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Michigan Partnership Offers Second Chance



James Son, left, pictured working with student Corey Boerner, is the lead instructor for the pre-apprenticeship line clearance tree trimmer program in the Parnall Correctional Facility in Jackson, Mich., a joint project of Detroit Local 17 and utility DTE.

Detroit needs tree trimmers, hundreds of them. Fallen trees are responsible for nearly 70% of the time customers of DTE Energy, the local utility, spend without power; tree trimming reduces power cuts by 60%, according to the company. Every year, the company's more than 31,000 miles of power lines grow, and so do the trees.

Detroit Local 17 and DTE have been remarkably successful in filling out their ranks. Their 1,300 line clearance-tree trimmer members make up one of the largest LCTT units in the country. They run one of only two Labor Department-certified apprenticeships for the trade. (The other is the Northwest Line JATC in

FROM BARS TO BRANCHES

Vancouver, Wash.) They have more than 200 apprentices in some stage of the two-year program.

The average journeyman can easily earn six figures, the benefits are good, and so is retirement. But they can't keep up.

"There's a shortage of tree trimmers because of the nature of the job," said Detroit Local 17 Business Manager Dean Bradley. "What we're doing here is very, very physically demanding and very, very dangerous."

Even if DTE and the IBEW wanted to lower standards and try to handhold the not-quite-up-to-snuff onto the job, there simply is no faking your way through the apprenticeship, Bradley said.

"The job has its own yardstick," he said. "If you panic at 60 feet, you're not going to make it."

For a fair number of people, the tracks stop

there. The road is closed. The washout rate in the apprenticeship is nearly 50%.

Bringing in nonunion workers hasn't worked either, Bradley said. Even if they come from arborist backgrounds, they haven't proven productive enough, safe enough or prepared to work around the wires. They just don't stick.

"The company doesn't want to hire anyone who didn't make it through our apprenticeship," Bradley said.

The truth is, the company said, it faces "a critical shortage of qualified people."

There is another truth. Nearly everyone in the Michigan prison system will go home one day. And when they do, even in an economy approaching full employment, former inmates find a wary world. People coming out of prison have an unemployment rate of 60% — more than 15 times the state's average.

Here's a dark truth. In Michigan, without stable employment, roughly one-third will reoffend. Some of

MICHIGAN PROGRAM continued on page 4

FROM THE OFFICERS

Power in Numbers



Lonnie R. Stephenson
International President

Last month, we celebrated the 125th official Labor Day in both the U.S. and Canada. It was a day set aside to honor workers and the labor movement, and for many years it did just that. Politicians on the left and the right — even CEOs and Wall Street types — knew that North America's workers powered the mightiest economic engine the world had ever seen.

At some point, our political and business leaders lost sight of that, and they convinced a majority of Americans and a significant portion of Canadians that labor unions were the enemy. Unions hampered economic progress, they said.

What they really meant was that unions were the only thing standing between corporate special interests and billions more in profits, built on the backs of working people struggling to make a living. But they didn't mention that part, and a good number of people believed them.

But that tide is turning. In a recent Gallup poll, approval of labor unions in America was at a near 50-year high — 64% compared to 48% just a decade ago.

Now, why do you think that is?

Workers today are working harder than ever for a shrinking piece of the action. More and more are being misclassified as "independent contractors" so corporations can avoid paying benefits, and the billionaire class is spending like crazy to sideline unions from standing up to their hold on power.

On Page 9 of this issue, you'll read that workers' share of total economic output is at historic lows. Meanwhile, CEO pay has grown at a rate 78 times that of regular workers over the last 40 years.

Interestingly, the decrease in workers' share of the economy tracks pretty closely with the decline of organized labor. I, for one, am glad people are starting to notice.

At the end of August, we held our annual Membership Development Conference in Chicago, and I'm proud to report that our "A" membership is at an all-time high. We've scored some huge organizing victories recently at utilities and among public employees. The IBEW is strong — we've had six straight years of growth — and the changing public opinion toward labor is a big part of that.

Each of you has a role to play in that, too. When you display your union membership with pride, when you embrace the Code of Excellence and let your IBEW-pride shine through in the quality work you do, you're making it easier for the next generation of workers. When you tell young people about how the IBEW has improved your life or when you volunteer in your communities, you're showing the world what we in the labor movement stand for.

Keep it up. You're making a difference.

And for our sisters and brothers in Canada, there's one more way this month you can make a difference for working people in your nation. You'll read more in these pages, but I hope you'll take the upcoming federal elections on Oct. 21 very seriously. There's a lot at stake.

Thank you all for everything you do to help this union grow, thrive and continue to be a powerful voice for working families. ■

A Fair Economy Needs Unions

The Business Roundtable, which represents some of America's top corporations, issued a significant policy change in August that gives a lot of insight into the thinking of corporate America these days.

It reversed decades of established practice, declaring that a corporation shouldn't exist just to make money for its shareholders but to create value for all its stakeholders — customers, employees, communities and shareholders alike.

Now, this might sound like parsing words, but it represents a big shift in corporate America's approach.

For decades the official line of corporate America was that a business exists for one purpose and one purpose only: to make money for stockholders and Wall Street.

The problem with this approach, as Washington Post business columnist Steven Pearlstein puts it, is that "maximizing shareholder value has meant doing whatever is necessary to boost the share price ... over the years it has been used to justify bamboozling customers, squeezing workers and suppliers, avoiding taxes, and lavishing stock options on executives."

This vision has led to an economy where the bull market, while lining the pockets of the 1%, has bypassed too many working families, and where Wall Street looks on any company that's loyal to its workforce and pays them a living wage as heretical.

So, the Business Roundtable's statement is a welcome change. But if corporate America is truly serious about changing its ways, more is needed than good intentions.

First and foremost, workers need a voice in today's capitalism.

Many economists view the 1950s through the beginning of the 1970s as the golden age of capitalism, where the American people at all income levels shared in the increasing prosperity and wealth that marked this period. There was a reason for that: strong labor unions.

It was organized labor that fought for and won good wages, decent benefits, and quality training that made sure that wages grew in tandem with productivity growth.

In the 1980s that link was broken as widespread union-busting and outsourcing devastated labor's power and drove down wages and benefits. The Business Roundtable could put its money where its mouth is if it discarded the dogma that unions are bad for business and respected employees' right to join a union.

Every day, the IBEW is proving in practice that labor and management can work together to support both successful companies and good, living-wage jobs. That's what our Code of Excellence is about, and it's why some of America's top energy CEOs are proud of the relationship they have with us.

Building an inclusive capitalism means giving workers a voice and a place at the table. That's what the labor movement is all about, and the IBEW is ready and willing to work with corporate America to build an economy that works for everybody. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Battling Addiction

Thank you for your important story on opioid addiction in the August Electrical Worker. I'm so happy to have had a great career in the IBEW. I was a good worker, but I was also a drug user. When I became a lineman in 1981, I worked for a power company and made a good living, but I had to call it quits in 1989 when my addiction became too much to handle. I got clean and sober in 1992 thanks to my brothers and my union. They all helped me so much, and I got my life back on track and worked as a contractor until I retired in 2011. I'm still clean today.

*Charles Gross, Local 210 retiree
Atlantic City, N.J.*

‘One of the Best Breaks of My Life’

I am and always will be a proud IBEW member. I was fortunate to receive my 50-year pin at a recent local union meeting, and as I stood to say a few words to the membership, my life flashed before my eyes. It seems like yesterday that I was an 18-year-old kid learning how to become a tree trimmer with Asplundh. It wasn't easy, and I thought about quitting more than once. But I kept going and learned valuable lessons, like "a good day's work for a good day's pay." I later went on to become a journeyman lineman, where I worked for many contractors and the electric company. It all taught me that it's good to have friends in the right places, and becoming an IBEW member was one of the best breaks of my life. Thank you.

*Larry M. Vick, Local 17 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.

Solidarity Saves Lives

Responding to "Washington, Tennessee Harden Penalties for Assaults on Utility Workers" from September's Electrical Worker:

The IBEW is the most awesome and productive program in the USA. I'll say it again, united we stand, divided we beg. We are a Brotherhood.

*Tim Langley, Local 728 retiree
Fort Lauderdale, Fla.*

Praise for IBEW Apprenticeships

In July and August, we asked members to speak out to the Labor Department on what made IBEW apprenticeships great, and many of you responded online as well:

I taught in Local 595's apprenticeship program for 20 years and our program turned out some of the finest journeymen and journeymen in the country. The San Francisco Bay Area is one of the most technically challenging work environments anywhere, and our graduates are always up to that challenge. Knowledge is power!

*Roger England, Local 595 retiree
Dublin, Calif.*

If there are a bunch of "journeymen" walking around who are undereducated [like the proposed DOL rule would make things], it diminishes the value of being a JW. The bad electricians will make all electricians look bad. And, if open shops can claim to have as many JWs as NECA contractors (even if their education was substandard by comparison), it will give them an advantage in getting certain contracts. Lowering a set of standards while keeping the same name hurts the reputation of everyone with that title, regardless of what education they personally received.

*Ciara Lozano, Local 606 apprentice
Orlando, Fla.*

Canadian Election Offers Chance for Members to Show Who ‘Shares Our Values’

Toronto Local 353 Vice President Jeff Irons views the upcoming Canadian federal elections much like an organizing drive.

There’s been plenty of outreach to members — much like there is to potential members during an organizing campaign — telling them what’s at stake and encouraging them to vote.

Irons and Business Manager Steven Martin won’t tell members how to vote when Canadians go to their ridings’ polls on Oct. 21. But they’re convinced that if IBEW and other union members show up in force, it will mean good things for Canada’s working families.

“It comes down to member education,” Irons said. “It’s one-on-one conversations.”

Prime Minister Justin Trudeau’s Liberal government, which won a majority in 2015, will try to stay in control, but it won’t be easy. The Conservative Party or its allies took over provincial assemblies from the New Democratic Party in Alberta and the Liberals in Ontario during the last year. In late August, CBC’s Poll Tracker gave the Liberals a 33% chance of winning a majority and the Conservatives a 15% chance.

Then there’s the possibility that neither of the two leading parties will get to form its own government. Experts estimate there is a better than even chance neither the Liberals nor Conservatives will win a majority, forcing a coalition.

“We never tell anyone what to do,” Irons said. “Union members are smart, Type-A people and we don’t like to be told what to do. But I do tell them what the issues are and who shares our values.”

In many ridings, that means the most pro-worker candidate is usually — but not always — from the ruling Liberals.

In some ridings, it could mean the NDP candidate — such as Winnipeg’s Elmwood-Transcona Riding, where Winnipeg, Manitoba, Local 2085 and NDP member Daniel Blaikie is running a close race for re-election to Parliament. The NDPs is expected to lose seats overall but still might form a coalition government along with the Liberals.

But Martin and Irons both noted the IBEW and other unions had virtually no access to the levers of power when the Conservatives held power for nearly 10 years before the Liberals triumphed in 2015. Those 10 years under the Conservatives resulted in an assault on organized labour and workers’ rights and an increase in income inequality.

That’s changed during the last four years. The IBEW now has a seat at the table and Trudeau and the Liberals have followed through on many of the pro-worker policies they promised, including:

- **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.
- **Expanded the Canada Pension Plan** and increased the Guaranteed Income for the country’s poorest senior citizens.
- **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.
- **Reduced the employment insurance waiting period** from two weeks to one.
- **Created a Just Transition Task Force** to reduce the impacts of Canada’s move away from coal-fired power generation on those workers and their communities.



With apprentices from Ottawa, Ontario, Local 586, Canadian Prime Minister Justin Trudeau snips a copper wire to signify the opening of a monument dedicated to Canada’s building trades members in May 2017. Trudeau’s four-year tenure has seen gains for the country’s working families.

“We never tell anyone what to do. Union members are smart, Type-A people and we don’t like to be told what to do. But I do tell them what the issues are and who shares our values.”

— Toronto Local 353 Vice President Jeff Irons

- **Created the advisory council on the implementation of National Pharmacare.** This led to a national dialogue on how to implement an affordable pharmacare plan for Canadians and their families, employers and governments.

Nearly 2,000 miles from Toronto, near the Pacific Ocean, the goal is the same but the path to reaching it is different for Vancouver, British Columbia, Local 213 Business Manager Jim Lofty.

The Local 213 and most unions have a very good relationship with the NDP, which controls the provincial government, Lofty said. But with the NDP expected to do poorly on the national level, he’s advising his members to strongly consider the Liberal candidate if it looks like the NDP candidate in their riding has little chance to win.

“Given the climate of this election, we have to tell our members that while we won’t tell you how to vote, you’re going to make it harder for us to do our job and to defend you if you vote Conservative,” he said.

“We’re telling them to remember what it was like when [former Conservative Prime Minister Stephen Harper, who was notoriously anti-union] was here,” Lofty added. “We’re trying to bring back

those memories.”

Like Irons, Lofty is concerned the Conservatives will reopen the Canadian constitution if they win a majority of the provincial governments and a majority in Parliament. That could lead to even more draconian proposals than under Harper.

“If you’re looking to support the people that support labor and working people and the middle class, don’t be distracted by the rhetoric around gun control and immigration,” Lofty said.

The IBEW’s access to the Trudeau government was on display in the days leading up to the election. Matthew Wayland, the director of governmental relations in Canada and an executive assistant to First District Vice President Thomas Reid, was recently named to a newly formed three-person committee that will advise the prime minister on promoting apprenticeships and the skilled trades. The IBEW and other trades likely would be frozen out of such a committee under a Conservative government — if one was formed at all.

“Canadians count on tradespeople every day,” Trudeau said when announcing the committee. “They power our industry, keep our vehicles and public transit

moving and build the places we call home. By promoting in-demand careers in the trades, we can help more young people find good, well-paying jobs and build a stronger economy for the benefit of all Canadians.”

Like Lofty, Martin is encouraging members to concentrate on that rather than the anti-immigrant, protectionist rhetoric coming from Conservative leader Andrew Scheer, who seems to be taking a page from U.S. President Donald Trump’s playbook.

That strategy is to highlight divisive themes that might appeal to working families while doing little that actually supports them.

“People sometimes come out of the woodwork and vote in a protectionist mode and think politicians are helping them when they are actually doing nothing of the sort,” Martin said.

Plus, as Martin pointed out, newly elected governments that displaced the worker-friendly assemblies in Alberta and Ontario made it a priority to turn back initiatives that have supported working families.

In Alberta, the ruling Progressive Conservative Party has formed a corporate-dominated committee that will study rolling back the province’s \$15 minimum wage.

In Ontario, the ruling Conservative Party and Premier Doug Ford tried to force cities in the province to do away with agreements that would prioritize bids from union contractors on public infrastructure projects. Those agreements guarantee a high quality of work for taxpayers, a living wage for workers and training opportunities for apprentices.

