

THE ELECTRICAL WORKER

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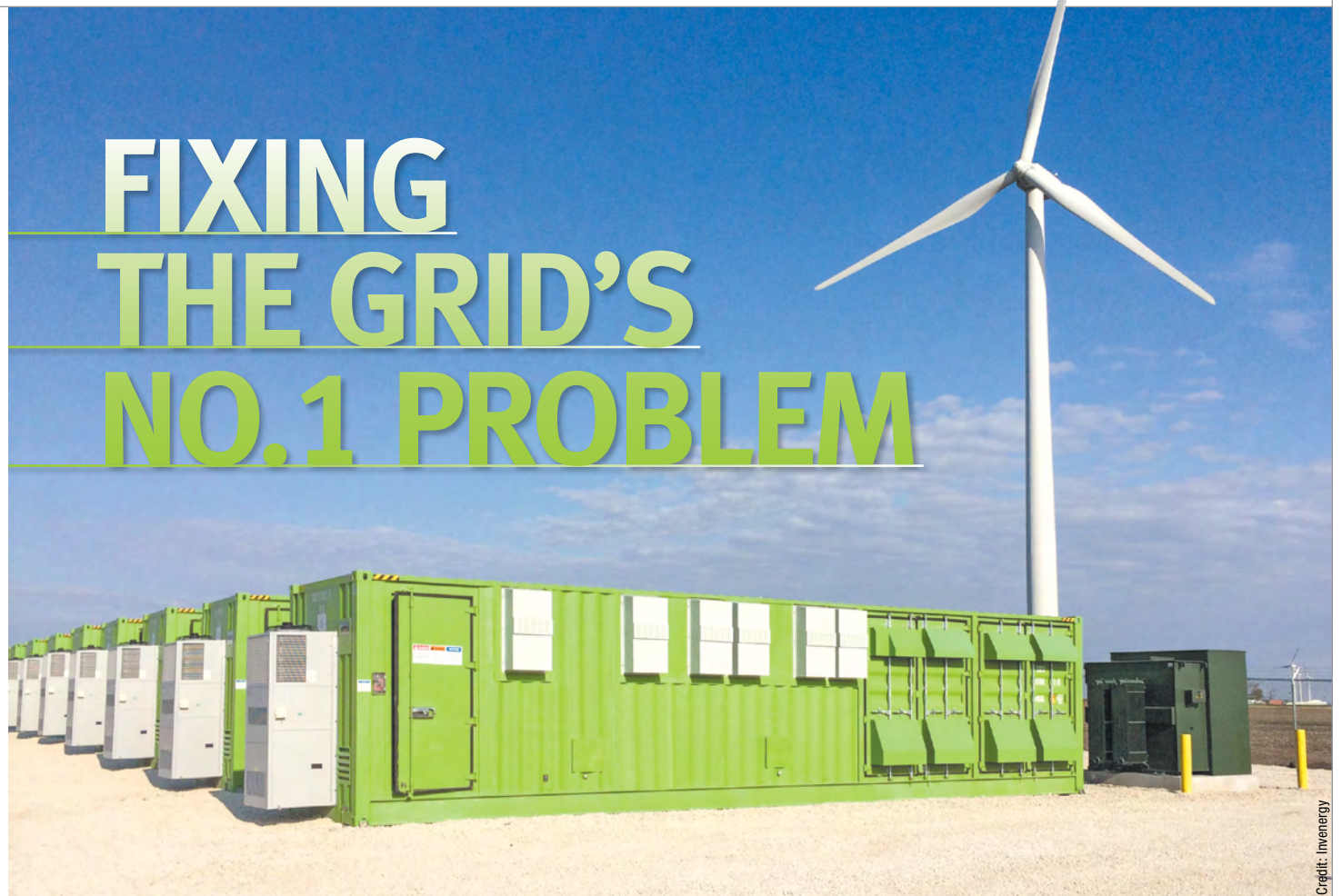
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THE IBEW's
**2019 PHOTO
CONTEST**

Deadline: Oct. 1
See page 5 for details

FIXING THE GRID'S NO.1 PROBLEM



Credit: Invenenergy

Grand Ridge Energy Storage is a 31.5 megawatt mixed solar, wind and battery installation built by members of Champaign-Urbana, Ill., Local 601 and Elgin, Ill., Local 117. Two years ago, it was one of the largest in the country; projects 10 times its size are now underway.

The North American electrical grid is the largest machine ever built by human hands. The interconnecting web of power plants, end users and everything in between has an unknowable number of components that fuel the \$20 trillion U.S. economy.

It has one great flaw in its design though: every electron set in motion, whether by coal, gas, nuclear fission, a photon or a gust of wind, has to be used immediately or it is lost.

Everyone involved in building and maintaining the grid knew this was a problem. Billions have been spent researching efficient ways to store power. A handful of pilot programs were built each year, but

STORING THE SUN & WIND

grid-scale storage was stuck, waiting for policies and technology that hadn't arrived — until now.

Across the country, but primarily along the West Coast in the Ninth District, grid-scale storage projects — free-standing or attached to renewable power generation — are being built and going on-line: not planned; not promised; but built, and at record rates.

Last year, 311 megawatts were installed according to energy research firm Wood Mackenzie. That total is expected to double in 2019, triple in 2020 and triple again in 2023 — totaling more than seven gigawatts of storage.

"We are in a unique moment in time. Technology is changing at lightning speed," said Micah Mitrosky, environmental organizer at San Diego Local 569. "The IBEW has endured for 100 years because we stayed ahead of the industry. We are the best

positioned union in the U.S. to do this work. This is our moment to define the future."

Most of the projects completed so far are in California, but substantial projects have been built in Hawaii, Texas, Illinois and West Virginia. State after state is passing storage requirements each year as public utility commissions prepare for a future with dramatically lower carbon emissions.

Two years ago, the largest storage projects in the country were twin 31.5 MW projects in Rupert, W. Va., built by members of Charleston Local 466, and Grand Ridge, Ill., built by members of Champaign-Urbana Local 601 and Elgin Local 117.

Next year, members of Castroville, Calif., Local 234 will break ground on a 300 MW super battery with enough power to replace several natural gas peaker plants. The project is twice as large as all the grid-scale batteries installed in 2016.

California alone has contracts for nearly 1 GW of batteries as it moves to fulfill the promise of a new law. Senate Bill 100 requires the state — the fifth-largest economy in the world — to source 60% of its energy

BATTERY REVOLUTION continued on page 4

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FROM THE OFFICERS

Leading on Energy



Lonnie R. Stephenson
International President

For more than 125 years, IBEW members like you have powered our two nations, lighting up homes, schools, businesses and hospitals and transforming the face of North America.

We did this because we've never sat still and taken things for granted. We've embraced new technologies in the energy sector as they've come, and that's no different today.

In these pages, you'll read about the billions of dollars of work your sisters and brothers are performing — especially in the western U.S. — helping to transform the energy industry by installing battery storage at a scale we've never seen before.

In parts of the U.S. and Canada, abundant sun and wind means this work makes a lot of sense, and the clean energy transition is creating thousands and thousands of high-paying IBEW jobs.

In some places, though, the transition has meant pain and hardship for workers and communities — including many of you.

The economics of the energy industry are often beyond our control, but at the IBEW, we represent power professionals in every corner of our two nations.

We continue to believe in and advocate for a diverse, balanced and reliable energy portfolio — one that includes renewables like solar, wind and hydro, and also one that taps into our rich supply of natural gas as a lower-carbon emitting alternative.

At the same time, we are committed to maintaining a secure baseload energy supply, and that means that coal and nuclear must be a part of the mix for the immediate future. A reliable energy grid requires a secure, consistent supply of power, and our members provide that each and every day.

For years, we've pressed for a truly comprehensive energy policy in the U.S. that acknowledges climate reality and protects workers, and we continue to do that. We've also insisted that the very first requirement be that the hardworking men and women who make up our energy workforce are at the table.

That happened in Canada recently, where the IBEW was an integral part of the task force charged with recommending an equitable transition for workers and communities affected by the nation's move away from coal.

Some communities and workers will still feel the pain of that decision by the government, but we're hopeful that policies put in place now — policies that we had a voice in — will ensure a reasonable path forward for the working people affected.

It's the least we expect from our politicians, that they take the time to listen to those of us who do the work day in and day out and that our expertise is part of any path forward for the industry.

In the meantime, we'll be doing what we've always done at the IBEW: turning out the best-trained, most professional electrical workers in North America and doing our all to keep the lights on. ■

Working Safe in Summer Heat

For many of us, the arrival of summer means barbecues, beach trips and long days with warm weather. But for anyone who works outside, it can be a dangerous time of year. Heat is the No. 1 weather-related killer — and it's not getting cooler anytime soon.

As you'll read on Page 11, the Occupational Safety and Health Administration has put out information on how to stay safe in the heat, but it has yet to come up with a federal standard for employers to follow. Some states have come up with their own rules, but for many of our members across the U.S. and Canada, it's up to each of us to make sure we're safe.

Just because OSHA doesn't have an official rule for what constitutes heat safety doesn't mean you're without any rights. Employers still have to provide everyone with a safe workplace, and that includes protecting you from extreme heat.

OSHA's campaign emphasizes the three basics of staying safe: water, rest and shade. But not all employers take heat protection as seriously as they should. Signatory contractor Cupertino Electric in California is one of the good ones. The company provides employees bottled water, air-conditioned vans and specialized cooling chairs when temperatures reach sky-high, and plenty of our other contractors do the same. California is also one of the states that established its own standard.

But even when there are good guidelines in place, it's still our responsibility to do our part and check on our brothers and sisters to make sure they're OK. Nobody wants to end up another statistic.

One of the great things about a union is the sense of solidarity. We're a family and we look out for each other. We can set the tone in every one of our locals and on every job site that safety is an integral part of the job, and that includes paying attention to the signs of heat illness in our fellow members.

OSHA doesn't seem to be moving any closer to a standard right now, but that doesn't mean we're sitting idly by. We're working where we can to make sure all of our members — including those working indoors in hot conditions — get the protections they need. Until there's a federal standard, we'll continue pushing for one and providing the best training and advocacy to make sure we're working as safely as possible.

With every summer seeming to set new high temperature records, it's becoming more critical to take your health — and that of your coworkers — seriously. Stay safe, brothers and sisters. Then we can all enjoy the summer fun this year. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

A Wish for Women

I'm a member of IBEW Local 271 in Wichita, Kan. I'm a third-generation electrician. In my family, my father, uncle and brother are all currently journeymen and I'm a third-year apprentice. I'm currently the only female apprentice in the program and I love the work and my local. I wish more women would get involved.

*Kristen Whelchel, Local 271 apprentice
Wichita, Kan.*

A Family Affair

I'm third-generation Local 58, and I grew up at the dinner table listening to all the great stories my father would tell. I couldn't wait to get in. He taught me and my brother how to splice lead cable by the time we were 15 and 16. I got into my apprenticeship in the early '80s and 38 years later I retired with a bad knee. I couldn't be happier. Thank God I had the IBEW or I'd be suffering right now.

*Richard Eynon Jr., Local 58 retiree
Detroit*

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



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

Praise for Action Builder

Responding to “The Future of Organizing: New Technology Builds on the Tried and True:”

I used Action Builder on my last blitz of 250 electricians and I swear it saved me a week's worth of data entry. Great tool!

*Michael Ponce, Local 490 member
Dover, N.H.*

Corporations' Retirement Scam

Responding to “We Need Your Help: Call Your Congressman, Save Your Pension” [also on Page 6 of this issue]:

First the corporations steered us away from a defined benefit pension to a 401(k). “It will be so much better,” they said. Now that the stock market has wiped out many of those plans, they are coming after the rest.

*John Spagnoli, Local 5 retiree
Pittsburgh*

Job Well Done

Responding to “Syracuse, N.Y., Local 97 Members' ‘Flawless’ Replacement of Diesel Back-up at Nine Mile Point Nuclear Station:”

Nice job, brothers! It's time every brother realizes that all our individual actions affect us all as a whole! Our actions on jobs affect our future as a whole!

*Jose A. Collazo, Local 488 member
Bridgeport, Conn.*

HAVE YOU MOVED?

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

In Canada's Election, a Call to Avoid 'All-Out War on Unions'

When the Liberal Party took power in Canada in 2015, the IBEW and working families gained access to halls of power on Parliament Hill that hadn't existed in the previous four years of Conservative rule and five years of coalition government before that.

The result has been a blizzard of legislation and initiatives that has benefited working families and union members across Canada. Put simply, Prime Minister Justin Trudeau and his government have followed through on most of the promises they made prior to taking office.

"It was an all-out war on unions and working people before [former Conservative Prime Minister Stephen] Harper left," Winnipeg, Manitoba, Local 2085 Business Manager Russell Shewchuk said. "Trudeau came in and has been working hard for our members."

For former Hamilton, Ontario, Local 105 Business Manager John Grimshaw, now the executive secretary/treasurer of the IBEW Construction Council of Ontario, it's been refreshing to have open communications with the prime minister's staff when important issues arise.

"I would hate to lose that access," he said. "When the Conservatives were there, for us to get a meeting was next to impossible. To be able to work with government, they need to know what your issues are."

October's federal elections, however, could see all that swept away.

Poll numbers across the country worrying for Trudeau's party and a potential return to the days of federal hostility to union workers. In late May, CBC's Poll Tracker gave the Conservatives a 36% chance of winning a majority government and the Liberals just an 8% chance to hold their majority.

"It was an all-out war on unions and working people before [former Conservative Prime Minister Stephen] Harper left. Trudeau came in and has been working hard for our members."

— Winnipeg, Manitoba, Local 2085 Business Manager Russell Shewchuk

IBEW leaders in Canada say they are confident the Trudeau-led government has enough time to regain its footing, especially if it can put the focus back on bread-and-butter issues.

But the Conservative Party has momentum. It has new majority governments in Ontario and Alberta and secured a minority government in New Brunswick, all in the last year. Harper has left Parliament, but Conservative Leader Andrew Scheer's message is finding traction even though it's not much different from the Conservatives' anti-worker message in the past.

That's why members are encouraged to get involved in their local riding's cam-



Canadian Prime Minister Justin Trudeau stood with IBEW leaders following the dedication of a monument to building trades workers in Ottawa in May 2017. Trudeau's Liberal Party will try to hold its majority in federal elections in October.

paign to send a worker-friendly Member of Parliament to the House of Commons and prevent a return to the days when the IBEW had no seat at the table of government.

One of those candidates who will find IBEW support is Daniel Blaikie, an electrician and member of Local 2085, who represents Winnipeg's Elmwood-Transcona Riding. The New Democratic Party member is part of a strategy that favors the best candidate in each riding to stop a Conservative takeover rather than support for a single party.

- In one of its first acts in office, Parliament reversed bills C-377 and C-525 — a pair of anti-union bills pushed by Conservatives that placed onerous reporting requirements on unions and made organizing new workers more burdensome.
- The Trudeau government expanded the Canada Pension Plan and increased the Guaranteed Income Supplement for the country's poorest senior citizens. For instance, a Canadian worker making CA\$50,000 in today's dollars will see his pension increase from \$12,000 to \$16,000 annually.
- Parliament prohibited the presence in construction materials of asbestos, a carcinogen known for decades to cause cancer. The previous Conservative government resisted efforts to do so.
- Liberals ratified the International Labour Organization Convention's No. 98, which recognizes the right to organize and collectively bargain and also prohibits anti-union discrimination by the federal government.
- Trudeau's government also reduced the employment insurance waiting period from two weeks to one; created a Just Transition Task Force to reduce the impacts of Canada's transition away from coal-fired power generation on those workers and their communities; and has also overseen significant increases in investments for union-based apprenticeship training.

Shewchuk noted that Local 2085 recently received a \$1 million federal

grant for its training center. "We would have never been given a grant for training money by a conservative government," he said. Harper canceled a similar program in 2006 shortly after becoming PM.

The Trudeau government also is being blamed unfairly for the delay in the construction of the Trans Mountain pipeline — another IBEW priority — between Edmonton and Burnaby, British Columbia, Shewchuk said. It was approved by the federal government, but is being slowed by provincial governments and court cases, he said.

"When you talk to Prime Minister Trudeau one-on-one, he's a genuine guy,"

Shewchuk said. "He's been up here and spoke to our building trades annual conference. He connects with the working class."

Fredericton, New Brunswick, Local 37 Business Manager Ross Galbraith, who also serves on the International Executive Council, said he's maintained a good relationship with the Conservative-controlled provincial government that owns NB Power, where his local has jurisdiction. He said he's also learned not to tell his members how to vote.

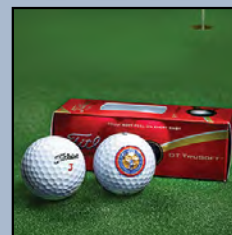
But he's happy to share when asked why he thinks, on the federal level, the Liberals are the right choice. He's pleased the Trudeau government set up the Just Transition Task Force for workers and communities and that its members met with workers and leaders in New Brunswick, a province that relies heavily on coal.

"There is a saying in Canada: we don't vote parties in," Galbraith said. "We vote parties out, and that's what concerns me. Nobody is perfect, but when you look at what the current government has done to support the goals of working people, like removing Bill 377, supporting training initiatives, improving employment insurance, etc., it's pretty obvious Trudeau's government strongly supports workers and the middle class. The track record of the previous federal Conservative government and some of the things now being said by their current party leaders show they still have a strong opposition to organized labour."

That's why it's so important that IBEW members get involved now and help to remind friends and neighbors of the great work the current government has done for working families.

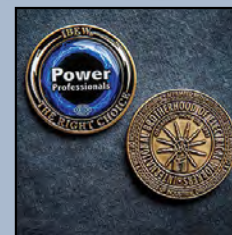
"They [the Conservatives] could re-open our country's constitution," Grimshaw said. "They could bring in right-to-work across the country. It's very important we do not get a Conservative prime minister." ■

IBEW MERCHANDISE



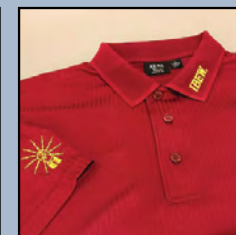
IBEW Titleist TruSoft Golf Balls \$22.00

Titleist TruSoft golf balls with IBEW logo. 1 dozen per box.



Challenge Coin \$7.00

IBEW "Power Professionals" limited edition challenge coin.



Moisture Management Polo Shirt \$28.00

5oz 100% polyester maroon polo shirt featuring lay flat collar and open cuffs. Fist and lightning bolts embroidered on right sleeve and IBEW initials on collar.

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

www.ibewmerchandise.com

The Battery Revolution

► *Continued from page 1*

carbon-free by 2030 and 100% by 2045. Gov. Jerry Brown went even further before leaving office in January, issuing an executive order to decarbonize the entire state economy by 2050.

Many of those projects will be solar combined with onsite storage capacity. Over 2 GW of energy storage is expected to be paired with utility-scale solar photovoltaic systems by 2023, according to industry analyst IHS Markit.

power usage just as the sun is going down.

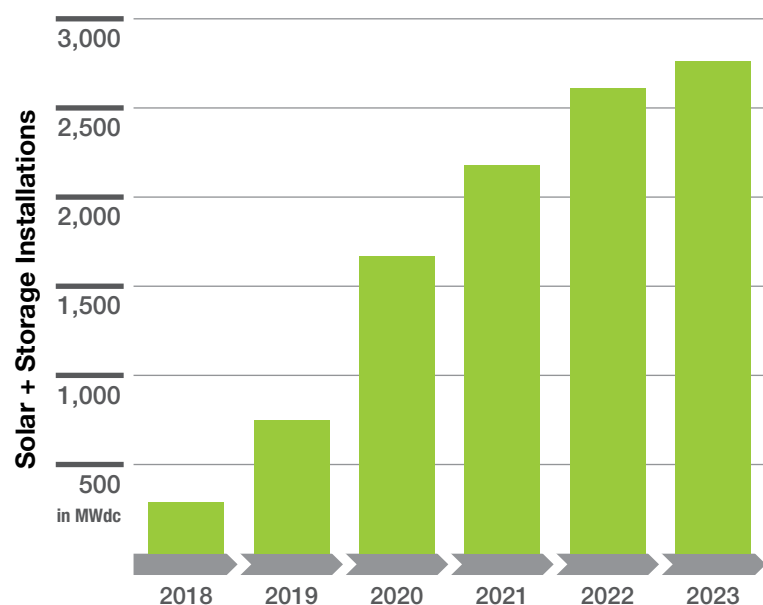
In short, solar and wind tend to produce more power than needed during the day and not enough at night. Without enough storage, excess renewable energy goes to waste. Worse, the oversupply drives wholesale prices so low that it threatens the generators that meet the demand spike at the end of the day.

Emission-free baseload generation and energy storage are the solution. Cali-

Hawaii Electric announced seven projects on three islands totaling nearly 1,050 MW. El Paso Electric awarded bids for 100 MW and NV Energy in Nevada said it plans to build 350 MW of solar with storage attached — and that is just since January.

The federal government changed the landscape more in February when the Federal Energy Regulatory Commission issued Rule 841, directing operators of wholesale markets to propose rules for energy storage.

Solar-Plus-Storage is Here



Source: IHS Markit

One factor driving the acceleration of grid-scale storage is that renewables exacerbate the problems of a use-it-or-lose-it grid.

We use more energy when sun and wind produce less. Demand is highest when most people get home from work, crank the AC and turn on hundreds of millions of computers and TVs. This is known as “the ramp” — a nearly three-hour vertical rise in

California required utilities to add storage in 2012, and states including Oregon, Massachusetts, New York and New Jersey are following its lead. In each case, the IBEW pushed for the laws.

Even in states and territories without storage targets, utilities are forging ahead. Puerto Rico announced plans to build 500 to 900 MW of storage over the next four years.

More than Just Renewables

While accommodating the variability of renewables is the primary driver of demand for grid-scale storage, there is more to the story than just batteries.

