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America's Underground Crisis: Aging Infrastructure Brings Opportunity for Gas Workers

There is enormous demand for skilled gas workers like Vacaville, Calif., Local 1245 member Richard Eisenbeiss — here cutting pipe in Reno, Nev.

Beneath nearly every American city, a crisis is unfolding. While talk of America's crumbling infrastructure focuses on bridges and roads, ports and airports, below ground the aging pipe networks that carry natural gas to homes and businesses grow more dangerous by the day.

For decades, labor unions, public safety advocates and environmentalists fought to increase funding to quickly replace the oldest, most vulnerable pipes with little success. The Department of Energy released calls to action. Public service and utility commissions would approve funding to repair damage and hook up new customers, but most of the U.S. iron and unprotected steel distribution mains — some a century old — were only slowly replaced.

GOOD JOBS, UNION JOBS

Then, in late summer 2010, an explosion ripped apart a neighborhood in San Bruno, Calif., just south of San Francisco. A weld on a 30-inch steel pipe ruptured and exploded, sending a thousand-foot fireball into the night sky. The pipe had been installed more than a half-century earlier.

Tragedy followed a year later in Allentown, Pa. — five dead, three injured. The cause: a 12-inch main installed in 1928. In 2014, a gas main break in East Harlem, N.Y., leveled half a city block, killed eight and injured 48. The gas main had been installed in 1887.

The tragedies focused attention on the potential catastrophe beneath many American cities and state after state, with the help of the Obama-era Department of Energy, began to fund multi-billion-dollar programs to accelerate replacement and increase hiring.

In many parts of the country where the IBEW represents gas workers, the result has been increased hiring and overtime for some of the best paid blue-collar jobs in the nation.

"We fought to get this funding and now we are seeing the benefit, for our customers and for our members," said Utility Department International Representative Chris Harris. "Good jobs, better safety. Everybody wins."

The Problem

Nearly half of America's existing natural gas infrastructure was built before 1960 and cast and wrought iron pipes were used extensively in those years. Wrought and cast iron are brittle and reactive. Like older plastics, they can crack and break from frost heaves or other ground movement.

It was only after the 1960s that steel was brought widely into use. The first generation of steel is less susceptible to breaking but faces the same challenge that has always haunted iron alloys: rust. Corrosion resistant coatings were developed later and when combined with running an electric current — called cathodic protection — steel pipes can be highly reliable.

It wasn't until 1971 that federal guidelines required steel pipes to be coated against corrosion

GAS WORKERS continued on page 4

FROM THE OFFICERS

You're Our Best Organizer



Lonnie R. Stephenson
International President

In this month's cover story, you'll read about our brothers and sisters in the gas industry, where there's enough work in many places to last an entire career.

Changes in technology — in this case, replacing old infrastructure with safer materials — have fueled a building boom like none we've seen for a long time. If you're a young person looking for a path to the middle class and you're not afraid of a little hard work, opportunities are there for the taking.

It's the same story across the IBEW. In both inside and outside construction and at many utilities, there are more jobs out there than we're able to fill. With more members, our signatory contractors and employer partners can bid more jobs and our market share can grow.

Added to that, in many parts of our industry, huge numbers of baby boomers are within sight of retirement, and we're working hard to make sure there are men and women ready to step in and keep those jobsites up to speed.

We spend an awful lot of time and resources at the international, district and local levels thinking about how to organize and recruit the next generation of electrical workers to fill the jobs of the future. We've invested in new tools, advertising

and membership development staff to identify and recruit new members, and we've invested in new training programs to make sure every new member lives up to the high standards each of you have set.

Making sure this union is growing is one of the most important duties I have as your International President.

But I can tell you one thing for certain: there is nothing we as leaders can do; no voice more powerful than yours talking to your friends and neighbors or to young people in your communities about the life-changing power of the International Brotherhood of Electrical Workers.

When each of us is initiated into this Brotherhood, we commit to the principles laid out in the IBEW Constitution, the first of which is to organize all workers in the entire electrical industry.

I'm asking you to live out that commitment every day. If you know a young person who needs a little direction, point them to a career in the electrical trade. If you know an electrician who's working nonunion, tell them how the IBEW made your life better.

There's no one more qualified to speak about the benefits of joining this union than you, and we can't accomplish this monumental task without you. Thank you for what you do each and every day, and keep up the good — and important — work. ■

Why We Can't Ignore Politics

How does your state define "journeyman"? Could energy deregulation put your job at risk? What about contractors hiring electricians who fall far short of IBEW standards for training and proficiency?

If you've ever wondered why your union gets involved in politics, those probably aren't the issues that jump to mind. But that's just what they are — political.

Since state legislatures convened their 2019 sessions in January, your IBEW brothers and sisters have been busy in state capitol buildings making sure that our voices are heard — often on bills that seem obscure but are crucial to the ability to provide for our families and be safe at work.

As we make the rounds of legislative offices and hearing rooms, we have the ear of more lawmakers these days. That's because record numbers of you, along with our friends in the labor movement, campaigned and voted for pro-worker candidates last November.

We're seeing results already, as you'll read on Page 6 of this issue. In Virginia, we protected the journeyman-apprentice ratio on jobsites. There's progress in New Hampshire to revive prevailing wage after 34 years. Expectations are high for a state budget that funds long-delayed road and building projects in Illinois. And unions in New Mexico are celebrating a huge right-to-work victory.

Those battles aren't unique. Year in and year out, in red states and blue states — and in provincial capitals for our Canadian sisters and brothers — we show up to fight, armed not just with facts and figures but with the real-world experience and personal testimony of our brothers and sisters.

Because when it comes right down to it, politics is personal. The things we fight for — and against — have profound effects on our lives, whether they're little-known bills that can kill or create jobs for our members or the marquee issues of health care, retirement security and others that affect all working people.

I know the discord and division in national politics makes all of us want to throw up our hands at times. But in our own communities, states and provinces, our voices carry weight. We can see with our own eyes the difference our involvement makes.

Look what happened in Nevada when hundreds of IBEW members spent a week last October going door to door to fight an energy deregulation scheme that would have destroyed jobs and harmed consumers. While backers spent millions on misleading ads, IBEW members brought the facts to voters' doorsteps and patiently answered all their questions.

I'm proud to tell you that our efforts crushed the ballot measure. You can read more about it and the award won by the locals leading the charge on Page 12.

The fact is, politics matters. It matters to our jobs. It matters to our health care. It matters to our pensions.

As the saying goes, you can ignore politics, but politics won't ignore you. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS TO THE EDITOR

Hoover Memories

Thanks for a great story about North Canton, Ohio, Local 1985's history in the March edition ["Closed Local's Hall Gets a New Lease on Life"]. Kudos to Nick Tomey, former business manager, and brothers and sisters who worked the Hoover plant in North Canton all those years.

Another fact is these members also played a vital role in providing employment for other IBEW members across America. My grandfather, who worked in Ohio as a wireman from 1913 to 1956, told me that before World War I and through the 1920s, Hoover from nearby North Canton and American Beauty Irons from Detroit ran sales campaigns where if you purchased a sweeper or iron for the price of \$75, they would also get an electrical contractor to wire your house so you could use them.

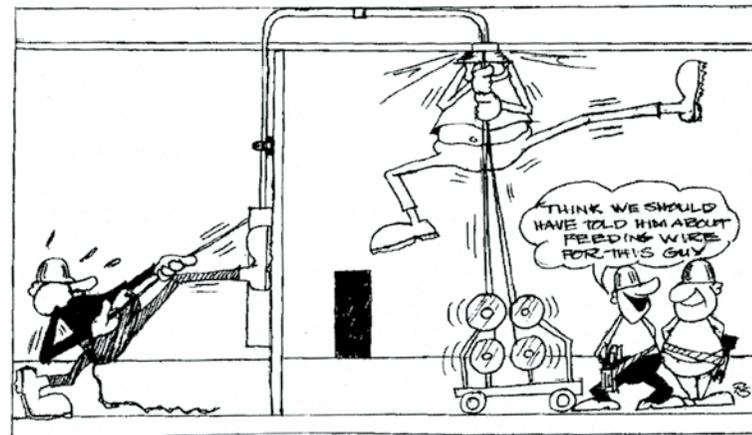
At that time, a 30-amp, 120-volt service, 2-circuit fuse block, lights in every room and a few outlets went for \$29. The convenience of electric lighting, a powered vacuum cleaner and a hand iron that did not involve firing up the cookstove to heat it proved very attractive to American consumers and was beneficial to the IBEW membership at large.

*Bob Sallaz, Local 306 retiree
Akron, Ohio*

Tribute to an IBEW Artist

Richard G. Somers was both an amazing electrician and a wonderful cartoonist. His cartoons were published in Local 494's "Relay" for many years back in the 80s. After his passing at age 86, the 494 Relay published one of his cartoons as a memorial. I think the Electrical Worker might be interested in publishing it as well. They are great!

*Kathleen Slamka, Local 494 member
Milwaukee*



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

Excited for RENEW/NextGen

[Editor's Note: The 2019 RENEW/NextGen conference for young members will be held Oct. 16-19 in St. Louis]

I'm looking forward to meeting all the emerging leaders, sharing experiences, learning, attending all the speeches and workshops. RENEW/NextGen goes back to the city where it all began. Can't wait!

*Nathan Bail, Local 972 apprentice
Marietta, Ohio*

Praise for Prevailing Wage

[Responding to "IBEW Activists Work to Bring Back Prevailing Wage to New Hampshire," also featured on Page 7 of this issue]:

You can spend my dues on this kind of [legislative] work all day long!

*Edward Keefe Jr., Local 103
Boston*



IBEW Members Power Parliament Hill's West Block

The renovation of Canada's seat of power will be a temporary home for members of Parliament

The West Block section of Canada's historic Parliament Hill recently underwent a major restoration and members of Ottawa, Ontario, Local 586 were there to power it.

About 250 members worked on the CA\$863 million project that began in 2011 and is part of a larger upgrade to the main buildings that comprise Canada's federal government, also known as Parliamentary Precinct.

"It says a lot that the IBEW is a trusted source to work on a project like this," said Local 586 Business Manager John Bourke. "It's not every day you get to contribute so directly to the history of your country."

The government estimates that there was an average of 500 workers onsite every day — with a peak of 1,200 — for a total of over 6 million hours of labor. In addition to being the interim home for the House of Commons, the upgraded

structure also has offices for the prime minister and party leaders.

Bourke says that members worked on everything electrical from demolition to the final touches still being completed. Members maintained fire alarm systems throughout the project and installed new lighting and distribution, security and multiple communications categories.

"There is a great sense of pride to be able to work on such a prestigious and iconic building," Bourke said.

Designed in 1859 in a Gothic Revival style, the West Block is the oldest of Parliament's buildings. Along with the Centre and East Blocks, the buildings were considered some of the finest examples of the architectural style throughout the British Empire. In 1987, the West Block was designated a classified federal heritage building for its important historical associations, architectural quality and

environmental impact.

The building, which was initially created for the federal civil service and primarily housed offices and meeting rooms before its restoration, was originally constructed in the same manner as stone castles in Europe. During the renovation, about half of the building's 140,000 stones had to be removed, numbered and reinstalled.

"It was really neat to see the history, especially inside the building, of the stonework," said Local 586 member and project foreman Lee Watson. "What they did back in the day, it makes you respect them."

The stone masonry figured significantly in the restoration, providing some interesting challenges for Local 586 members. In addition to space challenges that didn't provide for much room, members had to deal with eight-foot-thick walls. And because of the heritage designation, they couldn't just toss the stones out or blast through them. In some cases, Watson said, instead of doing multiple penetrations, they'd just use one shared opening.

"We had to find a different path," said Watson, who works for signatory contractor Plan Group. "It took a lot of coordinating with the other trades."

A major change to the structure is the formerly open courtyard, now the new House chamber. Called the "jewel of the West Block" by the Globe and Mail and surrounded with stone walls, the new design called for an enclosed glass ceiling that captures heat in winter and expels it in summer.

Along with the use of LED lighting and other improvements, it's part of the building's increased energy efficiency that will likely help with its application for LEED Silver and Green Globes certifications.

Georges Drolet of architecture firm EVOQ, which designed the space, told the Globe and Mail they wanted to evoke nature, a reference to the historical landscape of Parliament Hill and to create "a unique Canadian sensibility" that, as he said, wouldn't require "having to put a moose everywhere."

The building also boasts four new underground levels, some of which will eventually connect to other parliamenta-



Credit: Roberta Gal, PSPG/SPAC

Members of Ottawa, Ontario, Local 586 work on the renovation of Parliament Hill's historic West Block building.

ry buildings through a tunnel network. Others house the mechanical and electrical systems.

With the West Block finished, members of Parliament have moved in, making the newly renovated space their temporary home while work begins on the next phase: the Centre Block. It's a 15-year project that IBEW signatories have bid on as well, and some have already been awarded contracts.

"It would be nice to get it," Watson said. "That project would take a lot of us into retirement, and that would be a great way to end a career, on something so historic."

Local 586 members have previously worked on the Library of Parliament and the new Visitors Welcome Centre, Bourke said. ■

Continued from page 1

America's Underground Crisis: Aging Infrastructure Brings Opportunity for Gas Workers

and medium- and high-density polyethylene came into wide usage.

Between 1990 and 2010, gas utilities had already replaced about 85,000 miles of vulnerable mains from a total of nearly 200,000. But at that rate, given where the remaining pipe is located, it could take more than 30 years to replace the rest. All the while they are corroding, growing more brittle and leak-prone, and the threat isn't linear. As a pipe ages, problems accelerate.

Main replacement programs are slow because the cost is extremely high: from \$1 million to \$5 million a mile according to a 2017 report from the Energy Department's Office of Energy Policy and System Analysis. The report goes on to say that even when utilities receive regulatory approval for replacement programs, "a shortage of skilled labor necessary to perform the maintenance can hamper modernization programs."

The good news is that, after decades of work, only 9 percent of the existing gas

distribution infrastructure is made of materials that are considered leak prone. But because the system is so massive, that nine percent represents more than 100,000 miles still to be replaced. This is in addition to the thousands of miles of new pipes connecting new customers that every utility is expected to build as gas prices are kept historically low by the fracking boom.

"Anyone who joins a big city gas utility now will have an entire career before the work driving this expansion is over," said Utility Department Director Donnie Colston. "There are many people who say working for a city utility is the last great blue-collar job and they may be right. I can tell you for certain that it will be one of the most reliable blue-collar jobs until far into the future."

Where the Work Is and Will Be

The oldest, most vulnerable pipes are not evenly spread around the country. They are concentrated in a handful of states, and because they were often the places where natural gas infrastructure was first built, primarily in cities.

Four states (New Jersey, New York, Massachusetts, and Pennsylvania) account for half of all the cast iron pipe in the U.S. Similarly, four states (Ohio, Pennsylvania, California, and New York) account for half of all the unprotected steel pipe in the U.S.

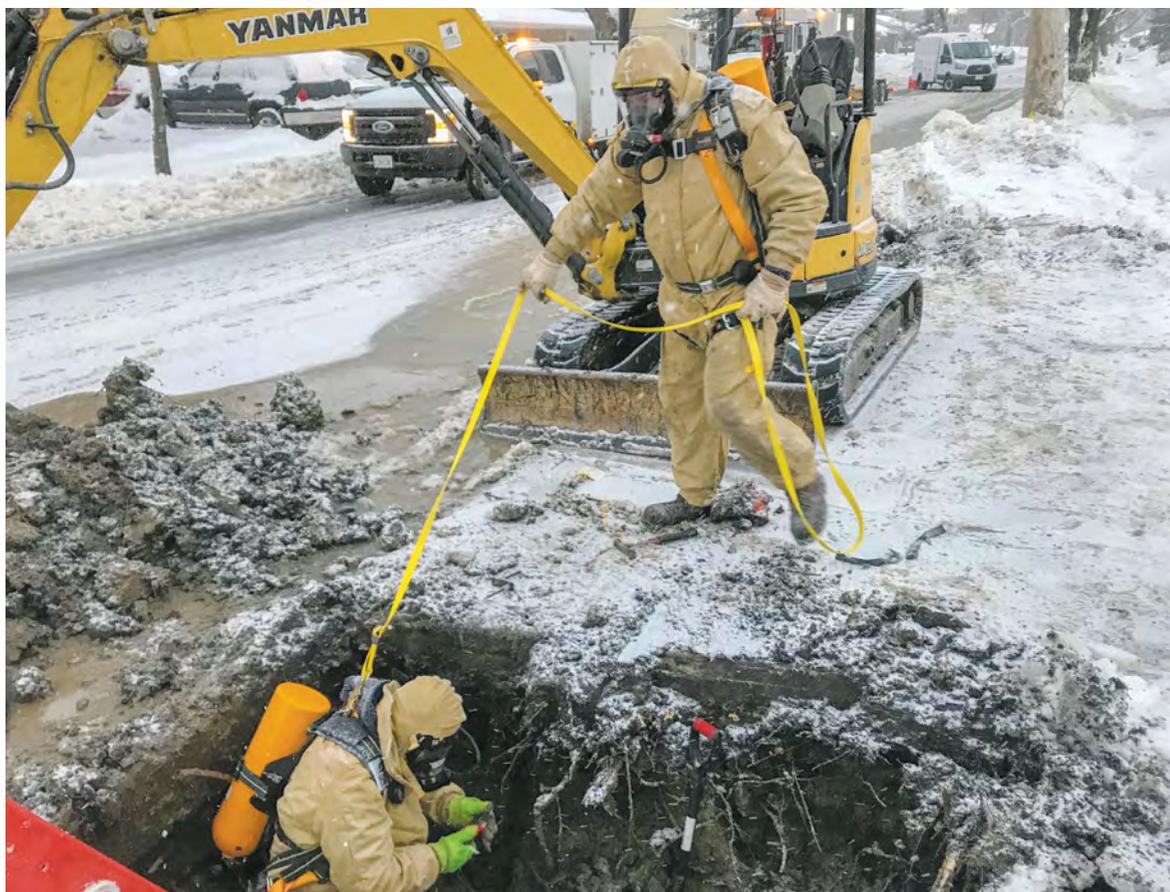
Long Island, N.Y., Local 1049 has seen a boost in manpower inside and outside the fence at National Grid since the state Public Service Commission approved \$200 million a year to further increase the rate of pipeline replacement.