“You’ll sometimes hear people say it doesn’t matter who gets elected,” Irons said. “That’s easy to say, but it’s not true. The Trudeau government has done some good things for Canadian workers, and we know what we’re going to get from a Conservative government.” ■

Michigan Partnership Offers Second Chance

► Continued from page 1

those people — maybe not all, but some — made a commitment in prison to never come back. Once outside, however, many find no way to make good on that promise. No job, no prospect, no chance.

Three years ago, the Michigan Department of Corrections rebuilt a unit at Parnall Correctional Facility in Jackson. They call it the Vocational Village, and inside the walls of the segregated unit are classrooms built to meet industry standards for certifications in, among others, welding, electrical, masonry, plumbing, automotive repair, carpentry, CNC control, even a CDL license using a truck simulator. Inmates have to apply and pass interviews. The programs last from six months to two years and students must be within that range for release.

If an inmate meets those rigorous standards, they can be transferred from anywhere in the state to the Parnall unit to live, work, eat and learn together.

The Michigan Department of Corrections has so far invested \$7 million into the program, which was expanded to the Richard A. Handlon Correctional Facility in Ionia last year, said Chris Gautz, spokesman for the Department of Corrections. A new Vocational Village is being built at Women's Huron Valley Correctional Facility in Pittsfield Township and is expected to be done by 2020.

Since the program began, 600 prisoners have graduated, Gautz said.

"Less than a dozen have returned to prison, and 65% are currently employed," he said.

That is a recidivism rate of 2%, compared with the state's overall rate of 29%, which is already one of the lowest in the country, according to MDOC.

Of the prisoners who have graduated in the past six months, 95% have left with a job in hand as the MDOC has succeeded in connecting employers and inmates while they are still in the program.

That caught the attention of DTE Chairman Gerry Anderson. Anderson approached Bradley. It was possible, he

The IBEW designed a special curriculum and built a climbing structure for the six-to-nine-month program. When released, participants will join Local 17's apprenticeship class and work at union contractors. Below, Local 17 Business Manager Dean Bradley meets with inmates and answers questions.

said, that there was another pool.

"I've learned from my peers — both in Michigan and in other states — that returning citizens who are looking for a second chance in life can be among your very best and most loyal employees. They just need to be given a chance," Anderson said.

Bradley asked Local 17 business representative Mike Pittman to go to Parnall and look it over with assistant business manager Adam Kimbler.

"We were pretty skeptical. At least my mindset was, 'Are we really this desperate?'" Pittman said.

Pittman was an LCTT journeyman for 15 years and an instructor for the last three. In his mind, this was a proud trade that already didn't get the respect it deserved. The job took physical strength, endurance and courage, but it also demanded skill, knowledge and professionalism to make a career out of it. He was, and is, proud of a trade he excels at that so very few can hack.

But he went to the prison willing to be convinced, even if it would take a special effort. He talked to the inmates in the other programs and listened to what they had to say.

"Every one was clear. 'This is an opportunity of a lifetime. If you take a chance on me, I won't let the union down,'" Pittman said.

What truly changed his mind, though, was looking at that room filled with men and considering that everyone had a release date.

"That's what pushed me over. They are getting out. Should we prepare them to enter the workforce or kick them out the door until they find their way back?" he said.

In July, DTE and Local 17 announced

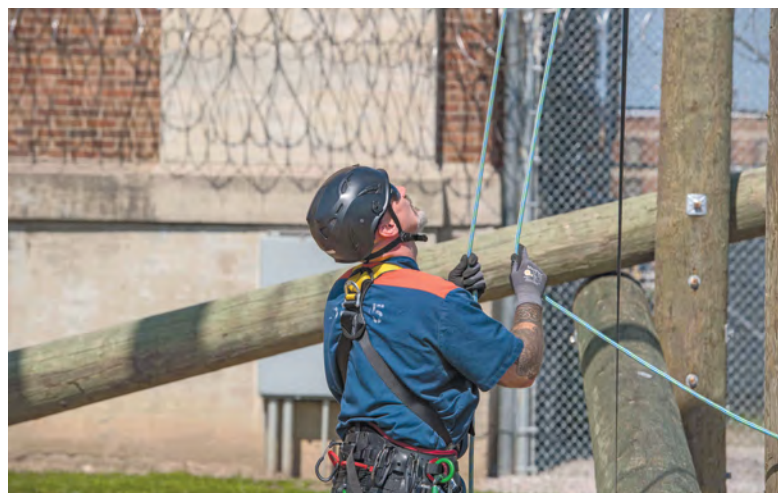


Parnall's newest program, a line clearance tree trimmer certification program with a specialized curriculum, developed specifically by Local 17 for the opportunities and constraints of a program behind walls. Bradley and Anderson were there, as was the director of MDOC and her boss, Michigan Gov. Gretchen Whitmer.

The first class of 14 men began training in early June and a second group of 10 began in August.

Over six-to-nine months of in-class and practical work, students will learn to safely climb trees, use tree trim equipment including electric chainsaws and obtain a Commercial Driver's License.

Jeff Gunnels, a former journeyman tree trimmer in Local 17, said the program lets him, "prove myself a man worthy of trust again."



The centerpiece is an IBEW-designed-and-built climbing structure that towers over the razor-wire-topped prison walls, a jarring and unexpected sight in a maximum security prison.

"If they work hard, if they really embrace the opportunity, they could know as much as a mid-step apprentice when they get out," Pittman said.

When they are released, they will be eligible to join Local 17 as line clearance tree trim apprentices.

"This is a partnership unlike any other, and I think it is the first in what could be many when we see how this is going to change lives and improve our skilled workforce in the state of Michigan," Whitmer said at the July launch. "It not only benefits individuals who participate, but it makes sure that people who went through the criminal justice system don't return."

Program graduates will begin making about \$17 an hour as apprentices, Bradley

said. As the men advance through each stage of the five-step apprentice program, their pay will increase by about \$2/hour while they also earn credits toward health care and retirement.

Addressing a group of inmates, Bradley said the men could eventually earn more than \$200,000 a year if they advance their skills.

"This is the pathway out of this place," he said.

Jeff Gunnels is part of the initial LCTT class. In many ways, he is like the other men in the program. He served a long stretch in prison — almost a decade — for, in his case, armed robbery. In the LCTT program, he sees promise and purpose.

"We sit idle a lot in prison. To be able to put your hands on tools and work and to feel like a classmate instead of an inmate is big for us," he said.

Unlike most other pre-apprentices in Parnall, Gunnels was once a member of

Credit: DTE Energy

Credit: DTE Energy

A SPECIAL ELECTION MESSAGE

NORTH OF 49°

Our Seat at the Table

Local 17, a journeyman tree trimmer. He hit his left wrist with a topping saw in 2009. After surgery, he spent more than a year on heavy doses of pain killers.

“Embarrassingly, it spiraled out of control into an opioid addiction,” Gunnels said. “I went from a husband and a tradesman and a father to somebody with his hand in a robbery.”

Gunnels will be released on parole next April, and Pittman expects that Gunnels will not only get back to work, he will be a mentor to former inmates who are new to the trade.

“This program does give me hope that I can provide for my family and prove myself a man worthy of trust again,” Gunnels said.

There are no shortcuts. They will be kept to the same high standards as anyone else, though it must be said the fall may well be farther for them. Bradley thinks there is real potential in a pool of people who spent too much time inside doing nothing who relish the idea of life with not a wall in sight.

“Some folks make bad decisions early on in life. I’m a full believer in second chances,” Bradley said. “This is our chance to really get them off the ground.”

Visit Bit.ly/FromPrisonToTreetops for a short video about the Michigan program helping to reduce crime and give a second chance to qualified inmates. Go to Bit.ly/MDOCVocVillage for more on the Vocational Village program. ■



Credit: DTE Energy

Inmates learn rigging, climbing technique and how to use chainsaws.

Sisters and brothers, we’re weeks away from a federal election that will chart the course of our nation for the next several years. So, I want to take a moment to thank all of you for the work you do for the IBEW and the labour movement and to talk to you for a few moments about what’s at stake on Monday, Oct. 21.

“Together, we can make a difference for working families — especially when we elect politicians who make sure we have a seat at the table.”

— First District Vice President Thomas Reid.

Four years ago, the Canadian labour movement had endured nearly 10 years under Stephen Harper. It was a decade marked by attacks on unions and the middle class, a decade of rising inequality between the ultra-rich and the working class, and a decade when working families and the unions representing them had no access to Ottawa’s halls of power. We were shut out.

When Prime Minister Justin Trudeau and the Liberals took over in 2015, they promised us that working people would once again have a seat at the table, that the attacks on labour would stop and that we’d be treated as partners in an effort to rebuild our country’s middle class.

There’s an old saying in the labour movement: If you’re not at the table, you’re on the menu. Well, I’m here to say that things have been very different since we’ve been at the table the last four years.

The current government has sought our advice and counsel and delivered on many of its promises to working people.

Since 2015, Trudeau’s government has expanded the Canada Pension Plan and increased the Guaranteed Income Supplement for the country’s poorest seniors. It’s reduced the employment insurance waiting period from two weeks to one and made good on its promise to repeal bills C-377 and C-525, two terrible pieces of Conservative legislation that tried to bury unions in paperwork so we’d have less time to spend looking after our members.

This current government has ratified a treaty recognizing the rights of working people to organize and collectively bargain and worked alongside labour to make sure there’s a just transition for workers and communities as coal-generation is phased out of the power supply.

This government has invested heavily in union apprenticeship training right across the country — including many IBEW-run programs. To date our locals have received

close to \$12 million. It has also finally banned asbestos in construction materials after we tried and failed for years to get Harper’s government to do the same.

I’m telling you all this again because Conservative provincial governments have been hell-bent on reducing labour’s influence over the last several years. Politicians like Doug Ford and Brian Pallister have actively worked against the best interests of unions and union members with punitive legislation and hardball politics, and now they want to turn back the clock on workers at the federal level, too.

I hope as you consider your vote over the next several weeks that you’ll put aside the political rhetoric from all sides and consider the facts. Unions and union members have a chance to remain at the table and to work with this government to continue to make things better.

I ask you to vote for politicians and parties that support and promote good union jobs and quality union training programs. That doesn’t mean the Liberals in every riding. Seek your local’s guidance if you have questions in your area. Our business managers and political action committees have worked incredibly hard to build relationships with leaders across Canada, and they know who listens to us and who doesn’t, regardless of party.

Most importantly, please vote. The IBEW’s ability to effectively fight for our members comes from the collective power of each and every one of you, but it’s amplified when you’re politically engaged and exercise your right to vote in each and every election. Together, we can make a difference for working families — especially when we elect politicians who make sure we have a seat at the table. ■



First District International Vice President Thomas Reid

UN MESSAGE SPÉCIAL POUR LES ÉLECTIONS

AU NORD DU 49° PARALLÈLE

Notre siège à la table

Chères consœurs et chers confrères, nous sommes à quelques semaines de la tenue de l’élection fédérale qui tracera la voie de l’avenir de notre nation pour les prochaines années. Je profite de cette occasion pour vous remercier pour tout le travail que vous accomplissez pour la FIOE et pour le mouvement syndical et je tiens à prendre quelques instants pour mieux vous informer au sujet de ce qui est en jeu le lundi 21 octobre.

Il y a quatre ans, le mouvement syndical canadien a enduré la prise de pouvoir de Stephen Harper pendant dix ans environ. La décennie passée a été marquée par des attaques contre les syndicats et la classe moyenne, une décennie qui a vu l’accroissement des inégalités entre les ultra-riches et la classe ouvrière, et une décennie où les familles de travailleurs et les syndicats qui les représentent n’avaient pas accès aux coulisses du pouvoir d’Ottawa. Nous avons été complètement exclus.

Lorsque le premier ministre Justin Trudeau et les libéraux sont arrivés au pouvoir en 2015, ils nous ont promis que les travailleurs auront à nouveau un siège à la table, que les attaques sur les syndicats vont cesser et que nous serons traités comme des partenaires dans un effort visant à reconstruire la classe moyenne de notre pays.

Il existe une vieille citation dans le mouvement syndical qui dit : si tu n’es pas à la table, tu es au menu. Eh bien, je suis ici pour vous dire que les choses se passent autrement depuis notre arrivée à la table il y a quatre ans.

Le gouvernement actuel nous a demandé notre point de vue et nos con-

seils et a tenu beaucoup de leur promesse envers les travailleurs.

Depuis 2015, le gouvernement de Trudeau a élargi le Régime de pensions du Canada et a bonifié le Supplément de revenu garanti pour les personnes âgées, les plus pauvres du pays; il a diminué le délai de carence de deux semaines à une semaine dans le régime de l’assurance-emploi et a tenu leur promesse en abrogeant les projets de loi C-377 et C-525, deux terribles projets de loi du Parti conservateur qui tentaient d’enterrer les syndicats sous la paperasse pour consacrer moins de temps à nos membres.

Le gouvernement actuel a ratifié un traité qui reconnaît le droit d’organisation et de négocier collectivement et a travaillé au côté du syndicat en vue d’assurer une transition équitable pour les travailleurs et les collectivités pendant l’abandon graduel de l’alimentation au charbon.

Ce gouvernement a énormément investi dans les formations d’apprentissages destinés aux syndicats partout au pays, y compris plusieurs qui sont dirigés par la FIOE. À ce jour, nos locaux ont reçu près de douze millions de dollars. Il a aussi interdit la présence des matériaux de construction contenant de l’amiante après que nous avons essayé pendant des années et échoué auprès du gouvernement de Harper de faire la même chose.

Je vous dis ceci encore une fois parce que les gouvernements provinciaux conservateurs veulent à tout prix réduire l’influence du syndicat au cours des prochaines années. Des politiciens comme Doug Ford et Brian Pallister ont activement

travaillé contre les meilleurs intérêts des syndicats et ses membres avec des législations punitives et de jouer dur, et maintenant ils veulent se tourner le dos sur les travailleurs au niveau fédéral aussi.

J’espère que vous allez considérer votre vote au cours des prochaines semaines en mettant de côté la rhétorique politique de tous les Partis et considérer les faits. Les syndicats et les membres du syndicat ont une chance de demeurer à la table et de travailler de concert avec le gouvernement pour continuer à améliorer les choses.

Je vous demande de voter pour des politiciens et pour des Partis qui encouragent et font la promotion de bons emplois syndiqués ainsi que pour des programmes d’apprentissages de qualité pour les syndicats. Et ceci ne veut pas dire tous les libéraux dans chaque circonscription. Demandez conseil auprès de votre section locale pour vous guider si vous avez des questions dans votre région. Nos gérants d’affaires et nos comités d’action politique ont travaillé d’arrache-pied pour établir des liens avec des dirigeants partout au Canada, et ils savent qui nous écoute ou pas, peu importe le Parti.