Until recently, behind-the-meter storage, including residences, businesses and even electric cars, was larger in total than grid-scale storage — nearly 50% bigger in the first quarter of 2018, according to the Energy Storage Association.

And the vast majority of on-grid storage has nothing to do with batteries. Last year, 94% of existing grid-scale storage was pumped hydro — nearly 24 GW — where water is pumped from a low-lying reservoir into a higher reservoir and then released as needed through a hydroelectric turbine.

It’s the gold standard for energy storage. Little energy is lost in the process, which is nearly infinitely repeatable and allows “power” to be stored almost indefinitely. Every other storage method is less efficient, less durable, less repeatable, or a combination of the three.

But opportunities to build stored hydro are rare. Most rivers that could be dammed already are, and most places that could support pumped hydro already do. For the future, only 7% of planned grid-scale storage projects are for pumped hydro.

The second largest source of future grid-scale storage takes light from the sun



The 30 MW Escondido (Calif.) Storage facility, built by members of San Diego Local 569, is part of the more than 1 GW of grid storage needed to stop utility carbon emissions in the state by 2045.

and concentrates it using acres of parabolic mirrors to melt potassium and sodium nitrate salts. The heat from the stored molten salts is harvested and turned into electricity after the sun sets. A major project of this style, the 250 MW Solana Generating Station in Arizona, was built by members of Phoenix Local 640 and opened in 2013.

But the majority of planned projects are for electro-chemical batteries, mostly the lithium ion-based ones used in electric cars and laptop computers, only bigger. While not as efficient as pumped hydro or as clean as concentrated solar, they are widely available and relatively cheap.

A raft of other, possible next generation technologies includes exotic battery chemistries, supercapacitors and compressed air systems that fill natural caves, then release pressure to spin turbines.

The growth of renewables on the grid isn’t without cost. The closure of fossil and nuclear plants has been devastating for affected IBEW members and their communities.

But the storage facilities could bring some of that work back, if the right relationships are in place with utilities and the right policies are in place from PUCs and political leaders, said International President Lonnie R. Stephenson

“The grid is changing but some things won’t. The IBEW’s members will be there to build and maintain the systems that power our economy, wherever they are and whatever they do,” he said. “That’s been true for 125 years, and there is every reason to expect that the same will be true for the future.”

Where the Action Is

As it often is in the arena of clean energy, California is the lead dog pulling the sled forward on renewables storage, and that started with SB 100.

“I have a picture of the governor signing it on the wall in my office. It is our bill,” said Ninth District International Vice President John O’Rourke. “One hundred percent renewable is inevitable, and while the tran-

sition won’t be easy, there is a tremendous opportunity there for IBEW members. We have to be a part of the process, we can’t sit back. I am proud of what our locals are doing to secure the work for our members.”

The California Public Utility Commission adopted a directive for utilities to buy 1.325 GW of storage by 2020 to integrate renewables but also to optimize grid functioning and further reduce greenhouse gas emissions.

“The grid is changing but some things won’t. The IBEW’s members will be there to build and maintain the systems that power our economy.”

— International President
Lonnie R. Stephenson

“We will catch most of that work,” O’Rourke said. “And it’s all good work, work we do every day.”

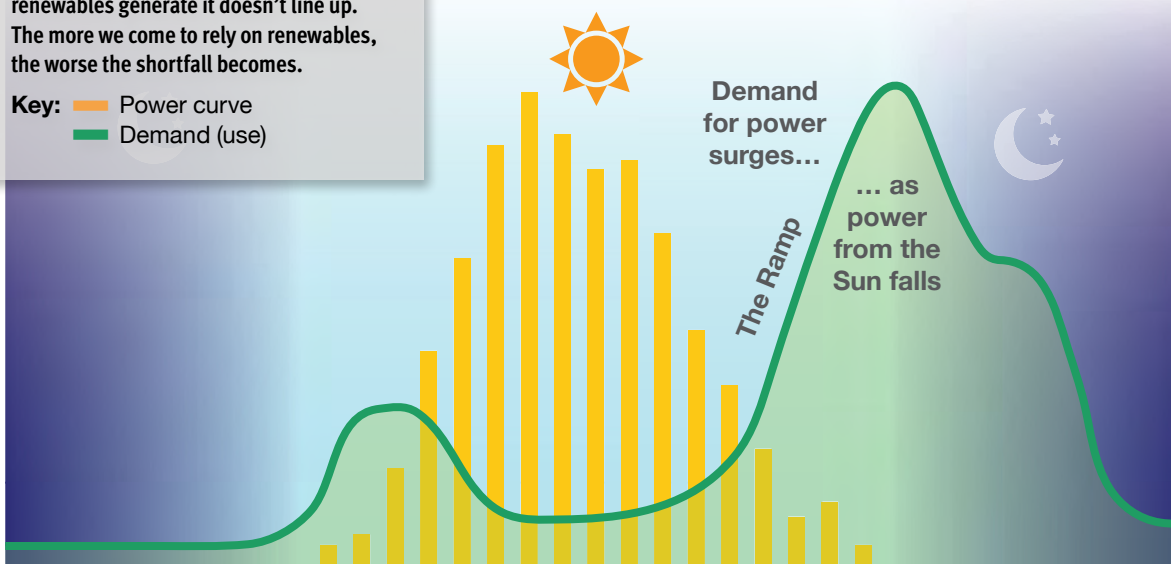
It can’t come soon enough for Riverside Local 440 Business Manager Roger Roper. Solar projects across his jurisdiction in southeastern California slowed to a near stop in recent years. Now he expects five major projects to launch almost all at once. The smallest, Desert Harvest, is 150 MW and was permitted for storage as well; the largest, Maverick, is permitted for 500 MW solar with an equal amount of storage. Both are expected to start in September; the other three will begin in the new year.

“We have been dormant, and now they’re all coming in a wave,” Roper said. His jurisdiction is one of the poorest in the state, he said. “You have no idea how much hope this will bring.”

Why the Grid Needs Storage

When people use the most power and when renewables generate it doesn’t line up. The more we come to rely on renewables, the worse the shortfall becomes.

Key: — Power curve
— Demand (use)





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 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.



Credit: SDG&E

Nearly every solar photovoltaic project in California, Nevada and Hawaii is also being permitted for near equal amounts of storage, like above at Grand Ridge in Illinois.

Roper expects up to 1,000 members will be needed "out in the desert," a challenge for his 900-member local. But he said the \$12 per hour per diem on the Maverick project would prove persuasive.

Farther north, near Monterey Bay, a former natural gas plant at Moss Landing is being transformed into one of the nation's largest stand-alone storage projects. Racks will hold hundreds of 150-pound lithium-ion batteries, stacked like servers in a data center from floor to ceiling. Phase 1 will take 200 wireman half a year to install 300 MW of batteries, said Castroville Local 234 Business Manager Andy Hartman, but the expectation is that capacity will continue to grow until the facility is full.

"These are heavy, dangerous 1,500-volt batteries," he said. "It's good we have electricians doing this; safety has to be a top priority."

Other California locals, including San Diego Local 569, Los Angeles Local 11 and Dublin Local 595, all have storage projects done, underway or on the books.

"California is way out in front. But the same thing is happening in Nevada, Washington, Oregon and Hawaii," O'Rourke said. "This won't stop at the Rockies; we just have a head start."

One of the most aggressive storage construction drives is in Hawaii, where energy prices are often the country's most expensive due to high fuel import costs.

"Hawaii Electric wants 100% renewables, and we're there to help," O'Rourke said, noting they also want all vehicles in the state to be electric by 2045. "All those charging stations, we will install and main-



Credit: Imperial Irrigation District

Battery bank construction, like this Imperial Valley project built by members of Riverside, Calif., Local 440, involves heavy lifting and high voltages and will put many IBEW members to work.

tain them. This is doable."

With its vast open desert, Nevada is still at the center of the solar building boom. But storage is lagging behind.

NV Energy has contracted for a 350 MW solar-plus-storage project on the Moapa Indian reservation. Las Vegas Local 357 has an agreement with the company guaranteeing that IBEW members will do the work.

Meanwhile, Reno Local 401 has several upcoming solar-plus-storage projects, including a 200 MW plant in Washoe County with 200 MW of batteries and two 170 MW plants with attached storage.

On the East Coast, the existing stock of grid-connected storage is mostly a hodgepodge of pilot programs, university-based microgrids and small home systems. In New York and New Jersey, the largest projects top out at around 20 MW.

However, both states recently passed storage requirements as part of an

effort to accelerate their renewable portfolio standards. New Jersey will procure 600 MW of storage by 2021, rising to 2 GW by 2030, said Third District International Representative Wyatt Earp. In New York, any hope of meeting Gov. Andrew Cuomo's goal of zero emissions by 2040 is expected to require 1.8 GWh of storage by 2025 and 3 GWh by 2030.

Now that the storage is actually being built at scale, industry watchers expect explosive growth as prices fall. Battery-plus-solar is already price competitive in Hawaii. On the mainland, analysts at HIS Markit expect prices to fall so dramatically that batteries will be price competitive with natural gas in less than four years.

"You want to see the future, you don't need a time machine anymore," said Ninth District International Representative Johnny Simpson. "This will sweep across the country. We have to be ready for it." ■

'It Matters' Campaign Encourages Voter Registration, Participation

A major initiative is underway to ensure that every IBEW member eligible to vote is registered, aiming to educate members that participating in the electoral process directly translates to power on the job and at the negotiating table.

"Voting is our best opportunity to have a say in who writes and enacts laws affecting our pay, our benefits and our collective-bargaining rights," said International President Lonnie R. Stephenson. "It matters because so much of what we do hinges on decisions politicians make about upcoming projects and our ability to work on them."

The Political and Legislative Affairs Department recently mailed every U.S. local a list of its unregistered members, included in a tool kit designed to help local leaders encourage members to get active. It's part of the union's larger "It Matters" campaign, a fresh attempt to get all members to consider the important role we play in protecting our livelihood via the ballot box.

One local that boasts a particularly high percentage of registered voters is Norfolk, Va., Local 80. Business Manager Dennis Floyd attributes some of that success to activists' efforts to communicate directly with members about election issues at stake, often through phone calls and precinct walks.

"Let's get away from other issues and focus on good-paying jobs," Floyd advises his members. "You've got to be able to feed and take care of your families."

Floyd said he goes into every political conversation expecting to get at least a little pushback on what he's saying. "Politics can be a tricky subject," he said. "You have to accept that you're not going to get everybody to agree with you."

Links to help locate your state's registration rules and determine which states permit online voter registration can be found at ibew.org/political/itmatters.

"It's never been easier to register to vote," said Political Director Austin Keyser. "But unfortunately, you can't assume that you're still registered even if you remember registering."

Some localities routinely purge name from their voter rolls if it's determined that they haven't voted in recent elections, Keyser said, or if they can't be found because they moved or changed their names.

If a struggle to get to the polls on Election Day has kept you from registering to vote, you can also find resources on the "It Matters" website for determining whether your locality offers early voting options, Keyser said.

"Our constant message is that you have to vote your paycheck in every election, not just every four years," he said. "Every election, for president or city council or school board, is an opportunity to secure work."

Some members go beyond the ballot box by also testifying at hearings or public meetings. "Our voice gets heard

because IBEW members are recognized as politically engaged and able to speak intelligently on subjects that matter to workers," Keyser said.

In Portland, Maine, the leaders of Local 567 were looking for members to testify before the state's House of Representatives in favor of worker-friendly legislation that, if passed, would require the hiring of thousands of workers to install and service large renewable energy facilities — up to 25% of whom would have to be trained through state and federally-approved apprenticeships.

Although he had never done anything like that, first-year apprentice Isaac Smith had personal reasons for volunteering.

"Apprenticeships are another form of higher education besides college," explained Smith, who attended college for a few years before deciding to pursue a career as an electrician.

After receiving guidance on what legislators might ask, Smith delivered his prepared remarks during a House hearing in April. His advice to members considering doing something similar? "The most important thing is not to be afraid of being yourself," Smith said. "Tell politicians what's important to you and your

union brothers and sisters."

Milwaukee Local 494 Political Director John Zapfel tells members interested in taking political activism to another level, "It's usually best to start by focusing on local issues."

Last year, activists from Local 494 were among those who helped oust anti-labor Governor Scott Walker and elect longtime educator Tony Evers.

While in office from 2011 through 2018, Walker helped make Wisconsin a right-to-work state, destroyed project labor agreements and prevailing wage, and took away the bargaining rights of public sector workers. Since assuming the governorship earlier this year, Evers introduced legislation to undo much of Walker's damage.

Zapfel said he tries to get members thinking about their power. "You're the best person to talk about the business," he tells members. "In our own communities, our voices carry weight."

IBEW sisters and brothers understand that we deserve a say in what happens at all levels of government, Stephenson said.

"It's why the only candidates our union supports are those who put work-



If you haven't registered to vote because it's tough to get to the polls on Election Day, visit ibew.org/political/itmatters to check out your local early voting options.

ing people first," he said.

What happens in politics is so important, Stephenson said, that the IBEW Constitution requires every local to have at least one registrar tasked with educating members about it. The union also relies on district and state political coordinators to

help boost its political message.

"But it all comes back to the ballot box," Stephenson said. "The things we fight for — and against — can have profound effects on our lives. The very least we all can do is to show up and vote in every election." ■

Tell Your Representatives, 'Act Now to Save My Pension'

Weeks before Christmas, hundreds of IBEW members swarmed Capitol Hill to kill a proposal that would have crippled multiemployer pension plans.

But more than six months have gone by without a permanent fix to the pension crisis, and IBEW leaders are again asking for members' help to kick-start the legislative process.

Most of the roughly 1,400 multiemployer pension plans in the U.S. are fine, including nearly every IBEW plan. But a handful are in trouble, mostly in industries hollowed out in recent decades, including unionized trucking, mining and food service.

IBEW's efforts last December, aided by other unions, killed a scheme that would have saddled healthy pension plans with the bill for the troubled plans.

"They wanted us to pay more for our benefits while getting less out of them and it's important we stopped that," said International Secretary Treasurer Kenny Cooper. "This is our money. These are our plans. We weren't about to let Congress touch one dime of it."

But stopping a bad bill isn't the same as getting a good one passed. And without further action, more than 10 million pension plans covered by the government guarantor, the Pension Benefit Guaranty Corporation, could still be at risk.

Now that Democrats hold the House majority, Cooper had expected to pivot away from stopping dangerous bills and toward making real progress. And to an extent, there is good news, he said.

The Rehabilitation for Multiemployer Pension Act (H.R. 397) would provide long-term, low-interest federal loans to troubled plans, which they would be required to pay back in full as their investments recover.



Multiemployer pensions are under attack in Washington, D.C., The IBEW needs your help in fighting for them.

The bill is more informally known as the Butch Lewis Act, named after a Teamster who was so concerned about his lost income when his pension plan went under that he had a stroke and died.

The bill's cost is estimated between \$7 billion and \$34 billion, far lower than the \$700 billion price tag for the Troubled Asset Relief Program that bailed out the banks a decade ago, and the \$135 billion spent bailing out mortgage insurers Fannie Mae and Freddie Mac.

And the estimated Butch Lewis costs pale next to the projected economic fallout if even one of the troubled plans fail. Economists predict the collapse of the Central States fund, which covers mostly union truckers, would cost 55,000 jobs and \$3 billion in labor income when the fund is projected to run out of money in 2025 alone, with a devastating ripple effect on communities across the Midwest.

The Butch Lewis Act has broad support across organized labor and, as of early May, the bill had more than 140 sponsors in the House. Ohio Sen. Sherrod Brown is expected to introduce a companion bill in the U.S. Senate.

"It is our understanding that Sen. Brown is working on getting support from Republicans in the Senate before reintroducing the legislation, but we expect to see it in the coming months," said Political and Legislative Department Director Austin Keyser.

In the interim, Keyser said, IBEW members must continue to put the pressure on their representatives in the House to co-sponsor the bill. To find your representative, enter your ZIP code at House.gov.

"This landmark legislation will protect benefits for millions of Americans who have worked their entire lives to secure their families' retirement. Our representatives need to hear from us, because they are definitely hearing from the bosses and the banks that want to turn us out of pensions and into something worse," said International President Lonnie R. Stephenson. ■

NORTH OF 49°

Ottawa-Area Members Pitch in for Flood Victims

When the Ottawa River swelled to record levels this spring, IBEW members were there to help.

"Anytime there's a call, we always help out," said Toronto Local 636 Business Representative Mike Hall.

The end of April saw the river that forms part of the border between Ontario and Quebec rise to over 80 meters above sea level, higher than 2017's "flood of the century," reported the Ottawa Citizen.

"We worked around the clock to put the power back on. Most everyone has stepped up in one way or another."

— Local 636 chief steward David Burns

According to Statistics Canada, 2,196 Ottawa dwellings were flooded or at risk of flooding. Across the river in Gatineau, 3,800 homes and cottages were affected. The western Quebec community of Pontiac was among the hardest hit, the agency said, with more than 20% of homes affected. More than 100 kilometres were flooded or put at risk, including 39 kilometres in Ottawa and 62 in Gatineau.

Fortunately, no IBEW members were known to be harmed or had their homes damaged, Hall said, but they likely knew someone who was.

"When something like this happens, you always know someone," Hall said.

Ottawa Local 2228 Business Manager Paul Cameron also noted that he knew of no members who were personally impacted, but that several members had stepped up to help in the aftermath, including retirees.

About 470 Local 636 members work for the utility Hydro Ottawa, which offered those who wanted to volunteer with relief efforts a day off to help. Various groups went out, with one 12-member contingent going on May 2 to Dunrobin, about 40 kilometres west of the capital.

The crew worked with other volunteers to fill sandbags, eventually packing up about four tri-axle dump trucks. According to the CBC, more than a million sandbags were distributed in the Ottawa area. Other groups also helped build walls, while others volunteered closer to their neighbourhoods.

"I texted people and they started responding right away," said Local 636 chief steward David Burns. "They were ready to volunteer whether they got the day off or not."

The flooding also managed to wreak havoc in Bracebridge, about 400 kilometres west of Ottawa, where Local 636 members from the nearby city of Orillia pitched in to help with filling sandbags on April 27. Business Representative Tim Pitts noted that the city asked staff to volunteer but still paid their regular wages.

"It was a great team effort," Pitts said.

Burns said, with waters expected to rise again, members were gearing up for

additional volunteering as needed.

The sense of community service expressed during the flooding isn't anything new for the local. Members helped out in the aftermath of a tornado that swept through a similar area in 2018, overturning cars and uprooting trees from roughly Dunrobin to Ottawa and Gatineau and injuring at least 30 people.

"We worked around the clock to put the power back on," Burns said, referring to both paid employees and those volunteering their time. "Most everyone has stepped up in one way or another."

Some have also traveled south to the U.S. to help during different disasters, Hall said. Most recently, members participated in a volunteer day with Hydro Ottawa and Ottawa Therapy Dogs at a local library. ■



IBEW members helped fill sandbags, among other tasks, when the Ottawa River flooded earlier this year, impacting thousands in the area.

Credit: AFGE

AU NORD DU 49° PARALLÈLE

Les membres dans la région d'Ottawa viennent en aide aux victimes des inondations

Les membres de la FIOE étaient là pour aider au moment où la rivière des Outaouais a atteint des niveaux record ce printemps.

«Nous sommes toujours prêts à aider,» mentionne l'agent d'affaires Mike Hall du local 636 situé à Toronto.

La rivière qui forme une partie de la frontière séparant l'Ontario et le Québec a atteint au-dessus de 80 mètres du niveau de la mer à la fin du mois d'avril, plus haut que «l'inondation du siècle» de 2017, tel que rapporté dans le journal Ottawa Citizen.

Selon Statistique Canada, 2 196 immeubles ont été inondés ou présentaient un risque d'inondation à Ottawa, 3 800 résidences et chalets ont été touchés de l'autre côté de la rivière à Gatineau. Dans l'ouest de Québec, plus de 20 % des résidences ont été touchées dans la municipalité de Pontiac, elle fut parmi la plus frappée, mentionne l'organisme. Un parcours de plus de 100 kilomètres a été inondé ou présentait un risque d'inondation, y compris 39 kilomètres à Ottawa et 62 à Gatineau.

Heureusement qu'aucun membre de la FIOE n'a été victime ni vu leur maison endommagée, mentionne Hall, mais ils ont probablement tous connu quelqu'un qui a été touché.

«Lorsqu'une chose semblable se produit, tout le monde connaît quelqu'un», appuie Hall.

Le gérant d'affaires Paul Cameron du local 2228 à Ottawa mentionne qu'il n'a pas connu de membres qui ont personnel-

lement été touchés, plusieurs membres ont par ailleurs prêté main-forte suite à l'inondation, y compris des membres retraités.

Environ 470 membres du local 636 travaillent dans le département du secteur public chez Hydro à Ottawa. Hydro a offert une journée de congé à ceux qui voulaient participer aux efforts de secours. De différents groupes ont participé, dont un groupe de 12 membres s'est rendu à Dunrobin le 2 mai, situé à environ 40 kilomètres à l'ouest de la capitale.

«Nous avons travaillé jour et nuit pour rétablir l'électricité. Presque tout le monde est venu aider d'une façon ou d'une autre.»

— le délégué en chef David Burns du local 636

L'équipe a travaillé avec des bénévoles pour remplir des poches de sables, ils ont en ont éventuellement suffisamment remplies pour remplir quatre camions-bennes à trois essieux. Selon CBC, plus de 1 million de poches de sables ont été distribuées dans la région d'Ottawa. D'autres groupes ont bâti des murs, alors que d'autres ont fait du bénévolat dans leur quartier.

«J'ai commencé à envoyer des messages textes et tous répondaient sans délai,» dit le délégué en chef David Burns du local 636. «En congé ou pas, ils étaient prêts à faire du bénévolat.»

