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IBEW News



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THE IBEW's
2019 PHOTO CONTEST

Deadline: Oct. 1
See page 7 for details

The FUTURE of ORGANIZING

New Technology Builds on the Tried and True

New tools, like the Action Builder app above, allow organizers to ditch the notebooks, maps and spreadsheets of yesteryear and carry all the data they need in the palm of their hands.

The future of organizing is here, IBEW leaders say, and new tools and technology will play a key role in recruiting the next generation to meet the needs of a growing electrical industry.

Since Henry Miller first traveled the U.S. organizing members into the National Brotherhood of Electrical Workers in 1891, the mission has been the same: grow the union; increase the strength of workers through solidarity and collective action; and improve their lives.

A lot has changed in 128 years, but the IBEW's

THE TOOLS FOR SUCCESS

commitment to organizing every worker in the electrical industry is unwavering.

"Organizing is fundamental to who we are as a union and as IBEW members," said International President Lonnie R. Stephenson. "It's fundamental to getting the jobs that put food on our tables, too, and that's why we're embracing technology and methods that will help us revolutionize the way we organize more workers, more work and more contractors."

Over the last several months, membership development staff have introduced new online tools to support a strategic organizing approach at all levels and in all branches of the organization. A new recruitment website, an online organizing platform and local union strategic organizing plans are

designed to work hand-in-hand with existing infrastructure and to enhance and streamline the successful organizing strategies honed over the labor movement's history.

"These new investments in time and resources build on the tried and true organizing methods that we know work. They broaden our reach and make us more efficient," said Ricky Oakland, special assistant to the international president for membership development. "After a lot of work behind the scenes, we're excited to finally be able to share them with organizers at every level of the IBEW."

Are You an Electrician Looking for Work?

The North American construction industry is booming. That's great news for the IBEW's construction journeymen and apprentices, but it means a hard

THE FUTURE OF ORGANIZING *continued on page 4*

FROM THE OFFICERS

The Tools to Grow



Lonnie R. Stephenson
International President

Last month, I wrote to you about the importance of each of us taking on the responsibility of recruiting the next generation of electrical workers. We're all union members, and for the IBEW to grow and thrive, we need each of you to be a part of the effort.

This month, I want to talk about the tools we're providing you to do it.

Over the last year, our Membership Development Department has been working with the AFL-CIO to develop the Action Builder organizing platform. You can read more about it in this month's cover story, but let me tell you, it's going to revolutionize the way we find, track and contact potential members.

When I was coming up back in Illinois, an organizer's office — and car, and probably their home, too — was a mess. There were binders full of lists covered in notes, piles of paper and half a dozen well-worn road atlases, and keeping track of everything was a chore at best and impossible at worst.

It's been that way for as long as I can remember — until now.

With Action Builder, instead of printing out that list, you upload it. Then, from your computer or your smartphone, you can create maps for door-knocking, or assign lists for calling. You can customize this new system to whatever campaign you're on, whether you're organizing a nonunion construction site or conducting an internal campaign to engage your existing members.

This thing is an organizer's dream, and it's available to all of our locals right now.

I want to also talk about our new website, WePowerAmerica.org. For way too long, if you were a working nonunion electrician or a student thinking about an apprenticeship, it wasn't always easy to figure out where to get information about the IBEW. Maybe you knew of the local in your area or maybe you thought you had to know someone to get in.

With this new website, we're reaching out beyond those old ways to meet the needs of this booming industry of ours. In many parts of North America, we could put twice as many folks to work if only we had them. So, the website is a single point of contact to engage with would-be IBEW members, assess the skills they've already got and put them in contact with the local in their area.

And it's already getting results. Alongside the IBEWYes.com site for our non-construction branches, we're confident that anyone out there looking for a better life through the IBEW has a place to go to get answers, and that's going to change the way we organize new members.

This union changed my life 40 years ago when I joined, and I know it's done the same for so many of you. These new tools are going to help us improve a lot more lives in the coming years as we rise to meet the challenge of powering North America's progress. ■

What We Want in a Candidate

We're still nearly 18 months away from the next presidential election, but I'm sure many of you, like me, are eyeing the enormous field of candidates for president and wondering how to make sense of it all.

There are some declared candidates we've known for a long time and others who we're still getting to know, but we want to assure each of you that we're listening and asking a lot of questions of the women and men seeking to lead this nation. At some point, we may endorse a candidate, but we're going to take our time and make sure that the next president is one who will put working families first.

I've been disappointed over the last few years with pro-worker rhetoric backed up by anti-worker policies.

So far, this administration has passed a massive tax cut for the top 1 percent and worked to eliminate health care protections for people with preexisting conditions. It's put union-busting judges and bureaucrats in positions of power all over government and made it harder for us to organize and even keep our workers safe on the job.

We're two and a half years into an administration that promised us an infrastructure bill that we still haven't seen; meanwhile, we're still watching American manufacturers pull up stakes and head overseas.

So, here's what I hope IBEW members will stand up and demand of their next president.

We want a leader who is focused on the bread-and-butter issues that matter to working families; someone who's committed to quality health care, to protecting our pensions and our paychecks; someone who will hold bad employers accountable for mistreating or endangering their workers.

We want a leader who can bring together working families in every part of the country and stop sowing division at every opportunity.

We want a leader who isn't afraid to say "union"; someone who says what they mean and keeps their promises to the IBEW and to all union families.

That means someone who understands that the labor movement built the middle class, and that if we're serious about restoring it, then the labor movement must be treated as key partners in that effort.

That's the bar we're setting for an IBEW endorsement, and for those of you lucky enough to interact with some of these candidates over the next year, it's a message we hope you'll help spread. If working people stand together over the next year and a half, it's a message we know will be heard.

We don't take our job evaluating these candidates lightly, and every IBEW member should expect that whomever we endorse — if we endorse — will take their responsibility to working families just as seriously. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS
TO THE EDITOR

Preserving History

We were thrilled to see the progress in saving the Willow Run bomber plant in Michigan [*Electrical Worker*, April 2019], and especially liked seeing that IBEW members had a big hand in it. Naomi Parker Fraley, my husband's mother, was very involved when she was alive with the ladies' effort to save the plant. Joe Blankenship, my husband, has been a member of Riverside, Calif., Local 440 for over 50 years.

Naomi Parker is the woman whose picture, taken March 24, 1942, is believed to have been used by the artist who painted the "We Can Do It" poster for Westinghouse [pictured at right]. She passed away on Jan. 20, 2018.

Marnie and Joe Blankenship, Local 440 retiree
Riverside, Calif.



Editor's note: The "Rosie the Riveter" name, believed to have originated at the Willow Run bomber plant, has always been closely associated with the famous "We Can Do It" poster, although the two were created separately. Look up "Naomi Parker Fraley" online for more information about how she and women like her helped the U.S. win World War II.

Two Great Careers

As I complete my first year of retirement after 37 years as a journeyman inside wireman in the IBEW, I'm truly grateful for the memories, retirement benefits and the continuing Brotherhood I experience constantly. The IBEW is not just on the worksite, it is in the members. Being a member of a progressive and family-oriented local like Pocatello, Idaho, Local 449 has been life-changing. Participation in our meetings, politics, activities at home and on the road have been some of my fondest memories. We are a unique group of craftsmen, believing in Brotherhood, solidarity, collective bargaining and a better standard of living.

Phil Coleman, Local 449 retiree
Pocatello, Idaho

Thank God for our IBEW. I have been a member of Toronto Local 353 since 1968. As a young man, I served in the Greek Air Forces for NATO as a jet electrician on F-84Fs and T-33As. At the end of my service, I decided to emigrate to Canada, where I joined Local 353 and took many electrical courses and enjoyed many years of good work with my fellow members. My wife and I are very grateful for our union and we are praying daily for the protection and safety of our brothers and sisters.

Ted Thanos, Local 353 retiree
Toronto

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



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

Fighting for Safety

[Responding to "Fewer Inspectors, Less Enforcement: OSHA Trend Raises Risks for Workers," on Page 9 of this issue]:

We need to step up and fill this gap with our own brothers and sisters. I insist on safety at every turn not because of some regulatory force but because I want my team to go home safe and sound every day.

Nicholas Northrop, Local 113 member
Colorado Springs, Colo.

Syracuse, N.Y., Local 97 Members' 'Flawless' Replacement of Diesel Engine at Nine Mile Point Nuclear Station



Members of the Nine Mile Point team from Syracuse Local 97 pose for the camera after completing the marathon diesel engine replacement.



The nearly 25-ton engine block was craned into the nuclear station during the job, which required hundreds of electrical connections and even more teamwork.

When back-up generators at nuclear power stations stop working, the clock starts ticking before federal rules require the main unit to shut down. So, when the 49,000-pound back-up diesel generator went quiet at the Nine Mile Point Nuclear Station in upstate New York, the nearly 75 members of Syracuse Local 97 in the maintenance department had a monumental challenge on their hands.

Two years earlier, Gov. Andrew Cuomo signed an order saving the state's nuclear plants and the pressure to keep the lights on and maintain a perfect safety record became Job 1 to maintain public support for nuclear power.

Over the next fortnight, maintenance department mechanics, instrument techs, electricians and operators worked round the clock to remove and replace the damaged diesel unit.

"This operation involved more than 100 people and nearly 75 Local 97 members who needed to work flawlessly together. The stakes are extremely high, the time frame was short and the potential impact of any mistakes is hard to put into words," said Local 97 Business Manager Ted Skerpon. "And they nailed it. Flawless. A perfect 10."

Not even a minor injury. No mishaps. Every piece of equipment, every tool, every procedure was accounted for and followed.

"Throughout this evolution, the pride displayed by all involved was amazing," said Nine Mile Point Site Vice President Pete Orphanos. "There was such teamwork and collaboration."

He lauded the workers' craftsmanship and rigorous adherence to safe work practices.

Nine Mile Point's motto is "Pride in the Point," the company wrote in a statement. "The diesel engine replacement project is a perfect example of what pride in the point really means."

In less than two weeks, mechanics completed 250 connections, electricians completed 90 terminations, instrumentation technicians completed another 120, operators hung and removed 25 tag-outs and hundreds of new parts were replaced. Not a single nut, screwdriver or pen was unaccounted for, all within the severe security constraints that cover nuclear power plants.

"This is nothing more than what I know we are capable of," Skerpon said. "But still, when you see everyone performing at the very peak, with not even a minor mishap or error, you have to take a moment and tip your hat to the workforce." ■

"This operation involved more than 100 people and nearly 75 Local 97 members who needed to work flawlessly together."

— Local 97 Business Manager Ted Skerpon

IBEW MEDIA WORLD

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

IBEW.org

Get all the news for and about IBEW members, including the online version of The Electrical Worker, at IBEW.org.

YouTube

Visit YouTube.com/TheElectricalWorker for the story of Los Angeles Local 11's work on a stadium that's home to a pro soccer team and the future host of 2028 Olympic events.

Vimeo

Watch former Vice President Joe Biden's speech to the 2019 IBEW Construction and Maintenance Conference in Washington, D.C. at vimeo.com/IBEW.



HourPower

Want a chance to have your story ideas featured on a future IBEW Hour Power episode? Share them at IBEWHourPower.com.



ElectricTV

The new Interim Credentials Program gives high school students a fun way to gain exposure to electrical construction. Visit ElectricTV.net to check it out.



Continued from page 1

The Future of Organizing: New Technology Builds on the Tried and True

road ahead for organizers.

Consider the goal shared by President Stephenson and David Long, NECA's chief executive officer: to grow our inside market share 10 percent by 2025. "When the industry is growing the way it is, we need to be growing faster," Oakland said. "The alternative is that someone else gets that work, and we're greedy about winning jobs for our members and contractors."

In March, the IBEW launched WePowerAmerica.org with a mission to connect electrical workers with quality union jobs and to boost construction locals' market share.

"With this new website, men and women in our craft — or those who would like to join us — have a terrific way to learn about and apply for the thousands of good union electrical jobs that are expected to open up in the near future," Stephenson said. "We're reaching out to traditional apprenticeship applicants, but we want the folks already working non-union in the industry as well. There's a path to a better career with better pay and benefits for those people, too."

Prospective electricians visiting WePowerAmerica.org can connect with the IBEW as well as with employers, dispatchers and signatory contractors under the jurisdiction of more than 300 of the union's inside and outside locals.

"For the first time, we have a comprehensive, centralized listing of available work for a variety of experience levels across the United States," said Director of Inside Construction Organizing Virgil Hamilton, who hopes to eventually expand the site's reach to Canada, too.

The website assesses visitors' experience levels and then routes them to the right resources. Applicants can choose which locals will receive their application information, and those locals will contact the applicants and determine the next appropriate steps.

A separate, regularly updated "Hot Jobs" page on the site lists jobs that have a pressing need for electrical workers with inside or outside experience. Hamilton hopes that this page will serve as a magnet for both current and potential members, especially those willing to travel for work. Local leaders can contact their state organizing coordinator to have jobs placed on the page.

But organizing remains the website's primary objective. Its ability to connect nonunion electricians with IBEW organizers has Oakland and Hamilton excited about its potential.

"With corporate-owned temp agencies like Tradesmen International and Associated Builders and Contractors working harder than ever to replace us, this new website will play a crucial part in helping us meet our ambitious market share goals," Oakland said.

And if an applicant indicates that they have electrical experience with a non-signatory contractor or nonunion employer, Hamilton said, that's a perfect opportunity for locals to dig deeper and perhaps gain more market share.



Organizing new members into apprenticeships is critical to meeting the demands of a growing construction industry.

"The website is like a fishing pole," he said. "We might hook a little fish who knows where the big fish are and can tell us more about them."

Hamilton noted that a promotional push in the first month the site was live netted locals contact information for nearly a thousand experienced applicants. "Early results have been incredible," he said.

Members should expect to see WePowerAmerica.org showing up soon on T-shirts, business cards and television commercials. "What we're trying to do with this thing is to get our brand out there and get brand awareness and loyalty through repetition," Hamilton said.

The Professional/Industrial side of Membership Development has long maintained its own website at IBEWYes.com, aimed at organizing new IBEW members in the government, manufacturing, telecom, broadcast, railroad and utility branches.

"The site underwent a bit of an upgrade over the last several months," said Director of Professional/Industrial Organizing Jammi Juarez, pointing to a more modern look as well as some under-the-hood updates that improved its functionality.

"Potential members are looking at everything you do when you're saying the IBEW is the best choice to represent them," Juarez said. "Putting a professional face on that is really important."

Revolutionizing the Face-to-Face

As any good organizer would tell you, there's no replacement for a face-to-face contact. The trust required to take a risk and push for a better life for yourself and your family — for a union career — needs that look in the eye and the reassurance from someone who knows what's on the other side.



So how do organizers apply technology to a basic human interaction that's been around since the beginning of time?

Action Builder, a new tool for construction and professional/industrial organizers, puts the ability to condense hours of labor and mountains of paper into the cell phone already in your pocket, and it makes getting those face-to-face interactions quicker and more effective.

"This is a game-changer," said Eric Jackson, a state organizing coordinator in the Sixth District. "Doing an organizing blitz now with Action Builder compared with doing it 'old school' takes about half the time. It automates nearly the entire front-end planning process."

The tool's real advantage is how gathered information can be uploaded easily into the IBEW's Organizing Accountability Reporting System, Jackson said. "This cuts down on time in front of a computer doing data entry," he said, leaving more time for the local organizer to get in the field and do home visits.

"We're trying to make it easier for organizers to get out of the office and organize," said Adrian Saucedo, an international representative in the Membership Development Department who has helped lead the development and rollout of Action

Builder at the IBEW. "You're having conversations, not making presentations."

For Carl McPeak, a lead organizer in the 10th District, the IBEW's new tech tool has done just that, letting him spend more time on the fun part of the job, interacting with working people.

"Before, I'd get a hotel room with two beds," he said. "One was just to lay out notes on, with papers stacked all over, and I'd be up until 1 or 2 a.m. getting ready for the next day."

McPeak used Action Builder recently for the first time on an internal campaign at a Milbank Manufacturing facility in El Dorado, Ark., where he found the tool's ability to display his organizing team's notes in real time particularly helpful.

"Now, I can sit down at the laptop after I finish with house-calling," he said, "and 15 minutes later I'm done with the prep and cutting turf for the next day and can get some sleep like a human being."

A map function helps organizers more efficiently plan house calls, and the capability to create efficient routing from one call to the next will roll out soon. Action Builder also allows an organizer who spots a new, unlisted work site to record it for later investigation about the job's contractors and progress.

In the months before it was officially rolled out in March, Action Builder went through rigorous testing by organizers with Seattle Local 77, who used it on a membership outreach campaign, and by organizers with Richmond, Va., Local 666, who have been using the app for house calls.

"We're getting people used to the idea that the union is looking for workers," said Local 666 Business Manager Charles Skelly, who said he's intrigued by Action Builder's possibilities, especially as the tool helps him get a better understanding about what is happening in his local's sprawling jurisdiction.

"Any time we can move past pen and paper, that's awesome," Skelly said.

Since Action Builder was launched across the U.S. and Canada in March, more than 9,000 new professional/industrial and construction prospects have been uploaded to it for contact. Lists from jobsites and state licensing boards and eventually prospects from the WePowerAmerica.org and IBEWYes.com sites will exist there, too.

And although the easy-to-use tool does not require training, it's still available. "Get in touch with anyone on your membership development team, and we'll make sure your local organizers know how to make the most of this tool," Saucedo said. "We're going to keep improving it every chance we get."

At the International Office, Saucedo is available to assist members on the construction organizing side, and International Representative Jennifer Gray can help with those working with professional/industrial organizing.

"Action Builder is a particularly great tool for use on an ongoing internal organizing campaign," Gray said, especially in so-called "right-to-work" states and in light of last year's ruling by the U.S. Supreme Court in the Janus v. AFSCME case, which eliminated the requirement of organized state and local government workers to pay agency fees.

"You can house assessments and notes, tag workplace issues and concerns, record whether a worker has joined up, all within Action Builder," she said. "It's a tool customizable for locals' needs."

