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With help from IBEW members, the Yankee Air Museum in Ypsilanti, Mich., will preserve part of the iconic Willow Run B-24 bomber factory, which played a pivotal role in winning WWII and helped create the legend of "Rosie the Riveter."

Like many baby boomers who grew up in and around the Michigan cities of Ypsilanti and Ann Arbor, W. Jeffrey Koepp had long heard tales from older family members who'd worked at the nearby Willow Run Bomber Plant of how the B-24 bombers built there turned the tide of World War II against Germany.

As vice president of operations of A.F. Smith Electric, an Ypsilanti signatory contractor since 1920, and as a member of Ann Arbor Local 252, Koepp leapt at the chance to preserve that particular piece of his community's history when the building needed saving.

He's doing so with the help of other IBEW brothers and sisters and the National Electrical Contractors Association's Southeastern Michigan chapter. All are volunteering their time and donating money to develop a new Yankee Air Museum on the site of the long-shuttered factory.

"They've stepped right up," said Koepp, a journeyman inside wireman whose family now owns A.F. Smith. "Any time I've asked for help, everyone has asked, 'What can we do? What would you like from us?' Suppliers have donated cable and lamps for temporary lighting. It's been a group effort from the whole community."

Koepp's grandmother and grandfather worked at Willow Run, which was built by the Ford Motor Co. and opened in the summer of 1942. Henry Ford had retired as the company's chairman, but still had a major say in its direction. He insisted it refuse public funding for the plant and instead build it itself and sell it to the federal government. The company then leased it back for the rest of the war.

The massive facility — it had about 3.5 million square feet of factory space — was built without pillars in many sections so it could house an assembly line more than 1 mile long and wide enough to allow planes to roll off it. Designed by architect Albert Kahn, it was believed to be the largest factory in the world under one roof at the time.

By 1944, workers were rolling out one B-24 every 55 minutes, 24 hours a day, seven days per



Photos provided by Yankee Air Museum.

week. Some historians believe the term Rosie the Riveter, used to honor the women who stepped up to handle the traditionally male factory jobs during World War II, originated at Willow Run in honor of Rose Will Monroe, a worker inside the plant.

"Without the Willow Run bomber plant, we would not have won the war," said Dennis Norton, the Yankee Air Museum's co-founder, whose mother worked at Willow Run. "We had to destroy Germany's industrial might in Europe before sending troops in there, and that's what the B-24 did."

After the Allies' victory, Ford declined to exercise its option to purchase the plant and it eventually was sold to the Kaiser-Frazer Corporation, which produced

.....
YANKEE AIR MUSEUM *continued on page 4*

FROM THE OFFICERS

An IBEW for Everyone



Lonnie R. Stephenson
International President

At the last International Convention, delegates debated and approved a Diversity and Full Inclusion resolution committing, among other things, to creating and promoting a plan to continue the transformation of the IBEW, in rank and leadership, into a trade union that delivers the talent of the entire continent.

In this month's column, I want to update you on what we've done to deliver on that commitment.

Most importantly, as mandated in the resolution, last year I created a permanent Committee on Diversity and Inclusion that is now developing a strategic plan and a training program aimed at swelling our ranks with brothers and sisters from every background.

Once we have that plan and program in place, we will be investing the time and resources we need to move it forward. Already, we've held diversity and inclusion workshops at our annual officers' meeting and last month gathered leaders from our RENEW/NextGen, Electrical Workers Minority Caucus and Women's committees in Washington to start a dialogue on diversity that will help shape our future efforts.

When I first joined the IBEW, pretty much everyone in my local looked like me. And when I went to jobsites, nearly everyone in nearly every trade looked like me too. This wasn't just my local. It was just as true when I was traveling. It got so it was easy to assume this was normal and not a problem.

Now, just to be clear, I am not saying there is anything wrong with people that look like me. But today's young workforce is more diverse than ever before, and if we want to grow, we must make sure the IBEW represents the true diversity of North America.

Our construction and utility branches are facing a skilled worker shortage. In many parts of our industry, there is already too much work for the members we have. Someone is going to do this work, and our nonunion competition is happy to hire anyone as long as it costs less.

There is a simple truth that every true trade unionist knows: the more united we are across our differences, the stronger we are across the bargaining table.

There were skeptics when we committed to bring back organizing. There was no shortage of the fearful when we created alternative classifications. There were even doubters when we introduced the Code of Excellence. In every case, we as a Brotherhood made it happen with sweat and resources, and in every case, the IBEW is stronger for it.

If we aren't actively organizing and recruiting members from every part of our great and diverse nations — including historically underrepresented communities — then we aren't leaving future generations a union as strong as the one we were given.

The IBEW is not an exclusive club; it is a genuine trade union with the singular goal of organizing every worker in the electrical industry. I am proud to be delivering on that promise. ■

Protecting Your Pension

Back in February, I wrote to you about America's pension system and the urgent need for a solution for millions of hard-working men and women who deserve to get the benefits they worked and deferred their own wages for their entire working lives.

Thankfully, the vast majority, over 90 percent, of our IBEW pensions are safe and well-managed, as they ought to be. You worked hard to earn your pension, and you deserve to know that it's going to be there for you when you retire.

But some of our union brothers and sisters aren't so fortunate.

For 400,000 union workers across the Midwest covered by the Teamsters Central States Pension Fund, soon-to-be retirees are facing the possibility of as much as a 50 percent reduction in benefits. But how could that happen? These men and women spent their lives working and bargaining for a benefit they're now likely to see cut in half.

Well, it turns out that government regulators put the foxes in charge of the hen-house. Back in the 1980s, as part of an effort to root out corruption in certain pension funds, the government let big banks like Morgan Stanley, Goldman Sachs and Northern Trust take over the fund's investments. Can you imagine? Politicians sold out working people to line the pockets of Wall Street, and now they're in a mess they're struggling to dig their way out of.

As your Secretary-Treasurer and one of the trustees of the National Electrical Benefit Fund, I want to assure you that our investment choices are made by professionals whose sole responsibility is to you, not some profit-seeking corporation. They're here to make sure that you get what you were promised, and I'm proud of that.

I also want to ask you to take a few minutes to call your members of Congress about a solution that could not only help our union brothers and sisters in troubled plans, but also keep those plans from infecting the whole system. It's called the Butch Lewis Act, and it's not a bailout like those given to the big banks back in 2008. It's a loan that would be fully repaid over time, and it's a responsible way for lawmakers to give those hard-working Americans what they earned.

As more and more of the private sector moves to 401(k)-style retirement plans, I also want to point out a new study about the economic impacts of defined benefit pensions like the NEBF. It turns out they're not just better for retirees. They're also better for communities.

Because pension beneficiaries aren't prisoner to stock market fluctuations like 401(k) retirees, they're more likely to spend money in their communities. They help stabilize local economies during recessions and help support roughly 7.5 million jobs and \$685 billion in economic activity each year.

They're remarkable numbers, and just one of the many reasons we fight so hard for the benefits that you as IBEW members deserve.

Read more about the Butch Lewis Act and how you can help at IBEW.org/Political/HandsOff. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS
TO THE EDITOR”

Inspired by Solidarity

I was unprepared for the solidarity and brotherhood I received in Houston at this year's Electrical Workers Minority Caucus conference. Meeting Sister Robbie Sparks, co-founder of the caucus, was definitely a highlight of the convention for me. She is a credit to the IBEW.

I was unsure of how I would or could fit into the EWMC. What a surprise! The inclusion of the caucus is an opportunity for every member who joins and applies themselves. Belonging to a union makes each of us a minority in the American workforce because union membership is at its lowest level in decades.

The national EWMC Conference was full of workshops and small group meetings, all designed to bring members together with common goals and aimed toward growing the IBEW. Brotherhood and solidarity and the opportunity to network with my union sisters and brothers gave me a better understanding and a more positive outlook for the future.

I would encourage every member to get involved at the local level. There are a variety of ways to be more active. Thank you to Houston Locals 716 and 66 for all their hard work put into this event. It was a great experience.

*Matt W. Harris, Local 292 member
Minneapolis*

Electing Labor Allies

I'm writing in response to a Local Lines article from Butte, Mont., Local 44 in February's Electrical Worker. This is a big thanks from one of the local's charter members in the late 1950s for your work in getting Sen. Jon Tester re-elected to the U.S. Senate from Montana in November. He's a real friend of labor.

I am now a retired lineman out of Seattle Local 77 with 63 years in the IBEW. You might say I've been around the block, and I know Donald Trump isn't a friend of us union working stiffs.

*Ray Kincheloe, Local 77 retiree
Seattle*

Thanks for a Long Union Career

Upon my retirement, I would like to offer my sincere gratitude to the IBEW for providing my family security and prosperity for four generations. I'm very proud to be able to say that between my grandfather, father, myself and my son, we have over 150 years of membership in this Brotherhood. This was all possible because of the brave brothers and sisters who came before us, and it's truly an honor to be associated with such a great organization.

I'd like to say a special thanks to S.M. Electric and the Cheche family for having the confidence to let me manage projects for them from a very young age.

I'd be remiss not to thank all of the brothers and sisters who worked with me and for me throughout the years at Perth Amboy, N.J., Local 358 and then at New Brunswick, N.J., Local 456. As I've said many times throughout my career, you're only as good as the people working for you. Thank you for all your hard work, friendship and professionalism.

As a very young child, I would slip into my grandfather's work boots and strut around the house with the dream that one day I would follow his footsteps into the trade. Thanks to the IBEW, I was able to realize that dream.

God bless our union!

*Dave Hegeman, Local 456 retiree
New Brunswick, N.J.*

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



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

Praise for Photo Contest Winners

Great pics! Congratulations to all the winning entries [in this year's IBEW Photo Contest, results announced in last month's Electrical Worker]. Thanks to all for sharing a slice of your work day with us all.

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

Automating the Rails

IBEW Helping Railroads Meet Critical Safety Deadline

U.S. railroads already are among the safest in the world. But over the past several years, IBEW members have helped install technology across the country that aims to make them even safer.

The system, called “positive train control,” pairs wayside markers with sensors on a locomotive through a GPS system that further automates safety-related components like speed, braking and other warnings and signals. It can alert an engineer of potential problems or even slow or stop a train for safety reasons, greatly reducing the possibility of human error as the cause of a rail accident.

“Members from our railroad branch and several other branches have been major players at every step of the PTC installation process,” said International President Lonnie R. Stephenson. “We’ve brought to this project the know-how to handle the numerous systems and equipment to get the job done right.”

Various automatic train management systems had been proposed for decades. But Congress was spurred to take action following the Sept. 12, 2008, collision of a Metrolink commuter train with a Union Pacific freight train in Southern California that killed 25 people and sent more than 100 to hospitals.

Just over a month later, President George W. Bush signed into law the Rail Safety Improvement Act, requiring 41



Members of La Porte, Ind., Local 531 were among thousands across the U.S. who have worked to install positive train control systems on tracks and in locomotives. When active, PTC will nearly eliminate operator error and help prevent deadly rail accidents.

selected railroads, carrying passengers or hazardous cargo, to implement PTC to supplement existing safety systems.

“Railroad branch members have long understood the dangers inherent in our line of work,” said Railroad Department Director William Bohné. “Safety is one of the core values in our Code of Excel-

lence, so doing our part to make railroads safer in this way is a natural fit for us.”

By coordinating trains’ speed and movement data, PTC was intended to react faster than a human to detect problems, send alerts, and even take action. But there was one problem.

“After the law was passed, PTC had

to be built from the ground up,” said Rick Reynoso, vice general chairman of Railroad System Council 2, which has jurisdiction over the union’s members at 10 railroads primarily covering the western portion of the U.S. “For the first two to three years, we were waiting for technology that didn’t exist yet, and it has constantly evolved with updates.”

This — along with the price tag — presented a number of challenges for everyone involved, Reynoso said.

“Railroads are businesses, all about the bottom line,” he said. “They didn’t want to spend a penny on PTC, but they were spending all this money on it and feeling like they were not getting anything in return.”

Eventually, various federal agencies made available millions of dollars in grants to help defray some of the costs of inventing, installing and testing PTC’s complex mix of computers, radios and trackside equipment.

Because of the immensity of the PTC projects — along with the IBEW’s insistence that any contractors used to supplement this workload must be union — other IBEW locals besides railroad locals have been called in to help.

La Porte, Ind., Local 531 is an inside local whose members, helped by some fellow electricians from Gary and Hammond, Ind., Local 697, installed several of these PTC components for rail cars and trains running on the 90-mile South Shore Line connecting Chicago-area commuters with South Bend, Ind.

“We were soldiers, doing whatever

they needed us to do. It was quite an adventure,” said Danny Ellis, a member of Local 531’s executive board. “We worked five 10-hour days with an eight-day turnaround for most cars. [Management] told us, ‘You do stellar work,’ and that says a lot about our IBEW training.”

One of the biggest challenges with PTC installation has been interoperability. The trains of the “tenant” South Shore system, for example, need to move freely on, and communicate with, equipment used by its “host” railroad, the Chicago area’s Metra commuter rail system. Similarly, Southern California’s Metrolink is a tenant of host railroad Union Pacific.

Following the California crash, National Transportation Safety Board investigators determined that Metrolink’s engineer had failed to notice a signal requiring him to wait for Union Pacific’s freight train to pass before entering a merge. Had it been installed at the time, PTC could have alerted the Metrolink engineer and, if necessary, stopped his train.

Congress had expected PTC to be fully implemented by the end of 2015. But it quickly became obvious that most railroads would not be able to meet that deadline, so Congress extended it to the end of 2018, leaving open the possibility of final extensions to Dec. 31, 2020, provided railroads could prove that they qualified.

Fortunately, the Federal Railroad Administration reported recently that by the end of 2018, PTC was operating on almost 46,000 of the nearly 58,000 required rail route miles — 83 percent of the required freight routes and nearly one-third of the required passenger routes.

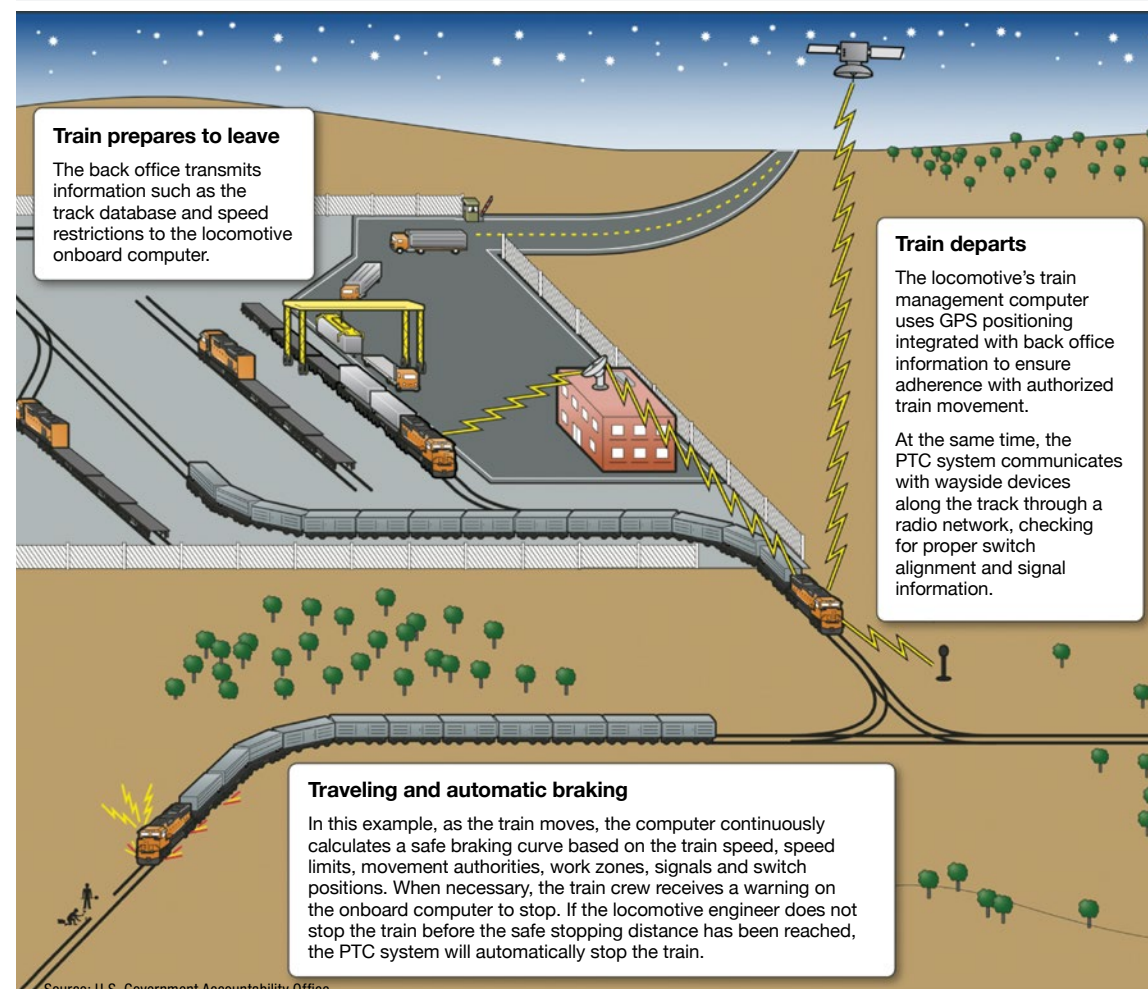
“Everybody on our end came through, from the system level to the local level,” Reynoso said. “The IBEW’s reputation for quality helped us get the work. We’ve knocked it out of the park so far, and our carriers have been happy with the result.”

And thanks in part to the work of IBEW members, four railroads now boast fully certified PTC operation: the Port Authority Trans-Hudson (PATH) connecting Manhattan and northern New Jersey, San Diego’s North County Transit District, Oregon’s Portland & Western Railroad and Metrolink.

The remaining railroads successfully qualified for the 2020 extension deadline. Should they fail to meet it, they could face fines of nearly \$28,000 a day.

“With just under two years to go, I’m confident that our members will continue to work as efficiently and as safely as possible to get the job done,” Bohné said. “Not only do we know that our employers and contractors are counting on us, we know that lives are depending on our success.” ■

How Positive Train Control Works



HAVE YOU MOVED?
Notify us of an address change
www.ibew.org/ChangeMyAddress
or call 202-728-6263

Continued from page 1

Michigan Members Help Save Historic ‘Rosie’ Bomber Factory



The Willow Run Bomber Plant was rolling one B-24 bomber off its assembly line every hour in 1944.

Photo provided by Yankee Air Museum.

cars and the C-119 Flying Boxcar there.

After years of losses, the company moved its operations to Toledo, Ohio. General Motors Co., Ford's chief rival at the time, began leasing the facility in 1953 and eventually purchased it. Kaiser-Frazer eventually became Kaiser Motors before ceasing operations completely in 1955.