L'inondation a également réussi à causer des ravages dans Bracebridge, située environ à 400 kilomètres à l'ouest d'Ottawa, des membres du local 636 de la ville voisine d'Orillia sont venus aider à remplir des poches de sables le 27 avril. L'agent d'affaires Tim Pitts précise que la ville a demandé au personnel de faire du bénévolat, mais elle a tout de même versé des salaires réguliers.

«C'était un excellent travail d'équipe,» ajoute Pitts.

Les membres bénévoles étaient bien préparés pour le niveau d'eau qui prévoyait augmenter à nouveau, ajoute Burns.

L'esprit en matière de service communautaire exprimé pendant l'inondation n'est rien de nouveau pour le local. Les membres sont venus en aide suite à une tornade qui a dévasté une région similaire en 2018. La tornade a renversé des autos et a déraciné des arbres depuis Dunrobin à Ottawa et Gatineau à peu près, et blessa au moins 30 personnes.

«Nous avons travaillé jour et nuit pour rétablir l'électricité,» dit Burns, en parlant des employés qui étaient rémunérés et de ceux qui ont donné leur temps. «Presque tout le monde est venu aider d'une façon ou d'une autre.»

Ils y en avaient même qui se sont rendus dans le sud des É.-U. pour offrir leur aide au cours de différentes catastrophes, dit Hall. Tout récemment, les membres ont participé à une journée de bénévolat organisée par Hydro Ottawa et Ottawa Therapy Dogs qui a eu lieu dans une librairie locale. ■

IBEW MEDIA WORLD

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

www.ibew.org

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

YouTube

"A lot of people my age are drowning in college debt, but I chose a different path," says Baltimore Local 24 wireman Rico Albacarys in the IBEW's new national commercial. Watch at YouTube.com/TheElectricalWorker.

Vimeo

A shuttered Ohio local's hall now pays tribute to the workers who built Hoover vacuums. Check it out at Vimeo.com/IBEW.



HourPower

The Union Sportsmen's Alliance and Colorado Springs Local 113 recently introduced 40 youngsters to the joys of fishing. Take a look at IBEWHourPower.com.



ElectricTV

Built by the NECA/IBEW Powering America team, the 21 MW Gold Meadow solar farm is the largest in Rhode Island, a state that's putting a premium on renewable energy. See more at ElectricTV.net.



CIRCUITS

\$200M Agreement Brings Jobs, Stability in Pennsylvania

Steady and plentiful work is on the horizon for members of Chester, Pa., Local 654, thanks to a newly announced, multi-million-dollar project labor agreement covering the ongoing revitalization of the Marcus Hook Industrial Complex in suburban Philadelphia.

In April, Energy Transfer Partners, the owner of the complex, announced that it had reached a two-year, \$200 million PLA with the Philadelphia Building Trades to expand the capabilities of the natural gas liquids processing facility.

"We're talking about 1,200 construction jobs total," said Bill Adams, assistant business manager for Local 654 and the business agent covering the Marcus Hook area. "For us, that'll be something like 300 industrial jobs at the liquid natural gas terminal."

The continued success of the Marcus Hook facility has hinged in large part on the Mariner East pipelines, a companion project that has put across the state to work. For the last several years, members from several locals throughout Pennsylvania have been working on upgrading and maintaining the lines that transport natural gas liquids drawn from the Ohio portion of the Marcellus Shale gas field — the largest in the U.S. — to Marcus Hook. There, the liquids are processed for use as fuel to generate heat or electricity, as transportation fuel, and as key ingredients in the making of chemicals and plastics.

Local 654 Business Manager Paul Mullen anticipates no problem filling the Marcus Hook jobs called for under the new PLA. "Like with our work on the pipelines, we'll be able to draw on our sister locals in the surrounding area," he said. That includes Philadelphia Local 98 and Wilmington, Del., Local 313.

Built in 1902, the Marcus Hook complex served as a major oil refinery and gasoline producer until 2011, when then-owner Sunoco Logistics closed it down. The resulting layoffs affected hundreds of workers and spelled potential economic disaster for the area.

ETP announced a merger with Sunoco Logistics the following year, and thanks to a boom in shale field drilling in Ohio, the company drew up plans to repurpose Marcus Hook to process natural gas liquids and to store them for eventual distribution. Thousands of building trades workers from throughout the region were brought in for that conversion project.

This next phase in Marcus Hook's renaissance is expected to get fully underway in the coming months. The project includes a massive new warehouse, a temperature-controlled storage facility for a variety of NGLs and general improvements to the complex's wiring.

ETP said this latest work became necessary thanks to an expected increase in natural gas liquids flowing into the refinery along with growing domestic and international demands for Marcus Hook's processed products.

The new PLA will provide workers on the project a measure of protection against potential economic problems, Adams said, while also providing a variety of employment options.

"It's great for us and for the local economy," said Adams, who noted that the steady work at the complex and on the pipelines already had gone a long way toward supporting the families of IBEW members, as well as the area's residents and businesses.

In a press release, Kevin Smith, an ETP executive vice president, said that the company's relationships with the IBEW and the other members of the Philadelphia Building Trades created an environment where the best skilled persons can come in and work.

"The combination of increased natural gas liquids coming through Marcus Hook through our Mariner East pipelines, and the labor force now in place because of the PLA, allows us to move forward to create projects that create a dominant NGL hub," he said.

Adams said Mullen's effort building a relationship with ETP has a lot to do with the complex's success. "He puts so much work into staying in touch," Adams said. "They're very pleased with our work, and they know they can pick up the phone and talk to him or me any time, day or night."

Once the pipelines are operating at peak efficiency, Marcus Hook is expected to see the current 200,000 barrels of NGLs a day nearly double to 345,000. A recent study by the research firm IHS Markit projected that natural gas from the Marcellus Shale field is expected to supply 45% of the natural gas production in the U.S. by 2040.

Pennsylvania's Department of Community and Economic Development says the Keystone State has consistently ranked among the top natural gas producing and exporting states in the U.S. over the last several years.

The terms of the new PLA apply to everyone working at the complex, Adams said, and the agreement contains language allowing it to be extended as needed.

"The Philadelphia Building Trades has worked at Marcus Hook for over 7 million man-hours so far with no accidents," Adams said. "A big project like this one lets IBEW members, and our brothers and sisters in the other trades, really put our training and skills to use."

Mullen said that this ongoing partnership between the building trades and ETP shows how valuable skilled labor can be for workers and management alike. "As always, we are doing everything we can to make sure our contractors are satisfied with our work," he said. ■

Grain Belt Express on Track After Missouri Senate Declines to Take Action

Thanks to a coordinated effort from labor and supporters of the Grain Belt Express, the Missouri Senate ended its session in May without resurrecting a job-killing House bill aimed at blocking construction of the state's most anticipated long-range transmission project.

IBEW leaders launched a successful last-ditch effort to discourage state senators from supporting any bill that would derail construction of the environmentally-friendly transmission project that will deliver wind power from the Midwest to the Eastern power grid.

The project is expected to create 1,500 skilled construction jobs in the state during a three-year period, many of which will be filled by IBEW members. After years of debate, it looked as if the project had moved forward in March when the state's five-member Public Utilities Commission unanimously approved it after twice voting it down previously.

The state House, however, responded by passing a bill to prohibit the project's developers from acquiring land from property owners via eminent domain. The lines will pass through largely rural northern Missouri and Gov. Mike Parson, while not taking a position on the issue, reiterated after the vote that he largely views eminent domain as "government overreach."

"This has been a frustrating battle in Missouri because the three other states involved in the project quickly moved to support it," Eleventh District



The Grain Belt Express transmission project will employ about 1,500 skilled construction workers in the state and send power from wind turbines like these east from Kansas to electricity-hungry population centers like St. Louis and Chicago.

Vice President Curtis E. Henke said before the Senate vote. "But even with the House vote, we had reason to be optimistic."

In this case, inaction by the Senate appears to have put the issue to rest for now. "We're confident the [PUC's] ruling will stand and construction will soon begin," Henke said.

The Grain Belt Express is slated to begin in western Kansas — sometimes called the nirvana of wind power because of the optimum conditions there to develop it — and stretch across Missouri and Illinois before ending in Indiana.

The Missouri Economic Research and Information Center, a division of the state's Department of Economic Development, estimated in a 2016 study it would generate about 1,500 jobs and \$246 million in new personal income for the state during the three-year construction period.

"We are respectful of private land owners and support them getting a fair price," Henke said. "At the same time, construction will take up a small part of their property and the benefit to the state as a whole is pretty obvious. It's not just good for working families, it's good for the entire state and, really, for much of the country."

International President Lonnie R. Stephenson praised the Senate for not agreeing to the House bill but urged Missouri officials to officially approve the project and join with surrounding states, where the Grain Belt Express has bipartisan support.

"This is the perfect project for both our environment and skilled American workers as we look to the future," he said. "It is making use of clean energy while providing good-paying jobs, and that's why groups from across the political spectrum support it. We look forward to working with Missouri officials to reach a conclusion that satisfies all parties."

The Missouri Public Utility Alliance estimates that 39 municipalities in the state that have agreed to purchase power from Grain Belt will save \$12.8 million annually, according to the St. Louis Post-Dispatch.

Grain Belt Express is owned by Texas-based Clean Line Energy, although it has reached an agreement to sell the line to Chicago-based Invenergy and is awaiting regulatory approval.

The project is expected to deliver power to about 1.5 million homes, includ-

ing 200,000 in Missouri. ■

'Rite' Strategy Leads to Steady Work for New Jersey Local

For decades, Jersey City, N.J., Local 164 electricians were among the hundreds of union tradespeople who built nearly two dozen ShopRite grocery stores in New Jersey and New York.

So, when company chairman Lawrence Inserra considered a developer's plan to use nonunion workers to construct a new ShopRite in Wyckoff, Local 164 Business Manager Dan Gumble was among those left scratching their heads over the sudden change of course.

"The Inserras have been all-union for over 50 years," said Gumble, who noted that the workers at all of Inserras' stores are represented by the United Food and Commercial Workers. "That's a big reason why we encourage our members to shop in their stores."

Gumble has a personal connection with the Inserras that goes back even further, he said. "Larry's grandfather had a butcher shop in Lyndhurst." Gumble's parents and extended family members had been regular customers.

That modest shop ended up being the forerunner of what would eventually become a successful chain of ShopRites, and the Inserra family's connection with each of their stores remained strong.

"Larry and his family are still involved in their ShopRites' day-to-day operations," said Gumble. "They're good people, and our values line up — we both do a lot of charity work in the community."

The Inserras also had a longstanding reputation for personally supervising the construction of their stores, Gumble said. For this new ShopRite, however, the family was considering entering a lease agreement that would instead allow a developer to have full control of the project.

On its own, that would not necessarily have been a problem, the business manager said. The trouble was that the developer was planning to work with nonunion contractors on the project, rather than the ones with whom the Inserras had grown familiar and comfortable, and that this plan was making the family feel uneasy.

As soon as he could, Gumble



A \$200 million project labor agreement guarantees IBEW members will find work on storage and wiring upgrades at suburban Philadelphia's Marcus Hook Industrial Complex.

THE FRONT LINE: POLITICS & JOBS

launched a campaign to convince the Inserras and the developer to put that work back into the hands of union workers. Giving it some thought, it occurred to Gumble that although he and Inserra had known each other and worked together for years, the chairman had never visited the local's training facility in Paramus.

So, Gumble set up a formal tour, inviting Inserra and his company's head of construction as well as leaders from some of the other building trades in the area.

"We met like gentlemen and immediately found some common ground," Gumble said. "I hooked [Inserra] up with some history about Lyndhurst and his family. It was like old home week."



Maintaining great relationships with business owners helped members secure work on a new ShopRite grocery store in northern New Jersey.

Throughout the tour, Gumble touted Local 164's deep commitment to the Code of Excellence, the union's five major values — safety, professionalism, accountability, relationships and quality — that help demonstrate why IBEW remains the best choice for any job.

"We've had impressive results building relationships with businesses using the Code to show the value of working with Local 164," Gumble said. "Everyone was impressed with the training center and with the fact that we teach the Code of Excellence to all of our members."

Happily, his strategy helped change the Inserras' minds. "They told us that we are the 'real deal' and that they would be glad to do business with us," Gumble said. "They said, 'You guys walk the walk.'"

"Larry went back to the developer and said, 'Look, we need to work with these folks,'" Gumble said. The developer agreed, and after months of steady work for Local 164 members and other union trades, the 62,000-square-foot Wyckoff store held its long-anticipated grand opening in January.

Gumble credits the Code of Excellence for this successful result. "We were able to turn that job around," he said, "but we couldn't have gotten that meeting — or the work — without that relationship." ■

Pro-Union PRO Act Accelerates Congressional Fight for Workers' Rights

Pro-union lawmakers are pushing for landmark federal legislation that would pull the teeth of right-to-work laws and impose stronger, swifter penalties on law-breaking employers, ensuring that workers across the country have the right to join unions and bargain collectively for better wages, benefits and working conditions.

The Protecting the Right to Organize (PRO) Act, to amend and strengthen the National Labor Relations Act, was unveiled May 2 by a coalition of 40 Democrats in the U.S. Senate and 100 in the House, including Folsom, N.J., Local 351 member Rep. Donald Norcross.

"For 37 years I was an electrician and a union representative," Norcross said during a hearing on the bill in the House Health, Education, Labor and Pensions subcommittee. "I'll start out by saying not every employer is a bad employer. But when we have the bad ones, they can abuse this system to the nth degree, literally crushing people like you."

Norcross was referring to wrenching testimony from Jim Staus, who joined with coworkers in 2012 to organize a union at the University of Pittsburgh Medical Center, a global health care behemoth worth \$19 billion.

Staus was being paid \$9.60 an hour doing backbreaking work as a supply technician without proper safety equipment for heavy lifting. Management launched a brutal campaign of harassment and intimidation against union supporters, ultimately firing Staus and others. The National Labor Relations Board has twice ordered UPMC to reinstate the workers with back pay, to no avail. The case is pending in federal court.

"My fight for a better life as part of a union has cost my family and me dearly," Staus testified. "If the PRO Act were law, this wouldn't have happened. The NLRB's orders would be self-enforcing and UPMC could be required to reinstate me and others they illegally fired while our cases are pending. I would have immediately gotten back to work and received my full back pay."

The PRO Act streamlines the process for NLRB elections to stop employers from interfering in organizing drives and delaying votes, prohibits management from forcing workers to attend anti-union captive-audience meetings, and requires companies to bargain in good faith, among its many proposals to protect and restore workers' rights.

Even more significantly, it would hold law-breaking employers accountable to a degree that the NLRA's current, limited remedies can't.

"The Act's inadequate remedies not only fail to deter or fully remedy violations, but in fact incentivize unlawful practices," former NLRB Chair Mark Gaston Pearce testified. "Because employers often calculate that noncompliance is less costly... it is economically rational for employers to violate the Act."

In practice that means "employers are commonly willing to flout the law by intimidating, coercing and firing workers because they engage in protected concerted activity or attempt to organize a union," Pearce said.

In addition to larger compensatory damages for illegally fired workers, the PRO Act would enable the NLRB in certain cases to hold a company's individual board members or directors personally liable.

"This is life-changing legislation that would go a long way toward resetting the balance that is so heavily tilted in favor of employers," International President Lonnie R. Stephenson said. "It has the potential to give millions more American workers the kind of financial security and peace of mind that come from having a strong union contract, and we are grateful to have Brother Norcross fighting for it."

But no one is naïve about the hurdles it faces, he said.

"In today's Republican-controlled Senate, this kind of bill doesn't stand a chance," Stephenson said. "We know that. But we also know that we can and we must change that in November 2020. It says a lot that so many Democrats who are on the ballot next year are embracing the PRO Act, unafraid to take a bold stand for unions. We'll remember that at the polls."

Supporters of the PRO Act point to a 2018 Princeton University study going back to the 1930s, affirming that union-negotiated wages are consistently 10 to 20 percent higher than nonunion pay.

Workers widely understand that, along with other union benefits, the Economic Policy Institute said in analyzing the bill. "Research shows workers want unions. There



IBEW member Rep. Donald Norcross is fighting for a bill protecting workers' organizing and bargaining rights, with steeper penalties than violators face now.

is a huge gap between the share of workers with union representation (11.9%) and the share of workers who would like to have a union and a voice on the job (48%). The PRO Act would take a major step forward in closing that gap."

Among specific provisions, the bill would:

- Require mediation and, if needed, binding arbitration to reach a first contract.
- Close loopholes in federal labor law that employers have used to misclassify workers as supervisors or independent contractors.
- Bar employers from forcing workers to sign away their rights to class-action litigation, overturning the U.S. Supreme Court's decision last year in *Epic Systems v. Lewis*.
- Give the NLRB power to enforce its own rulings, like other federal agencies, without waiting for court decisions.
- Allow workers to go to court directly when employers violate their rights, instead of relying only on the NLRB general counsel for help.
- Affirm the right of workers to support boycotts, strikes or other acts of solidarity through peaceful protest.

"The PRO Act is an important effort to bring U.S. labor law into the 21st century — giving working people more power at a time when it is desperately needed," EPI wrote. ■



AFGE members rallied last summer against President Trump's executive orders attacking federal workers' union rights.

Social Security Workers Fight Anti-Union Attacks

The Social Security Administration has joined a growing list of federal agencies that are impeding the ability of unions to represent government workers and taking extreme positions in contract talks.

Angry members of Congress are stepping up their demands for answers.

"I cannot believe I have to send another letter asking Acting SSA Commissioner Berryhill to come back to the bargaining table and change her extreme bargaining position, which recent court cases show is illegal," U.S. Rep. Jan Schakowsky of Illinois said.

Nearly 160 of Schakowsky's colleagues signed her April 26 letter to SSA, her second this year. Both letters decry the agency's anti-union tactics and bad-faith bargaining with workers who assist the nation's Social Security beneficiaries.

"We are deeply concerned that the Social Security Administration may have deliberately precipitated a breakdown in negotiations by insisting on proposals that are both extreme and similar in anti-union tone" to executive orders issued by President Trump in May 2018, the letter states.

Last August, a U.S. District Court judge struck down key provisions of the executive orders, which seek to derail due process for employees with performance issues, radically limit "official time" and workspace for union business, prohibit workers from communicating with Congress, and otherwise curtail federal workers' long-established rights.

While the case is under appeal, agencies are barred from imposing the orders. But as the letter lays out, that hasn't stopped SSA from evicting the American Federation of Government Employees (AFGE) from its "tiny offices" in the agency's buildings; confiscating all computers, laptops and printers used by employees in their representational duties; and denying AFGE representatives the time to assist coworkers without management's prior approval.

Rep. Nita Lowey, one of 158 House Democrats who signed the letter, said the administration and SSA are pursuing policies that "will harm the men and women who are working to ensure seniors receive their benefits. This blatant attempt to circumvent the decisions of a federal court must not stand."

Rep. Rosa DeLauro said, "public servants deserve a fair negotiation process — not one that is rigged against them. Collective bargaining is a fundamental right for workers, and that right must not be undermined."

Other agencies are behaving with similar hostility to their workers, whether directly related to the executive orders or other issues. Even the National Labor Relations Board and the Federal Labor Relations Authority — two agencies charged with upholding workers' rights — are undermining their unions.

"Federal workers who protect our rights and our hard-earned benefits are under attack like never before, as if agencies think they don't have to play by the rules anymore," International President Lonnie R. Stephenson said.

"We want our federal brothers and sisters to know that the IBEW stands with you and alongside our union allies in Congress in fighting back — now, and at the ballot box in November 2020." ■

TRANSITIONS

RETIRED

Bruce Burton



Pension & Reciprocity Director Bruce Burton, who previously spent 13 years as an international representative in the Political and Legislative

Affairs Department, retired effective July 1.

Brother Burton saw the value of IBEW membership early in life. Don Burton, his father, was an electrician and member of the Service Employees International Union in the late 1960s. The elder Burton heard Detroit Local 58 wanted to add members to fill calls on work being done on the city's public schools, so he applied for membership.

His father was accepted, and the family's quality of life immediately improved, Burton said. His parents purchased a home in the upper middle-class suburb of Grosse Pointe Farms thanks to the increase in his father's pay.

"They cut his hours in half and doubled his wages," he said. "All of a sudden, Dad is home at 4 o'clock in the afternoon instead of 5 or 6. That's a big deal when you're a kid."

Burton eventually followed his father into the trades, but first spent time working as a landscaper, then at a ski resort and as a production worker at a Ford Motor Co. assembly plant in Sterling Heights, Mich.

That job lasted 14 months until he was laid off. Burton said he appreciated the opportunity to make good wages while working for Ford, but the monotony of production work was tiring. He wanted to work with his hands while also being able to think and solve problems.

That's when he decided he was ready for a Local 58 apprenticeship. Burton was accepted into the training program and topped out as a journeyman inside wireman in 1985.

"The trade combines skills and smarts with physical work," he said. "When you can combine those things, especially for a young man under 40, you're living the dream."

After nearly a decade of working in the field, Burton started getting involved in another interest: politics. He volunteered on the campaigns of Michigan Sen. Carl Levin and Rep. David Bonior, who went on to become House Majority Whip and remains a friend, and for other Detroit-area officials.

"If democracy is going to mean something, people have to get involved and pay attention to what is going on around them," he said. "It's got to be about defending and standing up for things that are good for you and your family."

His work impressed then-Local 58 Business Manager Jeff Radjewski, who brought Burton on staff as a business representative. He was elected to two terms as recording secretary and one as vice president before moving to the International Office as an international representative in the Political Department in 2002.

Brian Baker, who joined the Political

Department five years later and eventually became its director, said Burton is "as knowledgeable as anyone you'll find when it comes to politics."

"He was the face of the IBEW in Washington with the work that he did," said Baker, who now is the senior executive assistant to the international president. "He got along very well with our adversaries, whether it was a politician or another labor union we didn't see eye-to-eye with. He would always say you could make your point by disagreeing, but not being disagreeable."