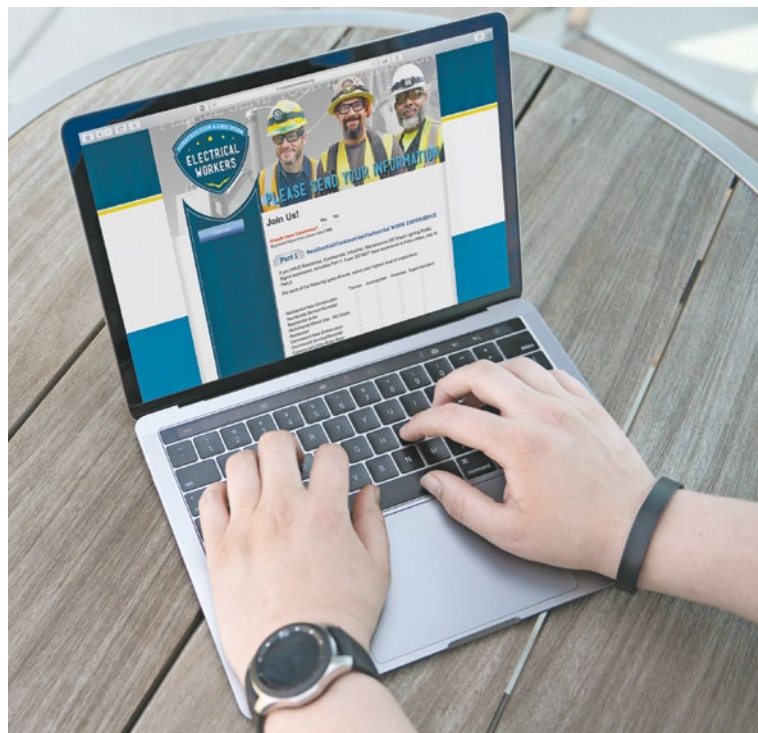
Make a Plan and Stick to It

It's not just technology that is changing the face of organizing across the IBEW.

"We can give you all the tools in the world, but if your members or your leaders aren't bought in to organizing, it's not going to do you any good," Oakland said. And that's where the final element in the new approach comes in.

His department's Strategic Organizing Program is a crucial piece of the process, designed to help turn every member into an organizer.

"Strategic organizing means asking the right questions to spur members into really thinking about what works and what doesn't," Hamilton said. "If the



The new WePowerAmerica.org website invites potential members to outline their level of electrical experience with a detailed questionnaire.

members don't have a say, they don't have any ownership or passion."

The new program emphasizes the necessity to organize the workers, the work and the employers simultaneously. "Putting all your energy into just one of those doesn't work," Hamilton said. "And you have to come up with strategies that cover the good times as well as the slow times."

"Our goal is to start a culture of change where all of the local's members are accountable. We want them to give some thought about how they get from where they're at to where they want to be."

To get buy-in from members, the program, which locals can request through their district office, begins with a full day of gathering information. The next day, Hamilton meets with the district and state organizing coordinators to turn what was learned into an organizing plan. That goes to the local's business manager and executive board for review and approval. "They're in control the whole way," Hamilton said.

"When we're done, the goal is that a local has a roadmap for growth, an

engaged membership and that we've planted the seeds to grow a culture of organizing," Oakland said. "When you put that together with these new tools, we think we've constructed a solid foundation for success."

But growing the IBEW and gaining market share and creating more jobs has to be a shared goal, from the top of the Brotherhood right down to the first-year apprentice, Stephenson said.

"Growing this union is the responsibility of each and every one of us," he said. "These new tools will help us do that, but it's the commitment from the sisters and brothers of the IBEW that will help us recruit those new members and win those jobs that can only be done by the best-trained, most professional electrical workers in North America."

Read more about another organizing tool, the IBEW's new national advertising campaign, on Page 20 of this issue. ■



Together, these new organizing tools will redefine the way we bring new people into the IBEW, brightening the work picture for every member.



Chicago Local 134 hosted a Math/Science Educator Day for local high school teachers in April.

Chicago Partnership Promotes Apprenticeships as Alternative to College

Identifying and encouraging high school students who might benefit from a career in the electrical trades is the aim of a new partnership between Chicago Local 134 and a school district in the city's northwestern suburbs.

"More and more young women and men are coming around to the realization that going to college is only one path of many available to them after graduation," said International President Lonnie R. Stephenson. "A lot of them might be interested in the electrical field, and this arrangement in Illinois could help them learn how to turn that interest into a rewarding, family-supporting career."

The recently announced partnership came about after months of meetings between Gene Kent, director of Local 134's IBEW-NECA Technical Institute, and Melissa Damewood, a teacher at Park Ridge's Maine East High School, part of Maine Township High School District 207.

"We'd already been looking into working with schools when Melissa got in touch with us," Kent said.

Like a lot of people, Damewood had not considered that entering the electrical field could be a practical post-high school opportunity. "Students needed more exposure to the trades," she said. "And too many times, 'No Child Left Behind' translated into, 'If you didn't go to college, you were left behind,' which isn't true."

Local 134 Business Manager Donald Finn said many of the district's students might never have learned about the IBEW without this partnership, which makes it a valuable component of his local's larger outreach strategy.

"What we're trying to do is get aggressive about changing the way we're looked at," Finn said. "We want the average person on the street to know what we do, and that we're not just about pulling wire, we're all over the board — in government, manufacturing and more."

Finn noted that more than half of Local 134's apprentices racked up debt on college degrees when they perhaps could

have saved that time and money had they known about opportunities in the trades earlier. "That's not to knock college, but it's not for everyone," he said.

Kent said that he and his team at the institute worked closely with Damewood to come up with a comprehensive plan. "We made an agreement that some of the classes that are geared toward the electrical industry could be worth points toward the apprenticeship entrance exam," he said.

"When you come out of our program, not only are you debt-free, you could be making six figures."

— Local 134 Business Manager
Donald Finn

Under the program, which starts officially this fall, students will be able to earn credit toward an IBEW apprenticeship test — should they choose to take one — as long as they earn at least a C in selected math, science and technical courses at the district's three high schools.

Of course, students would still have to pass aptitude and other tests before they could be considered for an apprenticeship. Finn estimates that his local receives around 2,000 to 3,000 applications a year for anywhere from 200 to 250 open slots, a number that varies with available work forecasts. The District 207 partnership program could help its students gain a bit of an advantage in the process.

Damewood said that this new partnership with the IBEW is part of a larger, growing initiative that she's leading in her school district, geared toward providing students with career options and choices by matching their interests with available opportunities.

The connection with the IBEW is among nearly 600 the district has made over the last several years to help students

gain authentic career experiences through internships, shadowing and mentoring.

"Many of our kids can't afford college because tuitions have quadrupled over the last 25 years," Damewood said.

Finn noted that emphasizing the rising cost of a college education — and the staggering personal debt that often results — can be an effective selling point when describing the IBEW to young people. "When you come out of our program, not only are you debt-free, you could be making six figures," he said.

To further promote the partnership, the institute hosted in April a Math/Science Educator Day, giving many of District 207's teachers a chance to experience the training facility firsthand and to get a look at how the institute's apprenticeship and continuing education programs work.

"It was a huge hit," Damewood said. "The teachers walked away in shock and awe at what was presented. Four even wanted to get students on board right away, before the end of the school year."

The program enjoys the full support of the school district's leaders, she said, and Damewood called the IBEW's backing "phenomenal." "Gene couldn't be more supportive," she said.

The Local 134 program isn't the only one of its kind. Many locals across the IBEW are working with local school districts to boost interest in apprenticeships and careers in the trade. At the international level, the new Interim Credentials Program being developed jointly by the IBEW and the National Electrical Contractors Association offers similar benefits. That program allows high school and college students, along with active-duty military personnel, to complete online courses required of all first-year IBEW apprentices before they officially start apprenticeships.

"Those online courses are credited once they enroll in a full apprenticeship program, so they can turn out earlier," Stephenson said. "It's exciting to see programs like these working to find new ways to track young people into the trades." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Canada's Coal Transition Report Issued With Input from IBEW Members

Canada's Just Transition Task Force issued its report on how to best protect workers and communities as the country phases out coal-powered energy, and IBEW members were there to make their voices heard. "It was a humbling experience," said Executive Assistant to the First District Vice President Matt Wayland, who served on the task force. "I'm proud of the work we did."

The 11-member team was formed last year to help Canada meet its target of phasing out coal by 2030, and to do it in a way that supports the communities and individuals impacted. In addition to Wayland, the group included representatives from the environmental, government, academic and business sectors.

The task force toured the four provinces with coal-fired energy: Alberta, New Brunswick, Nova Scotia and Saskatchewan. They visited seven facilities, hosted eight public sessions, and met with representatives of 15 communities and more than 80 stakeholder groups. In each province, IBEW locals participated in the meetings and discussions.

"Our locals were very well prepared," Wayland said. "They're doing everything they can to make sure no one gets left behind."

One of those locals was Regina, Saskatchewan, Local 2067, which the task force visited in June of 2018.

"There will be positives as a result of the recommendations put forth by the task force," said Local 2067 Business Manager Jason Tibbs, who made a presentation to the group. "However, they will not prevent members from losing their livelihood as well as significant lost values of their homes. The communities will be devastated by the phase out of coal-fired generation."

Tibbs said that a lot of his members feel that western Canada has been alienated from the rest of the country and that decisions made by the government are done without proper consideration of the effect on places like Saskatchewan.

"It was my desire that the task force go away with a graphic picture as to the true impact the closure would have on the affected members, families and their communities," Tibbs said. "The decision for some of the communities is a death sentence and I wanted the task force to see the reality of that and to put forth recommendations that would assist everyone who was negatively affected."

The situation is different in New Brunswick, where Fredericton Local 37 Business Manager and International Executive Council member Ross Galbraith noted that the province is already "punching above its weight" with regard to reducing emissions. In terms of community impact, however, many members share

sentiments with their brothers and sisters in other provinces.

"Nobody's jumping up and down about the report," Galbraith said. "It's hard to get excited about changes coming 10 years down the road. Still, it's a good road map for getting there and we appreciate the opportunity to be involved upfront and throughout the process."

In Alberta, the coal phase-out is already underway and many working people have already been laid off, including IBEW members. Following the release of the provincial government's 2015 Climate Leadership Plan, labour leaders organized affected unions to form the Coal Transition

Coalition, which included Calgary Local 254 and Edmonton Local 1007.

The task force's report noted that, "The work of the CTC was instrumental in defining the supports that Alberta coal-affected workers would need as a part of the transition. This is a concrete example of how ensuring worker involvement throughout the process leads to better policy decisions and ultimately better outcomes."

The task force came up with 10 recommendations that include increasing funding for resources like locally-driven transition centres, a pension-bridging program and investment in infrastructure projects in the impacted areas.

"The report allows the IBEW and other affected organizations to galvanize our support for those members who will be impacted by the policy changes, and to do our part to make sure that no one is left out," Wayland said.

The report, released in March, also noted the importance of a holistic approach that addresses the mental and societal impacts. As the Canadian Association of Physicians for the Environment noted in a companion report, planning is required to ensure that the transition's benefits are not offset by decreases in social detriments.

"It's not just employment that we're dealing with, it's fears and it's livelihood,"

Galbraith said. "It was good to see that the task force seemed to get that."

The Just Transition Task Force is the first of its kind, Wayland said, and could serve as a blueprint for other countries looking to move toward cleaner energy without unnecessarily disrupting its citizenry.

"It's important to remember that the mandate was not to change the position on shutting down coal, but how to transition," said First District International Vice President Thomas Reid. "A big part of that has to be making sure workers are involved from the beginning and not left behind to shoulder the brunt of this change." ■

Le rapport du Groupe sur la transition de l'utilisation du charbon du Canada a été publié à l'aide des membres de la FIOE

Le Groupe de travail sur la transition équitable du Canada a présenté son rapport sur la meilleure manière de protéger les travailleuses et les travailleurs et les communautés alors que le pays tente d'abandonner graduellement l'énergie à partir du charbon, et les membres de la FIOE étaient là pour faire entendre leur voix.

«C'était une expérience pleine d'humilité,» exprime Matt Wayland assistant exécutif au vice-président international, qui a siégé au sein du Groupe de travail. «Je suis fier du travail que nous avons accompli.»

L'équipe composée de onze membres a été formée l'année dernière pour aider le pays à atteindre ses objectifs quant à l'abandon de l'énergie à partir du charbon d'ici 2030, et de le faire de manière à ce que cette transition vienne appuyer les communautés et les individus directement touchés. En plus de Wayland, le groupe comprend des représentants des secteurs de l'environnement, du gouvernement, universitaire et des affaires.

Le Groupe de travail a visité quatre provinces qui produisent de l'énergie à partir du charbon, tel que : l'Alberta, le Nouveau-Brunswick, la Nouvelle-Écosse et la Saskatchewan. Ils ont visité sept centrales, ont tenu des séances publiques, et ils ont rencontré des représentants de 15 communautés et plus de 80 groupes de parties prenantes. Les sections locales de la FIOE de chacune de ces provinces ont participé aux réunions et aux discussions.

«Nos sections locales étaient très

bien préparées,» dit Wayland. «Ils font tout ce qu'ils peuvent pour ne pas laisser personne pour compte.»

La section locale 2067 située en Regina à Saskatchewan était parmi celles qui avaient été visitées en juin 2018 par le Groupe de travail.

«De bonnes choses vont ressortir suite aux recommandations présentées par le Groupe de travail,» mentionne le gérant d'affaires Jason Tibbs du local 2067, qui a fait une présentation au Groupe. «Cependant, ils n'empêcheront pas aux membres de perdre leur gagne-pain ni de perdre une valeur importante de leur maison. Les communautés seront dévastées suite à l'abandon graduel des installations au charbon.»

Tibbs dit que plusieurs de ses membres ont le sentiment que l'Ouest du Canada a été mis de côté et que les décisions prises par le gouvernement ont été rendues sans tenir compte des effets portés tels que sur la Saskatchewan.

«Je voulais que le Groupe de travail quitte en ayant une image de ce que l'impact de la fermeture aura sur les membres, les familles et les communautés directement touchés,» dit Tibbs. «La décision rendue pour certaines communautés est une peine de mort et je voulais que le Groupe de travail constate cette réalité et formule des recommandations qui viendraient aider toutes les personnes qui ont été aussi touchées.»

Alors que la situation est différente au Nouveau-Brunswick, le gérant d'affaires Ross Galbraith du local 37 et

membre du comité exécutif international de la FIOE mentionne que la province se surpasse pour réduire les émissions. Du point de vue de l'impact sur la communauté, plusieurs membres partagent la même opinion que leurs confrères et leurs consœurs des autres provinces.

«Personne ne saute de joie en raison du rapport,» dit Galbraith. «C'est difficile d'être enthousiaste des changements qui vont avoir lieu dans dix ans. Reste que c'est un bon plan pour s'y rendre et nous apprécions l'occasion d'en faire partie à l'avance ainsi que pendant le processus.»

En Alberta, l'extrait graduel des centrales de charbon est déjà en cours et beaucoup de travailleurs ont été mis à pied, y compris des membres de la FIOE. Suite à la publication du *Climate Leadership Plan 2015* du gouvernement provincial, les leaders syndicaux ont organisé un regroupement pour les syndicats affectés pour former le *Coal Transition Coalition*, qui comprend le local 254 à Calgary et le local 1007 à Edmonton.

Le rapport du Groupe de travail indique que, «le travail du CTC (Coal Transition Coalition) a servi à mieux définir l'appui que les travailleurs du secteur de charbon affectés auront besoin dans le cadre de cet extrait graduel. Il s'agit là d'un exemple concret qui explique à quel point la participation du travailleur conduit à de meilleures décisions politiques et finalement à de meilleurs résultats.»

Le Groupe de travail a formulé 10 recommandations qui incluent : l'augmentation du financement pour les res-

sources telles que les centres de transition dirigés localement, un programme de prestations de raccordement et l'investissement dans les projets d'infrastructures dans les zones touchées.

«Le rapport permet à la FIOE et aux autres organisations affectées d'encourager notre appui face à ces membres touchés par ces changements politiques, et de faire notre part pour assurer que personne n'est exclu,» dit Wayland.

Le rapport publié en mars indique également l'importance d'une approche holistique qui traite l'impact sur la santé mentale et sociétale. Comme l'Association Canadienne des Médecins pour l'Environnement a indiqué dans un rapport complémentaire, la planification est requise afin de s'assurer que les bienfaits de la transition ne soient pas compromis à cause d'une baisse dans les facteurs sociaux qui influent sur la santé.

«Ce n'est pas juste une question d'emplois, c'est la peur et les moyens de subsistance,» dit Galbraith. «C'est bien de voir que le Groupe de travail s'en est aperçu.»

«Il est important de retenir que le mandat n'est pas de changer la position pour fermer les centrales au charbon, mais comment faire la transition,» dit Thomas Reid le vice-président international du Premier District. «Assurer la participation des travailleuses et des travailleurs dès le début en fait une grosse partie et non être mis de côté pour supporter les difficultés occasionnées par ce changement.» ■

THE FRONT LINE: POLITICS & JOBS

BC Member First to Attend UN Conference on Women

Nicole Biernaczyk scored a first in a crowd of more than 10,000: she was the first Canadian IBEW member to attend the United Nations Commission on the Status of Women, one of the largest gatherings held by the esteemed international organization.

"I'm honored to be the first Canadian woman to attend this prestigious annual meeting," said the Vancouver, British Columbia, Local 258 assistant business manager. "It was an exhilarating experience."

The two-week-long meeting took place in March at the U.N. Headquarters in New York and was attended by women from across the globe. Biernaczyk, who attended in her capacity as a First District International Women's Committee representative, was among more than 70 members from the Canadian Labour Congress.

"The IBEW was very pleased to have Nicole attend on behalf of our sisters and our union," said First District Vice President Thomas Reid. "The conference presents a wonderful opportunity for her to learn and to bring that back to our women's committees."

The end result of the conference, which included panels, roundtables and events outside the headquarters, was the Agreed Conclusions adopted by member states that called for concrete measures to "bolster the voice, agency and leadership of women and girls as beneficiaries and users of social protection systems, public services and sustainable infrastructure."

As for what that means in practice, Biernaczyk pointed to an example at provincial utility BC Hydro.

"Sometimes we can't get the correct fire-retardant gear for our female members," said the former occupational safety officer. "It's really about getting women what we need and getting the policies and infrastruc-



Surrounded by Illinois union representatives at the state Capitol in April, Gov. J.B. Pritzker signs the Collective Bargaining Freedom Act banning local jurisdictions from creating their own right-to-work zones.

ture in place to make that happen."

Biernaczyk also pointed out that there are still incidents of sexual harassment and that, while things are getting better, there's still room for improvement.

"Every now and then a guy will half-joke about why there aren't 'men's committee' meetings and I just say, 'There are. They're called unit meetings,'" Biernaczyk said.

The global conference also formally recognized the importance of labor rights and protections.

"They get what we're saying, and that's empowering," Biernaczyk said.

She also noted that being around people from so many different countries opened her eyes to the challenges so many women face.

"It's not all about helping just ourselves. Comparatively, we've doing pretty good in Canada," Biernaczyk said. "But something's got to change, and if this is the way to get it done, then let's do it."

If given the chance to go a second time, Biernaczyk says she'd like to sit on a couple of panels.