Et surtout, votez s’il vous plaît. La capacité de la FIOE à se battre de manière efficace au nom de ses membres repose sur le pouvoir collectif de chacun d’entre vous, mais son importance augmente lorsqu’on est engagé politiquement et qu’on exerce notre droit de vote à chaque élection. Ensemble, nous pouvons faire la différence aux familles, plus spécifiquement lorsqu’on élit des politiciens qui assurent notre siège à la table. ■

THE FRONT LINE: POLITICS & JOBS

Delaware, Oregon Step In to Protect Public Employees

The IBEW joined with other unions in two states — one on the East Coast, the other on the West — to pass legislation that strengthens public employee unions following last year's Janus decision by the U.S. Supreme Court.

The laws were passed and signed into law in Delaware and Oregon. Last year, in a 5-4 decision, the Court reversed more than 40 years of judicial precedent in *Janus v. AFSCME*, ruling that members of public employee unions no longer were required to pay membership fees even though they received all the benefits of a collectively bargained contract.

In Delaware, Wilmington Local 2270 helped other unions and allies pass legislation that gives greater protection to public sector unions and allows more state employees to collectively bargain. It was signed into law by Gov. John Carney on May 30.

The IBEW does not have a large public employee presence in Delaware, but Local 2270 represents about 60 mechanics and service personnel at the Delaware Transit Corporation and 125 school crossing guards in New Castle.



Delaware Gov. John Carney signed legislation that strengthens public unions in response to the Supreme Court's Janus decision.

"Every little bit helps," Business Manager Frank Gentry said. "The [state AFL-CIO] really supported this legislation and we were happy to help out."

The leadership of Wilmington Local 313, the largest IBEW construction local in Delaware, also assisted in the passage of legislation that provides training for workers employed by contractors and subcontractors on public works projects. Carney signed that into law during the Delaware Building and Construction Trades Council's apprenticeship graduation banquet on June 7.

Oregon legislators also took action in response to the Janus decision, passing greater protections for public-employee unions. Gov. Kate Brown signed it into law in July. Portland Locals 48 and 125 and Medford Local 659 all represent public employees in the state.

The law would require public employers to grant "reasonable paid time" to union officials in the bargaining unit to conduct union business; make it easier for employees to opt into union membership

by either email or telephone; and require employers to provide union representatives with employees' contact information.

On the national level, House and Senate Democrats have introduced a bill that would give public-sector employees collective bargaining rights under federal law — something the 21 million government employees currently do not have. Sen. Mazie Hirono of Hawaii and Rep. Matt Cartwright of Pennsylvania introduced the bill, called the Public Service Freedom to Negotiate Act.

"Our public employee members are a vital part of the IBEW, and I'm pleased that states around the country are providing tools that allows us to represent them in a first-class manner," Government Employees Director Paul O'Connor said. "The Janus ruling was a blow, but the IBEW has thrived for more than a century because we meet the challenges in front of us. This is no different." ■

Study: West Virginia's Prevailing Wage Repeal Lowers Wages, Not Costs

Students at Mountain Valley Elementary School in southern West Virginia's Mercer County were forced to wait more than a month beyond the start of the school year for their facility's grand opening. Construction delays were at fault, the state's Affiliated Construction Trades reported in August.

At Ravenswood High School, along the state's border with Ohio, not even a lapsed license could keep a million-dollar renovation project away from the low-bidding subcontractor, who also had failed to keep current on workers' compensation and unemployment insurance coverage.

Before 2016, public works projects in West Virginia stood a better chance of being finished by qualified contractors on time and on budget thanks to the fair wages and standards demanded by the

Mountain State's prevailing wage law. But that year, the state's overwhelmingly anti-labor Legislature repealed the 80-year-old law, and perhaps unsurprisingly, problems with public works projects have been multiplying ever since.

"Too many businesses and politicians claim that prevailing wage laws prevent them from saving time and money on public works projects," said International President Lonnie R. Stephenson. "But over the last 20 years, study after study has found that prevailing wage laws actually prevent expensive delays and costly do-overs by putting those projects in the hands of fairly compensated and highly trained construction trades workers."

Prevailing wage laws set a fair standard of pay and benefits for contractors and workers that stays in line with what local businesses normally would provide for similar private sector work. Twenty-six states and the District of Columbia have prevailing wage laws for public works projects. Most are modeled after the U.S.'s Davis-Bacon Act of 1931, which calls for such wages on federally funded projects.

In West Virginia, a recent study published by the University of Missouri-Kansas City looked at dozens of public works projects there over the past three years and concluded that the 2016 repeal of prevailing wage "has had negative impacts for West Virginia's construction workers, contractors, and communities while failing to deliver any meaningful cost savings."

Having witnessed the effects of prevailing wage repeal around the country, construction trades activists from the IBEW and other unions in West Virginia fought for years against business interests that lobbied lawmakers and backed the election campaigns of anti-labor candidates who pushed repeal in the Mountain State.

"When all the talk of repeal was going on, we were warning everybody that lower wages and benefits would make bad contractors more competitive," said Charleston, W.Va., Local 466 Business Manager John Epperly.

Not only did Epperly's prediction come true, after prevailing wage was repealed in 2016, the study found that scores of skilled tradesmen and tradeswomen chose to drive hours away in pursuit of more lucrative prevailing wage jobs in neighboring Maryland, Ohio and Penn-



Credit: Mercer County Public Schools

Restoring West Virginia's prevailing wage would help public works projects, such as construction of Mercer County's new Mountain Valley Elementary School, avoid costly and inconvenient delays.

sylvania. (Kentucky repealed prevailing wage in 2017; Virginia has never had it.)

The study further found that, since 2016 and accounting for inflation, average wage growth in the trades slowed by as much as 8% when compared with similar salaries in those bordering prevailing-wage states. Apprenticeship enrollment dropped by nearly 28% in the same time frame, with low-bidders reluctant to invest in training for low-skilled, out-of-state workers. Worse, the on-the-job injury rate among West Virginia's construction workers shot up by 26%.

The cost savings repeatedly promised by repeal proponents never materialized. A School Board Authority analysis of 107 West Virginia school construction projects found that average school project costs remained roughly the same since repeal (\$255 per square foot) as they had been before repeal (\$252 per square foot), with expensive project re-do's and missed deadlines all but wiping out low bids.

Epperly said that a good number of Local 466's signatory contractors are merely surviving these days, instead of thriving as they had been before repeal. He believes, though, that as more stories like the ones out of Mercer County and Ravenswood come to light, it can only help electrical workers and others in the construction trades to bolster their case for bringing prevailing wage back to West Virginia.

The next opportunity to do so will come when the state's 2020 legislative session gets underway in January. Bringing back prevailing wage with the current, mostly anti-union Legislature in power could prove difficult, Epperly said.

"Democrats are out numbered 59-41 in the House [of Delegates] and 20-14 in the Senate," he said, "which gives you an idea how close we are."

But fortunately during the 2018 midterms, "Democrats managed to take back four seats in the House and two in the Senate," Epperly said, something that raises his optimism about the chances that more friends of organized labor and the construction trades will be rewarded with seats in the lawmaking bodies during next year's general election. "A lot more seats are winnable."

"Prevailing wages bring better jobs, better working conditions and a better quality of life for all of us," Stephenson

said. "In places where it's been repealed or where it's threatened to be, let your candidates know prevailing wage is a working people's issue, not a political one — and that electrical workers always remember on Election Day who's been in our corner, and who hasn't." ■

Union-Busting App Backed by Billionaires

It's an important signal that unions are working when the rich and powerful spend billions trying to silence them.

A new web tool claiming to allow public employees to opt out of paying membership fees with one click is the latest big-dollar attempt by anti-labor special interests to muzzle working people and starve unions of their power.

"Our enemies haven't found a way to beat us yet, but that isn't stopping them from trying," said International President Lonnie R. Stephenson. "That they're so clearly threatened by any organization which works to balance power between working people and management should only strengthen our resolve to keep fighting."

The same anti-union groups behind the new web tool were buoyed by the U.S. Supreme Court's *Janus v. AFSCME* decision in 2018. They predicted that the landmark ruling, which allows public sector workers to benefit from union representation without having to pay for it, would finally starve unions into bankruptcy.

Janus was a dangerous decision, but reports in the year following the ruling show that it has not actually spelled doom for public sector labor unions. Earlier this year, for example, the American Federation of State, County and Municipal Employees announced that, from March 2018 to March 2019, it had retained 94% of all represented workers and actually gained more than 9,000 dues-paying members. A Politico review in May of nine other unions representing public employees found similar results.

Now that the predicted post-Janus exodus from public sector unions has failed to materialize, labor's enemies have turned to spending their money on technology to do the job for them. It's been happening in New York State, where an organization called Edunity recently launched a web tool targeting members of



Education programs, like the "I'm In" campaign, where workers reaffirm their commitment to the IBEW, are helping locals that represent public sector workers fight against union-busting efforts in the wake of the U.S. Supreme Court's 2018 *Janus v. AFSCME* decision.

the state's public employee unions.

Edunity's website asserts that it is "an independent, nonprofit, nonpartisan effort to educate public employees about their rights." But its ties to the same anti-union groups that have tried to kneecap labor for years go deep.

A news item on the website of the anti-labor State Policy Network links Edunity to a partnership of SPN affiliates led by the San Francisco-based Lincoln Group.

SPN is a national conservative and libertarian think-tank conglomerate backed by a host of well-known Fortune 100 companies. It also receives support from the Cato Institute, the Heritage Foundation and the Koch family-funded Americans for Prosperity, among others. The Chicago Sun-Times noted that another SPN-affiliate, the Illinois Policy Institute, not only supplied the cash behind the Janus lawsuit, it hired plaintiff Mark Janus after the decision was handed down.

From the start, the Edunity web tool requires would-be users first to trust the organization with their names, phone numbers and email addresses "to verify your identity." Users' privacy is important to Edunity, the website states, but it's unclear whether, or how, the organization might use that contact information once it has it.

The main basis underlying Edunity's argument for leaving a union is that members could save around \$700 annually by opting out. Further down the web page is where Edunity admits that workers who freeloader, rather than pay their fair share, cut off their access to union representation and participation.

Ongoing education remains among the IBEW's best weapons in its fight against the effects of the Janus decision.

"Most of our public employee members understand that the IBEW is so much more than the dues-collecting organization our enemies make us out to be," said Paul O'Connor, Government Employees Director. "We can keep winning our fights against every anti-union misinformation campaign with fact-based education and member-to-member outreach."

Just ask the members of Vacaville, Calif., Local 1245, who reported recently that less than 1% of the nearly 2,400 public employees it represents have stopped paying membership fees since the Janus decision. And in Newark, N.J., Local 1158, where most of the members are public employees, a concerted outreach campaign has helped the local boost its membership numbers.

The IBEW, meanwhile, continues its own embrace of technology that helps organize workers and workplaces. Since it was launched in March, **WePowerAmerica.org** has helped connect thousands of electrical workers with quality union construction jobs, while the recently refreshed **IBEWYes.com** provides tools to help government, professional and industrial workplaces organize. Plus, the smartphone-optimized Action Builder web tool has helped make face-to-face organizing run more smoothly and efficiently.

"Our enemies will never stop looking for ways to divide and destroy us, so they need to know that we will never stop

fighting back," Stephenson said. "These outside groups want to divide workers, to turn us against one another instead of joining together to fight for better wages, benefits and treatment on the job."

"If they weren't worried that unions were helping tip the balance of power back toward workers, they wouldn't be spending billions to shut us up," Stephenson said. ■

Unions Step Up Fight to Block Executive Orders

In a fierce battle against anti-worker executive orders issued by the Trump administration last year, federal unions have asked for a hearing before the full U.S. Court of Appeals.

Unions filed the request the Friday before Labor Day weekend, six weeks after a three-judge panel upheld the orders corroding federal workers' rights and their unions' ability to fight for them.

Officially, the panel barred the government from enforcing the orders immediately, allowing the American Federation of Government Employees and allied unions time to respond.

In practice, unions representing federal workers, including the IBEW, say

many agencies are already eroding their workers' rights, in large part by denying unions the time and physical space to assist employees on the job.

"While we're fighting the anti-worker content of these orders, we're concerned that a number of federal agencies have essentially been implementing them anyway," Government Employees Director Paul O'Connor said.

The IBEW is not part of the lawsuit but is working with a coalition of labor unions to oppose the orders and the recent court decision, while also fighting a barrage of other attacks on all working Americans.

The far-reaching federal orders would let agencies more easily impose unfair contracts, weaken employees' bargaining rights, slash the time for workers accused of underperforming to improve, and significantly curtail long-established "official time" that allows workers with union duties to represent their colleagues when issues arise.

"The anti-worker executive orders are in violation of the law and, if implemented, would send the federal workforce into disarray," AFGE President J. David Cox said. "This case is vitally important with far-ranging implications for every American and deserves a hear-



Federal workers rally in Washington, D.C., in July 2018 to protest the Trump administration's executive orders targeting their union rights.

ing before the full court."

The orders were issued in May 2018, but a federal district court judge struck down most of the provisions three months later. That decision was reversed in July by the three-judge panel from the D.C. Circuit.

In a small victory for workers, the panel in mid-August refused the administration's demand to lift the injunction immediately and allow agencies to enforce the orders on the books.

Whether the full U.S. Court of

Appeals for the D.C. Circuit would agree to hear the unions' case wasn't decided by publication.

The administration's attacks on federal workers don't stop with executive orders.

Another target is the seven-member Federal Service Impasse Panel, established by the Federal Labor Relations Authority as a binding arbitrator when contract talks hit a stalemate.

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ORGANIZING WIRE

Hotel Employees in the IBEW? In this Iowa Community, They're a Perfect Fit

Dubuque, Iowa, Local 704 Business Manager Tom Townsend won't take any credit for a successful organizing effort and first contract for workers at the city's Hilton Garden Inn along the Mississippi River.

"This might have been the easiest organizing drive I've ever been a part of," he said.

In a sense, it's hard to argue. An employee from the hotel walked into Local 704's hall one afternoon earlier this year, telling Townsend and organizer Pete Hird that he and his colleagues wanted a union.

Within a few days, they had signed enough authorization cards to turn into the National Labor Relations Board seeking IBEW representation. The vote was unanimous in favor of the union. A first contract soon followed, and about 30 hotel workers became the newest members of what is traditionally an inside construction, electrical manufacturing and cable television local.

"We're a pretty small hotel," said Tiffany Trowbridge, who works on the Hilton Garden Inn's housekeeping staff and now serves as a steward for the bargaining unit. "We all talked, and we all wanted a little better [working environment] than what we were getting. That's when someone mentioned the IBEW."

While Townsend said the organizing drive wasn't particularly difficult, he credits that to work done over a number of years. Local 704 has had a visible presence in the community for decades. Even people not involved with unions are familiar with it and understand it represents quality, he said. Members have long been involved in charities.

Like his predecessors, Townsend is active not just on labor committees, but with groups like the Greater Dubuque Development Corporation, where he's developed contacts with the local business community —



Pam Leitzinger, left, and Tiffany Trowbridge were leaders in the successful organizing campaign. They now serve as stewards.

including leaders from the Hilton Garden Inn and the attached Q Casino, which are both owned by the city. The city hires an outside contractor to take care of the day-to-day operations at both facilities.