"We started replacing cast iron about nine years and were only doing about 10 to 15 miles a year. Now it is 200 miles a year," said Local 1049 business representative Jim Brown. Brown said the National Grid Field Operations and Construction group on Long Island, installing mains and services, grew about 20 percent in the last seven years.

"This is not a one-time deal, this is a career's worth. You hire a guy today, he will retire still doing this work, and that is true across the state," he said.

There is so much work that a significant chunk is subcontracted out, but Brown said that work is still being done by Local 1049 members, working for signatory contractors.

To the south, Cranbury, N.J., Local 94 Business Manager Buddy Thoman is seeing a



Credit: Nicor Gas

Why Old Pipes are Vulnerable Pipes

The most common causes of leaks are human. Weld or material failures or, most often, a back hoe finds a pipe before the operator finds a phone. Call before you dig; 811 nationwide.

But not all incidents are equal. Those involving iron pipes are almost two times more likely to result in death or injury because they are most likely to corrode and leak unseen.

Corrosion leaks are the most dangerous because they are often small, slow and unseen, allowing gas to travel through the ground and accumulate in boiler rooms and subterranean vaults.

Only 2 percent of distribution mains are cast or wrought iron, but they account for nearly 11 percent of incidents, 19 percent of all incidents with injuries and 41 percent of incidents that cause a death.

Corrosion is the natural process where materials made from metal deteriorate over time through an electrochemical reaction known as oxidation.

And the older the pipe, the more vulnerable it is. Brittle cast and wrought iron pipelines were originally constructed to transport manufactured gas beginning in the 1870s and 1880s, with cast iron becoming more popular in the early 1900s.

Steel came into wide use only after World War II and federal law didn't require steel pipes to be protected with anti-corrosion coatings until 1971. In drier parts of the country, especially the West, steel pipes were laid without even cathodic protection, which uses a low amperage current to offer some protection against rust.

It wasn't until the 1960s that plastic pipe came into common use and wasn't until a decade or so after that that the chemists came up with a recipe that didn't — like iron — get brittle with age. ■



Credit: John Storey/Local 1245

From New York to California, utilities are replacing tens of thousands of miles of cast iron and bare steel distribution mains. With unprecedented retirements, the demand for union gas workers has rarely been higher.



Credit: John Storey/Local 1245

"tremendous" amount of gas construction work since the state passed the Gas System Modernization Program in 2014.

"The American Gas Association said New Jersey had the highest leakage from gas mains in the country," Thoman said. "We have a lot to do."

More than \$1 billion has been invested by state utilities, he said, and the results have been prodigious: more than 1,000 miles of iron pipes and 800 miles of unprotected steel have been replaced in the state since 2011.

New Jersey passed a second \$1.5 billion program early this year that will keep Thoman's gas utility members busy for decades.

Even though the oldest systems are in East Coast states, replacement programs are also running apace in the Midwest and on the West Coast.

Aurora, Ill., Local 19 Business Manager Mark Klinefelter has seen a nearly 10 percent increase in permanent staffing at Nicor since the state passed the Natural Gas Consumer, Safety and Reliability Act in 2013.

It has been a rousing success. "As of November, we have no cast iron pipes in our jurisdiction," Klinefelter said.

And while much of the work was done by outside contractors, they are all union contractors.

And not all new union gas utility work is in trenches.

Vacaville, Calif., Local 1245 represents thousands of northern California and Nevada utility workers for Pacific Gas and Electric and NV Energy.

"San Bruno set into motion a whole range of improvements and upgrades," said assistant business manager Anthony Brown. PG&E built a revolutionary gas over-

sight and operations hub in San Ramon. From the screen-filled room, operators can keep tabs on what the entire gas infrastructure is doing and remotely control valves and stations to respond to emergencies.

When the center first opened, the workers were outside the 1245 bargaining unit.

"They fought to get IBEW and they won," Brown said.

The Other Driver: The Gray Wave

Springfield, Ill., Local 51 Business Manager John Johnson also saw between a 5 and 10 percent increase in his inside-the-fence workforce and a significant amount of the work subcontracted out.

"It's illegal in Illinois to have it in our contract that the subcontractors be union,"



Credit: Aurora, Ill., Local 19

Union gas workers are often in the field repairing leaks, doing inspections and restoring service when problems occur. But when the temperature drops, gas workers also become first responders, keeping people warm and safe. In the last decade, new technologies like sensors and monitoring centers like the ones manned by Local 1245 members at PG&E, right, have created jobs that didn't previously exist.



Credit: John Storey/Local 1245



Credit: John Storey/Local 1245



These Aurora, Ill., Local 19 gas workers, above, allow gas to burn off to perform what's called a "hot tie-in," where they weld gas pipes without shutting off service to customers.

NATURAL GAS IN NUMBERS

2.66 million miles of pipeline in the U.S. in 2013

2.15 million miles of distribution mains and services enough to circle the Earth 100 times or 9 times back and forth to the moon

The rest — **less than 20%** — are large capacity transmission pipeline

Cast & Wrought Iron

- ▶ 1983: **~66,000 miles**
- ▶ 1990: **~53,000 miles**
- ▶ 2015: **~26,000 miles**

Unprotected steel

- ▶ 1990: **102,000 miles**
- ▶ 2015: **56,000 miles**

Source: Pipeline and Hazardous Materials Safety Administration



Credit: John Storey/Local 1245



Credit: John Storey/Local 1245



Credit: John Storey/Local 1245

Johnson said. "But we have minimum wage and benefit standards that make union workers the best choice for the work."

But for Klinefelter, the hiring from the gas main replacement program is only a small part of the larger story dominating utilities across the country. He worries most about the generational handover as

tens of thousands of baby boomers hit retirement eligibility.

"In the next four years we are looking at a 40 to 50 percent turnover," he said. "We are already training nearly 250 people each year. We could use more, but every seat is full."

Baltimore Local 410 Business Manag-

er Eric Gomez said he is seeing the same: lots to do and lots of retirement on the horizon at Baltimore Gas and Electric.

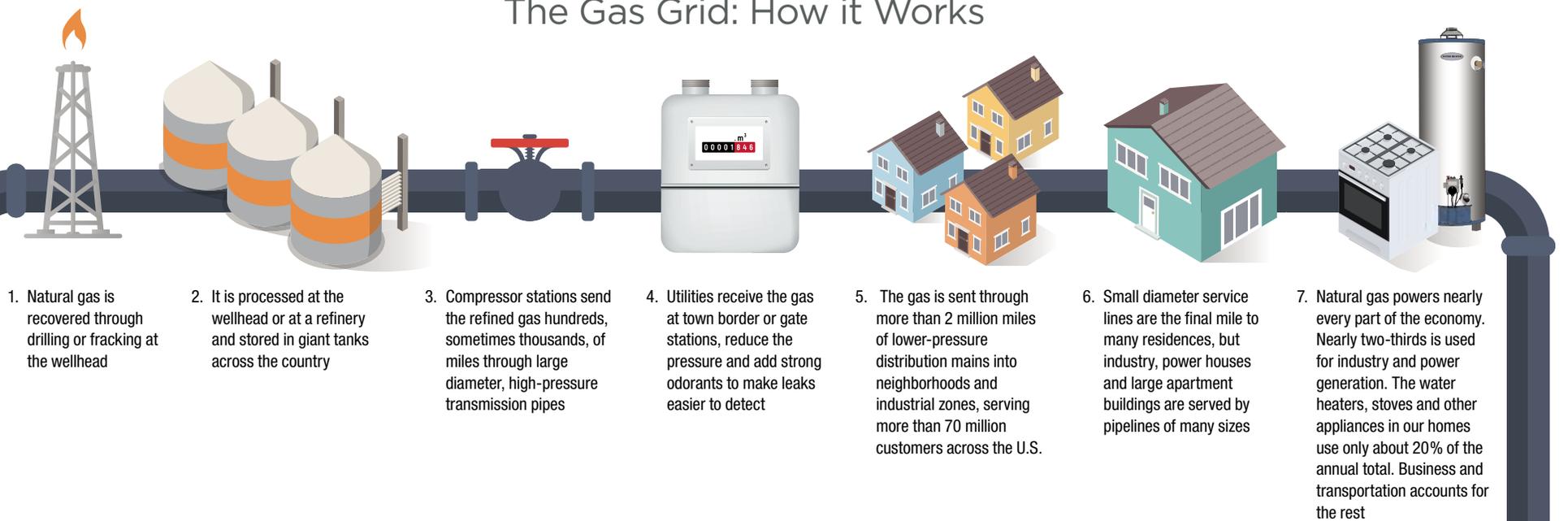
"I was told we have more work than we have employees and contractors. And they don't know where they will get people from," Gomez said.

But, he said, he knows what their

best organizing and recruitment tool is: the company parking lot.

"There is row after row of expensive pickup trucks, and not one of them is stock," Gomez said. "How many other people with high school diplomas are making \$200,000 a year? We have hundreds and we are looking for more." ■

The Gas Grid: How it Works



With More Allies in State Capitols,

A SUNNIER FORECAST for UNIONS & WORKERS

IBEW activists have an extra spring in their step walking the halls of America's statehouses this year.

For many of them, last November's elections were a shot of adrenalin in the battle for good jobs, workers' rights, health care, economic security and the laundry list of quality-of-life issues affecting working people.

Like the wave of new voices in Congress, pro-worker candidates picked up more than 300 seats in state legislatures around the country. They held onto the power they had, while gaining control of one or both chambers in five states and winning full veto-proof supermajorities in Illinois, California and Oregon.

And in seven states, governors hostile to workers and unions were replaced in 2018 by leaders who are charting a new course.

"When we say elections have consequences, we mean good consequences as well as bad," International President Lonnie R. Stephenson said. "In just a few months' time, we're seeing the ripple effects of our votes and it gives us a lot of hope going forward."

For a longer look, he pointed to progress in New Jersey under Gov. Phil Murphy, who was elected in 2017. "Voters were fed up after eight years of a governor attacking unions and workers," Stephenson said. "As a candidate, Gov. Murphy made bold promises to working people and he's been living up to them since the day he took office."

Electing worker-friendly politicians is only half the battle. Holding them to account is the longer, harder task, but, as you'll read here, that's exactly what IBEW members are doing.

Labor's battles are more daunting in red states, where bills to reverse union-busting right-to-work laws, for example, never see the light of day in GOP-controlled committees.

But by picking their fights wisely, IBEW activists and union allies are making bipartisan inroads on lesser-known bills important to members, such as the level of training required for licensed workers in the building trades and the urgent need for tracking contractors guilty of wage theft.

What follows are snapshots of the IBEW's political efforts and successes in seven states, a sample of the exhaustive work going on around the country on members' behalf.

"We may not like it, but politics is intertwined with everything we do," Stephenson said. "Whether it's statehouses, city hall or Congress, there's no separating what happens there from our commitment to safe workplaces; to jobs that make tuition and vacations possible on top of the bills; to secure retirements, quality health care and everything else our members deserve."



Taking part in the building trades' lobby day April 1, Oregon IBEW activists urged legislators to expand the state's prevailing wage law and act on other issues vital to workers. In the capitol's House gallery, front row, from left, are Salem Local 280 members Chaz Dixon, Megan Denton, David Salinas and Kail Zuschlag. Back row, from left: Portland Local 48 members Abdul Love, Christina Daniels, Debbie Spickerman, Kennitha Wade and Aaron Barber-Strong.

NEW MEXICO

The anti-union billionaires meddling in state politics around the country thought they'd found a way around New Mexico lawmakers who refused to pass a statewide right-to-work law.

In late 2017, they started bankrolling city and county campaigns for local right-to-work ordinances, schemes that the IBEW and labor allies fought at every turn.

The outside agitators had prevailed in 10 counties and a village by early 2019 and were pushing for more.

Then New Mexico's pro-worker Legislature and its new Democratic governor pulled the plug.

In a major victory for unions, a law passed and signed in March invalidates the existing right-to-work ordinances and bars local governments from enacting more.

"Stopping the spread of 'right-to-work-for-less' efforts in New Mexico is an excellent example of what we can achieve when we all come together," said Carl Condit, business manager at Albuquerque Local 611.

He drew a direct line between the victory and the message voters sent at the polls last November.

"The foundation for success was laid by the hard work we did leading up to Election Day, and by the union members and their families who turned out to vote overwhelmingly for pro-labor candidates," Condit said.

Voters deepened the worker-friendly majority in the House, held onto a 26-16 advantage in the Senate and secured executive support by electing Gov. Michelle Lujan Grisham.

When Grisham signed the bill at the Capitol on March 27, IBEW leaders were by her side.

In media coverage, her spokesperson was blunt: State law trumps local law, and "New Mexico is not a so-called 'right-to-work' state."

IBEW members helped make sure of it. ■



After signing a bill banning local right-to-work ordinances, New Mexico Gov. Michelle Lujan Grisham poses with Brian Condit, left, executive director of the state's Building Trades Council and an Albuquerque Local 611 member, and Tomas Trujillo, Local 611 assistant business manager.

ILLINOIS

With the first stroke of his pen as Illinois' governor in January, J.B. Pritzker dug a trench between his agenda and his predecessor's notorious four-year assault on unions.

"Instantly, on Day One, he signed an executive order putting project labor agreements back in place," said Josh Sapp, business manager at Decatur, Ill., Local 146.

"He said it was time to give working families their voice back and the days of not respecting working men and women were over."

Pritzker also gave state workers a raise that day, took action to prevent wage theft and promised there was nothing theoretical about the revived PLAs — that long-overdue road and building projects neglected by the last governor would finally be funded.

That means jobs for IBEW members, and it was key to Illinois locals' support for Pritzker last fall.

"We worked hard on the Labor 2018 program," Sapp said of the phone banks and canvassing that led not only to Pritzker's win but to worker-friendly supermajorities in the House and Senate.

With Democrats short of a veto-proof majority in the Statehouse the past four years, ousted-Gov. Bruce Rauner was able to kill a teachers' pay raise, among other bills.

But enough pro-worker lawmakers stood with unions to thwart Rauner's push for a statewide right-to-work law. And now, with the seats that IBEW activists helped gain in 2018, "it's effectively dead," Sapp said.

Sapp is making the 35-mile trip to Springfield at least once a week to help labor fight for bills that would create jobs and safeguard members — from spending on infrastructure to S.B. 1407's call for apprenticeship training for workers at chemical plants and others the bill classifies as hazardous materials worksites.

At the Capitol, he said, "it feels like a weight's been lifted — there's no more gridlock."

He hopes it helps members see how much their vote matters.

"There's a huge difference now, and I like to think that everybody recognizes why that is," Sapp said. "My job is to promote the IBEW and get work for us, protect our jobs and our health insurance and our pensions."

In other words, as he likes to say, "Vote your paycheck." ■

NEW HAMPSHIRE

Paying a prevailing wage on state-funded construction is the law in New England. Everywhere, that is, but New Hampshire, where the Legislature repealed it in 1985.

But new worker-friendly majorities in office are aiming to bring it back.

The IBEW and the rest of New Hampshire's building trades have "prioritized the passage of a prevailing wage bill in this legislative session," said Denis Beaudoin, business manager at Dover, N.H., Local 490.

Voters cleared the way last November by breaking up the state's Republican hold on state government, turning over control of the 400-member House and 24-member Senate to lawmakers who are listening to labor.

"S.B. 271 would give our contractors a level playing field," said Beaudoin, who has testified in favor of the bill. "I think on state-funded projects, taxpayers deserve to have the job done right the first time, on time and under budget."

Since the repeal three decades ago, wages and benefits on public works projects in New Hampshire have declined steadily, said Joe Casey, a Second District international representative for business development.

For many workers, it makes more sense to commute out of state. "Construction workers in Massachusetts easily make 20 percent to 30 percent more," Casey said. "The impact on New Hampshire's construction work has been devastating."

It's not clear what Republican Gov. Chris Sununu will do if a prevailing wage bill lands on his desk. But there's cause to be hopeful, given what unions achieved in 2017 when the GOP held all the cards in state government: "We beat back right-to-work," Beaudoin said.

The state Senate passed the union-busting bill, but labor's exhaustive battle against it led to defeat in the House.

IBEW members approached the 2018 elections with the same can-do attitude, persuading voters to elect candidates who put workers first.

And that means, after 34 years, that prevailing wage has a shot at being resurrected. ■

NEW JERSEY

One of the rare states with legislative elections in odd-numbered years, New Jersey lawmakers and Gov. Phil Murphy have had nearly a year and a half to show constituents what a worker-friendly government can get done.

Their long list of accomplishments includes a "millionaire's tax" for people earning over \$5 million a year; new tax relief for working families; a \$15 minimum wage by 2024; a consumer financial protection bureau; and a law allowing virtually all workers to accrue paid sick leave.

It's a stark contrast to former Gov. Chris Christie, Murphy's predecessor, who spent eight years attacking workers' rights, demonizing public employees in particular and starving their pension fund. Murphy is working to restore it.

He is also investing heavily in job training and innovation, and has established an Office of Apprenticeships in the state labor department. Factoring in improvements to health care, schools, transit, infrastructure, clean energy, voter protection and more, he is cutting a broad swath through issues affecting working families.

"This governor is behind the working men and women of this state," Newark, N.J., Local 1158 Business Manager Joe Calabro said. "He understands that the health of the economy can't be measured just on Wall Street. It must be felt on Main Street as well."

Democrats supporting Murphy's pro-workers agenda hold a supermajority in the General Assembly by a single seat and control the Senate 24-16. All seats in both chambers are on the ballot this November. ■

CONNECTICUT

Solar energy projects are creating lots of work in Connecticut, but not necessarily for the people best equipped to do it.