GM's last car rolled off the line at Willow Run in 1992. The company's powertrain plant closed in 2010, marking the end of GM's operations there. Most of the plant was demolished by 2015.

The Yankee Air Museum, which Norton and others founded in 1981 to celebrate the area's rich aviation history, was looking for a new home after its original facility was destroyed by a fire. They reached an agreement with the trust that owns the property to purchase and renovate a small part of the plant and house the museum there. They've been fundraising and getting help from volunteers in the community ever since.

That's where Koepp, the IBEW and NECA came in. He knew about his family's history there. His grandfather went on to become a licensed pilot and took young Jeff on flights out of adjoining Willow Run Airport and Ann Arbor Airport as a child.

A.F. Smith was one of the signatory contractors used during the demolition,

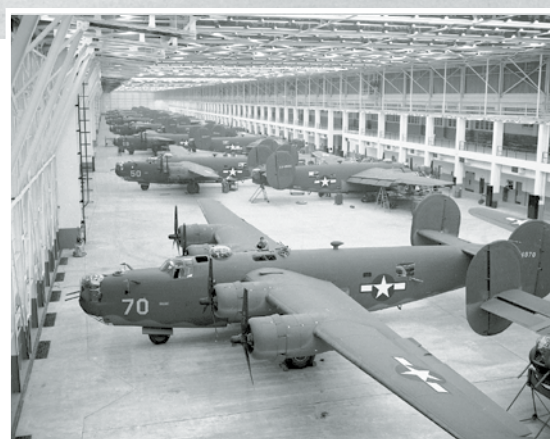


Photo provided by Yankee Air Museum.

The Yankee Air Museum houses the B-24 and other planes used by American forces during World War II.

where Koepp had a chance to meet Norton and learn about some of the critical needs for the museum. One of those was arranging temporary power in the small part of the plant still standing.

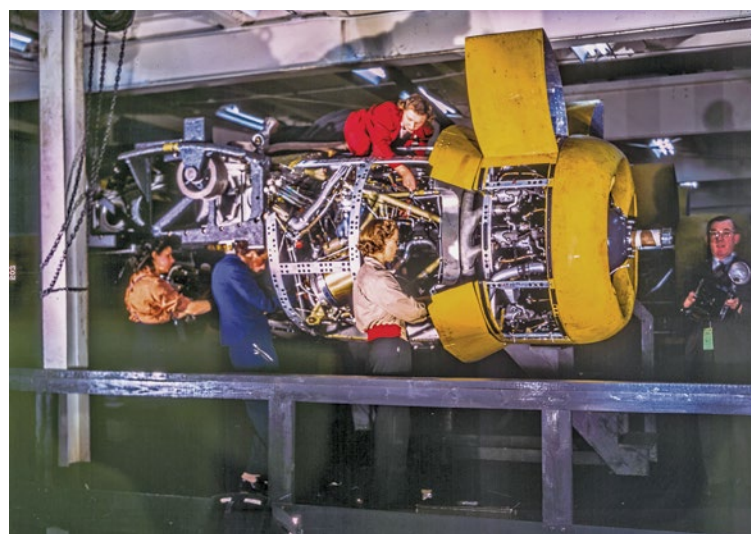
Koepp found an old pump house about 1,000 feet away that was capable of generating 480 volts. In 2015, Local 252 members donated about \$25,000 worth of labor to connect it with the museum, allowing renovations to begin.

A.F. Smith supplied an 800-amp main distribution panel, four 225-amp lighting panels, four 75-kva transformers and four 225-amp branch power panels to run the temporary lighting.

"That was a big, big job," Norton said. "We had no transformers and no connection. Lines had to be strung to put up temporary lights just so we could operate."

Local 252 Business Manager Ryan Husse said renovating the museum doesn't just honor the aviation history there; it also honors the IBEW's and

From left, Ann Arbor, Mich., Local 252 business agent Rick Plisko, Business Manager Ryan Husse and assistant business manager Dave Bianco during a recent visit to the Yankee Air Museum.



Female workers at the Willow Run Bomber Plant install the engine inside a B-24 during World War II. Some historians think these women inspired the iconic "Rosie the Riveter" poster.

Credit: Kevin Perlingo

IBEW members and signatory contractor A.F. Smith Electric have donated time and money to the museum.

Willow Run Airport officials informed the museum in mid-2018 that it could no longer use the hangar where it stored its planes, which include a B-17, B-25 and C-47, because it needed the space for its own operations. Many of the aircraft remain in use and public flights are available.

Museum officials must vacate the hangar by the end of this year. A drive to raise an additional \$6 million to build a new hangar to store the historic planes is ongoing. Donations can be made at savethebomberplant.org.

"This was a major blow," Koepp said. "That really changed things up on us. We've got to come up with a place to store and move these flyables to."

Local 252 has led the way for the IBEW, but it hasn't been alone. Detroit Local 58 and other local unions in the state also have pitched in to help. Work is expected to continue on the museum for the next several years. More information is available at yankeearmuseum.org.

Norton said he's grateful for the help of the IBEW and other unions in the area. Without them, preserving a critical part of the nation's World War II history would have been difficult.

"There's been nothing like Willow Run before or since," he said. ■

Local 252's history. Wiremen were employed as electricians at Willow Run throughout GM's ownership of it.

"That place paid a lot of bills for our members," said Husse, noting that most of Local 252's volunteer work began under his predecessor, Tim Hutchins, now on the Sixth District staff, as well as former long-time Business Manager Greg Stephens and now-retired Sixth District International Representative John Briston.

Dave Bianco, Local 252's assistant business manager and a longtime business representative, said GM would install a new electrical system whenever it decided to change the model of the automobiles it was producing at the plant.

That work was done by Local 252 members — many of whom lived in the adjoining West Willow community alongside

members of the United Auto Workers — and travelers from across the country.

"We always had a signatory [contractor] in there," Bianco said. "It put a lot of people to work."

Koepp said suppliers have stepped up to donate cable and lighting. Local 252 members have installed it, much of it on a volunteer basis. He arranged a deal with Square D, a company that manufactures switch gear, to have a switchboard delivered in just 13 weeks — about half the usual time, and Square D donated half the cost. That result was a 3,000-amp main electrical switchboard at a bargain price.

Local 252 has committed to donating at least \$25,000 in labor this year, which is a critical one for the museum. That's because a new, more immediate challenge has surfaced.

Photo provided by Yankee Air Museum.

Credit: Kevin Perlingo



Like Father, Like Son: Two Generations of Broadcasting Excellence

Jay Willis is accustomed to making quick decisions as an audio mixer during major sporting telecasts, primarily while working as a freelancer for CBS.

In 2012, the New York Local 1212 member made one that turned out to be one of the most important of his life — and his son Alex's, too.

Willis got word from his CBS bosses that the scheduled audio assistant wouldn't be able to assist him during that week's NFL game due to a family emergency, just two days before the telecast. All the other union sound personnel were unavailable.

Fortunately, the game was scheduled for Buffalo's Rich Stadium, just a few miles from Willis' home in Hamburg, N.Y. So he reached out to his son, Alex, a junior at the State University of New York at Fredonia, where he was majoring in sound recording technology. Jay had graduated from the same school with the same degree more than 30 years earlier.

The day before the game, Willis borrowed a booth kit — the audio gear used to complete the build of a network broadcast booth — and asked Alex to set it up in the family basement. He did so relatively easily with little help from his father.

The next day, he worked side-by-side with his dad in the production truck during the game.

"I was confident at that point he could troubleshoot things," Jay said.

Alex recalled, "I had an understanding of audio, so he said, 'If I show you everything you have to do, can you do it this weekend?' I said sure. I didn't know what I didn't know."

Alex — who goes by the family's given last name, Wieloszynski — began picking up assignments in western New York, primarily working hockey and college basketball telecasts. In 2014, he worked for CBS during an NCAA Tournament regional in Buffalo — a grueling stretch for camera personnel and technicians, who work six games in a three-day stretch.

After that, CBS began hiring Alex on a regular basis and he and his dad often work together, including during the network's golf coverage, highlighted by The Masters every April. He followed Jay into Local 1212 as well.

Alex sometimes assists his father, but often works as what is called the A1 — the primary sound mixer — at the uncommonly young age of 27.

"Jay's job has become so much more than mixing," said Broadcast International Representative Neil Ambrosio, who has known Willis for about 15 years. "There's a big engineering side to it and doing it under the pressure of live television is a feat. That's why there haven't been a large number of younger people to come up and take those A1 chairs on big network-level shows.

"Alex is kind of a prodigy in that respect. He not only wants to do it, but he's got the aptitude and the guts to sit in the chair. And he's got the ears. You can teach engineering signal flow, but sound



New York Local 1212 members Jay Willis and Alex Wieloszynski are a rare father/son broadcast audio team.

mixing for television is an art. It's reproducing the dynamic sounds of an exciting sports event for the listener without making it sound overprocessed or contrived."

Jay grew up fascinated by sound, but not how it related to sports. He was a musician and still plays piano, so he headed west after graduation from SUNY-Fre-

donia and worked as an audio mixer for recording studios in the Los Angeles area.

But after seven years in southern California, he and his wife, Donelle, returned to western New York to start a family. The company producing the telecasts for the NHL's Buffalo Sabres had an opening for an audio mixer and he got the job. He became

an IBEW member and started receiving assignments from CBS when the network re-gained NFL broadcast rights in 1998.

"The cooperation among union members is something I really enjoy," he said. "Every department interfaces with every other department. Plus, the other benefit is you're seeing new technology all the time. You're seeing how it works, how to deal with it. That's especially true at a company like CBS, which is always pushing technology forward. You're in the middle of that."

Jay also has worked college basketball and the NCAA Tournament in addition to golf and the NFL for CBS, including the Super Bowl earlier this year. He previously worked the U.S. Open tennis tournament when CBS held the rights to it.

"Millions of people are watching and we're live," he said. "There's a little bit of a charge in doing something that is profoundly difficult."

Like his dad, Alex showed an interest in music and audio technology at a young age. His first preference was to be a mixer in a music studio, but he saw during an internship in New York City how much that industry has changed. Jobs were scarce as major studios closed earlier this decade. He enjoyed accompanying Jay to

work, but never seriously considered working in television until he was an emergency fill-in for the NFL game.

New York Local 1212 Business Manager Ralph Avigliano said the pair's work is an example of how the IBEW has been able to maintain such long-standing partnerships with leading media companies like CBS.

"We're proud of all the great work our members do and it's gratifying to see that passed from one generation to another," Avigliano said. "Jay has had an exemplary career in a demanding profession and it's a delight to see Alex build on that legacy. He and others remind me the IBEW's relationships with CBS and our other broadcast partners are in good hands for years to come."

Jay, for one, isn't exactly surprised to see his son excelling in what can be a challenging business.

"He's definitely latched on quickly and efficiently and he's been recognized by CBS. He's an important part of their future."

Alex is glad he's getting to share part of his career with his father.

"When we're both working the same event out of town, it's sort of like being at home," he said. "We get along extremely well. We're too similar not to." ■

IBEW Inventors Create Tools for Us, by Us

No one knows better the challenges faced by electricians in the field than the men and women who do the job every day.

It seems like an easy conclusion to draw, but too often, toolmakers and designers have never actually done the work their tools are meant for. It means there's room for enterprising tradesmen and tradeswomen to fill gaps that traditional toolmakers can't or won't fill.

It was that entrepreneurial and problem-solving spirit that drove Philadelphia Local 98 member Stephen Bandura to step up and invent a solution to an on-the-job problem that was driving him crazy: turning ground clamp bolts.

It's a task that nearly every lineman or wireman will do at least once, possibly thousands of times. In substations or switch gear, tightening a ground clamp so gear cannot re-energize is a necessary part of working safely.

But, it seems like every bolt is different. They're often irritatingly inaccessible, and whoever designed each bolt head seemed not to have accounted for workers wearing arc-flash spacesuits that are hot, clumsy and claustrophobic.

For decades, this job was slow and required the use of jury-rigged tools — screwdrivers, the handles of side cutters, whatever was lying around. So, up went the universal cry of craft and trade workers living in a world engineers can't imagine: "There has to be a better way!"

Bandura spent nearly two years working on substations for Merck & Co. pharmaceuticals wondering when someone would find a better way. Then he decided to do it himself.

It's called the Puck, an attachment for a standard one-half-inch socket wrench. Bandura refined the design as he came across even more clamp bolts until he had something that worked on nearly everything.

"When it didn't fit some bolts, we redid it," Bandura said. "Now we have it right. I have yet to find one that doesn't fit."



Ground clamp bolts come in all shapes and sizes; now one tool turns them all.

And now he is ready to share the Puck, made in Arizona and available through specialty electrical tools manufacturer **rack-a-tiers.com**.

For New Orleans Local 130 journeyman wireman Lixon Vilsaint, his there-has-to-be-a-better-way moment came while he was spacing parallel conduit runs.

On some jobs, Vilsaint knew the distance between conduit runs would be precisely indicated in blueprints, but most places, it is left up to the worker. The only requirement is that it be consistent.

"We use anything around us — scraps of wood, metal — anything that is close by and can fit the bill," Vilsaint said.

But what if the scrap of wood gets tossed? Or one of the runs is handled by one crew and another crew finishes the end?

There had to be a better way. Now there is.

Vilsaint designed a set of three plastic spacers that don't require measuring once the installation begins. Two handle the most commonly used offsets and the third is a caliper that allows for custom spacing of up to five parallel conduit runs. All are brightly colored, lightweight plastic with lanyard attachments, so they won't kill anyone if they fall and won't get lost underneath the scrap that used to end up as makeshift spacers.

Vilsaint is now trying to get where Bandura is — from a great idea to production. He is raising money through pre-orders to get a mold built. Twenty-five dollars will get the three-piece set at **lixontech.com** and 5 percent will go to his local, Vilsaint said.

Vilsaint and Bandura spent dozens of hours bringing these tools to life to make our jobs easier. They both believe that there are hundreds more ideas rattling around in the heads of their brothers and sisters and hope their examples inspire others to make their ideas real.

"Some union electricians, they are so thoughtful, have good ideas, but they're worried they can't find money. If we invent something that makes our lives easier, we should all be there for each other to make it real," Vilsaint said. "Only our brothers and sisters can support us." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Canada Lobbies for Fair Wages Policy's Return

With Canada's next federal election only six months away, IBEW leaders and activists are reminding Prime Minister Justin Trudeau and his Liberal Party majority in Parliament that they have not yet made good on one of their 2015 campaign pledges: to bring back the country's federal fair wages law.

"Our members campaigned alongside our brothers and sisters in the larger labour community to help get these candidates friendly to our causes elected to office in 2015," said First District International Vice President Thomas Reid. "Their promise to restore a federal fair wages law was one of the reasons we supported them."

Operating in much the same way as the U.S. government's Davis-Bacon Act, Canada's Fair Wages and Hours of Labour Act had for years mandated locally determined prevailing wage policies, which, among other things, prevented suppliers from using substandard wages as bargaining chips when competing for federally funded contracts on construction, remodeling, and other projects.

But for years, Merit Canada, a small but vocal open-shop lobbying group, had pressured Parliament to repeal the act, citing, among other false claims, that the law unfairly favored union shops over nonunion ones.

"In reality, the law allowed any contractor, whether they were union or non-union, to bid on federal jobs, as long as they also paid a livable wage," Reid said.

Led by then-Prime Minister Stephen Harper, the majority Conservative government in 2012 abolished the act, buried within an omnibus budget bill. Once that budget bill became law, contractors across Canada had free rein only to pay the surrounding territory's or province's minimum wage on new federally funded projects and any procurement the federal government undertook.

"Now, employers can lower their bids on the backs of working people by driving down their wages to provincial minimums that aren't in line with industry standards," Reid said. "And who pays for this race to the bottom? Working people, their families and their communities."

Shortly after his party took power following the 2015 general elections, however, Trudeau called on his government to work on a number of progressive priorities, including restoration of "a fair and balanced approach to organized labour by ... implementing a modern Fair Wages Policy."

"This would be a great way for the Liberal government to strengthen its broader labour strategy," Reid said. "It could even drive contractors to regularly offer higher wages and better working conditions when bidding."

All Canadians would benefit, he said, because contractors who consistently pay fair wages and stick to employment standards and labour laws histori-

cally have had workforces that are safer, more productive, and more efficient than their lower-paid counterparts.

"An updated, clear, and concise fair wages policy could help contractors on federal projects win work that's based on the skilled workers they bring to their jobs, not on their business model of offering cheap wages," Reid said.

Labour activists are hoping to see a new fair wages policy that goes further than the old one, containing provisions for such things as frequent reviews and transparent updates of wage schedules, wage rates that reflect a total compensation package including benefits and pensions, random site visits, and enforcement language allowing unions or other contractors to intervene as third-party whistleblowers when workers

"A true prevailing wage that cuts across provincial and territorial borders would only help to build a stronger middle class in this country."

— First District International Vice President Thomas Reid

fear punishment or termination for reporting non-compliance or other violations.

"We also would like it to cover a wider range of sectors, including data processing and information technology," Reid said. "It should apply to all workers, including independent contractors and temporary workers, on all construction projects, whether they're funded by the

government in full or in part."

Too often, he said, temporary workers either are not being paid fair wages or they do not have access to the same types of benefits as journeymen and apprentices.

"A true prevailing wage that cuts across provincial and territorial borders would only help to build a stronger middle class in this country," Reid said. "The gov-

ernment of Canada spends close to \$25 billion every year to procure goods and services through contracts with a large number of suppliers. This fair wages policy could leverage these procurement contracts to help improve the lives of Canadians."

The Canadian government recently solicited comments via an online forum about such a policy's potential coverage, requirements and enforcement. Public information-gathering roundtables also were held in Edmonton, Ottawa and Halifax.

Meanwhile, leaders in the First District are urging members to sign an online petition in support of the policy's return (bit.ly/IBEW_FairWages) and to ask their members of Parliament to support a modern federal fair wages act. ■

La FIOE Canada poursuit ses efforts de lobbying pour le retour de la politique moderne sur les justes salaires

Dans le cadre de l'élection fédérale du Canada prévu dans six mois, les leaders de la FIOE et les militants veulent rappeler au premier ministre Justin Trudeau et à son Parti majoritaire du Parlement qu'ils n'ont pas encore respecté leur engagement lors de leur promesse électorale de 2015; de restaurer la Loi sur les justes salaires du pays.

« Nos membres ont milité aux côtés de nos confrères et de nos concœurs dans l'ensemble des grandes communautés syndicales pour venir aider à faire élire ces candidats qui soutiennent nos causes », mentionne le vice-président international Thomas Reid du Premier District. « Leur promesse de restaurer la Loi fédérale sur les justes salaires était une des raisons pour laquelle nous les avons appuyés ».