"It's a small enough town (population 58,000) that everyone knows who you are anyhow," Townsend said. "We're so involved in so much stuff. I think that really helps, and it definitely helped with this."

Townsend said the casino's manager called him back within a few minutes of learning about the drive. He told him the company would remain neutral and honor the vote.

"The casino is a union facility," Townsend said. "They deal with machinist operators and steelworkers all the time. The one question they had was, 'Why didn't [the hotel employees] pick one of the unions over here?'"

"I believe 100% that's because we're here all the time. Some other unions don't have a full-time staff or a full-time agent. We do. We're here. We follow up on things."

Hird was impressed that employees from across the hotel — from the front desk to housekeeping to maintenance — showed up for his initial meeting with them.

"That showed a true motivation," he said. "Everyone really wanted it."

He also brought along a representative from the University of Iowa's Labor Center, who explained the importance of labor unions in a community. That also

added credibility to the organizing effort.

The three-year contract, which was negotiated with the help of Eleventh District International Representative Tad Gusta and went into effect on July 1, guaranteed an increase in wages and vacation and provided the staff with holiday pay for the first time. It also formalized grievance procedures and guidelines on when and why supervisors can change the work schedule.

Iowa is a right-to-work state, but nearly 90% of the covered employees have joined Local 704. Trowbridge said the staff's morale has increased now that the employees know they have the power of union representation.

"We gained a lot more than I thought we would," she said. "The holiday pay, we weren't even expecting to get. Everyone is happy with the pay raise. I haven't heard any bickering about it."

Trowbridge, whose mother and an uncle were union members while working for the city of Dubuque, supported the organizing effort, but she's surprised herself by how much she's become involved. She agreed to serve on the negotiating committee and learned from Townsend and other IBEW officials just how many rights she has on the job.

Now, she wants to pass on that knowledge to her colleagues and others looking to unionize, she said.

"We have someone fighting with us, so now if we do have issues, we have someone who can help us out," she said. "That's really great."

The work of Trowbridge and others has led to even more new IBEW members. Hird said workers at the Holiday Inn Express in Dubuque heard about the successful organizing effort and contacted Local 704 about representing them as well. Last month, those employees voted for IBEW representation and contract talks are in the works.

"Industries have changed," he said. "With the loss of manufacturing jobs in this country, we have to organize workers any way we can, especially in an industry like this, where in our area, not a lot of workers have been able to find representation." ■

POLITICS & JOBS *continued*

The current panel is stacked with Republicans historically hostile toward federal workers and unions.

“FSIP decisions are having a sweeping impact on all federal employees, including members of the IBEW,” O’Connor said. “The panel is siding with management at every turn.”

For example, the union representing 14,000 workers at the Department of Health and Human Services recently lost the majority of its arguments before FSIP, involving telecommuting, leave requests and billing the union for office space that has always been rent-free.

In essence, the panel unilaterally rewrote large portions of the workers’ contract.

“Union supporters say such changes are a bigger deal than they might seem,” wrote Dave Jamieson for the Huffington Post. “Federal unions generally cannot bargain over pay and major benefits. If agencies succeed in chipping away at the matters the unions can bargain over — like the discipline process, telework arrangements and other work rules — then some workers might not see a point in being members anymore.”

O’Connor said that IBEW members, who work in federal jobs and for federal contractors throughout the country, haven’t been targeted as aggressively by agency overreach as other federal workers — yet.

“Within the IBEW’s jurisdiction, we helped to clarify the intent of the ruling and minimize agencies’ attempts to violate the district court judge’s order,” he said, referring to the 2018 ruling.

The July decision from the appeals court panel puts everything back in play, raising significant challenges for all unions, the IBEW included, he said.

But led by AFGE and the National Treasury Employees Union, labor is prepared to keep fighting — for workers and the public at large.

“This isn’t just about federal employees and their unions,” NTEU President Tony Reardon said. “This case is about preserving our merit-based civil service system and making sure that taxpayers can count on federal agencies being staffed by highly qualified employees who are treated fairly as they go about the business of delivering important government services to the public.”

O’Connor urged IBEW members to see the connection between their votes on Election Day and the consequences for working people across the public and private sectors.

“The sooner working men and women realized the rights are being eroded, the sooner we can begin to repair the significant damage done by this and past administrations that have weakened the middle class with anti-labor, anti-worker legislation and court decisions over the past 40 years,” he said.

“It’s not one party or the other either. There are some Republicans who understand the value of labor and there are some corporate Democrats who do not. But there’s too much on the line to not be informed.” ■

CIRCUITS

Pennsylvania’s New Juneteenth Holiday Extra Special to One IBEW Member

On June 19, 1865, Union soldiers finally arrived in Galveston, Texas, bearing news that had taken months to wend its way through the South: American slaves were free.

It became a day of celebration known as Juneteenth, now commemorated in 46 states. Pennsylvania is the latest, a legislative victory Carolyn Mills fought for over most of a decade.

The Harrisburg woman didn’t live to see her dream realized. But her son, Third District International Representative Larry Mills, was there in her stead this past June 19 as Gov. Tom Wolf signed the bill making “Juneteenth National Freedom Day” a state holiday.

“It meant the world to me,” said Mills, past business manager of Reading, Pa., Local 777. “I regretted my mother wasn’t there to see it, but I know she was there in spirit.”

“[Mom] was always trying to make a better workplace and create opportunities for everyone. That rubbed off on me.”

— *Third District International Representative Larry Mills*

Inspired by her brother’s success establishing a Juneteenth holiday in Iowa, Carolyn Mills approached Pennsylvania state Rep. Sue Helm in 2010. As reported by Harrisburg’s Patriot News, Helm never forgot her constituent’s words, spoken years before the cancer diagnosis that took her life last October.

“Before I die,” Mills told Helm, “I want this to be a law.”

Over years of legislative starts and stops, Mills’ health deteriorated. When she entered hospice care, “She looked at Rep. Helm and said, ‘Please don’t give up,’” Larry Mills said.

Helm and her allies charged ahead, winning unanimous bipartisan support for the bill in the House and Senate.

The rocky road to victory took eight years longer than the fast lane that opened up for Larry Mills’ uncle, Gary Lawson, in Iowa.

Lawson had been coordinating Juneteenth celebrations in Des Moines for a decade when he met with the chairman of the Iowa Senate’s state government committee in 2001 about making June 19 an official holiday. With both parties on board, lawmakers put it on the state calendar within a year.

Carolyn Mills couldn’t have imagined how much more complicated things would be in Pennsylvania.

She’d come home with a mission after traveling to Iowa with her son for one of Lawson’s festivals in the early 2000s. “They came out and observed all the activity and enjoyed it,” her brother said. “She was encouraged and inspired to do



Third District International Representative Larry Mills (back row, second from left), was among the guests June 19 when Gov. Tom Wolf signed a bill making Pennsylvania the 46th state to recognize “Juneteenth,” as an official holiday celebrating the end of American slavery. Mills’ mother, with the support of state Rep. Sue Helm, bottom left, fought a years-long battle for the bill but didn’t live to see it become law.

likewise in Pennsylvania. It was all grassroots at first, knocking on doors.”

Soon, Mills had set up a foundation and was building support among community and business leaders. By the time she went to Helm, she’d created a movement. Her work was far from done, but her resolve was never in doubt.

“This is her legacy,” Larry Mills said. “Mom was very involved in community service and the church, and more than anything she wanted a special day for African-Americans. She had a dream of making Juneteenth state law and she never gave up.”

His uncle noted with pride that “we’re the only known siblings who have each worked on this in our individual states. Even though my sister’s gone, we’ll always have that connection.”

They grew up in a big family with a rags-to-riches father who didn’t let a second-grade education get in the way of business success. He gave back to his community, and so have his children.

For Carolyn Mills that included many years as an AFSCME steward while working in state government.

“She was always trying to make a better workplace and create opportunities for everyone,” Larry Mills said. “That rubbed off on me. I carry those values with me every day.” ■

Patience Pays as New Missouri Members Finally Get First Contract

Barack Obama was still president when Springfield, Mo., city employees voted in the fall of 2015 to join Springfield Local 753.

This summer, nearly four years later, the bargaining unit approved its first contract with city officials. If that seems like a long time, well, it is, said Local 753 Business Manager Tony Parrish.

“Oh my Lord, it dragged on forever,” Parrish said, while acknowledging that initial contract negotiations are sometimes a laborious process.

Thankfully, Parrish and Local 753 members’ patience and fortitude paid off in the end.

The three-year deal calls for wage

increases that will put the workers more in line with their counterparts in cities of similar size. Springfield, which has a population of about 170,000, is located about 50 miles north of the Arkansas border.

The contract also provides improved benefits to individual groups of workers. For instance, Dustin Garner, an arborist for the city for the last 13 years and now a Local 753 steward, noted that outdoors workers saw large increases in stipends to purchase work clothes.

Garner, who served on the negotiating committee after being a leader in the organizing process, said he wasn’t surprised negotiations took as long as they did.

“It takes a while to get something done,” he said. “This was all new to us. It wasn’t like we had a copy of an old contract and we could use it as a template. We were kind of learning as we went.”

Parrish said the city’s human resources director retired just as negotiations were set to begin and Springfield officials didn’t want to start negotiations until a new one was hired. That pushed formal discussions back to 2017. The city also hired outside counsel for negotiations instead of relying on its own attorneys.

No detail was too small. Parrish said the city even wanted language on how many stewards Local 753 would have in the bargaining unit.

“I would suggest things like, ‘Let’s meet again next week’ and they would say, ‘Oh that’s too soon, we’re not going to be ready, let’s do it again four weeks down the road.’ So much time was going by, but I can’t physically make them meet me. It shouldn’t have taken near as long as it did,

but it was just a combination of things.”

Another thing that Parrish suspects hampered the process: a controversial Missouri law designed to damage public-sector unions.

The state Legislature passed and disgraced former Gov. Eric Greitens signed House Bill 1413 in 2017 that says union-covered public employees must opt in for their bargaining agent to be able to withdraw membership fees from their paycheck. Historically, union dues are withdrawn when an employee becomes part of a bargaining unit.

Earlier this year, a Missouri circuit judge ruled the law can’t go into effect until the conclusion of a lawsuit filed by a group of public employees challenging it.

The same Legislature, with Greitens’ signature, also passed a right-to-work bill, but that was overturned in a statewide referendum in August 2018. Greitens had resigned his position by then after becoming embroiled in a sexual misconduct scandal and criminal investigation.

Parrish said the specter of that paycheck law also likely slowed negotiations. Springfield officials felt like they had an advantage at the bargaining table, he said. They refused any attempts for the new unit to be a closed shop.

“In my opinion, that law was worse than right-to-work,” Parrish said.

Eleventh District International Representative Darrell McCubbins, who assisted with the negotiations, credited Parrish and his staff for keeping lines of communication open with bargaining unit members during the four-year period. The workers approved the contract by a nearly 2-1 margin and 24 decided to become “A” members.

“It was a good process, but there’s still a lot of work to be done to pull them together as a unit,” McCubbins said. “People are spread out and working in all different locations. Tony did a very good job of going out and keeping in contact and working with them.”

Making sure as many of the new employees join Local 753 as possible is the priority. About 300 employees are covered by the contract.

“We’ve got some pretty good people here,” Garner said. “They’ve heard from a lot of other people who are trying to politicize unions, and that’s a shame. I’m hoping as time goes by, they’ll realize it’s not about politics. It’s about having a voice. It’s a benefit, and I hope they will see that.”

Road maintenance crews and workers at the parks department and Spring-



Springfield, Mo., Local 753 steward Dustin Garner, third from right, joins with other city employees soon after agreeing to their first contract. The process took nearly four years.

field airport are now represented by Local 753. So are staff from the janitorial, sanitation and public works departments.

Local 753 has long represented Springfield utility workers, who are governed by an appointed board instead of the city council, which oversees most city employees. ■

Soaring CEO Pay a Growing Threat to U.S. Economy

CEO compensation has skyrocketed 940% over the past 40 years in the United States, 78 times the rate of growth in workers' pay and benefits, according to one of two new studies that challenge the upbeat conventional wisdom about today's economy.

"Exorbitant CEO pay is a major contributor to rising inequality. This escalation ... has fueled the growth of top 1% and top 0.1% incomes, leaving less of the fruits of economic growth for ordinary workers and widening the gap between very high earners and the bottom 90%," the Economic Policy Institute said in its August report.

"The economy would suffer no harm if CEOs were paid less (or taxed more)," it adds.

A report published the same week by the Center for American Progress explores what's missing from economic headlines roaring about booming corporate profits, off-the-charts executive pay and record amounts of stock buybacks.

"Wages and family wealth have barely budged after decades of stagnation," the "Corporate Governance and Workers" report states. "This is a dangerous situation, as the deep imbalances in how the U.S. economy works — and whom it fails to work well for — increasingly expose America to social and political division."

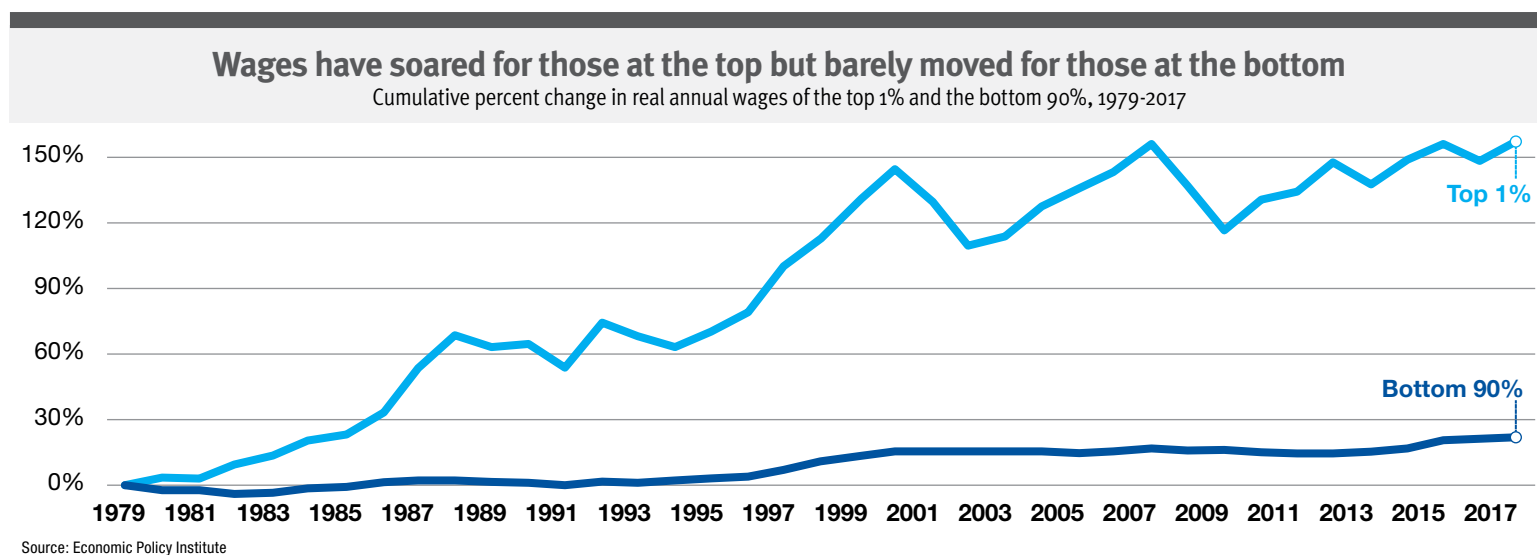
The erosion of workers' bargaining power after decades of political and court attacks on unions is high on CAP's list of reasons for the compounding disparities.