"I don't like to just sit," the former outside construction worker said. "I like to contribute." ■

Illinois Bans Local Right-to-Work Zones as Elected Leaders Hit the Gas on Pro-Worker Agenda

An IBEW member's bill to ban cities and counties in Illinois from passing local right-to-work ordinances has become law, two years after the state's previous governor vetoed the legislation.

Championed by fourth-term state Rep. Marty Moylan, a retired business representative for Chicago Local 134, the bill fell just one House vote short of overriding Gov. Bruce Rauner's veto in 2017.

Voters ousted the virulently anti-union Rauner last November and bolstered what were already worker-friendly majorities in the House and Senate to veto-proof supermajorities. The right-to-work bill, called the Collective Bargaining



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.



Vancouver, British Columbia, Local 258 Assistant Business Manager Nicole Biernaczyk was the first Canadian IBEW member to attend the United Nations Commission on the Status of Women, held in New York.

POLITICS & JOBS *continued*

CIRCUITS

N.H. Nuclear Security Workers Making the Most of Membership

The IBEW has represented thousands of nuclear energy workers over the years, usually in either the construction or utility branches.

But in 2016, Manchester, N.H., Local 2320 leaders saw a different group of nuclear workers in need of a voice on the job.

Local 2320 is primarily a telecommunication local, so organizing 126 security workers at the nearby Seabrook Nuclear Plant wasn't the most natural fit. But two years later, those same members are thrilled with their choice. They're also among the region's most visible and outspoken in the fight to keep the Seabrook plant open and serving their community for years to come, Business Manager Steve Soule said.



The Seabrook Nuclear Power Station in New Hampshire is home to a unique set of IBEW members: security workers. They're helping lead the charge to keep the plant open.

"There are pressures on power generators because of societal desires to go to alternative forms of energy and the overall need for more power anyway," Soule said. "These members can talk to other community members and remind them these plants provide good-paying local jobs in a very competitive industry. They provide a sustainable power source that's clean."

The security workers are employed by G4S Security Services, a contractor working for plant owner NextEra Energy Sources. They had been represented by smaller unions in the past, but Bob Coffill, a nuclear security officer at the plant who now serves as a chief steward for the G4S employees, said there was little local presence. The security personnel felt like they had little representation if there was a conflict with management.

"We've been beat up every which way," he said. "To have actual representation is kind of new to our members."

They voted to accept Local 2320's representation in January 2017. A first contract was approved by the newly-organized members in January 2018.

"Having that huge international backing that the local gave convinced us this was the best way to go," Coffill said. "One of the best parts of having 2320 is they are 25 minutes away. If anything major happens, it's just a phone call to get some help."

"We went from having virtually no representation to being fully represent-

ed," he added. "It's like night and day. I don't know what more we could ask for."

It's also been a huge boost for Local 2320, Soule said. Many of the new members are active in the community and they've been out front in voicing support for the plant, whose future was in some doubt as other nuclear facilities around the country wind down toward closure or have already shut down. Local 2320's new members have been visible at public hearings and speaking to local media about Seabrook's importance.

In March, the Nuclear Regulatory Commission issued approvals that likely will extend Seabrook's operating license until 2050.

"They can talk to other community members about it," Soule said. "They know that Seabrook is an important part of this region."

IBEW members helped build the plant, located about 40 miles north of Boston and 10 miles south of Portsmouth, N.H., through its completion in 1986, but the IBEW does not currently represent any other workers there apart from the security personnel. Because of their IBEW membership, the newly-organized workers were able

to negotiate access to the NECA/IBEW Family Medical Care Plan. That not only provided quality health care, it cut their average annual medical costs by about one-third, Soule said.

Combined with wage increases negotiated into the 2018 contract, the newly-organized members will see their salaries rise by an average of 16 percent before the contract expires in 2022. They also have a stronger voice at the table.

"Steve and Jim [Golden, an assistant business manager and executive board member] have been very receptive and very thorough in researching whatever grievances they have and taking them to the highest level," Coffill said.

The new members understand the importance of brotherhood, too. They sent gift cards to linemen and members of Manchester Local 1837 when they were on strike against New Hampshire Electric Cooperative in May 2018. [The strike lasted two weeks before both sides agreed on a new 3½-year contract.] They also conducted a Toys for Tots drive that raised more than \$1,000 in cash and gifts for children in need at Christmas time.

It might have looked like an odd marriage to outsiders at first, but so far, it's been a highly successful one — all because both sides saw that IBEW membership benefits everyone.

"You recognize the member as a customer," Soule said. "That customer

service mentality is what brought this group to us, and they've been a fantastic addition to our local." ■

Texas Local Energizes the Next Generation

Last April, Houston Local 66's young members group had four members. Today, they have close to 50 — and they're showing no signs of slowing down.

"The IBEW in Houston is thriving," said Local 66 business representative and organizer Ben Holmes, who runs the group. "Hopefully it'll never end."

The group, dubbed RENEW 66, received its official Reach Out and Engage Next Generation Electrical Workers status in February. RENEW is the IBEW's initiative to get more young members involved in the union. But before that, they were already holding fundraisers, workshops and meetings, all to get more members invested in the Brotherhood.

"When people talk about the IBEW, they're talking about us, too," Holmes said of the younger contingent. "We're the future, and we can't rely on the old guard forever."

The rapid growth of the group is due to a number of factors, says Holmes, among them buy-in from leadership. Business Manager Greg Lucero has nothing but praise for RENEW 66.

"The group has got the young members talking union for a change," Lucero said. "We have given them a spot where they talk to others about their issues and feel like someone is listening."

Local 66's Facebook page and Instagram posts regularly feature members. Sometimes it's a member with a new baby, or someone who's just earned their journeyman card. And Holmes says he makes a video of every event they hold and shares it on social media.

RENEW 66 has helped the local increase participation throughout its 4,300-person membership, for example by having their meetings right before the general membership ones, so more people stay and participate in both.

"A lot of members are stepping up their engagement; some are even becoming stewards," Holmes said.

Last Halloween, the group put on a "trunk or treat" event where people dressed up in costumes and decorated

their vehicles and passed out candy for area kids, including those at a nearby women's shelter, an organization RENEW 66 has developed a relationship with. They've also done food and toy drives.

"The folks at the shelter might not know a lot about unions, but they know that they're a little happier because of IBEW 66," Lucero said. "If anything, it's a bit selfish for us because of the feeling we get being able to help."

The group is also applying for a charter to the Electrical Workers Minority Caucus, the Brotherhood's initiative to bring more diversity and inclusion into the union.

"I'm a white guy with red hair and a beard. It's important for me to be part of the EWMC, to be an ally for our brothers and sisters of color," Holmes said.

They're also excited at the prospect of getting more women involved.

"We don't want our sisters to deal with catcalls or any harassment," Holmes said. "This group is about helping people."

Holmes and Lucero also noted the number of travelers they get and how the group has helped in that regard. One way was by holding a collective bargaining agreement study group. On other occasions, they've held meetings where they go over what they call the "12 types of union personalities," asking members which they want to be.

"It's good for character building," Holmes said. "We want to send out not just a lineman but a union member, someone who knows the contract, and how to understand different perspectives." ■

Even in Right-to-Work Era, Northern Michigan Manufacturing Local Grows Membership

Growing membership in a manufacturing local is a challenge under any circumstances. American jobs continue to move overseas at an alarming clip, so growth in a right-to-work state makes it even more of an achievement.

But Iron Mountain, Mich., Local 2221 — in the state's Upper Peninsula along the Wisconsin border — has spurned the trend, using the growth of its two major employers and improved outreach by local officers and officials to more than



Members of Houston Local 66's Reach Out and Engage Next Generation Electrical Workers group hold a meeting.

double its membership since Michigan's right-to-work law passed in 2012.

Perhaps even more impressive is that about 90 percent of the roughly 600 covered employees have remained members, Business Manager Pat Dani said. That hasn't been easy because Dani and other local officers still work full-time for the two main employers, Boss Snowplow and Systems Control.

"I think we've done it by stepping in and representing people," said Dani, a 15-year employee at Systems Control, where he works as a fabricator-welder.

"In years past, we didn't provide a lot of representation. We didn't have a lot of training, especially on how to contest things when we had a problem with management. We got a lot of our stewards trained and we put in a lot more of them. We started paying them something and we gave them a decent wage. Otherwise, you can't get anyone to do the job."

Founded in 1962, Systems Control builds equipment storage enclosures and control and relay panels used in electrical transmission and distribution substations across North America. The company has long been successful, but Dani said less than 100 employees were covered by the agreement with Local 2221 when he joined the company.

Now, they number nearly 450. Systems Control has added an average of six to seven employees a week for the last three years, he said.

"When they started substation work, it took off," Dani said. "With the amount of work they're doing right now, they can't stop hiring."

The work has proven so lucrative the company was acquired by Comvest Partners, a private equity firm, in 2018. Company officials later announced they plan to add another 300 jobs at the Iron Mountain facility.

Boss Snowplow seems to be a perfect fit for Iron Mountain and the snowy Upper Peninsula. The company was founded in 1985 and has remained there through ownership changes. Local 2221 has represented its employees from the start and Dani noted that MJ Electric — an IBEW signatory contractor based in Iron Mountain — built the facility.

The company now has about 175 employees covered in its agreement with Local 2221. Its growth has not been as explosive as Systems Control, but it has emerged as an industry leader. It's expanded beyond snow plows to salt and sand spreaders and plows designed for homeowners. Company officials praise the craftsmanship of its workforce in promotional materials.

Dani said the companies agreed to give Local 2221 officials 30 minutes to meet with new employees during the hiring process, something they didn't have prior to the right-to-work law. In the past, they had to wait until new employees began working in the facilities.

At a place like Boss Snowplow, which has a large base of part-time employees, Local 2221 often finds itself re-recruiting employees when they return to the plant.

The best recruiting tool, however,

continues to be negotiating favorable contracts. At Systems Control, salaries are well above the average for other workers in the Iron Mountain area, health insurance is paid for and workers have access to a 401(k) retirement savings plan.

"People see that and realize what we have to offer and that their membership dues are being put to good use," Dani said. "Our biggest lift are young people coming in. A lot of them are just out of high school. They have no idea what the union is all about, so we have to educate them."

Sixth District International Representative Bob Koerschner, who has worked closely with Local 2221, said that while right-to-work remains a threat to organized labor, local unions can minimize its impact by preparing wisely.

"The training the local requested from our office and received has been very helpful, but honestly, the biggest difference-maker is the dedication of the officers and stewards," he said. "They already have tough full-time jobs and then they put in more time to work for the benefit of the members and the good of the union. It's impressive."

Koerschner said it's also led to improved relations with both companies, where management understands that Local 2221 is speaking on behalf of its members with a unified voice.

"The overarching message is that the companies need to know that the members — their employees — believe in the union," he said. "That's when they really listen." ■



Boss Snowplow employs about 175 members from Iron Mountain, Mich., Local 2221. The manufacturing local has seen explosive growth since 2012.

Credit: Creative Commons / Flickr user Pro-Tech Snow Pusher

SPOTLIGHT ON SAFETY

Fewer Inspectors, Less Enforcement: OSHA Trend Raises Risks for Workers

As the number of OSHA inspectors shrinks, enforcement action to safeguard workers is on the decline — at the same time that investigations into workplace deaths and injuries are rising.

A new study of Occupational Safety and Health Administration data since 2016 suggests that record-keeping sleight of hand is masking a significant drop in major cases arising from inspections and the costly penalties that help deter employers from cutting corners.

On the surface, OSHA reports a similar number of inspections in recent years, says researcher Deborah Berkowitz, formerly a senior policy adviser at OSHA who directs the Worker Health and Safety Program at the National Employment Law Center in Washington, D.C.

"But digging just a bit beneath the surface, it becomes clear that this is a false narrative and that the agency is prioritizing quantity over quality, in an effort to disguise what is really going on," Berkowitz writes.

What's going on in large part is that the ranks of OSHA inspectors, officially called compliance officers, are at a historic low.

"OSHA's inspection resources are so limited that it would take the agency more than 150 years to visit every workplace under its jurisdiction just once," Berkowitz said.

In 2010, according to the report, OSHA had 1,016 inspectors, virtually the same number it had three decades earlier. By 2016, the agency was down to 952 inspectors. By Jan. 1, 2019, it had dropped to 875.

Labor Secretary Alexander Acosta told a House appropriations subcommittee April 3 that OSHA hired 76 new inspectors in 2018. But none were hired earlier in the Trump administration and the employees training now can't conduct field investigations on their own for three years. Meanwhile, attrition continues.

"They are deep in the hole of hiring, and the vacancies are sitting there," Berkowitz told the IBEW. "They have also changed how hiring is done, and that has slowed the process down."

Overall, workplace fatalities fell slightly in 2017, the most recent data available from the Bureau of Labor Statistics. But at 5,147 deaths, the tally was still the second-highest in nine years.

BLS numbers are always larger than OSHA's, as they cover more industries and include work-related vehicle fatalities. Federal OSHA is responsible for most construction and general industry worksites in 29 states; others have state-based programs.

Last year's BLS statistics won't be published until December. But OSHA data for 2018 show that it investigated 921 fatalities and catastrophes, a classification for incidents that hospitalize three or more workers. That's 10 percent more than in 2017 and the highest number in a decade.

Yet the agency is conducting fewer of the inspections crucial to preventing deaths, injuries and illnesses on the job.

Berkowitz's report cites disparities between the 2016 and 2018 fiscal years, which run from Oct. 1 to Sept. 30:

- Inspections to prevent combustible dust explosions dropped by nearly 20 percent, from 491 in 2016 to 396 in 2018.
- Inspections to protect workers from dangerous heat plummeted from 187 to 105, even though 2018 was the fourth-hottest year on record in the United States.
- Inspections to measure individual workers' level of exposure to toxic chemicals decreased by 20 percent.
- Investigations resulting in high penalties for employers were cut in half, from 131 to 66.



Federal OSHA is responsible for safety and health enforcement at construction sites, like this one at National Harbor outside Washington, D.C. Since this Department of Labor photo was taken in 2016 during a safety event attended by DOL officials, the number of OSHA inspectors has hit a historic low, reducing oversight and consequences for rule-breaking employers.

The way OSHA tracks inspections was changed near the end of the Obama administration to better reflect the time and resources invested in more complicated probes.

Each type of inspection is weighted and given an "enforcement unit" value. Combustible dust, for instance, counts as two units, heat as four units and high-penalty cases as eight units.

Many inspections, those deemed "quick" by OSHA, count as a single unit. Those climbed to 28,322 in fiscal year 2018, an increase of 660.

But the tally can be deceptive. On a construction site, for instance, an inspector's visit may involve multiple subcontractors, each counting as separate inspection.

There's already evidence that less oversight is putting workers at risk. For instance, Berkowitz cites tragedies at poultry plants, where multiple amputations and other severe injuries were reported in 2018 but never investigated.

Three months after an amputation at one plant, another worker suffered the same fate, but OSHA still didn't investigate, she said.

That's detrimental to workers far beyond a single factory or construction site, her report emphasizes, because deterring other employers from making the same mistakes is essential to OSHA's mission.

Under pressure from big business and its allies in the Trump administration, the report states, OSHA has limited its public statements dramatically — going far beyond the drop in inspections themselves.

"In fact, OSHA has all but halted the issuance of press releases on enforcement actions," Berkowitz writes, citing just 158 releases in 2018, one-third of the 470 issued in 2016.

International President Lonnie R. Stephenson said that federal OSHA is on a slippery slope under current leadership.

"Workers' safety should never be a political issue," he said. "For nearly 50 years, OSHA inspections have helped prevent employers from taking shortcuts when it comes to safety and health. You can't put a price on the peace of mind that gives workers and their families." ■

TRANSITIONS

DECEASED Kenneth R. Johnson



Retired Ninth District International Representative Kenneth R. Johnson died on Feb. 28. He was 83.

According to family lore,

Johnson's grandparents moved by covered wagon from Texas to Southern California sometime in the late 1800s. His father, Verel, became a member of El Centro, Calif., Local 447 and later served as a Ninth District international representative. Local 447 was amalgamated into San Diego Local 569 in 1980.

Kenneth was born in 1935 in Imperial, Calif., and was initiated into Local 447 in 1952. In the mid-1960s, he served as the local's recording secretary and on its executive and examining boards before beginning a four-year stint as business manager in 1968.

In 1972, then-International President Charles H. Pillard appointed Johnson an international representative for the Ninth District. At the time, retired Local 569 business representative Rick White was a young journeyman wireman serving on Local 447's executive board.

"Kenneth approached me about running for the business manager position," said White, who ended up winning election then and twice more after that. "He mentored me for several months and assisted me with tactics to use in negotiations with the Imperial Irrigation District."

Two of Johnson's brothers also were journeyman wiremen, as was his son, King, a member of Local 569 who died in 2013.

"For us, the union has been a family affair," said Johnson's daughter, Paula. "The IBEW took care of our family for sure."

Although he was a dedicated and busy unionist, Paula said that her father always managed to spend time with her, her son, Ryan, and the rest of the family. "He was a really good dad and a great provider," she said. "I remember a lot of times on a Saturday or Sunday, he would tell us, 'We're going for a drive.'"

Johnson also was a hunting and fishing enthusiast, and Paula recalled how on more than one early Thanksgiving morning he would take his family pheasant hunting.

"My dad was a union man through and through," she said. "He was very generous with everybody, just one of those guys who would stick by you."

Johnson would do anything for the IBEW and its members, White said, a sentiment seconded by former Local 569 Business Representative Kris Hartnett.

"Kenny was a dominating presence in any setting, but he was also a quiet listener," said Hartnett, who remembers working with Johnson on the negotiating committee for the local's residential agreement and at a grievance hearing.

"When he met you, he would shake your hand and look you in the eye," he said. "The handshake was very firm, so

you knew who you were dealing with."

Hartnett recalled being dispatched by Johnson to deal personally with poor conditions at a job site where Johnson's son, King, was working, a long five hours' drive away in the Palo Verde Valley desert near I-10's crossing into Arizona. "I believe the contractor was afraid that Kenny might show up on his front porch," he said.

"I respected him for always telling it like it was even when I disagreed with him, and he always told the truth," Hartnett said.

Before his appointment as an international representative, Johnson served on a number of his local's committees, including the negotiating, safety, and apprenticeship/inside committees. He also was a one-time executive secretary/business manager for the Imperial County Building and Construction Trades Council, and he was a member of the IBEW-Carpenter National Joint Jurisdiction Committee.

"Kenny lived and breathed IBEW," said Cecil Wynn, a retired Ninth District international representative who worked closely with Johnson.

Wynn recalled how Johnson could always be found on the front lines defending electrical workers, whether it was in the face of the sometimes-violent protests against the construction of the Diablo Canyon nuclear power plant near San Luis Obispo, Calif., or in the IBEW's fight against companies' use of prison inmate labor on public works projects in Nevada.

"Kenny was who you were dealing with," said Wynn, who retired in 2007. "He was my hero."