Le fonctionnement de cette loi est le même que celui de la Loi Davis-Bacon du gouvernement des États-Unis, la Loi canadienne sur les justes salaires et les heures de travail a depuis des années imposé des politiques salariales en vigueur déterminées localement, ce qui empêchait les fournisseurs d'utiliser des salaires inférieurs aux normes comme pouvoir de négociations pour obtenir des contrats de projets de construction, de rénovation et autres financés par le gouvernement fédéral.

Pendant des années, Merit Canada, un petit, mais très puissant groupe de lobbying « open-shop » exerçait de la pression auprès du Parlement pour faire abroger cette Loi, en déclarant « parmi d'autres fausses déclarations, que la Loi favorisait injustement les « union shop »

par rapport à celles non syndiquées.

« En réalité, la Loi permettait à tout entrepreneur, qu'il soit syndiqué ou non, de soumissionner en vue d'obtenir des contrats du gouvernement fédéral, à condition d'offrir un salaire suffisant pour vivre, » dit Reid.

Caché dans un projet de loi omnibus sur le budget, le gouvernement conservateur majoritaire dirigé anciennement par le premier ministre Stephen Harper, a abrogé cette Loi en 2012, une fois ce projet de loi budgétaire est devenu Loi, les entrepreneurs partout au Canada était libre de seulement payer le salaire minimum suggérer dans les territoires et les provinces pour les contrats financés par le gouvernement et pour toute acquisition entreprise par le gouvernement fédéral.

« Maintenant, les employeurs peuvent soumissionner à un prix inférieur sur le dos des travailleurs en baissant leur salaire au salaire minimum en vigueur dans la province qui n'est pas conforme aux normes de l'industrie », ajoute Reid. « Et qui paye le prix pour cette course vers le bas? Les travailleurs, leurs familles et leurs communautés. »

Peu de temps après avoir pris le pouvoir suite aux élections fédérales de 2015, Trudeau a toutefois demandé à son gouvernement de travailler sur plusieurs priorités, y compris de rétablir « une approche juste et équitable envers les syndicats en... mettant en œuvre une politique moderne sur les justes salaires. »

« Ce serait une bonne manière au gouvernement libéral de renforcer une plus vaste stratégie face aux syndicats, »

ajoute Reid. « Lorsqu'ils soumissionnent, cela peut même les amener à offrir des rémunérations plus élevées et de meilleures conditions de travail. »

Tous les Canadiens en bénéficieraient, dit-il, d'un point de vue historique, les entrepreneurs qui ont toujours offert des salaires justes et qui ont respecté les normes syndicales en matière d'emploi, se retrouvent avec une main-d'œuvre qui exécute son travail de manière sécuritaire, plus productive, et plus efficace par rapport à leurs homologues qui gagnent un salaire moins élevé.

« Une politique sur l'équité salariale qui a été mise à jour, claire et concise peut aider les entrepreneurs dans le cadre des projets fédéraux à décrocher le contrat selon les travailleurs qualifiés embauchés, et non selon un modèle d'affaires qui offre plutôt des salaires de misère, » formule Reid.

Les militants syndicaux espèrent voir la mise à pied d'une politique sur les justes salaires qui va plus loin que l'ancienne, qui comprend entre autres, des dispositions sur une révision salariale plus fréquente et des mises à jour plus transparentes au sujet des taux salariaux, de faire en sorte que les taux salariaux comprennent des régimes de rémunération globaux pour les prestations et les retraites, des visites aléatoires sur les chantiers, l'application d'un langage qui permet aux syndicats ou à d'autres entrepreneurs d'intervenir à titre de dénonciateurs par une tierce partie lorsque les travailleurs craints d'être punis ou de perdre leurs emplois parce qu'ils

ont signalé l'absence d'une conformité ou autres violations.

« Nous voudrions aussi qu'elle couvre d'autres secteurs tels que le traitement de données et la technologie de l'information, qu'ils soient financés en tout ou en partie par le gouvernement. »

Trop souvent dit-il que les travailleurs temporaires touchent un salaire injuste ou ils n'ont pas accès aux mêmes types d'avantages qu'un compagnon ou d'un apprenti.

« Un vrai salaire prévalant versé qui est commun à toutes les provinces et tous les territoires ne pourrait que bâtir une classe moyenne forte dans ce pays », dit Reid. « Le gouvernement du Canada dépense proche de 25 milliards de dollars chaque année pour acquérir des biens et des services par le biais de contrats avec l'aide d'un grand nombre de fournisseurs. La politique sur les justes salaires peut stimuler ces contrats d'acquisitions dans le but d'améliorer la vie des Canadiens. »

Le gouvernement du Canada a récemment sollicité des commentaires par le biais d'un forum en ligne à propos d'une telle couverture de politique éventuelle, de ses exigences et de son application. Un regroupement d'informations public a aussi été tenu en table ronde à Edmonton, Ottawa et Halifax.

Entre-temps, les leaders du Premier District conseillent fortement de signer la pétition en ligne pour venir appuyer le retour de cette politique (bit.ly/IBEW_FairWages) et de demander à leurs représentants du gouvernement d'appuyer la Loi moderne sur les justes salaires. ■

THE FRONT LINE: POLITICS & JOBS

It's Tax Season, and These Deductions for Working Families Disappeared

Tax season is here, and tens of millions of Americans are finding an unpleasant surprise when they enter the final calculations on their returns.

Tax returns being filed in 2019 are the first under the tax reform bill passed in 2017 and more than a dozen deductions working Americans relied on for decades are gone. Changes to the withholding rules mean that many people expecting a refund check from the IRS are finding that they are the ones on the hook.

"People got used to their taxes being a certain way," said Political and Legislative Director Austin Keyser. "It isn't that way anymore and a lot of people are getting hit with some terrible news."

The last time a major tax reform bill was passed was 1986, so entire generations of working people have grown to expect consistency when tax time rolls around each April.

When Republicans pushed through the most recent changes, most of the attention went to the hundreds of billions of dollars that corporations and the billionaires behind them would save, and the eliminated deductions for working families might have slipped by unnoticed.

Grand Rapids, Mich., Local 876 Business Manager Chad Clark was so concerned about the possibility of much higher taxes for his members that he joined a handful of business managers in sending a warning letter to his members in January.

"Due to the recent tax reform (effective January 1, 2018) many miscellaneous itemized deductions that you have claimed in the past are no longer deductible," he wrote.



Nearly a dozen tax deductions important to union workers were killed for this year, causing some nasty surprises at filing time.

The list of no-longer deductible items was fairly long:

- Union dues
- Tools and supplies used for work
- Work clothes and uniforms, if required and not suitable for everyday use
- Work-related travel, transportation and meal expenses
- Depreciation on a computer or mobile phone that your employer requires you to use in your work
- Work-related education
- Home office expenses for part of your home used regularly and exclusively in your work
- Expenses of looking for a new job in your present occupation, including travel
- Legal fees related to work
- Subscriptions to trade journals or magazines
- Business liability insurance premiums
- Dues to professional societies

The letter was similar to some he had seen other business managers send.

"A lot have called back and said, 'Gosh you were right,'" Clark said. "One individual said it was a \$7,000 difference. People need to understand this."

The IRS in February was already reporting, in only the second week of filing season, that the average refund was down nearly 9 percent and the number of refunds of any amount was down 16 percent.

Everyone's situation is different, Clark said, and he was at pains to remind his membership that they shouldn't rely on anyone's general advice over a tax expert.

"This was just for information, to let them know not to expect to take this stuff off," he said.

International President Lonnie R. Stephenson wants to go a step further and fix the problem at its source.

Back in November, Stephenson sent a letter to every member of the

U.S. House, asking them to co-sponsor a bill introduced by Pennsylvania Rep. Conor Lamb called the Tax Fairness for Workers Act.

The bill would reinstate the tax deduction for union dues and unreimbursed employee expenses, returning nearly \$20 billion to working families, according to an AFL-CIO study.

Even better, the bill would allow workers to make the deductions even if they don't itemize their returns.

"These important tax provisions were key features of the federal tax code for decades and helped sustain not only IBEW members, but all of our nation's middle class," Stephenson wrote. "Congress should reinstate them and allow working American households to keep more of their hard-earned money." ■

BC Member Selected for Canada's Future Skills Council

The government of Canada has assembled a new council to address the future of jobs in the country, and Vancouver, British Columbia, Local 213 assistant business manager Lisa Langevin will serve as a member.

"This is a great opportunity for Sister Langevin to share her expertise as well as her experience as a tradeswoman and to ensure that our industry has a voice at the table," said First District International Vice President Thomas Reid.

The Future Skills Council, alongside its counterpart research facility the Future Skills Centre, is part of an initiative by the government to look at how new trends and technologies are shaping the future of work and to develop a plan that will help Canadians acquire the necessary skills to get good-paying jobs that will also grow the middle class.

"The world of work is changing and Canadians need to be equipped to seize the opportunities this presents," said Patty Hajdu, minister of Employment, Workforce Development and Labour, in a statement released on Feb. 14. "Future Skills is part of the government's plan to build an agile workforce that can find and keep good, well-paying jobs, and strengthen the middle class so that everyone has a fair chance at success — today and tomorrow."

Langevin is the only tradesperson on the council and one of two from the labour movement, joining Mike Luff of the Canadian Labour Congress. Others on the 15-member council include representatives from the public, private and nonprofit sectors.

"I think having a tradeswoman on the council speaks to the council's commitment to diversity, which is just as important a consideration for the future as issues like automation and the aging of the workforce," said Langevin, who brings years of experience promoting women in the trades.

Langevin is a founding member of Local 213's women's committee as well as the national and provincial chapters of Build Together — Women of the Building Trades. She is also president of the BC Tradeswomen Society, serves on the Governance Committee for the BC Centre for Women in the Trades and is a board member of the Industry Training Authority, which coordinates the provincial skilled trades system.

"We need to think about the face of the workforce as well as the technology driving it."

— Local 213 member Lisa Langevin

"We need to look at how we can create an open and inclusive workplace," Langevin said. "We need to think about the face of the workforce as well as the technology driving it."

Langevin noted that indigenous people are the fastest growing population in Canada, along with immigrants, two groups that are under-represented in the trades.

"The future of the trades is a diverse workforce," Langevin said.

As technologies continue to evolve, the trades are too, Langevin said, and that perspective needs to be part of the conversation.

The council has been directed to operate at "arm's length," which Langevin says will give them space to think outside of government constraints and generate new ideas.

"We'll be meeting with our stakeholders and bringing that back," Langevin said. "And we'll be thinking outside the box to make sure that all Canadian working families — including the trades — are part of the future." ■

Plan to Repeal Tax on Many Union Health Insurance Plans Introduced

A renewed effort to repeal a 40 percent tax on millions of health insurance plans has new hope of becoming reality thanks to rule changes in the House of Representatives.

The plan to repeal the so-called "Cadillac tax" has been introduced several times since the passage of the Affordable Care Act in 2010 — including last year, backed by more than 300 co-sponsors — but has never passed in both chambers of Congress.

This year, however, rules passed by the new Democratic majority give the bill a real chance of becoming law, if it can get more than 290 co-sponsors once again.

"This is one of our highest priorities this year," said Political and Legislative Department Director Austin Keyser. "Slapping a 40 percent tax on many, if not most, union health plans is bad for workers, bad for business and bad for the country."

The Cadillac tax was introduced in the ACA, also known as Obamacare, as a misguided attempt to control health care costs nationally and discourage overly generous health coverage that was, allegedly, driving up health care costs, Keyser said.

"Make no mistake: this affects every member of the IBEW."

— Political and Legislative Department Director Austin Keyser

But the lower limit was set so low — \$10,000 a year for an individual, \$27,000 a year for families — that 18 million working people were facing dramatic benefit cuts immediately, rising to nearly 60 million within a decade. The hit to working families was perhaps unintentional, but a hit all the same.

"Even if \$10,000 and \$27,000 seemed like a lot in 2010, there was no provision for inflation, which is much higher for health care. Pretty soon, most health insurance plans are going to be facing lethal tax increases," Keyser said. "Billionaires got their tax bonanza; we get the bill."

The Cadillac tax has already been delayed twice. It was supposed to go into effect in 2018, stripping \$100 billion in worker benefits. That has been pushed out to 2022, but the specter of the tax hike is complicating contract negotiations and a permanent fix is the only way for unions and employers to negotiate three-year deals with any confidence, Keyser said.

There was and is overwhelming support among both Democrats and Republicans for what is called a clean repeal with no amendments, but Republican leaders Paul Ryan and Mitch McConnell never allowed one to come up for a vote. Instead, Republicans only introduced repeal bills that also tossed millions of people off insurance or went after the heart of the ACA. Democrats simply would not support that.

Now that Democrats control at least one legislative chamber, however, a clean repeal like the one proposed in H.R. 748 — the Middle-Class Health Benefits Tax Repeal Act — could finally make it to the floor.

When Speaker Nancy Pelosi took the gavel, Democrats passed a new rule: every bill with more than 290 co-sponsors would be added to a list. Every week, one bill from that list would be chosen by the speaker to go straight to the House floor for an up-or-down vote. No long detours to committee, no opportunities for popular bipartisan bills to be poisoned with unrelated amendments.

Last year, a similar bill had 304 co-sponsors, 168 Democrats and 136 Republicans. The current bill has only 151 co-sponsors, neatly split 50/50 between the parties.

"Getting to 290 or more co-sponsors is probably our best opportunity to kill this tax," Keyser said. "McConnell doesn't want to put forward a clean repeal, but the more co-sponsors we get in the House and the larger the margin of victory, the more pressure he'll be under to give us something. Then it will be up to the Democrats to decide if the price he is asking is too high."

The key, he said, is mass mobilization.

"Make no mistake: this affects every member of the IBEW. The tax weakens our hand in negotiations, but it also hurts our employers," Keyser said. "This is one case where the Chamber of Commerce and labor see eye to eye."

Keyser encourages every member of the IBEW to ask their representative to co-sponsor the bill. The easiest way to find your representative is to type your ZIP code into the search box at www.house.gov and call or email asking them to co-sponsor H.R. 748 to kill the Cadillac tax permanently. ■

POLITICS continued on page 8

POLITICS & JOBS *continued*

Maine, Illinois Members Represent at the State of the Union

Retired Manchester, Maine, Local 1837 member Cynthia Phinney and Chicago Local 134 apprentice Lily Wu were invited as official guests to attend President Donald Trump's State of the Union address on Feb. 5 at the U.S. Capitol in Washington, D.C.

Phinney was the guest of Rep. Jared Golden of Maine, and Wu was the guest of Sen. Tammy Duckworth of Illinois.

"The president seems poised to charge ahead with the new NAFTA as written," Phinney said, reacting to the speech afterward. "We know it's not unusual to make changes even after these documents are signed, and this agreement as it stands isn't sufficient. We'll keep pushing Congress for a NAFTA that works for people and the planet."

Trump mentioned a specific health care initiative for childhood cancer, she said, "but he failed to lay out a plan that will address the lack of affordable coverage that is impacting families across the country facing many health care challenges."

Members of both houses of Congress are each allowed to invite one guest to watch the address from the gallery of the House of Representatives, where the speech has been delivered before a joint session of the House and Senate since 1913.

Noting Wu's membership in Local 134, Duckworth touted her as "one of the many Illinoisans working hard to shore up America's crumbling infrastructure, and living proof of the concrete benefits that come out of career and technical education and apprenticeship programs."

"I'm proud to work with my hands every day, rebuilding and repairing America one project at a time," said Wu, a first-generation Chinese-American. "As I walked around D.C., it was great to see that many of the buildings are being maintained by the architect of the Capitol. It's comforting to know the architecture and the history are well preserved, and that these projects provide skilled jobs to the people of the trades like us."

Both IBEW members, it seems, were chosen because they represent the importance of working families and opportunity to the members who invited them.

"Golden made working people's issues, trade, and unions central to his campaign message, and he continues to do so," said Phinney, a former Local 1837 business manager who is now serving as president of Maine's state AFL-CIO chapter.

Before being elected last November to his first term representing Maine's 2nd Congressional District, Golden served two two-year terms representing Maine's 60th District in the state's House of Representatives.

"We worked closely with the congressman when he was in the state Legislature," Phinney said. "He has always been a champion of working-class issues. Being invited to attend the State of the Union address as his guest was a good, symbolic choice."

The U.S. Constitution directs that the president "shall from time to time give to the Congress information of the state of the union, and recommend to their consideration such measures as he shall judge necessary and expedient." It's up to the Speaker of the House to officially invite the president to deliver the address.



Manchester, N.H., Local 1837's Cynthia Phinney was Rep. Jared Golden's 2019 State of the Union address guest.

In early January, House Speaker Nancy Pelosi invited Trump to deliver his address on Jan. 29. But as the partial shutdown of the federal government that began on Dec. 22 dragged on, Pelosi suggested that the president should delay his speech until after an agreement could be reached to resolve the budget impasse that caused the shutdown. After the government reopened on Jan. 25, the two leaders settled on Feb. 5 as the new date for the address.

"Congressman Golden contacted me before we knew when — or even whether — the address would be held," Phinney said.

For Wu, being selected to be Duckworth's guest was "definitely shocking," she said. "I was very honored to be invited, and I'm starting to pay more attention to politics now. It's amazing how influential politics can be."

Sen. Tammy Duckworth, left, spoke with Chicago Local 134 apprentice Lily Wu before the 2019 State of the Union address.

Meanwhile, watching and listening from the floor was Rep. Donald Norcross, an active member and former business agent for Folsom, N.J., Local 351, who has represented the Garden State's 1st District since 2014. ■

CIRCUITS

Salt Lake City Local Blends Skill Building With Solidarity

When Salt Lake City Local 354 member Jared Brydson returned from the IBEW's International Convention in 2016, he was looking for ideas to increase engagement among new members. Then he and Business Manager Russ Lamoreaux landed on the idea of a boot camp.

"Local 354 is a relatively young local, and we recognized that our future is going to hinge on how active our members are going to be," said Brydson, who chairs Local 354's Reach Out and Engage Next Generation Electrical Workers chapter, an IBEW initiative to engage and foster the next generation of union members. "We're actively trying to create a culture shift in participation."

Local 354, like a lot of locals, has members coming in through traditional apprenticeships as well as through the construction wireman/construction electrician alternative classifications. Brydson and Lamoreaux decided that one way to bring people together would be to offer a monthly class that lets everyone practice their skills while doubling as a no-pressure space to talk about the union. And there would be food.

"I like that it's member-operated," said Zackary Webb, a CW who joined the local in February 2018 and is now an apprentice. "It makes it more easy going and it creates an atmosphere where everyone's there for each other. And there's free donuts."

Brydson and others teach things like the basics of pipe bending and branch circuit wiring. And fifth-year apprentices studying for their state journeyman tests can come in and practice more complex sections like motor control circuits.

"As a new member to the trade, I felt ill-prepared and out of my element," said Lodule "Lulu" Lubanga, an apprentice who started as a CW. "But like any diligent student, I saw the boot camp as a resource to bridge the gap of my understanding and piece together the full picture of what to expect on the job and the journeyman exam."