"Unions were, in large measure, the most important check on corporate management" when union density was high in the 1950s and 60s, the report argues.

Companies in that era that refused to pay fair wages or meet unions' other reasonable demands risked costly, disruptive strikes. But as labor's density declined, so did its leverage. Increasingly, corporate boards and executives were less motivated to do right by their workers.

Their strategies today "prioritize Wall Street and corporate executives over the rest of the stakeholders," CAP asserts, a group that includes "the consumers who buy their products and services; workers and suppliers who produce them; investors who provide capital and other know-how; and even communities who provide a clean, safe environment and educated workers."

Strong contracts negotiated by the IBEW and other unions are a buffer against the worst of the struggles facing millions of working families. But International Pres-



A relatively small wage gap between top earners and the rest of the workforce began to soar in the early 1980s, rising to today's staggering disparity.

ident Lonnie R. Stephenson urges members to consider the big picture.

"The good wages and benefits we bargain for don't isolate us from economic realities," he said. "Doing well individually isn't enough. If the economy doesn't start working for everyone, all of us outside the 1% are going to feel the pain."

Data in both reports illustrate how extreme the income gap has become. One indicator is labor's share of economic output — the percentage of compensation that workers receive relative to the total value of goods and services produced in a given year.

The Bureau of Labor Statistics shows a moderate decline from the 1970s to the end of the century, and then a sharp plummet from about 2000 onward.

"Notably, the gap between the 1950s and today may be even starker," the CAP report clarifies, "as these data do not break out higher-income workers whose wages are growing at a faster pace than mid- and low-wage workers."

EPI's paper suggests the gap may be wider yet, based on changes in stock offerings that comprise the largest share of compensation for CEOs and top executives.

Stock options are being replaced with stock awards that can go up or down, giving CEOs personal incentive to increase share prices. But the long vesting period for stock awards makes their value harder to gauge.

"There is increased likelihood that measures of CEO compensation will not fully capture CEOs' gains going forward," EPI said.

Stephenson said the only way things will begin to change is at the ballot box, by electing lawmakers who will fight for economic justice. "What we do on Election Day next November will determine whether we start to close those pay gaps, or whether they keep getting bigger." ■

Trayer Workers Put 'Rolls-Royce' Switchgear in Linemen's Hands

Every step of the way at Trayer Switchgear near San Francisco, IBEW members treat the products they make as if their own

family will use them.

After all, linemen around the globe who rely on the top-quality parts include the workers' brothers and sisters at Vacaville, Calif., Local 1245.

"Our switchgear goes all over the world, but at the same time it is used by our local linemen and by most of the utilities across the country where IBEW members work," said steward Arnaldo Lizarraga. "We make sure it is safe for them, and for the public."

From assembly to testing, painting and packing the parts for shipping, he said members take pride in producing what he calls "the Rolls-Royce of switches."

"When you open it, it doesn't have to be an eyesore — the way the wires look, the way everything is connected," Lizarraga said. "We want it to look good outside so customers won't have any doubt about the quality inside."

That work ethic and attention to detail is recognized in a strong union contract and growing transparency under new management, said Local 1245 business representative Cruz Serna.

"Out of all my 11 shops, I have a good relationship with everybody, but Trayer has been very open," he said. "I'm able to pick up the phone and call the CEO if there's an issue, and we try to resolve it. I've told him that we're here to help, and that we can offer a lot if they work with us."

A few months ago, Serna suggested to CEO Keith Thorndyke that workers could use more recognition for jobs well done, under pressure and on deadline. "I told him employees are doing a great job. They're working their butts off and work all the overtime that's offered. Once in a while they'd like a high-five."

Thorndyke took it to heart, he said, visiting the assembly line to give workers the credit they deserve.

Long represented by the IBEW, the Trayer workers came into Local 1245 via a merger in 2014.

"This small but mighty workgroup embodies all of the characteristics that the IBEW stands for — commitment to excellence, unwavering dedication, collaboration, and undying brotherhood," Local 1245 Business Manager Tom Dalzell said. "We're proud and honored to represent these highly skilled makers of some of the

finest switchgear in the entire world."

Serna said Trayer has shown interest in entering into a formal Code of Excellence agreement with the IBEW. He and Lizarraga are signed up for Code of Excellence training in November.

Meanwhile, trust continues to grow. Management has been good about giving the union a heads-up before major decisions, Serna said, and routinely calls on Lizarraga to help convey what's ahead to the nearly 30-member unit.

In June, with the clock ticking on a two-year contract negotiated in 2017, the union agreed to delay bargaining for six months to help Trayer balance the books.

"They were coming up in the red, and we know that a healthy company is better for all of us," Serna said. "We agreed to a contract extension and they agreed to give us an update every month. And they've done that."

Now, back in the black, the company is considering new hires. Serna has been gathering résumés from other IBEW shops and sending them to Thorndyke.

It's one of the ways Trayer benefits from its union's strong contract: superior wages and benefits mean it can attract the best possible job candidates.

"A lot of union-busting companies out there could learn from Trayer's example," said Manufacturing Director Randy Middleton. "The fact is, it doesn't make

good business sense to fight your workers every step of the way. Imagine if more employers invested all that wasted money, time and negative energy into their workforce and bottom line."

At Trayer, that investment includes a platinum medical plan covering 100% of medical, vision and dental. "One of the best I've seen," Serna said, adding that workers increasingly have opportunities for overtime, cross-training and promotions.

They're grateful to Trayer and show it with hard work. But they know things wouldn't be the same without the IBEW at the bargaining table and beyond.

"I like having the union here; they really support us," Logan Crump, who works in the final test area, said in a story published on Local 1245's website. "A lot of times when I'm wearing my union sweatshirt out, people will come up to me, shake my hand and say, 'Hey, how ya doin' brother?' With the union, we know that someone's always got our back."

Lizarraga, who has worked at Trayer for eight years and been a steward for six, fosters solidarity by making sure every new worker in his unit learns about the IBEW's history and values.

"I talk about what we stand for," he said. "I tell them what we do here for security and quality and safety, and why we're proud to be IBEW members." ■



Local 1245 members at Trayer Switchgear near San Francisco produce state-of-the-art components for IBEW linemen and electrical workers throughout the world.

Credit: John Storey/courtesy of Local 1245

TRANSITIONS

DECEASED

Larry Hogan



Retired Fourth District International Representative Larry Hogan, who also served as business manager of Washington, D.C., Local 26

and later saw his son George Hogan elected to the same position, died on July 17 after a bout with cancer. He was 91.

George Hogan was recently re-elected to a second three-year term as Local 26's business manager. Five generations of the Hogan family have been Local 26 members, beginning with Larry's grandfather and George's great-grandfather in the early part of the 20th century.

"Anytime I needed advice, or someone to turn to, he was there."

— Washington Local 26 Business Manager George Hogan

"He called me every day and was always concerned about what Local 26 was doing," George Hogan said. "During my first three years [as business manager], he was my counsel. Anytime I needed advice, or needed someone to turn to, he was there."

"He was my rock."

The elder Hogan was born in Washington and initiated into Local 26 in 1951. He was a member of various committees and on the executive board before eventually serving as vice president and president. He was elected business manager in 1974.

While serving as president, he saw his son begin his own apprenticeship.

"He kind of guided me along, but he never pulled any punches for me," George said. "He never let me get away with anything. He told our instructors, 'You don't treat him any differently.'"

"He started us on the path of getting better things for our members. He was always well-liked and very diplomatic in handling situations. To be honest, I guess I kind of learned that from him."

Larry Hogan's tenure as business manager lasted less than two years, however. In April 1976, he joined the Fourth District staff to work under then-Vice President B.G. Williamson.

George Hogan said his father missed the challenge of being in charge of his own local but enjoyed servicing local unions throughout the Fourth District and the chance it gave him to travel in rural Virginia and West Virginia.

Following his appointment as an international representative, the elder Hogan moved to Strasburg, Va., on the border with West Virginia.

"He always told people that he loved living in the Shenandoah Valley," George Hogan said.

After his retirement in 1992, Larry Hogan moved to Florida and lived on a golf course so he could devote more time to his favorite hobby, but he returned

annually to the Washington area for Local 26's golf tournament. He also swore in his son as business manager when he was first elected in 2016.

In addition to George, the elder Hogan is survived by another son, Larry Jr., also a Local 26 member; a daughter, Sharon Beecher; and a brother, Warren, a retired Local 26 member.

David Hogan, Larry's nephew and Warren's son, is a current Local 26 member. Several other members of the extended Hogan family have been Local 26 members over the last century. Larry Hogan also was active with the Washington Building Trades Council during his career.

Not long after taking over as business manager, George Hogan was in a meeting with some signatory IBEW contractors when one of them heard him talking from across the room.

"He came up to me and said, 'George, I was leaning back there and couldn't see your face, but I swear if I didn't know any better, that was Larry Hogan talking,'" the younger Hogan said.

"I told him, 'You can't give me a better compliment.'"

The officers and staff send their deepest condolences to the Hogan family during this difficult time. ■

DECEASED

Anthony "Tony" Makris



Retired Third District International Representative Anthony Makris died in May at age 90.

Brother Makris was born in Bayonne, N.J.

and served two years in the U.S. Army, including a deployment in the Korean War.

He was initiated into Kearney, N.J., Local 1470 the month he left the Army and went to work as a tool and die maker at Western Electric's Kearney Works.

Twelve years later he was elected business manager of the local, which, at the time, had close to 14,000 members. Makris held that position from 1965 to 1971 and was president of the system council, representing about 90,000 manufacturing members working for Western Electric.

"Tony was a real link to those old days when the IBEW had 1 million members and more manufacturing members than any other classification," said retired Third District International Vice President Don Siegel, who worked with Makris at the district office for three years. "That was the heyday of American manufacturing, and he saw the decline."

In 1971, Makris was appointed an international representative in the Third District by then-International President Charles H. Pillard. He stayed in that position for 26 years until his retirement in 1997.

"We didn't have a lot of legal help when they cut their teeth. Those guys at the big manufacturing locals handled everything," Siegel said. "A lot of lawyers from management would come in not

knowing what they were up against. I'll tell you what, they were always ready the second meeting if they were unprepared the first. Tony always used to say it was good to be underestimated."

Western Electric was founded in 1896 and, from 1915 on, it was the only manufacturer of telephones and switchboard gear for AT&T-owned local telephone systems. At its peak, it had more than 165,000 workers.

Third District International Representative Pasquale "Pat" Gino met Makris in the late '60s, when Gino was business manager of Laureldale, Pa., Local 1898 and president of System Council EM-3.

"Tony was a great guy, well-suited for the job and very prominent in getting the system council to finally convince Western Electric to sit down and do national bargaining," Gino said.

Starting in the '80s, Western Electric underwent a series of transformations. It was renamed AT&T Technologies as the company responded to the anti-trust breakup of the "Ma Bell" system and began sending manufacturing work overseas.

Only 4,000 workers were left when AT&T announced the closure of the Kearney plant in 1983 after the double hammer blows of the AT&T breakup and the deep recession that marred President Ronald Reagan's first term.

By 1986, the company had moved all home phone production overseas.

"It was devastating," Gino said about the plant closures that rippled across the country.

In those years, much of the work that Makris did was servicing the four Western Electric locals in New Jersey and Pennsylvania, enforcing the national agreement on plant closures and negotiating rules on transfers, pensions and other agreements.

"The council had negotiated a plant closure agreement which was very, how can I say, which was very rich in benefits, but it was just a cushion," Gino said.

"Tony always used to say it was good to be underestimated."

— Former Third District IVP Don Siegel

In 1996, a year before Makris retired, the company was again renamed, this time as Lucent Technologies, and spun off from AT&T. Factories continued to close. By the time it merged with French Telecom giant Alcatel in 2006, it employed only about 30,500 people and continues to shrink even further since Lucent-Alcatel was absorbed by Finnish telecom giant Nokia.

"We went all the way down to zero," Gino said. "It was like losing a member of the family."

In retirement Makris continued to serve members as the administrator of the IBEW/Lucent Retirees association. He was a member of Fullerton American Legion Post 367 and Disabled American Veterans.

Makris is survived by his wife, Patricia, and children Michael, Owen, Brett, Dexter, Stella, Jim and Nikki. The couple have 11 grandchildren. His first wife, Har-

riet, died in 1993.

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

DECEASED

David J. Yockel



The officers regret to report the death of International Representative David J. Yockel on Aug. 24. He was 54.

Brother Yockel joined the IBEW as a research analyst in 1989 after working in the office of then-Rep. Louise Slaughter of New York. In 2010, he was appointed an international representative in the Research Department and became a member of his hometown local, Rochester, N.Y., Local 86.

"Dave became indispensable to the IBEW," said International President Lonnie R. Stephenson. "You'd never know it by the way he acted, but he was a crucial part in some of the major initiatives of the IBEW in the last 10 years. This is a tragic loss for the Brotherhood."

Yockel was a government major at Hamilton College, said Jon Newman, an attorney in the IBEW's general counsel office, Sherman Dunn. Newman and Yockel played on the Hamilton College football team together and were friends from the moment Newman arrived on campus.

"Dave is from upstate New York. He grew up with working people, he was a working man and it seemed natural to him to work in the labor movement," Newman said.

Brother Yockel was driven by his lifelong and deep Catholic faith, Newman said, as well as by the memory of his mother, who died when Yockel was a young man. While in college, he went to Sweden to study the country's labor relations model. When he graduated in 1987, he went to work for his hometown member of Congress, longtime Rep. Louise Slaughter, who recommended Brother Yockel look into unions.

Research Department Director Jim Voyer said Yockel's most consequential achievement for the future of the IBEW was finding a solution to one of the union's most vexing problems.

In contract negotiations, NECA and local unions could rarely agree on how much of the work in their jurisdiction they were actually doing. In the mid-2000s, Yockel was given the job of finding a single way of measuring market share in the U.S. that the IBEW and NECA would agree to.

Voyer said Yockel had a mix of temperament, expertise and experience that made him almost uniquely credible.

"Not many people have the ability to understand what both sides are looking for, then to know where to look in the mountain of data to find it. The people who are able to do that rarely understand how to come back out of the numbers with a story to tell. Even fewer of them know

the construction business," Voyer said. "And then he does all this nerdy stuff, but you want to have a beer with him."