Wynn said that Johnson also had a mischievous sense of humor. "Kenny used to pull jokes on people," he said, adding with a laugh that many of those gags — such as the unique way new international representatives were "initiated" into the Ninth District office — probably were not fit to be described in print.

A heart condition forced her father to retire in 1990, Paula said, a little earlier than he might have expected. Johnson's wife, Ilene — better known as Pinky — preceded him in death in 2017.

On behalf of the IBEW's members and staff, the officers offer our deepest sympathies to Brother Johnson's family. ■

DECEASED Fred C. Robinson



Fred C. Robinson, a Georgia Power lineman who served his local as president before a long career as a Fifth District international representative, died April 16. He was 93.

Robinson, who retired in 1988, was initiated into Rome, Ga., Local 847 more than 40 years earlier after serving in the U.S. Navy during World War II.

He was so eager to serve that he and a friend fudged their birthdates and left high school early, said Dinah Brock, one of

Robinson's three daughters. Not long after basic training, he was injured in a fall on a naval ship and medically discharged.

"He came back home and all the best jobs in town were with Georgia Power," she said. "The foreman said, 'I'll give you a job, but you need to go back and get your high school diploma.'" Her father went back to class, graduating from high school and later attending the University of Georgia's labor school.

As a young lineman, Robinson was assigned to Georgia Power's Cedartown location. There, he met his future wife, Jean, who worked in the company's office.

He quickly became an active member of Local 847, serving on the executive board, as vice president and then as president and acting business manager until he was asked to join IBEW's international staff in 1963. His local amalgamated with Atlanta Local 84 in 1971.

Robinson, who was on the road in the South as a representative most Mondays through Fridays, helped his daughters understand the value of unions. "He told us how unions were not only for a good wage, but they were for safety — in the mills, shipyards, everywhere, safety was a big concern, and that was something unions stressed," Brock said.

She called him "a godly man who knew right from wrong," thanks to a strong mother who raised him and his five sisters alone on the family's farm after their father died. "She taught them all to go out and work hard," Brock said.

Retirement gave him welcome time to spend with his family and pursue his hobbies. An enthusiastic baseball and basketball fan, he also enjoyed golf, pool, fishing and hunting. He was an avid reader who read the newspaper every day until his failing eyesight made it impossible.

Except for near-blindness, Brock said, he was still spry at 93. He had an apartment in an assisted living center where he loved playing Bingo — they let him use the same two cards, which he'd memorized. He spent the last day of his life introducing residents to old friends who'd come to live at the center. That night, he suffered a fatal stroke in his sleep.

Robinson's survivors include his three daughters, six grandchildren and 10 great-grandchildren. His wife died in 2011.

Growing up, Brock fondly recalls playing with other IBEW children while their fathers met at the Local 847 hall. "The kids and the wives would be outside, while the men were all inside at the meeting," she said.

She knew that other families in their town were opposed to labor, divided by organizing drives by another union at a nearby textile plant. Schoolmates sometimes said unkind things to Brock and her sisters, knowing their father was a union man.

"I remember hearing people talk about the union like it was something really bad," she said. "But I knew it was something really good, or my daddy wouldn't have had anything to do with it."

The IBEW honors Brother Robinson's proud service and offers our deepest sympathy to his family. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in March 2019

Local	Surname	Date of Death	Local	Surname	Date of Death
1	Bauza, D. T.	1/31/19	16	Owen, D. J.	12/15/18
1	Buschmann, M. A.	11/19/18	17	Pascador, J. L.	12/30/18
1	Carapella, A. V.	1/9/19	17	Rucinski, E.	1/9/19
1	Herschel, C. J.	11/21/18	20	Adair, J. T.	1/27/19
1	Liberton, T. E.	12/9/18	20	Delashaw, K. M.	7/8/18
1	LoPorto, S. J.	11/23/18	20	Wells, S. S.	1/31/19
1	Phillips, J. T.	12/30/18	21	Spencer, I. D.	4/19/18
1	Thompson, R. D.	1/26/19	22	Ashmore, G. W.	1/10/19
1	Wells, D. W.	1/15/19	22	Brown, P. E.	12/9/18
3	Abbatiello, A.	1/10/19	23	Boegeman, C. E.	10/7/18
3	Amato, M. J.	1/16/19	24	McClure, H. A.	1/27/19
3	Cahill, H.	12/13/18	24	Wanner, R. B.	10/22/18
3	Camuti, T. E.	1/29/19	25	Eisenhauer, G. P.	1/12/19
3	Cohen, A.	2/25/19	25	Lopiccolo, F.	2/22/19
3	Collins, S. M.	2/19/18	25	Sarvis, S. M.	1/14/19
3	D'Angelo, S. L.	12/19/18	25	Stringer, W. D.	1/1/19
3	Fahan, K. F.	11/15/17	26	Alcorn, E. R.	1/4/19
3	Ferrick, J. W.	12/28/18	26	Awuah, Y.	1/29/19
3	Fratacci, D.	12/24/18	26	Bethea, R. J.	1/30/19
3	Garrett, L. J.	3/23/18	26	Kern, W. H.	1/5/19
3	Gonzalez, F.	11/21/18	26	Laddbush, J. F.	1/18/19
3	Klappert, F. E.	2/8/19	26	Mitchell, T. M.	1/19/19
3	Kravitz, H.	12/5/18	34	Kyle, M. S.	1/16/19
3	Lantigua, E.	11/21/18	35	Francis, C. B.	1/11/19
3	Lefberg, R. E.	1/7/19	35	Mancini, R. L.	1/12/19
3	Leibowitz, S. A.	12/17/18	38	Boyle, M. J.	1/28/19
3	Licatesi, T.	7/23/18	38	Dzomba, G. A.	2/14/19
3	Lopez, R. C.	12/3/18	38	Engelke, G. L.	1/16/19
3	Martin, M. L.	12/18/18	38	Kistemaker, C. J.	9/15/18
3	Moschitta, P. M.	1/21/19	38	Soroky, A.	1/19/19
3	Nalbene, J.	12/28/18	40	Cavazos, J.	8/30/18
3	Nir, S.	12/12/18	40	Cenzano, C.	12/5/18
3	Pellegrini, E. A.	2/1/19	41	Peters, A.	1/27/19
3	Poyser, A. A.	11/28/18	42	Chasse, V. P.	1/23/19
3	Robinson, L. C.	9/28/18	42	Depta, A.	11/10/18
3	Scharff, H.	1/17/19	42	Dishereits, L. J.	12/9/18
3	Smith, L. L.	1/17/19	42	Faucher, L. R.	11/19/18
3	Spaulding, J. J.	12/10/18	44	Thomas, W. H.	11/27/18
3	Sweeny, R. J.	3/8/18	45	Wong, W. E.	11/19/18
3	Verdi, V. J.	1/13/19	46	Sowers, L. D.	10/20/18
3	Williams, R. M.	4/17/18	46	Wilson, W. H.	2/5/19
3	Zanca, J. F.	11/24/18	47	Hinkle, L. N.	10/26/18
3	Zaslavsky, C.	1/24/19	47	Laffoon, T. T.	1/31/19
4	Eckstein, W. F.	11/14/18	47	Rios, F. M.	2/8/19
5	Bauer, T. R.	1/11/19	47	Wolff, B. R.	12/9/18
5	Kramer, C. A.	2/4/19	48	Calkins, B. D.	11/30/18
5	Leary, G. T.	1/2/19	48	DeWolfe, J. M.	2/14/19
5	Zunic, J. W.	1/12/19	48	Guler, D. C.	1/15/19
6	Neeson, D. V.	4/18/18	48	Rennells, C. S.	1/27/19
6	Ricketts, D. F.	1/5/19	48	Thorkildson, J. E.	2/2/19
7	Horton, J. G.	1/16/19	51	Hocking, T. J.	12/10/18
8	Akenberger, R. D.	12/17/18	51	Phelps, R. K.	11/20/18
8	Kern, A. F.	1/7/19	51	Poole, D. D.	12/19/18
8	Kroll, J. E.	10/28/18	53	Tuttle, J. H.	1/4/19
9	Dicks, L. J.	12/6/18	53	Widener, R. A.	1/11/19
9	Roelle, W. G.	12/29/18	56	Hopshire, F.	12/18/18
11	Barnhart, C. R.	12/29/18	57	Davidson, J. M.	12/20/18
11	Castro, W. L.	11/26/18	58	Ainge, T. L.	12/10/18
11	Cole, G. A.	1/10/19	58	Brand, J.	10/18/18
11	Disalvo, J. J.	12/12/18	58	Hopson, J. E.	1/14/19
11	DuLac, R. L.	1/10/19	58	King, G. H.	12/8/18
11	Fain, G. E.	4/1/15	58	Phelps, C. E.	1/17/19
11	Hoffman, P. D.	1/21/19	58	Schenk, E. P.	1/18/19
11	Kelley, D. R.	2/10/19	58	Sprague, D. G.	1/27/19
11	McMurtrey, D.	12/28/18	60	Hough, J. L.	1/7/19
11	Roha, C. H.	12/30/18	64	Pfund, E. M.	1/7/19
11	Scott, D. A.	1/18/19	66	Goodwin, T. C.	12/20/18
11	Westerling, G. C.	9/27/18	66	Hannah, B. A.	1/6/19
16	Martin, R. C.	1/27/19	68	Cleary, M. J.	1/8/18
16	Mills, R. L.	1/31/19	68	Goodman, H. J.	12/3/18

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
73	Turpin, F.	10/5/18	134	Kassner, J. D.	1/15/19	271	Diaz, R.	1/10/19	388	Prieve, K. W.	12/14/18	613	Reagin, H. F.	1/19/19	1245	Walker, W. A.	10/10/18
77	Pithan, R. A.	12/24/18	134	Littel, L. J.	1/17/19	275	Laban, R. E.	1/31/18	402	Forbes, B. R.	1/31/19	617	Sawyer, J. W.	4/13/18	1249	Hill, D. W.	2/1/19
80	Decker, J. M.	1/15/19	134	McAndrews, J. P.	1/7/19	278	Harris, S. M.	1/17/19	402	Huinink, R. H.	11/4/18	639	Hamlin, D. B.	12/25/18	1249	Sheldon, E. K.	12/10/18
84	Long, J. E.	1/4/19	134	McDonnell, W. J.	2/2/19	278	Leal, L.	12/19/18	413	Dixon, R. J.	10/27/18	640	Thomas, D. K.	1/25/19	1253	Weed, C. A.	2/1/19
86	Annas, D. E.	12/4/18	134	Montenegro, O.	11/2/18	280	Gatchet, E. E.	12/3/18	413	Monroy, F. G.	10/20/18	640	Williams, N. M.	12/24/18	1263	Swilley, J. W.	9/20/17
86	Kiefer, G. J.	1/1/19	134	Pasowicz, L. F.	1/17/19	288	Kremer, J. J.	1/30/19	424	Ford, G. C.	10/8/16	648	Byrne, E. P.	1/8/19	1319	Deslich, J. V.	2/6/19
86	Mason, H. F.	3/2/19	134	Pauls, W. H.	1/10/19	288	Smith, P. M.	1/27/19	424	Mclvor, T. F.	12/23/18	648	Fuerst, R.	10/30/18	1340	Murphy, C. L.	8/23/18
86	Reisig, K. G.	1/3/19	134	Plahm, W. G.	1/21/19	292	Barnes, D. L.	1/2/19	429	Anseth, G. M.	2/11/19	659	Bilyeu, F. A.	3/28/18	1393	Peal, J.	1/27/19
86	Vogt, W. M.	2/1/19	134	Rudman, D. E.	11/28/18	292	Bisek, L. B.	2/1/19	429	Ladd, W. W.	1/8/19	659	Cave, J. S.	11/9/18	1426	Bonlie, E.	3/1/17
86	Weller, G. G.	6/18/18	134	Salerno, J. E.	1/26/19	292	Fasbender, T. D.	2/7/19	441	Lindman, R. A.	1/7/19	659	DeAvilla, R. W.	1/31/19	1426	Railsback, C. F.	12/29/18
90	Jastremski, R.	1/15/19	136	Hamner, R. H.	5/11/17	292	Hagen, D. M.	2/24/19	443	Brooks, B. E.	12/24/18	659	Stenseng, L. D.	1/18/19	1426	Swenson, K. M.	1/23/18
98	Coluzzi, M.	1/17/19	139	Robinson, E. B.	11/28/18	292	Koll, R. E.	2/6/19	443	McClaney, R.	11/3/18	659	Webb, C. F.	12/9/18	1547	Bunselmeier, D.	12/15/18
98	Harley, R. C.	1/20/19	141	Kinnison, J. C.	12/13/18	292	Ramerth, J. T.	1/30/19	446	Fatheree, M. B.	9/21/18	665	Milton, H.	12/3/18	1547	Whitt, R. E.	12/14/18
98	Kolb, J. T.	12/15/18	141	McClellan, J. P.	1/23/19	294	Stevens, R. L.	12/21/18	449	Bossert, P.	2/8/17	665	Osterbeck, R. E.	1/14/19	1579	Barnes, J. R.	2/18/19
98	Owens, W. E.	2/22/19	143	Six, J. W.	1/22/19	302	Penn, J. R.	12/13/18	456	Madgyesy, K. F.	2/7/19	666	May, J. R.	1/25/19	1579	Flanders, R. J.	2/4/19
98	Palandro, D.	1/2/19	145	Crow, R. E.	1/10/19	304	Bond, W. I.	1/24/19	465	Bowie, B. T.	11/7/18	666	Woolridge, L. B.	1/26/19	1579	Giles, L. M.	1/4/19
98	Rowan, T. D.	4/18/18	145	Koloc, A. A.	1/19/19	304	Laverack, R. E.	1/25/19	466	Garrett, D. L.	2/3/19	668	Maslin, E. W.	2/2/19	1579	McKenney, J. S.	1/25/19
99	Anastacio, L. P.	12/28/18	145	Morrow, J. L.	1/11/19	309	Leader, J. B.	1/14/19	474	Caron, R. J.	10/25/18	683	Cruz, R. R.	1/11/19	1585	Kralj, J. F.	1/23/19
99	Therien, R. C.	12/28/18	145	Summers, S. D.	2/1/19	322	Toth, G. T.	1/22/19	474	Gavrock, B. E.	12/1/18	683	Ralls, D. A.	1/23/19	1687	Morin, L. L.	12/28/18
100	Johnson, M. L.	1/27/19	150	Ackland, D. M.	1/5/19	326	Sheeley, G. T.	1/26/19	474	Robertson, J. W.	12/17/18	683	Wolfe, E. K.	12/6/18	1701	Taylor, W. E.	12/10/18
100	Parrish, R. H.	12/20/18	150	Brown, S. L.	11/29/18	332	Curtis, G. S.	1/2/19	474	Thomas, L. C.	12/26/18	692	Hickman, G. C.	11/2/18	1753	Bunch, L. A.	1/29/19
102	Waldron, J. H.	11/8/18	153	Harmon, K. L.	12/16/18	332	Garrett, E.	1/27/19	477	Edwards, C. M.	12/8/18	701	Huth, R. M.	1/18/19	1814	Stewart, A. L.	10/30/18
103	Delehanty, M. P.	1/24/19	153	Sipotz, E. P.	12/23/18	332	Seymour, V. E.	10/28/14	477	Goertzen, G. J.	12/28/18	701	Pettenuzzo, M. J.	1/31/19	1924	Clark, J. R.	10/30/18
103	Higgins, D. J.	12/27/18	159	Hanson, H. H.	9/22/18	332	Stuart, P.	1/24/19	477	Wiglesworth, D. W.	1/20/19	702	Bundren, J. B.	9/23/18	1925	Sullivan, J. E.	12/30/18
103	Kummins, B.	8/2/17	160	Hankins, C. B.	9/24/18	332	White, R. A.	12/3/18	479	Barriotes, R.	11/20/18	702	Lingle, L. R.	1/21/19	1928	Organ, C. A.	12/24/18
103	McDuff, J. F.	4/16/18	160	Trebtoske, J. F.	1/25/19	340	Kriswell, S. J.	2/19/19	479	Choate, E. J.	12/14/18	702	Wilson, C. A.	1/19/19	1959	Zerfas, S. J.	12/7/18
103	McKenzie, F. F.	10/18/18	164	Cramer, B. E.	11/8/18	343	Kestner, A. R.	1/1/19	479	Degeyter, J. E.	1/7/19	704	Finn, J. L.	1/31/19	2021	Burks, J. W.	10/16/18
103	O'Hare, R.	1/5/19	164	Daidone, J. M.	1/16/19	347	Adams, R. L.	11/21/18	479	Palmer, C. W.	9/18/18	716	Jensen, P. W.	1/18/19	2048	Landrum, H.	1/27/19
103	Pressman, H. W.	1/22/19	164	Fischer, L. W.	2/5/19	347	Bryan, L. R.	12/10/18	479	Schwartz, D. J.	10/29/18	728	Cummings, R. C.	1/22/19	2150	Moeser, W. V.	10/2/18
103	Robinson, W. A.	1/28/19	164	Hansen, D. E.	12/10/18	347	Curtis, G. P.	1/23/19	479	Winter, D. C.	1/22/19	733	Christensen, E. R.	1/9/19	2150	Reader, J.	1/13/18
103	Schiller, H. T.	1/4/14	164	Westervelt, S.	12/31/18	347	Ray, M. C.	1/12/19	480	Tolbert, L. E.	1/18/19	733	Fiveash, E. S.	8/25/18	2150	Smith, D. R.	12/26/18
103	Stewart, R.	12/18/18	175	Bass, E. J.	2/9/19	347	Slaughter, L. D.	2/1/19	481	Elliott, J. E.	1/5/19	738	Henson, J. A.	5/13/18	2166	Lyons, A. H.	8/19/18
104	Burnham, J. R.	1/9/19	175	Ferguson, D. D.	1/22/19	349	Hogue, J. E.	1/25/19	481	Mundell, D. L.	1/21/19	743	Henry, K. M.	1/28/19	2330	Brown, W. J.	8/10/18
104	Cornell, J. E.	1/8/19	175	Hancock, L. C.	2/6/19	349	Scarborough, R. C.	1/5/19	494	Berthiaume, R. A.	1/13/19	756	Gruber, W.	2/15/19	2330	Penney, W.	10/17/18
105	Childs, G. R.	8/5/18	176	Cantway, J. W.	1/3/19	351	Egan, T. J.	2/1/19	494	Deegan, L. M.	12/26/18	756	Kilby, E. E.	2/18/19	I.O. (97)	LoGiudice, J.	10/18/18
105	Mason, L. T.	2/7/19	177	O'Brien, M. E.	3/1/19	351	Kleinfelder, J. A.	2/17/19	494	Dickson, A.	11/1/18	760	Draper, R. P.	2/4/19	I.O. (134)	Lobsinger, C. J.	1/4/19
106	Lyons, J. L.	12/27/18	191	Bentley, P. M.	12/25/18	351	Lovallo, R.	2/20/19	495	Norwood, Q. C.	7/17/18	772	Robinson, H. V.	10/2/18	I.O. (134)	Silverman, H. M.	2/17/19
110	Blais, G. A.	1/20/19	193	Hunter, G. L.	2/14/19	351	Maginski, A. J.	12/8/18	502	Lewis, G. J.	12/24/18	776	Banzon, P. N.	1/12/19	I.O. (210)	Mason, A. M.	11/15/18
110	Doherty, J. R.	2/3/19	193	Marks, T. K.	12/23/18	351	Reale, V. P.	7/27/18	520	Jones, H. L.	1/14/19	812	Nichols, W. C.	11/3/18	I.O. (354)	Underwood, D. G.	1/29/19
110	Gehrman, D. C.	1/20/19	194	Mitcham, G. E.	2/1/19	351	Saunderlin, A. L.	12/7/18	529	Peace, B. D.	12/17/18	816	Dunn, D. E.	1/24/19	I.O. (386)	Hudson, H. A.	5/21/18
110	Lutterman, J. E.	2/24/19	204	Hardy, D. C.	6/17/18	353	Bonham, F. G.	2/15/19	530	Rose, R. E.	2/19/19	852	Bozeman, J.	12/12/18	I.O. (440)	Wade, C. A.	12/24/18
110	Meyer, R. W.	11/5/18	212	Altman, R.	11/5/18	353	Bruton, G. E.	1/1/19	551	Martens, J. E.	4/27/15	861	Moody, W. D.	1/2/19	I.O. (724)	Foley, J. P.	12/14/18
111	Van Cleave, T. L.	1/16/19	212	Channell, R. E.	1/18/19	353	Ives, M. D.	2/4/19	553	Abdullah, E. H.	11/12/18	876	Blomquist, N. R.	11/21/18	I.O. (760)	Tinnell, J. L.	1/16/19
113	Elliott, W. J.	12/10/18	212	Foster, T. L.	12/28/18	353	McFadyen, D. R.	2/23/18	557	Hurshburger, G. L.	2/2/19	876	Vincent, T. L.	3/7/19	I.O. (1289)	Hyer, S. J.	12/21/18
113	Werner, F.	12/20/18	212	Patterson, D.	12/29/18	353	Perovic, B.	12/13/18	557	Taylor, G. R.	1/2/19	890	Ontl, F. J.	11/14/18	I.O. (1749)	Beard, M. R.	1/1/19
120	Mayne, N.	12/17/18	212	Phiester, C. E.	1/10/19	353	Pine, D. D.	2/12/19	558	Chandler, C. W.	1/10/19	906	Nelson, L.	1/21/19	I.O. (1980)	Lynn, W. H.	12/16/18
124	Brownlee, R. E.	11/11/18	213	Deichmann, H.	11/1/18	353	Rympel, M.	12/4/16	558	Hargett, D. B.	12/24/18	906	Wangberg, K. H.	9/22/18	Pens. (323)	Ezell, L. C.	6/27/18
124	Cowan, D. D.	2/2/19	213	Staves, L. G.	3/25/18	353	Schnerch, J. M.	2/9/19	569	Browne, P. D.	1/12/19	934	Larkins, H. D.	2/23/19	Pens. (558)	Crunk, D. P.	1/29/19
124	Holding, H. D.	1/23/19	222	Headen, E. F.	9/28/18	353	Swift, R. B.	1/5/19	569	Miller, S. D.	1/17/19	949	Shuler, R. J.	11/22/18	Pens. (637)	Gish, J. D.	1/24/19
124	Kenyon, C. C.	2/11/19	223	Andrews, P. W.	12/13/18	353	Taylor, J.	12/23/18	569	O'Neill, W. J.	12/4/18	953	Dittburner, O. J.	5/13/17	Pens. (1453)	Bogges, P. C.	11/8/18
124	Sword, W. M.	8/28/18	223	Landerholm, C. W.	1/22/19	353	Vagdatis, T.	2/7/19	569	Vandeman, J. A.	1/26/19	953	Popkes, H.	12/1/18	Pens. (I.O.)	Blundell, J.	1/20/19
125	James, R. D.	2/14/19	226	Clark, T. E.	10/30/18	354	Kennell, J. D.	2/23/19	570	Davis, R. F.	1/20/19	953	Zeller, L. R.	11/1/18	Pens. (I.O.)	Brown, R. M.	1/10/19
125	Luttrupp, J. W.	2/8/19	226	Viator, J. M.	10/6/18	354	McDaniel, C. E.	1/21/19	576	Crouch, R. G.	11/4/18	959	Tillman, D. A.	2/2/19	Pens. (I.O.)	Cardwell, S. G.	12/9/18
129	German, M. P.	2/2/19	229	Clarton, S. S.	1/15/19	357	Glass, B. S.	9/19/18	576	Dale, C. E.	11/7/17	985	McClure, J. R.	12/2/18	Pens. (I.O.)	Christopher, H. R.	1/15/19
129	Hebebrand, R. L.	11/13/18	231	Calhoun, L. M.	1/8/19	357	Kruleski, C. M.	1/6/19	577	Pauloski, R. F.	1/18/19	993	Allen, L.	2/2/19	Pens. (I.O.)	Durham, H. E.	1/21/19
130	Baker, B. G.	1/29/19	231	Rysta, R. L.	11/27/18	357	Price, R. E.	1/4/19	577	Phillips, J. E.	1/15/19	993	Blassing, K.	12/25/18	Pens. (I.O.)	Giesen, G. G.	1/31/19
130	Barracco, C. J.	1/28/19	236	Hatch, H. H.	12/14/18	363	Cawein, G. W.	8/8/18	578	Matheny, H. E.	3/26/17	993	Haines, G. H.	1/28/19	Pens. (I.O.)	Glass, R. V.	12/27/18
130	Lavie, S. G.	1/8/19	236	Schmidt, D. W.	1/22/19	363	Kaplan, H.	10/23/18	584	Cloud, D. R.	7/18/17	993	Johnston, R. L.	12/12/18	Pens. (I.O.)	Haislip, P. L.	11/19/18
131	Cramer, R. G.	1/31/19	236	Winney, D. H.	1/4/19	363	Richard, A. A.	11/1/18	584	Read, T. D.	9/13/18	993	Schumacher, D. T.	8/22/17	Pens. (I.O.)	Koster, R. B.	1/11/19
131	Hoebek, J. A.	1/13/19	238	Moody, F. W.	2/26/17	363	Schoepf, D. B.	9/14/18	586	Barnaby, J. A.	12/18/18	995	Achord, C. J.	2/4/19	Pens. (I.O.)	Laughmiller, D. C.	1/9/19
131	Polderdyke, K.	1/25/19	241	Kish, P. L.	12/26/18	363	Weglinski, E. J.	10/22/18	589	Creed, W. H.	1/1/19	995	Gauthreaux, L. G.	2/9/19	Pens. (I.O.)	McAndrew, T. M.	11/26/18
131	Viel, D.	1/28/19	242	Erichsen, D.	10/24/18	365	Edmonds, G. F.	12/31/18	595	Grauman, G. L.	12/20/18	995	Guillaume, E. J.	11/27/18	Pens. (I.O.)	Morse, W. E.	11/15/18
134	Campbell, J. F.	1/2/19	245	Ludwig, W. E.	1/12/19	369	Phillips, C. A.	2/10/19	595	Sweeney, G. J.	1/21/19	995	Lovett, G. C.	12/3/18	Pens. (I.O.)	Paruolo, L. A.	11/16/18
134	Coyne, N. B.	8/3/18	252	Green, R. W.	1/28/19	369	Wuetcher, H. T.	12/28/18	602	Walker, S. G.	1/8/19	997	Whitney, C. E.				