The monthly boot camps are part of the RENEW committee's goal to actively engage and educate all new members, Brydson said.

"In my opinion, the key to creating union activists is to get to them early and often," Brydson said. "By creating a space where new members can ask questions, we're giving them contacts within the

union and we're fostering relationships with our new members. And by building camaraderie we're breaking down the barriers between CW/CEs and apprentices, and that makes our union stronger."

Fostering this next generation starts with a new member orientation run by Brydson that occurs right before the new members' first union meeting where they take their oath of obligation. Then Brydson notifies members about the boot camps and social events and educational classes. Those notifications are done by stewards and through more modern avenues like text messaging and social media.

"Now more than ever, we get in front of our new members and constantly let them know about the happenings of Local 354," Brydson said.

Having buy-in from Lamoreaux has been a big part of the program's success, Brydson said.

"It's helping to break down that intergenerational gap that tends to form between age groups," Lamoreaux said. "I think it's an excellent investment in the future of the union."

Brydson, who is also Local 354's vice president and an organizer, says the boot camps are primarily for skill-building, but the sense of union solidarity is creating its own muscle memory.

"I'm definitely happy I chose to work union. It's been a great experience," Webb said. "I like how organized and comprehensive the schooling is. Plus, I'm making more money than I ever have before."

Brydson says he's been in touch with a few sister locals about the boot camps, including Boise, Idaho, Local 291 and Pocatello, Idaho, Local 449.

"I read somewhere that, on average, only 10 percent of union members are active in their union. As trade unionists, our strength comes from our solidarity and our participation. When we grow active and educated members from within, we are securing the future of the local," Brydson said. ■

Superior Training Sees IBEW Members Nab Top Honors at Annual Competition

IBEW electricians from New York, Illinois and Minnesota swept the top honors at the third annual 2018 Ideal National Championship, held Dec. 1-3 near Orlando, Fla.

The competition, sponsored by the tool and supply company Ideal Electric, judged union and nonunion journeymen

and apprentices on skills such as installation, grounding and torquing.

Working individually and in teams of three, contestants competed for bragging rights as well as for cash prizes — all while using Ideal's tools, of course. The company also gave special awards for sportsmanship as well.

"These competitions are a lot of fun for everyone who participates, but I'm always proud to see the outstanding skill on display from these talented IBEW men and women," said International President Lonnie R. Stephenson. "We know we're the best-trained electrical workers in the industry, but our brothers and sisters in this competition prove it year in and year out."

Claiming victory in this year's professional team category were Lisle, Ill., Local 701 member Clay Noga and Elgin, Ill., Local 117's Will Barnett and Greg Anliker. The contest's rules require that all members of the professional squads work for the same contractor — in this case, Elgin-based Kellenberger Electric.

"You're giving 120 percent. It's just go, go, go."

— Lisle, Ill., Local 701 member Clay Noga

"[The competition] gets better tenfold every year," Noga said. "It's a fantastic experience overall."

Five professional teams from the U.S. and one from Canada were tasked with trying to completely wire a framed studio apartment mockup in one hour.

It's a fierce competition, Noga said. "You're giving 120 percent. It's just go, go, go."

No team finished in the allotted time. "But we got the closest," Noga said, estimating that his crew could have gotten the job done if they had had another 45 seconds or so.

Weighing speed, craftsmanship, and safety, the judges declared the Kellenberger team the winners, netting them a \$60,000 prize to be split evenly among the three team members.

Anliker also competed as an individual professional, a category in which he placed second in 2017. Through a bracket-style elimination process, the IBEW member defeated 63 other union and nonunion electricians to win himself an additional \$75,000 prize.

"I almost felt like I did better last year," said Anliker, laughing.

Anliker said that he plans to put most of his combined winnings into savings, but he admitted that he is considering splurging a little on a paramotor — a fan-powered parachute aircraft — just for fun. His teammate Noga, a hunting enthusiast, said he would probably spend some of his share of the prize money on a new crossbow.

Erik Martin, a member of Minneapolis Local 292, came in third among individ-



Salt Lake City Local 354's RENEW chapter is offering boot camps for new members to practice their skills while also learning about the benefits of the union.

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

IBEW members had been almost totally shut out of Los Angeles' oil refinery market. Go to YouTube.com/TheElectricalWorker to learn how we got back to 90 percent market share.

Vimeo

The IBEW's leaders want Congress to take action now to protect U.S. members' pensions. Visit Vimeo.com/IBEW to find out what you can do to help.



HourPower

Ever have trouble pushing fish tape all the way through a conduit? IBEWHourPower.com has a helpful job tip video showing how you can make a simple retrieval hook.



ElectricTV

For the NECA/IBEW Powering America Team, safety and training are paramount. Check out ElectricTV.net to discover how a crane operations certification can make you — and the IBEW — more marketable.



The first-place Student/Apprentice team at the 2018 Ideal National Championship: from left, Minneapolis Local 292's Patrick Flanery, Kate Flanery and Jeremy Welle.

ual professionals in the 2018 competition — and won \$10,000 — after placing eighth in that category the year before.

"It's a blast," said Martin, who demonstrated such skills as bending pipes, installing switches and trouble-shooting. "Each competition is a little more difficult. I'm looking forward to keeping it going."

Martin, like many of his fellow competitors, brought family members with him to Florida to cheer him on. Ideal provided bleacher seating for the supporters and created a general game show atmosphere

for the contest, complete with large video displays, strobe lights and fog machines.

"It's really intense," said Watertown, N.Y., Local 910's Benjamin Budd, who placed first in the individual apprentice category and picked up a \$30,000 prize. "Ideal does a good job of keeping up the suspense."

Last year's first-place winner, Long Island, N.Y., Local 25's Michael Yass, followed Budd at a close second place to become \$20,000 richer.

"As a tradesman, it's nice to be recognized," said Yass. "Having my wife and kids on the sidelines really helped keep me going."

Rounding out the IBEW sweep in the category and winning \$10,000 was Wichita, Kan., Local 271's Corbin Rios.

"Every round gets harder and harder," said Rios, the 2016 individual apprentice champion.

The competition in Florida was the culmination of a series of local and regional events held throughout North America over the previous 10 months, pitting thousands of union and nonunion electrical workers against each other to whittle down each category's size.

Coming in first among teams of apprentices was a crew from Minneapolis

Local 292: Kate Flanery, her brother Patrick (a member of the 2016 winning apprentice team), and Jeremy Welle, who was on last year's winning team.

Derrick Atkins, the training director at the Minneapolis Joint Apprentice Training Center, said that determining which three apprentices work best together was crucial.

"We get the apprentices together and they practice, and they rely on what they know and what they've done to get through," he said.

Atkins said his team also prepared for the finals by watching video from previous years' competitions, to try to get a sense of what the judges might be looking for.

"There is some luck to it, too," he admitted. The Minneapolis members specialize in residential work — and it happened that for Ideal's final competition, the apprentice teams were required to wire a mockup of a living room.

Welle, who evenly shared the team's \$30,000 top prize with the Flanerys, found the competition to be a lot of fun. "Most of the time, you don't get to interact with so many people from around the country," he said.

Ideal started the annual event to help generate greater interest in the electrical trade, a field that the U.S. Department of Labor estimates will have nearly 70,000 openings in the coming years as greater numbers of older electrical workers retire.

Dozens of cable and broadcast television stations in the U.S. scheduled a showing of the half-hour highlight show from the 2018 competition. To find out whether it's airing near you, visit idealnationals.com. The website also has information about the local and regional qualifying rounds for the 2019 competition, which got under way in March. ■

Generation Z and the 'Other' Four-Year Degree

All parents want their children to get a good job that pays them a livable wage. For many, that means attending a four-year college institution. But for many others, there's an alternate path.

If you're one of the older members of Generation Z, that is, the older side of the roughly 7- to 22-year-old age group, you've grown up during the Great Recession and may have seen older siblings pay tens of thousands of dollars to a college or university that is no longer the guarantee of a good-paying job it once was. Homeownership rates have plummeted while wages have stagnated and more and more wealth seems to only trickle up to the top 1 percent.

All this is happening during a major construction boom. Coupled with the

CIRCUITS continued on page 10

TRANSITIONS

RETIRED

Martha Pultar



Broadcasting and Telecommunications Director Martha Pultar retired effective April 1, capping a 38-year career that took root around the age of 11 or 12, when she watched her mother — a member of Lawrence, Mass., Local 326 — walk the picket line during a strike against Massachusetts Electric Company.

"It was a tough time," she said. "My father had gotten laid off and my mother was on strike."

Even during difficult times, however, she saw the value of workers organizing. Sister Pultar became an IBEW member herself in 1981, when she was hired by New England Telephone to work in operator services and joined North Andover, Mass., Local 2321. She went on to serve as a steward before being named assistant business manager in 1988, serving in that role until being named a telecommunications international representative in 2001.

In 2004, then-International President Edwin D. Hill named her the department's director and she oversaw its merger with the Broadcasting Department in 2011. During Pultar's tenure, the IBEW strengthened its longstanding national agreements with CBS and Fox Sports. It also protected members' gains in telecommunications despite rapid changes in technology and consolidation within the industry.

"Martha never sought any attention for herself, but her determination and ability to work with others helped us maintain trusted relationships with our partners, even when we had our differences," International President Lonnie R. Stephenson said. "Her commitment to our union is total and I'm honored to call her a sister. She's leaving a very strong foundation in telecommunications and broadcasting."

Added Telecommunications International Representative Kevin Curran: "It was an honor and a privilege to work with Martha for nearly nine years. She's been a tremendous asset to the IBEW and a great mentor. More importantly, she's been a great friend."

A native of Lowell, Mass., Sister Pultar was a delegate to International Conventions in 1991, 1996 and 2001 and also served as traffic chairperson for System Council T-6,

which represents New England telecommunications locals. Following three years as an international representative, she was promoted to Telecommunications Director.

"I owe Ed Hill a lot," she said. "He took a chance on a young woman to head the department. And when it was time to merge the departments, I was glad he respected me enough to put me in charge."

The merger went into effect on Jan. 1, 2011. It was done because of the blurring of the lines between broadcasting and telecommunications

"What always impressed me about Martha was that from the day the departments were merged, she showed so much care and thoughtfulness and put in so much hard work for our broadcasting members," Broadcasting International Representative Vinny Butler said. "That also came through in her dealings with business managers, negotiating committees and speaking to members during visits to stations and remotes."

"I've known Martha for close to 20 years and I've always been proud to call her a friend," said International Representative Robert Prunn, who is succeeding Pultar as director. "She has been a leader in telecommunications for a long time, and many local unions and members across the country have benefited from her knowledge and, more importantly, her friendship."

In retirement, Pultar and her husband, Frederick, who works as a machinist for NASA, will move to Orlando, Fla., to be closer to relatives who live on both sides of the Sunshine State. They plan to spend more time with their four grown children and five grandchildren and also to do more traveling, with trips to Italy and Iceland already planned.

Elizabeth Littell, Pultar's daughter, works as a senior contract analyst at the International Office in Washington, D.C. Her husband, Kevin, is a Washington Local 26 apprentice.

Pultar noted that all of her children graduated from college. Union membership made that possible, she said.

"I'm very grateful to the IBEW," she said. "What we do are not just jobs. It's more of a vocation. If you want to be a worker's advocate, you take on that role and it becomes a lifestyle. That's always been important to me. In our staff around here now, you see the belief in the labor movement."

The IBEW's officers and staff thank Sister Pultar for her service and wish her a long and happy retirement. ■

"Her commitment to our union is total and I'm honored to call her a sister. She's leaving a very strong foundation in telecommunications and broadcasting."

— International President Lonnie R. Stephenson

CIRCUITS continued

baby-boom generation reaching retirement, more and more construction jobs are opening up. The U.S. Department of Education reports that there will be 68 percent more job openings in infrastructure-related fields in the next five years than there are people training to fill them.

A lot of those jobs offer a solid wage, and for those who go through a union apprenticeship, you can start earning on Day 1.



Credit: Oregon Tradeswomen

Many in Generation Z, those in their early 20s and younger, are looking to the security of a job in the skilled trades as opposed to a college degree.

“A union apprenticeship is often called ‘the other four-year degree’ for a reason,” said International President Lonnie R. Stephenson. “It’s a skilled trade that you need to learn, and it’s one that pays you a good wage with benefits and the ability to retire. That’s what all working people want.”

Unfortunately, career and technical education classes, also known as CTE or vocational education, have been sidelined in favor of the more illustrious-sounding college degree.

“Starting about 30 years ago, it became a negative thing to work with your hands,” Skip Perley, president and CEO of signatory contractor Thompson Electric Co., said to Electrical Contractor Magazine. “Blue-collar opportunities became the ‘leftover’ jobs when you couldn’t make it in the white-collar world, and it became embarrassing for parents if their kids were trade or factory workers.”

Of course, they were never just “leftover” jobs, but the stigma caught on.

“Too often, the implication has been that people in the trades weren’t smart enough for college. But the truth is that people who think it doesn’t take enormous skill sets to run a \$10 million construction project are dead wrong,” Perley said. “Schools have increasingly figured out that they’ve made a mistake, but we have 30 years of ingrained negative perceptions to get over.”

A 2017 report by the Brookings Institute stated that there’s been a resurgence in CTE in the past decade, citing increased scholarship in the area as well as media mentions. It also noted that in 2015 alone, 39 states instituted 125 new laws, policies or regulations relating to CTE, many of which increased funding.

As technology advances, and more people see the appeal of a job that is a skilled craft, something that comes with a sense of accomplishment not to mention the earning potential, the tide may be changing.

“The truth is electrical contracting is highly technology-driven today. It’s not just digging dirt and cutting wires, but about working with cutting-edge technology, which appeals to tech-savvy young people today,” Kevin Tighe, the National Electrical Contractors Association’s executive director, said in the Electrical

Contractor. “Our field is embracing changes in technology, which is helping to grow the industry and create opportunities for young people, who will help further that trend. The guts of new buildings will still come down to electrical work, and the operations behind this will attract people who use joysticks and mice.”

While much remains to be seen with Generation Z, there’s already data suggesting this generation is more frugal and is prioritizing financial stability in a way that older generations may not have at a similar age. Fast Company reported in 2016 that 66 percent said their No. 1 concern was drowning in debt and more than half already have savings accounts. They also rate their top three priorities as getting a job, finishing college and safeguarding money for the future. And 75 percent believe there are ways to get a good education that don’t involve going to college.

“The thing is, these construction jobs aren’t going away,” Stephenson said. “So, if you’re looking to jump-start your career and want to be able to put away some money at the same time, the trades are an appealing option. It’s nice to see that the message we’ve been putting out there for years is resonating with young people. We hope to see more and more of them applying for IBEW apprenticeships in the years ahead.” ■

Right-to-Work Win Propels Missouri Union Membership, Bucking National Trend

Missouri added 25,000 working people to its union membership last year, propelled by a major right-to-work win victory where Show-Me State workers made a compelling public case for the value of unions.

Nationwide, union membership ticked down slightly, falling 0.2 percent according to a Bureau of Labor Statistics report. Unionized workers represented 10.5 percent of the total U.S. workforce.

But Missouri bucked the trend. Last year, 9.4 percent of all the state’s workers were

union members, up from 8.7 percent in 2017, reported the St. Louis Post-Dispatch.

The increase, while not enormous by any measure, was fueled in part by the high-profile campaign against Proposition A, where voters overwhelmingly rejected a 2017 right-to-work law passed by Republican majorities in the Legislature and signed by then-Gov. Eric Greitens.

“With thousands of union members collecting signatures for Prop A and knocking on doors during the campaign, we put a real face on organized labor in Missouri,” said St. Louis Local 1 Business Manager Frank Jacobs. “Voters found out it was their neighbors, their kids’ coaches and their church members that were going to be affected by right-to-work. That awareness was certainly a factor in the rise of union membership in our state.”

Right-to-work laws allow employees to opt out of paying fees to the unions required to represent them, despite receiving the benefits of a collective bargaining agreement. In states with such laws, working people make about 3.1 percent less in wages than their counterparts in non-right-to-work states, according to the Economic Policy Institute.

The BLS statement similarly noted that nonunion workers had median weekly earnings that were 82 percent of what union members brought home, or \$860 versus \$1,051 per week.

Other BLS highlights include:

- Union membership rates of public-sector workers, at 33.9 percent, continued to be more than five times higher than that of private-sector workers, which is 6.4 percent.
- Men continued to have a higher union membership rate, 11.1 percent, than women at 9.9 percent.
- Black workers remained more likely to be union members than white, Asian or Hispanic workers.

The AFL-CIO also noted that the BLS report doesn’t paint the entire picture of labor organizing in 2018, reported the Huffington Post.

“[Last year] was one of the most substantial years for collective action in American history,” the federation said. “In the face of unprecedented attacks, the labor movement continues to show tremendous resilience. Public approval of unions is soaring. And new organizing campaigns in nonunion workplaces are gaining steam.”

In August of last year, Gallup released a poll showing that 62 percent of Americans approve of unions, roughly matching that of the prior year, and the highest since 2003. ■



Credit: Sid Hastings of the Labor Tribune

Missouri union members overwhelmingly defeated right-to-work at the ballot box in 2018. Now, it’s paying off in renewed energy and new members.