For Assistant to the President for Membership Development Ricky Oakland, it is hard to overstate the importance of coming to agreement on a consistent way of measuring success. Nearly every slide he presented at the Membership Development Conference this year in some way referenced market share and the data collected and explained by Brother Yockel's work.

"There are people who may not like what it says, but no one can argue that it isn't accurate. Now, if a local doesn't like what the numbers reveal, get out there and do something, but no more arguing," Oakland said. "These numbers drive everything: it drives if a local is performing well or not, what kind of contract we can secure, and what we ultimately need to do to drive the IBEW forward."

And it wasn't just that he could dig up numbers, Oakland said.

"He was an expert at showing us where we were and where we need to go. He knew this union as well as anyone in it, and he always made it interesting. It was beautiful. He just blew me away," he said.

Yockel was at the heart of several other crucial initiatives from the international officers, including the Family Medical Care Plan and the prescription drug plan.

"He was decent and honest; a throwback ... you knew he would tell you the truth."

— Research Department Director Jim Voyer

"He was decent and honest; a throwback; the kind of guy you wanted to be in charge of the numbers because you knew he would tell you the truth," Voyer said. "He never wanted the spotlight and you never worried he had some ulterior motive."

In recognition of his importance to the IBEW, then-International President Edwin D. Hill appointed Brother Yockel an international representative in 2010, an honor rarely given to a staff member who didn't come up through the union. He joined Local 86 in his hometown, and it was, Newman said, one of the proudest days of his life.

"It was a huge deal in his life. He was so proud to be a member of his hometown local," he said. "The bottom line, no exaggeration, is that he loved working for the IBEW and he loved the IBEW; what it stood for; the people; what his work meant to the members. He loved how strong it is, how large it is, and that it keeps on growing."

Brother Yockel is survived by his wife, Anne, and daughters Elizabeth, Mary Rose and Courtney, the three of whom he talked about with pride almost daily to co-workers. He is also survived by his father, two sisters, in-laws and many nieces and nephews.

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

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2020

Many collective bargaining agreements between private sector employers and the IBEW or its local unions include “union security” provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law and the Railway Labor Act permits these provisions in all states. Under these laws, employees may fulfill their “union security” obligations either by joining the union and thereby enjoying the full rights and benefits of union membership or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers — that is, who choose not to become full-fledged IBEW members — forfeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such “chargeable” activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political causes, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2020 must do so during the month of November 2019. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November open period. Objections

filed during this open period will become effective on January 1, 2020, and will remain effective for as long as the objector remains in the bargaining unit.

No special form is required to register an objection. However, please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move, please advise the International Secretary-Treasurer of your new address.

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion retained by the local union and a portion transferred to the International. During January of each year, or as soon as possible after receiving a timely mid-year objection, the International will mail a check reflecting the reduction in the International’s portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. During these same time frames, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector’s periodic payments, and will provide information explaining the basis for its reduction.

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2017-18 fiscal year, 47.83% of its expenditures were for “chargeable” activities and 52.17% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction, thereby giving objectors a larger reduction than if the locals used their own figures.

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers’ Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States has the right to object to expenditures of his or her fees for activities that are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as “nonchargeable activities.” The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for

“chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be postmarked during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement or, for current agency fee payers, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

No later than January 31 of each year (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who has perfected his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expen-

ditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International’s expenditures on chargeable activities may appeal to an independent arbitrator.

- The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objec-

tor who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.

d. The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.

e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which he or she pays agency fees does not accurately reflect the LU’s expenditures on chargeable activities may appeal through procedures established by the LU. An objector challenging both the International’s and the LU’s reductions must appeal through the procedure specified in paragraph 6.a., except that the appeal must be received in the office of the IST within 30 days of (a) the date on which the International mailed the objector the per capita reduction or (b) the date on which the LU mailed its reduction, whichever is later. ■

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LOCAL LINES

Apprenticeship Graduates; RENEW Program

L.U. 16 (i), EVANSVILLE, IN — The IBEW congratulates Local 16 graduates of the class of 2019 inside wireman apprenticeship program. The graduates are: James Allred, Phillip Beaumont, Brandon Bergner, Kyle Blum, Casey Boyer, Joseph Brooks, Nickolas Carrel, David Cates, Jared Cole, John Cole, Tyler Crow, Phillip Dauby, Michael Davis, Clifford Donaldson, Bradley Evans, Jacob Gehlhausen, Jacob Griggs, Andrew Johnson, Brian Koewler, Joshua Lane, Wade Mayer, Zachary McCalister, Christopher Meeks, Tyler Meyer, Zachary Nalley, John Parker, Caleb Perkins, Jacob Petrig, Jared Pfister, Richard Schrock, Aaron Seiler, H. John Seiler III, Brian Smith, Shad Smith, William Smith, Eric Tenbarger, Adam Wagner, Eric Ward, Eric Weiss, Steven Young and Jordan Zuber. This year's academic award winner is Phillip Beaumont, and the John D. Brenner Memorial Award went to Jared Pfister.

On July 24, 28 young journeymen and apprentices came together to launch the Local 16 RENEW program. This group plans on helping to inform members about negotiations, contracts, fringe benefits, and community affairs. The team anticipates receiving their charter this fall. Hopefully, RENEW will help advance the spirit of brotherhood and solidarity with a strong sense of purpose, while building a solid base for Local 16's future. Thanks to Brandon Wongngamnit, Ryan McRoberts, Greg Hebbeler, and all who made this possible.

Don Beavin, P.S.

Officers Elected

L.U. 24 (es,i&spa), BALTIMORE, MD — On June 15, the local held its election of officers. Except for the Executive Board all other positions were unopposed. Once the votes were counted, all of the current offices were reelected. We have a good mix of officers and staff from all walks of life, and their dedication to the local will continue to benefit us for years to come.

Congratulations to our 46 new journeymen who

celebrated the completion of their apprenticeship on July 12, 2019. Sister Chloe Starcher was awarded for highest GPA for all five years with a 95.1% GPA. Bro. Jonathan McLaughlin was selected by the Apprenticeship Committee as the Outstanding Apprentice for the class of 2019. I look forward to working with Chloe, John and all the graduates.

I would like to welcome Bro. Balfour Albyscars-Roop Jr. to Local 24's staff. Ricco, as he is known to most and whom you may recognize from the IBEW TV commercial, serves on the Examining Board and was instrumental in the start of the local's RENEW program. Ricco will be involved with organizing and we are excited to have him on staff.

Peter P. Demchuk, B.M.

Transitions & Election of Officers

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — With great sadness we announce the passing of retired brother and former business manager Lawrence C. Hogan Sr. Brother Hogan passed away on July 17 this year, at the age of 91. He was a member since March 1, 1951, and he served as business manager from 1974-1976. Local 26 offers its condolences to all of the Hogan family and friends.

Results of the Local 26 election of officers are as follows: Bus. Mgr. George C. Hogan, Pres. Thomas C. Myers, Vice Pres. Richard D. Wilkinson, Fin. Sec. Joseph F. Dabbs, Rec. Sec. Richard G. Murphy, and Treas. Keith A. Sutphin.

Best wishes to the new retirees: Dana K. Beckman, Richard A. Duelley, Kenneth M. Martinez, Brian J. McGeady, Joachim M. Weiss, Stewart P. Craig, Juanita R. Griffin, Edinson Pinedo, Paul E. March, Livingston Vann IV, William D. Ingram III, Lawrence Hyson, Daniel P. Hyre, Wesley E. Catron Jr., Ivan T. Todorov, Martin D. Lang, Allen W. Robertson, Melvin P. Henderson, James A. Scott Jr., Bernard Sullivan, Charles H. Ralls Jr., Jeffrey Lemley, Anthony J. Natoli, Kenneth D. Ord, Yasmin K. McCloud, and Mark M. Crowley.

Several members have passed away since our

last article: Gary L. Annan, George Wozniak, Larry E. Humphries, James M. Walko, Alvin L. Moran, Robert E. Donaldson, Marvin E. Hamrick, Steven M. Boyer, James E. Gordon, and Luis M. Delgado. They will be missed.

George C. Hogan, B.M.



From left: Tom Rieke, Midwest Food Bank; IBEW Local 34 Bus. Mgr. Paul Flynn; Local 34 retired members Ed Kaiser, Jaye Rinkenberger and Roger Roeschley.

IBEW Community Service

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Our Local 34 membership is extremely generous in giving back to the community, and we send a shout-out to some retired members who are representing us well.

Special thanks to retirees Ed Kaiser, Jaye Rinkenberger and Roger Roeschley for donating many hours to the Midwest Food Bank in Peoria. Also, thank you to

Local 34 signatory contractor Kaiser Electric for donating tools and materials.

Midwest Food Bank needed electrical upgrades to make alterations to office spaces and increase warehouse floor space to better serve central Illinois and beyond. Kaiser Electric and Local 34 retirees helped get the job done.

The food bank collaborates with Red Cross disaster relief programs to provide food and safe drinking water to thousands of Americans in disaster areas. A custom food product, "Tender Mercies," created by Midwest Food Bank is distributed to those in need. The high-protein rice and bean product can feed four adults, providing 25% of their daily nutritional needs for about 55 cents each.

We are very proud of the ways Local 34 members give back to the community.

Our annual Lee Hall Memorial Golf Outing on Aug. 10 raised over \$4,000 for Big Brothers Big Sisters of Knox County, which directly serves our youth in the community through after-school programming

and resources. Since its inception, the golf outing has donated over \$63,000 to Big Brothers Big Sisters.

Our members care about their neighbors, community youth, and brothers and sisters in need across the nation. Thank you, Local 34, for giving back to your fellow man.

Paul Flynn, B.M./F.S.

Work Picture Update

L.U. 38 (i), CLEVELAND, OHIO — The work picture continues to be very good and so is the outlook for future projects. Einheit Electric was just awarded the new addition at Parma Hospital. Herbst was awarded the outage on the Hot Dip Galvanizing

Line at Mittal Steel. Gem Industrial has the switch-gear replacement job at Ford in Brookpark. Conti Electric has the new presses at the Chevy Plant in Parma. Lake Erie has the 15KV cable replacement at Mittal. Lakeland has the Taxiway Project at Hopkins Airport. Multiple other projects are either getting ready to be awarded or going out to bid.

The stewards meetings started up again in September and will be the third Tuesday of every month.

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



Group of outstanding Local 38 apprentices and instructors from the class of 2019 at the National Training Institute (NTI) in Ann Arbor, MI. From left: VDV apprentice Tony Bregstrom; inside apprentice Mark Holmes; instructors Joe Carcioppolo, Dan O'Connell, Matt Lavelle and Dave Watts; Dir. of Apprenticeship Development Ron Schwarzwald; and instructor Carri Simon.

5th Annual Car Show Showcases Trade Unions

L.U. 40 (em,i&mps), HOLLYWOOD, CA — On July 20, IBEW Local 40 along with Teamsters Local 399 and other basic crafts held a 5th Annual Car Show.

This event gave Local 40 an opportunity to show our support and solidarity with all the unions involved as well as promote our RENEW, Helmets to Hardhats and apprenticeship programs.

The car show is a fun-filled family event that features activities for kids and provides food, live music, and booths offering information on the different crafts as well as pet adoptions. This show is filled with not



Local 24 Bus. Mgr. Pete Demchuk (back row, far left) and Training Dir. Neil Wilford (back row, far right) stand with the 2019 graduating apprenticeship class.

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.

only classic cars but also some of the cars that have been featured in television series and feature films, such as the Batmobile, the Mystery Machine, and some of the police cars seen in various movies. You never know which cars will show up for the event.

Congratulations to all the prize winners at the event and thank you to the members who helped staff our booths. We look forward to the next car show and hope to see you there next year!

Kevin Valeros, Asst. Training Dir.



IBEW Local 40 members staffed a booth at 5th Annual Car Show sponsored by craft trade unions.

Montana Lineman's Rodeo

L.U. 44 (catv, lctt, o, rtb, s&u), BUTTE, MT — The 2019 Montana Lineman's Rodeo was a huge success! The event took place Saturday, July 20, in Butte.

"Slim the Lineman" has always been, and will continue to be, the role model, inspiration and idol of line hands across America. But standing here right now (photo below) with Bobby "The Legend" Stewart, Mike Glueckert and Chuck Dixon, and the winners of this year's rodeo, Slim himself has company if not competition.

"For you to stand here before your brothers and receive this trophy makes all of us proud of you," Bus. Mgr. Bill Ryan told the trophy winners. "Being a journeyman lineman is about safety, it's about teamwork, it's about the brotherhood where you have each other's back all day long. It's about building better and faster than anyone in the world. Bobby, Mike, Chuck and Local 44 are proud to give you this copy of the book 'Slim the Lineman.' It is a keepsake — enjoy it, read it, hold those values true, and they will never let you down. Congratulations on a job well done!"

We thank everyone for helping with the Lantern Lighting Ceremony. We ask everyone to take a moment to remember those who have passed away before us.

Bill Ryan, B.M.



At 2019 Montana Lineman's Rodeo: Local 44 retiree Chuck Dixon; trophy winners Clay Grant, Curt Norris, Chad Henzley; Local 44 retirees Mike Glueckert and Bobby Stewart; and Local 44 Bus. Mgr. Bill Ryan.

Work Picture Strong Opportunities for Members

L.U. 46 (as, c, cs, em, es, et, i, mar, mo, mt, rtb, rts&st), SEATTLE, WA — The work picture in the Seattle area remains strong and is expected to stay strong well into 2021. With the commercial work in Seattle, Sound Transit light-rail system work, and the expansion at Seattle/Tacoma International Airport — Local 46 will



IBEW Local 46 wiremen and apprentices working on the Two Union Square project in downtown Seattle.

have full employment for another two-years or more! Throughout the summer we have been regularly dispatching our traveling sisters and brothers on Book 2; we expect this to continue for the foreseeable future.

On July 3, 2019, the state of Washington began a short-term Temporary Electrician Permit program for those folks who have completed the apprenticeship program or hold a license from another state that required an examination. The temporary permit program will run until Oct. 31, 2019, although there is a possibility that it might be extended. As of press time only one project, in the neighboring jurisdiction of Local 191, was utilizing the Temporary Electrician Permit program. We note this information in case it might be useful for any IBEW travelers.

Our union is only as strong as the members. There are many opportunities to participate. Our unit meetings are the first Wednesday of each month at 5:30 p.m. The general meetings are the second Wednesday of each month at 5:30 p.m.

Local 46 has an active EWMC chapter, a Women's Committee, a Member Volunteer Organizing Committee, a PAC, a Retirees Club, a Motorcycle Club, and many other activities and committees. Please find something that interests you and get involved!

Warren Shill, V.P.

Steady Work Picture

L.U. 68 (i), DENVER, CO — Greetings, sisters and brothers. The books at Local 68 have been slow and steady with the work picture for the jurisdiction predicted to be strong for the near future. So, keep an eye on the job calls.