LOCAL LINES

Festive Celebration/Benefit

L.U. 16 (i), EVANSVILLE, IN — Local 16 celebrated St. Patrick's Day with a cookout to benefit the sick and needy. The building was well decorated and full of festive "Irishmen." Paddy the Leprechaun Piñata was a big hit with the younger crowd. Thanks to Bros. Stephen P. "Bubba" Fenton, Nick Vaught, Ricky Ricketson, Paul Lamb, and all who helped make this possible.

United Caring Services is bringing a new facility to Evansville. The Crisis Care Center will be a drop-off/stabilization unit that will provide frontline intervention to people overwhelmed by substance abuse and co-occurring mental illness. These are key contributing issues to homelessness and economic uncertainty. This effort is a major collaboration between health services, social agencies, government and law enforcement. Local 16's support, advocacy and volunteered labor have been integral to the success of this worthy project.

On April 1, the Wage and Benefit Package was increased. For new rates, please contact the union hall or go to the IBEW Local 16's Facebook page.

Local 16 will host this year's IBEW Midwest Regional Softball Tournament. This premier event, a great opportunity to build the brotherhood, will be held Aug. 2-4. For more information, call 812-867-9670.

Donald P. Beavin, P.S.

Spirit of Brotherhood; Int. Pres. Keynote Speaker

L.U. 22 (i,lpt,rts&spa), OMAHA, NE — In March, Local 22 was honored to host IBEW Int. Pres. Lonnie R. Stephenson for a "meet-and-greet" with the general membership. Attendees included many local labor leaders, elected officials, and candidates for office. The social event preceded the William Brennan Institute for Labor Studies' annual Promoting the General Welfare Conference at the University of Nebraska in Omaha. Int. Pres. Stephenson was the keynote speaker for this year's WBILS conference.

As you may have heard, Local 22's jurisdiction was impacted by disastrous flooding this spring. Many of our members and traveling brothers and sisters were affected. Local 22 collected donations and money to help those IBEW members most impacted by the flooding. On behalf of the members of Local 22, we would like to thank all the brothers and sisters who took time to donate, collect, and deliver much needed supplies to our members affected by the recent flooding in Iowa and Nebraska. They embody the true spirit of brotherhood!

Joel Anderson, P.S.



Local 24 Bus. Mgr. Peter Demchuk (far left) stands with members at a march on the Maryland Statehouse.

Pension Improvements

L.U. 24 (es,i&spa), BALTIMORE, MD — We are happy to report that the labor trustees were able to secure the following pension improvements: increase the future benefit amount; increase the reduced benefit that some members had to the full benefit amount; and increase the retirees' monthly benefit all while securing its future funding.

As previously reported, the state's prevailing wage survey had issues. We contacted the state and our attorneys, and our rates now prevail for the two counties in question as well as the rest of our entire jurisdiction.

On March 21-23 we held our annual drug testing, and tool and boot sale. I would like to thank the 336 members who took part.

On March 25, over 150 Local 24 sisters and brothers let their voices be heard at the Maryland state Capitol. We called on our elected officials to listen to our voice if they want to count on our vote.

I am pleased to announce that we have reached an agreement with Clear Channel Outdoor (CCO). I would like to thank our members employed at CCO, especially our shop steward Bro. Ricky Keffer.

Peter P. Demchuk, B.M.

Spring & Summer Activities

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — As of this writing, your local union officers and agents have been extremely busy. We attended the: IBEW Construction and Maintenance Conference; the North America's Building Trades National Legislative Conference; the Craftsmanship Awards dinner banquet; and the JATC graduation. Also, the local held its annual Dollars Against Diabetes golf outing.

All plans have been finalized for our Manassas, VA, picnic on Saturday, June 22, and our Edgewater, MD, picnic on Saturday, Aug. 24. Be sure to order your tickets so you don't miss out on all brotherhood/sisterhood fun! Also, the Chartered Fishing Trip is scheduled for Monday, July 15. And the Poker Run for Special Love is on Saturday, Sept. 21.

beginning in Peoria Heights. These two projects along with upcoming wind, solar and our usual industrial work should mean that our local brothers and sisters have ample opportunities to stay home and working.

Local 34 recently had our first Career Signing event take place at Illini Bluffs High School. Congratulations to Canton High School senior Logan Bayer and Illini Bluffs senior John Randle for signing on the dotted line to take their education to the next level and enter our inside apprenticeship program. It was definitely a memorable day for these young men and their families — their future is definitely bright.

Tim Sprout, A.B.M.

Work Picture Updates; Union Medical Centers Open

L.U. 38 (i), CLEVELAND, OHIO — We are pleased to announce the opening of our Union Trades Medical Centers, which are for the exclusive use of IBEW Local 38 and Laborers Local 310 members and their dependents. The centers opened on April 17 this year. To get complete information about our centers including eligibility, location, hours of operation, and contact information go to www.ibew38.org.

Using our Union Trades Medical Centers is not only free, but also the Labor Management Cooperation Committee (LMCC) is offering all members a \$100 Giant Eagle gift card if they schedule a physical in 2019. If a member and his or her spouse both schedule a physical, they will receive a total of \$200. This is a limited-time offer, so make your appointments soon. Please pass this information on to your spouse.

Work continues to be good and several more projects were recently announced including the next phase at the East Bank Flats. The new \$120 million building will include apartments, retail and cinemas. Lake Erie Electric has the project and work is scheduled to start this summer. The new multi-use project including apartments and retail at Church and State roads has started, and Gateway Electric has the project. Crews from Lake Erie Electric are also on site at The Lumen. The new 34-story apartment building located in Playhouse Square is starting to rise as they are pouring a floor every five days now.

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

'LA Kings Night' — Solidarity & Success

L.U. 40 (em,i&mps), HOLLYWOOD, CA — On March 2, our members came together to enjoy the excitement that the NHL and

Results of the Local 26 elections will be announced at the general membership meeting on Friday, June 14, and the new officers will be sworn in at the general membership meeting on Friday, July 12.

Best wishes to recent retirees: David W. Hill Jr., Mark D. Lizzi, Gary F. Hutt, Paul D. Gregory, Thomas J. Heil, Joseph E. Winegardner, Carl A. Koziol, Darryl A. Watkins, Dale A. Lamanna, Michael A. McCowin and James P. McDonald.

The following members have passed away since our last article: Rostelle J. Bethea, Gregory D. Clum, Jimmie R. Bolton, William D. Sullivan Sr., Joseph P. Morgan, Joseph T. Mulcare Jr., David P. Moore and William R. Whitt. We extend our condolences to their families and friends.

George C. Hogan, B.M.

New Projects Underway

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — IBEW Local 34 has been busy with a flurry of manpower requests and a packed schedule of local activities for our members.

Work in our local has seen a sharp increase in need of manpower, and we currently sit under 100 on our out-of-work list for the first time in roughly two years. The work outlook remains strong for the foreseeable future with the beginning stages of OSF Hospital's plan to spend roughly \$800 million over the next eight years. We also have another \$100 million in work



From left, back row, NECA Chapter Mgr. Mark Kawolsky, Local 34 Bus. Mgr. Pau Flynn, JATC Training Dir. Brandon Currie; front row, new apprentices Logan Bayer and John Randle.

Submitting Local Lines Articles

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

Trade Classifications

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

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

the Los Angeles Kings ice hockey team bring, as well as to experience the strength of union solidarity. Such events also highlight the importance of coming together to enjoy a day with friends and family, made possible as a result of IBEW members having great jobs with the union standing behind them. [Photo at bottom, left.]

A special thanks to second-year apprentice Josh Ledder, who led the charge in get this event off the ground. He donated his time to help fellow union sisters and brothers enjoy a day of hockey, while he also continued all of his work and apprentice education obligations.

The local also thanks all those who attended the LA Kings Night event. We encourage our entire membership to get involved in one of our many future events or committee activities and opportunities. These opportunities include participation in: the Helmets to Hardhats program, the Basic Craft Car Show, the Volunteer Organizing Committee, the RENEW program, and the Electrical Workers Minority Caucus.

Michael Courtois, Treas.

IBEW 44 RENEW; Raffle for Brotherhood Fund

L.U. 44 (catv,lcctt,o,rtb,s&u), BUTTE, MT — Last July, RENEW officers were elected, forming IBEW 44 RENEW. Their first major fundraiser, a local-wide gun raffle, raised over \$3,000 to help start a brotherhood fund. Kudos to the prize winners: Logan Davis won “bonehead” art by Bro. Tucker Serich; Josh Krzan won a Smith & Wesson .357; and Gregg Marlenee won a Henry Rifle .357.

Congratulations and thank you to everyone who has supported this effort!

IBEW 44 RENEW made their first benefit donation to Colton Walter, whose son Calvin was life-flighted to Kalispell, MT. Calvin was diagnosed with transverse myelitis. IBEW 44 RENEW is proud to have set up the brotherhood fund and to start assisting the IBEW 44 family!

IBEW 44 RENEW is currently looking to create a T-shirt to continue to build the brotherhood fund. The T-shirt design will be on www.ibew44.org under the RENEW module if anyone is interested.

IBEW 44 RENEW has taken on reaching out to area job fairs, talking about the Mountain States Line Constructors apprenticeship school, and discussing what kind of education interested students should be seeking while in high school and how to apply.

Dwight Rose, Mbr. Dev.

Upcoming Events; Strong Membership Growth

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Summer is approaching and Local 46 has a number of events planned. If you would like more information on any of these events, please contact the union hall.

Our annual Organizing Blitz will take place Tuesday, June 18, and Wednesday, June 19. This event is a great opportunity to get out and talk with unrepresented electricians about all the advantages that



Seventy-six new IBEW Local 46 members were sworn in on Jan. 1, 2019.

IBEW membership offers.

Industry Night will be Wednesday, June 26, at Elliott Bay Brewery in Lake City. A number of our NECA partner contractors will be there to talk with unrepresented electricians about work opportunities with IBEW Local 46.

The Peninsula Picnic will be Saturday, July 13, at the Island Lake Picnic Shelter in Poulsbo. This is a family-oriented event, so bring the whole family and enjoy the food, fun, and camaraderie!

IBEW Local 46 and Puget Sound Chapter NECA are sponsors of radio station KISW’s Pain in the Grass 2019 concert series. This three-day event runs Tuesday, July 30; Friday, Aug. 2; and Saturday, Aug. 3, at the White River Amphitheatre in Auburn. Our organizers will set up a booth at the event to promote IBEW membership.

The Seattle Picnic returns to Vasa Park Resort on beautiful Lake Sammamish Sunday, Aug. 18. This is a fantastic venue with a designated swimming area with a life guard. Please join us and be sure to bring the kids!

Local 46 is committed to organizing. Our membership has increased by almost a third in the last five years! We currently have over 5,700 members and we are continuing to grow.

Warren Shill, V.P.

Work Picture Busy — Summer Projects Scheduled

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR — Local 48 is currently experiencing a construction boom that is projected to last for quite a while. Of course, in construction we all know that projections don’t equal labor hours, projects do. We do expect to see many calls for journey-level workers continuing through the summer and beyond, and our organizing department is hard at work finding workers to meet the increased staffing demands of our contractors. We also welcome travelers to help us meet this demand.