In 2015, Burton was named the head of the Pension & Reciprocity Department, which runs the union's Pension Benefit Fund and ensures construction members working outside their home locals maintain their benefits. He held that role until his retirement. He and his wife, Barb, an assistant editor with the State Department's Diplomatic Security Service, plan to move back to the Detroit area after Barb retires next summer.

Burton plans to do more motorcycle riding and also likely will volunteer for political candidates and causes. Two brothers also are Local 58 members. Ben Burton recently retired and Beau Burton is an instructor at Local 58's training center.

"What the IBEW means to me is opportunity because of the high wage rates for our construction members," he said. "Many of them are in the upper middle class on the same level as a lawyer or a teacher with a master's degree. This union affords you a career."

He also encourages members to stay involved in the political process.

"People talk about government like it's this abstract thing," he said. "No, we're the government. If you're pointing at the government, you're really pointing in the mirror. Your voice is as deep or as shallow as you want it to be."

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

APPOINTED

Louie Spencer



Louie Spencer has been appointed director of the Per Capita Membership Department by International President Lonnie R. Stephenson,

effective June 1. Spencer replaces Brian Threadgold, who is now director of the Pension and Reciprocity Department.

Growing up in Scottsbluff, Neb., Spencer had little early experience with unions, although he knew that some of the members of his extended family had served as union shipyard workers in Maine. He fondly recalled one story that helped to shape his eventual enthusiasm and support for organized labor.

In August of 1997, Spencer was 16 when nearly 185,000 UPS employees represented by the Teamsters went on a

16-day strike for better wages and working conditions. The company was advertising for temporary workers during the ultimately successful strike, and Spencer told his grandmother — "only five feet tall but one of the few people who scared me" — that he was thinking of applying.

"Like hell you are," Spencer recalled her telling him. "You are not crossing a picket line. You will not be a scab."

After high school, Spencer spent four years in the U.S. Army, where he was trained as a paratrooper. In 2002, he returned to Scottsbluff and took a seasonal job as an equipment operator with the nearby city of Gering.

That job turned permanent, and early on in his 11-year career with the city, some of Spencer's co-workers approached him about being a part of a union organizing committee. "They were tired of years of stagnant wages, of having no voice in the workplace," he said.

One of those workers had researched a number of unions before selecting the IBEW. "The IBEW had a strong reputation," Spencer said — although it didn't hurt that the worker was a lineman.

Spencer ended up serving as coordinator of the volunteer organizing committee, and the election to join Grand Island, Neb., Local 1597 went quickly. They had just one "no" vote in a unit of 35 employees, "But it took two and a half years to get our first contract," he said. "We had to go to court twice over the city's failure to negotiate."

This came as little surprise, Spencer said. "Unions are practically unheard of in western Nebraska," he said. "We were kind of pioneers."

Eventually, the group negotiated a substantial hourly raise and additional benefits, and Spencer noted with some pride that the unit — for which he eventually served as chairman and chief steward — maintained around a 95% membership rate.

"That organizing drive was my first practical introduction to what a union was," said Spencer, who was officially initiated into the IBEW and Local 1597 in 2006.

While working full-time, Spencer took night and weekend classes at Western Nebraska Community College and Chadron State College. While his degrees from both institutions are in business administration, he spent a lot of time studying secondary and middle school education as well.

When Spencer indicated to Local 1597's leaders that he wanted to continue to serve the union in a way that put his interests to use, they assigned him to attend district progress meetings and training sessions. In 2010, leaders sent him to the AFL-CIO's first "Next Up" summit in Washington, D.C., for young union members.

"Being around those other activists really sparked my union passion," he said.

Eleventh District International Representative Rich Michel, the service representative for Local 1597, encouraged Spencer in 2013 to apply to become a lead organizer for western Nebraska and the Dakotas. That August, Spencer was appointed as a lead organizer by then-International President Edwin D. Hill.

"Louie is an absolute gem," Michel

said. "I couldn't be prouder." The two of them developed a close friendship working together on several organizing campaigns.

"Organizing is a rough gig, but he hung right in there and kept plugging along," said Michel. "His whole heart is in the IBEW."

Vouching for Spencer also came easy to Eleventh District Regional Organizing Coordinator Brian Heins. "I figured out early on that he was a leader," Heins said. "I'm not sure if it was his military experience or if he was born with it, but you pick up pretty quickly that he's a good communicator."

In August 2017, Spencer was assigned by Stephenson to serve as an international representative in the Membership Development Department in Washington, D.C. Spencer has worked with the department on organizing campaigns for workers at DirecTV, Electrolux, Baltimore Gas and Electric and Atlanta Gas Light, among others.

Spencer was reassigned a year later to serve in the Per Capita Membership Department, responsible for tracking the records of the 775,000 active and retired IBEW members in nearly 900 locals throughout the U.S. and Canada.

In his new role as director of that department, Spencer hopes to continue his predecessors' push to embrace technological solutions to help streamline the department's processes.

"I want to keep the lines of communication open between the department, the locals and the members," he said. "We can always look for ways to improve how we can help locals take care of any per capita issues, and to streamline reporting."

Spencer is a member of the Union Sportsmen's Alliance and enjoys fishing and boating in particular. He is also a fan of the Chicago Cubs and he calls himself a "diehard" fan of the University of Nebraska Cornhuskers. Spencer and his wife, Jonna, have two children, Kaeden and Macy.

Please join the officers and staff in wishing Brother Spencer the best of luck in his new role. ■

APPOINTED

Brian Threadgold



With a second promotion in less than two years at the International Office, Kansas native Brian Threadgold took the helm of the

Pension & Reciprocity Department on June 1, replacing newly retired four-year Director Bruce Burton.

Threadgold was appointed director of the Per Capita Department last summer, seven months after moving to Washington, D.C., to serve as an international representative in the Council on Industrial Relations/Bylaws and Appeals Department.

His leadership skills helped him rise to business manager of Topeka, Kan., Local 226 in 2010, just 12 years after he began his apprenticeship to become a journeyman inside wireman. Before he

could be re-elected to a third term heading his local, International President Lonnie R. Stephenson asked him to join the team at headquarters.

"Brother Threadgold has proven how valuable he is every step of the way in his IBEW journey the past 20 years," Stephenson said. "He is a natural leader who is widely respected for his work ethic, integrity and attention to detail, which are essential qualities for managing the critical responsibilities of the pension department."

The 14-member Pension & Reciprocity Department runs the IBEW's Pension Benefit Fund, responsible for payments to more than 112,000 beneficiaries currently. Staff researches eligibility, maintains records and assists members navigating the benefit process.

"Members who pay into the PBF expect a benefit at the end of their working career that will provide for a comfortable retirement," Threadgold said. "They deserve everything they've earned, and I want to be a judicious and good steward of their money."

Taking on the duties in Per Capita a year ago, Threadgold said he focused on "working efficiently and effectively" by moving toward electronic record-keeping. His partner in the effort, International Representative Louie Spencer, has been appointed the department's new director.

"By and large, the majority of the per capita reports from locals are received electronically, but what was happening is that those electronic reports were then being printed out in paper format for the auditor," Threadgold said. "Our thinking was that not only does it eliminate the cost of paper, it eliminates a step in the process and builds efficiency over time."

While both his old and new positions involve data collection and record-keeping, Threadgold stresses that those "relatively dry" tasks are more than offset by good working relationships.

"The reality is that 80% of the work we do is personality-driven," he said. "My experience in Per Capita has been great. All the people received us well, treated us with respect, and that's all I could ask for."

His message to his staff then and now is, "Live by the Golden Rule, treat others as you want to be treated, and try to work together as a family, as a unit, and build people up, not tear people down."

Since relocating to the Washington area, Threadgold, his wife, Lori, and their three daughters, ages 9, 7, 3, have been soaking up all that the region has to offer. The Smithsonian's Air and Space Museum and the monuments on the National Mall are special favorites, sites they visited multiple times while entertaining visitors from Kansas nearly every weekend last summer.

It's a different pace from his Kansas home, where he grew up playing baseball, hunting and fishing, but he said he and his family have gotten the knack of it. "We're really enjoying it," he said. "And we've become pretty good at being tour guides."

Threadgold gained an early appreciation for unions from Kansas relatives in the painting and carpentry trades. He was attending Emporia State University with the goal of being an elementary

school teacher when he learned about the IBEW from a cousin who was a third-generation member.

"I was wrestling with being a broke student or working for a living," he said. "I chose to be an electrical apprentice."

And he's never looked back. "The IBEW has presented me and thousands like me a great career with access to the middle class and opportunities to grow. Brotherhood is what you make of it, and if you decide to embrace the fundamentals of it, then the sky's the limit. In Brotherhood it will always be about 'we' not 'me.'"

With appreciation for all his efforts on behalf of members locally and internationally, the IBEW welcomes Brother Threadgold to his new position. ■

RETIRED

Bill Neiles



Bill Neiles, an international representative in the Utility Department and executive director of the National Utility Industry Training Fund, retired

June 1, wrap up a on a 41-year career that began in rural South Dakota.

Brother Neiles grew up in Center-ville, a farming community in the south-eastern part of the state. The Neiles family raised cattle on its small farm. His mother worked as a public school teacher and his father was a mail carrier and a member of the National Rural Letter Carriers' Association, serving as state president and a delegate to its national convention.

The younger Neiles attended college for two years but didn't enjoy it, so he told his father he planned to drop out and become an electrician.

The elder Neiles wasn't particularly pleased, but offered some valuable advice.

"He told me that if I wanted to do that, I should go to school to be an electrician and get a real apprenticeship," Neiles said. "We had a good man who lived up the street and fixed power outlets and things like that for everyone in our community. I could go work for him, but my dad told me he was not going to be able to teach me anything more than what he already knew."

So, Neiles applied to the local technical college, but he was put on a waiting list. That wasn't acceptable to someone looking to work right way, so a college representative told him about its power line construction and maintenance program. There were openings there and he asked if Neiles was interested.

The answer was yes, and Neiles soon found himself working for Black Hills Power & Light [now Black Hills Energy], which earned him membership in Rapid City, S.D., Local 1250 in April 1978.

"That 20-minute conversation started my career," he said.

Neiles worked in his native state for about a decade, but wanting to see more of the country — he called it a "severe case of wanderlust" — he began working

as a traveler, which he did until accepting a job with Nevada Power Company, now NV Energy, in 1993 and transferring his membership to Las Vegas Local 396.

His career soon took a surprising turn. His supervisor asked him if he would help teach Nevada Power's apprentices. Neiles had never considered teaching, but agreed to do it for one year, thinking he would return to working on a line crew.

Instead, he ended up teaching for 9½ years.

"I fell into that job and thoroughly enjoyed it the whole time," he said. "I really enjoyed working with young people."

During that period, Neiles earned a bachelor's degree in business administration from the University of Phoenix and a master's in educational leadership from UNLV. He served as Local 396's president

from 2000 to 2002.

All that experience helped him earn a position in Nevada Power's human resources department in 2005, where he stayed until he interviewed in 2008 to be a lineman international representative in the Construction Department.

"President [Edwin D.] Hill looked at my resume, looked at me and said, 'I've determined that you are overqualified for this job,'" Neiles said. "'But I've got something else in mind for you.'"

That something was serving as executive director of the training fund, a partnership between the IBEW and four utility companies to strengthen education programs and recruit more line workers. He continued to work out of Las Vegas until moving to the International Office in 2017, where he also worked as an interna-

tional representative, and kept both positions until his retirement.

"His work ensured that our linemen had the best apprenticeship training along with a safe workplace," said Utility Director Donnie Colston, also a lineman. "Safety was very important to Bill. The IBEW has the best training for linemen in the world and Bill's work allowed us to sell that to the utilities."

Colston said even companies that weren't part of the alliance would see Neiles' recommendations and training procedures and insert them into their programs.

"They realized they needed to raise their game to keep up," Colston said.

Neiles said he will miss the relationships he formed with IBEW officers, business managers and members across the United States and Canada.

"Everyone has challenges unique to

their geographic area, but everyone steps up when needed, and I've never known anyone that didn't have the long-term best interests of the members in mind," he said. "Just really, really good people. I'll also miss the international staff and everyone who helped me along the way."

Neiles' wife, Diana, died in 2006 after a battle with cancer. He plans to continue living in Las Vegas and pursue his lifelong passion of traveling. He also will foster dogs for a local rescue organization — although Neiles admits he often gets so close to the pets, he keeps them for himself instead of handing them off to a new family, which is jokingly referred to as a "foster fail."

The officers and staff thank Brother Neiles for his service and wish him a happy retirement. ■

SPOTLIGHT ON SAFETY

Temps Heat Up With No Federal Safety Standard

As summer temperatures soar to scorching heights, the Occupational Safety and Health Administration is here with recommendations and tips to stay safe on the job, even a smartphone app, but no federal standard as to what "safe" actually means.

"OSHA currently has no appetite to work on a heat standard," said Safety Department Director Dave Mullen. "But if they do move, we'll be there."

When Congress passed the Occupational Safety and Health Act of 1970, it also established the National Institute for Occupational Safety and Health, which was charged with recommending health and safety standards. Among those was a standard for heat exposure, but it has yet to become an actual, enforceable rule.

As it currently stands, OSHA inspectors have to rely on a general requirement to provide a safe workplace when determining whether to cite an employer for heat violations. According to the OSHA website, "under the OSH Act, employers have a duty to protect workers from recognized serious hazards in the workplace, including heat-related hazards." Considering the low number of inspectors however, it's not clear how often employers are truly being held accountable, or how often any violations are being reported.

Mullen noted that, from 1992 to 2016, over 69,000 workers have been seriously injured from heat-related injuries or illnesses. In that time, 783 workers died due to heat. He also pointed to the increasing number of record-breaking years for high temperatures. According to NASA, 2018 was the fourth hottest year in nearly 140 years of record-keeping, and the five warmest years have been the last five.

"Our brothers and sisters need to know that heat is the number one weather-related killer in the United States," said Ivan De Herrera, Los Angeles Local 11 assistant business manager. "As our local's safety director, I remind our members to always look out for one another."

Last year during Workers' Memorial Week in April, a number of groups — including many from labor — petitioned the current OSHA head, Acting Assistant Secretary Loren Sweatt, to begin the rulemaking process to create what would be the first federal standard to protect both outdoor and indoor workers from excessive heat.

The petition, which also has support from former OSHA directors, included recommendations and research from NIOSH, among them mandatory rest breaks, hydration and access to cool spaces. It also noted that three states — California, Minnesota and Washington — have developed their own standards.

California's standard applies to outdoor workers in industries including construction, agriculture, landscaping and oil and gas extraction. It specifies protocols like provision of shade when temperatures exceed 80 degrees and implementation of high-heat procedures when temperatures exceed 95 degrees. It also states that employees are to be provided fresh, cool water free of charge and that it be located as close as possible to work areas.

De Herrera visited a solar project in May, located in a high desert area where temperatures



As temperatures continue to climb, workers are left without a federal standard regarding heat safety on the job.

can easily climb to 100 degrees. The project is run by Cupertino Electric and employs around 300 members. The signatory contractor has implemented a number of measures to ensure its employees are safe, said De Herrera, including a personal risk assessment booklet that all workers are required to fill out and have signed by their foreman daily.

There are also vans with air conditioning, special chairs with cool water in the arms that anyone can use to cool off and hydration charts in the restrooms so workers can monitor their urine to see how hydrated they are. Cupertino also has safety officers on site to check the workers for signs of dehydration or other heat-related illness.

"Cupertino definitely has a great heat illness protection program," De Herrera

said. "I'm really proud of the steps our contractors have made to assure heat illness prevention is a big part of their safety program."

Mullen says it's important for all IBEW members to know their rights under OSHA and that they have a right to a safe workplace. For its part, OSHA has its ongoing Heat Illness Prevention campaign emphasizing water, rest and shade. The website states:

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high temperatures should establish a complete heat illness prevention program.

- Provide workers with water, rest and shade.
- Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for working in the heat.
- Plan for emergencies and train workers on prevention.
- Monitor workers for signs of illness.

Along with NIOSH, OSHA developed an app, available for iPhones and Androids, that calculates the heat index in your location and gives you a corresponding risk level. The app also provides information on symptoms of heat-related illness and first aid.

Heat-related illnesses include heat stroke, heat exhaustion, heat cramps, heat rash and severe dehydration — all of which are preventable.

For new workers, acclimatization is particularly important. Research shows that it can take one to two weeks to adjust to the heat, and a 2016 study found that, of 23 heat-related deaths, 17 occurred within the first three days on the job.

"The IBEW is proud to work with contractors like Cupertino who are setting a great example, but we owe it to our brothers and sisters in all 50 states to have a federal standard that protects everyone exposed to extreme heat," said International President Lonnie R. Stephenson.

For more information on OSHA's guidelines and for tips on how to stay safe, visit www.osha.gov/heat. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in April 2019

| Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death |
|-------|--------------------|---------------|-------|-------------------|---------------|-------|--------------------|---------------|-------|--------------------|---------------|-------|--------------------|---------------|--------------|-------------------|---------------|
| 1 | Ank, L. | 2/19/19 | 26 | Sullivan, W. D. | 2/26/19 | 134 | Cardis, J. P. | 2/13/19 | 325 | Gioia, D. | 3/1/19 | 532 | Kirby, D. M. | 3/21/19 | 1049 | Luster, M. | 2/27/19 |
| 1 | Bickel, R. L. | 3/17/19 | 26 | Umerley, G. I. | 1/20/19 | 134 | Chuick, N. M. | 2/10/19 | 325 | Randall, P. J. | 3/18/19 | 540 | Sandahl, C. W. | 2/20/19 | 1049 | Pribanic, S. M. | 2/19/19 |
| 1 | Buchmeier, J. | 12/21/18 | 34 | Fowler, S. E. | 2/23/19 | 134 | Denst, R. G. | 3/24/19 | 332 | Young, S. | 1/25/19 | 545 | Castle, C. E. | 3/2/19 | 1141 | Fowler, J. L. | 3/24/19 |
| 1 | Clark, G. A. | 11/22/18 | 35 | Kowalchuk, J. E. | 1/4/19 | 134 | Dizillo, R. J. | 3/20/19 | 340 | Boggs, B. R. | 2/21/19 | 545 | Wolf, L. M. | 11/1/18 | 1186 | Higuchi, S. | 12/25/18 |
| 1 | Crenshaw, M. L. | 3/25/19 | 38 | Cikunczuk, D. J. | 1/21/19 | 134 | Geroulis, S. | 3/3/19 | 340 | Hall, R. F. | 10/12/18 | 547 | Fitch, E. L. | 1/28/19 | 1186 | Masunaga, M. | 10/21/18 |
| 1 | Kuhnert, H. W. | 2/20/19 | 38 | Florjancic, L. F. | 2/17/19 | 134 | Haberstroh, E. W. | 2/1/19 | 340 | Watkins, R. C. | 1/27/19 | 553 | Stanley, J. F. | 11/29/18 | 1186 | Ota, R. T. | 12/1/18 |
| 1 | Maddock, L. A. | 2/5/19 | 38 | Robinson, C. H. | 3/12/19 | 134 | Hallissey, T. E. | 3/10/19 | 347 | Smith, J. M. | 2/25/19 | 558 | Alexander, D. R. | 3/18/19 | 1186 | Sialana, P. | 12/5/18 |
| 1 | Murray, T. R. | 3/13/19 | 38 | Svoboda, F. E. | 1/27/19 | 134 | Jacoby, J. A. | 3/14/18 | 349 | Hogue, J. E. | 1/25/19 | 558 | Ginevan, G. M. | 2/12/19 | 1186 | Tamalii, B. | 2/9/19 |
| 1 | Nelson, R. C. | 2/9/19 | 41 | Boncore, K. C. | 2/3/19 | 134 | Karamas, E. | 1/8/19 | 349 | Silverman, M. J. | 1/11/19 | 558 | Grubbs, W. H. | 3/9/19 | 1205 | Belyew, H. W. | 11/29/18 |
| 1 | O'Brien, P. J. | 11/16/18 | 41 | McIntyre, R. D. | 3/21/18 | 134 | Karbonek, T. | 7/17/18 | 349 | Sorrow, M. F. | 3/4/19 | 558 | Morrison, C. E. | 3/18/19 | 1205 | Knutson, D. A. | 1/29/19 |
| 1 | Vierheller, J. E. | 1/16/19 | 41 | Perry, R. E. | 2/22/19 | 134 | Kenney, T. J. | 3/9/19 | 351 | Gaugler, G. E. | 3/14/19 | 558 | Tippett, L. J. | 2/25/19 | 1206 | Gaunder, T. E. | 10/27/18 |
| 2 | Cameron, D. W. | 2/20/19 | 41 | Rhett, Z. J. | 3/5/19 | 134 | McDonnell, W. J. | 2/2/19 | 351 | Maginski, A. J. | 12/8/18 | 569 | Dean, J. R. | 3/19/19 | 1245 | Avery, R. S. | 1/15/19 |
| 2 | Greenwood, L. D. | 2/27/19 | 43 | McDermott, D. J. | 3/7/19 | 134 | Michiels, R. P. | 10/22/18 | 353 | Ackerman, R. P. | 3/10/19 | 569 | Root, F. C. | 2/6/19 | 1245 | Dean, M. | 12/30/18 |
| 2 | Schoonover, B. P. | 11/10/18 | 44 | Frank, S. R. | 11/26/18 | 134 | O'Connell, W. J. | 3/16/19 | 353 | Ak, G. | 2/21/19 | 569 | Smith, R. C. | 3/13/19 | 1245 | Dunkin, R. | 8/25/18 |
| 3 | Armetta, F. J. | 2/23/19 | 46 | Hall, C. C. | 11/10/18 | 134 | Pigott, R. A. | 2/12/19 | 353 | Amorini, A. | 3/3/19 | 569 | Zimmerlee, D. D. | 2/9/19 | 1245 | Flores, J. J. | 3/10/19 |
| 3 | August, J. | 3/11/19 | 46 | Irons, S. C. | 12/1/18 | 134 | Rowe, M. A. | 1/23/19 | 353 | Bauer, A. | 3/8/19 | 570 | Randall, C. D. | 2/3/19 | 1245 | Gibson, G. L. | 3/5/19 |
| 3 | Bartnick, W. G. | 2/8/19 | 46 | Molinari, G. R. | 10/11/18 | 134 | Ryan, T. W. | 2/14/19 | 353 | Chin, A. | 3/6/19 | 584 | Cook, M. N. | 2/18/19 | 1245 | Walker, W. A. | 10/10/18 |
| 3 | Bonura, C. | 10/1/18 | 46 | Rouzan, R. W. | 3/11/19 | 134 | Saccaro, A. A. | 2/24/19 | 353 | Moore, D. G. | 12/20/18 | 584 | Henderson, C. W. | 2/5/19 | 1260 | Wakida, K. T. | 2/28/19 |
| 3 | Campisi, A. J. | 2/21/19 | 46 | Szepesi, J. | 4/12/18 | 134 | Stratman, M. D. | 1/17/19 | 353 | Morton, R. E. | 3/15/19 | 584 | Hernandez, B. A. | 2/4/19 | 1289 | Barlak, A. J. | 2/5/19 |
| 3 | Cancel, A. | 11/1/18 | 46 | Tomlinson, D. R. | 2/25/19 | 136 | Campis, L. A. | 2/12/19 | 353 | Sharkey, W. P. | 3/5/19 | 584 | Holloway, V. L. | 1/1/19 | 1316 | Crawford, J. M. | 3/13/19 |
| 3 | Collins, S. M. | 2/19/18 | 47 | Ewell, F. R. | 10/4/18 | 141 | Fedczak, M. E. | 2/9/19 | 353 | Watson, H. J. | 3/15/19 | 595 | Murphy, W. | 8/15/18 | 1319 | Simanovich, J. | 1/6/19 |
| 3 | Condran, J. P. | 11/8/18 | 48 | Baty, J. E. | 3/4/19 | 141 | Kuntz, W. J. | 12/29/18 | 354 | Bell, N. C. | 3/2/19 | 596 | Warner, L. N. | 2/20/19 | 1319 | Taylor, D. P. | 12/21/18 |
| 3 | Corwin, J. L. | 11/28/18 | 48 | Christian, R. F. | 3/18/19 | 145 | Bates, E. T. | 2/19/19 | 354 | Davie, M. R. | 3/1/19 | 601 | Lutz, R. J. | 1/3/19 | 1340 | Murphy, C. L. | 8/23/18 |
| 3 | D'Angelo, J. M. | 3/13/19 | 48 | Hegerberg, E. E. | 2/16/19 | 145 | Bealer, M. L. | 2/4/19 | 354 | Esplin, G. D. | 4/25/17 | 602 | Van Etten, D. | 2/2/19 | 1377 | Semon, E. | 12/7/18 |
| 3 | Estrada, R. | 3/25/19 | 48 | Hudson, G. S. | 2/16/19 | 145 | Debo, T. G. | 2/14/19 | 354 | Holman, R. H. | 3/3/19 | 606 | Midgett, R. T. | 3/5/19 | 1393 | Brenton, R. D. | 2/3/19 |
| 3 | Gacher, R. A. | 2/15/19 | 48 | Ratcliffe, R. C. | 1/28/19 | 145 | Van Wychen, R. O. | 12/27/18 | 354 | Johnson, P. T. | 2/4/19 | 607 | Hoffman, S. H. | 2/23/19 | 1439 | Glenn, M. B. | 2/23/19 |
| 3 | Geyer, G. | 3/14/19 | 48 | Villareal, T. L. | 2/19/19 | 150 | Brown, S. L. | 11/29/18 | 354 | May, A. T. | 3/16/19 | 611 | Garcia, L. F. | 2/8/19 | 1439 | Hall, T. R. | 2/27/19 |
| 3 | Hernandez, M. | 10/31/18 | 51 | Poole, D. D. | 12/19/18 | 150 | Leach, R. M. | 1/4/19 | 357 | Arthur, L. D. | 2/9/19 | 613 | Cass, J. B. | 11/25/18 | 1507 | Reuschling, R. J. | 5/22/18 |
| 3 | Jones, E. | 8/27/18 | 53 | Sledd, C. | 12/3/18 | 150 | Shebesta, R. J. | 2/10/19 | 357 | Blanker, L. | 12/22/18 | 613 | Gilleland, W. A. | 2/10/19 | 1525 | Clark, D. L. | 2/10/19 |
| 3 | Klayn, G. | 1/25/19 | 56 | Schick, D. J. | 1/25/19 | 158 | Little, M. | 2/10/19 | 357 | Fooshee, D. D. | 2/10/19 | 613 | Huskey, P. R. | 1/30/19 | 1531 | Flanagan, R. A. | 2/20/19 |
| 3 | Kuhn, H. H. | 3/13/19 | 57 | Schutte, G. | 6/7/18 | 159 | Kepler, T. W. | 12/31/18 | 357 | Lopez, F. | 1/25/17 | 613 | Llewellyn, J. F. | 1/9/19 | 1547 | Wachowiak, A. P. | 1/10/19 |
| 3 | Lazar, S. | 12/19/18 | 58 | Edwards, H. | 1/18/19 | 160 | Hankins, C. B. | 9/24/18 | 357 | Westphal, M. A. | 11/13/18 | 613 | Stewart, F. T. | 2/2/19 | 1555 | Marr, B. D. | 2/26/19 |
| 3 | Loiacono, L. | 2/24/19 | 58 | Froehlich, R. E. | 2/20/19 | 160 | Voita, J. B. | 11/5/18 | 363 | Cawein, G. W. | 8/8/18 | 613 | Vaughn, J. W. | 2/1/18 | 1579 | McKenney, J. S. | 1/25/19 |
| 3 | Lopez, R. C. | 12/3/18 | 58 | Smutzki, R. J. | 2/22/19 | 164 | Schmidt, W. | 2/6/19 | 363 | Longcore, W. | 1/21/19 | 613 | Warren, H. E. | 2/9/19 | 1579 | Moore, K. F. | 3/21/19 |
| 3 | Luisi, A. J. | 1/30/19 | 58 | Tonowski, L. F. | 2/22/19 | 164 | Wondolowski, P. V. | 12/24/18 | 363 | Weglinski, E. J. | 10/22/18 | 617 | Stinson, E. W. | 1/1/19 | 1579 | Rowe, H. G. | 10/9/18 |
| 3 | Macintyre, D. R. | 2/28/19 | 64 | Jones, G. M. | 1/27/19 | 175 | Siniard, A. J. | 1/31/19 | 369 | Farmer, B. | 1/16/19 | 625 | Dotten, A. S. | 11/27/18 | 1687 | Pharand, A. | 2/2/19 |
| 3 | Mastrobuoni, G. F. | 10/16/18 | 66 | Gaspar, B. G. | 2/18/19 | 176 | Hendricks, G. A. | 11/28/18 | 369 | Hudson, B. R. | 11/11/18 | 640 | Foster, C. E. | 3/12/19 | 1825 | Wilson, T. | 2/13/19 |
| 3 | McAuley, E. F. | 1/31/19 | 66 | Goodwin, T. C. | 12/20/18 | 176 | Kaszynski, A. J. | 3/2/19 | 369 | Thompson, J. W. | 3/7/19 | 640 | Hunter, J. L. | 2/5/19 | 1920 | Stroud, H. D. | 2/25/19 |
| 3 | Moniot, L. D. | 7/7/18 | 66 | Vance, J. E. | 1/29/19 | 177 | Brock, J. A. | 12/6/18 | 375 | Coken, C. J. | 2/18/19 | 640 | Pinson, C. V. | 2/1/19 | 2038 | Novak, K. | 2/2/19 |
| 3 | Newell, B. C. | 2/28/19 | 68 | Armagost, T. C. | 2/1/19 | 177 | Lipscomb, W. A. | 1/23/19 | 379 | Owenby, M. G. | 7/31/18 | 649 | Pfeiffer, R. E. | 3/9/19 | 2150 | Kontof, R. W. | 5/15/18 |
| 3 | Shenkman, B. | 3/24/19 | 68 | Greenhalge, D. H. | 2/2/19 | 180 | Gillespie, L. W. | 2/21/19 | 379 | Parton, P. E. | 2/2/19 | 659 | King, K. L. | 3/2/19 | 2150 | Schreiter, R. J. | 12/9/18 |
| 3 | Silva, R. D. | 2/2/19 | 68 | Livingston, G. L. | 2/11/19 | 191 | Bentley, P. M. | 12/25/18 | 387 | Keeton, G. E. | 12/25/18 | 659 | Robotcek, W. J. | 12/10/18 | 2286 | Cloar, J. C. | 12/30/18 |
| 3 | Sinisgalli, A. A. | 2/2/19 | 69 | Walker, I. N. | 9/18/18 | 196 | Johnson, A. | 2/18/19 | 405 | Korf, T. J. | 3/13/19 | 659 | Watier, J. D. | 3/23/19 | 2286 | Winn, J. F. | 1/3/19 |
| 3 | Urciuoli, M. | 1/20/19 | 72 | Montague, D. L. | 1/19/19 | 212 | Book, S. A. | 3/11/19 | 418 | Fitzhugh, A. F. | 3/5/19 | 665 | Perkins, G. D. | 1/31/19 | I.O. (44) | Eenhuis, J. A. | 3/9/19 |
| 3 | Werle, D. A. | 1/17/19 | 77 | Ingraham, W. S. | 1/1/19 | 223 | Bergquist, L. H. | 11/4/18 | 424 | Arcand, G. E. | 6/2/18 | 668 | Allison, J. C. | 2/16/19 | I.O. (134) | Carraway, K. A. | 6/3/18 |
| 5 | Craver, A. O. | 5/22/18 | 77 | Schuler, R. I. | 3/19/19 | 233 | Walsh, J. S. | 2/12/19 | 424 | Dekowny, D. R. | 10/24/18 | 668 | Kolb, A. D. | 2/27/19 | I.O. (134) | Hack, J. L. | 1/5/19 |
| 5 | Snyder, P. K. | 1/24/19 | 80 | Capps, J. P. | 12/5/18 | 234 | Baker, R. D. | 2/15/19 | 424 | Hayes, K. N. | 3/16/19 | 676 | Dunlap, J. W. | 2/25/19 | I.O. (292) | Bergsten, R. A. | 2/14/19 |
| 5 | Wiefling, D. D. | 3/14/19 | 82 | Caldwell, B. | 11/18/18 | 234 | Randolph, S. D. | 12/8/18 | 424 | Jespersen, E. R. | 1/18/19 | 683 | Haag, R. R. | 2/13/19 | I.O. (379) | Walker, T. G. | 12/20/18 |
| 8 | Amrhein, C. J. | 3/12/19 | 86 | Dambra, J. R. | 9/29/17 | 236 | Jenkins, R. A. | 11/11/18 | 424 | Miller, D. J. | 2/12/19 | 692 | Burnett, W. D. | 2/24/19 | I.O. (490) | Babcock, E. A. | 1/22/19 |
| 8 | Barker, J. | 3/2/19 | 86 | Haefner, G. W. | 12/25/18 | 236 | Letendre, R. E. | 12/21/18 | 424 | Rea, R. A. | 3/11/19 | 697 | Hanisko, K. G. | 3/19/19 | I.O. (682) | Pasiuk, W. J. | 1/25/19 |
| 8 | Clark, G. F. | 1/25/19 | 86 | Johnson, W. R. | 11/30/18 | 245 | Overholt, R. D. | 3/14/19 | 424 | Sinclair, H. | 2/12/19 | 701 | Fitzsimmons, R. B. | 2/28/17 | I.O. (724) | Foley, J. P. | 12/14/18 |
| 8 | DeWees, B. A. | 1/11/19 | 86 | Wayman, J. P. | 11/29/18 | 246 | Ensell, R. R. | 1/9/19 | 424 | Stenson, K. D. | 1/30/19 | 702 | Loyd, N. G. | 12/8/18 | I.O. (852) | Ashcraft, B. C. | 2/25/19 |
| 8 | Francis, G. R. | 12/11/16 | 90 | Gilbride, D. J. | 3/18/19 | 246 | Hazlett, D. L. | 2/2/19 | 424 | Twierdchlib, A. | 2/11/19 | 702 | Stillely, R. D. | 3/14/19 | Pens. (637) | Gray, P. M. | 12/18/18 |
| 8 | Kroll, J. E. | 10/28/18 | 98 | Berenbach, J. M. | 1/12/19 | 252 | Belcher, M. R. | 3/12/19 | 424 | Underdahl, K. R. | 10/27/18 | 702 | Washkevich, K. P. | 6/24/18 | Pens. (814) | Eye, R. C. | 2/14/19 |
| 8 | Kurth, J. H. | 11/10/18 | 98 | DiCiurcio, L. J. | 12/19/18 | 254 | Bronius, J. A. | 2/19/19 | 424 | Valens, R. J. | 3/7/19 | 712 | Serych, R. V. | 3/23/19 | Pens. (I.O.) | Anderson, R. E. | 2/22/17 |
| 8 | Niles, S. R. | 1/4/19 | 98 | Ezzie, J. A. | 2/10/19 | 257 | Distler, L. R. | 3/9/19 | 424 | Zane, B. W. | 1/16/19 | 714 | Fischer, C. S. | 2/26/19 | Pens. (I.O.) | Barker, D. C. | 5/14/16 |
| 8 | Robedeau, E. A. | 3/14/19 | 98 | Kline, F. S. | 1/23/19 | 258 | Giles, D. | 11/7/18 | 429 | Dennis, G. W. | 11/24/18 | 716 | Dart, W. C. | 1/22/19 | Pens. (I.O.) | Becude, R. L. | 8/22/18 |
| 8 | Sprague, L. B. | 2/27/19 | 98 | Mackin, J. F. | 3/4/19 | 258 | Helsoe, G. K. | 11/17/18 | 429 | Looney, D. S. | 3/14/19 | 716 | Mintz, E. L. | 12/4/18 | Pens. (I.O.) | Bova, G. J. | 9/25/18 |
| 9 | Curtis, R. F. | 1/8/19 | 98 | Pavone, V. A. | 2/24/19 | 258 | Moren, G. M. | 11/26/18 | 429 | Pentecost, E. E. | 2/11/19 | 725 | Owen, E. F. | 1/12/19 | Pens. (I.O.) | Broersma, G. E. | 2/27/19 |
| 9 | Gogolak, J. E. | 2/10/19 | 98 | Wolfe, N. F. | 3/21/19 | 258 | Rurka, S. S. | 12/21/18 | 441 | Scipione, J. | 7/11/18 | 725 | Parke, S. R. | 6/15/18 | Pens. (I.O.) | Bulkley, G. E. | 3/4/19 |
| 9 | LaLond, A. A. | 2/27/19 | 102 | Derr, K. J. | 2/17/19 | 265 | Aksamit, R. L. | 10/13/16 | 441 | Simmons, P. | 1/29/19 | 728 | Cole, H. R. | 3/31/17 | Pens. (I.O.) | Echauri, R. | 3/30/17 |
| 11 | Barker, C. | 12/21/18 | 102 | Garges, N. H. | 10/26/18 | 265 | Welsh, J. W. | 2/22/19 | 443 | Taylor, J. H. | 3/19/19 | 728 | Reiss, H. A. | 10/17/18 | Pens. (I.O.) | Enright, E. A. | 12/3/18 |
| 11 | Cummins, C. N. | 12/21/18 | 102 | Gordon, A. S. | 2/14/19 | 269 | Cahill, J. L. | 3/20/19 | 449 | Christensen, A. L. | 3/23/19 | 743 | Cummings, J. D. | 2/28/19 | Pens. (I.O.) | Fontaine, P. | 2/11/19 |
| 11 | Dunn, F. B. | 1/22/19 | 102 | Gorman, H. L. | 11/22/18 | 269 | Matthews, D. T. | 3/3/19 | 453 | Martin, L. D. | 12/28/18 | 743 | Melniczek, J. | 3/12/19 | Pens. (I.O.) | Gibson, C. J. | 11/15/18 |
| 11 | Joseph, F. W. | 2/12/19 | 102 | Kerwin, A. | 2/12/19 | 275 | Borowicz, B. A. | 2/5/19 | 456 | Hutty, E. | 2/26/19 | 743 | Stoudt, A. J. | 2/13/19 | Pens. (I.O.) | Golden, E. F. | 2/11/19 |