A reminder, as you are reading this, you now have a little less than a year to complete your Continued Education Units (CEUs) for the next licensing period. Check with the Denver Joint Electrical Apprenticeship & Training Committee (DJEATC) for class schedules.

We extend our deepest sympathy to the families of our recently deceased members: Andrew P. Mollendor, Frank G. Shipman, Ronald F. Greening, George Legino, Michael A. Saindon, John G. Batchler, Jerry L. Gagnon and Omar L. Wicklund.

Morgan J. Buchanan, Pres.

Organizing Success Welcome to New Members

L.U. 80 (i&o), NORFOLK, VA — Local 80 has had a busy summer with our organizing campaign. We have our Professional & Industrial (government) side in which we had quite a few non-bargaining employees whom we reached out to thorough door knocks and phone conversations. Information was shared with

potential members along with existing members. There was positive feedback and we were able to sign up new members who were electrified by what the union has to offer.

We are excited about our newest steward at the Navy facility — Sister Helen Payton. She has done an excellent job reaching out to non-bargaining employees within the facility. Our internal organizing on the construction side is steadily growing.

We hosted a family outing at our local Norfolk Tides baseball game. There was a good turnout by our members along with their families. Everyone enjoyed the food and festivities.

The work picture has been steady and continues to grow. As of press time, some of our projects have been put on hold with a late summer start up.

Congratulations to Bro. Warren Kilgore on his retirement. Warren was IBEW Local 80's president and previously served as an organizer, trustee and on the negotiating committee.

We hope our brothers and sisters enjoyed a happy, safe summer.

Wil Morris, A.B.M.



Local 82 retired member Steve Noland, a cancer survivor, putts for a new car at golf outing fundraiser.

Golf Outing Fundraiser — Benefit for Cancer Patients

L.U. 82 (em, i, mt&rtb), DAYTON, OHIO — On July 13 this year, three members of Local 82 put on a golf outing to raise money for patients with cancer in the Dayton area! The fundraiser was a benefit for the Dayton Physicians Foundation for Hope.

Local 82 Bros. Tony D'Angelo, Jody Stienbarger and Doug Searcy — along with prime sponsors IBEW

Local 82, IBEW Local 648, ESI Electrical contractors, the Dayton Labor Management Cooperation Committee (LMCC) and Titan Graphics — got in the fight against cancer!

Twenty-four teams participated. Out of the 96 golfers participating, four shot for a million dollars, 25 putted for a new car, and all 96 had a chance to shoot for a \$25,000 new Harley!

Thank you to our hole sponsors: IBEW Local 38, IBEW Local 58, IBEW Local 212, Buckeye Harley Davidson, Dayton Building Trades, Vandalia Gun Range, UFCW, Dayton Physicians, United Rehabilitation Services, Keller Williams Realty, and the Dayton AFL-CIO. Also, a special thank-you to all the golfers who participated.

Thank you to all for helping us raise \$8,000 for cancer patients who are in the fight for their lives. Next year's event will be bigger and better!

Doug Searcy, P.S.

Graduating Class of 2019

L.U. 136 (ees, em, i, rtb&u), BIRMINGHAM, AL — The first half of the year has been steady with more work than we can handle and the rest of the year is looking the same. Thanks to all the traveling brothers and sisters for all their hard work and for helping us man our work.

Thanks to Bro. Ricky Oakland, assistant to the international president for membership development, and Bro. Virgil Hamilton, director of construction organizing, for helping our local put together a strategic organizing plan that will help turn our jurisdiction around.

Congratulations to all our new journey men and women who completed their apprentice training through the Birmingham Electrical JATC. With a graduating class like this, our future is bright. The Local 136 class of 2019 apprenticeship graduates are: Chad Stubblefield, Kyren Belser, Matt Klein, David Seifert, Chris Norvell, Jacob Pate, Roxanne Turner, Houston McDuffie, Sara Parson, Don Poe Jr., Joshua Hunt, Daniel Whatley, Mason Graves and Lee Abts.

The Local 136 bowling teams would like to give a big thanks to Local 369 for hosting the 75th annual bowling tournament. We also thank Local 1579 for stepping up to host next year's tournament. Local 136 looks forward to hosting the 77th annual tournament here in Birmingham. In brotherhood everybody wins!

Ross Roberson, Pres.

Activities & Transitions

L.U. 146 (ei, i&rts), DECATUR, IL — We thank the volunteers who worked the Decatur Celebration in early August. We also enjoyed a nice day for the Labor Day parade followed by a picnic at Fairview Park. The annual John V. Workman Steak Fry is Oct. 5.



IBEW Service Pins Awarded

Kansas City, Missouri, Local 124 congratulates 25-year pin recipients. From left: Richard Stock, Brian McMichael, Steven Morales, Larry Smith, Thomas Biehsner, Roger Lake, Jim Lynch, Charles Leroux, Darren Reardon, Dan Hoffman, Frank Mathews, Jack Bell, Dan Devine and David Baldridge.

LOCAL LINES

Clinton Nuclear Power Station's refuel outage was a success. Thank you to the numerous IBEW travelers and Local 146 brothers and sisters who made it possible.

We are saddened to note the passing of six members: John DeAngelis (who was age 64, and a 20-year member); Michael Simmons (who was age 56 and a 32-year member); Robert Schloz (age 69, 44-year member); Christin Thomas (age 41, 17-year member); George Cripe (age 74, 54-year member); and Wes Watson (who was age 49 and a 20-year member). These wiremen will not be forgotten.

The following members recently retired: Kent Reeser, Terry Rhodes, Mark Hall, Scott Lewis, Jon Dyer, Rex Roberts, Tim Gosnell, Fred Smith, Daniel Davis, John James, and John Mann. We hope these gentlemen enjoy a long and happy retirement.

A very special thank you to Bro. John Shores for his longtime IBEW service. Bro. Shores served on our Executive Board for 21 years, 15 years as chairman. The local will be forever grateful to you, my friend. Good luck in retirement, Bro. Shores.

Steven L. Tilford, R.S.

Apprenticeship Graduates; Scholarships Awarded

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — The following recently became journeyman wiremen: Arturo Guadarrama, Brian Harden, Robert Hubka, Joshua Hove, Dallis Kamine, Michael Knapik, Steven Niskanen, Paul Poirier, Andre Sippy, Ricardo Villarreal, Stephen Vizcarra and Zachary Wachter. The VDV graduates are: Robert Beddia and Jeremy Garth. The outstanding journeyman wireman apprentice (highest cumulative five-year average) is Michael Knapik. The outstanding VDV apprentice (highest cumulative overall four-year average) is Robert Beddia. The graduation ceremony and dinner took place at the Illinois State Beach Resort in Zion this year. A hearty congratulations to all and best wishes for a long, healthy and profitable career.

At the June 2019 general meeting, \$500 scholarships were awarded to the following students (who are children of local union members): Lyndsey Bassett, Samantha Schild, Melissa Tekampe, Emily Davison, Monica J. Redfern, Jeremy Schwingbeck, Heather Houghton, Lisa Torres, Jack Robbins, Dana Herman, Matthew Foli and Molly Robbins. Congratulations to them all.

The Local 150 picnic was Aug. 10 at Lakewood Forest Preserve. It was a lovely day, and everyone had a great time.

There are still continuing education classes available at the JATC. Please check the website and see if anything in the offerings strikes your interest.

Remember the Christmas union meeting on Wednesday, Dec. 4, this year. Come and see all the retirees at this fun meeting.

Wendy J. Cordts, P.S.

2019 Labor Leader Award

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — On Saturday, May 11, Bus. Mgr. Dan Gumble was awarded the 2019 Labor Leader of the Year Award from the Bergen County Central Trades & Labor Council, AFL-CIO.

Dan was presented the award at the Philip J. McLevin Annual Community Services Awards Breakfast, held at the Hasbrouck Heights Hilton. Dan is a proud, third-generation, 40-year member of Local 164. As a labor leader, Dan is well respected by his 3,000 plus members, the contractors, and politicians in Local 164's jurisdiction of Hudson, Bergen, and Essex counties. Under Dan's leadership, Local 164 continues its record of promoting gains for working people in the electrical industry by: increasing benefits and protections for our members; working to

ensure an increasing majority of the electrical work done in our territory is done union; conducting political organizing in Local 164's territory to help elect politicians who support union labor; and keeping Local 164 on the cutting edge of technology and training by expanding our training center to keep it state-of-the-art.

Local 164 Pres. Tom Sullivan, previously honored as the 2016 Labor Leader of the Year, was honored to present Dan the award. The members, staff and officers of Local 164 congratulate Dan. We are proud of him and grateful for this recognition of his tireless work on behalf of our membership and union labor as a whole. Congratulations, Dan!

Thank you to Bill Jones, Local 164 COPE Committee member, for contributing information for this article.

Warren Becker, V.P.



IBEW Local 164 Pres. Tom Sullivan (left), Local 164 Bus. Mgr. Dan Gumble, and Bergen County CLC Pres. Mike Schneider, business manager of Insulators Local 32.

Newly Elected Officers

L.U. 234 (i&mt), CASTROVILLE, CA — Election results are in! The newly elected Local 234 officers have been sworn in. Officers elected to lead our growing local for a three-year term are: Bus. Mgr./Fin. Sec. Lamont Adams, Pres. Dennis "Mike" Ihnot, Vice Pres. Albert Randall, Rec. Sec. Stephen Slovacek, Treas. Nicholas Prelgovisk; Executive Board members John Agra, Andy Gattis, Gale Michalek and Ryan Porter; Examining Board members Paul Gutierrez and B.J. Heading. Elected delegate to the International Convention — Andy Hartmann; elected alternate delegate — Kevin Rategan. The oath of office was administered by prior business manager Ray Nichols and additionally witnessed by Ninth District Int. Rep. Ken Scherpinski, former business manager.

We extend our sincere appreciation to Rick Keaton for his 12 years of service on the E-Board.

Andy Hartmann, our outgoing business manager who also previously served as organizer and president — and brought the voice of labor to many tables by serving on various local community boards — will be missed. He certainly has been a stellar example of what our younger members are doing to carry on and build on the work of their predecessors. He has moved our local from recent threats of difficult financial times into both prosperity and growth. We are pleased to commend him on his well-earned year of cultural immersion in Ecuador with his family and sincerely thank him for his years of devoted service.

Stephen Slovacek, P.S.



Local 234 officers and delegates are sworn in. From left: Stephen Slovacek (left), Paul Gutierrez, John Agra, Andy Gattis, Ryan Porter, B.J. Heading, Nicholas Prelgovisk, Andy Hartmann, Lamont Adams, Albert Randall, Kevin Rategan and Dennis Ihnot. Not pictured: Gale Michalek.

Successful Organizing — New Contractors & Members

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Our work picture is very strong for the summer with many calls going to Book 2. We hope to continue that trend into the cooler months. Our organizing efforts have paid off, with Local 236 acquiring seven new contractors and many new members since July 2018.

A wave of service pins went out to our members to honor their years of service to the IBEW. The service award recipients included James Riley, proud member of 70 years.

Local 236 is getting more involved in local politics, gaining seats on the Industrial Development Agency (IDA) and school boards in an attempt to stay informed, promote the value of union labor, increase IBEW influence in the area and gain market share.

We are also engaging the membership with several summer season family events including the Great Escape Day, attended by well over 400 people. This year's Steak Bake is looking to be bigger than ever! At press time, also upcoming are the 21st annual Golf Outing and the first ever Local 236 Camping Trip.

Thanks to everyone who has been a part of Local 236 and we strive to make it a better place for electricians to be every day.

Mike Martell, Exec. Board



Local 236 congratulates 70-year member James Riley (center), with member Joseph Koreman (left) and Bus. Mgr. Michael Mastropietro.

Election of Officers; Updates & Activities

L.U. 266 (u), PHOENIX, AZ — On July 3, the membership reelected Jerry Long for a second term as business manager. Also reelected: Pres. Thomas J. Olivas, Treas. Carmela Lamadore and Rec. Sec. Katrina Trevillyan. Elected for a first term: Vice Pres. Jared Koch. Execu-

tive Board members: Tony Bane, Anastacia Burdette, Randy Carroll, Josef Fencel and Kevin Watson. We are confident that elected officers will continue to work hard for the membership in the best interest of the IBEW. Thank you to all who ran for office!

On May 6, we had our Indenture of Apprentices event. Good luck to all of the new apprentices. Be safe!

We had a great turnout at our annual Valley Picnic. It was a big success thanks to all of our brothers and sisters who volunteered. Our Coronado Generating Station also had their annual picnic with live music and great food!

The Navajo Generation Station in Page, AZ, is closing down. The last coal train will be Aug. 26. We are still welcoming our brothers and sisters to the Phoenix area for their new jobs.

Jerry Long, B.M.



Local 266 officers are sworn in: Treas. Carmela Lamadore (left); Executive Board members Anastacia Burdette, Randy Carroll and Kevin Watson; Pres. Thomas J. Olivas; Vice Pres. Jared Koch; and Bus. Mgr. Jerry Long. Not pictured: Rec. Sec. Katrina Trevillyan and Executive Board member Joe Fencel.

Solidarity Events a Success; SLAM T1D Wiffle Ball Tourney

L.U. 300 (govt,i&u), MONTPELIER, VT — Hello, brothers and sisters. I hope this finds you well. Following are a few Local 300 updates.

Being a multifaceted local, we have been negotiating several contracts. Happily, they have been fair to all parties. Its human nature to want more, but fair is truly what we strive for.

The inside construction and tree trimming units are at over 100% employment and are seeking more electricians, apprentices, bucket operators, climbers and grounds people daily! This seems to be the trend for the foreseeable future.

Recently, we have taken part in several solidarity events in unison with area labor organizations. The one I'm most proud of is the May 30 Anti-Scott Walker Rally. The rally was spearheaded by Local 300, the Vermont Building & Construction Trades Council, and AFCSME. Approximately 500 people attended. As president of Local 300 and the Vermont Building Trades, that makes me doubly proud. Thank you to all who attended.

For the third year in a row, a Local 300 team participating in the annual SLAM T1D Wiffle Ball Tournament was a top fundraiser, with over \$19,000 raised this year. The SLAM T1D organization's mission is to improve the lives of people who have Type 1 diabetes. Participants had a great time while helping area children who have the disease. Thank you to all who participated!

If any IBEW travelers are interested in getting



IBEW Local 300 team participated in a 2019 SLAM T1D Wiffle Ball Tournament benefit.

some fresh air while installing solar panels or trimming trees, come on up to Vermont!

Tim LaBombard, Pres./A.B.M.

2019 Apprenticeship Graduation

L.U. 306 (i), AKRON, OHIO — On June 7, an award ceremony and banquet to honor our 2019 apprenticeship graduates was held at Todaro's Party Center. Opening remarks were given by JATC Chmn. Thomas Wright, invocation by fifth-year graduate Chad Moore and introduction of guests by Training Dir. Martin Helms.