One often forgotten aspect of a construction boom is the dramatic increase in non-union contractors hiring untrained, unlicensed workers to complete their electrical work. Local 48 organizers and business representatives cooperate with enforcement officers to ensure that projects in our jurisdiction meet the requirements of our licensing law. With the work we are putting in, compliance is going up and non-compliance is getting more costly for the lawbreakers. This ensures that our communities aren’t at an unnecessary risk for electrical fire due to people who don’t know our trade trying to make a quick profit.

Ray Lister, P.S.

Local 56 Stands with UE 506

L.U. 56 (ees,em&i), ERIE, PA — GE Transportation, in Erie, PA, was purchased by Westinghouse Air Brake Technologies on Feb. 25. Wabtec Corp. instituted a new contract, ignoring the one in place with United Electrical, Radio and Machine Workers (UE) Local 506 that would have expired in June of this year. Wabtec cut wages by 40 percent and made overtime mandatory. Any new hires or re-called laid-off workers would have been paid the lower wage. Basically, a two-tier pay system. Realizing Wabtec had no intentions of honoring the current contract with the union or keeping the contract in place while negotiating a new one, UE Local 506 walked off the job. The “lockout” was the first work stoppage there in over 50 years.

Once IBEW Local 56 became aware of a fellow union’s lockout, we took action.

On Sunday, March 3, at 8 a.m., 30 IBEW members took to the streets. We marched to the west main gate at Wabtec to support the 1,700 UE Local 506 members. Having worked with UE Local 506 previously at the plant, IBEW Local 56 felt it was necessary to support UE 506. Local 56 felt that the changes Wabtec wants to impose on these families are unjust and unfair. The hashtag #Solidarity4UE was created in support of the UE members.

William Brown, P.S.



IBEW Local 56 members joined a march in support of UE Local 506 members locked out at Wabtec Corp.

Politically Active Members; Annual Bowling Tournament

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

The work picture here in Local 68 is holding steady, with projections for a strong next couple of years. Some calls are still hitting book two.

Local 68 members, along with the Denver Area Labor Federation and AFL-CIO, have been putting potential candidates for various positions in the upcoming Denver County races through the application and interview process. This process along with follow-up accountability will hopefully build strong, friendly relationships and not just money recipients. Check the Local 68 website or the hall for a list of endorsed candidates.

The Wireman’s Brotherhood Fund annual bowling tournament was held March 16. Congratulations

to: Betty Cox, 1st place, women; Christina Romero, 2nd place; and Maxine Blea, 3rd place. Bob Miller won 1st place, men; Collin Clair, 2nd place; and Jeremiah McQueen, 3rd place. Thanks to everyone who came out and supported the WBF sick fund. All had a good time!

We extend our deepest sympathy to the families of our recently deceased members: Mark A. Brady, Thomas E. Beall Jr. and Timothy C. Armagost.

Morgan J. Buchanan, Pres.



Local 70 office manager Alice Collins recently retired.

Career of Dedicated Service

L.U. 70 (lcctt&o), WASHINGTON, DC — Alice Collins is retiring! Alice has been our office manager for nearly 20 years and has done an amazing job. Alice has kept our union hall running smoothly for so long. We will miss her dedicated service and seemingly endless knowledge of how everything works.

Alice’s husband, Bob “Fuzzy” Collins, was a proud member with Local 26 as a journeyman wireman with over 37 years of service. He was a hard-working family man, loved to go crabbing with his boys, and was a proud union brother. Sadly, he passed away in 2007.

Alice will have plenty to do in retirement. She has three sisters, a brother, three sons, two young grandchildren that she will be chasing around, and two older grandsons, who will enjoy having their grandma around a lot more. She’s been planning several trips along the east coast and enjoys trying her luck at area casinos.

We greatly appreciate everything she has done for our local union and all the years of dedicated service. Her last day working was May 31.

Thank you, Alice, and enjoy your retirement!

Jimmy Horton, P.S.



IBEW Local 40 members and their families enjoyed a night out at a Los Angeles Kings ice hockey game.

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LOCAL LINES



Some of the Local 80 brothers on the job site at Wegmans Food Market project in Virginia Beach, VA.

Wegmans Project a Success; Good Turnout at Annual Picnic

L.U. 80 (i&o), NORFOLK, VA — On May 4, the Local 80 Annual Picnic took place. There was a good turnout with all our brothers and sisters enjoying the food and festivities. The kids were “electrified” with the face painting, bounce house fun and a petting zoo. Bro. Woody Gregory has been in charge of the entertainment committee and always does an excellent job getting these events organized.

The work picture has continued to grow with upcoming projects starting up in late spring.

The Wegmans Food Market construction project has been completed and ahead of schedule. This was a Code of Excellence (COE) job. Al Gleeson Electric was the contractor performing this work. This project had various classifications and they all worked in a professional, workmanlike manner.

Our organizing campaign continues to be a success. We have signed a couple of new contractors along with new members.

Congratulations to Bro. Ervin “Woody” Gregory on his recent retirement. Bro. Gregory, all your hard work and dedication over the years have paid off.

Wil Morris, A.B.M.

Golf Outing Benefit

L.U. 82 (em,i,mt&rtb), DAYTON, OHIO — Local 82 has partnered with the Dayton Physicians Foundation for Hope to put on a golf outing July 13 at Pipestone in Miamisburg, Ohio. Come out and play and you might get a chance to win \$1 million on a hole-in-one challenge! Check out the web page ibew82.itemorder.com to register or sponsor this great event.

The Charlie E. Toon Fish Fry was another huge success — great turnout! Thanks to all who participated.

Congratulations to all the service-pin recipients and thank you for your longtime service. Also, congratulations to the new class of inside wiremen and teledata journeymen. Do us proud!

Doug Searcy, P.S.

Annual Retirees Luncheon

L.U. 100 (c,em,i,rs&st), FRESNO, CA — Local 100 held its Annual Retirees Luncheon on March 12 to honor all members who retired in 2018. Not all were able to attend, but Local 100 would like to thank all those who retired last



Local 100 recently retired members Gary Yoshino (left), Michael Caglia, Reginald East, and Troy Guynn.

year for their many years of hard work and dedicated service to both our local and our industry.

Brothers, we congratulate you all on a successful career and wish you all the greatest of health as you start this new chapter in life! Our brothers who retired in 2018 are: Michael Caglia, Robert Clark Sr., Reginald East, Lynn Eichhorn, Troy Guynn, Richard Hougasian, Robert McDonald, Ernesto Moreno Sr., Charles Perkins, Edward Stanton, Jon Wiseman, William Yeager, and Gary Yoshino.

Jake Piland, A.B.M.

Longtime Career of Service

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ — We would like to congratulate Bro. Gary Pfarr on his retirement and thank him for his dedicated, longtime service.

Gary Pfarr became a member of the IBEW in 1987. His impact was immediately felt at then-Local 675 and when his former local was amalgamated into Local 102 he didn't miss a beat. For Gary it was never about the number attached to the local union, it was about making things better for our membership. Gary served as a trustee on our JATC, Welfare, Surety, and Pension Funds. He was an Executive Board member, Building Trades president, and most recently he has served as our assistant business manager.

He began his career as a business representative in 1998. During his career, he has garnered the respect of the building trades community, our contractors, and the end users we serve. Gary's work ethic is without question — at Local 102 we could not wish for a better friend or a stronger advocate for workers' rights. Gary's presence in the Union County region of our jurisdiction has had a direct impact on our market share in that area. His presence in our union office has touched us all forever. On behalf of the membership of Local 102 we wish Gary and his wife, Janice, a long and healthy retirement. He will be missed!

Bernie Corrigan, Pres.

Groundbreaking for KCI Airport

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — IBEW Local 124 and a labor-wide contingent recently celebrated the groundbreaking for our new Kansas City International Airport. [Photo, at right.]

This project has been a long campaign for organized labor, starting many years before voters approved the new single-terminal airport in November 2017. It will replace our current three-terminal airport that was built by organized labor in 1972.

The new \$1.5 billion terminal will have more than 1 million square feet. There will be shopping and restaurants inside the terminal and 63,000 parking spaces across the street. The new terminal is expected to create 5,000 construction related jobs. This is great news for Local 124 and organized labor.

Steve Morales, P.S.

Local Hosts AFL-CIO Event

L.U. 130 (i), NEW ORLEANS, LA — The AFL-CIO hosted its annual winter Executive Council Meeting here at Local 130 in our Alexander Room. The 2019 meeting was a week-long event, which also utilized three board rooms and two functional staff rooms. Local 130 was honored to host all the AFL-CIO affiliated union presidents from across the continent. Louisiana Gov. John Bel Edwards was a guest speaker. He welcomed the AFL-CIO and expressed his support for our mission.

Local 130 Bus. Mgr. Paul Zulli was appointed to the Electrical Training Alliance by IBEW Int. Pres. Lonnie R. Stevenson. Bus. Mgr. Zulli attended his first ETA meeting in February. He looks forward to attending our Apprenticeship Committee meeting to discuss different procedures and programs that could benefit our apprentices.

Our apprentices will transition from attending day classes back to attending evening classes beginning next semester. This transition will enable us to re-evaluate how we combine the hands-on education with the scholastic. We will also hire additional instructors who could bring a new dynamic with our hands-on experience.

Election conversation is in the air, and many candidates are entering the 2020 presidential race. Our membership must focus on how we make a living and how politics affects us. We are family oriented, morally involved members who want to do what is responsible. We have friends in both political parties. What is also important today is supporting candidates who support unions.

So why would we support politicians who support so-called “right-to-work” proposals and union busting. Why would we support politicians who lie to us about tax cut measures that actually prevent us from using travel expenses as write-offs, yet give billionaires a pass on their taxes? Before you pull that voting lever, please research the candidates on how they support your bread and butter.

Billy Buckel, P.S.



Local 130 Bus. Mgr. Paul J. Zulli (left) greets AFL-CIO Pres. Richard L. Trumka.

Newly Elected Mayor

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — After a very crowded field of 14 candidates in the Chicago mayoral primary, Lori Lightfoot received the endorsement of IBEW Local 134 and went on to defeat Cook County Board Pres. Toni Preckwinkle on April 2.

Our endorsement was of great importance to the membership of Local 134 as well as the IBEW. One very telling example of the value of this endorsement

and the importance to organized labor is our market share in Chicago. It is well noted that when viewing the skyline of Chicago, the official bird of the city, “the crane,” is visible. With over 60 of these construction cranes in operation last year, all are union job sites. There are hundreds of job sites that generate tens of millions of hours of union wages along with health care and retirement benefits.

Mayor Lori Lightfoot has assured Local 134 and the building trades this will continue during her term as mayor. Lightfoot's commitment to transparent government and building the middle class with jobs, education and the union movement is what we agree with. To outgoing mayor Rahm Emanuel, thank you for your support of Local 134.

Kevin Connolly, R.S.

Graduation Celebration; Four-Year Contract Ratified

L.U. 146 (ei,i&rts) DECATUR, IL — On May 11, the graduating apprentices enjoyed a nice evening to celebrate their success following five hard-working and studious years. The following received their certificates: Darren Allin, Don Brown, Brandon Bryant, Jon Burkhardt, Tyler Cothorn, Blake Davis, Antonio Douglas, Adam Gensler, Alan Handy, Richard Karr, Jon Koester, Tanner Miller, Alan Pressley, Kevin Rhodes, Tom Tripp, Ian Weddle, Jacob Gough, Paul Grubb and Tyler Murphy.

Congratulations also go to recently retired members: Steve Cunningham, Rodney McClain, Kent Reeser and Bob Sargent. We sincerely wish a long and happy retirement for these four.

June 8 is the date for our annual golf outing, to be held at the Lakeshore Golf Club in Taylorville. Good times, good food, and good brotherhood are in the forecast.

Members recently ratified a new four-year contract with the Illinois chapter NECA, Midstate Division, by a vote of 136-18. Serving on our negotiating committee were: Justin Martin, Ken Musick, Josh Sapp, Steve Tilford, John Warner and Jeff Westendorf.

Our local reports a good work picture this summer including two potential wind farms, Decatur Public Schools projects, a Millikin University project, more than 100 electricians at ADM, and a late spring start for our much-anticipated \$1.6 billion fertilizer plant project.

Steve Tilford, R.S.

‘Fun Activities & Events’ — Promoting Brotherhood

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — The Local 164 Social Committee has another exciting event coming up June 18, when they hold a trip to see the New York Yankees play the Tampa Bay Rays.

The committee, headed up by Bro. D.J. Heal, runs annual bus trips to see hometown sports teams play, including a New York Yankees, New Jersey Devils, and New York Giants game. Also scheduled is an annual fluke fishing trip set for July 27 this year. This is a wonderful committee that works hard year around to put on fun events for our members that



IBEW Local 124 Bus. Mgr. John Fennesy (ninth from right) participated in groundbreaking ceremony for new Kansas City International Airport construction project.



Local 164 members and their families at a New Jersey Devils vs. Pittsburgh Penguins ice hockey game on Feb. 19.

show our support of our tri-state area sports teams.

Bro. D.J. Heal said he “sees the committee as a great way to promote brotherhood, solidarity and friendship among members off of the job site as well as being great family fun.” This shows in the fact that the games are attended by apprentices, active journeymen and retirees as well as many of their children and family members. D.J. thanks the entire committee for all their hard work coordinating and organizing the events; they include Jim Flaherty Jr., Matt Benevento and Tom DiGiovanni among others. The committee thanks Bus. Mgr. Dan Gumble, Pres. Tom Sullivan, the Executive Board, and the membership for all the support.

Warren M. Becker, V.P.

Apprenticeship Readiness Class Sponsored by Building Trades

L.U. 234 (i&mt), CASTROVILLE, CA — IBEW Local 234 proudly participated in our building trades’ sponsorship of another Apprenticeship Readiness Multi-Craft Core Curriculum (MC3) class. The cohort of 25 young men between the ages of 18 and 25 graduated on March 29.

Rancho Cielo in Salinas, various community groups, the Laborers’ union, and our Local 234 all pulled together to help these young men take a step closer to fulfilling their dreams of obtaining well-paying careers with benefits. Those careers will start as apprentices in unionized trades.

The North America’s Building Trades Unions (NABTU) developed, promotes, and supports MC3. MC3 has been providing an opportunity for individuals to achieve a life goal of being a productive community member. From each of us here at Local 234, congratulations to each of you and we look forward to working together to build a bright future.

Stephen Slovacek, P.S.

‘Support Prevailing Wage’

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Local 236 members attended two rallies at the state Capitol building in Albany to support expansion of prevailing wage. This legislation would apply the prevailing wage to all projects that receive any public financing, including privately backed construction efforts. Hundreds of workers from all trades, both union and nonunion rallied on the stairs of the Capitol to show their support.

We are continuing our support to help wire a small home for a local veteran who has fallen on hard times. We will be reaching out to members for help soon.

We recently had a spaghetti dinner to benefit our Community Outreach Committee. There was a real show of support for this event both from the membership and the local community. Thanks to everyone involved.

Spring is finally here and although work in our area has been steady, we are looking forward to many big projects putting members to work. We would also like to thank all the various locals that have put our members to work and continue to do so.

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

Service to Community; Tribute to Longtime Career

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — Local 280 continues to give back to our communities through our public service funds. Our members generously contribute a portion of their wages to help organizations like youth baseball teams, high-school robotics teams, school dance teams, boys’ and girls’ clubs, and Habitat for Humanity just to name a few. Local 280 has donated well over a million dollars over 20 years back into the communities where our members work daily. This proves IBEW members care!

Speaking of giving back, longtime member Jerry Fletcher retired March 30. Jerry has been the face of central Oregon for many years. Jerry has worn many hats during his IBEW Local 280 career. He has served our local with dedication and also represented us well in his travels to other jurisdictions. I personally had the pleasure to serve under Jerry on the Executive Board when he was local union president. He personally taught me the phrase “I agree to disagree,” and that’s an approach we all could use more often when tempers flare up. Jerry will always be remembered as a passionate unionist, a great source of institutional knowledge and a damn good welder/craftsman. Jerry was the press secretary for Local 280 for many years. It’s an honor to extend recognition to him for a career well done. Although Jerry isn’t running away from us, we will miss him anyway.

Much success to all brothers and sisters in the coming months and years.

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



Local 280 recently retired member Jerry Fletcher stands in front of banner posted in his honor.

Dedicated Service Recognized

L.U. 302 (i,rts&spa), MARTINEZ, CA — This January, Bro. Jerry Phillips stepped down after serving as president of the Skillcraft Committee for 35 years. His dedication and commitment have kept our current facility looking brand new for 19 years! Jerry was one of the founding members of our PAC committee and became a member of the IBEW in 1961. He served on the Executive Board from 1989 to 2001. Jerry’s service to this local is a wonderful example to new and younger members of how participation is the key to our success.

Bro. Jeff Lucot retired from the Health and Welfare Committee, where he’s served since 1998. Jeff became a member in 1993 and served from 2004 to 2010 as treasurer and president.

These two brothers have our gratitude for their time and dedication. We have some big shoes to fill!

Melissa Vaughn, P.S.

Brotherhood in Action

L.U. 306 (i), AKRON, OHIO — A local union does not function on its own — it takes brotherhood to survive. Throughout the years many of our members, officers and apprentices have given much of their time and resources to help this local as well as their own communities where they show neighbors and fellow citizens what labor unions and the IBEW are all about.

During the past year, many have rolled up their sleeves and pitched in to help the less fortunate. Some members have helped to build with Habitat for Humanity or to rewire a home for a disabled woman. Some of our apprentices replaced an electrical service for a disabled utility inspector who was severely injured in a high voltage accident and fall. Other apprentices participated in their very successful annual canned-food drive.

Many members, officers and retirees have worked to elect labor-friendly candidates, through activities including phone banking, door knocking and volunteering on campaigns. Many more have given back by assisting with our numerous social events.

We are very blessed to have such caring and thoughtful members, and sometimes they may not receive the recognition they so greatly deserve. So, from a grateful Local 306, thank you, brothers and sisters. Keep up the good work!

Thomas Wright, P.S.

‘A Highly Successful Year’

L.U. 340 (i,rts&spa), SACRAMENTO, CA — The first half of 2019 was a very successful time for our local. We have been extremely busy with multiple Job Fairs, Trade Shows, Pin Parties, Steward Training classes, an Open House, local elections, community involvement, signing on new contractors and of course, bringing in many, many new IBEW Local 340 members to fill the huge number of job calls coming through our union hall.

Our Organizing / Membership Development Department is working nonstop to ensure that we continue to grow. Their enthusiasm to fill the needs of our signatory employers by filling the many job calls coming in is infectious. They are organizing community events and creating opportunities that result in our local signing up past competitors and their employees in order to show them the IBEW way of life.