That's why the IBEW is pressing state lawmakers to pass H.B. 6630, requiring workers who install solar systems to be licensed electricians with apprenticeship training.

Current licensing for solar work "is pretty much a sham," cheating skilled workers and consumers who think that's what they're paying for, said Mike D'Amico, a Second District international representative and political coordinator in Connecticut.

"No one's policing it," said Dan McInerney, a Bridgeport, Conn., Local 488 executive board member who represents the IBEW and NECA on the state's Labor Management Cooperation Committee.

Fly-by-night companies that claim to have an electrician in every crew are more likely conglomerations of roofers, carpenters and other laborers, many with limited experience. "They may have 70 employees and only seven of them are licensed," McInerney said.

Ten years ago, he testified against the bill letting workers with 4,000 hours training — as opposed to IBEW's 8,000 — get a PV (photovoltaic) license. Today there are just 23 license-holders, a fraction of the people doing the increasingly complex work.

"Solar photovoltaic systems installed today are much larger, more intricate, and hazardous than those installed in 2009," Paul Costello, NECA/IBEW training director in Connecticut, told a House committee in February.

IBEW members are making those arguments and others as the solar industry fiercely fights the bill. For now, lawmakers have agreed to study the issue.

Last fall's get-out-the-vote efforts upped the odds for workers by fortifying the state's Democratic trifecta with 10 new House seats and four more in the Senate, breaking an 18-18 tie. "We have the ear of more lawmakers than we did last year," D'Amico said. "That's always a step in the right direction." ■

VIRGINIA

Bills that degrade what it means to be a journeyman in the building trades are becoming a staple of red-state legislatures around the country. If not for a lone Republican and the tenacity of IBEW members who helped persuade her, one such bill would have sailed through the Virginia Senate this year.

Sen. Jill Vogel "was the last one standing when it went to the floor," said Jason Parker, president of both Newport News Local 1340 and Virginia's Building and Construction Trades Council. "She faced the wrath of her own party to say 'no.'"

Like similar bills in other states, S.B. 1169 would have doubled the duties of journeymen on jobsites by letting employers assign each of them two apprentices to train and supervise. Current law requires a 1:1 ratio — the minimum ratio mandated by Local 1340's contracts, Business Manager Jeff Rowe said.

The bill also sought to redefine "journeyman" in a way that allows trades workers with less instruction and experience to claim the title. Collectively, such language takes aim at the ability of skilled union labor to compete for work, threatening the livelihood of IBEW electricians and members of other union trades. But above all else, it puts workers' safety at risk.

That merited no more than a verbal shrug from the senator who introduced the bill, as Parker witnessed during a Labor and Commerce Committee debate. "His remark was to the effect of, 'You're going to have accidents,'" he said.

Republicans clung to the bill despite the fact that IBEW signatory contractors and others with good reputations didn't push it. "I think there's just a handful of bad players" who persuaded the GOP to back them, Rowe said.

As hard as the IBEW and its allies tried, they couldn't sway anyone in the party but Vogel. "We're very appreciative of her stance," Parker said. "I'm sure it wasn't easy for her. We took our entire lobbying team in there when it was done and over and thanked her for looking out for workers and the young Virginians coming into the trades."

Just one seat divides the parties in both Virginia's House and Senate. All 140 seats are on the ballot this November, giving pro-worker candidates a shot at the majority in each chamber.

When the 2017 vote was counted, control of the House of Delegates came down a single contested ballot cast in one of Local 1340's own districts. A drawing decided the race. The Republican whose name was pulled sponsored the House version of S.B. 1169.

It's a story Rowe expects to tell more than once leading up to the Nov. 5 elections. "Anytime that we can help affect change, we like to educate our members about it and make them aware that political action means something," he said. "This is a really good case to demonstrate that." ■



Texas IBEW members turned out in force at the Austin Capitol in March to lobby for workers' issues, particularly the urgent need for a database of law-breaking contractors. In addition to Austin Local 520's large showing, the delegation included members from San Antonio Local 60, Waco Local 72, Corpus Christi Local 278 and the central Texas building trades.

TEXAS

Red-state holds on the House, Senate and governor's office are the steepest hills for unions and allies to climb in the fight for working people. But that isn't deterring IBEW members in Texas.

In fact, says Mike King, president and assistant business manager at Austin Local 520, members are more engaged than ever. On a Wednesday in March, a large IBEW contingent went door to door at the state Capitol, talking mainly with Republican lawmakers and their staffs. "We'd only be there five minutes if we just went to the progressives," King said.

In addition to Local 520, the delegation included members from San Antonio Local 60, Waco Local 72, Corpus Christi Local 278 and the central Texas building trades.

While standing with the Texas AFL-CIO in supporting a \$15 minimum wage, more money for schools and other key issues critical to working families, IBEW members zeroed in on a little-known bill with bipartisan appeal.

Introduced in the Texas House and Senate, the bill would create and maintain a database of contractors fined for wage theft, retaliating against employees who seek unpaid wages, breaking workers' compensation rules and other related violations.

Armed with strong arguments about financial accountability and employers' duty to workers, "we spent a lot of time making a push for that with conservative legislators," King said. They came away feeling they'd moved the needle, and they're considering strategies for other pro-worker legislation.

Local 520 has seen a surge in political action and greater solidarity overall, King said, since rolling out an education program that teaches members how to bring their voice to state and local politics, and what power in numbers can accomplish.

He noted that 600 red T-shirts signifying unity in bargaining with NECA contractors practically flew out of their shipping boxes in March. Gone are the times when King recalled, "I had to borrow someone to help me carry the IBEW banner" at rallies and parades.

"Our local's absolutely come alive," he said. ■

What's happening in your legislature? Tell us about the bills you're fighting for and against on behalf of working families in your state. Send story ideas and photos to media@ibew.org.

Stephenson, Richard Lay Wreath at Tomb of Unknown Soldier



International President Lonnie R. Stephenson and Construction and Maintenance Department Director Mike Richard are assisted by one of the Tomb Sentinels who guard the crypt 24 hours a day in all weather.

THE IBEW's 2019 PHOTO CONTEST

Enter Today!

Deadline: Oct. 1

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

**Honorable
Mention: \$50**

Summer is almost here, and that means it's time for this year's IBEW photo contest. Last year's winner, Vacaville, Calif., Local 1245's Nicolas Rains, captured his co-workers on the job in extreme weather conditions, but you don't need to find the extraordinary to win. Your IBEW sisters and brothers do extraordinary work every day — even on the most routine assignments.

Send us the photos that capture that spirit of excellence and togetherness, the foundations of what it means to be a member of the International Brotherhood of Electrical Workers.

Photo Contest Rules:

1. The contest is open to active or retired IBEW members only. The person submitting the photo must be the person who took the photograph. Members may enter up to five photos each.
2. International officers and staff are not eligible.
3. Photos MUST be submitted as digital files of at least 300 dpi, measuring 1,200 by 1,800 pixels at minimum, in color or black and white. Larger files of at least 2,200 pixels are encouraged.
4. All submissions become property of the IBEW Media Department.
5. Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or featuring subjects conveying images of the electrical industry or the union.
6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g., a safety committee, a linemen's rodeo, a union meeting) can be submitted in place of individual names.
7. Photos previously published in IBEW publications or on the website are not eligible for submission.

8. **Entries MUST be submitted electronically** via the Photo Contest link on IBEW.org. Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.

9. Up to 15 finalists will be selected and posted on IBEW.org for final judging by the public. The winners will be featured in a future issue of the Electrical Worker.

There is nothing to break the stark view from the Tomb of the Unknown Soldier. It floats like a white marble ark in a sea of green lawn and small, white-capped grave markers for the thousands of buried troops. Most of Washington's grand monuments are hidden from sight across the Potomac from Arlington National Cemetery.

On Feb. 28, International President Lonnie R. Stephenson and Construction and Maintenance Department Director Mike Richard took their place on the marble stage in front of the tomb.

Stephenson and Richard had been invited to lay a wreath by the Ironworkers, who every year sponsor a handful of ceremonies. Laying a wreath at the tomb is a way to honor the memory and actions of every man and woman who bore arms for the country. The back of the tomb itself reads, "Here rests in honored glory an American soldier known but to God."

"It has been the honor of my life to serve as international president of the IBEW," Stephenson said. "As I stood there, I not only thought of the men and women who gave everything, I thought about all of the sacrifices that were made to get us here. It was both one of the proudest and the most humbling moments of my life."

The crypt holds the remains of a man who died in World War I and rises above graves of unknown soldiers killed in action in World War II and Korea. In every other way, the identity of the

"It has been the honor of my life to serve as international president of the IBEW. As I stood there, I not only thought of the men and women who gave everything, I thought about all of the sacrifices that were made to get us here. It was both one of the proudest and the most humbling moments of my life."

— Lonnie R. Stephenson,
International President

remains is hidden: where they were from, what branch they served in, their rank, how they died or where. The bodies were chosen at random from among the unidentified, following a custom that had been adopted in many other allied countries after World War I. Their funerals were presided over by presidents — Harding for the World War I unknown and Eisenhower for the World War II and Korea unknowns.

The unknowns are a symbol. They

could be a private or a colonel; black, white or Hispanic; a Californian or a Mainer — even man or woman, although given the battlefield restrictions of the times, that likelihood is slim. The unknowns represent everyone who gave everything.

The wreath laying is nearly silent. Stephenson and Richard, a Marine Corps veteran of the first Gulf War, were led by a host Tomb Guard Sentinel, a soldier from the 3rd United States Infantry Regiment, who walk the 21 steps in front of the crypt in rain and snow, darkness and light.

They marched out from the shadow of the columns of the Memorial Amphitheater, holding a simple wreath of evergreen. They walked with the sentinel down a series of stairs out onto the plaza beyond the chains of the observation area.

The Tomb Sentinel commanded, "Present arms." The military personnel saluted. Observers placed their right hands on their hearts. Stephenson and Richard placed the wreath on a stand before the crypt, backed away a step and waited in silence.

Then Taps — the quiet bugle call that signals lights-out in many American military installations and marks nearly all military funerals — sounded out across the open marble atrium and out into the cloudless winter sky.

"Lonnie has it right. It's humbling to make that walk, see the tomb and all those grave markers and be the one who gets to leave," Richard said. ■

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New Program Aims to Help Trades Recruit More Women

Expanding programs for women who might be considering a career in the skilled construction trades, or who are already in them, is the goal of a new joint initiative of Canada's Building Trades Unions and the federal government.

"For years, women have steadily made up about 4 percent of the IBEW's membership in Canada," said First District International Vice President Tom Reid, who also is a member of CBTU's executive board. "That number should be growing, but despite advances in attitudes, women still face challenges on the job site."

During a Feb. 21 event at Winnipeg, Manitoba, Local 2085, CBTU Operating Officer Robert Blakely joined Canadian Minister of Employment, Workforce Development and Labour Patty Hajdu to announce that more than \$3 million per year over the next three years has been earmarked by the federal government to fund Office to Advance Women Apprentices locations in Manitoba and Saskatchewan, plus one in Nova Scotia that also will cover New Brunswick and Prince Edward Island.

"The skilled trades are facing a shortage of workers," said Blakely, who retired in March. "We want to build careers for Canadians, not just short-term jobs."

In 2009, Canada's first OAWA location was created and funded by the provincial government of Newfoundland and Labrador, where women now make up nearly 13 percent of the building trades workforce. In conjunction with unions, employers, governments and training sites, the OAWA's mission is to help women apprentices find and retain post-apprenticeship work.

The three new OAWA offices will help up to 750 women apprentices finish their training and get Red Seal certifications that will allow them to work in every part of Canada. The \$3 million in new funding is in addition to the \$25 million a year that Canada already spends to train apprentices under the country's Union Training and Innovation Program.

"Building a diverse and inclusive workforce is not only the right thing to do, it's the smart thing to do for Canada's future," Hajdu said. "A strong middle class depends on a job market where all people, regardless of gender, have a real and fair chance at success."

Included in OAWA's offerings are career services, employment support and networking opportunities. The program also will develop and maintain a database to help track such things as apprenticeship numbers and completion rates.

"We will have measurable outcomes that will impact not only the construction industry, but the lives of those women that enter the trades, earn their Red Seal certification and pursue a lifelong career of learning in a challenging industry, with wages and benefits to support their families," said CBTU Director of Workforce

Development Lindsay Amundsen.

The new initiative also means that employers, unions and training providers, while working together to improve the participation of women, also will benefit from diversity, discrimination and harassment training as part of a commitment to making a career in the skilled trades open for everyone.

Meanwhile, the IBEW remains increasingly committed to recruiting and retaining women for what are good, well paying, middle-class jobs, Reid said.

"We've been doing a better job of attracting women to the trades and getting them into the IBEW, but when they are driven away by harassment or abuse, they understandably don't come back," Reid said.

To help fight such problems, he said, many IBEW locals are forming women's committees, providing more opportunities for women to come together in



safe spaces where they can talk about specific, important issues.

"It is my desire that the IBEW in Canada double down our efforts to attract

and retain more female members, and that can only happen with the positive support and recognition that we as an organization can provide to our current

female members," Reid said. The three new OAWA offices should help expand IBEW's own efforts as well as the ongoing work of CBTU's Women of the Building Trades program, part of that organization's Build Together project that focuses on the recruitment and retention of working people from typically under-represented population groups.

Additionally, Canada recently began offering an apprenticeship incentive grant for eligible registered female apprentices. Those interested can learn more at canada.ca/apprenticeship-grants.

Nouveau programme qui vise à aider les métiers pour recruter plus de femmes

Augmenter les programmes pour soutenir les femmes qui songeraient à faire carrière dans les métiers de la construction, ou pour celles qui en font déjà partie, est l'objectif d'une nouvelle initiative conjointe des Syndicats des métiers de la construction du Canada et celui du gouvernement fédéral.

« Depuis des années que les femmes représentent environ 4 pour cent de la main-d'œuvre de la FIOE au Canada, » mentionne Tom Reid, le vice-président international, également membre du comité exécutif du SMCC. « Ce nombre devrait augmenter, mais malgré leur avancement dans le milieu, elles ont encore des défis à relever sur les chantiers. »

À l'occasion d'un évènement qui a eu lieu le 21 février au bureau de la section locale 2085 à Winnipeg au Manitoba, l'officier des opérations Robert Blakely du SMCC a annoncé en compagnie de l'honorable Patricia Hajdu, ministre de l'Emploi, Développement de la main-d'œuvre et du Travail, un financement du gouvernement fédéral de plus de 3 millions de dollars destiné à financer l'ouverture du programme OAWA (Offices to Advance Women Apprentices) au Manitoba, à la Saskatchewan et un autre en Nouvelle-Écosse qui couvre les territoires du Nouveau-Brunswick ainsi que celui de l'Île-du-Prince-Édouard.

« Les métiers de la construction font face à une pénurie de main-d'œuvre, » dit Blakely, retraité depuis mars. « Nous voulons bâtir une carrière pour les Canadiens, et non seulement des emplois à court terme. »

La création du premier programme

OAWA a été lancée en 2009 et financée par les gouvernements provinciaux de Terre-Neuve et celui du Labrador, où la proportion des femmes est maintenant passée à environ 13 pour cent de la main-d'œuvre dans les métiers de la construction. Grâce à l'aide des syndicats, des employeurs, des gouvernements, ainsi que les sites dédiés à la formation, la mission d'OAWA a pour but d'aider les femmes apprenties à décrocher et à garder des emplois suite à leur apprentissage.

Les trois nouveaux bureaux de programmes OAWA vont aider plus de 750 femmes apprenties, y compris environ 100 femmes dans les communautés autochtones à compléter leurs apprentissages et pour obtenir leur certificat de Sceau rouge leur donnant ainsi l'occasion de travailler dans chaque province et territoire du Canada. Le nouveau financement de 3 millions de dollars s'ajoute au financement de 25 millions de dollars investis par le Canada en vue de former les apprentis sous le Programme pour la formation et l'innovation en milieu syndical.

« Non seulement que bâtir une main-d'œuvre diversifiée et inclusive est la bonne chose à faire, mais c'est la chose la plus intelligente à faire pour l'avenir du Canada, » déclare Hajdu. « Une classe moyenne forte dépend d'un marché de travail où toute personne, quel que soit le genre, a la même chance de réussir. »

Les possibilités offertes par le programme OAWA incluent des services d'orientation professionnelle, un soutien à l'emploi et des occasions de réseautage. Le programme prévoit aussi la mise en place

d'une base de données pour suivre le nombre de services tels que : les programmes d'apprentissages et les taux de réussites.

« Nous obtiendrons des indicateurs de succès mesurables qui auront un impact non seulement dans l'industrie de la construction, mais aussi dans la vie des femmes qui choisissent un métier spécialisé, obtiennent un certificat Sceau rouge et poursuivent une carrière dans un secteur enrichissant offrant un salaire et les avantages sociaux nécessaires pour soutenir leur famille, » dit Lindsay Amundsen, directrice du développement de la main-d'œuvre du SMCC.

Par cette nouvelle initiative, les employeurs, les syndicats ainsi que les formateurs, alors qu'ils travaillent en collaboration en vue de faire avancer la participation des femmes, pourront eux aussi bénéficier de la formation sur la diversité et le harcèlement dans le cadre d'un engagement pour permettre un meilleur accès à tous ceux qui souhaitent faire carrière dans les métiers spécialisés.

OAWA offre un programme de subvention salariale pour aider les employeurs à embaucher des apprenties, et un programme de mentorat aux femmes de tout âge qui manifestent leur intérêt pour ces métiers.

Entre-temps, la FIOE est de plus en plus engagée à recruter et à garder les femmes dans de bons emplois et bien rémunérées de la classe moyenne, dit Reid.