In Memoriam

Members for Whom PBF Death Claims were Approved in January 2019

Local	Surname	Date of Death	Local	Surname	Date of Death
1	Fuchs, J. A.	11/28/18	68	Wolfenbarger, J. I.	11/9/18
1	Harris, R. J.	10/23/18	68	Wulf, T. H.	11/13/18
1	Kemper, W. J.	9/15/10	70	Chrisman, J. L.	12/9/18
1	Nerad, T. P.	11/30/18	72	Adamson, M. L.	11/7/18
3	DePuy, J. T.	11/14/18	73	Duim, C. A.	10/17/18
3	Doremus, R. A.	9/5/18	76	Bargelt, E. C.	10/3/18
3	Gagliardo, N. A.	10/19/18	76	Fouts, D. K.	11/4/18
3	Gale, D.	11/17/18	77	Valentine, T.	12/7/18
3	Martin, L. A.	9/15/18	84	Kennedy, H. A.	3/12/16
3	Mecca, D.	11/18/18	86	Krahenbuhl, T.	10/14/18
3	Miller, C. A.	11/3/18	96	Chianese, P. V.	11/16/18
3	Moruff, R. J.	7/30/18	98	Healy, J. F.	12/17/18
3	Newman, H. B.	10/12/18	98	Yenchick, E. M.	11/26/18
3	Osborne, F.	11/11/18	99	Peterson, C. M.	11/8/18
3	Rivinius, M. E.	12/2/18	102	Clark, J. H.	8/17/18
3	Sagginario, J.	11/19/18	102	Donaghy, P. C.	11/26/18
3	Solomon, J.	11/8/18	102	Lumia, C. R.	8/27/18
3	Stewart, M. J.	10/13/18	102	Schindelar, C. B.	12/5/18
3	Wilson, H. J.	11/15/18	102	Waldron, J. H.	11/8/18
5	Bryan, C. A.	9/23/18	103	Boutin, H. J.	11/20/18
5	Emerick, J. A.	11/26/18	103	Miller, C. W.	11/1/18
6	Ayoob, G. R.	11/19/18	103	Milley, J. E.	9/4/18
6	Lin, L.	10/17/18	103	Umanita, R. A.	10/1/18
6	Smith, D. W.	8/28/18	104	Boyington, G. A.	10/18/18
9	Feltes, D. W.	10/21/18	104	Leslie, L. L.	11/22/18
9	Keating, K. T.	10/24/18	108	Sugg, H. R.	11/26/18
9	Leitner, J. J.	11/12/18	110	Sampson, D. L.	10/7/18
9	Zambrzycki, A. C.	10/29/18	111	Melanson, M. J.	10/4/18
11	Alexander, J. H.	10/20/18	111	Picco, D. J.	4/10/17
11	Benz, C. F.	11/20/18	111	Young, D. N.	9/17/18
11	Chalk, W. V.	8/9/18	112	Marks, J. A.	10/24/18
11	Dimpel, H. C.	8/4/18	112	Roberts, D. R.	12/16/18
11	Harrington, K. P.	10/16/18	113	Weems, T. J.	11/15/18
11	Lenik, J. C.	11/2/18	125	Rogers, R. C.	10/10/18
11	Long, B. T.	10/2/18	126	Booher, W. S.	11/5/18
11	Washington, L.	11/14/18	126	Derr, B. K.	11/21/18
11	Zelaya, O. A.	11/11/18	129	Brushaber, J. A.	7/29/18
17	Kopf, J. G.	11/11/18	129	Jaworski, E. E.	11/5/18
17	Marcotte, J.	9/26/18	130	Cordes, G. A.	10/24/18
20	David, T. L.	12/6/18	130	Woodsum, A. H.	11/26/18
20	Ong, H. V.	10/24/18	134	Ahern, B. J.	10/30/18
20	Scroggins, T. M.	11/6/18	134	Brown, N. R.	1/4/19
20	Wagnon, W. D.	10/12/18	134	Carver, R.	12/15/18
22	Rishel, D.	12/2/18	134	Elipas, S. J.	11/3/18
24	Goeller, J.	11/14/18	134	Figueroa, V. M.	12/25/18
25	Cook, T. E.	11/4/18	134	Ghelfi, R.	12/6/18
26	Engel, M. R.	12/8/18	134	Keenan, J. D.	10/27/18
26	Keener, C. T.	11/25/18	134	Kurby, W. R.	11/21/18
26	Maher, J.	10/26/18	134	Miceli, W. J.	11/25/18
26	Mooney, H. F.	10/13/18	134	Quinn, J. P.	12/9/18
29	Matthias, J. R.	10/12/18	134	Schneider, R. J.	12/17/18
32	McClure, J. A.	10/15/18	134	Zednick, R. E.	11/22/18
38	Kondrat, J. R.	12/12/18	134	Zienty, J. P.	11/18/18
38	Sinclair, J. W.	11/22/18	143	Fite, L. A.	10/22/18
38	Smith, L. A.	11/19/18	145	Goldsberry, W. D.	9/12/18
40	Cavazos, J.	8/30/18	145	Hulett, W. K.	11/25/18
41	Damian, E. W.	11/17/18	146	Thoman, K. A.	11/27/18
44	Renner, R. A.	10/13/18	150	Stickel, S. A.	11/15/18
46	DeGroot, T. J.	12/10/18	153	Rosenbergh, T. S.	12/18/18
46	English, J. W.	11/18/18	153	Ulbricht, E. L.	11/5/18
46	Gilbert, L. H.	9/7/18	163	Gushanas, M. T.	11/20/18
46	Johnson, L. E.	10/3/18	175	Holder, H. N.	12/5/18
46	Leer, L. L.	8/1/18	175	Massengale, H. C.	11/2/18
46	Walker, D. S.	11/13/18	175	Taylor, R. D.	11/19/18
48	Grovom, R. A.	12/11/18	176	Heimer, T. D.	11/30/18
48	Horton, W. K.	11/17/18	177	Orozco, N. M.	11/12/18
48	Thompson, L. P.	7/7/18	191	Hanson, S. J.	10/28/18
53	Endicott, V. R.	10/12/18	197	Armstrong, W. W.	9/14/18
56	Hopshire, F.	12/18/18	212	Bader, F. A.	10/24/18
56	Laskowski, W. J.	11/28/18	212	Menke, R. E.	11/28/18
58	Eynon, R. J.	10/25/18	213	Baptiste, A. L.	10/3/18
58	Gracin, M.	12/15/18	213	Wallace, E.	9/25/18
58	Huston, W. G.	12/12/18	222	Mullis, E. E.	11/26/18
58	Muszynski, H. J.	11/30/18	230	Elander, G. L.	11/24/18
58	Pensler, D. L.	1/7/18	230	Wall, S.	9/23/18
58	Phillips, A. G.	12/12/18	233	Kifer, P. W.	11/20/18
60	Llanes, R. C.	8/20/18	234	Bayer, F.	11/22/18
64	Guerriero, F. L.	10/26/18	236	Nelson, E. C.	11/1/18
66	Dyer, B. F.	7/8/18			
66	Ward, R. M.	11/27/18			

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In Memoriam

January continued...

Members for Whom PBF Death Claims were Approved in February 2019

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
236	Sherry, R. F.	11/23/18	613	Duke, T. G.	10/7/18	1	Crutcher, R. P.	11/12/18	58	Ward, C. J.	11/27/18	252	Young, T.	1/8/19	602	Young, E. D.	11/26/18
265	Robel, J. H.	12/8/18	613	Hobbs, C. R.	11/14/18	1	Fiebiger, J. J.	12/30/18	64	O'Neil, J. P.	9/27/18	269	Cox, F. M.	1/8/19	606	True, R. S.	1/10/19
275	Storey, D. M.	3/1/17	613	Ritch, C. S.	11/26/18	1	Fluchel, J. R.	12/3/18	68	Houston, C. J.	12/21/18	275	Mater, D. H.	1/1/19	611	Shugart, J. C.	11/17/18
280	Schirmer, R. L.	11/25/18	640	Beauchamp, J. R.	4/7/18	1	Gan, L. E.	9/25/18	71	McClain, J. W.	12/30/18	278	Duncan, J. R.	12/17/18	611	Wade, J. R.	11/13/18
292	Bulen, P. B.	7/9/18	648	Fuerst, R.	10/30/18	1	Greubel, A. J.	12/15/18	72	Jackson, H. E.	11/25/18	291	Atkinson, R. L.	7/16/18	611	Willis, H. H.	1/17/19
292	Johnson, D. R.	9/12/18	654	Smith, J. A.	12/6/18	1	Knight, D. L.	12/28/18	77	Hill, D. D.	12/31/18	292	Benson, R. C.	10/8/18	613	Guild, A. L.	11/1/18
292	Lupo, J. F.	10/24/18	663	Ipsarides, T. A.	10/10/18	1	Rosegrant, R. J.	12/19/18	77	Owens, J. A.	12/27/18	292	Kriptos, J. T.	12/25/18	613	McInvale, S. M.	12/27/18
292	Michel, T. J.	12/8/18	665	Bishop, M. W.	9/23/06	1	Winkler, C. E.	10/27/18	77	Wilke, J. E.	1/7/19	292	Olson, D. J.	12/28/18	613	Vickery, A. E.	12/8/18
295	Letbetter, C. W.	11/18/18	665	Williams, M. M.	6/27/18	2	Backes, A. A.	8/15/18	77	Williams, D. D.	11/16/18	292	Swanson, E. E.	12/16/18	615	Morrison, C. F.	12/3/18
301	Terry, J. H.	12/12/18	673	Corfias, E. C.	11/1/18	3	Ali, R. R.	4/2/18	81	Pettinato, E. J.	1/10/19	295	Dunnahoo, W. E.	12/28/18	625	Pope, J.	10/24/18
302	Bottenfield, T. J.	10/25/18	688	Neel, D. D.	10/4/18	3	Altschiller, I. S.	12/5/18	82	Caldwell, B.	11/18/18	295	Rogers, W. L.	12/15/18	656	Cowart, H. M.	12/19/18
302	Brady, K. M.	10/30/18	692	Brissette, B. M.	11/25/18	3	Calderon, K. M.	12/29/18	96	Priestley, P. A.	10/2/18	295	Turner, B.	12/25/18	659	Butchko, D. W.	10/12/18
302	Solvin, V. H.	12/3/18	697	Fleener, J. K.	12/7/18	3	Covino, F.	12/23/18	97	Cook, J. R.	11/14/18	301	Cutsinger, S. J.	12/31/18	659	Jackson, W. H.	12/20/18
303	Collver, F. W.	8/30/18	697	Guth, J. W.	12/9/18	3	D'Ambrosio, D. J.	1/7/19	98	DiGregorio, J. A.	1/1/19	302	Starkey, D. E.	10/14/18	659	Pollard, L. R.	9/18/18
304	Lackey, R. M.	11/30/18	697	Kalmar, M. S.	12/29/18	3	D'Amore, J.	10/20/18	98	Donahue, L. A.	1/2/19	303	Gianfrancesco, A.	12/23/18	659	White, W. H.	12/29/18
305	Handshoe, R.	11/28/18	702	Brinker, J. A.	8/4/18	3	Darcy, W. P.	12/10/18	98	Gallagher, T. K.	12/15/18	304	Pitts, R. L.	1/5/19	668	Deerr, J. B.	11/14/18
305	Pitre, C. R.	9/25/18	702	Burke, J. R.	12/24/18	3	Davila, C.	12/12/18	99	Quarto, T. H.	9/20/18	305	Sliger, N. L.	11/13/18	676	Varnedoe, J. H.	1/3/19
309	Schulte, B. J.	12/17/17	702	Evans, T. R.	11/1/18	3	Fahan, K. F.	11/15/17	103	Burke, J. M.	10/26/18	313	Hardin, B. J.	12/30/18	683	Bender, J. C.	12/28/18
309	Simmons, E. N.	11/16/18	702	Kraatz, H. L.	11/3/18	3	Giannino, A. J.	12/22/18	103	Carty, J. R.	12/15/18	322	Guymon, R. G.	11/16/18	692	Brissette, B. M.	11/25/18
322	Guymon, R. G.	11/16/18	702	Ramage, H. A.	11/16/18	3	Gleyzer, A.	11/6/18	103	Comperchio, H. J.	11/9/17	322	Schierkolk, L. J.	11/15/18	702	Brooks, K. L.	7/21/18
322	Littlejohn, C. K.	11/28/18	704	Noesges, H. J.	10/7/18	3	Griffiths, R.	12/3/18	103	Sandahl, J. G.	1/7/19	340	Wright, D. D.	9/11/18	702	Maynard, J. W.	4/1/18
325	Newkerk, J. W.	6/30/18	712	Gerstnecker, H. J.	11/23/18	3	Martin, L. A.	9/15/18	103	Shields, J.	7/9/18	349	Baran, G. W.	1/3/19	702	Rees, J. L.	10/2/18
340	Forster, L. C.	11/20/18	716	Bradley, M. L.	10/1/18	3	Mastrobuoni, G. F.	10/16/18	105	Burla, J.	11/12/18	349	Dean, J. R.	12/18/18	702	Wilkerson, C. R.	11/27/18
340	Z'Berg, F. J.	11/19/18	716	Martin, J. O.	12/4/18	3	Muniz, H. M.	12/5/18	105	Fleg, A. L.	9/8/18	349	Pate, R. C.	12/17/18	714	Torgrimson, D. L.	12/10/18
343	Nefzger, J.	8/16/18	716	Whitaker, F. H.	11/28/18	3	Reilly, P. E.	12/14/18	105	Vuksan, D.	11/20/18	351	Berenotto, F. L.	1/11/19	716	Adams, S. G.	11/12/18
343	Parker, M. T.	11/23/18	725	Sipes, T. F.	11/24/18	3	Theis, E. W.	12/23/18	110	Lyle, T. L.	11/11/18	351	McGowan, J. P.	12/20/17	716	Green, R. G.	11/21/18
347	Soper, C. R.	12/11/18	728	Bouvier, A. C.	11/2/18	3	Valente, R. M.	12/13/18	111	Williamson, R. L.	11/14/18	351	Wrotniewski, J.	12/23/18	716	Thornton, H. H.	12/19/18
349	De Los Rios, E.	10/17/18	728	Helms, J. W.	11/19/18	5	Darr, W. K.	12/19/18	113	Guier, D. W.	12/18/18	353	Adams, B. C.	10/3/18	716	Youngblood, C. L.	12/9/18
349	Stemler, J. P.	10/27/18	728	Schacht, H. C.	12/11/18	5	Deer, J. R.	5/25/18	115	Adams, J. G.	1/3/19	353	Basso, A.	12/21/18	728	Alongi, M. P.	8/14/18
349	Young, R. E.	11/12/18	728	Sheehan, W.	11/19/18	7	Emery, R. L.	12/13/18	115	Wetherall, W.	12/14/18	353	Dachs, W.	12/18/18	728	Wagner, B. J.	11/23/17
351	Coffey, R. L.	10/21/18	743	Starr, K. M.	10/17/18	8	Coats, H. D.	11/14/18	117	Schnulle, R. L.	11/27/18	353	Deneault, N.	1/19/19	760	Cox, L. W.	1/1/19
352	Bruder, C. M.	3/19/18	760	Buck, E. M.	10/31/18	8	Isaacson, E.	9/29/18	117	Stroud, D. L.	10/28/18	353	Dobbie, W.	12/23/18	760	Wallace, J. A.	12/17/18
353	Chamberlain, R. J.	11/13/18	769	Lee, P.	7/11/18	8	McElheney, R. E.	12/15/18	124	Brownlee, R. E.	11/11/18	353	Walsh, K. J.	3/16/18	768	Jarrett, J. A.	12/16/18
353	Cooke, G. H.	11/28/18	773	O'Connell, S. J.	11/22/18	9	Kofa, A. B.	1/23/18	124	DeRuse, J. A.	12/31/18	357	McConnell, S. A.	8/27/05	768	Mower, K. J.	12/20/18
353	Deyette, K. W.	12/12/18	776	Brewer, B. K.	11/17/18	11	Brown, J. E.	12/26/18	124	White, V. M.	12/8/18	357	Mielnik, R.	12/19/18	769	Huffman, J. D.	7/13/18
353	Hare, J. L.	12/12/18	776	Taylor, D. R.	9/24/18	11	Harmon, G. H.	10/19/18	126	Baker, T. A.	12/12/18	357	White, B. J.	1/3/19	773	Bietola, J.	9/19/18
353	Lennon, K.	11/12/17	776	Nichols, W. C.	11/3/18	11	Petersen, S. C.	8/7/18	126	Miller, R. B.	12/3/18	363	Vincent, M. L.	10/5/18	773	Kollin, C. U.	9/20/18
353	McFadyen, D. R.	2/23/18	812	Caldwell, J. E.	11/23/18	11	Saldana, O. G.	9/25/18	130	Larmann, J. R.	12/30/18	363	Wincent, C. G.	11/3/18	776	Sineath, B.	12/26/18
353	Orleck, M. A.	7/6/16	934	Benson, B. A.	11/28/18	11	Steiner, F. D.	11/24/18	131	Tiner, K. M.	12/19/18	369	Altes, F.	11/12/18	816	Dazey, H. L.	12/12/18
369	Segroves, J. H.	9/23/18	953	Wagner, V.	10/23/18	11	Strachan, G.	9/13/18	134	Aylward, J. J.	12/5/17	369	Masden, D. C.	12/30/18	852	Staten, J. L.	11/9/18
369	Thacker, C. H.	11/3/18	972	Thomson, A.	10/24/18	11	Williams, R. P.	12/14/18	134	Biske, K. W.	12/31/18	369	Smedley, M. W.	12/8/18	861	Leleux, W. J.	12/24/18
400	Lane, R. A.	8/19/18	993	Zukovic, B.	8/12/18	12	Valdez, J. R.	1/9/19	134	Brown, C. C.	11/29/18	369	Thompson, J. R.	12/18/18	876	Porter, B. L.	1/9/19
401	Pasquetti, G. G.	10/20/18	993	Landry, J. G.	11/3/18	14	Bjork, E. S.	12/10/18	134	Bukoski, E. J.	11/29/18	369	Wellinghurst, D. E.	9/30/18	906	Mattila, R. F.	12/5/18
415	Carter, F. E.	11/15/18	995	Parmar, F. L.	11/17/18	16	Higginson, D. G.	6/22/18	134	Carver, R.	12/15/18	375	Andrews, J. F.	4/4/18	995	Harris, L. D.	12/17/18
415	Mayhew, R. E.	10/31/18	995	Johnson, R. L.	12/2/18	16	Morrow, T. J.	10/15/18	134	Figueroa, V. M.	12/25/18	375	Zeller, J.	12/12/18	1002	Flores, B.	11/10/18
424	Augustowich, J.	11/2/18	1002	Oosthuizen, W. J.	5/12/18	16	Saltzman, D. R.	12/16/18	134	Goll, F. T.	11/10/18	379	Underwood, R. S.	10/13/18	1141	McCann, H. D.	1/14/19
424	Nadasdi, D. W.	6/28/18	1042	Cummings, G. T.	11/7/18	20	Lockaby, O. L.	12/31/18	134	Griner, J. J.	12/8/18	413	Thompson, J. E.	11/1/18	1186	Almodova, N. L.	6/30/17
426	Perrion, D. D.	9/20/18	1049	Yoshimura, H. K.	10/4/18	20	Sumbera, B. R.	12/25/18	134	Healey, P. R.	12/13/18	424	Quecke, G. J.	12/20/18	1186	Bulay, I. L.	5/2/18
428	Beminio, R. D.	9/17/18	1186	Henexson, C. O.	12/1/18	22	Ward, H. L.	9/30/18	134	Jones, J. V.	12/30/18	424	Savoie, F.	12/10/18	1186	Higa, M.	11/16/18
429	DeMarcus, J. A.	11/27/18	1245	Jakaub, L. G.	10/17/18	22	Jackson, R. D.	1/1/19	134	Konczyk, L.	12/20/18	428	Crisafulli, J.	12/1/18	1205	Church, R. K.	11/4/18
440	Isenberger, D. F.	9/14/18	1249	Chambers, S. R.	8/9/18	22	Jaksich, C. J.	10/31/18	134	Ruffolo, R.	12/16/18	429	Feinstein, D. T.	12/20/18	1245	Pendleton, M. C.	12/19/18
441	Roldan, A.	9/12/18	1393	Farmer, R. M.	11/22/18	22	Keel, T. S.	12/25/18	134	Wynn, G. E.	11/6/18	429	Travis, J. W.	1/6/19	1245	Walker, W. A.	10/10/18
444	Smith, F. A.	10/12/18	1439	Phillips, K. D.	12/11/18	24	Dryden, G. R.	12/7/18	136	Walden, J. R.	12/31/18	441	George, P. J.	10/26/18	1253	Porter, C. R.	10/16/18
474	Flowers, P. S.	11/1/18	1579	Lucas, F. E.	10/20/18	24	Pecora, M.	12/15/18	143	Beckfield, L. W.	12/17/18	443	Merrill, G. O.	8/13/18	1316	Ruffin, J. D.	12/16/18
474	Quenichet, W. B.	12/21/17	1629	Corbett, E. I.	11/1/18	24	Rains, L. R.	12/13/18	145	Covemaker, P. L.	1/8/19	443	Ross, C. C.	11/21/18	1316	Smith, C. R.	9/9/18
474	Van Dusen, J. A.	10/26/18	1928	Nightingale, P. H.	10/9/18	25	Eisfeld, W. K.	12/12/18	145	Miller, R. W.	1/7/19	449	Lange, J. L.	12/28/18	1377	Urgo, J. J.	12/4/18
479	Skinner, W. P.	11/17/18	2166	Kautz, D.	10/31/18	25	Massey, F. G.	12/20/18	153	Stewart, K. R.	11/19/18	456	Pavlik, R. F.	12/28/18	1474	Gunlock, R. G.	12/8/18
481	Van Deman, E. E.	11/20/18	I.O. (3)	LoGiudice, J.	10/18/18	26	Beahm, V. C.	12/16/18	159	Kepler, T. W.	12/31/18	456	Spiecker, G. R.	11/25/18	1499	Silva, R. H.	9/15/18
488	Repay, J. J.	2/15/18	I.O. (97)	Sheffield, J. H.	12/10/18	26	Farrell, J. A.	12/17/18	164	Grippo, R. J.	10/27/18	474	McMinn, D. A.	12/29/18	1516	Brigham, G. W.	6/7/18
488	Scribner, D. R.	8/29/18	I.O. (134)	Tyson, K. M.	8/31/18	26	Hockman, E. J.	12/3/18	164	Laird, R.	12/8/18	481	Moore, J. M.	2/6/19	1547	Butler, T. H.	8/7/18
494	Mack, R. C.	6/19/18	I.O. (134)	Zeller, T. E.	12/10/18	35	Mullin, G. W.	12/28/18	164	Obenauer, J.	12/2/18	483	Leitzinger, D. J.	6/27/18	1547	Huffman, R. L.	12/8/18
494	Quade, R. W.	11/14/18	I.O. (304)	Mears, R. C.	10/1/18	38	Beck, G. A.	8/26/18	164	Wendell, J. E.	9/23/16	494	Fernhaber, R. R.	1/10/19	1579	Loflin, G. W.	12/11/18
502	Vautour, J. M.	10/22/18	I.O. (765)	Weaver, M. D.	9/20/18	38	Heaps, R. S.	12/20/18	175	Combs, C. W.	12/26/18	494	Kehring, D. A.	5/29/18	1579	McDaniel, A. S.	12/23/18
527	Rodriguez, T.	12/3/18	I.O. (1194)	Akers, H. D.	9/26/18	38	Lee, H. J.	12/30/18									