The future is very bright for Local 340 as we continue to grow and change. As former Pres. Bill Clinton once said, “The price of doing the same old thing is far higher than the price of change.” Local 340 has changed, not just our location, but also how we do business, and we are very excited to see what the second half of this year brings for the betterment of our local and its members.

Have a great summer, brothers and sisters!

Robert D. Ward, B.M.

Steady Work Picture

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Throughout the first half of 2019, IBEW Local 364 remained busy with several projects finishing up and new ones ramping up. The 160-room Hilton Embassy Suites project is well underway with several journeyman wiremen on-site. This \$87 million project has a December 2019 completion date.

The new Costco superstore is starting to take shape, with manpower estimates up to 20 wiremen for this construction project.

The Byron generating station outage is complete. Many thanks go out to our traveling brothers and sisters who helped us man the project. It was

once again another successful outage.

The Dekalb wastewater treatment plant upgrades are underway. This is a \$47 million project. Also in Dekalb there is a new Meijer grocery store set to begin construction.

Work is expected to remain steady throughout 2019, and it’s shaping up to be another solid year for IBEW Local 364. Many thanks go out to all the traveling brothers and sisters who have helped us man the work.

Brad Williams, P.S.

Golf Tournament Benefit

L.U. 420 (u), WATERBURY, CT — This year in July we once again will be hosting our annual Charitable Golf Tournament. All proceeds will continue to go to the Connecticut Children’s Medical Center. This year we should go over the \$200,000 mark, all toward the needs of sick children in Connecticut. This is also our third year dedicating the golf tournament in memorial to our friend, our brother, and former business manager Frank Cirillo.

Joseph Malcarne, B.M.

Politically Active Members

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA — Greetings, brothers and sisters.

Local 424 members prepared for the election by passing a motion to support the “stop the race to the bottom” campaign. This is an initiative put forward by the Alberta Federation of Labour (AFL) to address the concerns of unionized construction workers in Alberta. It will contain a series of videos and website information related to regressive labour laws like “double-breasting.”

Local 424 members also passed a motion to endorse Jon Carson as the candidate for Edmonton-West Henday for the provincial election. Brother Carson was first elected to the legislature in 2015 as the member for Edmonton-Meadowlark. Thank you to everyone who came out to support Brother Carson during the election.

The local’s new website is near completion and should be operational by mid-June. We thank our members for their patience with its development. There has been a lot of data to be transferred from the three different websites into one user-friendly site for our members to use.

Scott Crichton, P.S.



IBEW Local 424 advocates for working people.

Training Center Expansion

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — Milwaukee Electrical Training Trust purchased former ITT Technical Institute on Layton Avenue in Greenfield.

Milwaukee Electrical Joint Apprenticeship & Training Center (JATC) will operate two training center facilities — the south campus on Layton Avenue in Greenfield and the north campus on West Plank Court in Wauwatosa. The training centers are for Milwau-

LOCAL LINES

kee / Fond du Lac / Sheboygan area apprentice electricians, residential wiremen, journeyman wireman electricians, and low voltage apprentices/technicians. The campus expansion will help with the growing demand for skilled trades workers in the electrical industry.

“To try to keep up with the demands of the electrical industry, we decided it was time to expand to another campus due to our customers’ expanding needs,” said Henry Hurt, chairman at the Milwaukee Electrical JATC trust. “You never stop learning when you’re an apprentice or journeyman. This expansion allows us to keep current with technology and growth of the industry.”

John T. Zapfel, B.R./Political Dir.



Local 494 JATC south campus building.

Multiple Projects Pending

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — At the time of this writing, our local is experiencing high unemployment. This is unexpected as many projects have not only been approved but also were expected to be underway by now. Hopefully the list will start moving very soon.

June 7 will see Local 530 hold its local elections. Everyone needs to get out and vote. This is your chance to have your voice heard; it’s your future. Membership participation strengthens our local.

Local 530 is saddened to report the recent passing of Bros. Bob Rose, Mike Anger and Jim Swass.

Al Byers, P.S.

Toyota/Mazda Plant Project

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. The year 2019 has started off with one of the most positive work outlooks that Local 558 has ever experienced. In addition to being awarded a new project labor agreement (PLA) for the building of the Toyota/Mazda manufacturing facility in Madison, AL, the local union has also ratified a five-year contract with Russellville Electric Utilities and a three-year contract with Tennessee Valley Electric Cooperative.

Local 558 and signatory contractors are working together to gain more of the market share in the jurisdiction by offering numerous electrical upgrade classes as well as NFPA 70E, OSHA 10, CPR, and Code of Excellence to give our members the edge to stay on top of the competition.

Foreseeing the major increase of upcoming work, Bus. Mgr. Tony Quillen, with the assistance and support of IBEW Fifth District Int. Rep. Gene O’Kelly and IBEW Int. Rep. Carmella Thompson from the IBEW Education Department, held the largest Code of Excellence class ever for a construction local with 115 in attendance. Bus. Mgr. Quillen would like to thank everyone who attended and has plans for additional COE classes to be held in the near future. In closing be safe, be thankful and God bless.

Mac Sloan, Pres./Mbr. Dev.



At a recent Local 558 Code of Excellence class.

Annual Picnic & Pin Ceremony

L.U. 640 (em,govt,i,mo,mt,rt,spa&u), PHOENIX, AZ — We held our annual IBEW Local 640 picnic and pin ceremony on March 9, and it was a huge success, with our largest crowd to date of over 1,000 members and their families. Congratulations to Lonzie Lee, who won the pie eating contest! We want to extend our thanks and appreciation to Bro. Lionel Webb and all the volunteers who helped to make it a great time for everyone. Congratulations to all the service-pin recipients also!

Our work picture is still looking good for the foreseeable future. We would like to thank all our traveling brothers and sisters who have come to help us fill our calls. We have the Intel project, plus several data centers and hospital jobs, along with several other various commercial and industrial projects.

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



Local 640 members and their families enjoy annual picnic.

Strong Work Forecast; Active RENEW Committee

L.U. 666 (i,mt&o), RICHMOND, VA — Local 666 is heading into its 110th year with a continued strong work forecast. Many large projects are underway and many more are on the horizon. As always, we extend a heartfelt thank-you to all the brothers and sisters from other locals who have come out to give us a hand.

The 666 RENEW committee has really taken off, more than doubling in size in the past year. Through activities such as highway cleanup and charity walks, the RENEW committee has done an excellent job of providing a positive community impact on behalf of our local. Thank you to all the brothers and sisters who contributed stickers to the cornhole board project. The boards are ready if you find yourself in Richmond during one of our events!

Several members recently participated in the 16-week Foreman Development class. The class is designed to teach the skills necessary to become an effective leader to people considering a foreman position. With so many seasoned leaders heading toward a well-deserved retirement, we are truly fortunate to have so many younger members willing to step up and fill their shoes.

Safe travels to you all this summer.

Jeremy Davis, P.S.

New Contracts Ratified

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb, rts,se,spa,st,t,u,uow,ws), WEST FRANKFORD, IL — We enjoyed another successful Retiree Luncheon this year on April 2, with 110 retirees and guests in attendance.

We have first contracts at Akin Water District (with several improvements in wages) and the City of

Poplar Bluff for the dispatchers in the Police Department. A new five-year agreement with Ozark Border Electric Cooperative that includes 3.0 percent annual wage increases has been approved.

The political winds in Illinois have definitely been shifting since newly elected Gov. J. B. Pritzker was sworn in. Legislation that prohibits local legislative bodies from enacting so-called “right to work” zones has been passed and signed into law — and several other issues important to the labor movement also have the governor’s support. The administration is pushing for more “vertical construction” projects (buildings such as schools, hospitals, etc.) that would employ our members.

Our Annual Bass Fishing Tournament will be June 8 at Crab Orchard Lake. Our Annual Golf Outing (all proceeds benefiting The Poshard Foundation for Abused Children) will be held June 21. Please see our website or Facebook page for more details.

As of this writing, our referral books are as follows: Inside Construction — 96; Outside Construction — 15; and Line Clearance — 5.

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

Service Awards Presented; Two Generations Recognized

L.U. 712 (c&i), BEAVER, PA — At our December 2018 union meeting, we had 27 honorees who received their IBEW years-of-service pins. Each of these members received a pin for being a member for 50 to 70 years. We had the honor of presenting Richard J. Halicek his 70-year pin. His son, Richard M. Halicek, is also a member of Local 712 and recently received his 35-year pin.

Richard J. Halicek served as a journeyman wireman for several contractors until his retirement in 1992. His son, Richard M. Halicek, is currently a journeyman wireman working at the Beaver Valley Power Station in Hookstown, PA.

We thank both members for their dedication and service to Local 712.

Frank E. Telesz Jr., B.M.



Local 712 Bus. Mgr. Frank E. Telesz Jr. (left) with 70-year service award recipient Richard J. Halicek (center) and Richard M. Halicek.

‘Thanks to All Volunteers’ — Graduates & Retirees Honored

L.U. 716 (em,i,lctt,rts&spa), HOUSTON, TEXAS — Hello, brothers and sisters. I hope everyone is doing well. I am happy to report that our contractors are aggressively bidding work in our jurisdiction, and we are seeing job calls starting to pick up. We appreciate the other locals that have put our members to work.

Congratulations to our class of 2019 apprenticeship graduates. We now have 50 new journeyman wiremen. Job well done, graduates.

The retirees enjoyed a well-deserved luncheon and service-pin presentation. One retiree, Eli Hudson, received his 70-year service pin. Congratulations to all the retirees who received service pins. Thank you to all for your longtime service to the IBEW.

Thanks to all the volunteers and attendees at the St. Patrick’s Day parade. This was the Houston St. Patrick’s Day Parade Commission’s 50th year anniversary hosting the parade. Also, thanks to those who joined us for the Cesar Chavez march as well. We

had retired members and members of the Houston Electrical Workers Minority Caucus helping us build the float and participating in the parade and the march. It seems that anytime Local 716 has some sort of function going on, we can count on seeing some retirees and Houston EWMC members participating.

A big thank-you to all of our members who volunteer their time to help make Local 716’s functions a great success.

Damon Sebren, B.M./F.S.

‘A Great Place to Work’

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Apprentices are our future. Help them. Teach them. We are growing a great new crop of apprentices here in Charleston, SC. Not only do they ensure the survival of our local, but they also spread the word to other young people about what organized labor is. No one else could do that as effectively as they can. Some younger folks might not be receptive if you try to talk politics with them, but if a respected peer does it, it hits home. Treat apprentices with the same respect you want from them.

It’s June, a beautiful month to be in South Carolina. It’s hot but there’s a lot of water here. The beaches, two huge lakes and many rivers make a day off here a lot of fun. Drop by our Local 776 office and sign our book. It’s a great place to work. Our phone number is 843-554-1080, if you have questions or want to check our job line.

Finally, we are saddened by the untimely passing of Steve Mann, a longtime member of our executive board and an IBEW member since 1987. He was just 53. Our hearts go out to his wife, Rona, and all his family. Keep the faith.

Andrew Weiner, P.S./E-Board

‘Organizing is Our Focus’

L.U. 1116 (em,lctt&u), TUCSON, AZ — Greetings, brothers and sisters! Please join IBEW Local 1116 in welcoming Andy Betancourt as our new TRICO Unit chairman. Andy replaces Chris Neely, who accepted a management position.

Organizing is our focus this year and we are taking another run at Sulphur Springs Valley Electric Co-Op. SSVEC is the largest nonunion co-op in Arizona. Bus. Rep. Sarita Morales is working with State Organizing Coordinator Robert Sample, scheduling meetings with those employees. If you’re interested in helping with organizing, please contact Sarita at the union hall. Internal organizing is ongoing. If there are any nonmembers in your work area, talk to them about becoming a member, or if you’re not comfortable with that, contact your E-Board representative to speak with them.

The Women’s Committee has been established. Contact Alberta Adrian, Jackie Ehresman, Sue Trumbull or me if you’re interested in joining us! We are working on what our focus will be and what we can do for all of you and our union.

The temperatures are climbing. Know the signs of heat exhaustion and heat stroke. Be sure to use your sunscreen, stay hydrated and get into the shade when you have an opportunity to. Snakes, bees and other creepy crawlies are out and about, so be aware. Stay safe!

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

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

RETIREEES

Honored for Career of Service

RETIREEES CLUB OF L.U. 1, ST. LOUIS, MO — At this early spring writing, it's finally starting to get warm here.

Go outside, walk, play golf, ride your bike — stay active.

The Retirees Club meetings will be: July 17, Sept. 18 (luncheon), and Nov. 20. We'll start at about 10 a.m. Come to a meeting and reconnect and reminisce with former tool partners.

Retired member Tom George Sr., former president of

Local 1 and former Missouri state representative, was honored by the Missouri Alliance for Retired Americans at a recent luncheon. He was recognized for his many decades of service helping working people of Missouri. Congratulations, Tom.

Neal McCormack, P.S.

Spring & Summer Activities

RETIREEES CLUB OF L.U. 3, NEW YORK, NY, NORTH NEW JERSEY CHAPTER — Greetings to all! Well, we had a long winter (regardless of the groundhog's predictions)! But, thankfully, weather-wise, not too bad in our area. As of this writing, we're enjoying spring weather and looking forward to our "snow birds" return.

Several members attended the 31st Annual Reunion for Local 3 retirees in February. This year it was held at the Sheraton New York Times Square Hotel. It was a great luncheon and opportunity to connect and reconnect with others.

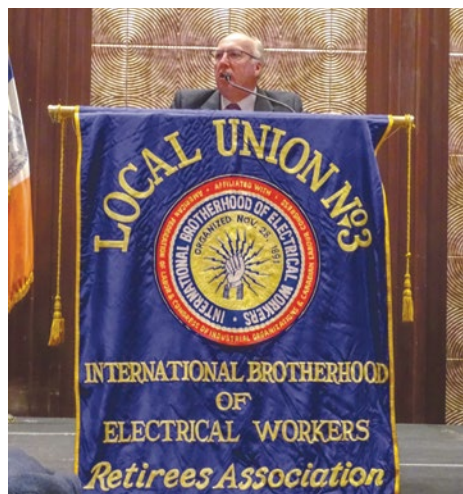
We continue our monthly meetings throughout the year and are looking forward to our spring luncheon at La Terrazza Restaurant, our visit to Santorini, and our annual picnic at Kruckers Picnic Grove. Plans are in the works for fall season activities.

Wishing everyone a great summer!

John Krison, P.S.

2019 Local 3 Retirees Luncheon

RETIREEES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER / PUTNAM CHAPTER — This year's Local 3 Retirees Luncheon was again held in the grand ballroom of the beautiful Sheraton Center in Manhattan on Feb. 22.



Local 3 Bus. Mgr. Christopher Erikson

This year, the weather was a bit more cooperative, cool and breezy but fine. Thirty-eight of our members were able to make the trip on a chartered bus.

Local 3 Pension Dir. Maureen Steiger did an excellent job as master of ceremonies. The speakers included: Local 3 Bus. Mgr. Christopher Erikson, Sr. Asst. Bus. Mgr. Raymond Melville, Joint Industry Board Chmn. Dr. Gerard Finke, and employer representative Steven Lazzaro.

Bus. Mgr. Erikson explained how the Republican administration threatened to use our pension benefits to bolster other multiemployer plans, unrelated to the IBEW, that have become financially unsound. This is the pension that was negotiated for us, which we all depend on. Bus. Mgr. Erikson also stressed that no other labor union treats their retirees as well as Local 3. The membership agreed, unanimously. **[Editor's Note: To read more, see December 2018 news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack, For Now," posted on the IBEW website at www.ibew.org/media-center/articles.]**

As always, the most enjoyable part of the day is the opportunity for our members to rekindle old friendships, and to trade stories of the jobs they worked on over the years.

Richard Mills, Treas.

New Club Chapter Established On Maryland's Eastern Shore

RETIREEES CLUB OF L.U. 24, BALTIMORE, MD, EASTERN SHORE CHAPTER — In 2018, retired members of Local 24 got together and established a second Local 24 Retired Members Club, the Eastern Shore Chapter, which was chartered in June 2018. Club members have enjoyed the opportunity to socialize with old friends, get information about their pension, benefits and other topics of interest, and plan outings and activities.

Last fall, the club visited Seacrets Distillery in Ocean City, MD, for a fascinating tour followed by lunch. At their meeting in June, members will choose the destination for their next trip.

The Eastern Shore Chapter meets quarterly on the first Wednesdays of March, June, September and December, at 11 a.m., at Local 24's hall in Salisbury, MD, and welcomes all IBEW retirees in the area.

Bob McIntyre, Pres.



Local 24, Eastern Shore Chapter, Retirees Club founding members: front row, George Howard (left), Bob Owens, Bill English, Randall Hughes, Joe Seiler; back row, Bob Burbage, Ray Andrews, Glenn Ray, Phil Robert, Bob McIntyre, Ron Parsons, Jim Revelle, Dean Brittingham, Bill Betts and Rick Russell.

Travel & Events Update

RETIREEES CLUB OF L.U. 26, WASHINGTON, DC — It is my pleasure to announce results of the Retired Members Club's election of officers. At our club meeting on Feb. 9, officers were elected for a three-year term: Pres. Richard "Dick" A. Bissell, Vice Pres. Richard



At a Local 26 Retirees Club service awards presentation on March 9.

"Rick" Warner, Rec. Sec. Susan C. Flashman, Treas. James "Jim" Handley, and Sgt. at Arms Robert "Snuffey" Holcomb. Additional members of the Executive Board are: James Antonivich, Henry Becker, Jerry Papa and Ronald "Ron" Stokes.

In April, our club took another cruise to the Caribbean. Bro. Rick Warner is already filling the cabins for the 2020 cruise to Europe!

As of this writing, the club is almost at the 500 dues-paying-members mark.

The club will break for June, July and August. In August, we will gather for our annual raffle mailing, which usually takes three days to complete. Thanks to our volunteers, the project is fun.

Our summer travels include trips to crab feasts, to a favorite casino, and in June and August to Local 26's annual Virginia and Maryland picnics. These events are great opportunities for retired members and those who are still working to enjoy visiting.

We have lost some members since our last article. They are still with us in the form of some memory books, and in May, a video presentation. As retirees, we remember that joining the union was one of our best decisions!

Susan Flashman, P.S.

'Stay Informed and Involved'

RETIREEES CLUB OF L.U. 53, KANSAS CITY, MO — Spring has finally arrived and I think we are all ready for it. Seems like winter lasted forever. Hope everyone is doing well. Get out and enjoy this great weather.

By the time this article comes out, we will have had our annual Crappie Tournament/Fish Fry and our Spring Luncheon put on by the local. Thank you to the local for both of these events. They are both great events and enjoyed by all.