« Nous avons réussi à susciter l'intérêt des femmes pour joindre les métiers de la construction et les rangs de la FIOE, mais lorsqu'elles sont amenées à quitter

leurs emplois à cause du harcèlement ou de l'abus, on comprend pourquoi elles ne veulent plus revenir, » ajoute Reid.

Afin de remédier à ces problèmes, dit-il, plusieurs sections locales mettent sur pied des comités destinés aux femmes, offrant ainsi plus d'occasions à celles-ci de se réunir dans des lieux sûrs où elles peuvent discuter des enjeux précis et importants.

« Mon souhait est de voir la FIOE Canada doubler ses efforts en vue d'attirer et de garder plus de femmes membres, et on y arrivera avec le soutien positif et de reconnaissance que nous à titre de syndicat offrirons à nos femmes membres actuelles, » exprime Reid.

Les trois nouveaux bureaux destinés au programme OAWA aideront davantage la FIOE à élargir la portée de ses efforts ainsi que le travail continu du programme destiné aux femmes dans les métiers de la construction du SMCC. Une partie du projet Bâtir Ensemble du SMCC vise la rétention et le recrutement de travailleurs issus des catégories de populations sous-représentées.

De plus, le Canada a commencé à offrir des subventions incitatives aux apprentis d'un montant de 3 000 \$ par année jusqu'à un maximum de 6 000 \$ pour les femmes admissibles à s'inscrire après avoir réussi la première ou la deuxième année/niveau du programme d'apprentissage dans les métiers de la construction désignés Sceau rouge. Pour ceux qui seraient intéressés, vous pouvez vous rendre ici : canada.ca/subventions-aux-apprentis.

THE FRONT LINE: POLITICS & JOBS

'Skills Need to Change' for Energy Workers, IBEW Tells Lawmakers

Utility Department Director Donnie Colston testified before a House subcommittee on March 7 about the role the IBEW and other unions can play in meeting the nation's increased demand for workers in the energy and nuclear industries.

Foremost, he told the House Appropriations Subcommittee on Energy and Water Development, is training provided to IBEW members in conjunction by the utilities that employed them. The IBEW welcomes the federal government's help recruiting workers into good jobs available in the energy and nuclear sectors, he said.

"The grid is changing," Colston said in response to a question from Rep. Peter Kilmer of Washington. "The skills need to change within the grid itself. The jobs within the utilities are very blue collar, high paying, highly skilled jobs."

Colston told the committee the average hourly wage of an IBEW member working in utility operations is \$46.24, more than double the average of a typical U.S. worker — and that's before pensions and health care are included. That's due to the fact those jobs are becoming increasingly technical and the demand for workers has increased.

"When you talk about grid modernization, the lineman of yesterday, when you set poles and pull wire, is not the lineman of tomorrow," he said. "The lineman of tomorrow has to be digitally experienced enough to know that the sensors we put on the line to communicate with the system dispatch are allowing the utility to understand what's happening with the electricity."

The hearing was called to discuss workforce and development trends in the energy and nuclear security industries. Colston noted the Code of Excellence is used in a partnership between Toledo, Ohio, Local 245 and Toledo Edison — both of which are headquartered within the district of Rep. Marcy Kaptur, D-Ohio, the committee's chairwoman.

"For more than 10 years, the Code has allowed the IBEW to meet or exceed our customers' needs," he said. "The Code has played a part in the creation of employment opportunities for IBEW members because of improved relationships with customers and employers."

Kaptur, who has been a strong sup-

porter of unions and the energy sector during her 19 terms in the House, noted that 12 percent of the country's workers in the energy industry are eligible to retire — which would mean a loss of 800,000 people. Surveys have found that 76 percent of energy companies report having difficulty hiring, she said.

Providing a skilled workforce for the future isn't just necessary to ensure good jobs. It also is crucial to the nation's overall security, she said.

"In my view, energy workforce is about collaboration and establishing closer partnerships between labor, our STEM objectives, the national laboratories, industry and academia," Kaptur said.

Kaptur said that includes providing training for energy workers losing their jobs due to changes within the industry, such as workers from traditional coal-mining areas.

"Collaboration means the next generation can be nuclear welders or nuclear physicists," she said.

Discussions between Republicans and Democrats during the hearing were cordial and even GOP members expressed support for organized labor's role in providing educational and training programs. Still, some members lamented that not enough young Americans are interested in jobs in the energy sector, especially those positions that do not require a bachelor's degree.

"I think we're talking about the challenge of our time," said Rep. Ken Calvert, R-Calif. "I work with the Department of Energy on a number of issues and getting young people involved in science is a difficult problem."

Colston agreed, but added that while a strong science and technology base is important, it is no substitute for the training programs between unions like the IBEW and their utility partners.

"STEM gets them through the door," he said. "What STEM does not do is get them a skilled trade once they get through that door. What happens from that point, in conjunction with the utility, we teach them the skills they are going to need to be successful in their career."

Besides Colston, other witnesses at the hearing included Morgan Smith, chief executive officer of Consolidated Nuclear Security; Sloane Evans, senior vice president for human resources at Georgia Power and Southern Company; and Noel Bakhtian, director of the Center for Advanced Energy Studies. ■

Trump Budget Takes Aim — Again — at Federal Workers

For the federal workforce, the Trump administration's budget proposal for 2020 reads like a roadmap to civil service demise, with calls for cuts to annual leave and retirement security, pay freezes and a weakening of collective bargaining rights.



The Trump administration's budget for 2020 includes a number of anti-worker proposals that could harm an already embattled federal workforce.

"Nothing this administration does or proposes is designed to enhance the quality of life or working conditions for our federal employees," said Government Employees Department Director Paul O'Connor. "To the contrary, each action is dedicated to accelerate the demise of our national federal workforce."

Many of the anti-worker proposals are not new — the administration has tried multiple times to freeze pay raises — and the budget as a whole is unlikely to pass given Democratic control of the House of Representatives. Still, the document serves as a list of priorities and, in many respects, the values of the executive branch.

"Clearly the administration learned nothing from the disastrous 35-day partial government shutdown," said National Treasury Employees Union National President Tony Reardon in Government Executive. "The American people know full well that federal agencies need resources and federal employees deserve a fair paycheck, and this budget proposal — essentially a blueprint for how to ruin the civil service — provides neither."

In addition to calling for a pay freeze, the budget contains a number of proposed changes to the Federal Employees Retirement System and the Civil Service Retirement System. These include increasing employee contributions, eliminating cost-of-living adjustments, changing annuity calculations for retirement from using the highest three years of work to five — effectively lowering the amount someone would get — and eliminating a supplement for those forced to retire early.

According to Vox, each federal worker would lose about \$75,000 in retirement savings.

"After decades of stagnant wages and degradation of benefits in the private sector, our government is now saying we must bring the federal sector in line with the private sector, implying it's a matter of fairness, when it's really a death spiral for middle-class America," O'Connor said. "Translation: pay more, receive less, and

each year fall further and further behind — in perpetuity."

Considered part of a strategy to "modernize the civil service," the budget included a request for Congress to codify a 2018 executive order that has since been struck down by a federal court. The order attempted to shorten the firing process to 30 days in which an employee could improve their performance instead of the contractually agreed upon 120.

The administration is also trying to resurrect another invalidated executive order that would narrow the scope of grievance procedures for bargaining unit employees and reduce the overall number of paid leave days. As Government Executive reported, the new proposal would create one combined category

of leave that employees could access while simultaneously reducing the total number of days off by an unspecified amount.

"Thankfully for federal employees and the American people, this budget is dead on arrival in the House of Representatives," Rep. Gerald Connolly of Virginia said to the Washington Post. "Instead of recycling these tired and radical attacks on federal workers, the president should move expeditiously to implement the 1.9 percent pay increase Congress sent to his desk almost a month ago."

The Department of Labor, headed by Secretary Alexander Acosta, right, issued a proposed regulation to increase overtime pay for salaried workers that is well below the threshold from an Obama-era proposal.



The pay increase was part of the budget deal hashed out in February to fund the government until Sept. 30, but the administration has yet to actually pay its employees the higher rate, nor has it issued backpay from the January shutdown.

"We cannot look at Trump's budget proposal as a stand-alone issue. It's the latest in a long series of proposed budgets and legislation designed to demoralize and crush our national, federal workforce based on a false premise that federal employees are overpaid and underworked," O'Connor said. "Shutdowns, furloughs, reduced retirement, reduced leave, pay freezes, reducing employee access to unions, it's all part-and-parcel to making federal employment unattractive, or worse, unacceptable."

O'Connor says the IBEW is continuing to fight back against the Trump administra-

tion's attacks on the federal workforce.

"We will speak as one, with clarity and conviction to overcome and prevail," O'Connor said. "Workplace rights and labor rights will remain 'rights' if, and only if, we defend them as courageously and zealously as did our forefathers and foremothers who gained them in the first place." ■

Trump Administration Issues Weakened Overtime Rule

The Trump administration has issued its version of an Obama-era rule to extend overtime pay, one that leaves out millions of working people.

"The wait is over, but this isn't what we were waiting for," said International President Lonnie R. Stephenson. "This is a rule that leaves too many working people undervalued and underpaid."

The Labor Department set the salary threshold — the top amount a full-time, salaried employee can make to qualify for overtime pay — at \$35,308 a year, an increase from the current \$23,660 but also a stark drop from the \$47,476 proposed by the Obama administration.

The new version, initially announced March 7, does not include automatic updates to keep up with inflation like its predecessor did. Instead, according to the Washington Post, increases will be determined every four years via the rule-making process, making it more palatable to business owners.

As the Economic Policy Institute

notes, the 2016 rule was not overly expansive. In 1965, more than 60 percent of salaried employees qualified for the extra pay. By 2016, that number had dropped to just 7 percent. The Obama-era rule would have only partially restored that coverage, to roughly 33 percent.

The Labor Department estimates that about 4.2 million people would have been affected by the Obama version, compared with only 1.1 million who will be covered by the Trump proposal. EPI, however, calculates that an estimated 8.2 million working people would be left out of the regulations that were finalized in 2016. This includes 4.2 million women, 3 million people of color, 4.7 million workers without a college degree and 2.7 million parents of children under the age of 18.

"That means this administration is effectively turning its back on millions of



Utility Director Donnie Colston testifies before a House subcommittee in March 7.

workers,” said EPI Senior Economist Heidi Shierholz. “Trump and his cabinet are again siding with corporate interests over those of working people.”

The Trump version also doesn’t address the “duties test” which determines whether an hourly worker is performing supervisory tasks and thus ineligible for time-and-a-half pay.

“Without any updates to the duties test, this is a really flawed rule,” Shierholz

told Bloomberg Law. “I think there’s no way that this will not face legal challenge.”

The 2016 rule was held up by court challenges from Republican-led states and business groups, despite the Labor Department meeting with more than 200 organizations on all sides of the issue and reviewing more than a quarter of a million public comments.

In Maine, the Legislature is considering a measure to raise the overtime thresh-

old from its current cap of \$33,000. As Maine Public Radio reported, Democratic Rep. Ryan Tipping is sponsoring a union-backed bill to increase the rate every year until it reaches \$55,000 by 2022, with future increases pegged to inflation.

“Year after year we are watching people who own large companies get wealthier, while their employees see a comparatively smaller and smaller return on their hard work,” Tipping said. ■

ORGANIZING WIRE

Toledo Local Looks to Recruit from New Communities

The Latino population in northwestern Ohio has risen steadily over the last 40 years. For Toledo, Ohio, Local 8’s Ricardo Jiménez, this presents a rich recruiting opportunity that can help the IBEW grow as well.

“We didn’t see many other minorities or Latinos getting into Local 8, so we decided to form a diversity organization,” he told La Prensa, a newspaper serving the area’s Hispanic and Latino communities.

With that in mind, Jiménez gained the approval of Local 8’s leaders three years ago to create a Latin Labor Council with a mission to encourage school-age Latinos in the region to consider training for the trades as a viable alternative to attending college — especially since steady electrical worker jobs can provide solid middle-class incomes.

“Most of these kids don’t know anything about the skilled trades,” he said.

Local 8 represents more than 2,000 men and women across 10 counties in northwestern Ohio plus the three southern Michigan counties that share a border with the Buckeye State.

Since the council was founded, Jiménez and his fellow members have focused their efforts on staffing information tables and delivering presentations during career days and other similar events throughout the region.

“We have a four-inch thick pamphlet that lists the area’s grade schools and high schools,” he said, adding that his group also has spoken to students at the University of Toledo, at Bowling Green State University, and at career and job fairs.

The Latin Labor Council’s information table was front and center at the SeaGate Convention Center during the Toledo public school system’s first-ever Career Connect Expo in January. Of the nearly 2,000 students in attendance, Jiménez estimated about 10 percent were Latino.

As the demand for jobs in the building trades grows, the council acknowledges that there is urgency behind an effort to broaden the local’s recruiting efforts.

“A lot of our baby boomers are going to retire soon,” Jiménez said, “and right now, we have more work than we can handle.”

In fact, Site Selection magazine, for



The members of Toledo, Ohio, Local 8’s Latin Labor Council. Standing, from left: Jimmy Canales, Justino Covarrubias, David Gloria, Raul Jiménez, Patricio Covarrubias, Raul Arredondo, Andre Montoya, Scott Diefenbach, Ricardo Espino and Walter Cordero. Front row, from left: Mateo Cordero, John Avalos, David Gloria and Ricardo Jiménez.

the second year in a row, ranked Toledo third among mid-sized U.S. cities for economic development. Many of Local 8’s members have found steady, local jobs thanks to a couple of so-called “mini-mills” coming on line to process iron ore and scrap steel, along with a growing demand for solar panel installation and ongoing work at area schools and at a nearby oil refinery.

The Latin Labor Council casts as wide a net as possible, but it gives special attention to those students who’ve taken some electrical classes in high school. Acknowledging that an electrical career is not for everyone, the council aims to ensure that more young men and women at least consider it.

“We discuss what we do,” Jiménez said. “Then we discuss benefits and pension funds, insurance, how much apprentices make. That’s pretty much what sells them.”

Local 8 also highlights its joint apprenticeship and training committee facility, where apprentices can receive a paycheck and enjoy pension and health benefits while they learn job-critical skills. Jiménez contrasts that with the growing number of college students who often are starting their careers saddled with thousands of dollars of loan debt.

“We’ve gotten a real positive response,” he said. “A lot of people are coming to us, and the schools are so happy that we stepped up like this.”

But the committee’s outreach is only part of the equation, Jiménez said. There also is an expectation for the students to reach back.

TRANSITIONS

APPOINTED Robert Prunn



Former Tampa, Fla., Local 824 Business Manager Robert Prunn, who served as an international representative for the last four years, has been appointed Broadcasting & Telecommunications Director. He replaces Martha Pultar, who retired in April.

“Robert lives and breathes the IBEW,” said Local 824 assistant business manager John Glysé Jr., a longtime friend. “He believes in its core values. I think that is what has carried him to where he is today.”

Brother Prunn was born in Baltimore and moved to suburban Tampa as a child when his father, who worked for Coca-Cola Co., was transferred there. After a stint in the Marine Corps, the younger Prunn was hired by GTE as an operator and became a Local 824 member in 1988 after transferring to a service installer position.

It was Prunn’s first experience with unions. He turned down an initial offer to become a steward in his new work group.

But a couple of weeks later, the chief steward invited him to a local union meeting and said he would introduce him to everyone there. This time, Prunn accepted and quickly realized he had found a home.

“I felt really welcome by the members there,” he said. “I remember thinking, ‘This is cool. This is something I want to be a part of.’”

Danny Johnson, Local 824’s chief steward at the time who later served as business manager and a Fifth District international representative, remembers meeting Prunn for dinner before a local meeting early in his career. Prunn showed up in a sports coat, he said.

“You didn’t see that much from a guy working outside,” Johnson said. “That impressed me.”

“He really shined when he got involved in the local,” Johnson added.

“Anything we needed, he was always there, and he was always involved in the community with the things we did for charities.”

Pruhn soon became a steward, a position he held for the next several years, including when he was assigned to a Verizon call center for a brief period because GTE had little outside work available at the time. He was named to Local 824’s negotiating subcommittee in 1993 and was elected vice president one year later. He was named to the full negotiating committee in 1996.

In 1997, Prunn ran again for vice president — but this time on a ticket with Johnson, who was challenging the incumbent business manager. Johnson won the election and appointed Prunn as a business representative in addition to his role as vice president. He remained on the local staff until 2005, when Johnson left to join the Fifth District and Prunn returned to working in the field.

Pruhn was elected business manager in 2009 and re-elected in 2012. He was a sergeant-at-arms for the 2011 International Convention in Vancouver and also served as district vice president for the Florida AFL-CIO and as COPE director for the West Central Florida Federation of Labor.

“I’ve just really enjoyed the camaraderie since I was appointed a steward in 1988,” he said. “It felt like a family and it felt so good to be able to help people through troubled times or to make sure things weren’t violated under the contract.”

In 2014, Prunn was appointed an international representative for telecommunications by then-International President Edwin D. Hill.

“He had all the qualities that Martha wanted in someone,” Johnson said. “He’s a great negotiator. He understands contracts like no one else, and he loves the IBEW.”

Four years later, he’s succeeding her.

“Robert will be a great director,” Pultar said. “He has determination, passion and dedication to the labor movement. He will do a fine job for the telecommunications and broadcast members.”

Pruhn’s immediate goals are to reach out to business managers and members within broadcasting locals and to build strong relationships there. With the help of others, he wants to target organizing efforts within the telecommunications industry, which has faced a high degree of instability due to consolidation and technology changes.

“He has the patience that I desire but never really had,” Glysé said. “He’s really good at being able to pull things out of people before they even knew what they were capable of. That probably goes back to being a good listener and taking the time to observe what someone’s strengths and weaknesses are.”

Pruhn’s wife, Tammy, is a former Local 824 member whom he met when he was assigned to the Verizon call center. She now works at the International Office in supply services.