In Memoriam

Members for Whom PBF Death Claims were Approved in May 2019

| Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death |
|-------|-------------------|---------------|-------|--------------------|---------------|-------|------------------|---------------|-------|--------------------|---------------|-------|------------------|---------------|--------------|-------------------|---------------|
| 1 | Bone, J. E. | 3/23/19 | 41 | Roberts, R. H. | 8/31/18 | 124 | Stover, R. G. | 3/29/19 | 271 | Sage, R. L. | 12/26/18 | 453 | Horton, W. T. | 4/19/19 | 733 | Boano, A. J. | 3/2/19 |
| 1 | Clark, H. L. | 3/28/19 | 42 | Izikewicz, R. L. | 2/28/19 | 125 | Carter, L. | 12/25/18 | 271 | Wiens, C. L. | 4/2/19 | 474 | Lee, D. P. | 3/18/19 | 743 | Goodhart, R. F. | 3/4/19 |
| 1 | Frisella, P. E. | 3/21/19 | 43 | Sheehan, T. M. | 2/28/19 | 125 | Skeans, D. L. | 3/24/19 | 278 | Armstrong, J. D. | 3/24/19 | 474 | Smith, A. J. | 1/23/19 | 756 | Paczkowski, R. F. | 2/22/19 |
| 1 | Kiry, J. X. | 1/6/19 | 46 | Braunstein, R. J. | 3/15/19 | 126 | Sabella, J. W. | 3/16/19 | 280 | Brown, B. P. | 4/2/19 | 479 | Hanson, R. T. | 7/12/18 | 760 | Clark, J. P. | 4/3/19 |
| 1 | Thaller, T. N. | 4/7/19 | 46 | Feld, G. S. | 2/10/19 | 126 | Winnick, G. S. | 4/16/19 | 292 | Bosquez, A. | 4/7/19 | 479 | Henderson, A. G. | 4/7/19 | 760 | Coleman, H. G. | 3/28/19 |
| 2 | Farmer, J. H. | 11/18/18 | 46 | Hennessey, P. M. | 4/2/19 | 127 | Baclawski, D. A. | 4/19/19 | 292 | Dillon, R. J. | 3/23/19 | 480 | McMurry, C. J. | 4/27/19 | 760 | Stanford, T. L. | 4/13/19 |
| 2 | Killday, P. R. | 1/8/19 | 46 | Valencour, T. M. | 4/2/19 | 129 | Zink, P. J. | 3/15/19 | 295 | Carmical, V. L. | 2/9/19 | 481 | Fowler, R. R. | 3/29/19 | 763 | Tessin, H. B. | 11/2/18 |
| 2 | Lawson, G. Z. | 3/17/19 | 47 | Byrd, S. J. | 4/2/19 | 130 | Dickinson, L. K. | 3/23/19 | 302 | Knisley, D. W. | 4/7/19 | 481 | Zaenglein, W. S. | 3/1/19 | 816 | Calhoun, C. T. | 3/23/19 |
| 2 | Peacock, L. L. | 1/16/19 | 47 | O'Keane, M. P. | 3/23/19 | 130 | Spansel, M. C. | 12/16/18 | 303 | Bryson, D. A. | 3/22/19 | 488 | Cyr, J. O. | 10/29/18 | 827 | Robinson, J. E. | 1/26/19 |
| 2 | Schleapae, A. E. | 12/19/18 | 48 | Bledsoe, T. M. | 11/15/18 | 134 | Duffy, R. O. | 4/3/19 | 303 | Miehle, F. | 4/4/19 | 490 | Dyer, A. W. | 3/17/19 | 861 | Daigle, D. J. | 1/9/19 |
| 3 | Bonura, C. | 10/1/18 | 48 | Bolf, R. B. | 6/28/18 | 134 | Durham, R. D. | 11/27/18 | 303 | Tries, J. H. | 1/22/19 | 494 | Barnes, D. C. | 3/21/19 | 861 | Weatherly, R. E. | 12/16/16 |
| 3 | Brodsky, E. | 3/10/19 | 48 | Bunyard, M. S. | 2/2/19 | 134 | Ericksen, H. R. | 4/17/19 | 303 | Walker, G. E. | 3/24/19 | 494 | Kaiser, J. F. | 1/31/19 | 873 | Price, J. B. | 3/28/19 |
| 3 | Christy, J. J. | 2/17/19 | 48 | Ferzacca, A. L. | 3/16/19 | 134 | Johnson, E. P. | 4/20/19 | 304 | Ramos, A. M. | 12/2/18 | 494 | Lubecke, G. L. | 2/15/19 | 915 | Baggett, E. L. | 3/22/19 |
| 3 | Fanto, V. J. | 4/6/19 | 48 | Longfield, W. E. | 3/30/19 | 134 | Karamas, E. | 1/8/19 | 304 | Richter, C. J. | 4/13/19 | 494 | O'Day, P. K. | 3/2/19 | 915 | Hahmann, J. E. | 3/30/19 |
| 3 | Forlini, A. | 3/30/19 | 48 | Points, B. A. | 4/20/19 | 134 | McDonnell, W. J. | 2/2/19 | 305 | Whitaker, F. E. | 3/26/19 | 494 | Sagan, F. W. | 2/7/19 | 948 | Wiles, F. D. | 3/5/19 |
| 3 | Giuriceo, N. M. | 3/2/19 | 51 | Hawkinson, C. O. | 9/5/17 | 134 | Parker, H. J. | 12/29/18 | 306 | Kromer, D. L. | 4/6/19 | 502 | Brown, J. T. | 3/15/19 | 993 | Lesniak, R. E. | 8/28/18 |
| 3 | Grandon, W. J. | 4/3/19 | 51 | Poole, D. D. | 12/19/18 | 134 | Paul, J. | 3/14/19 | 309 | Madison, D. R. | 4/8/19 | 505 | Harrell, J. O. | 2/7/19 | 995 | Palmer, H. H. | 1/17/19 |
| 3 | Hadden, B. J. | 1/19/19 | 51 | Schou, R. C. | 12/18/16 | 134 | Rowe, M. A. | 1/23/19 | 317 | Messinger, S. R. | 4/17/19 | 505 | Loper, W. L. | 3/23/19 | 1002 | Benoit, G. R. | 4/6/19 |
| 3 | Healy, T. F. | 4/9/19 | 53 | Oliverio, D. J. | 2/4/19 | 134 | Sasuta, N. | 2/13/19 | 322 | Ward, W. J. | 3/29/19 | 540 | Colaner, D. R. | 4/21/19 | 1002 | Horn, J. L. | 3/27/19 |
| 3 | Hughes, D. L. | 4/27/19 | 53 | Sevart, J. A. | 3/18/19 | 134 | Sitar, M. C. | 4/20/19 | 332 | Barajas, J. J. | 9/22/18 | 540 | Murray, R. L. | 2/12/19 | 1002 | Workman, V. W. | 11/14/18 |
| 3 | Iannuzzi, A. | 3/25/19 | 53 | Terry, C. H. | 3/30/19 | 134 | Ulaszek, G. | 4/3/19 | 332 | Birch, D. M. | 3/27/19 | 551 | Miles, T. N. | 3/18/19 | 1003 | Zdebiak, S. J. | 3/5/19 |
| 3 | John, A. | 3/21/19 | 56 | Price, C. | 1/10/19 | 136 | Sanders, W. D. | 4/4/19 | 332 | Dalbey, A. R. | 2/21/19 | 558 | Milam, R. M. | 1/21/19 | 1055 | Gilley, D. | 12/13/18 |
| 3 | McCartney, C. A. | 2/23/19 | 57 | Lyman, J. P. | 2/9/19 | 139 | Fisher, D. L. | 2/20/19 | 332 | Garcia, J. G. | 4/6/19 | 558 | Miller, L. D. | 4/7/19 | 1186 | Ah Tou, W. E. | 5/10/18 |
| 3 | Mentel, A. S. | 3/8/19 | 58 | Brose, D. R. | 12/15/18 | 143 | Kitner, J. C. | 3/4/19 | 332 | Weber, R. A. | 2/26/19 | 569 | Casas, S. M. | 3/25/19 | 1186 | Morisawa, M. R. | 2/26/18 |
| 3 | Murphy, R. C. | 3/21/19 | 58 | Jackola, R. E. | 3/30/19 | 145 | Anderson, T. M. | 3/31/19 | 342 | Phillips, Z. | 4/2/19 | 569 | Evers, B. T. | 3/11/19 | 1186 | Seshiki, R. M. | 1/16/17 |
| 3 | Stavredes, G. | 3/14/19 | 58 | Kaiser, D. A. | 1/23/19 | 145 | Quick, W. E. | 3/25/19 | 342 | Samuels, A. T. | 3/1/19 | 569 | Guerrero, J. M. | 3/10/19 | 1186 | Tomita, T. H. | 2/11/19 |
| 3 | Teplitsky, I. | 3/24/19 | 58 | Sakowski, F. W. | 2/27/19 | 146 | Thomas, C. L. | 4/14/19 | 347 | Curtis, G. P. | 1/23/19 | 569 | Stanfield, J. A. | 12/21/18 | 1205 | Knutson, D. A. | 1/29/19 |
| 3 | Tsitsilianis, S. | 3/23/19 | 58 | Schypinski, G. A. | 3/25/19 | 150 | Lubes, V. A. | 2/20/19 | 347 | Lewis, C. W. | 2/16/19 | 569 | Sullivan, J. L. | 3/21/19 | 1205 | Newsome, M. W. | 1/7/19 |
| 3 | Yost, J. H. | 3/27/19 | 60 | Weber, J. W. | 3/26/19 | 153 | De Neve, F. A. | 3/26/19 | 349 | Bolen, B. W. | 4/5/19 | 570 | Oertwig, C. L. | 2/1/19 | 1245 | Dean, M. | 12/30/18 |
| 3 | Young, R. A. | 3/29/19 | 66 | Love, A. D. | 3/12/19 | 153 | Yarian, S. K. | 5/2/19 | 349 | Christensen, D. S. | 2/28/19 | 573 | Maretich, R. M. | 1/22/19 | 1245 | Dixon, H. M. | 3/20/19 |
| 5 | Ferry, J. R. | 3/17/19 | 66 | Reese, J. W. | 3/15/19 | 158 | Neville, C. J. | 2/2/19 | 349 | Meyers, F. G. | 1/15/19 | 577 | Lemoine, R. | 3/14/19 | 1249 | Hunkins, W. R. | 2/11/19 |
| 5 | Wagner, H. L. | 4/7/19 | 68 | Barnhart, W. L. | 4/11/19 | 158 | Roder, E. A. | 4/2/19 | 349 | Olivi, W. P. | 3/7/19 | 583 | Vogel, E. C. | 4/5/19 | 1253 | Baker, D. B. | 2/15/19 |
| 6 | Wong, J. M. | 3/8/19 | 68 | Beall, T. E. | 3/9/19 | 159 | Davis, J. C. | 1/25/19 | 351 | Shields, J. N. | 3/27/19 | 584 | Stewart, J. | 4/6/19 | 1316 | Smith, C. R. | 9/9/18 |
| 7 | Webber, R. J. | 9/2/16 | 68 | Blume, R. A. | 4/14/19 | 159 | Schuetz, K. E. | 3/23/19 | 353 | Bridgman, D. J. | 3/31/19 | 595 | Garcia, M. | 3/9/19 | 1377 | Dickinson, D. H. | 2/23/19 |
| 8 | Firebaugh, J. A. | 3/18/19 | 68 | Brady, M. A. | 2/5/19 | 163 | Fritz, R. J. | 2/17/19 | 353 | Erratt, G. J. | 4/30/19 | 595 | Short, R. R. | 11/20/18 | 1393 | Benedict, J. E. | 3/21/19 |
| 8 | Lino, H. E. | 1/11/19 | 68 | Oakley, A. L. | 1/25/19 | 163 | Krieger, E. | 4/22/19 | 353 | Feeney, G. W. | 3/17/19 | 606 | McElroy, K. D. | 4/3/19 | 1547 | Butler, B. L. | 3/12/19 |
| 8 | Nowicki, J. D. | 4/9/19 | 68 | Thompson, L. D. | 4/2/19 | 164 | Rosenblum, L. | 1/5/19 | 353 | Fleischmann, G. | 4/11/19 | 611 | Duran, L. | 7/25/17 | 1547 | Pederson, R. H. | 4/21/19 |
| 8 | Sonner, D. R. | 3/8/19 | 70 | Brewer, R. S. | 5/17/16 | 164 | Sudol, T. E. | 3/14/19 | 353 | Gordon, H. B. | 4/13/19 | 611 | Weir, W. R. | 3/14/19 | 1555 | Bates, J. | 1/6/19 |
| 8 | Streichert, N. K. | 4/11/19 | 71 | Dade, D. R. | 1/13/19 | 175 | Falls, K. D. | 2/24/19 | 353 | Harradine, G. | 12/10/18 | 613 | Black, J. T. | 4/13/19 | 1701 | Voyles, J. C. | 3/11/19 |
| 9 | Hohman, T. J. | 4/16/19 | 71 | Dean, D. L. | 3/30/19 | 176 | Barten, D. F. | 3/16/19 | 353 | Orleck, M. A. | 7/6/16 | 613 | Seals, T. G. | 2/13/09 | 1744 | Tabak, J. A. | 2/1/19 |
| 9 | Livingston, W. | 4/9/19 | 71 | Sublett, D. W. | 2/18/19 | 176 | DeMent, J. L. | 3/19/19 | 353 | Pine, D. D. | 2/12/19 | 624 | Jennings, S. G. | 4/19/19 | 1837 | King, L. F. | 8/28/16 |
| 11 | Allen, K. L. | 8/13/18 | 73 | Jones, B. | 3/22/19 | 176 | Thomas, J. | 3/2/19 | 353 | Rucinski, J. | 4/6/19 | 625 | Ashley, R. F. | 3/11/19 | 1852 | Reid, J. F. | 3/5/19 |
| 11 | Dik, D. K. | 3/1/19 | 77 | Higgins, R. J. | 3/19/19 | 176 | Woodard, D. L. | 4/26/19 | 357 | Azbill, A. J. | 4/1/19 | 625 | Dotten, A. S. | 11/27/18 | 2038 | Dorey, G. B. | 2/11/19 |
| 11 | Inouye, S. | 8/2/18 | 77 | Makus, G. M. | 3/18/19 | 177 | Crawford, E. V. | 2/19/19 | 357 | Goodnough, G. A. | 4/11/19 | 625 | Lloyd, W. R. | 3/26/19 | 2038 | Gelsinger, D. M. | 4/6/19 |
| 11 | Merrell, F. L. | 1/18/19 | 77 | Rice, B. E. | 4/1/19 | 177 | Hurley, J. H. | 2/16/19 | 357 | Guthart, M. S. | 2/9/19 | 639 | Melton, W. L. | 12/24/18 | 2085 | Kjartanson, O. | 1/2/19 |
| 11 | Robinson, B. O. | 2/7/19 | 77 | Sutton, A. E. | 2/1/19 | 177 | Johns, R. D. | 4/18/19 | 357 | Lund, S. B. | 3/19/19 | 640 | Stump, B. M. | 3/23/19 | I.O. (5) | Edinger, D. M. | 4/9/19 |
| 11 | Stone, H. W. | 1/13/19 | 80 | Capps, J. P. | 12/5/18 | 191 | Meyers, G. H. | 4/3/19 | 357 | Trudell, R. E. | 4/7/19 | 648 | Tincher, J. A. | 4/6/19 | I.O. (5) | Rusiewicz, W. G. | 4/21/19 |
| 11 | Sunabe, T. S. | 2/27/19 | 80 | Chapman, P. R. | 4/17/19 | 191 | Olson, D. D. | 3/18/19 | 363 | Russo, A. J. | 10/24/18 | 659 | DuBois, T. | 3/21/19 | I.O. (64) | Toy, E. V. | 3/25/19 |
| 16 | Boyle, D. G. | 4/4/19 | 81 | Siebecke, F. S. | 4/19/19 | 193 | Davison, E. R. | 4/3/19 | 363 | Smith, J. L. | 4/1/19 | 659 | Goosmann, D. J. | 4/16/18 | I.O. (134) | Gallagher, R. M. | 4/11/19 |
| 16 | Gipe, D. A. | 3/30/19 | 90 | Broderick, D. T. | 9/14/18 | 194 | McKinnon, B. K. | 3/25/19 | 364 | Eudy, J. D. | 12/22/18 | 659 | Huber, D. B. | 2/27/19 | I.O. (160) | Klossner, E. O. | 1/1/19 |
| 17 | Nonnenmann, H. J. | 4/1/19 | 90 | Saari, C. R. | 3/8/19 | 194 | McNicoll, W. M. | 4/5/19 | 364 | Larson, E. G. | 2/6/19 | 659 | Lamb, C. M. | 3/7/19 | I.O. (1141) | Stephens, J. A. | 2/12/19 |
| 18 | Estrada, F. J. | 11/7/18 | 94 | Plumley, W. G. | 3/23/19 | 194 | Taylor, R. A. | 3/12/19 | 364 | Schumacher, L. E. | 3/4/19 | 665 | Stevens, C. J. | 3/29/19 | I.O. (1393) | Currington, L. D. | 3/6/19 |
| 20 | Bryant, V. H. | 2/14/19 | 96 | Pirani, A. R. | 2/15/19 | 197 | Thompson, S. R. | 1/4/19 | 369 | Collins, W. J. | 3/5/19 | 673 | Covert, R. G. | 3/8/19 | Pens. (1788) | Beange, J. A. | 2/5/19 |
| 22 | Folda, J. S. | 4/7/19 | 98 | Del Viscio, R. L. | 4/9/19 | 212 | Kincart, D. H. | 6/23/18 | 369 | Dyer, S. W. | 3/20/19 | 673 | Ostrander, R. L. | 3/29/19 | Pens. (I.O.) | Arbuckle, J. C. | 3/16/19 |
| 22 | Jorgensen, J. L. | 4/16/19 | 98 | Donahue, J. A. | 2/6/19 | 213 | Crampton, A. | 12/31/18 | 369 | Finch, S. L. | 1/26/19 | 683 | Ledbetter, D. E. | 4/11/19 | Pens. (I.O.) | Cunningham, L. N. | 3/24/19 |
| 22 | Risk, R. | 10/6/18 | 98 | Focht, W. E. | 4/7/19 | 213 | Kilby, K. M. | 1/31/19 | 369 | Price, D. A. | 2/22/19 | 697 | Hokanson, D. A. | 4/11/19 | Pens. (I.O.) | Fanning, J. J. | 3/29/19 |
| 22 | Showers, D. M. | 4/4/19 | 98 | Grant, H. W. | 4/9/19 | 223 | Moquin, R. A. | 11/22/18 | 375 | Jenkins, D. A. | 4/11/19 | 697 | Lanier, E. R. | 4/10/19 | Pens. (I.O.) | Grady, C. L. | 12/3/18 |
| 24 | Bertrand, J. | 3/17/19 | 98 | Langan, T. E. | 4/8/19 | 226 | Viator, J. M. | 10/6/18 | 387 | Jackson, R. J. | 4/1/19 | 701 | Covey, J. B. | 10/3/17 | Pens. (I.O.) | Kammerer, J. E. | 2/19/19 |
| 24 | Rockstroh, R. G. | 4/6/19 | 98 | Mackin, J. F. | 3/4/19 | 230 | Howell, J. D. | 3/6/19 | 388 | Hafermann, K. P. | 12/8/18 | 701 | Heise, L. E. | 2/26/19 | Pens. (I.O.) | King, T. J. | 2/25/19 |
| 25 | Haluza, R. W. | 1/26/19 | 99 | Morgenstern, B. W. | 3/12/19 | 230 | Kipperberg, P. | 1/20/19 | 401 | House, J. M. | 8/21/18 | 702 | Chapman, H. J. | 4/6/19 | Pens. (I.O.) | Loehlein, R. J. | 2/22/19 |
| 25 | Minervini, E. W. | 3/20/19 | 102 | Marion, E. C. | 3/25/19 | 233 | Twitchell, J. W. | 3/31/19 | 405 | Parker, E. R. | 2/22/19 | 702 | Loyd, N. G. | 12/8/18 | Pens. (I.O.) | MacNeill, S. | 11/26/17 |
| 25 | Rios, E. | 3/29/19 | 102 | Wood, R. H. | 3/11/19 | 234 | Moore, J. | 2/12/19 | 413 | Coker, B. | 12/24/18 | 702 | Pierceall, T. L. | 3/27/19 | Pens. (I.O.) | Nault, J. M. | 10/18/18 |
| 26 | Mathison, S. M. | 5/10/18 | 103 | Cohen, J. E. | 1/31/19 | 236 | Mennillo, D. R. | 3/23/19 | 413 | Monroy, F. G. | 10/20/18 | 702 | Smith, D. L. | 4/7/19 | Pens. (I.O.) | Norton, H. R. | 3/24/19 |
| 26 | McCawley, T. J. | 8/25/18 | 103 | Haley, S. A. | 4/6/19 | 241 | Raymond, H. | 3/8/19 | 424 | Switzer, L. | 4/20/19 | 704 | Petronis, J. F. | 3/27/19 | Pens. (I.O.) | Orr, W. | 3/20/19 |
| 26 | Mulcare, J. T. | 3/24/19 | 103 | Maduskuie, T. P. | 3/13/19 | 242 | Thompson, R. J. | 3/25/19 | 429 | Barham, C. R. | 2/10/19 | 714 | Grenz, A. C. | 4/18/19 | Pens. (I.O.) | Porro, L. J. | 3/ |

LOCAL LINES

A Life of IBEW Service

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO — A public celebration of life ceremony for Timothy R. Murray, who recently retired from IBEW Local 1 as a business representative, took place on March 30. Murray was a third-generation Local 1 member whose family joined the union at the turn of the century. He passed away at age 64 on March 13 following a sudden illness.



Local 1 late Bus. Rep. Tim Murray.

Bro. Murray retired from Local 1 in 2017 and received an award for his longtime, dedicated service. A member of Local 1 since 1981, Murray was elected treasurer in 1999 and was elected to the Executive Board in 2011.

“Tim served the IBEW for 38 years with the same enthusiasm that he lived his life,” said Local 1 Bus. Mgr. Frank Jacobs. “He will truly be missed.”

Local 1 Bus. Rep. Chuck DeMoulin said: “I was very lucky to serve with him as a business representative. His words of wisdom and friendship will always be remembered. My heart goes out to ... the entire Murray family.”

Bro. Murray will be remembered for his smile, his sense of humor and his ability to live life to its fullest. He was a person who gave so much to so many.

We mourn the loss of the following members: Mary Hale, Absalon Guzman, Thomas Lucks, Thomas Thaller, Mark Finklang, Ronald Breeden, Harry Clark, Peter Frisella, Roger Bickel, Timothy Murray, Jerome Johnson Jr., Chester Williams, Melvin Crenshaw and James Bone.

Jan Bresnan, P.S.

Contract Extension

L.U. 15 (u), DOWNERS GROVE, IL — Local 15 recently negotiated a contract extension with Exelon Generation, ComEd and Exelon Business Services. Nearly 4,800 Local 15 members will benefit from the two-year agreement. The bargaining agreement is now set to expire in 2024. (Exelon Generation on April 30 and Commonwealth Edison/Business Services on Sept. 30). Members will enjoy a 2.5 percent wage increase each April 1st and all benefits will remain the same. Bus. Mgr./Pres. Dean Apple stated that staying politically active in Springfield and helping the company present its rate case in Springfield contributed to the extension.

Local 15 mailed out ballots on May 20, 2019, for the election of local union officers, Executive Board members, and delegates to the IBEW International

Convention. At the time this article went to press, the ballots were scheduled to be counted on June 17. Newly elected officers and Executive Board members will be sworn in on July 15 this year.

Stewards training recently was held at the Local 15 office. Training for the 40 new stewards took place on May 6 and May 13. New stewards were trained on: our Electronic Grievance Tracking System, Contractual Language, Duty of Fair Representation, Employee Rights, and Fact-Finding Meetings.

Sam Studer, P.S.

Lineman Continuing Education Three-Day Training Session

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI — For the first time in our known history, we conducted Linemen Continuous Education Training for our construction linemen. We convinced DTE Energy that changing safety cultures and improving customer satisfaction would require bringing our members out of the field for training. The company agreed and paid the wage and benefit package for all three days for all of our linemen to attend. Training consisted of: OSHA 10 instruction; daily safety presentations noting brothers lost in our trade; advanced map reading; “restore before repair” techniques; human performance information; IBEW Code of Excellence training, etc. Results? As of May 1, an OSHA recordable incident rate of zero! Thank you to DTE, our staff, and members for taking this opportunity to stay “IBEW Strong”!



Lisa Bagalay, Local 17 journeyman line clearance tree trimmer.

Congratulations to Lisa Bagalay, the first female line clearance tree trimmer to complete our apprentice program in more than two decades. Lisa is a standout in her trade and is well-respected as a safe, conscientious professional. We are extremely proud of you, Lisa. Stay safe, sister!

Please remember, it’s a lot easier to speak up on the job about safety than it is to explain to a member’s family why you didn’t!

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



Local 25 members at job site of a 23-megawatt solar farm in Calverton, NY.

Long Island Solar

L.U. 25 (c,catv,es,i,ptc&rts), LONG ISLAND, NY — The Calverton, NY, S-Power 23-megawatt solar farm project, which employed over 140 local union brothers and sisters, was successfully completed on time this spring.

Eldor Electrical contracting company was awarded the project with a very short time frame for it to be completed and online generating power. Bro. Mike Martorella was the general foreman, Bro. Lacey Cox was the shop steward, and Bro. Charlie Henning was the onsite project manager.

The project was initially knocked down by the Riverhead town board until further environmental studies were done. Bus. Reps. Tim McCarthy and Sean Meehan did a lot of behind-the-scenes work to secure this project. A year later the permits were approved, and the job was awarded. Congratulations to all involved.

Tom Lawless, E-Board, P.S.

IBEW Members Volunteer — Special Olympics Fundraiser

L.U. 37 (em,o&u), FREDERICTON, NEW BRUNSWICK, CANADA — We’re always proud and happy to share stories about how our members are doing their part to help others. Most recently, it was to help fundraise

for the Capital Region Special Olympics, a charity that provides low-cost sport access to athletes with intellectual disabilities.

The event was the Corey MacLaughlin Memorial Bowl-A-Thon, where a team of Local 37 members had a great time helping the Special Olympics organization raise over \$22,000! One-hundred percent of the money raised will go directly toward sport programming and the needs of over 150 athletes competing at all levels — giving them a chance to build on their talents and skills, make great friendships, and even travel the world!

Through its “Team-Up!” program, the Local 37 Health Wellness & Benefits Committee sponsored the team by covering the registration fee and providing shirts, and donating door prizes for the Bowl-A-Thon. The funding program is available to help eligible teams of IBEW members participate in charitable fundraising events related to health and wellness. Over the years this program has helped raise tens of thousands of dollars for charities in New Brunswick while promoting camaraderie among members and helping build relationships between Local 37 and the organizations our members care about and support.

Mary Williamson, A.B.M.