LOCAL LINES

New Signatory Contractor — Welcome to New Members

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OHIO — Greetings, brothers and sisters.

Congratulations to Bodie Mechanical Services, which recently signed on as a new signatory contractor with Local 8 — and welcome to the Bodie electricians who joined the Brotherhood. A years-long effort by past and present organizers should not only strengthen our market share in the southeastern area of our jurisdiction, but also further increase the high standard for which we strive everywhere. The Fostoria-based company brings in 21 journeymen and apprentices.

The annual Local 8 Dinner/Dance was Saturday, March 30, and as always everyone had a great time.

Congratulations to Bro. Dennis Duffey on his retirement! Pres. Eric Grosswiler presented Duffey with his retirement watch at the Sept. 17, 2018, union meeting for 47 years of service. Congratulations, Dennis, and enjoy your retirement!

We mourn the loss of Local 8 members who recently passed away: Ray McElheney Jr., William “Bill” Baldwin; and retirees Allen Kern, Spencer Niles, Barry DeWees, Richard Akenberger, Henry Lino Sr., and Gerald Clark. Our sincere condolences go to the families and friends of all who have departed. May our brothers rest peacefully.

Stay safe out there and remember to attend your union meetings.

Mike Brubaker, P.S.



Local 8 member Dennis Duffey (right) receives retirement watch, presented by Pres. Eric Grosswiler.

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.

‘Fantasy of Lights’ — Community Service Project

L.U. 16 (i), EVANSVILLE, IN — Despite the heavy demand for electrical workers over the holidays, Local 16 still honored its commitment to those in need. Fantasy of Lights is one of the local union’s major community service projects. This holiday-themed light show generated over \$163,000, the best it has done in its 25-year run. The amount raised represents 3,333 sessions of rehabilitative therapy for people who are not able to afford it otherwise. Since its inception, FOL has raised over \$3,460,000, covering the cost of 70,000 therapy sessions.

The Political Action Committee has had a busy spring. They sponsored their first BB Gun Shoot/Chili Cook Off/and Texas Hold’em Tournament. The event provided a great afternoon of brotherhood. PAC will hold a golf scramble on June 14 and is planning another poker run for the fall. Our need to remain legislatively aware was recently highlighted when state Sen. Chip Perfect proposed Bill 342. This statute would eliminate most of Indiana’s child labor laws. Please help the PAC promote political education, support like-minded candidates, and protect Indiana’s children.

This year’s IBEW Local 16 family picnic will be held May 19.

Donald P. Beavin, P.S.

Children’s Holiday Party; Contract Negotiations Update

L.U. 24 (es,i&spa), BALTIMORE, MD — At press time, we are currently in negotiations with another one of our sign companies, Clear Channel Outdoor, and hope to again reach an agreement that will benefit all parties. Later this summer, we will be entering negotiations for the Eastern Shore and Rommel Electric agreements.

This year two wage surveys were conducted, one by the state of Maryland and another by the federal government. We entered over 400 surveys for the state and the same for the federal. As of this writing, Maryland has concluded their survey and it appears they chose not to include all the surveys submitted for two counties, which lowered the rate in those counties. We filed objections and were able to overturn one. However, we are still fighting to have the other changed. Thanks to Bro. Sam Curreri and Administrative Asst. Marianne Sickler for their hard work and diligence on this.

Thanks to the members who helped make the annual Children’s Christmas/Holiday Party a success. Helping with handing out toys, serving food and drinks, introducing the children to Santa, and hosting the puppet and magic shows, these volunteers gave



Local 24 volunteers helped make the local’s Children’s Christmas/Holiday Party a great success.

up time with their families to see that all the others had a great time. To the volunteers: Thank you for what you do. Our union is stronger because you care.

Peter P. Demchuk, B.M.

‘Mark Your Calendars’ — 2019 Activities & Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — It’s finally springtime in Washington, D.C.! Preparations have officially begun for the golf outing, the Virginia and Maryland picnics, and the fishing tournament.

A reminder for a few key dates to mark on your calendar:

- JATC Graduation — Saturday, June 1
- Dollars Against Diabetes Golf Outing — Monday, June 3
- Virginia Picnic (Manassas) — Saturday, June 22
- Chartered Fishing Tournament — Monday, July 15
- Maryland Picnic (Edgewater) — Saturday, Aug. 24
- 8th Annual Poker Run Benefit for Special Love — Saturday, Sept. 21 (Organized by the Electrical Workers Motorcycle Riders Club)

The Local 26 Scholarship Committee is reviewing the many applications received, and a decision will be made soon. Winners will be announced in our quarterly magazine and in an upcoming issue of The Electrical Worker. Thanks to the many outstanding applicants for their participation!

Best wishes to new retirees: Jesse T. Miller III, Brian T. Levenson, Charles F. Scullen, Roger L. Sweigert, Preston C. Taylor Jr., Elery Dunn, Donald J. Defibaugh, Joseph C. Watts, Michael R. McLaughlin, Keith D. McVicker, Karen M. Greenfield, Christopher A. Toborek, Ralph E. Neidert, Barry A. Brown, Kim Vu Quy, Norman J. Vincent, Marcus W. Robinson Jr., Steven W. Redman and Richard D. Thomas Jr.

Condolences to the families of members who passed away since our last article: Randall McClana-

han, Matthew R. Engel, George W. Mullin, John Maher, Victor C. Beahm, John A. Farrell Jr., Nicholas S. Ridgely, Everett R. Alcorn Jr., Keith A. Powers, Thomas M. Mitchell, James F. Laddbush, Gerard I. Umerley Jr. and Yaw Awuah.

George C. Hogan, B.M.

Projects on the Horizon; New Union Hall is Planned

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Local 34 enters the new year with renewed excitement and vigor. Throughout these winter months, work has remained steady. A busy spring and summer are anticipated. The area has projects on the horizon and the state of Illinois will soon release funding for solar projects. Quite possibly the most exciting news for Local 34 recently came from Washington, D.C.

IBEW Local 34 has received approval from the I.O. to construct a new office and union hall for its members. The new facility location in Bartonville, IL, will place the hall adjacent to the JATC and near NECA, creating a campus with great possibilities for collaboration and communication. Currently, the Local 34 Building Association is interviewing architects to find one that shares our vision for the future of Local 34.

Thank you to Bus. Rep. Dave Lowder for organiz-



Local 34 Training Dir. Brandon Currie at Peoria Labor Temple meeting room during the local’s annual blood drive.

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		(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(rr) Railroad	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(rtb) Radio-Television Broadcasting	(u) Utility
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(rtm) Radio-Television Manufacturing	(uow) Utility Office Workers
(es) Electric Signs	(mar) Marine		(ws) Warehouse and Supply

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.

ing the annual Local 34 blood drive. Dave was able to persuade members to participate and donate blood for the good of our larger community.

Let us remember and recognize departed member Mike Kyle, who passed away Jan. 16. Mike was a former JATC instructor who continued to volunteer and stay involved with the local beyond his days as a working journeyman. Rest easy, brother.

Marc Burnap, P.S.

Historic Building Renovation

L.U. 38 (i), CLEVELAND, OHIO — Renovations have started at the historic May Company Building on Public Square. At press time, the job is ramping up with many members from Local 38 on site working for Ullman Electric. The May Company opened in 1915 and during its heyday reportedly was the third-largest department store in the United States with 800,000 square feet of space. Many of us who are older remember shopping there and especially going there during the Christmas season via the rapid-transit train. The store closed for good in 1993.

The plans for the project presented by Bedrock, which is owned by Cleveland Cavaliers owner Dan Gilbert, call for 308 apartment suites with 519 parking spaces. Retail and entertainment usage will be a part of both the top and bottom floors of the building. The top floor will have an outdoor green-space for residents plus a bar or restaurant with an outdoor patio for the public.

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



Local 38 members working for Ullman Electric at the May Company Building renovation project include: Craig Cofield (left), Mike Ruff, Dave Feudo and Matt Solomon.

Steward Training Class

L.U. 40 (em,i&mps), HOLLYWOOD, CA — On Jan. 26, Local 40 hosted an excellent steward training class in conjunction with our sister Local 45. The class was taught by Ninth District Int. Rep. Tim Dixon and Int. Rep. Tracy Prezeau. Special thanks to sister Local 45's business manager, Elaine Ocasio, and Victor Marre-ro, Local 45 business rep, for attending as well.



Participants attend steward training class hosted by Local 40 in conjunction with sister Local 45.

It was a great turnout consisting of newly organized members, newly turned out journeymen, and members looking to be more involved. These members showed an ability to listen, be impartial, think before acting, and respect other points of view. The participants learned the importance of the steward's role and the tools to use while being a shop steward, such as acting as the first step in dispute resolution, promoting the IBEW, and cultivating a union environment. After this class, these members are prepared and looking forward to representing the IBEW and acting as a steward when called upon.

In addition to the steward training, the members attended the Los Angeles Kings ice hockey game on March 2 and wore matching IBEW-themed Kings shirts. Attending events like these provides an opportunity for the members to get to know one another outside the workplace and build stronger relationships within our membership.

Stephan Davis, R.S.

'Good Wishes to a Brother'

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — On Sept. 2, 2018, Labor Day weekend, Bro. Bill Kipp went trail riding with friends and family. What started out as a fun ride would soon change Bill's life.

Making a turn after a jump, Bill violently hit a hidden tree stump. He was thrown over his YZ dirt bike motorcycle and tumbled down a hill. The 213-pound bike followed Bill and landed across his shoulders, instantly breaking his spine. The wreck knocked Bill out. He was airlifted to Great Falls and from there transferred to Harborview Medical Center in Seattle. After an operation, and 3½ hours later, Bill had 12 screws and rods in place to fuse the vertebrae in his spine. Bill spent eight days in the intensive care unit, and he was told he would never walk again.

On Oct. 10, Bill stood for the first time since the wreck; he stood with assistance, but still he was standing. Five days later he walked with assistance as well! On Oct. 30, he left Harborview using a walker.

Bill's goals for 2019 are to go back to work, ride a bike with his son, dance with his daughter and finally to walk with his wife, Misty. Follow Bro. Kipp's progress on Facebook: Bill Kipp update and prayers.

Dwight Rose, Mbr. Dev.

ADT Contract Negotiations — Update From Locals 46 and 76

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA / L.U. 76 (c,i,rts&st), TACOMA, WA — IBEW Locals 46 and 76 have been in negotiations with ADT for over two years. Throughout, we've had the unwavering support of our business managers,

Ninth District representatives, and organizers. Recently the Ninth District office, at the direction of Int. Vice Pres. John J. O'Rourke, committed two international representatives to assist us. Through their experience, we are pursuing several avenues. We continue to be clear with ADT that our preference is to work collaboratively, but collaboration requires willingness by both labor and management.

ADT's lead negotiator, Jim Nixdorf, who's LinkedIn profile states; "Specializes in Decertification Campaigns," tried to spearhead a decertification here. He failed. When ADT contested that election, that effort failed



IBEW - ADT Negotiating Committee: from left, front row, Local 76 Bus. Rep. Clint Bryson; Local 46 Bus. Mgr./Fin. Sec. Bud Allbery; Ninth District Int. Rep. Dave Myers; Local 46 steward J.D. Wilson; Local 76 steward Ken Ellison; Local 76 steward Larry Jones; Local 46 steward Jeremiah Dunn. Back row, Local 46 Bus. Rep. Mark Samuelsen. Not Pictured: Ninth District Int. Rep. Rick Hite.

also. In the aftermath, Nixdorf has created a division within the bargaining unit that must be overcome if we are to be effective at the negotiating table. As it stands, ADT is offering a contract far inferior to members' expectations, yet blames the IBEW for the inability to reach an agreement.

ADT's illegal conduct has been recognized on several fronts. In the days after the decertification election, ADT fired two employees. The general counsel of the National Labor Relations Board prosecuted ADT for firing these employees on the basis of unlawful retaliation. A decision from the administrative law judge is due at any time. No matter how that hearing comes out, these terminations (and perhaps a third) will be challenged in arbitration as they lack the "just cause" required by the contract.

Second, ADT illegally changed the pay cycle from weekly to bi-weekly, then ignored the arbitrator's binding decision to start paying weekly. The IBEW filed suit in federal court to enforce the arbitrator's decision. The judge found that ADT acted in "bad faith" by refusing to comply. ADT was ordered to explain to the arbitrator why it has not complied and to pay the IBEW's attorneys' fees that were incurred in order to enforce the decision. Unfortunately, the legal process is slow. In the meantime, our sisters and brothers at ADT and Protection 1 are suffering through this process.

Throughout all of this, ADT has used the former Protection 1

employees as pawns. On the one hand ADT says the former Protection 1 employees are now fully part of the bargaining unit and the CBA is applicable to them. Nixdorf made this representation to the NLRB, to the arbitrator, and to the federal court. Yet at the same time, ADT refuses to extend the contract conditions to these employees, including paying some former Protection 1 employees up to \$4 per hour less than the current negotiated pay scale. A grievance contesting ADT's failure to honor the CBA with regard to the former Protection 1 employees is pending and it, too, will be litigated in arbitration. ADT's attempted division of the former Protection 1 employees from the rest of the bargaining unit, like its efforts to divide our members as a whole, continues; but this will not be tolerated, and it will not succeed.

Mark Samuelsen, B.R., L.U. 46

Clint Bryson, B.R., L.U. 76

Upcoming Election of Officers

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters.

Local 68 held its annual Christmas party for our members and their families on Dec. 8 last year. There were 417 kids at the party, with total attendance over 800; this was one of the largest Christmas parties we

have hosted in a while. Thanks to all of the volunteers — it is because of their efforts that the Christmas party was such a success. Thank you to all!

The election for Local 68 officers is coming up soon. Nominations will take place at the general membership meeting on May 7, and the election will be held in June. Please ensure that the hall has an accurate mailing address for you and watch the mail for notices. I would also like to encourage anyone who is considering running for an office or position to do so. Talk to someone who holds, or has held, the position that you would like to run for so that you have an understanding of the responsibilities that come with that position.

Good news for Colorado: On Jan. 29, right-to-work legislation was defeated once again!

We extend our deepest sympathy to the families of our recently deceased Local 68 brothers and sisters, including: Larry Guesnier, Joseph I. Wolfenbarger, Howard J. Goodman, Jack Averbach, Clifford J. Houston, James R. Pinkston and Allen L. Oakley.

Morgan J. Buchanan, Pres.



Local 68's Christmas party for members and their families in 2018 was a great success.

Projects Scheduled for Spring

L.U. 80 (i&o), NORFOLK, VA — We hope all our brothers and sisters had a wonderful holiday. With a new year underway, Local 80 has an abundance of work coming up in our jurisdiction. We have numerous projects starting in early spring. This includes work at the Microsoft project in Boydton, VA, and jobs on our military facilities. The Wegmans grocery store in Virginia Beach, VA, is progressing and should be completed in early spring.

The local looks forward to our upcoming Local 80 Annual Picnic, scheduled for May 4.

We also have negotiations in March. To all our brothers and sisters, keep up the solidarity and always remember: "We grind together, we shine together."

We mourn the loss of several members: Bros. Larry Webb, Timothy Woodington, Jan Sutton Sr., and Robert A. Smith. They will be remembered.

Wil Morris, A.B.M.

'A Great Year of Progress'

L.U. 98 (as,catv,em,i&it), PHILADELPHIA, PA — 2018 was a great year for Local 98. 2019 should be even better. Bus. Mgr. John J. Dougherty just completed a

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three-year health care agreement with Blue Cross that saved the local \$8 million in the first year alone. Philadelphia Mayor Jim Kenney has signed 119 project labor agreements (PLAs) with the Building Trades, which include multiple-source projects, bringing the total to more than 160.