The IBEW’s officers, staff and membership congratulate Brother Prunn on his appointment and wish him much success in his new position. ■

“Robert lives and breathes the IBEW. He believes in its core values. I think that is what has carried him to where he is today.”

— Local 824 assistant business manager John Glysé Jr.

CIRCUITS

Locals That Battled Energy Deregulation Scheme Share First-Ever Edwin D. Hill Award

Two IBEW locals and their employer won the inaugural Edwin D. Hill Award in March for their expansive efforts to protect good jobs and Nevada power customers, a campaign that led to the landslide defeat of a deceptive state ballot measure last November.

Las Vegas Local 396 and Vacaville, Calif., Local 1245, along with NV Energy, worked together to fight Question 3, a sweeping attempt at energy deregulation that threatened to cut jobs, raise costs and imperil Nevada's power grid.

"I couldn't be prouder of our IBEW members and our friends at NV Energy for all the work they did to protect Nevada's energy future," International President Lonnie R. Stephenson said. "They proved in practice that when we work with our industry partners on behalf of our customers, we can make positive change happen."

Named for the visionary IBEW president who died last December, the Hill Award recognizes union and industry leaders who advance issues at the state and local levels. It was presented March 11 in Washington, D.C., by the National Labor Management Public Affairs Committee (LAMPAC).

Under Hill's leadership, the IBEW and the Edison Electric Institute (EEI) launched LAMPAC in 2007 to help the



Leaders from Las Vegas Local 396, Vacaville, Calif., Local 1245, and NV Energy pose with the first-ever Edwin D. Hill Award for their winning campaign against energy deregulation on Nevada's ballot last November.

union and electric companies jointly address the nation's energy challenges.

EEI called Hill "a transformative trade unionist" who honored the IBEW's history and traditions "while making key changes to modernize and preserve the IBEW's influence as one of North America's most powerful voices for working people."

The first-ever Hill Award winners built a coalition of environmental groups, small and large businesses, local officials and other parties "dedicated to keeping energy prices low while increasing the amount of clean energy in Nevada," EEI said.

NV Energy employs Local 396 members in southern Nevada and Local 1245 members in the north.

Recognizing the value of the IBEW's experience in grassroots organizing and pro-worker political campaigns, the company asked the union "to run the ground game" on Question 3, said Local 396 Business Manager Jesse Newman.

Key to the locals' strategy was an October door-knocking blitz in the Las Vegas area. On top of Locals 396 and 1245, the weeklong canvass drew members from 10 other IBEW locals in Califor-

nia and Nevada, some of them traveling hundreds of miles.

"This is truly unprecedented solidarity among the different IBEW locals, as well as remarkable labor-management cooperation, the likes of which are rarely seen in the United States," Local 1245 Business Manager Tom Dalzell told them, quoted in his local's coverage of the kickoff event.

"You can't put a price tag on what we have in this room. Your honesty, and your truth, and your enthusiasm, and your passion, and your devotion and commitment ... that's what will win it."

Newman believes that personal contact made all the difference, putting a human face on the confusing issue of energy deregulation, made worse by the onslaught of advertising across all media platforms.

"There was sensory overload," he said. But by spending a few minutes at a doorstep, explaining what was at stake, "we were able to turn potential 'yes' voters into 'no' voters."

The ability to work with NV Energy was essential, Newman said, noting that the partnership didn't originate with the campaign.

"If we didn't have the relationship we have through the Code of Excellence, I don't think Question 3 would have been defeated," he said.

EEI President Tom Kuhn said the winners "achieved an outcome that ultimately benefits electricity customers in Nevada. They were very successful, and they are all very deserving of this distinguished award."

The ceremony also honored the win-

ners of LAMPAC's 2019 John D. Dingell Award, named for the late congressman. Dingell represented Michigan for 60 years, half of them as chair or ranking member of the House Energy and Commerce Committee.

"They proved that when we work with our industry partners on behalf of our customers, we can make positive change happen."

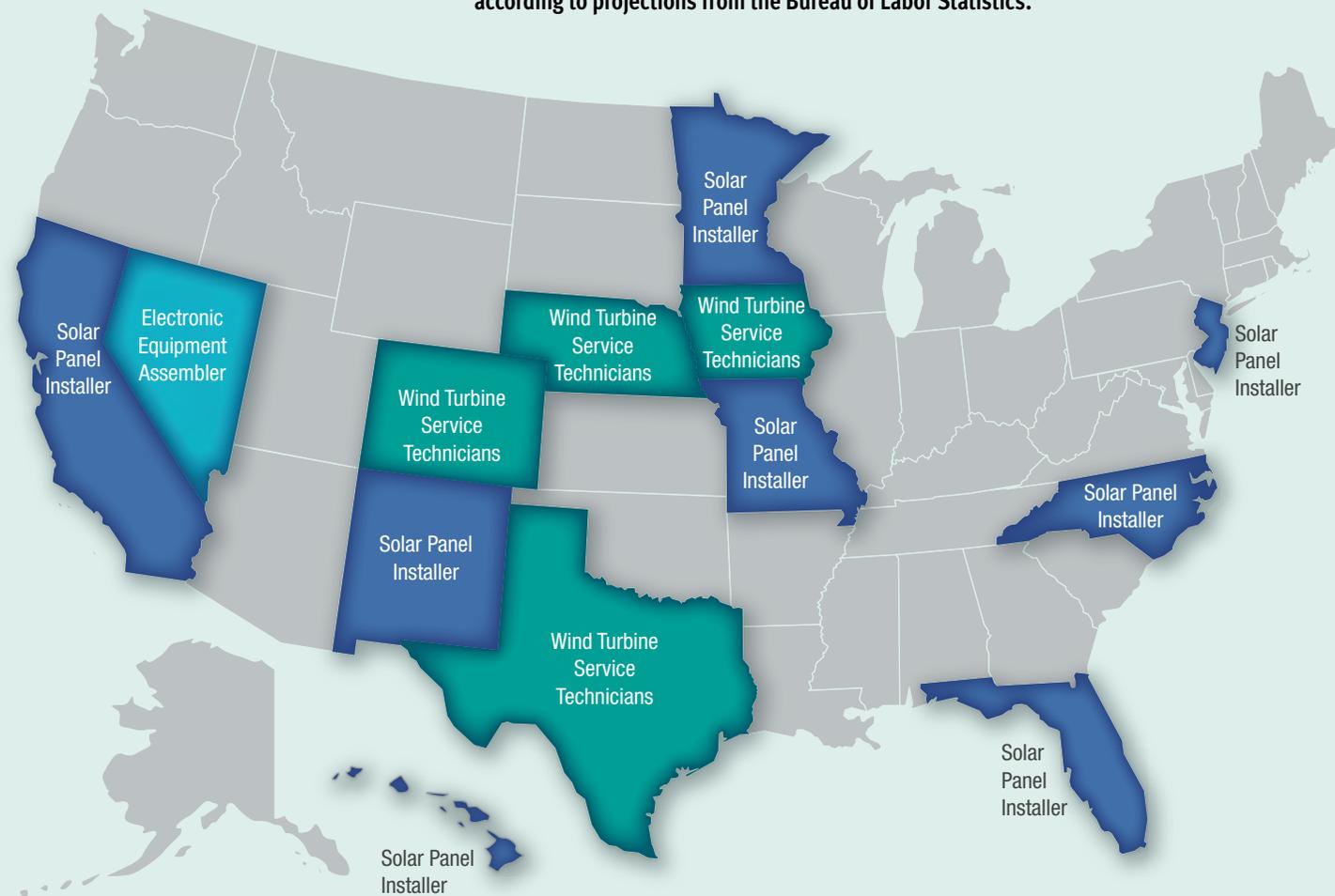
— International President Lonnie R. Stephenson

Republican Rep. Doug LaMalfa of California and Democratic Rep. Kurt Schrader of Oregon received the award for bipartisan leadership in passing the Electricity Reliability and Forest Protection Act, which improves the safety and reliability of the energy grid on federal lands.

"Partisanship should never get in the way of maintaining our energy security," Stephenson said. "Representatives LaMalfa and Schrader have shown — just like Congressman Dingell did throughout his career — that lawmakers can cross the aisle and work together to come up with common sense solutions to the challenges faced by this nation." ■

Fastest Growing Jobs in the U.S. Look Good for the IBEW

The fastest growing jobs in nearly a quarter of U.S. states are IBEW jobs according to projections from the Bureau of Labor Statistics.



The fastest growing job in the most states — eight — is **solar panel installer**. That doesn't mean that there will be more total new solar installer positions than any other job in California, Hawaii, New Mexico, Florida, North Carolina, Missouri, Minnesota or New Jersey. It means that demand will be highest, and growth will be fastest.



In Colorado, Texas, Nebraska and Iowa, the fastest growing jobs are projected to be **wind turbine service technicians**, a trade filled by an increasing number of IBEW members.



In Nevada, the fastest-growing job is an **electronic equipment assembler**. Many of these jobs are nonunion — for now.

But the IBEW has members doing everything from building ships and prosecuting environmental lawbreakers to running nuclear power plants and building America's cities.

Who's to say that the men and women filling the fastest growing job in Oregon — animal trainer — or Georgia — costume attendant — won't be members of the IBEW someday?

LOCAL LINES

2019 Labor Leader Award

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO — The distinguished St. Louis Irish fraternal organization, the Ancient Order of the Hibernians, honored IBEW Local 1 Bus. Mgr. Frank Jacobs with its 2019 labor leader of the year award.

He was recognized, along with civic leaders and first responders, at the March 7 event known as the “Judge James Dailey Wahl Memorial - Hoses, Handcuffs and Hardhats,” held at the Sheet Metal Workers Local 36 union hall located at 2319 Chouteau Avenue in St. Louis.



IBEW Local 1 Bus. Mgr. Frank Jacobs.

Bro. Jacobs is a proud 37-year member of IBEW Local 1 and leads the over 7,000-member local union, which for 128 years has supplied the construction industry with the most highly skilled and safest electrical and communications workforce. In addition, he chairs The Electrical Connection, which is a partnership of IBEW Local 1 and the St. Louis Chapter of the National Electrical Contractors Association, as well as the IBEW/NECA Joint Apprenticeship Trust Fund, which oversees workforce training at the IBEW/NECA Electrical Training Center in St. Louis. He also serves on the board of the Regional Union Construction Center, which helps minority and women owners of union construction companies grow businesses via a structured program that helps them improve their business skills. Congratulations, Bro. Jacobs, for your service and dedication to IBEW Local 1 and labor!

We mourn the recent passing of several members: Paul Stevens, James Weller, Harry Kuhnert, Lee Ank, William Bennett, Roy Nelson, Lawrence Maddock Jr., Dominic Bauza, Richard D. Thompson Sr., Richard Dulie, Harold Griffin, David Wells, Paul Struttman, James Vierheller and James Osborn.

Jan Bresnan, P.S.

‘New Job Opportunities’

L.U. 15 (u), DOWNERS GROVE, IL — Local 15 is excited about the new job opportunities available with ComEd. After a long negotiation we were able to agree on entry level positions within the company. The construction wireman (CW) positions will provide opportunities for the remaining internal members searching for jobs after the wrap up of the Automated Meter Installation Project. Next the positions will be offered to external candidates based on qualifications determined through an assessment and interview process.

Once found eligible for hire, candidates will work as CWs assisting Overhead, Underground and Sub Station Construction departments. Entry level CWs will work with crews as laborers while learning what is expected of them should they decide to bid on and qualify for a job in the work group. Local 15 is happy to have an avenue into the local through employment at ComEd at the entry level again.

Local 15 members working in the nuclear stations were instrumental in keeping the plants running at full strength throughout the January cold snap. Temperatures dipped to negative 35 degrees with windchills of more than 50 below zero for approximately 36 hours. Congratulations to the Braidwood, Dresden, LaSalle, Quad Cities and Byron stations.

Sam Studer, P.S.

EHRC Awards Ceremony — Honors for Training Program

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — At the annual awards ceremony hosted by the Electricity Human Resources Canada (EHRC), a number of individuals and organizations were recognized for their achievements as leaders in the electrical industry. The IBEW Local 37 Training Trust Fund (TTF) was one of them — receiving the 2018 Innovation in HR Practices Award of Excellence for an Educational / Training Institution. This award was established to acknowledge organizations that educate/train the next generation of employees for the electricity sector.

According to the EHRC evaluation committee, the IBEW Local 37 TTF is “an excellent example of a program designed to support and encourage training and people development ensuring their members future success in an ever-changing work environment.”

The Local 37 Training Trust Fund recognized long ago that technical skills alone are not enough to be truly effective in the workplace. For almost 30 years, IBEW Local 37 has been providing learning opportunities to its members through the Training Trust Fund. With a board of trustees representing



At EHRC awards ceremony, from left: Jim Kellett, EHRC chair; Kathy Lerette, board of director member; Michelle Branigan, EHRC CEO; Ross Galbraith, IBEW Local 37 business manager; and Ali Heighton, Local 37 TTF program coordinator.

both union and employer partners, the TTF works to encourage a common goal: to support and encourage training and development activities that contribute to success in the workplace and career development.

Mary Williamson, A.B.M.

Construction Season Update

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — Happy spring! We had a bit of a longer winter this year but were fortunate to have work available in our nearby sister locals to help our out-of-work sisters and brothers keep earning a paycheck and continue to put money into their funds. Our construction season should bring us full employment again this year, with some projects lasting through the winter. The Buffalo airport, the Buffalo State College Science & Math building, and the Albright-Knox museum expansion and upgrades are a few of the projects that will continue into next year.

We welcome Shawn Creighton as the new Local 41 membership development coordinator. He has already hit the ground running and promises to give his best to the members of Local 41. Thank you, Shawn!

We are also looking for members to play for our local’s softball team. We play against other union trades, so come out and earn bragging rights on the job or come meet new sisters and brothers. Our softball team picked up some momentum near the end of last season and hopes to continue our progress this year. Please contact me if you are interested in playing for the team.

Gregory R. Inglut, A.B.M.

IBEW Life Saving Award

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters.

Local 47 Bus. Mgr. and Seventh District IEC member Patrick Lavin presented journeyman lineman Devon Jared with the IBEW Life Saving Award at our outside construction meeting on Jan. 19. Bro. Devon came to the aid of a woman trapped in a rolled over vehicle and waited there for first responders to arrive. Bro. Devon’s actions are a fine example of what the IBEW stands for. Congratulations, brother.

Anaheim bargaining continues for the new engineering group, and as well for UtiliQuest, Colton, and Irvine Ranch Water District with more bargaining dates scheduled at the time of this writing. Members ratified a contract for Southern California Edison (SCE) program writers, outage coordinators and schedulers; the

ratification vote was held Feb. 22 and passed by 95 percent. Congratulations and welcome to all. There are ongoing issues with the International Union of Operating Engineers (IUOE) and Laborers’ International Union of North America (LIUNA) regarding their attempt to steal IBEW Local 47’s work.

Local 47’s Steward & Safety Conference is June 21. The Local 47 golf tourney is July 19, and the Local 47 Family Picnic is Aug. 10.

We’re sad to report the deaths of: Bros. Joseph Martinez, Russell Bomgardner, Richard Dorn, Thomas Laffoon, Frank Rios, Alejandro Venegas and Robert Stanley Avery.

Work safe & buy union!

Mitch Smith, P.S.



Local 47 Bus. Mgr. and Seventh District IEC member Patrick Lavin (right) presents IBEW Life Saving Award to journeyman lineman Bro. Devon Jared.

2018 Lineman’s Rodeo Team; Members Brave Brutal Weather

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Local 51 journeyman lineman Ted Brinkoetter, along with Local 702 linemen Buck Rodgers and Jacob Carr, competed as a trio in an event at the 2018 International Lineman’s Rodeo in Kansas City, MO. In the Journeyman Pole Climb event, the trio took first place. The team made it up and down the pole in a safe relay sprint in just under 28 seconds. The second-place team took 8 seconds longer. Congratulations to all!

In anticipation of 5G “small cell” technology, we recently trained 15 members who will now be able to install the next generation of mobile broadband.

At the time of this writing, the brutal blast of cold winter weather in Illinois had shown little sign of easing. The local appreciates the dedication of our members including those who work long hours outside on line, water, tree, gas, telephone, meter changing and coal yard crews, etc. Please continue to work safe and give 8 hours of work for 8 hours of pay.

Karlene Knisley, B.R.

Submitting Local Lines Articles

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

Trade Classifications

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

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

LOCAL LINES

'Welcome to New Members'

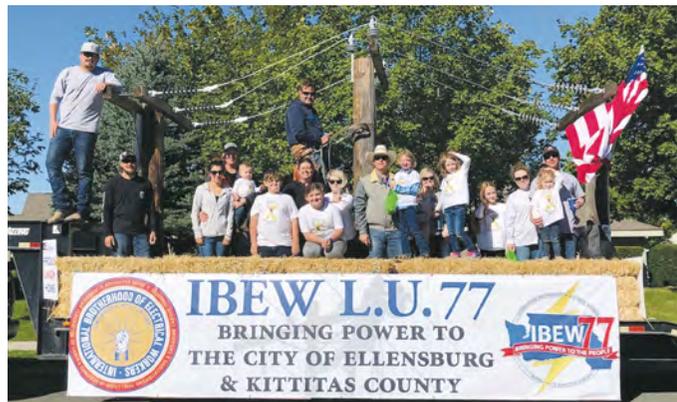
L.U. 71 (lctt,o&rtb), COLUMBUS, OHIO — The officers, staff and executive board would like to welcome all of our newest members as well as their families to the IBEW. A big thank-you to all our members for extending the olive branch to our new members and welcoming them with open arms. This is how you maintain a strong brotherhood. Equally important is to educate them about the union, safety rules, working conditions and the importance of attending union meetings. Because we are our brothers' keepers.

One of the objects of the IBEW is to organize all workers in the entire electrical industry, and I believe that this local union has taken that objective very seriously under the leadership of our Bus. Mgr. Bryan Stage. A rising tide lifts everyone. Work remains strong in all areas of work; contact Larry Moore for more information.