‘Welcome to New Members’

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters. Local 47 Bus. Mgr. and Seventh District IEC member Patrick Lavin swore in 34 new members at our Outside Construction meeting March 16. Congratulations and welcome to all.

Local 47’s Oracle Hall was dedicated in memory of former senior assistant business manager Hank Colt, who passed away last February. The dedication took place in April and was attended by Hank’s family and Local 47



Local 37 Bowl-A-Thon team members, joined by Special Olympics World Games gold medalist in swimming Jesse Canney (second from right). From left: Greg Seely, Ryan Doran, Chris Seely, Justin Messer, J. Canney, and John Moir.

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 | |
| (es) Electric Signs | (mar) Marine | | |

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



Local 47 Bus. Mgr./Fin. Sec. and Seventh District IEC member Patrick Lavin swears in 34 new local union members.

staff, officers and members.

Anaheim bargaining continues for the new engineering group, as well as for City of Colton and Irvine Ranch Water District with more dates scheduled for negotiations.

The Stewards & Safety Conference on June 21 was a great success. Ninth District Int. Vice Pres. John J. O'Rourke and Int. Rep. Charlie Randall were just some of our speakers. Over 350 participants included stewards, union safety representatives and Union Safety Board members.

Upcoming events include: the Injured Workers Fund Golf Tournament on July 19; the Local 47 Family Picnic on Aug. 10; and Local 47's Christmas celebration at Anaheim Stadium on Dec. 13.

We're sad to report the deaths of Local 47 members Joshua Tripp, Michael O'Keane, Samuel Byrd, Edward Cavanaugh and Roger Tempel.

Work safe and buy union!

Mitch Smith, P.S.

RENEW Hosts Family Event; Transitions & Retirements

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — Our RENEW Committee hosted a family Easter Egg Hunt at Fairview Park in Decatur on April 13. The good weather made for a decent turnout and the kids enjoyed the thousands of pieces of candy. Thank you, Shateveon Goforth, for arranging this event. Hopes are to make it an annual event.

2019 brings the retirement of several local union officers and staff. Bus. Mgr. John Johnson retires in July after 25 years on staff and a total of 43 years with the local. We also wish Pres. Walter Westfall, Treas. Julie Brandt, Recorder Deb Perry, office manager Sherri Clark, and lead assistant Nancy Clements a happy and healthy retirement. Collectively, they hold 192 years of seniority with the IBEW. Thank you to everyone for all you have done for Local 51.

Work is picking up on the construction side and we expect a busy summer. Line clearance tree trimming is at full employment. Enjoy your summer and keep informed by attending monthly unit meetings. Stay in touch by visiting our website, www.ibew51.org and liking our Facebook page.

Karlene Knisley, B.R.



Children enjoyed an Easter Egg Hunt hosted by the Local 51 RENEW Committee.

Summer Work Picture; Annual Recognition Dinner

L.U. 55 (c,lctt,o&u), DES MOINES, IOWA — Hello, brothers and sisters. Our local's Annual Recognition Dinner was March 9. The following members received service pins: 10-year pins — Hike Kenny, Josh Lindstrom, Andy Peters, Terri Vitiritto; 15-year pins — Nelson, Jeff Deul, Cody Eigenheer, Shane Nelson; 20-year pins — Chris Lichty, Matt Poutre; 25-year pin — Gary Gander; 30-year pins — Mike Brookes, Mike Sawyer, Mark Wolfgram, Clint Odea, David Huey; 40-year pins — Dan Linser, Steve Ray; 45-year pins — John Witcraft, Dennis Gamble; 50-year pins — Loyd Jones, George Bandstra, Don Barrow; 60-year pin — Jack Bivans. Congratulations to all honorees!

I hope everyone is enjoying the summer weather. Our local still has a need for more linemen and for some other classifications also. If you are looking for work, please call and maybe we have a spot for you. Our work picture is very strong. Always remember to think safety and if you see something that doesn't look right, speak up.

Iowa is fortunate to be first in the nation again as the election cycle comes around to us with the 2020 Iowa caucuses starting next January. Try to get around and ask what the candidates stand for and if they are for organized labor or not.

See you at the Labor Day parade and picnic! We need some big guys for the Tug-of-War! The celebration is lots of fun. Make this the year to attend. Bring the kids, too! There are lots of things for them to do, and there is also an ice-cream truck.

Myron Green, P.S.

Strong Focus on Safety

L.U. 97 (u), SYRACUSE, NY — Our officers, staff and System Safety Committee are calling for all members to refocus and recommit to working safely every day.

Our System Safety Committee has met regularly through the winter and spring to plan for safer work practices for our members. Our Safety Handbook subcommittee has also been meeting to help revise the handbook for safer work rules to use in the workplace. We continue to lobby to expand our very successful Safety Advocate program with advocates for other disciplines. We have utilized our text messaging blasts to communicate safety incidents and concerns to our members. And we continue to strive for a

safer workplace every day.

Summer is now here and the season brings plans for weekend trips, vacations, and other activities. Please do not lose your focus on working safely every day, and don't forget to use safe work practices when working on projects away from work.

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

Women's Committee Formed; Coastal Cleanup Project

L.U. 99 (govt&i), PROVIDENCE, RI — On April 27, Local 99's newly formed women's committee held their first community outreach event. The Power and Light Committee (PAL) coordinated with local nonprofit Save the Bay to help with a coastal cleanup at Bold Point Park in East Providence, RI. With support from members of the RENEW committee and an appearance from newly appointed organizer Alvin Reyes, the group picked up a couch cushion, a folding chair, and more than a dozen bags of loose litter. It was a family event, with members bringing their kids and their parents alike.

Local 99 looks forward to more good things to come from our newest committee!

Nicki Kent Scambio, P.S.



Local 99 contingent participated in coastal cleanup project. From left: Ariel Acosta, Brian Jacob, Mark Lanni, Victoria Stilwell, Ricky Saquic, Rebecca White, Nicki Kent Scambio, Amelia Bronder-Giroux, Sarah Cerbarano, Ashley Conn, Abygail Cerbarano and Jackson Cerbarano. Not Pictured: Alvin Reyes and Aidan Conn.

Marketplace Gains in Boston

L.U. 103 (cs&i), BOSTON, MA — Since taking office, Bus. Mgr./Fin. Sec. Lou Antonellis has been counting the Local 103 Weekly Wins. Winning work and counting jobs won on a weekly basis is a scorecard for how Local 103 is doing in the electrical construction marketplace in Greater Boston and gives the members a feel for where their next job might be, which contractor won, the location and the project's value.

Lou recently announced several exceptional wins in the residential sector of our industry, which in years past has been a very difficult market to crack. But crack it, we did! Over 1,800 units of housing won in the last few weeks alone, worth over \$79 million in new electrical work. Winning these jobs in the Boston

suburbs of Quincy and Somerville, as well as some of the more vulnerable parts of the city, has been a priority for Lou and his team. The members living in those communities appreciate the job opportunities closer to home, less traffic and less money spent in downtown parking garages.

In addition to these big residential wins, we are counting more wins at Logan Airport, winning 96 percent of the electrical work bid there in the last two years. Add it up and it means more residential, infrastructure, hospital and North Shore suburban wins that are keeping our contractors and members extremely busy for the foreseeable future.

Jimmy Fleming, P.S.

Contractors Par and Hooper Awarded 345-KV Line Project

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — Hope you are all having a great start to your summer.

Congratulations to our signatory contractors Par Electrical and Hooper, as those companies were the successful finalists on a bid for a 345KV line project. The new line will supply power from the Cheyenne Ridge wind farm as part of the state mandated law to move toward more renewable sources of power.

Our annual St. Patrick's Day parade this year was an even greater success than before. The turnout was spectacular, and the BBQ afterward was full of fun, camaraderie and brotherhood. Topping that off, our local had the best union float, and Local 113 won the Bit O' Blarney Award!

Mark your calendar for our annual picnic on July 27. The new venue for the picnic will be the Mining Museum, just off I-25 across from the AFA. The event will take place from 11 a.m. to 4 p.m. The family fun will include a BBQ, cornhole, bingo, and museum tours!

On April 27, the local in partnership with the Union Sportsmen's Alliance sponsored a "Take the Kids Fishing Day" and derby in an attempt to get the youngsters outdoors. We had 50 registered kids for the event. They were given fishing poles, lunch and awards for the 1st fish caught, smallest fish, largest fish and the last fish! Special thanks to all brothers and sisters for their help mentoring these kids.

Brian Putnam, P.S.



Local 113 and the Union Sportsmen's Alliance sponsored a successful Take the Kids Fishing Day event in April.

LOCAL LINES

2019 Safety Summit

L.U. 125 (lctt,o,t&u), PORTLAND, OR — Pacific Northwest IBEW Locals 77, 125, 483 and 659 along with the NECA Chapters held a 2019 Safety Summit on April 18. With more than 400 attendees from 60 different employers, this was our largest Safety Summit to date.

The IBEW was founded on safety, and it was great to have so many turn up focused on the most important thing in our industry — keeping people safe. Michael Nash spoke about “Creating a Culture of Feedback” and how necessary it is to keep people safe and obtain high productivity. There was a panel discussion featuring CEOs from Pacific Northwest utilities.

“Based on the support shown from our employer partners and the members present, it is clear that we are all focused on safety,” IBEW Local 125 Business Manager Travis Eri said. “It is unprecedented to have this type of collaboration between NECA, the IBEW, and utility partners.”

Visit IBEW Local 125’s Instagram feed at IBEW 125 to see videos and pictures from the event.

Marcy Grail, A.B.M.



IBEW Local 125 Bus. Mgr. Travis Eri (left) and IBEW Local 47 Bus. Mgr. and IEC member Patrick Lavin, who spoke at 2019 Safety Summit in April.

Job Fair Success

L.U. 159 (i), MADISON, WI — IBEW Local 159 had an excellent turnout March 21 at the local job fair held at the Alliant Energy Center in Madison. Over 140 people attended the event. Half of the attendees had some electrical experience or knowledge: eight with a journeyman license, five with a master license, 13 with registered license, 17 with one year of electrical experience, and 24 with classroom training. More than 60 signed up for our apprenticeship program.

Attendees had an opportunity to have face-to-face interviews with our NECA partnered contractors including Electric Construction Inc., H & H Electric, Nickles Electric, Pieper Power, Staff Electric Co., Systems Technologies, Van Ert Electric Company Inc., and Westphal & Company. All of these companies were able to seek valuable future employees who would fit into their organization.

The job fair was made possible due to many volunteers including all Wisconsin inside and outside organizers, IBEW Local 159 office staff and agents, the Wisconsin state organizing coordinator, WI-JATC, and Big Step/WRTP (Wisconsin Regional Training Partnership). Representing from the Sixth District were Int. Reps. Robert Koerschner and John Bzdawka.

This is an exciting time in our industry and it’s just as exciting to see the enthusiasm of the people looking for a career in the electrical field.

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



IBEW Local 159 job fair held March 21 was a great success.

Contract Negotiations

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OHIO — Negotiating is the name of the game for the next couple of months. Both the commercial agreement and the Fourth District teledata agreement are being negotiated on the outside branch.

At the time of this writing, contract negotiations are underway for members at WTVG Channel 13 and for the Rossford firefighters.

On the utility side, negotiations for Energy Delivery and Davis Besse power station members will soon begin as these contracts had to be separated as a result of the First Energy Solutions bankruptcy.

In other news, as of this writing the latest Power Systems Institute (PSI) class was set to graduate in April 2019 hopefully adding some new faces to the Energy Delivery family.

On the nuclear side, the Ohio Legislature has put forth House Bill 6 (HB6), which will establish the Ohio Clean Air Program. This program will allow for utilities to apply for a certification as a Clean Air Source thus receiving the benefit of the program. This will go a long way in the preservation of the Davis-Besse and Perry nuclear power plants in the state of Ohio.

On the social scene, Lisa Tracy and Amanda Parker are making plans for the seventh annual Mud Hen’s Baseball Outing. This will take place on Aug. 11 when Toledo plays the Pawtucket Red Sox. Deadline for signing up is July 19.

Until next time, work safe and enjoy your summer.

Ray Zychowicz, P.S.

‘Adopt a Highway’ Volunteers

L.U. 269 (i&o), TRENTON, NJ — On any given Saturday, along a busy stretch of U.S. Highway 1 in Bucks County, PA, you might see a group of individuals in bright yellow clothing picking up litter by the roadside.

These are dedicated IBEW Local 269 brothers and sisters who donate their own free time to fulfill the promise made to the “Adopt a Highway” program to keep this particular stretch of highway free of trash and debris.

I’m sure, as with most of us, there are other things they could be doing on a fine Saturday morning, but a promise was made to keep things clean and these dedicated union members make sure that the local keeps its word. Volunteerism is an extremely rewarding experience and it benefits all involved. Knowing you have helped through simple sacrifice is its own reward. Hats off to our brothers and sisters for all their past efforts and for all their good works going forward!

Brian Jacoppo, P.S.



IBEW Local 269 members volunteer for Adopt a Highway program in Bucks County, PA.

Internal Organizing Campaign

L.U. 291 (c,i,mo,o,rtb&rts), BOISE, IDAHO — This last April, Local 291 Telecommunications Rep. Jason Taylor took the lead in putting together an Internal Organizing door-knocking campaign for the employees at

our AT&T Call Center.

With the assistance of IBEW organizers from Locals 77, 111, 291, 354, 449 and 768; International organizers; and 20-plus volunteer organizers from the call center, over 500 doors were approached to contact both members and non-members alike.

Members were given information about upcoming bargaining and non-members were given information about the value of membership.

To the organizers who assisted us from non-right-to-work states, this work was eye-opening. They were exposed to the things those of us in so-called “right-to-work states” deal with on a daily basis.

While we may not have organized all workers at the call center yet, overall this blitz was a great success for many reasons.

Thank you to all the business managers who released staff to assist, to the International staff organizers, and of course to all of our Volunteer Organizing Committee (VOC) participants who assisted in this campaign. You know who you are!

I hope you all are enjoying a beautiful summer!

Mark Zaleski, B.M.

Dedicated IBEW Career; Retirees Volunteer Service

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — I would like to thank the retirees who have done such a great deed with the wiring of numerous Habitat for Humanity projects throughout our jurisdiction. It’s a wonderful and fulfilling way to give back to the communities you’ve worked in. What a great job by all who have helped in these efforts.

On a personal note, I would like to congratulate Bro. Scott Tweedy on his recent retirement, effective at the end of June 2019. Scott has served his local well in numerous ways. He has been an assistant business manager for the past 19 years. He has served under numerous administrations and has always performed his job professionally. Scott’s 39 years in the trade have provided him numerous rolls at the union. He was a steward, negotiator, E-Board member and has sat on numerous committees during his years of service. Scott deserves the retirement he is about to embark on, and I’m sure he will be able to fill the time traveling and enjoying time spent with his granddaughter. His wit and words of wisdom will be sorely missed by all who have had a chance to know him. Congratulations, brother, and well-deserved praises.

Remember to attend union meetings and don’t hesitate to be involved in your local.

Tim Evans, B.M./F.S.

Rewards of Union Membership

L.U. 313 (i&spa), WILMINGTON, DE — Summer is in full swing and hopefully all are working who want to be. And if you are not working, God bless you. For most, working provides the means to do what we also really enjoy. We should all be working toward a time when we can do our favorite things seven days a week.

Retired members have left the working phase of their lives and now are able to relax and enjoy their free time. Retired members wear big smiles along with their golf shoes or flip-flops, their ball caps or motorcycle helmets, sunglasses and speedos — whatever they enjoy and whatever activities they choose. Many of the young members do not yet realize how lucky they are, and all working members should look forward to that next stage of life.

For working members taking shorter vacations, enjoy it. A few weeks of down time going places, hanging out and treating yourself will do you good when it’s time to get back to work. It is a good thing to be able to take some time off and be able to have a job to come back to. You will be fresher and more productive after you have had a vacation.

We hope everyone enjoyed the shrimp feast, the corn-hole tournament and the golf outing. We hope to see all of the members and their families at the picnic.

Bruce W. Esper, P.S.

New Contract Agreement

L.U. 343 (i,spa&st), LE SUEUR, MN — “Hey! What’s in it for me?” The “it” is our new contract. What most members seem to look for is the pay raise but hold on ... read the fine print. Read the new contract. Contractual language does affect our daily work lives more than the hourly wage.

What defines our safety and health, our employee rights, the management rights, break times, holidays, vacations and overtime? The contract does. What defines our insurance, retirement, referral order, apprentice ratios, grievance procedures and work hours? The contract does.

We, the union, and the signatory contractors are legally bound to follow the language of the collective bargaining agreement (CBA). Adhering to the CBA allows both parties to benefit and be successful. Take the time to read and understand our new contract. This will make you a more knowledgeable union member and that, brothers and sisters, will make our local union stronger. At the next contract renewal, maybe we should add “a copy of the current CBA” to the tool list. Thank you to the Local 343 Labor Management Committee members for their efforts during the past few months of negotiations.

Happy Independence Day! Keep America beautiful ... buy “Made in USA.”

Tom Small, P.S.

25th Year Dinner Dance

L.U. 351 (c,cs,i,it,lctt,mt,o,se,spa&t), FOLSOM, NJ — On Saturday, March 9, this year IBEW Local 351 held our 25th year anniversary dinner dance at the Borgata Hotel and Casino. We celebrated the merger of former Locals 211, 439 and 592 into IBEW Local 351, which took place May 1, 1994.

The anniversary dinner was totally sold out with 1,200 people in attendance. All members who attended received 25-year anniversary watches. The night was a huge success, and everyone had a great time. The sisterhood and brotherhood of the IBEW filled the room.

The wonderful occasion will be remembered for a very long time. Thank you to the Dinner Dance Committee and the membership for all their hard work in making this such a successful event.

Dan Cosner, B.M.



Local 351’s 25th year anniversary dinner dance in March was a great success.



April 2019 Open House

Current Louisville, KY, Local 369 Bus. Mgr. Charlie Essex (second from left) hosted all living former business managers of the local at an Open House event in April 2019. From left are: Bill Finn, C. Essex, Larry Clark, Chuck Kimberlin and Terry Luckett.

as of press time we were getting ready for a great time on that occasion with our brothers and sisters from around the state. The Chuckars baseball night was set for June 29. Our annual picnic will be July 13.

Congratulations to our recently retired brothers: Larry Webb, Peter “Petee” Meyers, Mike Mann, Jeff Beasley and Theodore Zech.

In memoriam: Bros. Alan Christensen, Paul Bossert and Adam Allen. Our thoughts and prayers continue to go out to the family and friends. These brothers are truly missed.

Ned Jones, B.M.

Launch of New Website; Spring and Summer Events

L.U. 375 (catv,ees,et,govt,i&mo), ALLENTOWN, PA — We are excited to announce the launch of our new website! When you check out our new design, you will see that there are many interactive features. For example, www.IBEW375.org will now allow for local members to pay their union dues online.

In addition to the new website, at the time of this writing lots of exciting events were scheduled in our jurisdiction. Our annual Dorney Park outing was scheduled to take place at the end of May. It is a well-attended event that serves as a great day to spend with your family and catch up with many of our union brothers and sisters!

Also, at press time, plans were underway for a Father’s Day event, when we were scheduled to host our second annual Lehigh Valley Iron Pigs game, where there is fun, food and hopefully sunshine.

In regard to business, at press time the Sands Casino was scheduled to be bought by Wind Creek Hospitality, pending the state’s approval. We look forward to welcoming them into our community. Along with our leadership at Local 375, the Lehigh Valley Building Trades is working closely on a new project labor agreement (PLA) so we can be sure to secure all the new development that Wind Creek will bring to our beloved Lehigh Valley.

With summer’s arrival, we wish everyone safe travels on all your vacations and adventures.

Justin Grimshaw, A.B.M.



Quality conduit installed by Local 449 members.

Work Picture Strong

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — Greetings, brothers and sisters. There is much to be thankful for as our work picture is very strong heading into summer. Our local is continuing to see steady growth and hours worked are near record levels.

We are looking forward to our summer events. At the time of this writing, Local 449 was scheduled to host the state AFL-CIO convention in June this year, so

‘Local 531 Has Heart’ — Service to Community

L.U. 531 (i), LAPORTE, IN — Recent events in Local 531 prove that we have heart. Earlier in the month of April a few members and their spouses attended the Heart of Gold Gala for the American Heart Association. The event was held at Avalon Manor in Merrillville, IN, and there was a strong labor presence among the attendees. Local 531 along with Local 697 (of Gary & Hammond, IN) and NECA sponsored tables at the event, as did some other trades and companies involved with organized labor. Educational information was presented about how we all can take better care of our health, and some stories were shared about how the money raised at this annual event has made a real difference in some people’s lives.

Later in the month was the local’s annual blood drive for the American Red Cross. Many members and their families showed up to donate and some even gave a double blood donation. A big thanks to all the volunteers who helped make things run smoothly and a big thank-you to Bro. John Andjelich, who has coordinated this event for the last few years.

Jeremy Woolever, P.S.

Building Stronger Communities

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — In April, over 125 IBEW Local 569 members volunteered to renovate homes and upgrade electrical systems for 12 families in need, including seniors and wounded veterans throughout San Diego County. We are grateful for the outpouring of support from our members and the contributions of materials and resources from our signatory contractors.

On that same Saturday morning as our annual Day of Service, a terrorist opened fire on congregants of a local synagogue in Poway. We are deeply thankful that our IBEW 569 brother and Army veteran Oscar Stewart courageously helped stop further bloodshed by scaring off and chasing away the shooter.

Check out the Los Angeles Times article that

details what Oscar did to save local lives: <http://bit.ly/OscarStewart>.

Let us also be reminded of the words of solidarity from our IBEW Int. Pres. Lonnie R. Stephenson: “Bigotry of any kind divides member against member, destroys the foundations of solidarity and undermines our power as a union.” IBEW 569 stands up against hate and we send our hearts and prayers to our Poway Chabad community.

