for legal costs.

Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 4.25% over 15 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2018 by \$11,780,000 and \$1,219,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2018 by \$9,693,000 and \$959,000, respectively.

Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year ending June 30, 2019	\$ 2,966,000
2020	3,079,000
2021	3,229,000
2022	3,375,000
2023	3,533,000
Years 2024 - 2028	20,412,000

The International Union appropriated investments of \$161,163,000 at June 30, 2018 to pay for future postretirement benefit costs.

Note 7. Mortgages Payable

The IBEW Headquarters Building LLC has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30, 2019	\$ 6,349,298
2020	37,191,699
	43,540,997
Less: interest portion	(2,385,064)
	<u>\$41,155,933</u>

Note 8. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International

Union. These agreements commenced on March 1, 1997. In 2012, these agreements were extended to December 2022. For the years ended June 30, 2018 and 2017, the International Union recognized as revenue \$351,779 and \$1,874,680, respectively.

Note 9. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. The General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

Note 10. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,850,000 and \$2,750,000, for the years ended June 30, 2018 and 2017, respectively.

In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

Note 11. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2019	\$ 10,317,812
2020	10,296,941
2021	10,078,389
2022	9,111,202
2023	8,541,463
Thereafter	32,287,450

Note 12. RISKS AND UNCERTAINTIES

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

Note 13. SUBSEQUENT EVENTS REVIEW

Subsequent events have been evaluated through September 17, 2018, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying consolidated financial statements. ■

WHO WE ARE

Cool Heads, Big Hearts Prevail as IBEW Crew Races to Help Injured Man



Bridgeport, Conn., Local 488 members who rushed to aid a badly injured Korean worker include, from left, Bill Cole, Justin Kelemencky, Yong Chang, who translated for the man and medics, and John Rosa.

The scene at the construction site seemed to unfold in slow motion, shop steward Bill Cole recalls, thinking about the moments after an accident involving an unstable jersey barrier left a worker shrieking in pain.

In reality, Cole and his Bridgeport, Conn., Local 488 brothers reacted at a rapid pace that late August day, taking control of the situation to comfort and calm the man even as they privately reeled at the bloody trauma to his left foot.

Local members and Haugland employees Carl Thane, Robert McCallum and Andre Gayle were the first at the victim's side, a couple of them scrambling down a ladder. They guided a forklift operator to lift the crushing weight off his foot, erected an awning for shade in the 90-degree heat, gave him water and tried — despite a language barrier — to console him while the ambulance was en route.

Nearby, foreman Justin Kelemencky radioed to John Rosa, a fellow IBEW foreman who was working with member Yong Chang inside a building about 100 yards away.

"The foreman said a Korean guy was hurt and needed help," said Chang, who speaks the language fluently. "I ran there. I saw him on the ground, screaming and moaning. His socks were torn off and I saw lots of blood. My heartbeat was a little faster. I said to myself, 'Oh no.'"

The injured man was part of a non-union crew from Korea doing high voltage termination at Bridgeport Harbor, where

Local 488 members are helping build a dual-cycle power plant.

Chang said he'd become acquainted with the Korean workers, occasionally translating for them during the weeks they'd been on site. He recognized the victim as "Mr. Kim."

"I felt a little nervous because I never experienced this kind of situation before," Chang said. "I translated some basic questions to find out Mr. Kim's mental status. He answered clearly in Korean, but he moaned with severe pain. I put a wet towel on his neck and offered sips of water to cool him down."

Chang continued to translate when medics arrived, and again when the power plant project's safety manager questioned the Korean workers about the accident.

Chang, Cole, Kelemencky and Rosa, all employed by signatory contractor Matrix NAC, got a special mention in the company's safety newsletter after project superintendent Brian Lang sang their praises in an email to management.

"They saw an emergency and acted in the best capacity they could," Lang wrote. "It was applauded here on site and by MNAC site management as well as PSEG (Public Service Enterprise Group) supervisors. I just wanted to pass the word up."

"The injury will change the man's life, as they do not know if he will keep three of his toes. It will also affect our guys who saw the whole thing and still acted for the man's best interest."

Local 488 Business Manager Peter Carroll said he was gratified but not surprised to hear about his members' actions, noting their extensive safety and IBEW Code of Excellence training.

"I'm very proud of them and the way they reacted," Carroll said. "They're very, very good at what they do and well-trained to handle emergency situations."

Whether doctors were able to save the man's toes isn't certain, as he soon returned to Korea for further medical care and recuperation.

But Cole said the outlook was fairly optimistic a week after the accident when he and Chang visited Mr. Kim in the hospital, delivering a card and funds collected at the jobsite.

"He was overjoyed," Cole said. "He said, 'I can't believe this. No one knows me.'" Cole told him that as far as IBEW brothers and sisters were concerned, "an injury to one is an injury to all."

"Mr. Kim was so thankful for our visit, and impressed with the card that was signed by so many co-workers," Chang said. "It felt good."

Despite "being in a little bit of shock" that day, he said the experience showed him what he's capable of. "I know if something like this happens again, I am going to be able to help."

Nominate your co-workers for an IBEW Life Saving Award at IBEW.org/Safety-Health.



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

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Send letters to:

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