I would like to thank our retirees for their continued support of the local union. Their attendance at our union meetings shows the membership the commitment it takes to maintain a strong brotherhood. We all will forever be thankful to all for laying the groundwork for what we receive today.

May this year bring blessings to all. Have a safe and happy Fourth of July!

Todd Kessler, V.P./A.B.M.



Local 77 members working at the City of Ellensburg and Kittitas County PUD built a parade float, which won first place in the annual Ellensburg Labor Day parade.

Active Membership Wins Organizing & Legislative Gains

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA — Greetings from the Pacific Northwest.

In the wake of Janus, Local 77 has been very proactive in engaging our membership through our "I'm In" campaign and our Volunteer Organizing Committee. Despite the potential negative impact of the Janus ruling, this has turned into a very successful internal organizing blitz.

Our recently established Women's Committee held a charitable dinner raising \$15,000 for the Harborview Burn Center.

Through our Political Action Committee and legislative activity, we were successful in winning passage of the Move Over Law, which mandates drivers move over when utility workers are working on roadways.

We recently formed a veterans group as a grassroots program to help military veterans in our local's jurisdiction transition into electrical industry trades.

Our SeaTac office hosted Smiles for Veterans, an event that provided free dental care for veterans in need. Breakfast and lunch were also provided at this event.

Executive Board member Helen Berglund was recognized for quick action and awareness at work when she encountered and assisted a senior citizen in need of lifesaving medical attention.

Rick Luiten, P.S.

Agenda to Advance Utility Workers' Interests

L.U. 97 (u), SYRACUSE, NY — It is legislative season in New York state and we would like to highlight the work that Bus. Mgr. Ted Skerpon is doing in the advancement of our local union's agenda as well as that of all utility locals in New York. As well as being our Local 97 business manager and president, Ted also serves as president of the Utility Labor Council of New York State. This association of IBEW utility locals was instrumental in winning passage of the Utility Worker Assault Law, making it a felony to assault one of our workers.

This year's agenda includes the following: support of the Climate Leadership Act with the inclusion of a utility labor representative to the Climate Action Council; support for the enabling language authorizing the New York Power Authority to design/build energy station projects including large scale renewables, provided that private utilities be given the same authority and that proper labor protections are enacted; and support for utility involvement in the construction and maintenance of fast electric-vehicle (EV) charging stations recently approved by the Public Service Commission. Additionally, lobbying continues for re-powering efforts for our dormant generating plants in Huntley, Dunkirk and elsewhere across the state.

Through these efforts we seek to ensure the security and prosperity of this generation and future generations of skilled IBEW utility workers. Thanks, Ted!

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

Solidarity Ride Benefit

L.U. 99 (govt&i), PROVIDENCE, RI — Every May since 2015, Local 99 has held a Solidarity Ride to raise money for a variety of community charities.

Last year's run had 200 bikes, with riders from locals all across the Northeast. We raised over \$30,000 for three great organizations: Rhode Island Honor Flight, Rhode Island Military Organization, and the Rhode Island chapter of the American Foundation for Suicide Prevention. The Honor Flight sent Rhode Island military veterans (most of whom served in World War II) to Washington, D.C., to see the memorials and be honored for their service. The RI Military Organization operates the military lounge at T.F. Green Airport in Rhode Island and assists veterans with various services.

This year's bike run will be May 19, rain or shine. This year's charities are: the Providence Canteen - First Responder Support; the Shriners Hospital for Children, Boston; and Rhode Island Cares, an opioid-recovery organization. After the ride, there will be a barbecue lunch and tons of raffles and entertainment. Check out the event on Facebook by searching "Solidarityride2019" or at our Local 99 website: www.ibew99.org. All are welcome and encouraged to donate and participate!

Nicki Kent Scambio, P.S.

Classes Offered at JATC

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — As you may know, Colorado changed the way we renew our Colorado State Electrical Licenses by requiring us to complete 24 hours of upgrade classes, also known as PDU classes. Of those class hours, eight of them must be on code changes.

Much of the information can be found on the

Local 113 website at www.ibew113.com. Class reservations can be made by calling John DeLuxe or Francis Vigil at the JATC. Also consider keeping your certifications up to date, as many employers are requiring them to be recently completed.

Our local has lost far too many members this last year. Among the fallen were: Robert Menslage, Randall Newendyke, Bobby Phillips, Larry Foster, Isaac Arnold, Gary McKibben, Stephen Davis, Earl Garner, Thomas Weems, William Elliott, Donald Guier, Fred Warner and Joseph Collins. We are thankful for our brothers' service to the IBEW and they will be sorely missed but never forgotten. Our prayers go out to their families and friends.

Brian Putnam, P.S.

Membership Participation Strengthens Union Solidarity

L.U. 125 (lctt,o,t&u), PORTLAND, OR — When was the last time you thought about our labor union? Specifically, our history and why it matters today? Do you think about what must be done to move our union forward and ensure future generations can enjoy the benefits of the union? You are critical to making that happen.

With all of the anti-union rhetoric in the world, employers' continued attempts to exercise management rights, reduced manpower, and a host of other challenges, it is extremely important that ALL members engage in organizing, educating, and communicating with new and existing members. Your business representative is a great resource, but there is no one more credible than you when talking with your colleagues. Let's work together and get better at introducing members to Local 125 and helping them become active.

Consider participating in our 2019 events — the Oregon Golf Classic, which benefits the Oregon Burn Center; the Pacific Northwest Lineman's Rodeo; and the IBEW Local 125 Annual Golf and Softball Tournaments. These are great opportunities to raise money for the Local 125 Brotherhood Fund and Oregon Burn Center, and to simply fellowship with your union family. Hope to see you at one of these great events.

Marcy Grail, A.B.M.

Apprentice Graduation Dinner; Plant Construction Anticipated

L.U. 141 (ees,i,o&u), WHEELING, WV — On Jan. 19 this year, a dinner was held at the Wheeling Island Race-track Casino to celebrate IBEW Local 141's graduating apprentice class of 2018. Congratulations to our newest group of journeyman wiremen for reaching this important milestone in their career: Brett Merryman, Ryan Balsei, Jacob Harris, Mike Snyder, Jesse Schroeder, Boone Robertson, Jesse Coen, John Keller, Bobby Bennett, Cody Cumpston, T.J. Ney, Brandon Rine,

Jason Ashton and Buddy Varner.

Our work picture as of this writing is slow, with 28 members on Book 1. The area building trades have been eagerly awaiting the announcement by local government officials regarding the construction of a very large industrial facility, an ethane cracker, to be built in our area. The projected magnitude of this project will keep the tradespeople of our region working for several years.

IBEW Local 141 mourns the recent passing of the following brothers: Jim Kinnison, John P. McClellan, Jay Kuntz and Michael Fedczak. May they rest in peace.

Kurt "Bug" Reed, P.S.



Local 159 RENEW committee members participate in Polar Plunge to benefit Special Olympics Wisconsin.

'Freezin' For a Reason!'

L.U. 159 (i), MADISON, WI — On Feb. 16, with an outside temperature of 24 degrees Fahrenheit, five members of IBEW Local 159's Reach out and Engage Next-gen Electrical Workers (RENEW) Committee — Pablo Baxter, David Boetcher, Kevin Bracken, Mitch Johnson and Josh Stern — jumped into the icy water of Lake Monona at Olin Park located in Madison, WI, to participate in the Polar Plunge. Together they raised \$1,425 for Special Olympics Wisconsin. The money raised will be used for sports training, equipment, jerseys and anything athlete related.

Our RENEW Committee has been active with several events and outings. Earlier this year, the group organized a snowmobile outing up in Carter, WI. In March members volunteered with the Second Harvest Food Bank to help fight against hunger in south central Wisconsin by sorting and packing food donations, preparing backpacks for hungry children and assisting with special events.

Other planned activities this year include a Highway Clean-up project, Grill & Chill event, a Chicken Shoot, and the annual Tough Mudder outing. We are particularly proud of our growing IBEW Local 159 RENEW Committee and all they do to help and support our community.

Michael Grassy, B.M./F.S.



At Local 141 apprenticeship graduation celebration. Front row, seated: Brett Merryman, Ryan Balsei, John Keller, Mike Snyder, Jesse Schroeder, Boone Robertson. Back row: Jesse Coen, Jacob Harris, Bobby Bennett, Cody Cumpston, T.J. Ney, Brandon Rine, Jason Ashton. Not pictured: Buddy Varner.

Contract Negotiations

L.U. 193 (i,lctt,o,rts,spa&u), SPRINGFIELD, IL — Contract negotiations are pending for members employed by the state of Illinois Department of Central Management Services and the Office of the Illinois Secretary of State.

As of this writing, negotiations are underway for the St. John's Hospital contract.

The training program held classes for first aid and OSHA.

Good voter turnout recently put more worker-friendly representatives back in the Illinois State House. Our votes did count for a big win.

I must berate the "groundhog" that indicated we would get an early spring. We've seen no such thing as of this writing, with all of this unpleasant weather rolling in on Local 193.

The Beardstown Sewer District project has taken on a few journeyman wiremen and apprentices for work.

Our condolences go out to the families of the following members who passed away since our last article: Edward Maxey, Gregory Gilmore, Terry Marks and Gilbert L. Hunter. Gilbert Hunter was the second of three generations of IBEW Local 193 members, and he was a member for over 71 years.

Don Hudson, P.S.

New Projects Break Ground

L.U. 229 (em&i), YORK, PA — The 2019 work picture for Local 229 is strong. A new hospital project is underway and other specialty medical facilities are planned to break ground this spring. The York 2 Energy Center (Calpine) is in its finishing stages. Thank you to the countless travelers who helped man this challenging project over the past three years.

Securing projects and organizing our jurisdiction continues to be our highest priority. With more projects, contractors and members, we can secure better livelihoods for all electrical workers in our area. Organizer Edson Morales recently signed DM Electric LLC as a new signatory contractor. DM has already hired Local 229 members and is looking to target more work and grow its company.

Our JATC changed its name to the York Electrical Institute and is establishing a multi-school district pre-apprenticeship. YEI staff is diligently working to keep ahead of the needs for future electrical workers and reach aspiring young workers.

We would like to recognize our former business manager Matthew Paules, who accepted a position at the International Office as an international representative in the Construction & Maintenance Department. Thank you, Matt, for your hard work over the years on behalf of Local 229, and good luck in your new role.

Steve Selby, B.M./F.S.



Local 229 instructor Scott Brenneman (foreground) demonstrates conduit threading techniques to Red Lion High School pre-apprentice class. From left: Logan Axe, Boyd DuJack, Zak Keener, John Kunce, Cody Gotwalt, Spencer Barganier, Aiden Naugle (partially obscured) and Kohl Moore. Not pictured: Eli Storck.



Int. Rep. Larry Neidig III (at back) teaches Code of Excellence as part of steward training at Local 245.

Outside Construction Strong

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OHIO — 2019 has gotten off to a good start for outside construction. We have more work than workers right now and more work on the horizon as the weather warms.

Contract negotiations have concluded with Hancock Wood Electric Cooperative and are continuing with the Rossford Fire Department. Negotiations for WTVG Channel 13 will start sometime this spring.

For the Davis-Besse nuclear power station, efforts are still underway to look for legislative relief to save the plant, as the latest agreement reached between First Energy Solutions and the creditors only keeps the plant open until May 2020.

Energy delivery members are staying at home so far this year after having a very busy 2018, with 10 trips to other First Energy properties for mutual assistance and two trips to other utilities. Their help was greatly appreciated by all that they served.

On the social scene, 389 members and their families attended the local's annual Toledo Walleye hockey game and dinner. Big thanks to Lisa Tracy and Amanda Parker for putting it together.

On Saturday, Feb. 23, Local 245 and Local 1413 jointly sponsored Code of Excellence and steward training for the stewards of both locals. Thanks to all those who took the time to attend. Knowledge is an important part of being a good steward.

Hopefully when you read this article spring is in the air. We had a terrible winter with snow, ice, wind and minus 40-degree wind chill factors. Even with these unfavorable conditions, we were a lot better off than much of the rest of the country. Until next time, work safe and stay warm.

Ray Zychowicz, P.S.

'Marching As One'

L.U. 269 (i&o), TRENTON, NJ — In a yearly celebration of culture and solidarity, local members gathered at three different locations on consecutive Saturdays to march in three separate St. Patrick's Day parades.

Brothers and sisters, along with family members, gathered in Mt. Holly and Hamilton, NJ, and also in Bucks County, PA, to participate in parades and show their pride in their union and their communities.

All parades were well attended both by organized labor and by the crowds lining the parade routes. Perhaps the biggest winners of the day were the kids who eagerly scooped up the candy being distributed by our members, with a little help from their own children. Smiling faces and cheers from the crowd were the order of the day as high spirits and good weather combined to help make each celebration one to remember.

Marching together, our members and their families were the epitome of pride and solidarity, proud to show their friends and neighbors in their communities what the IBEW is all about. Events

such as these are (and should be) embraced by the local membership to show their true colors, and on St. Patrick's Day that color is green!

Brian Jacoppo, P.S.



A contingent of Local 269 members and their families march in 2019 St. Patrick's Day parade in Hamilton, NJ.

Graduation Ceremony & Service Awards Presentation

L.U. 291 (c,i,mo,o,rtb&rts), BOISE, IDAHO — As of this writing we are fresh off the completion of our annual Apprenticeship Commencement Ceremony & Years of Service Pin Celebration. Congratulations to our newest journeymen: Nicholas Brown, Joshua Craig, Ivan Grigorkiv, Dimitrios Gyfteas, John Nate, Eric Owen, Tanner Proffitt, Reuben Royce, Jason Stevens and Marcus Stevens.

Years-of-service pin recipients this year totaled 207, including 60-year recipients Arthur Castagnola, Dell Ray and Theodore Marrone. (Regrettably, Bro. Marrone passed away just a few weeks prior to the awards ceremony and his award was accepted by his daughter and his granddaughter).

The annual ceremony was a great night out with all the sisters and brothers and their families.

The work picture remains good in the Treasure Valley area with near full employment, and we should be even busier by the time this article is published.

Our new JATC building is up and running with classrooms now completed and work continuing on the new labs.

This summer we will head into negotiations for two separate AT&T/DirecTV contracts, one for the Pre-mise Technician unit and one for the Call Center unit.

Work safe and best wishes to all for a great summer!

Mark Zaleski, B.M.



Local 291 graduating apprentices, from left: Marcus Stevens, Jason Stevens, Reuben Royce, Tanner Proffitt, Dimitrios Gyfteas, Ivan Grigorkiv and John Nate. Not pictured: Nicholas Brown and Joshua Craig.

IBEW Day at State Capitol — Politically Active Membership

L.U. 343 (i,spa&st), LE SUEUR, MN — Local 343 joined forces with other Minnesota IBEW locals to make our presence known at the state Capitol.

Nearly 40 local members — including local union staff, retirees, journeymen and apprentices — registered to attend the annual IBEW Day On the Hill event.

Our newly elected Democratic Farmer-Labor Party (DFL) Gov. Tim Walz welcomed the delegation, addressing us in the governors' reception room. Office visits were scheduled with our individual legislators, thus allowing us time to present the issues relevant to the future of our trade in Minnesota.

Face-to-face meetings can help build meaningful relationships with our politicians and elected public officials. Seven apprentices were in the mix. For some, it was their first IBEW Day On the Hill visit. Hopefully their positive experience will encourage more of their peers to join us next year. Today's apprentices are tomorrow's journeymen. Some of those journeymen will be the future leaders of Local 343.

Support American workers — buy Made In USA!

Tom Small, P.S.

Activities & Events

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IOWA — There is always something happening at the union hall. Briefly, some of the highlights are listed here.

The Jolly Holiday Lights event was a great success as always. The community loves this Make-a-Wish fundraiser. Seventy-seven wishes were granted, and the event provides Local 347 members a way to show our appreciation to the community during the holiday season.

At the upcoming Pin Party, more than 16 brothers will receive IBEW service pins recognizing 50 or more years of service. We celebrate these brothers: William Rhodes, Richard Bird, Richard Fazio, Grant Harter, Philip Johnson, Wayne Jones, Ron Ballard, James Becker, Ronald Collins, George Fuller, Dennis Gurnsey, David Hamilton, David Hawkins, Walter Lee, William Rodger, Richard P. Smith and Craig E. Wallace. Talk about being in it for the long haul!

The RENEW (Reach out and Engage Next-gen Electrical Workers) program has been established in our local with a charter from the I.O. This initiative fosters greater involvement and connection between members 35 and younger and the IBEW. This committee will be looking at the needs and concerns of those in this demographic and will attempt to address those issues with participation from all members with the focus on the young workers.

The Local 347 work picture looks strong for this summer. Data centers have been a big contributor to this position we find the local in. Other work is also abundant.

Upcoming events include the summer picnic on June 8, and the golf outing on July 13.

As the weather moderates, stay strong and stay safe. We're in this thing together.

Mike Schweiger, P.S.

LOCAL LINES

Apprentices Volunteer — Community Service Project

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ — When Northfield Habitat for Humanity in Atlantic County, NJ, reached out to the building trades and asked for help in the renovation of a Habitat “ReStore” facility, Local 351 apprentices came out strong.

On Saturday, March 2, a group of 22 apprentices helped out by volunteering and working all day that weekend to get the project done. Thank you to all the apprentices for their hard work and assistance with community service. Keep up the great work.

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



A large contingent of Local 351 apprentices volunteered for a recent Habitat for Humanity project.

Strong Work Picture — Membership is Growing

L.U. 441 (as,i&rts), SANTA ANA, CA — The year 2019 has been prosperous for the brothers and sisters here in Orange County as work continues to thrive throughout the area.

Larger projects like the Huntington Beach power plant and Disneyland expansion are starting to see

the light at the end of the tunnel, where the new four-diamond hotels in Anaheim are starting to take shape. Membership has continued to grow to new heights as multiple Community Benefit Agreements have been negotiated with “local hire” provisions, meaning members are getting the chance to work close to home.