Phase One of the East Market redevelopment project by National Real Estate Advisors, which includes significant IBEW pension dollars, was recently completed. When finished this year, the \$1 billion project will transform this dormant but important section of Center City Philadelphia.

The \$1.5 billion Penn Medicine Pavilion includes the construction of 500 new patient rooms and 47 operating rooms. Both the Sheraton Hotel and the Loew's Hotel in Center City are undergoing major renovations. At least nine new hotels will be coming out of the ground this year.

The \$250 million transformation of the former Inquirer building into the new Police Administration Building will begin this year. The city's second casino, located in the stadium district in south Philadelphia, has broken ground and will include a hotel and office complex.

Business for our Sound and Communications division is up, as is our market share in Montgomery County, thanks to the hard work of our 98 North team. We secured three important Responsible Contractor Ordinances (RCOs), two townships and a school district, assuring 98 North of ample work in these important regions.

Brian Burrows, Pres.

'Elections Are Key'

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — Local 124 has been around for 114 years. Some years have been better than others for sure. In our industry, the work comes and goes. We stress to our apprentices to save and spend down any debt during the good times to help for the inevitable lean times.

This commonsense lesson is absent from the new federal tax code passed by the Republican-controlled Congress and signed into law by Pres. Trump. The new tax code adds an estimated \$2 trillion to our national debt. Yet another credibility hit to the Republican lie that they are the fiscally responsible party. This tax law permanently strips most of the working persons' deductions. We will survive this anti-labor administration — this I have no doubt. But continually playing defense gets old. Measuring our success by mitigating loss instead of actual gains gets old. Labor certainly deserves better. Better representation that is. It's all about the election of public officials. Elections are key to moving the IBEW forward for the next 114 years. In solidarity.

Steven Morales, P.S.

'Another Productive Year'

L.U. 130 (i), NEW ORLEANS, LA — Our year kicked off with steward training provided by the I.O. That was followed by the Louisiana Building & Construction Trades Conference, and an instrumentation seminar given by Fluke and other industry professionals.

In March, Local 130 provided the venue for the five-day AFL-CIO Executive Committee meeting held in our Alexander Room. Our Alexander Room is the new shining star in the business and catering world. It has attracted attention as a versatile facility for business functions. Dignitaries from Tulane University, Alpha Epsilon Pi fraternity, the Jefferson Parish government, Chappelle High School, and area businesses are regular clientele.

Our Apprenticeship Committee is busy working to convert day school to night school, due to a recent contract change requested by our contractors.

On-the-job training is a requirement of appren-

ticeship. It is the responsibility of every member to assist our apprentices and mentor them. An apprentice should never be told that he is not being paid to learn. Production is the key to our success, but education is the key to our production.

The work picture is steady. The airport project is wrapping up; however, the build-outs continue, and many are going to our smaller contractors.

Ordes Electric was awarded work in the PBF Refinery in Chalmette, LA. It is one of the few electrical contractors that actively pursue industrial construction.

The RENEW Committee meets regularly to strategize their goals. Our younger members are active and involved. Thank you, brothers and sisters, for your participation.

Our organizers are using new technology to attract new members. Geo-Fencing allows us to send a union commercial to every phone in a geographical area, such as a job site or open-shop contractor. With job-site visits and informational handouts, organizers are keeping a steady flow of new members.

We look forward to another productive year and maybe a second chance at the Super Bowl. Go, Saints!

Billy Buckel, R.S./P.S.



Local 130's Alexander Room during a recent event.

Children's Holiday Party

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — On Sunday, Dec. 9, last year we held our annual Children's Christmas Party. As usual, it was a wonderful event and was well-attended by members and their families.

As with all our events, the children's party represents the best of what our local has to offer. A day of family, friends, brothers and sisters, and holiday cheer. This event is particularly special because it offers us the opportunity to spend time together with the families of our members. It is a special time of year when we are filled with the holiday spirit of giving. There are many fun activities for the kids, including entertainment by Stretch the magician, a bounce house, a photo booth, and a Batmobile! Some of the kids' favorite costumed characters attend, such as Elmo, Dora the Explorer, Spider-Man and, of course, Santa.

This day wouldn't be possible without the assistance of many members who help put on this feat of holiday fun. Thank you to all for helping with set up and assisting on the day of the event. The party committee, headed up by Bro. Matthew Benevento, works for months in advance to prepare. Thank you to Matt and the committee, who all deserve our heartfelt thanks, including Dion Pindilli, Chris Thompson, and Training Dir. Rich Paredes, former party committee chair. Thanks to everyone who helped make the party pure holiday magic.

Warren Becker, V.P.

Acts of Bravery & Service — Three Members Recognized

L.U. 212 (i), CINCINNATI, OHIO — Three Local 212 members recently received commendations for their life-saving efforts.

On Sept. 6, 2018, Juan "Manny" Montoya found



Local 212 member Juan Montoya (center) receives certificate presented by Pres. Jason Mischke (left) and Bus. Mgr. Rick Fischer.

himself in the middle of a chaotic scene. A shooter entered a building where Juan was working. Instead of running out the nearest exit, Juan ran to warn those in harm's way and showed them safe passage. Juan received a Certificate of Recognition from the International Office of the IBEW. It was noted that, "His actions brought great credit to our industry and our Brotherhood and we are grateful."

In the early hours of Dec. 10, 2018, a fire broke out in an Avondale home. The family was awakened by their smoke alarms. Joseph Schroth and Anthony Mazzella, both Local 212 members, were on a team of four people who installed those smoke alarms. They were there as part of the Home Fire Campaign with the Red Cross in 2016.

As a result of the earlier smoke alarm installation, all 13 family members made it out unharmed. Joseph and Anthony were commended at a ceremony at The Red Cross.

Our union is not a spectator sport! Get active. Tag, you're it.

Phil Bovard, P.S.

2018 Annual Family Barbecue; Longtime Service Honored

L.U. 234 (i&mt), CASTROVILLE, CA — Our Local 234 Annual Family Barbecue, held Sept. 29, was very well-attended, reflecting how our membership has grown. Heartfelt thanks go to our barbecue organizers. It was particularly satisfying to see our many members and families, young and old, enjoy the food, fun and games.

Among the many other wonderful activities, the local takes the opportunity to honor our members' diligent years of service. Although there are too many names to list here, we wish to particularly honor the following longtime members: Leland Knisley (70-year member); James Myers, Donald Moore, Siegfried Matt, Robert Koenig, Richard Baker (65-year members); and Ronald Smith and Lawrence Tuckness (60-year members). Thank you to all for your service to our community and industry.

Stephen Slovacek, P.S.

New Contractors Organized; Mentoring High School Students

L.U. 236 (cat,ees,govt,i,mo,rtb&t), ALBANY, NY — As of this writing our work picture has slowed, but we have some large projects on the horizon. We thank the locals that are currently putting our members to work.

Local 236 organized two new contractors. Organizer Chris Lambert signed Stonecreek Electric, and organizer Kevin Fuller signed Hometown Electric. Congratulations to both contractors and we wish them success.

New York State has adopted a new mandate that states: "Every employer in the New York State is required to adopt a sexual harassment prevention policy." We applaud our contractors that have been proactive and given this job-site training to our members.

Brothers and sisters, we have taken on a new project; Local 236 will mentor high-school students and help wire a "tiny house" for a veteran who has fallen on hard times. One of our local signatory contractors, H. Clune Electric, has generously offered to donate the material. We will keep you posted as this project progresses.

Local 236 has contract negotiations coming in 2019 and we created an e-mail site for your suggestions. We welcome your comments and suggestions during this important time. Call the union hall for the

e-mail site address.

Joseph Hlat, A.B.M./P.S.

Strong Work Picture; IBEW Apprenticeship Training

L.U. 280 (c,ees,em,es,i,mo,mts&st), SALEM, OR — The work picture remains strong in our jurisdiction. Data centers continue to employ traveling brothers and sisters in central Oregon. Work is picking up in the Eugene/Springfield area with University of Oregon's rebuild of the historic Hayward Fields track facility. This project is state of the art from the ground up. Not far from that project are the accelerated science buildings, also at the University of Oregon. Manpower is at a premium as of this writing.

Apprenticeship and CTE (Career and Technical Education) programs have become buzzwords in our Capitol buildings in Oregon. The worry now is that feel-good legislation to further apprenticeship could undermine our success by funding direct competition at the community college and college levels. Tax dollars given to organizations without a proven track record, unlike the IBEW, will create problems when the money grab begins. Such legislative proposals come with the belief that apprenticeship can be done solely in the classroom. This undermines the whole "earn while you learn" backbone of our training.

On the heels of these potential threats, Gov. Kate Brown made a visit to us at the soon-to-be Central Oregon Training Center on Feb. 1. This is the first time that I am aware of that a sitting governor has visited a Local 280 training facility in the valley or high plains. The trades have our elected officials' attention.

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



Oregon Gov. Kate Brown, visiting the site of an upcoming Local 280 training facility, with Local 280 Reps. Kail Zuschlag (center) and Robbie F. Smith. The training facility site is undergoing renovation and is planned for completion in the spring of 2019.

Welcome to New Members; Community Service Volunteers

L.U. 302 (i,rts&spa), MARTINEZ, CA — Local 302 accepted 454 apprentice applications in January, and we look forward to bringing in new brothers and sisters soon.

Organizing efforts are paying off. We swore in 87 members during 2018.

We are encouraged to see members getting involved in the local and the community. Thanks to those who volunteered at the Women's March in Concord, on Jan. 19, for the Grateful Garment Project. Participation in community events, and letting people know who and what our organization represents, benefits us all!

Melissa Vaughn, R.S.

Service Awards Presented

L.U. 306 (i), AKRON, OHIO — In December our annual Children's Christmas Party was held at Todaro's and as usual it was a huge success. Thanks once again to our group of officers, committee members and volunteers. We couldn't do it without you.

Also in December at our monthly union meeting, service awards were presented to active members and retirees. Recipients included: for 70 years of service — Richard Donley, James Ess and Donald Kromer; 65 years — David Westland; 60 years — Harry Bryner, Kenneth Dias, Jack Dutton, Leonard Eddy, Richard Glatz, Daniel Gourley, Donald Heffner, Charles House, Thomas Kempel, Robert Martz, Russell Pease, Eugene Puglia, Jerry Seals and Charles Stoltz; 55 years — Jack DiFiore, Donald Faught, George Peters, F.W. Raymond, Carlos Shorter and James Sich; 50 years — Joseph Conley, John Dague, Richard Hill, Paul Jones, Richard Junkin, George Manus, David Newman, Stephen Obariski, Thomas Orr, David Patterson, Matthew Pramik, James Pudloski and Michael Turner. For 25 years of service — Steven Blatt, Thomas Neely, Larry Fesler, Jeff Fausnight, Bruce Tucker, Michael Abshire, Michael Crabtree, Mark Haywood, Daniel Lammlein, Timothy Marusiak, Frank Wilson, Michael Hildebrand, Nicholas Taras, David Petryshak, Matthew Montecalvo, John Schilling and Ronald Henry.

Congratulations and thank you to all for your dedicated service to the IBEW and Local 306!

With great sadness we report the passing of retired Bros. Courtney MacDowell, Robert Masters, Merle Erbs, David Brisbin, Eric Hardgrove and Robert Cannady. We send our deepest condolences to their families.

Thomas Wright, P.S.

Spring 2019 Open House; Pin Presentation Events

L.U. 340 (i,rts&spa), SACRAMENTO, CA — A pin presentation was held in October 2018 for Local 340 members who received their 50-plus years of service pins and certificates. Among the things I really enjoy at this event are the stories these members share about their years in the trade as apprentices and as

journeymen. I always wish that the newer members, or the members who have just turned a little apathetic about the local, could be there to see these proud retired members sitting with brothers and sisters they haven't seen in many years and filling that room with laughter and true brotherhood.

It gave me an idea that I want to do this year's pin presentation event a little differently. Since the local has moved into a new building, we are going to have a Local 340 Open House for all the members this spring and incorporate it with a pin party for all members. We'll be presenting pins to members for their years of service ranging from five years to 65 years.

This is the absolute perfect time for Local 340 right now, not only to honor the members who got us this far but also to show our new, younger members (who will keep us strong for years to come) that the IBEW is much more than a job. We're about loyalty to a union trade, comradery, families, community involvement and brotherhood — and we are growing! I am happy to report that Local 340's active member count just went over 1,700 in January, and almost everyone is working. What a great time to be IBEW!

Robert D. Ward, B.M.

2019 Projects Scheduled; Organizing & Training Classes

L.U. 342 (i,lctt&o), WINSTON-SALEM, NC — On Dec. 15, IBEW Local 342 held its second annual Christmas party at the Holiday Inn in Greensboro. The staff at the hall put this event together and did a fantastic job. We had a great turnout, from retired members and their families to apprentices and their families, and everyone in between. Brotherhood and solidarity were on full display as the 50/50 raffle for the sick and needy was raffled off again and again, before a brother donated it back to the fund.

Looking back at last year, signatory contractors Abco South Electric, White Electric, and Cogburn Brothers were working in our jurisdiction just to name a few. Int. Rep. Carmella Thomas was here for a week-end to conduct new officer training, as well as Code of Excellence and COE steward classes.

We are optimistic that 2019 will see our local flourish with several large projects slated to begin in our jurisdiction. The local union staff are working tirelessly to organize the best and brightest in our area, and they are visiting contractors to educate them on what the IBEW has to offer. We are confident our local will grow due to the excellent quality of work our members demonstrate.

The local is seeking a larger space to further the education of our members by incorporating labs and an assigned craft-certification space. By instituting this training, we can further distinguish the IBEW as the best of the best.

Dan Post, Pres.

Politically Active Members

L.U. 400 (es,i&o), ASBURY PARK, NJ — As 2018 came to a close, IBEW Local 400 ended the year with success



Local 400's December 2018 Annual Breakfast with Santa for members and their families was a great success.

on the local political scene as well as within the local. Through our labor-walk campaigns, all local political candidates in support of labor experienced victory. Local 400 spent every Saturday from October through Election Day spreading the message of the candidates

who embrace the values of those who are represented by organized labor. These candidates ranged from local school board members to U.S. congressmen, on both sides of the aisle.

In December, IBEW Local 400 hosted its Annual Breakfast With Santa event for all the members and their families. Once again, the event was a great success with nearly 100 families in attendance for a morning of food, friends, family and a visit from Santa.

As we look forward in early 2019, we anticipate another year filled with success and good fortune.

Scott Clayton, P.S.



Recently retired Local 446 members Robert Wade Jr. (left) and Floyd E. Sandiford II.

Tribute to Recent Retirees

L.U. 446 (i), MONROE, LA — Congratulations to our four Local 446 members who retired in 2018: Bros. Floyd E. Sandiford II, Johnny B. Evans III, Robert V. Wade Jr., and Bruce A. Black. We want to thank you, brothers, for your years of service in representing IBEW Local 446 with such pride and dedication. Best wishes to each of you in your retirement years!

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

Newly Organized Members

L.U. 538 (i), DANVILLE, IL — Congratulations to the Danville City inspectors, a newly organized group of six new members for Local 538. After almost two years of negotiations and arbitration, they achieved their first

contract with the City of Danville, IL. They can now enjoy the benefits of being represented by the IBEW. Thanks for everyone's dedication, patience and solidarity in sticking with the process to get to this point.

John Gallez, A.B.M.



From left: Local 538 organizer John Gallez; new members Jim Meharry, Don Crews, Kenny Harden; and Bus. Mgr. Mike Arbuckle. Not pictured: new members Paul Storke, Stephen Chrisman and Rick Brown.

Mazda/Toyota Plant Project

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

At this writing, the work outlook in Local 558's jurisdiction is steadily improving. The new Mazda/Toyota assembly plant project has finally kicked off. This project is one of the largest ever to hit our jurisdiction and with strategic organizing efforts in full motion the local union will still be in need of manpower. In addition to having the local's Strategic Organizing Plan in motion, and in consideration of the manpower projections and anticipation of all the upcoming work in our jurisdiction, the Electrical Training Alliance and Local 558 have been prompted to take on the local's largest class of apprentice wiremen ever, consisting of 63 students in 2018. Pictured in the accompanying photo are first-year apprentice wiremen on obligation night at the regular local union meeting on Nov. 5, 2018.

We are happy to announce that the IBEW Local 558 Picnic is set for May 18 this year. The picnics are always a great event for members and their families to fellowship, reminisce and enjoy a great time together.

We would like to thank all members for their hard work and dedication to the IBEW.

Mac Sloan, Pres./Mbr. Dev.



Local 558 first-year apprentice wiremen participate in obligation night at union meeting on Nov. 5, 2018.



Local 340 retirees receive years-of-service pins. Extending congratulations to the honorees are: Int. Rep. Michael Meals (left), Local 340 Bus. Mgr. Bob Ward (second from left), and Vice Pres. Mitchell Newman (right).

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Union Members Rock — 'Best in the Electrical Industry'

L.U. 586 (em,i&o), OTTAWA, ONTARIO, CANADA — Local 586 hosted a wonderful night of music in the heart of Ottawa. With over four hours of live entertainment, our members let the nation's capital know that the IBEW is not only the best in the electrical industry, we can also rock harder than anyone!

Pictured in the photo below are Local 586 members Sheldon Campbell and Jake Woolsley performing with their band, the BackRoadies. The evening was a great success. Thanks to all who participated.

Brett MacLean, P.S.



Local 586 members Sheldon Campbell and Jake Woolsley took the stage with their band, the BackRoadies.

Work Picture Good; Organizing New Members

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL — Work in the Orlando area continues to be good with Local 606 picking up market share. At the time of this writing, our NECA partners are aggressively bidding work and the local is working with the Central Florida Building Trades in negotiating a project labor agreement (PLA) in our area. All the new work has created a need for more electricians in an already tight labor market, and the organizing department is constantly adjusting to find new ways to recruit and organize new members. The construction boom here in Orlando is projected to continue at least through the rest of 2019.

It is with great sadness that we announce the death of member Robert True. Bro. True was a member of Local 606 for 21 years and he will be sorely missed.

Fernando Rendon, P.S.

Bright Work Picture

L.U. 640 (em,govt,i,mo,mt,rt,spa&u), PHOENIX, AZ — Greetings, brothers and sisters. 2018 was a good year for us. Our work picture continues to look

very bright for 2019. We welcome our traveling brothers and sisters to come and help with the work, and enjoy the weather.

We have hired three new organizers and our program is progressing very well.

We would like to congratulate our Local 640 Bus. Mgr. Dean Wine on his appointment to the International Executive Council.

We also would like to recognize our 2018 apprentice graduating class for their hard work and diligence in achieving their goal.

Congratulations to our new journeyman brothers and sisters!