Finally, we hope to see you at our 5th Annual IBEW Padres Day at Petco Park on Saturday, Aug. 24. Check out our website for more details at www.ibew569.org.

Gretchen Newsom, P.S.



A contingent of union women working for Cupertino Electric at Facebook data center project in Los Lunas, NM, displays IBEW Local 611 “Women in Construction” banner.

Work Picture Update

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — As of this writing, 420 IBEW electricians are working at a Facebook data center construction project in Los Lunas, NM, with Building 5 and Building 6 expected to break ground in late August or early September. Facebook opened the first of six buildings at the data center in February. The company also purchased another 456 acres of land in Los Lunas but has not yet said what it plans to do with that land.

An Intel project in our jurisdiction has been manning up for a couple of months and at last count there were 80 members working on site.

Los Alamos (Triad) has had a number of calls they’ve been trying to fill for quite some time. Work has been plentiful for a while, so our organizing efforts are going well; we have put several travelers out to work.

This year’s Workers Memorial Day observance was held April 28. It is an event to honor all workers who have died on the job. The memorial event was put together this year by Asst. Bus. Mgr. Santos Griego. There were several speakers, including New Mexico state Rep. Christine Trujillo. After the ceremony, hamburgers and hot dogs were served and, other than somewhat windy weather conditions, the event went well.

Our 2019 Outside Outstanding Apprentice of the Year was Joel Valdez. Congratulations, Joel.

Local 611 extends condolences to the families and friends of recently deceased members George A. Gutierrez and Wallace R. Weir.

Darrell J. Blair, P.S.



IBEW Local 569 members build stronger communities. Credit: Brian Campbell

Memorial Day Observed; ‘Rebuilding Together’ Project

L.U. 617 (c,i,mo&st), SAN MATEO, CA — Greetings, brothers and sisters. The construction boom continues in the Bay Area. For IBEW Local 617, this means jobs for our sisters and brothers. Thank you to both members and travelers who exemplify the IBEW Code of Excellence.

On April 13, representatives of Local 617 participated in the Climate Convergence at the Zero Net Energy Center in San Leandro, CA. We worked together on how labor can be more active on issues involving climate change and adapting new strategies to help future generations have clean water and air.

Rebuilding Together gave Local 617 members an opportunity to give back to our San Mateo community. A community

service event was spearheaded by the EMMC, with help from other IBEW sisters and brothers. The day was spent helping those less fortunate by performing minor electrical repairs. Many thanks to those who gave of their time to assist.

Memorial Day gave us time to enjoy family and friends and to take a moment to remember and honor our fallen heroes. On the 78th Annual Memorial Day observance, members of Local 617 and their families, the Motorcycle Club and the Veterans Group joined to honor the fallen. “Semper recordare” — always remember.

Please be safe and have a good summer.

Kenn Perfit, P.S.



Local 627 member Alisha Betcke attended a three-day 2019 safety conference.

‘Behavior Based Safety’ Appreciation for Volunteers

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

The local is proud to have been represented at this year’s Behavior Based Safety Conference in Nashville, TN. Sister Alisha Betcke attended the three-day event and was able to capture critical information to expand our local’s BBS engagement. Our skilled craftsmen look forward to leveraging the learnings, strategies and information presented.

At the April Executive Board meeting, Bro. Robert Sweeney was appointed Local 627 vice president, filling the vacant position formerly held by retired Bro. James M. Smith. The local congratulates Bro. Sweeney on his new position and also sends out a big thank-you to Bro. Smith for his dedicated service as vice president.

Finally, Local 627 thanks Bro. Peter Allen for spearheading the 2019 Ironman Fundraising event. This was Bro. Allen’s first time as lead organizer, and his countless volunteer hours and dedication led to a

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very successful result. Also, thank you to ALL who volunteered and sponsored the event; we could not have done it without you!

Brothers and sisters, safety has always been the IBEW's highest priority. Please continue to be "your brother's keeper" and demonstrate the Code of Excellence with pride, skill and solidarity!

Safety & solidarity!

Fernando Salcedo, P.S.

Members Volunteer Skills — Residential Electrical Repairs

L.U. 683 (i) COLUMBUS, OHIO — Greetings, brothers and sisters. Local 683 would like to thank all the travellers helping us man work in our jurisdiction! We have several projects that have manned up recently with more on the horizon!

On April 27, a group of 43 IBEW Local 683 brothers and sisters volunteered their time and effort to help those less fortunate. Bros. Dan Sime and Trent Parker, in affiliation with Modcon Living, organized electrical repairs for 12 houses on the west side of Columbus. Local 683 retirees, journeymen and apprentices worked together on a nice spring day, showing the community what IBEW brotherhood is all about. Thank you to all who participated!

Patrick Hook, Pres.



Local 683 volunteers, including retirees, journeymen and apprentices, helped make electrical repairs on 12 houses in Columbus, Ohio.

Local 697 EWMC Tournament — Annual Charity Basketball Day

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN — The 2019 Local 697 EWMC annual basketball tournament was a great success!

The highlight of the fifth annual event was Bro. Virgil Lincoln Sr., a newly retired member, being honored for his exemplary service as a signatory contractor, IBEW member, and extraordinary example of what the EWMC stands for.

The competition was fierce this year with several challengers eager to take the title and have their names proudly displayed on the plaque at the Local 697 union hall. Congratulations to the 3-on-3 win-



Local 697 members participated in the local's 2019 EWMC Charity Basketball Day.

ners: Adam Spurr, Brad Stooksbury and Paul Quiroz. This year, a new 3-point contest was introduced at the tournament and proved to be very popular by drawing participants who didn't take part in the main event. The three-round spectacle turned out to be a nail-biter with the female category ending in a head-to-head shootout. The 3-point contest winners were Mark Patrick and Faye Woodson.

The event raised over \$500 for the March of Dimes, and all the photos are posted in the "photo gallery" at www.ibew697.org.

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

Service Awards Ceremony

L.U. 915 (i&mt), TAMPA, FL — It was another great night at our annual April service pin presentation and cookout union meeting. From retired members with up to 65 years of service to those new members just being sworn in, each has

their own place in the history of Local 915 and continues to build on the true meaning of brotherhood and solidarity.

Local 915 was honored to have our new Fifth District Int. Vice Pres. Brian K. Thompson join us at our cookout and meeting. He addressed the membership and spoke about his vision for moving the Fifth District forward. Vice Pres. Thompson also joined the volunteers of Local 915 at the Union Sportsmen's Alliance Suncoast Youth Conservation Center in partnership with the Gulf Coast Building and Construction Trades Council at an inaugural volunteer event the following day. We thank him for his leadership.

We are proud of all our service-pin recipients and were honored to have 45 in attendance to receive their pins. Congratulations to Bro. Howard Fields for his 65 years of service, and special thanks for being an active member of the Retirees Club. Our Brother-of-the-Year Award went to Bro. Steven Van Order for his ongoing commitment in growing our union.

Theresa King, R.S.



Local 915 Bus. Mgr. Randall King (left), Brother-of-the-Year Award recipient Steven Van Order, Fifth District Int. Vice Pres. Brian K. Thompson, 65-year service pin recipient Howard Fields, and Pres. Larry Jenkins.

Tribute for Dedicated Career

L.U. 1015 (em&i), WESLACO, TEXAS — IBEW

Local 1014 sends out a big Texas "salude" to our Bro. Pedro Ramirez Jr., from the great town of Mercedes, Texas, who recently happily retired.

He looks forward to spending more time with his wife of 44 years, Delia Ramirez, his three wonderful children, and four beautiful grandchildren.

Bro. Ramirez is one of our shining stars who proves beyond a doubt that being a member of IBEW Local 1015 is worthwhile and a great opportunity. He became a Local 1015 member in June 2000 and has been a diligent, dedicated member ever since. He is very proud of his membership and happy to see his first retirement check posted to his account.

Bro. Ramirez is a hands-on member who has worked very hard over the years all across Texas to make sure that his family has been taken care of and his children were put through school to make a better life for themselves and carry on the family legacy.

Tammy Casas, P.S.



Local 1015 Bus. Mgr./Fin. Sec. Sergio A. Salinas (right) congratulates recently retired member Pedro Ramirez Jr.

Contract Negotiations

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY — We are continuing to negotiate a first contract on behalf of our newly organized members from Altice USA. As of this writing, we have met five times and we have tentative agreements on 25 contractual clauses. Some of these include: Union Recognition, Union Security, Management Rights, Union Representation, Probationary Periods and the use of Bulletin Boards. Some of these items may seem small and/or trivial, but they are the foundation upon which a solid collective bargaining agreement (CBA) is built. Bus. Mgr. Ronald Bauer fully expects the momentum of tentative agreements to slow down a bit as we get to economic issues such as rates of pay, which will include straight time, overtime, holiday and stand-by pay and paid time off.

In April, Bus. Mgr. Bauer announced that we have been approached by PSEG LI about a possible contract extension. Typically, during an extension discussion, the parties agree to limit the number of items to be discussed. If we cannot meet the members' needs with an extension, we will be fully prepared for a full negotiation. The PSEG LI CBA expires Nov. 13, 2019.

Mark your calendars for Saturday, Sept. 7, 2019. On that

day we will be hosting our membership and family picnic at the Central Islip Fire Department. This is a great family day of brotherhood with food, beverages and activities for the entire family.

Thomas J. Dowling, R.S.



Young participants take part in a hands-on workshop offered by Local 1205 as part of a community outreach event to promote careers in the trades.

Community Outreach — Promoting Trades Careers

L.U. 1205 (em,govt,i&u), GAINESVILLE, FL — It may surprise you that women make up only 1 percent of the total electrical workforce in the United States, according to 2009 census data.

Sisters Kayla Koehlmoos and Carson Stanton are taking steps to change these numbers. Their mission is to provide a resource and inspire women to join the trades — providing community outreach to women who may not have seen the IBEW as a feasible career choice.

On April 6, 2019, at our apprenticeship facility in Gainesville, they held the first community outreach. The workshop was an educational experience to teach the young girls in attendance what unions are and how they can turn something fun into a career. Every girl in attendance got the opportunity to make a light in a mason jar and wire up a receptacle and a switch (see photo above).

Schools and career fairs are some of the future sites for events to promote what we all know is a wonderful, fulfilling career choice. There will be a shortage of skilled craftsmen in our trade over the next 10 years, so we need to come up with new and innovative ways to attract the best and brightest young men and women to work side by side with existing electricians in the trade.

The foresight to see these shortages and overcome them will allow us to stay competitive in the future. The reception to the April 6 event was very positive. Little Nancy Howell, the youngest in attendance, commented: "When I grow up, I want to be an 'electrocution-er.'" We all look forward to working with you in the future, "little Nancy" class of 2035.

Jonathan Howell, P.S.

Outreach to Students — IBEW Career Opportunities

L.U. 1347 (ees,em&u), CINCINNATI, OHIO — On April 12 this year, IBEW Local 1347 was invited to Holmes High School, located in Covington, KY, on behalf of the senior class of 2019.

We were invited to speak on union jobs within the IBEW for those getting ready to graduate this year. We discussed alternative careers that do not require a college degree, and that are desirable and well paid.

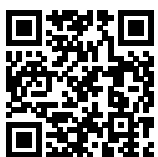
Overall, the presentation went over well, and many students seemed interested in future careers with the International Brotherhood of Electrical Workers.

Attending from Local 1347 were: Bus. Mgr. Andrew Kirk, Asst. Bus. Mgr. Kenny Gross, lineman Bob Allen, and office coordinator Rachel Glover. John

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IBEW Local 1347 representatives presented information to graduating high school students about alternative careers in the trades.

Waits, from the United Steelworkers, also attended.

A WLWT (NBC) news crew showed up to record the event. The cameraman with the news crew, Brandon Oubre, is also an IBEW member, from Cincinnati Local 1224. He added a few comments during the event as well.

Kenny Gross, A.B.M.

Vietnam War Memorial

L.U. 1579 (i&o), AUGUSTA, GA — What a big heart we have at Local 1579!

At a recent union meeting, at the recommendation of our Executive Board, the membership approved a nice donation to the Vietnam War Memorial located here in Augusta. It was an honor to attend a dedication ceremony along with a couple of our veterans from Local 1579.

Although many politicians were there and gave their speeches, it was the veterans — from not only Local 1579 but from all across the country — who made this event special. To all the veterans who are reading this, thank you for your service that continues to keep us safe.

2019 is turning out to be another prosperous year for Local 1579. Our work situation is still booming with an additional 600 to be added at the Vogtle project. The rest of our jobs in the jurisdiction are also hiring, and we are doing our best to target and get more work that we don't typically get.

I know I may sound like a broken record to many of our members who see me out on our jobs, but I would like to say one more thing: Save your money while you are making this good overtime and incentives; it will make your life and your family's life much better in the future.

Until next time, God bless.

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

'Relay for Life' Fundraiser

L.U. 1649 (t), BEAUFORT, SC — Our Local 1649 raised money for a Relay For Life event in Hampton, SC, in mid-May this year. Relay For Life is a community fundraising event to benefit the fight against cancer. We

previously held a fundraiser by selling Boston butts. On the day of the Relay For Life event, we grilled burgers and hot dogs, cooked fries, and sold candy, drinks, popcorn and snow cones to help with this cause.

We were able to donate quite a bit because of the hard work of several Local 1649 members who volunteered their personal time to help out. We may be a small group but when we work together, we can make a big change. Accompanying this article is a picture (below) of our group who volunteered to work the tent at the Relay For Life event on May 18.

Mike Smith, B.M./Pres.

'If It Was Easy ...' Contract Negotiations

L.U. 2067 (o&u), REGINA, SASKATCHEWAN, CANADA — IBEW Local 2067 members who work for the provincial utility, SaskPower, have been without a contract for over two years.

Their collective bargaining agreement (CBA) expired Dec. 31, 2016, and their Bargaining Committee has been working tirelessly to get an agreement deserving of the great work and dedication members provide the employer and people of Saskatchewan.

The Crown Corporation hasn't had much leeway to work with the union; the Government of Saskatchewan initially mandated -3.5 percent for all public service negotiations.

When the first tentative agreement was sent to the membership in October 2017, they sent back a resounding "NO" — with 81 percent against the proposed memorandum of agreement (MOA). Negotiations continued with slow progress, finally resulting in the government softening on their mandate. A second tentative agreement was reached and presented, resulting in a 61 percent vote against the employer's offer.

In April of 2019, the same government (who has demanded that the public sector accept less) gave themselves a 2.3 percent increase based on the cost-of-living adjustment. ... This after a statement from the previous premier Brad Wall, who stated in 2016: "I have always said — we will not ask other public sector workers to do anything we aren't prepared to do ourselves as elected officials."

Curtis Lizée, A.B.M.



A Local 1649 contingent worked the local's tent at a Relay For Life fundraising event. Front row, Robbie Williams, Bryan Adams, Dustin Pittinger, Trevor Kowalewski; back row, Bobby Collado, Chuck Hanners, Jimmy Lawson, Mike Smith, Josh Ginn and Carl Stevens



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

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HOW TO REACH US

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

Send letters to:

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WHO WE ARE



John Murphy's work laying cable tray and pulling cable over a 4,000-foot run upgraded the power infrastructure that allows NASA's satellite tracking station to deliver research data to users around the world.

The Electrician at the End of the Earth: AN ANTARCTIC ADVENTURE

A globetrotter at heart, John Murphy was already adept at swapping his Queens apartment for digs in Europe, Asia, South America and the Caribbean.

Then he had a lightbulb moment — a way to see a part of the world few people ever do.

"I was watching a nature documentary about Antarctica and they made a passing mention of the McMurdo Station," said Murphy, a New York City Local 3 journeyman wireman. "I starting Googling."

He quickly realized that the gateway to the South Pole was more than a frigid outpost for a handful of lonely scientists. He saw assorted buildings, even stores and a post office — a small town of sorts running on its own power grid.

Where there's electricity, Murphy figured, there have to be electricians.

With a few more clicks, he found the government contractor that supplies seasonal workers to McMurdo, the U.S. National Science Foundation research center on Antarctica's Ross Island. He emailed his resume and got a swift response. The contractor — despite being nonunion — clearly understood what IBEW-trained electricians bring.

"It definitely gives you a leg up," Murphy said. "It tells them that you meet a certain criteria. That streamlined it for me."

The logistics took longer — interviews, medical checks, security clearances. Meanwhile he pursued his everyday adventures as a Local 3 electrician at New York City landmarks like Grand Central Station and the Empire State building.

Look toward the midtown Manhattan sky at night and you'll see some of his handiwork. He was proud to work on the famous skyscraper, part of an IBEW team changing old inefficient flood lights to new computer-controlled LEDs that allow them to do many more colors, effects and light shows, he said.

Some 9,300 miles away, the landscape surrounding the South Pole couldn't be more different. But it has its own sight-seeing thrills — graceful pods of orcas, mama seals and their babies emerging from cracks in the ice-covered waters, and,

of course, the famous penguins waddling on the frozen shore.

"As cute as advertised," Murphy confirms.

'Like the Last Frontier'

The sheer vastness of it all struck Murphy when he got his first look at Antarctica in early November 2017. It was springtime.

"It's intimidating, kind of like being on the last frontier," Murphy said. "I remember studying the explorers and how they went places that only a few people had laid their eyes on. That's what sunk in."

In Christchurch, New Zealand, earlier that day, Murphy buckled himself into a jump seat on a U.S. Air Force C-17 for the five-hour flight to Antarctica.

He had lots of company — scientists, trades workers and support staff heading to jobs for the Antarctic summer or longer stints. Murphy's contract was three months, a project running a high-voltage feed over tricky terrain to a NASA satellite tracking station.

He'd approached Local 3 leaders about his plans, ensuring that as long as he returned within six months and his dues were paid, there'd be no issues with his status or health insurance. "They were incredibly supportive," he said.

"Brother Murphy showed another continent what it means to be a Local 3 member and how IBEW's unparalleled training gave him the skills to excel as a journeyman electrician anywhere in the world, whether it's the South Pole or New York City," said Business Manager Chris Erikson, also chairman of the International Executive Council.

Erikson noted that as part of Electricians Without Borders North America, four Local 3 members are sent to Angola in June to help power a hospital. "Wherever our members travel for work — whether it's for public service, an adventure like John's or in the aftermath of a hurricane or other natural disaster — they make us proud," he said.

Murphy, 35, grew up in a union home in Queens and understood the value of unions. But he took an unusual path

to Local 3.

He'd hurt his knee while playing college hockey and lost his scholarship. Heading back home, he joined friends for league games, planning to return to school. Meanwhile, Local 3's team needed a goalie. Word of mouth led to Murphy, who signed on to play and then — at his teammates' urging — applied to be an apprentice.

"I am so lucky to have ended up where I am," he said. "Sometimes you find the right path and sometimes the right path finds you."

Summer at the South Pole

Murphy was among as many as 1,100 Americans at times populating McMurdo Station during the polar summer. They even had neighbors. A smaller New Zealand base with a popular bar and an "American night" on Thursdays was less than two miles away.

He bunked and ate meals in a dormitory, but spent as much time as possible outdoors in round-the-clock daylight, where temperatures often weren't as numbing as he'd expected. The thermostat hit the upper 20s some days and felt even warmer at times.

Still, an unusual amount of snow fell for the summer months and biting winds were beastly. When the wind kicked up, he said, "you always have to be careful what you let go of, making sure everything is kind of weighted down."

That was one of the challenges as he navigated volcanic gravel and permafrost to replace the weather-beaten high-voltage lines serving the satellite tracking station above McMurdo. NASA says it's a perfect location for data-collecting spacecraft to connect with users around the world.

Murphy's job, which sometimes involved one partner and other times as many as 15 people, upgraded the power infrastructure that makes that possible.

"It was mostly running three-inch conduit cable tray and also pulling the cable over a 4,000-foot run to the tracking station on a top of a hill overlooking McMurdo," he said. "You definitely have



John Murphy shows his Local 3 pride at McMurdo Station, the U.S. research center established in Antarctica in 1955. For three months, the journeyman electrician traded the lights of New York City for a job with polar thrills that included massive Weddell seals.



to take it slow. It's very rocky where we were working, a lot of loose rocks."

In Murphy's spare time, McMurdo offered cross-country skis, bicycles and loads of activities — chili cookoffs, foot races, softball games, and Sunday-night science lectures. For letting loose, weekend bar nights and parties featured bands of worker-musicians. The biggest bash was New Year's Eve, a blowout known as IceStock with live music under the midnight sun.

Murphy particularly enjoyed hiking, which let him observe seals and penguins on the ice below. He heeded warnings not to get too close to the tuxedoed birds, mostly of the petite Adélie variety, but watching them was still a rush.

"I saw three of them running around and they were talking, engaging with each other," he said. "I was giggling like a schoolgirl. It was pretty incredible to see."

But, he cautions, "it's not all penguins and parties." For interested IBEW brothers and sisters, he doesn't want to paint too rosy a picture.

"It gets very boring at times and it's tough work in tough conditions" he said. "And you're away from your family at the holidays. You can feel very disconnected from the outside world."

Travel Fever

Murphy flew back to New Zealand in February 2018, taking an extended layover to indulge his travel bug and explore Asia before heading home.

"After you finish your contract, you can postpone your flight home from New Zealand for a month and a half," he said. "That was a big selling point for me."

He flew to Tokyo, then South Korea, where he saw the USA hockey team play Russia in the Winter Olympics, then on to Vietnam, Singapore, the Maldives and Bali, capping off his journey with a quick stop in Sydney, Australia.

These days, back in the fold at Local 3, he's doing electrical work on runways at JFK Airport as part of a \$355 million reconstruction project.

The irony isn't lost on him.

"I see the planes taking off all day," he said. "My mind is thinking, 'Where's that one off to?'"

Find more photos and additional details about John Murphy's polar journey at www.IBEW.org/media-center. ■