The early part of 2019 brings out some of the best family events the local participates in. Recently we enjoyed our first two with over 700 members and families attending the Monster Jam in February, and over 300 members and family attending the Anaheim Ducks game and after-game ice time in March.

We look toward continued prosperity as we approach contract negotiations for the Inside Wireman Agreement this summer.

Neal Lauzon, Pres./A.B.M.

Apprentice Graduates

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — IBEW Local 449 turned out seven apprentices as journeyman inside wiremen this year. We congratulate the new journeyman wiremen: Kris Brangham, Wylie Casperson, Jaron Day, Justin Scholes, Sergio Tinoco, Josh Wilson and Cary Wise. We wish each of them a long and prosperous career.

Congratulations to our recently retired members, Michael Young and Richard Packard. Brothers, you have earned it and our best wishes to all!

With regret we report the passing of a local member. In memoriam: Bro. Jerome “Jerry” Lange. He will be truly missed. Our heartfelt condolences go out to his family and friends.

Clay Hirning, A.B.M.

Plaque Presentation — Longtime Career of Service

L.U. 459 (catv,ees,em,govt,mt,so&u), JOHNSTOWN, PA — In appreciation for his service to Local 459, former Executive Board chairman Bro. Joe Oliver was presented a plaque from the members of Local 459. Bro. Oliver retired as our E-Board chairman on Nov. 1, 2018.



Local 459 former Executive Board member Joe Oliver (center) receives plaque presented by Pres. Tony Henry (left) and Bus. Mgr. Paul Cameron.

Since he was initiated in 1985, Joe has been instrumental in the many successes of our local and a part of the many improvements made over the years. Joe has always made helping others and improving his community a priority, and he is always up to any challenge when asked.

Over the years he has served the membership as: delegate to the Central Labor Council; Executive Board member for five terms; shop steward; participant in Labor Walk events; strike assistance coordinator; board member of the United Way of Laurel Highlands; chairman of Local 459 Retiree Committee; chairman of Local 459 Scholarship Committee, and much more.

From the members of Local 459, thank you, Joe! Best wishes on your retirement.

Paul L. Cameron, B.M./F.S.



Local 531 Pres. Gary Kohler (third from left) and three members of the Kerkes family, including Brad (second from left), Buster (fourth from left) and Chris Kerkes (second from right), present a donation at special-needs students bowling tournament fundraiser.

for the special-needs students bowling tournament of the Kankakee Valley school system. That bowling tournament is a yearly event and it’s very popular locally. Local 531 members from the Kerkes family represent Local 531 with their participation and the presentation of funds donated by the local union.

Jeremy Woolever, P.S.

Political Action is Key — A Voice for Working People

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — March 16 was the last day of the New Mexico Legislature’s 60-day legislative session for 2019.

A huge thanks to all the union brothers and sisters who showed up to support New Mexico House Bill 85. Currently there are 10 counties in New Mexico, as well as the village of Ruidoso, that have enacted so-called “right-to-work” laws. HB 85 would bar counties in New Mexico from enforcing local “right-to-work” ordinances. The bill passed the state House 43-23 and the state Senate 23-19. Thanks again to all the people who showed up to the Roundhouse to make the voice of working families heard.

As part of our ratified collective bargaining agreement, members are now required to take a Code of Excellence course every three years. If you want to sign up for a class, call the union hall to get registered.

On June 2, we will hold our IBEW Local 611 picnic. This year’s picnic will be held at Cliff’s Amusement Park.

Just a quick reminder to check your dues ticket regularly so you don’t get behind on your dues. Also, remember that union meetings are held on the third Saturday of each month.

Local 611 extends condolences to the families and friends of members who recently passed away: Ray C. Raney Jr., Matthew G. Raymond, Howard W. Willis, Weldon E. Hambrick and Luciano F. Garcia.

Darrell J. Blair, P.S.

Service to Community; Work Picture Improving

L.U. 531 (i), LAPORTE, IN — We have seen a slight slowdown in the amount of work locally over the winter, but by the time this publishes things should be back to full speed with school projects, residential jobs, another large hospital, and some large industrial projects beginning. It has been a seemingly long cold winter here in northwest Indiana, so we are all looking forward to some summertime activities. The golf outing and picnic are always popular events.

Our local tends to donate money to various causes, including support for political candidates who are labor friendly and for local charities that are important to the members. One such event took place recently

2019 EWMC Conference; Super Bowl Party a Success

L.U. 617 (c,i,mo&st), SAN MATEO, CA — Greetings, sisters and brothers.

Our work picture remains extremely busy in San Mateo County. Thanks to all the members and travelers who continue to uphold the IBEW Code of Excellence, which is about pride, craftsmanship, and ensuring a job is built right the first time.

The 29th Electrical Workers Minority Caucus Leadership Conference was held in Houston, Texas, on Jan. 17 - Jan. 20. Eleven delegates from Local 617



Local 617 delegates and fellow participants at the 2019 EWMC Conference.

WHERE UNIONS MEET THE OUTDOORS!

The Union Sportsmen’s Alliance (USA) unites union members who share a love of the great outdoors and a commitment to help preserve North America’s outdoor heritage.

USA MEMBERSHIP BENEFITS:

- 3 digital issues of the *Union Sportsmen’s Journal*
- Free shipping at UnionSportsmenStore.com
- 10% discount on Worldwide Trophy Adventures TAGS program
- Discounts on outdoor gear, services & trips
- Chances to win prizes and trips all year
- Chance to apply to be a guest on the USA’s outdoor TV series

Additional Benefits with Upgraded Membership

10% USA E-STORE OFF PURCHASES

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were among those who participated in activities such as: interactive skill-building workshops, plenary sessions, and youth, construction and professional caucuses. One of the most rewarding conference activities is the Day of Giving/Service, by which we contribute our skills to the surrounding communities. Much gratitude to all who attended.

On Sunday, Feb. 3, the Local 617 EWMC, RENEW and Veterans groups hosted a Super Bowl party at the union hall. Local members, travelers and their families cheered for their favorite team while enjoying arcade basketball and other games. On the menu was Tex-Mex food including tacos, refried beans, nachos and more. Everyone had a great time. Thanks to the hard-working members who organized and contributed to the success of this event.

Please be safe while on the job. Wishing the best to you and your families.

Kenn Perfit, P.S.

Training, Fundraising — Safety & Solidarity

L.U. 627 (u), FORT PIERCE, FL — Greetings, brothers and sisters!

The local's 23rd Annual Ironman Fundraising Golf Tournament is fast approaching. We are expecting another sold-out event and look forward to hosting! This great event allows the local to support multiple youth-based charitable organizations throughout the Treasure Coast area.

Additional stewards-training classes are also on the horizon. Both initial and advanced stewards training is set to be offered in 2019! Knowledge, experience and training are the essential elements to a strong force of IBEW representatives.

Local 627 would like to congratulate and send out a huge thank-you to Bro. Mark Pierce. Bro. Pierce has accepted a position as assistant business manager. Mark's countless hours of dedication to this local are always appreciated! Congratulations to Sister Julia McClelland, who was appointed as Local 627 treasurer, and to Bro. Peter Allen, who was appointed System Council delegate. These appointments were made by the Executive Board, filling vacant positions.

Brothers and sisters, we ask that each member embrace the Behavior Based Safety/Total Safety Culture programs in our local and encourage participation. Be your "brother's keeper" and represent the Code of Excellence with pride, skill and solidarity!

Safety & solidarity always!

Fernando Salcedo, P.S.



IBEW Local 683 member Rob Dorans and wife Lauren.

IBEW Member Appointed To City Council in Columbus, Ohio

L.U. 683 (i), COLUMBUS, OHIO — Work in Local 683's jurisdiction continues to be strong! We currently have over 150 traveling members working out of our local. The work outlook for 2019 is not showing any signs of slowing down.

On Monday, Feb. 25, the Columbus City Council voted 6-0 to appoint IBEW Local 683 member Rob Dorans as its newest member. Rob has worked for ACT-OHIO, a subsidiary of the Ohio State Building and

Construction Trades Council, since 2011. He became the organization's chief legal counsel in 2013.

"Columbus is at a watershed moment," said Dorans in his application letter. "The decisions made by our leaders over the next decade will dictate whether the prosperity of our city is shared with all of our community members. It is my hope to be part of the team that seizes these opportunities and works to address the challenges in front of us."

IBEW 683 congratulates Rob on his appointment to the City Council and wishes him luck in his work for the citizens of Columbus!

Patrick J. Hook, Pres.



Donations collected by the RENEW Committee for IBEW 697 Holiday Diaper Drive to support children in need.

RENEW Hosts 2nd Annual Drive To Benefit Children in Need

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — The Local 697 RENEW Committee hosted their annual IBEW 697 Holiday Diaper Drive in December to support the Nazareth Home.

The 697 RENEW Committee then started the new year by delivering 8,780 diapers along with 12,800 baby wipes to children in need. This was our second annual Holiday Diaper Drive and with the help of the Local 697 membership, we collected 2,500 more diapers and 2,500 more baby wipes than last year. Thank you to all the Local 697 members and their families who participated in making a difference for the children and staff at the Nazareth Home. For more information visit www.nazarethhome.com.

Spring has sprung and so has the Local 697 Golf League. Play has begun at the time of this writing, and we are always looking for new players. For more information visit the IBEW 697 website or mobile app and click on "golf league" under Committees & Clubs.

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

Organizing Success at TVA — SROs Win IBEW Representation

L.U. 765 (u), SHEFFIELD, AL — The IBEW Local 765 monthly meeting for February 2019 turned out to be a historic moment, not only for the IBEW but also for the Tennessee Valley Authority (TVA).

Following a long journey through the grievance process and ultimately through arbitration, the IBEW won the right to represent the Nuclear Unit supervisors at TVA.



Local 765 new members Alan Prucha (left) and Lagrant Maye are sworn in by Bus. Mgr. Mike Blakely.



Among participants at Local 995 Leadership Training class were, from left: Tim Overmier, Lee Grayson, Darryl McGaha, Int. Rep. Rep Glenn Brannen, Joshua Newman, Marcus Hall, Rusty Browning, Greg Lavergne, Herman Etienne Jr., Luke St. Romain, Kevin Zylks, Ricky Gray Jr., John Green.

Alan Prucha, a former naval officer and submariner, and Lagrant Maye, an ordained minister and former Division I NCAA quarterback, are now IBEW Local 765 Senior Reactor Operators; and Maye is SRO job steward. Bro. Prucha and Bro. Maye embody what the IBEW stands for. They chose to join Local 765 to help secure a workplace with standards, where everyone is treated fairly.

Local 765 Bus. Mgr. Mike Blakely said, "This is a historic moment in the history of TVA and the IBEW — the third nuclear site in the nation where Nuclear Unit supervisors can join the union." Local 765 is in the IBEW's IVP Fifth District and represents the annual (trades and labor) TVA employees at Browns Ferry Nuclear Plant.

Mike Blakely, B.M./Pres.



Local 861 award recipient Daniel Michael Danahay Jr. (center) with Bus. Mgr. Jeff Sanders (right) and Mayor of Sulphur, LA, Michael E. "Mike" Danahay (left).

70-Year Member Honored

L.U. 861 (i), LAKE CHARLES, LA — Retiree Daniel "Mike" Danahay Jr., at age 92, recently received his IBEW 70-year service pin. Bro. Danahay has the most years of service of any living member with Local 861. While going over the records, I thought about how much change our trade has undergone over the years. I wanted to hear about it from such a longtime member.

While visiting with Bro. Danahay, we went back to the time of earlier days gone by. Bro. Mike was introduced to the electrical field early in life because his father, Daniel M. Danahay Sr., was a member of Local 861. In the summer of 1943 and 1944, Bro. Mike was referred as an electrician's helper. During World War II, he served in the U.S. Army in the European Theater. He was honorably discharged in 1946. He began as an apprentice electrician through the JATC in 1947 and successfully completed the four-year program in 1951. He later became chairman of the JATC. He was an electrical foreman and general foreman for many years. He retired in 1988 with 41 years of active service here at Local 861. Bro. Danahay feels teamwork is the key to productivity. "A productive electrician is a productive neighbor in the community," he says. Bro. Danahay, thank you for your service!

Jesse Fontenot, Treas.

Leadership Training

L.U. 995 (i,lctt,orts&spa), BATON ROUGE, LA — On Jan. 31 this year, Local 995's officers and board members participated in a Local Union Leadership Training class. The class was led by Int. Reps. Glenn Brannen and Jeremy Sundeen.

Many brothers weighed in on the effectiveness and necessity of the training. Executive Board member Rusty Browning commended the brothers for attending the training. "I think it's a great thing and it says a lot about the commitment of these brothers to take time out of their busy lives to be better officers of Local 995," Browning said.

When asked if he felt the training was necessary, Executive Board member Darryl McGaha said, "Yes, training is essential for the survival of standards and for honing any craft, whether it is the craft of a journeyman wireman or the craft of a local union officer."

Vice Pres. Kevin Zylks stated, "This training was very helpful ... it helped me understand the responsibility and duties that I have taken for my local union." Executive Board member John Green had this to say after attending the training: "I came away with a sense of the challenges that our union faces in the near future." Treas. Greg Lavergne's biggest take away from the class was: "The leaders of today must train the leaders of tomorrow."

Jason Dedon, B.M./F.S.

Tribute for Longtime Career

L.U. 1015 (em&i), WESLACO, TEXAS — IBEW Local 1015 wants to send out a big Texas "salude" to our Bro. Pedro Lopez Jr., journeyman inside wireman. He has worked in the electrical field for 55 years and is a 20-year member.

Bro. Lopez is no stranger within Local 1015 — in fact he is widely respected and greatly appreciated as a dedicated, longtime member. He serves as Local 1015 vice president and is one of the local's charter members who had a dream for IBEW Local 1015.

At the premium age of 75 years young, Vice Pres. Lopez is our oldest active working member out on the jobsites, and he can match any of our younger apprentices any day regardless of the weather.

Bro. Lopez has helped train many of our union brothers, including Bus. Mgr./Fin. Sec. Sergio A. Salinas, when he was an apprentice. In those early days, sleeping in your own car was a must on the jobsite. Bro. Lopez has worked on many different jobsite locations all



Local 1015 Bus. Mgr./Fin. Sec. Sergio A. Salinas (left) congratulates Vice Pres. Pedro Lopez Jr. on his longtime IBEW career.

LOCAL LINES

across the United States. He has proudly served his country in the military. He was in the U.S. Army for four years and served an additional four years in the reserves.

Vice Pres. Lopez has a wise saying: “Would you like to eat beans or meat? Well, become an electrician — that is where the money is at to buy the meat.”

Tammy Casas, P.S.

Organizing Gains at Altice; Members Ratify WRS Contract

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY — After a long and challenging organizing campaign, Altice (formerly Cablevision), agreed to card check recognition for field technician workers in the Bethpage and Freeport yards. As of this writing, we are enthusiastically preparing to negotiate a first contract. The new contract will cover approximately 120 new IBEW Local 1049 members.

In February we negotiated a new four-year agreement with Waste Recycling Solutions (WRS). The new agreement includes increases in wages and employer-funded medical benefits. The contract was overwhelmingly ratified by the membership by a 100 percent margin. As of this writing, our members who work for Mid Sun are working under a contract extension.

Bus. Mgr. Ronald Bauer has instituted new criteria for new shop stewards. These criteria include a new interview process, and training conducted by a representative from the International Office. For the past two years we have utilized the I.O. training to comprehensively train our stewards.

Help our Community Affairs Committee honor our military veterans. On Saturday, May 25, the committee will once again decorate the graves of our veterans at Calverton and Pinelawn Memorial Cemeteries. Please contact the union hall for more information.

See you at the next Local 1049 general meeting.

Thomas Dowling, R.S.

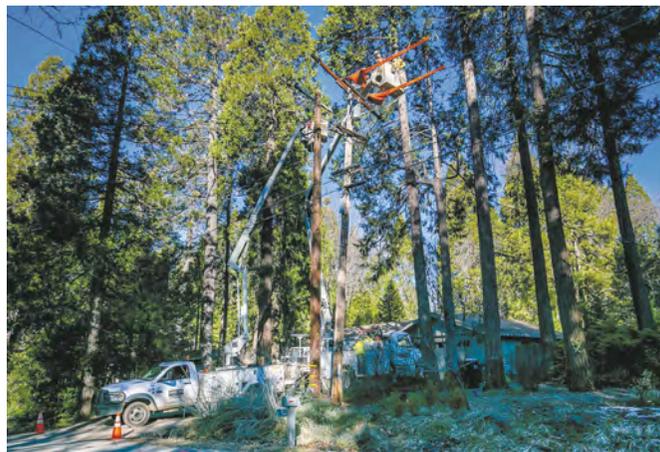
Politically Active Members Make Workers' Voices Heard

L.U. 1205 (em,govt,i&u), GAINESVILLE, FL — It is not uncommon in a so-called “right-to-work” state like Florida that our state legislature is actively working to undermine, weaken and even decertify labor unions. Fortunately, the Florida AFL-CIO is actively using its resources to combat legislation that may be detrimental to its members, by utilizing the Working Families Lobby Corps, an integral part of the state federation’s political/legislative program. During legislative committee weeks and also during the legislature’s general session, the Florida AFL-CIO puts out a call to all affiliated labor unions to send members who have a commitment to strengthen our locals, and are compelled to do something about it, to go to the state Capitol to make workers’ voices heard.

We here at IBEW Local 1205 take up this call as

often as we can. We take the necessary steps to hold our state senators’ and representatives’ feet to the fire. Meeting with legislators, face to face, is the single best way to have an impact on their decision making. We also go to committee meetings if there is a bill under consideration that has an effect on the working families of Florida. It is also a great opportunity to see exactly how the legislative process in the state of Florida works, and to make sure it’s working for everyone.