A lot is going on in politics right now both at the state and federal level. Talks of cutting Social Security, Medicare and Medicaid and even getting into our pensions that we and our brothers and sisters before us worked so hard for. **[Editor's Note: To read more, see December 2018 news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack, For Now," posted on the IBEW website at www.ibew.org/media-center/articles.]**

Our opponents are also pushing so-called "right to work" in Missouri again.

Please stay informed and involved and vote.

We still have our club meeting at the Lumberyard Bar & Grill in Urich, MO, at 11 a.m. on the second Thursday of the odd-numbered months. Please feel free to come join us.

Sad to report we lost another retiree, Carl Terry. Rest in peace, brother.

Duane Pearce, P.S.

Golf Tournament Fundraiser

RETIREEES CLUB OF L.U. 60, SAN ANTONIO, TEXAS — By the time you read this, the club's 7th Annual Golf Tournament fundraiser will be in the history books. At the time of this writing, we were looking forward to the event scheduled for May 4 this year. Hopefully the seventh annual tournament will be the biggest and most successful. Club members thank everyone involved with this event. Special thanks go to Betty Cannon, whose organizing skills were outstanding in putting together and arranging distribution of the prizes.

The club will take their summer break in the months of June, July and August. We will pick up again on Sept. 12; the location for the meetings may change. With the completion of the new Local 60 union hall, retired members are invited to hold their meetings there. The Plumbers and Pipefitters have been most gracious and accommodating in allowing Local 60 retirees to utilize their training room to conduct club meetings. Prior to the September meeting, an announcement will be posted in the local's newsletter regarding the Retirees Club meeting location.

Local 60 mourns the passing of John Weber, who died March 26 this year. Bro. Weber was a 78-year IBEW member. Initiated on Dec. 4, 1940, he reportedly was the most longtime member of Local 60. Prayers are with his family.

Sandy Rogers, P.S.

'Great Events & Activities'

RETIREEES CLUB OF L.U. 105, HAMILTON, ONTARIO, CANADA — On Sunday, April 7, many retirees attended and enjoyed the Annual Retirees Breakfast at Michelangelo's. Our thanks to all who put together this outstanding event!

Our club officers worked hard to organize the following events: a trip to Cairn Croft Niagara on April 9-12; a dinner/dance at Michelangelo's on May 5; the Annual Pig Roast on May 23; and the Annual BBQ at the Retirees Club meeting on June 21.

Club officers also arranged several outstanding



Attendees enjoy IBEW Local 105 Annual Retirees Breakfast on April 7.

LOCAL LINES

summer events including: a trip to Grand River Raceway & Casino on July 12 (includes bus and buffet); and in August, a visit to the Butterfly Conservatory & Bird Kingdom, Niagara (includes lunch and a visit to the Chocolate Factory). For Sept. 25, there will be a boat trip on the Lynn River, a lunch at the Erie Beach Hotel, a visit to the Cider Keg Farm Market, and a stop at Hewitt's Dairy for ice cream!

We have bowling on Wednesdays at 1:30 p.m., and Euchre on Mondays at 1 p.m. It's so much fun!

So, why not join and enjoy these outstanding events! Those age 55 and over are eligible, and membership fees are only \$25 a year per person. Spouses/partners are welcome! Don't wait — participate!

These events and much more are made possible by our Local 105 members and Executive Board. Our genuine thanks to all!

Eden McLean, P.S.



Re-elected Local 134 Retirees Club executive board members are sworn in: James Martin (left), Donald Mahoney and Richard Connolly. At the podium is Bus. Mgr. Don Finn.

'A True Brotherhood'

RETIREES CLUB OF L.U. 134, CHICAGO, IL — Welcome, summer! The freezing temperatures in Chicago last winter, with wind chills of 50-degrees below zero, caused many problems for us all. With power outages, horrible road conditions, and our first responders like our firefighters having to work in these conditions, we salute you all.

Here in Chicago we did enjoy a chilly but sunny day for our March 13 luncheon meeting, which had a St. Patrick's Day theme. About 75 to 80 members enjoyed an excellent lunch of corned beef and cabbage. This was also our first luncheon meeting held in the beautiful

Memorial Hall at Local 134's new building. At this meeting, we also held our Retirees Club's odd-year election for our Executive Board members. James Martin, Donald Mahoney and Richard Connolly were re-elected and sworn in by Local 134 Bus. Mgr. Don Finn.

The IBEW Local 134 Helping Hand Fund was created to assist brother and sister members in need of assistance. Through all the generous donations we previously received, we have been able to help over 400 brother and sister members by providing various forms of assistance. Our fundraising party in April 2019 once again proved that we are a true brotherhood.

Have a fun and safe summer.

Sue Kleczka, P.S.

Service to Community

RETIREES CLUB OF L.U. 160, MINNEAPOLIS, MN — IBEW Local 160 and the Retirees Club made a \$1,000 donation to the Firefighters for Healing organization, presented to FF4H founder Jake Laferriere.

Firefighters for Healing helps to support the firefighter community, burn-injured children, their families and anyone going through recovery from a fire. The organization helps with replacing essentials when all has been lost in a fire. They contribute financial



From left: Local 160 Bus. Mgr. Robert Boogren, Retirees Club Pres. Pete Sandberg, FF4H founder Jake Laferriere and Retirees Club Vice Pres./Sec. Treas. Fran Stade.

assistance for corrective surgeries and donate to local burn units.

Fran Stade, V.P./Treas.

'Time to Be Vigilant'

RETIREES CLUB OF L.U. 212, CINCINNATI, OHIO — Last year, the U.S. Congress conceived a plan to bail out financially weak multiemployer pension plans. Congress thought subsidizing those plans by taking money from healthy plans (like our NEBF plan) was a good idea.

In November, approximately 250 IBEW leaders visited Capitol Hill in Washington, D.C., to inform our legislators that this plan was a really bad idea. The mobilization action was successful in stopping the attack for now. Medicare and Social Security benefits could be next. Don't wait for this to happen. Contact your elected representatives and senators and let them know you disagree with this type of band-aid legislation. At our March meeting, that is what our Local 212 retired members did. We mailed postcards to our congressmen and told them: "Keep your hands off my pension — I am watching you and I vote." We must always remain vigilant. [Editor's Note: To read more, see December 2018 news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack, For Now," posted on the IBEW website at www.ibew.org/media-center/articles.]

It is with great sadness that I report the recent passing of several IBEW Local 212 members: Stephan Book, who was a 62-year member; Charles Pfiester (58-year member); Robert Channel (48-year member); Daniel Patterson (45-year member); and Charles Buckler (24-year member). May God grant them eternal rest.

The Retirees Club Picnic will be at Fernback Park on July 3. The Local 212 Family Summer Picnic will be held in early August at Stricker's Grove in Ross, Ohio.

Bob Schaefer, P.S.

Retirees Take Action To Defeat Pension Attack

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO — The Retirees Club met on Tuesday, March 26, at Reinhardt Circle in Jefferson City for our monthly luncheon. We had a great turnout. Apprenticeship Training Dir. Rick Stokes discussed plans for the April 2019 Skills USA Competition at Linn State Technical College. Again this year, our retirees volunteered to help judge the event.

Our retirees wrote postcards to U.S. senators and representatives urging them not to harm healthy multi-employer pension funds in order to fix struggling or failing plans. We rely on our monthly pensions. If they tax our pensions, raise premiums and/or force burdensome requirements on our plan, our families will suffer. We hope through these postcards our elected representatives will get the message. I urge anyone who has not already sent a message or talked to your elected representatives regarding this issue to please do so. [Editor's Note: To read more, see December 2018 news article "IBEW Leaders Mobilize on Capitol Hill to Kill Pension Attack, For Now," posted on the IBEW website at www.ibew.org/media-center/articles.]

We are saddened by the passing of Bro. Bernard Schulte, who was a Local 257 journeyman electrician for 30-plus years. Our prayers are with his family.



Some of the newly retired members of Local 531.

Also, tragically, Local 257 member Mark Hooibrink and his wife, Laura, lost their home to fire in Claysville, MO. Our prayers are with them, and we wish them a speedy recovery from their loss.

For our April 30 meeting, we enjoyed a wonderful trip to Warm Springs Ranch, in Boonville, MO, home to the famous Budweiser Clydesdales.

Delores Melloway, P.S.

Recent Retirees Honored

RETIREES CLUB OF L.U. 531, LAPORT, IN — We honored several new retirees at a recent monthly meeting. I must be getting older or these guys are retiring early because they don't seem that old to me. Congratulations to: Ray Walters, Mike Sobbecki, James Zickmund, Jeff Boo, Ned Pease, Dean Harmon and Paul Steinheiser. I had the pleasure to work with some of these guys, and I wish all a happy retirement. [Photo, at bottom.]

Special thanks to Paul Steinheiser for his long-time service as an apprenticeship instructor. Bro. Steinheiser, you have made a difference in the future of our local and the lives of many journeymen. I know you made a difference to me. Thank you.

Jeremy Woolever, P.S.

Annual Luncheon a Success

RETIREES CLUB OF L.U. 702, WEST FRANKFORT, IL — The Annual Retiree Luncheon was April 2 at Cedarhurst Center for the Arts, in Mount Vernon, IL, with 110 retirees and guests in attendance.

Following a welcome by Asst. Bus. Mgr. Jamie Hatfield and blessing by retired member Terry Wright, attendees enjoyed a fantastic meal.

Bus. Mgr. Seve Hughart addressed attendees, introduced current and retired staff and Executive Board members, and thanked Cindi's Catering for the great food.

Door prizes were won by Keith Felty (702 neon sign) and Duane White (Cardinals tickets), while Frank Baker, Leon Langan, Sue Maculevics, David Pasley, John Prusaczyk and Donnie Girten won gift certificates. Mark Nix and Chuck Prusaczyk each won a knife donated by Jr. Marlow.

Retirees Club Pres. Gary King read the financial statement, reported deaths for March and April, extended the club's appreciation to Bus. Mgr. Hughart, then mentioned the club's goal of establishing a scholarship.

The next Retirees Club meeting will be June 6 at Golden Corral in Carbondale, IL. For next year, the annual luncheon is tentatively planned for April 7. Pres. King closed the meeting with a thank-you to all retirees and their families for their dedication and loyalty to IBEW Local 702.

Mark Baker, P.S.

'See You in September'

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL — Hope everyone is doing well! We wish you a safe, happy and healthy summer break. We look forward to seeing club members again in September.

Congratulations to our chili cookoff winners, Greg Stone and Bonnie Pettingil, and thank you to our judges. We would like to ask club members that

IBEW MERCHANDISE



Ladies Long Sleeve T-Shirt \$11.00

100% organic cotton, long sleeve scoop neck t-shirt. Shirt is semi-fitted for the perfect length and fit. Features IBEW initials with fist and lightning bolts on left cuff.

Logo Watch with Date \$80.00

Men's gold-tone watch with black dial, gold IBEW logo and date. Watches have a two-year manufacturer's warranty.

Gold Umbrella \$41.00

Red and black golf umbrella with 62" arc, fiberglass shaft & rubberized handle. IBEW logo on 2 panels.

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

www.ibewmerchandise.com



Local 756 Retirees Club Treas. Dow Graham presents posthumous 60-year service pin award to Lorraine Crane for her late husband, Frank L. Crane Jr.

Combined Luncheon in June

RETIREES CLUB OF L.U. 995, BATON ROUGE, LA — At our meeting on the first Monday in April, we voted to have a combined luncheon with our spouses on the first Monday in June, at 11:30 a.m. We hope all the club members will try to attend. Attendees are requested to bring a covered dish. It could be a vegetable, a salad or a dessert. The meat and drinks will be furnished.

In March we all met at Drusilla restaurant for a luncheon and enjoyed the get-together.

It is with regret that I report the loss of a former member whom I worked with on many occasions, the Rev. Rudolph "Rudy" Hughes. We traveled together on several trips. He could take a piece of copper wire and shape it into a miniature tricycle. He will long be remembered.

W. Roland Goetzman Sr., P.S.

if you can ... please try to bring a side dish or dessert when you come; it makes our meal so much more enjoyable. You can get a list of our monthly meals at the meeting. Congratulations to Mike Miller for receiving his 45-year pin at the January meeting.

Sadly, since our last article, three of our members passed away. We send our condolences to families and friends of: Werner Gruber, Edward E. Kilby and Richard F. Paczkowski.

We invite any retired and unemployed brothers and sisters and their spouses who are in the area to come and join us. Our meetings are the second Thursday of each month (September through May), 11:30 a.m., at the Local 756 union hall, Port Orange, FL.

Diane Gibbs, P.S.



Attending a Local 995 Retirees Club meeting in March: Calvin Clouatre, Danny Lanoux and J. E. Lanoux. Billy Long snapped the photo.

Summary Annual Report for Int'l Brotherhood of Electrical Workers' Pension Benefit Fund

This is a summary of the annual report for the INT'L BROTHERHOOD OF ELECTRICAL WORKERS' PENSION BENEFIT FUND, (Employer Identification No. 53-0088380, Plan No. 001) for the period July 1, 2017 to June 30, 2018. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$169,579,723. These expenses included \$9,999,321 in administrative expenses and \$159,580,402 in benefits paid to participants and beneficiaries. A total of 494,774 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$2,135,630,854 as of June 30, 2018, compared to \$2,049,184,341 as of July 1, 2017. During the plan year the plan experienced an increase in its net assets of \$86,446,513. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$256,026,236, including employee contributions of \$78,419,346, gains of \$72,545,449 from the sale of assets, earnings from investments of \$105,472,789 and other income of \$-411,348.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the plan assets; and

4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator:

Kenneth W. Cooper
International Secretary-Treasurer
900 7th Street, NW
Washington, DC 20001-4089
82-4445797 (Employer Identification Number)
(202) 728-6200

The charge to cover copying costs will be \$13.50 for the full report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

International Brotherhood of Electrical Workers
900 7th Street, NW
Washington, DC 20001

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210. ■



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

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Kenneth W. Cooper
International Secretary-Treasurer

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HOW TO REACH US

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

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WHO WE ARE



Baltimore Local 24 wireman Rico Albacarys is one of the faces of the IBEW's latest advertising campaign. See the new ads at [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker).

Faces of the IBEW:

Second-Chance Baltimore Wireman Headlines New Ad Campaign

Rico Albacarys didn't sulk or stew when he was turned down for a Baltimore Local 24 apprenticeship back in 2010. Instead, he got back to work — and the right people noticed.

Albacarys, who was unemployed at the time following the closure of the printing facility he worked for, decided not to attend college. Instead, he worked non-union construction near his home north-east of the city.

A year later, he got a call from Local 24 officials asking him to re-interview for the apprenticeship when they noticed he had met their standard of working at least 450 hours in construction.

"When someone goes out and gets some more experience, we'll bring them back in for another interview because it shows they've taken an interest in the industry," said Local 24 training director Neil Wilford, who was the local's training coordinator at the time. "He's out there working. We don't want him working against us. Let's give him a chance to work with us."

This time, Albacarys was accepted. Now 35, he's an emerging young leader at Local 24 and the subject of one of the IBEW's latest national television advertisements. The series of new ads highlights the value of IBEW membership for young people in search of a career that will provide a stable, middle-class life for

them and their families.

The commercials, which will air nationally, put a face on a decision many young people across North America are facing today: graduate from college with mountains of debt and no job prospects, or get paid to learn with a career in the union trades. With more baby boomers set to retire during the next few years, the construction industry, especially, is facing a looming worker shortage that must be addressed.

"A lot of people my age are drowning in college debt," Albacarys says during the commercial, which also features his wife, Lauren, and their two young daughters. "But I chose a different path. I'm a member of the IBEW."

Albacarys knew job opportunities in the struggling printing industry would be scarce, so he ruled out returning to it. He enjoyed working with his hands, but knew he would be working at a low salary with paltry benefits as a nonunion electrician.

So when he had a chance to be a Local 24 apprentice — where he was paid from the moment his education started — he jumped at it. His pay immediately increased from \$10 to \$19 an hour.

"Working as an IBEW member was the first time I had a career and not just a job," said Albacarys, who topped out as a journeyman inside wireman in 2015 and has seen his salary more than double. "I

"Working as an IBEW member was the first time I had a career and not just a job."

— Rico Albacarys, Local 24

would have had to keep working if I had gone to [college], and if you're working full time, who knows how long it would take to get a degree. And then, who knows about debt.

"The first day as an apprentice, you're starting your career."

Albacarys was born in Puerto Rico, but his family moved to suburban Baltimore when he was 2 years old. He wasn't exposed to unions growing up. He now views his time as a nonunion worker as a benefit.

It helps him better explain to others the value of IBEW membership, plus it's a reminder of why it's important to be active in the local. The benefits of being part of the Brotherhood need to be protected, he said.

"He was a model apprentice," Wilford said. "He seemed to take command in

class. If people needed help, he would try to help them out. He asked questions and we got good reports on him out on the job."

Today, he works for signatory contractor EASI Electrical in Pasadena, Md., and teaches at the training center where he was a student just a few years ago. He is a member of Local 24's examining board and was a founder of its Reach Out and Engage Next Generation Electrical Worker committee — the IBEW's initiative to get members 35 and younger more involved in the union.

He and Lauren purchased a home. They aren't rich, he says with a laugh, but the only time they argue about money is when they discuss where to go on vacation.

"International Secretary Kenneth Cooper always says IBEW membership was his ticket to the middle class," Albacarys said. "I agree with that. I didn't grow up dirt poor, but we weren't very well off. It means giving to my family what I didn't have and being part of something bigger than yourself."

That's how he felt when he took part in a labor rally with union members from across Maryland at the state Capitol in Annapolis. Or, when he attended the Construction Conference and was in the audience for former Vice President Joe Biden's speech.

"It's not just the money," he said. "It's a feeling that you can do something

with others that can make a difference."

Local 24 Business Manager Peter Demchuk said he encouraged Albacarys to get more involved in the local when it was having trouble forming the RENEW committee. He took on that responsibility and "before you knew it, we were having RENEW meetings. Even in those meetings, he's reading off notes. He's just a very structured and sharp guy.

"I'm just really impressed with his excitement and enthusiasm," Demchuk added. "I'm amazed at his ability to soak everything in and move forward. It's almost like he wants to shout out to the world, 'Come join us.'"

With the television commercials, now, of course, he's doing just that. "I hope every person out there looking for a real career sees the commercial and says, 'I can do that, too. I can change my life with the IBEW.'"

Albacarys is especially thankful for what IBEW membership has meant to his family. But if his success encourages other Latinos or people of color to get involved or seek out apprenticeships, it will make it even more rewarding.

"For whatever reason I am getting these opportunities, I am going to take it and show why I was worthy," he said.

"I'm thankful for the opportunity. The IBEW and Local 24 changed my life. I'm so grateful for that." ■