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

Jurisdiction Busy with Projects; Members Active & Involved

L.U. 666 (i,mt&o), RICHMOND, VA — Local 666 is heading into spring with a strong, focused eye on the future. We are pleased to report that our jurisdiction is busy with several projects of varying sizes and states of completion. As always, we sincerely thank the IBEW brothers and sisters from other jurisdictions who have filled calls, and we encourage other travelers to keep us in mind as more projects man up in the near future.

When challenged to bend a Christmas tree out of scrap conduit, journeyman Michael Poindexter not only completed the task, but also constructed a donation box underneath it (see photo below). He was able to turn a humorous breakroom challenge into a \$2,700 collection for the Make a Wish Foundation. His efforts earned praise from the general contractor and demonstrated to all the trades the skill and spirit of our Brotherhood.

A special effort was made, in conjunction with the Virginia AFL-CIO, to organize member involvement during the 2019 Virginia General Assembly session. Thanks to all the members who called, emailed, or met in person with lawmakers during the 45-day session. Their actions ensured that our voices were heard, not only on the job site, but in the legislative halls as well.

Jeremy Davis, P.S.



Local 666 journeyman Michael Poindexter constructed a "Christmas tree," built with scrap conduit, to raise funds for the Make a Wish Foundation.



Attendees gather for a group photo at Local 702's "topping out" celebration for Outside Construction members who obtained journeyman lineman status during calendar year 2018.

Vectren Contract Ratified; PLAs, Prevailing Wage Restored

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rt,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — We recently completed early bargaining with Vectren and members there ratified a new three-year agreement.

Many other properties will be in negotiations this year, including: Vistra, formerly Illinois Power Generating Co. - Newton Energy Center, (both Clerical and Physical groups); Ozark Border Electric Cooperative (Physical group); SEMO Cooperative (both Lineworkers and Clerical groups); City of Miner (both Police Officers and City Employees groups); Sikeston Board of Municipal Utilities; Pemiscot Dunklin Cooperative; and Tri-County Electric Cooperative.

This year, we anticipate work picking up for our Inside Construction members as new Illinois Gov. J. B. Pritzker has restored project labor agreements (PLAs) and prevailing wage. As such, we will be starting a new class of inside wireman apprentices this year, so watch our website for further details.

We continue our strong support for the Union Sportsmen's Alliance with a \$25,000 charter-level sponsorship for the year.

The local will once again host our golf tournament on June 21 this year with all proceeds benefiting The Poshard Foundation for Abused Children.

As of this writing, our referral books are as follows: Inside Construction — 114; Outside Construction — 28; Line Clearance — 4.

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

Hundreds of IBEW Electricians Needed for Long-term Project

L.U. 712 (c&i), BEAVER, PA — The work outlook is still very good here. We have contractors Great Arrow Builders, Sargent Electric, Enerfab, Hatzel & Buehler, VEC, Lighthouse and Prime Electric working at the Pennsylvania Chemicals project in Monaca, PA. This is a long-term project with scheduled completion by 2021. The project is currently working five 10-hour days plus one 8-hour day per week. A background clearance is required, which normally takes one to two weeks, and workers with TWIC cards normally take one to two days. Initial manpower projections indicate the need for 1,000 electricians by the end of 2019.

Workers who have a permanent residence more than 60 highway miles away from the plant shall receive a per diem allowance of \$63 for each day reporting for work, and all workers employed at PA Chemicals will receive \$14 for a site allowance each day they report to work.

Additional calls will be coming for the 1-gigawatt combined-cycle Hickory Run Energy Center. This is a Kiewit project with Bruce & Merrilees Electric Co. as the electrical contractor. The Hickory Run power station project is currently working five 9-hour days per week.

The referral office is open for signing the book

from 8 a.m. to 4:30 p.m. on Monday through Friday. A current dues receipt is required.

Larry Nelson, B.R./P.S.

Transition of Officers; Member Participation is Key

L.U. 716 (em,i,lctt,rt,spa), HOUSTON, TEXAS — Hello to brothers and sisters here in our local and all across the IBEW.

At the time of this writing work is still slow in Houston, but there is a lot of work being bid. Hopefully our work picture will brighten soon. We appreciate all the local unions around the country who have put our members to work.

Congratulations to Bro. Damon Sebren on his appointment as Local 716 business manager/financial secretary to fill the unexpired term of Bro. John E. Easton Jr. Again, we thank Bro. Easton for his continued service to our local.

We thank all the members and their families who participated in the St. Patrick's Day parade and the Cesar Chavez parade. Building and decorating the float, walking or riding in the parades — these are just additional ways for Local 716 to get our name out in the community. Brothers and sisters, your community service is truly appreciated. Not feeling appreciated? Volunteer and donate some time to help your local union perform a community service project.

Still seeking all members to get registered to vote and help advance the interests of working people. Reminder to members: The Death Benefit Fund and the Sick and Accident Fund were set up for the benefit of members and their families.

David R. Alley, Pres.

IBEW Career of Service; Apprenticeship Graduates

L.U. 728 (em,i,rt,spa), FT. LAUDERDALE, FL — Big congratulations to Local 728 retired former business manager David Svetlick, who received an honorary plaque from his local.

Born in 1949, Bro. Svetlick has had a successful career with the IBEW. It all started in the 1970s when he became an apprentice. Bro. Svetlick traveled the U.S. as a journeyman wireman, lending his skills to job sites across the country. In 1983, he joined the negotiation committee. In 1994 he was hired into the hall as an organizer, and his career took off from there. He began serving on the trust committee in 1997.



Retired former Local 728 business manager David Svetlick.

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From 1997 to 2007, he served as Local 728 president. In 2007, Bro. Svetlick began his tenure as business manager. During this term, he navigated our great local union with finesse, through the great recession. He recently retired from the business manager position in 2018. Local 728 officers, members and staff wish Bro. Svetlick a long and healthy retirement.

Big shout out and congratulations to the class of 2018 apprenticeship graduates. May your careers as IBEW journeyman wiremen be lucrative, productive and fun-filled! The 2018 graduates are: Jeandy Brisson, Steven Butz, Brian Callahan, Vincent Fortune Jr., Brian Francisco, Steven Hatton, Justin Jones, Jason Lansing (student of the year), Joseph DeRosa, Gabrielle Malicki, Brent Oberfield, John Prussing, Steven Queen, Bobby Roberson, Jason Sheppard, Matthew Arigo, Phillip Brisson (student of the year), Demarcus Bullard, Timothy Krawitz, Leighton Stewart and Justin Williams.

Effie Cruz, Organizer

Springtime in Charleston, S.C.

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Everyone hunkered down for the winter and things slowed down as the temperature dropped to polar levels in some places. Charleston is usually fairly temperate due to the warm ocean currents, but a bit farther inland it hasn't felt very southern! At the time of this writing in February, someone jokingly suggested that we file a complaint with the National Oceanic and Atmospheric Administration as soon as the latest government shutdown ended!

In our last missive, we announced our 2018 graduating apprentices. It is with a heavy heart that we bear the untimely passing of one of them, Brian Sineath, who succumbed to cancer. He died a journeyman. He was an exemplary member, involved in the local and always practicing the highest standards of workmanship while also being kind and never antagonistic toward others. He would have been a great foreman. Bro. Sineath was one of those people who will be missed by everyone.

We had a strong 2018 adding an Amazon project, a fiberglass plant project, and office building work to our existing data center and steel mill work — and this year will be stronger yet. Our pay scale goes up another dollar as of March this year, and we've renovated our union hall. Spring promises to grow jobs along with the flowers in Charleston and upstate South Carolina. Check with us if you're in traveling mode. It's a great place to be I.B.E.W.

Andy Weiner, P.S./E-Board

New Leadership Charting New Direction

L.U. 804 (i&o), KITCHENER, ONTARIO, CANADA — 2017 was an election year in Local 804, and newly elected Bus. Mgr. Mark Watson and his team have worked diligently to lead the local union in a new direction.

All factors indicate that the dawn of a new day and the beginning of something new and exciting are

on the horizon. Our leadership recognizes that our signatory contractors are our "partners in industry," and that our union and our contractors need each other to be successful. Mark's team has worked to strengthen relationships with our employers, and both parties to the collective bargaining agreement have a renewed sense of confidence in one another. The draconian rules once attached to market recovery initiatives have been adjusted, and we now see our contractors willing to bid projects that they would not have considered bidding in the past.

The local union's renewed relationship with its contracting partners continues to move toward that of a highly effective partnership, which will enhance our chances of being successful today and tomorrow. Each party to the agreement has a role to play, and we must ensure that we give our employers an honest day's work for an honest day's pay.

Brett McKenzie, P.S.

IBEW Service Pins Awarded

L.U. 890 (i), JANESVILLE, WI — IBEW Local 890 Bus. Mgr. Leo Sokolik presented Bro. William Lois with his 55-year IBEW service pin at the local's annual holiday party held Saturday, Jan. 5, this year. Bro. Lois was initiated into the IBEW on April 1, 1963. Bro. Neil Messerschmidt, initiated on Oct. 1, 1973, received his 45-year pin.

Others receiving service pins included: Nick Bell, Jim Laveen and James Steig (30-year pins); Russell Whitehead (25-year pin); James Anton, James Bemus, John Blake, Michael Duda, Jason Heidenreich, Brian Jacobson, James Kubiak and David Moore (20-year pins); James Brooks, Brian Cullen and Matt Wellnitz (15-year pins); Craig Ibeling (10-year pin); and Garrick Harwick (5-year pin).

Congratulations to all service-award recipients!

Jason Heidenreich, P.S./Organizer



Local 890 Bus. Mgr. Leo Sokolik (right) presents Bro. William Lois with his 55-year service pin at Jan. 5 holiday party.

Community Service Award; Women's Committee Launched

L.U. 1116 (em,lctt&u), TUCSON, AZ — Please join IBEW Local 1116 in congratulating journeyman line-man cableman Sameer Mendez. Sameer was awarded the Charles R. Huggins Community Service Award, which is given to an outstanding apprentice who has also donated time to volunteerism. Sameer regularly gives electrical safety presentations at company and community events, science fairs and in classrooms. The goal of the presentations is to educate kids about the importance of safety around electricity. Congratulations, Sameer! Previous recipients of the Huggins award have gone to members Jessica March-

banks (2016) and Susie Petty (2014.) Three other apprentices were honored as outstanding apprentices: Ismael Grijalva (journeyman electronics technician), Tyler Stevenson (journeyman substation electrician) and Kevin Wemmer (journeyman HEAT operator.) Congratulations to all of you, honorees! The skills these brothers and sisters exhibit are proof that IBEW members are the best in the business.

Local 1116 has officially launched its Women's Committee. It is chaired by E-Board members Alberta Adrian, Sharon Williams and Jackie Ehresman along with Susan Trumbull. I would like to thank Susan Trumbull for her years of dedicated service as Local 1116's recording secretary. Susan stepped down from her position in December as she prepares to retire. We would also like to welcome Alberta Adrian to our Executive Board, filling the administrative position.

Sharon Williams, R.S./P.S.

Motorcycle Club Chili Cook-Off

L.U. 1340 (i&o), NEWPORT NEWS, VA — The Local 1340 Motorcycle Club held its first Chili Cook-Off on Jan. 27. Plans are to make this an annual event.

The Chili Cook-Off was held to benefit the Virginia Peninsula Food Bank. We had four divisions for the event. Retiree division: winners Paul and Vivian Bryan; Apprentice division: winners Rachel Cornelison and Billy Blaylock; Maintenance division: winners Scott Sundeen and Mom; Construction division: winners and grand champions Lorenzo and Melissa Pacheco. Turnout was phenomenal, and everyone had a good time.

With sadness we report the passing of Bro. Joseph "J.J." Jarrell. Bro. Jarrell passed away on Friday, Jan. 11, at the age of 74. Our condolence go out to his family.

James Avery, P.S.

IBEW Career of Service

L.U. 2304 (u), MADISON, WI — One of the IBEW's most longstanding local union business managers has retired.

Dave Poklinkoski started his career with Madison

Gas & Electric as a temporary laborer at Blount Generating Station in the fall of 1978 and joined the company full time shortly thereafter. Following probation, Dave became a steward and in September 1985 was elected president and business manager of IBEW Local 2304, where he served until his retirement in October 2018. Dave played an instrumental role during his time with Local 2304, most notably maintaining 100 percent membership despite the more recent change whereby Wisconsin became a right-to-work state.

Dave also actively contributed to the broader labor movement in addition to his Local 2304 service. He helped organize support for the UFCW Local P-9 strike at Hormel in August 1985 to preserve fair labor practices for plant employees. Dave also helped found the Utility Workers Coalition in the early 1990s to fight deregulation of the utility industry, integrate workforce planning at utility companies, and establish maintenance and service standards for the generation, distribution and transmission of electricity.

For all Dave's hard work and dedication to the labor movement, thank you from the IBEW Local 2304, the IBEW, and the labor movement!

Nate Rasmussen, B.M./Pres.



Local 2304 then-business manager/president Dave Poklinkoski attending an IBEW Sixth District conference.



IBEW Local 804's Union Hall and Training Center.

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Annual Funding Notice for the National Electrical Benefit Fund

Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the Plan” or “NEBF”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the Plan has substantially rebounded. As a result, the Plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2018 and ending December 31, 2018 (“Plan Year”).

How Well Funded Is the NEBF?

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

Funded Percentage			
	2018 Plan Year	2017 Plan Year	2016 Plan Year
Valuation Date	January 1, 2018	January 1, 2017	January 1, 2016
Funded Percentage	83.27%	82.96%	82.82%
Value of Assets	\$13,979,474,971	\$13,565,952,876	\$13,206,610,625
Value of Liabilities	\$16,788,972,918	\$16,351,991,488	\$15,946,256,755

Year-End Fair Market Value of Assets

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

	December 31, 2018	December 31, 2017	December 31, 2016
Fair Market Value of Assets	\$13,483,887,325	\$14,371,474,263	\$13,229,784,797

Endangered, Critical, or Critical and Declining Status

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

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

If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2019, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 555,962. Of this number, 255,135 were current employees, 145,126 were retired and receiving benefits, and 155,701 were retired or no longer working for a covered employer and have a right to future benefits.

Funding and Investment Policies

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

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

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

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	0.31 %
U.S. Government securities	6.51
Corporate debt instruments (other than employer securities):	
Preferred	4.12
All other	5.52
Corporate stocks (other than employer securities):	
Preferred	0.40
Common	16.93

Partnership/joint venture interests	21.32
Real estate (other than employer real property)	0.01
Loans (other than to participants)	1.00
Participant loans	—
Value of interest in common/collective trusts	29.74
Value of interest in pooled separate accounts	1.22
Value of interest in master trust investment accounts	—
Value of interest in 103-12 investment entities	—
Value of interest in registered investment companies (e.g., mutual funds)	1.97
Value of funds held in insurance co. general account (unallocated contracts)	—
Employer-related investments:	
Employer securities	—
Employer real property	—
Buildings and other property used in plan operation	—
Other	10.95

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

Right to Request a Copy of the Annual Report

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

Summary of Rules Governing Insolvent Plans

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

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

Benefit Payments Guaranteed by the PBGC

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

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

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

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

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

Where to Get More Information

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

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

WHO WE ARE

‘Good People Like You Make This World’ Local 465 Gas Worker Rescues Trapped Car Crash Victims

Bringing his utility truck to a stop at a traffic light south of San Diego one morning in January, Martin Barraza was shocked to see an overturned sedan, its crushed hood and front roof pressing against the pavement.

The second jolt for the veteran San Diego Gas & Electric meter service technician was that no one in a long line of cars at the wide three-way intersection was headed to help.

It may have been a case of a shell shock for motorists who'd just seen one vehicle strike another violently enough to send it flying. While some undoubtedly called 911, the clock was ticking for two senior citizens pinned upside down inside a car that was starting to smoke.

Barraza, a 36-year member of San Diego Local 465, wasted no time.

Flipping on his truck's hazard lights, he jumped out and raced toward the car, hollering for others to lend a hand. The driver and his wife, who appeared to be in their 80s, were conscious but clearly traumatized.

"They were in shock," Barraza said. "They didn't talk — that's how I knew that they weren't doing well. The man was bleeding."

Two men answered his shouts, rushing to help pry open the damaged doors. As thick smoke filled the car's interior, the trio's teamwork made it possible to pull the couple to safety.

Barraza ran to get his truck's fire extinguisher and was dousing the sedan as paramedics and firefighters arrived. The husband was taken to the hospital;



San Diego Local 465 Business Manager Nate Fairman, left, commends longtime member Martin Barraza, who was between SDG&E service calls Jan. 30 when he rescued two senior citizens trapped in an overturned car.

**“His heroic actions...
saved the lives of two
complete strangers.”**

— Nate Fairman, San Diego Local 465
business manager

the wife was OK, as was the second driver involved in the accident.

The police didn't interview Barraza, but a freelance reporter who happened to be nearby did. The local Fox affiliate ran it on the evening news, making his IBEW and SDG&E brothers and sisters proud, and

spurring an invitation from the couple's son.

"Mr. Barraza, come have dinner with me," he said on air, noting that his father was expected to fully recover. "I really appreciate it. I want to thank you again. Good people like you make this world."

Calling his union brother's actions "phenomenal," Local 465 Business Manager Nate Fairman wrote to Ninth District Vice President John O'Rourke the next day to nominate Barraza for an IBEW Life-saving Award.

"It is without a doubt that Mr. Barraza's immediate use of his emergency first aid training, his situational awareness he displayed at the hectic crash site and his heroic actions extinguishing the burning car and pulling the family from the wreckage saved the lives of two complete strangers," Fairman said in the letter.

International President Lonnie R. Stephenson approved the award in February. Fairman has invited Barraza's family to see him receive the award at a spring membership meeting.

For Barraza, a single dad whose son and daughter are now young adults, responding to the Jan. 30 accident was an extension of what he's done in his job for 3½ decades — taking care of people through service calls. "I like what I do, I like being with the public and meeting new people every day," he said.

SDG&E likes him, too. In an article on the company website, field operations manager Russ White said Barraza is a conscientious worker who always goes above and beyond.

"He's been a terrific employee all of these years," White said. "I am not surprised he would go the extra mile for anybody who needs help." ■



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

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HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

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Ladies V-Neck Shirt \$14.50

100% certified ring spun organic cotton v-neck shirt. Semi-fitted for the perfect length and fit. Features IBEW initials in script on the left sleeve.

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

www.ibewmerchandise.com



A blue t-shirt with the text "BELLFONTE Nuclear Plant #visionbucketlist" in white. Below the t-shirt is a tour book titled "Ian Oliver's Tour February 20, 2019 Bellefonte Nuclear Plant". The book cover features a photograph of the Bellefonte Nuclear Plant. The book has a tabbed spine with labels: "Appendix", "Plant History", "Summary", and "Tour Photo".

Bellefonte staff presented Ian with a bounty of gifts, including a personalized tour book and T-shirt.

See more photos of Ian's Bellefonte visit and learn more about him on his mom's Facebook blog, "Ian's Vision," at www.facebook.com/Ian.Worley.Oliver ■