Jonathan Howell, P.S.



An IBEW Local 1245 crew from Summit Construction works to harden the grid and make it more resilient in the face of increasingly frequent and severe wildfires. Photo by John Storey.

Advocating for Members — Working to Restore Service

L.U. 1245 (catv,em,govt,lctt,o,t&u), VACAVILLE, CA — On January 29, Pacific Gas & Electric (PG&E) filed for bankruptcy, and IBEW Local 1245 has been working tirelessly to ensure our 12,000 members employed by the utility remain protected through the bankruptcy process. IBEW 1245 has successfully advocated for funding to ensure our members continue to receive paychecks. The union also nabbed a spot on the unsecured creditors committee, which has broad rights and responsibilities, including devising a reorganization plan for bankrupt companies and/or deciding what, if anything, should be liquidated. Additionally, the union has spoken out against the company’s decision to cancel its short-term incentive plan (STIP) payments for 2018, as it presents significant hardship to several dozen IBEW 1245 members who are part of the STIP program. Local 1245 is endeavoring to correct misleading and erroneous news articles that make false claims, including a recent column that claimed splitting apart the company’s gas and electric operations would increase customer safety. Local 1245 has opposed and will continue to oppose any sale or break-up of the company, as we firmly believe that our members, as well as the millions of customers in PG&E’s service area, are best served through continuity.

Local 1245 is outraged to learn that the California Public Utilities Commission Safety Enforcement Division plans to make the names of many hourly employees (including numerous 1245 members) public in its upcoming report on how PG&E complies with requests to “locate and mark” underground facilities prior to excavation in the area. The Coalition of California Utility Employees, which IBEW 1245 is a part of, has filed an emergency motion with the PUC to amend this decision.

“Up until now, it has been standard operating procedure to redact the names of such workers, as it

should be,” stated Local 1245 Business Manager Tom Dalzell. “I want to make one thing perfectly clear: departing from this policy and releasing the names of people who are working hard to make the system safer puts them in immediate jeopardy and presents a general privacy concern that should not be taken lightly,” Business Manager Dalzell stated.

IBEW 1245 members are still working around the clock to restore service in the areas impacted by the Camp Fire. This massive fire claimed the homes of 89 Local 1245 members, and thanks to several generous donations and support from the I.O., Local 1245 was able to issue \$1,000 relief checks to each member who has been displaced.

The work picture in Outside Construction remains very strong with no end in sight for both California and Nevada. The ongoing efforts to harden the grid against wildfires has left our jurisdiction with a generation’s worth of work, and we are routinely running open calls.

Rebecca Band, P.S.

Code of Excellence

L.U. 1347 (ees,em&u), CINCINNATI, OHIO — The IBEW Code of Excellence program was recently launched at both of our Duke Energy power generation stations during the month of February. [Photo at bottom, right.]

The events were welcomed with optimism by both our membership and the management team. As with any newly launched program, there are some questions about how everything works. Our members are encouraged to keep an open mind and be receptive. We are hoping that with the implementation of this program, we might be able to see some positive changes in our working relationship between Local 1347 and Duke Energy. With both parties on board, there is sure to be an improved working relationship, leading to a stronger foundation between the two entities. As always, we will strive to provide the safest, most skilled, and most reliable workforce.

Ray Fowee, Pres.

CPR Training Pays Off — IBEW Member Saves a Life

L.U. 1579 (i&o), AUGUSTA, GA — Local 1579 is very proud of 30-year member Jeff Munnerlyn. Bro. Munnerlyn went to work recently never expecting that he would make a huge difference in someone’s life.

That day at work, a manager on the Parson’s Salt Waste Project collapsed. Someone noticed and

called for help. Bro. Munnerlyn along with two other co-workers answered the call and performed CPR until the paramedics arrived and took over. This heroic act most likely saved a life as there was no pulse when CPR was started. I am happy to report that the manager, after spending some time in the hospital, is now back at work and healthy as ever.

CPR is a class that we give often at Local 1579. I know we may rarely have to use it, but Bro. Munnerlyn is our reminder to keep our CPR up to date and be ready for whatever the situation.

Until next time, God bless.

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

Organizing Wins In Saskatchewan, Canada

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — Score one more for the good guys! 2019 has already brought three more organizing wins in Saskatchewan.

Asst. Bus. Mgr. Drew McDonald has successfully certified three employers from Northern Saskatchewan: Peter Ballantyne Developments Limited Partnership/Peter Ballantyne Developments (1999) Ltd., Ptarmigan Line Solutions, and Ptarmigan Consulting.

All certification votes occurred in January of 2019, and all showed great support for IBEW representation.

Peter Ballantyne employees voted 80% in favor of unionizing, while Ptarmigan Line and Ptarmigan Consulting were 100% in favor.

Peter Ballantyne provides contracted material handling and salvaging services for the provincial utility company. Ptarmigan Line Solutions typically performs utility-based smaller-scale Quality Assurance/Quality Inspection contract work. They also hold permits and provide safety/oversight for line tree-trimming work and oil testing in Northern Saskatchewan. Ptarmigan Consulting predominantly administers pre-employment PLT (power line technician training) for Northlands College as well as other PLT utility training services.

“While individually these aren’t huge bargaining units, I am hopeful we will be able to prove ourselves with the Northern Saskatchewan communities and contractors,” stated Bro. McDonald. “Northern Saskatchewan is a large area on the verge of huge growth, and major opportunities for further certification if we can establish trust and valuable representation.”

Curtis Lizée, A.B.M.



IBEW Local 2067 logo.



IBEW Local 1205 Bus. Mgr. Lanny Mathis (back row, second from right) and labor contingent meet with Florida state Rep. Clovis Watson Jr. (front row, center). From left: Andy Starling, Jonathan Howell, Kayla Koehlmoos, state Rep. Watson, Bus. Mgr. Mathis, Heather Morris and Rowan Singleton.



From left: Mike Boots, Duke Energy production manager; IBEW Int. Rep. Larry Neidig III; Bret Riggins, Duke Energy plant manager; Local 1347 Bus. Mgr. Andrew Kirk; Local 1347 Pres. Ray Fowee; Executive Board member Lee McIntosh; and Asst. Bus. Mgr. Kenny Gross.

December International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:55 a.m. by Chairman Erikson on Tuesday, December 20, 2018, in Washington, DC. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Easton, Lavin and Galbraith.

International President Stephenson
International President Lonnie R. Stephenson met with the members of the International Executive Council to discuss a variety of matters affecting all branches of the Brotherhood.

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

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

Financial Reports
The International Secretary-Treasurer's Reports for the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

Resolution Regarding Pension Coverage for IBEW Officers
The International Executive Council took action to ensure that the pension benefits provided in the IBEW Constitution will be paid to a retiring International Vice President.

Resignation of John E. Easton Jr., Sixth District, IEC
John E. Easton Jr., Sixth District, IEC, read his letter of resignation to International

President Stephenson, International Secretary-Treasurer Cooper and to the members of the International Executive Council, effective December 31, 2018. The IEC would like to thank Brother Easton for his service and wishes him well in his new position.

In accordance of Article IV, Section 2, of the IBEW Constitution, International President Stephenson appointed Dean E. Wine to fill the vacancy, and the IEC unanimously confirmed his appointment to be effective January 1, 2019.

Appeals Filed with The International Executive Council
The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 353 member Aaron J. DeCoe, and it is the decision of the IEC to deny Brother DeCoe's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 113 member Eugene P. Stieben, and it is the decision of the IEC to approve Brother Stieben's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 3 member Robert E. Geronimo, and it is the decision of the IEC to approve Brother Geronimo's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 343 member Randy A. Thompson, and it is the decision of the IEC to approve Brother Thompson's appeal.

Local Union(s) Under International Office Supervision
Local Union 969 was placed under trusteeship on July 3, 2018. The trusteeship has been extended.

Article XX and XXI Cases
In the fourth quarter of 2018, there were no new case developments under Article XX or XXI of the AFL-CIO Constitution.

Retirement of International Representatives
John L. Faria., International Representative, Second District
Effective — December 1, 2018

Jack G. Heyer, Director, Personnel Department
Effective — January 1, 2019

Fernando Huerta, International Representative, Seventh District
Effective — December 1, 2018

Carolyn J. Williams, Director, Civic & Community Engagement Department
Effective — August 1, 2018

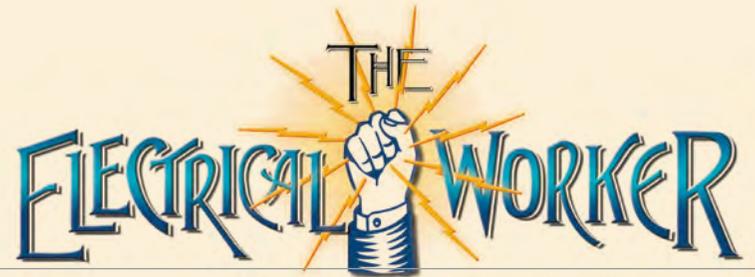
Retirement of International Office Employees
Zandra S. Brandon, Agreement Analyst, Agreement Approval Department
Effective — January 10, 2019

Janice M. Styles, Benefits Manager, Personnel Department
Effective — October 18, 2018

For the International Executive Council
This regularly scheduled meeting was adjourned on Tuesday, December 20, 2018, at 4:30 p.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Monday, February 4, 2019, in St. Pete Beach, Florida.

Patrick Lavin, Secretary
December 2018

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



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

| EXECUTIVE OFFICERS | Fourth District William W. Riley | Third District Michael D. Welsh | THE ELECTRICAL WORKER |
|--|---------------------------------------|--------------------------------------|--------------------------------|
| Lonnie R. Stephenson International President | Fifth District Frank Furco | Fourth District Brian G. Malloy | Editor Lonnie R. Stephenson |
| Kenneth W. Cooper International Secretary-Treasurer | Sixth District Dean E. Wine | Fifth District Brian K. Thompson | Mark Brueggenjohann |
| INTERNATIONAL EXECUTIVE COUNCIL | Seventh District Patrick Lavin | Sixth District David J. Ruhmkorff | Matt Spence |
| Chairman Christopher Erikson | Eighth District Ross Galbraith | Seventh District Steven Speer | Carol Fisher |
| INTERNATIONAL VICE PRESIDENTS | INTERNATIONAL VICE PRESIDENTS | INTERNATIONAL VICE PRESIDENTS | Alex Hogan |
| First District Joseph P. Calabro | First District Thomas Reid | Eighth District Jerry Bellah | Curtis D. Bateman |
| Second District Myles J. Calvey | Second District Michael P. Monahan | Ninth District John J. O'Rourke | John Sellman |
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| | | | Sean Bartel |
| | | | Colin Kelly |
| | | | Rix Oakland |
| | | | Colleen Crinion |
| | | | Michael Pointer |
| | | | Janelle Hartman |
| | | | Joe Conway |



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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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 the latest news about the IBEW, including the online version of the Electrical Worker, at IBEW.org.

YouTube

Women are an untapped resource in the building trades. Find out how the IBEW and the British Columbia government are partnering to recruit — and keep — women in the trades. bit.ly/IBEW_BCWomen

Vimeo

Check out the IBEW's new commercial at bit.ly/IBEWcommercial2019 and WePowerAmerica.org, a new resource to help recruit more people to the Brotherhood.

HourPower

Congratulations to the 2018 Hour Power Awards winners:
Instructor - Ben White, Tucson, Ariz., Local 570;
Journeyman Mentor - Brady Hansen, Seattle Local 77; Apprentice - Cory Davis, St. Louis Local 1.

ElectricTV

With the help of NECA contractor Continental Electrical and Joliet, Ill., Local 176, Magid Glove & Safety is building a new solar array that will drastically reduce carbon dioxide emissions.

ElectricTV.net



WHO WE ARE

Local 1212 Legend Mentors Young Members after Stellar CBS Career

Iconic sports venues like Augusta National and Daytona International Speedway came to feel like second homes for Neil McCaffrey during an award-winning career as a CBS camera operator.

But it may come as a surprise to some that the New York Local 1212 retiree learned his trade on a long-running daytime soap opera.

In 1974, when McCaffrey accepted a job at CBS after three years at ABC, his first assignment was manning a camera for "The Edge of Night." It wasn't as different from live sports as one might think.

In those days, the show was telecast live — think "Saturday Night Live" every weekday afternoon for 30 minutes, minus the laughs — so McCaffrey saw how veteran CBS camera personnel and technicians made quick decisions in a pressure-filled situation.

"It was the best way to learn," he said. "There's no going back. If you make a mistake, everyone knows it."

"They were teachers and a great bunch of guys," he added. "I didn't know anything. They took me in and shaped me and taught me what it was like to work for a professional company."

Nearly 45 years later, McCaffrey was days from retirement and working the main camera for the Army-Navy Game in Philadelphia last December, his last football game for the network. CBS officials surprised him with an on-air tribute that lasted more than a minute.



Eight-time Emmy winner and New York Local 1212 retiree Neil McCaffrey.

"Now more than ever, our younger members need to be reminded of our history and the importance of being the best at what they do while also being of service to others. I can't think of a better person to teach them that."

McCaffrey won eight Emmys during his career, five of which came as the lead cameraman for CBS' coverage of the Daytona 500 from 1979 to 2000. He was responsible for

those roles included service as a shop steward, a member of the Local 1212 negotiating committee and as chairman of the IBEW's national negotiating committee with CBS.

"Neil was consistently excellent on the job and always was looking for ways to help his brothers and sisters," Avigliano said. "Now more than ever, our younger members need to be reminded of our history and the importance of being the best at what they do while also being of service to others. I can't think of a better person to teach them that."

McCaffrey was a combat machine-gun operator in Vietnam and was commonly called "Sarge" because of his military service — although he's quick to remind people his highest rank was corporal.

Still, the nickname was an appropriate one. Neil Ambrosio, an international representative in the broadcasting department and former freelance graphic artist for CBS Sports, remembers meeting McCaffrey for the first time at an airport car rental counter as the two arrived for an assignment. Ambrosio was in a collared shirt and jeans and McCaffrey asked him if he had worn that on the plane.

"That's not how we do things at CBS," he told Ambrosio. "Dress like you own the plane, not like you are flying the plane."

To this day, Ambrosio wears a sport coat when traveling for work.

"He has been a great supporter of the union and invaluable in negotiations," Ambrosio said. "No other person I would rather go into battle with than Neil McCaffrey."

Despite all his time on the road and the responsibility of raising three children with Cindy, McCaffrey found time to be a leader within Local 1212 and nationally with the IBEW.

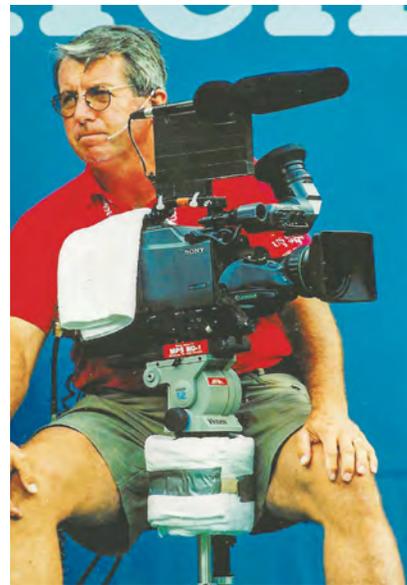
"One, I'm Irish, so I'm always looking for a good fight," he said with a laugh. "And two, my father was a negotiator."

John W. McCaffrey negotiated distribution contracts for breweries across New Jersey while the family grew up in Allenhurst in Monmouth County, just south of New York City. He later was a co-founder of the New Jersey Conference of Mayors.

"With that kind of background, it's kind of hard to sit on the sideline," he said.

In retirement, in addition to his work with Local 1212, McCaffrey plans to spend more time at home with Cindy in northern New Jersey. One thing is clear: He'll make sure to mention how much he values IBEW membership.

"CBS has always been looked at as the Tiffany Network and the reason is because of the quality of the work that the men and the women of the IBEW do, along with the rest of the company," he said. "We work together." ■



McCaffrey won eight Emmys during his career, five of which came as the lead cameraman for CBS' coverage of the Daytona 500 from 1979-2000. He was responsible for many of the pictures during the legendary 1979 race, when a last-lap crash between Cale Yarbrough and Donnie Allison led to the two trading punches on the Daytona infield while Richard Petty drove to an unexpected victory.

Unbeknownst to McCaffrey, his wife, Cindy, and the rest of his family provided pictures to network officials from his career and time in the Marines during the Vietnam War. They were flashed across the world while sideline reporter Jamie Erdahl told of his accomplishments.

"He's a special guy," play-by-play announcer Brad Nessler said as a camera flashed on McCaffrey. "We love him. We wish him all the best."

His career with CBS ended with retirement, but McCaffrey's influence on Local 1212 continues. He mentors younger members — not only on the finer points of sports television, but on the role of the IBEW in providing a better life for themselves and their families and how they must take an active role in that.

He's doing so at the request of Local 1212 Business Manager Ralph Avigliano, a longtime friend. Avigliano said that even while McCaffrey was in the midst of a stellar career and earned the respect of his superiors at CBS, he still made time for leadership roles in the IBEW.

many of the pictures during the legendary 1979 race, when a last-lap crash between Cale Yarbrough and Donnie Allison led to the two trading punches on the Daytona infield while Richard Petty drove to an unexpected victory. It was the first 500-mile auto race televised live in the United States and many NASCAR historians say it was the launching pad for the sport's explosive growth over the next 30 years.

"That's the excitement of the job," McCaffrey said. "The anticipation, knowing that something is going to happen that is totally unexpected and you have to be prepared for it."

He's worked the camera for the Super Bowl, NBA Finals, NCAA Tournament, tennis's U.S. Open and The Masters. He's also pitched in on the CBS News side, covering the inaugurations of six U.S. presidents.

McCaffrey is also an innovator. He's well-known throughout the broadcast industry for his development of a light-weight camera headset now widely used.

The idea came while he was preparing for President

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