Guest speakers included Local 306 Bus. Mgr. Michael Might and NECA Chapter Mgr. Jason Walden. Keynote speaker was Eric Grant, contractor sales manager, B-Line Solutions, Eaton Corp.

Diplomas and awards were presented to the following apprentice graduates: Inside — Kaleb Austin, Matthew Boggs, Bryan Bowman, Brent Buchwalter, Brandon Golden, Chad Moore, John Newcomer, Brandon Proudfoot, Joshua Shanholtz, Daniel Sweitzer, Jason Twiddy and Lisa Veneziano; Residential — Michael Conley, Thomas DeShon, Alexander Graham, Michael Lane Jr. and Logan Powers; and Tele-Data — Anthony Annotico and Eric Papp.

Recognized for highest grade point average: Tele-Data — Eric Papp, with a 91.55% GPA; Residential — Alexander Graham, 96.23% GPA; and Inside — Lisa Veneziano, 95.81% GPA.

In addition, Lisa Veneziano received the Outstanding Apprentice Award and was selected to attend the 2019 National Training Institute outstanding apprentice graduation. Congratulations to our new journeymen and good luck to all in all your future pursuits.

On a sad note, we report the passing of several retired brothers; William May, Donald Kromer, Edward Fenton, James Carney, John Spangler, Richard Cooley, Daniel Popa and Donald Combs. We send our deepest condolences to their families.

Thomas Wright, P.S.

Newly Elected Officers

L.U. 340 (i,rts&spa), SACRAMENTO, CA — This year I was elected for a second term as Local 340 business manager/financial secretary. Thanks to all the members who did their due diligence by taking the time to vote in this year's local elections. I don't take for granted the faith the members have placed in me. The last three years have been both enjoyable and very educational watching Local 340 grow healthier and stronger. As a new business manager in 2016, that is all I wanted and now in 2019, I can say that we got there! All Local 340 members and many traveling IBEW members are working steady in our jurisdiction. I am, along with Local 340's awesome business office staff, committed to continue that upward momentum going into the next three years.

I also look forward to working with the officers who stood alongside me as we took the oath of office in July as a result of the votes cast by Local 340 members. Fellow Local 340 officers are: Pres. Mark Steelman, Vice Pres. Mitchell Newman IV, Rec. Secretary Emiliano "Cochise" Silva, Treas. Michael Franklin; and Executive Board members Rustin "Rusty" Johnston, Matthew Meredith, Khalid "Slim" Saleem, Scott Steelman and Patrick Tait.

Welcome to new officers and a special thanks to the outgoing 2016-2019 officers: Bros. Warren Adsit, Jesse Naranjo, Nazario Valverde and Mike Falconer. Their service during Local 340's time of tremendous change and growth will never be forgotten.

Robert D. Ward, B.M.



Local 446 class of 2019 apprenticeship graduates, from left: Anh Tran, Hunter Morgan, Jacob Wilson, Rocky Stephens, Eric Robinson, Chad Massey, Garrett Landry, Keith Gray and Kyle Crenshaw. Not pictured: Hunter Floyd, Heath Parker and Allen White.

2019 Apprenticeship Graduates

L.U. 446 (i), MONROE, LA — IBEW Local 446 congratulates our 2019 inside apprenticeship graduating class on a job well done!

It is with pride and admiration that we have turned out 12 trained, qualified and hardworking journeyman wiremen into the electrical industry. The graduates are: Kyle Crenshaw, Hunter Floyd, Keith Gray, Garrett Landry, Chad Massey, Hunter Morgan, Heath Parker, Eric Robinson, Rocky Stephens, Anh Tran, Allen White and Jacob Wilson. Graduates, it is your dedication and hard work that will inspire future apprentices and young members to go for a dream and conquer that dream!

We are honored that these young men will be representing the IBEW for many years to come with their skills and eagerness to learn with a professional disposition. Union electricians are not only electricians but are also a brotherhood that will stand up and stand by their fellow brothers! Please remember to work safely and cautiously!

Best wishes to the graduates from IBEW Local 446 members, officers, retired members, our families, fellow apprentices, instructors and Monroe JATC staff.

Ken Green, B.M.

Service to Community

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — IBEW Local 494 has a proud tradition of service.

Recently, members of the RENEW, EMMC and Women's committees partnered with the Community Services Committee of the Milwaukee Area Labor Council, AFL-CIO, to prepare and serve a meal for over 300 homeless and working poor at the St. Ben's Community Meal site in Milwaukee. Over 90,000 meals are served there each year. All are welcome and are considered family in a community that shares a warm, safe environment. We're building a future where people in need have greater opportunities to be able to provide for their families.

John T. Zapfel, Political Dir.



IBEW Local 494 volunteers participated in a labor-wide community service project with St. Ben's Community Meal program in Milwaukee.

Election of Officers

L.U. 540 (i), CANTON, OHIO — Congratulations to the newly elected officers of Local 540. The election was held June 18.

Reelected to office are: Bus. Mgr./Fin. Sec. Aaron Brown, Pres. Fred Miller, Vice Pres. Mike Heppie, Rec. Sec. Rick Waikem, Treas. Ben Campbell, and Executive Board members Ron Beard, Jeff Frank, Erik Hann, Jon Kuhnash and Mitch Neisel. Officers elected for a first term are: Executive Board member Corey Moore and

Examining Board members Don Fox and Dan Haren.

To all those who participated, whether as a candidate or as a voting member, thank you for getting involved and please stay involved.

A special thanks from all the candidates and members to the election judge, Ron Graham, and the election tellers Russ Debord and Frank Silla for a job well done.

Rick Waikem, R.S./P.S.



Local 558 congratulates the 2019 apprenticeship graduating class of outside journeyman linemen.

Mazda/Toyota Project; Annual Labor Day Festivities

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

We are happy to announce that the Mazda/Toyota project in Huntsville, AL, has kicked off strong. Four signatory contractors were awarded contracts to build one of the largest single stand-alone projects in this local union's 101 years of existence. Also, to stay ahead of the calls for manpower, Local 558 and the Electrical Training Alliance selected 107 inside apprentice wiremen to facilitate the demand for the Mazda/Toyota project and other projects ongoing in the jurisdiction.

In other news, Local 558 along with all the other area Building Trades crafts celebrated 100 years of annual Labor Day festivities at Spring Park in Tusculumbia, AL. The celebration opened up with a great parade down Main Street, followed by festivities in the park. U.S. Sen. Doug Jones (D-Ala.) was the guest speaker. The day of celebration included great prizes given away and trophies presented for the car show with over 200 entries.

Thank you to everyone for their generous donations and to the Shoals Area Central Labor Council delegates for their hard work and dedication to make the event a success.

Congratulations to the 2019 apprenticeship graduating class of outside journeyman linemen from the Electrical Training Alliance.

Mac Sloan, Pres./Mbr. Dev.

Union Brothers Step Up To Assist Retired Member

L.U. 602 (i,o&u), AMARILLO, TEXAS — I received a phone call in February about a Local 602 retired member in need of help. Paul Kocel, son-in-law of retired member Lorenzo Able Mares, reached out to us for help with an electrical installation.

Lorenzo Able Mares was initiated into IBEW Local 602 in 1981. He worked as a power plant mechanic at Harrington Station in Amarillo. Bro. Mares retired in 2011. Soon after retirement he fell into bad health and needed extensive medical attention.

Upon learning that Bro. Mares needed a long-term generator at his residence in Waco, Texas, Paul reached out to us here at Local 602. Paul himself comes from a longtime union family out of Cleveland, Ohio, Local 38. So, he thought, "This is exactly what union brothers do for each other." And he was right!

We visited with Paul and, after working with federal grants, the generator for Bro. Mares was ordered

and plans were made to install the equipment. Bro. Mares had moved to Waco, so I called Waco Local 72 Bus. Mgr. Craig Miller, who jumped on board and set up a signatory contractor, KMG Electric, to pull the permits and assist with the materials and tools to do the job. This summer, both locals came together and worked to install the 20-kilowatt backup generator. All the material was donated by KMG Electric, owned by Kurtis Gerath, an IBEW member turned local contractor. Local 602 second-year apprentice Daniel Bishop and I together with Craig Miller and Kurtis Gerath spent a day installing the generator and associated equipment for Bro. Mares.

It was one of the best days I have spent in the trade, working with my brothers to help our retired brother. I will forever treasure the memories made and time-shared working with my union family, for our union family.

Robert Melton, B.M.



With retired Local 602 member Lorenzo Able Mares (center) are: standing, from left, Local 72 Bus. Mgr. Craig Miller, Local 602 Bus. Mgr. Robert Melton, apprentice Daniel Bishop, and Kurtis Gerath of KMG Electric.

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LOCAL LINES

Work Outlook Strong; Award for Organizing Success

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — The work outlook is still strong for our future. The work at Intel is leveling out, but we have data centers, hospitals and various other projects ongoing.

As of the July union meeting, our membership numbers have topped 2,300. Thanks to our organizers for their hard work and diligence, and to our members for reaching out to the unrepresented brothers and sisters.

We were very proud and honored to accept an award given to us at the Seventh District Progress Meeting for organizing the most new members.

Also, once again, we thank all of our traveling brothers and sisters for their help manning our work.

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

'Focus on Strength & Unity' A Voice for Working People

L.U. 666 (i,mt&o), RICHMOND, VA — Work continues to be abundant in the jurisdiction. As always, we extend our heartfelt thanks to the travelling brothers who have come to Richmond to help us man our many projects. Brotherhood is abundant in Richmond, VA, so keep us in mind when travelling this fall.

We celebrate the life of past president and longtime member Danny Garner, who passed away in July after a long and hard-fought battle with cancer. Our thoughts and prayers go out to the Garner family along with our appreciation for his many years of service.

As we near the one-year mark before the 2020 election, we encourage the membership to focus on the common ground that unites us, rather than the divisive rhetoric put forth by candidates on both sides of the aisle. The labor movement has never been a passive endeavor and now, more than ever, it is important that we are heard with strength and unity. Our brotherhood was built with the sacrifice of our founding brothers. Honor that tradition by making your voice heard in the halls of power this election season.

Jeremy Davis, P.S.

Softball Tournament Champs; New Contract Agreements

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORD, IL — On Sunday, Aug. 4, IBEW Local 702 captured its third championship in the Upper Division of the 48th IBEW Midwest Softball Tournament in Evansville, IN. The IBEW Local 702 Regulators then solidified that victory with their seventh consecutive title at this year's 46th Illinois State Tournament, hosted by Local 601 in Champaign.

The inside construction members have a new four-year agreement with increases of \$1.80, \$1.85, \$1.90, and \$1.95 with no concessions or significant language changes. We have a new three-year agreement at the City of Fairfield, IL, with 2.75% annual wage increases, along with one-year contracts for both groups at the City of Miner, MO, that has a 0.50% wage increase and another possible 1.5% wage increase on Jan. 1, 2020, if the tax issue is



Local 702 team wins 48th IBEW Midwest Softball Tournament Upper Division. Front row: Local 702 members Justin Shadowens, Greg Peters, Kendall Toliver, Jacob Conder, Paul Whittaker and Cory Howard. Back row: Jordan Evans, Dylan Craig, Ryan Wright, Tyler Krough, Cody Lee, Hunter Lodge, Chase Hughart, Kenton Parmley, Daniel Henderson, Adam Cadle, and Bus. Mgr. Steve Hughart, team manager.

passed by the city's voters.

On Saturday, Oct. 19, we will host our second Retirement Planning Workshop this year, held by Scarborough Alliance Group, for our inside members from 9 a.m. to 10 a.m. at the union hall. We will follow that up with our Southern Illinois University Football Tailgate event that afternoon. The game will be SIU vs. Youngstown State.

As of this writing, our referral books are as follows: Inside Construction — 90, Outside Construction — 9, Line Clearance — 1.

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

IBEW Members at NASA; 2019 Labor Day Celebration

L.U. 716 (em,i,lctt,rts&spa), HOUSTON, TEXAS — Hello, sisters and brothers. I hope all are well and working with plenty of jobs in your jurisdictions. The work situation in Houston is still a little slow, but we expect work to pick up soon. We thank other jurisdictions for putting our members to work, and thanks to our members helping those locals who need the manpower.

Having just celebrated the 50th anniversary of the first manned spaceflight to the moon, I can't help but think about the work performed by the members of IBEW Local 716 working at NASA who contributed to the success of that mission. We thank those members for their service and also the members working at NASA today. We are extremely fortunate to have this opportunity.

Thanks to all the volunteers, cooks and attendees who helped make the Harris County AFL-CIO Labor Day Celebration a great success. Hopefully everyone enjoyed the fellowship and also the ability to meet the visiting candidates running in the upcoming elections.

Which reminds me, we are encouraging all our members, their families and friends to get registered to vote and then to exercise that right.

Congratulations to our newly elected and

reelected officers. Thanks to all the candidates who chose to seek office — we appreciate your effort.

David R. Alley, Pres.

Graduating Class of 2019

L.U. 728 (em,i,rts&spa), FORT LAUDERDALE, FL — Local 728 would like to give a shout-out to the apprenticeship graduating class of July 2019.

Congratulations, graduates, on this accomplishment that you've put your time, effort and energy into. May your achievements carry you far in your career with the IBEW and in life. Thank you for your dedication to our trade!

Effie Cruz, Organizer



Local 728 congratulates apprenticeship graduates: Ronald Brown, Jon Butz (apprentice of the year), Thomas Carter, Alexander Ceron, Dustin Forston, Patrick Monaghan, Benjamin Olea Rodriguez, Anthony Perrier, Christopher Rodriguez and Richard Russ. Not pictured: Pedro Balcazar, Dexter Boone, Milton Dyer and Lucia Ruiz.

Focus on Workers' Interests

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Hello, sisters and brothers! First, we were happy to hear a candidate from a certain overcrowded political race mention at a primary debate that his father was in the IBEW and how that afforded their family a good life with great health insurance that no one would want to give up. What a great advertisement for our union and all unions that was! Of course, we want everyone to have health care, but we don't want to trade what we

have either. A sensible point of view. You'll have to check to see who said it; I don't want to appear to be one-sided. That candidate wasn't even my main choice, but they are all worth listening to. Get your head into it. It's our livelihood that may be at stake.

Our hearts go out all the way across the country to our sisters and brothers in Castroville, Calif., Local 234 where the recent shooting at the nearby Garlic Festival killed three people and wounded several more including family members of some of our brothers and sisters out there. We are thinking about you. The whole country. One prayer.

Andy Weiner, P.S.

'Training for Our Future'

L.U. 804 (i&o), KITCHENER, ONTARIO, CANADA — Since its inception, the apprenticeship training system has played an important role while shaping and developing the future members of our local union. All of us begin our career through the apprenticeship program, and a successful apprenticeship program ensures that we have the best trained and best qualified craft personnel within the electrical industry. Together with our contracting partners we must strive to be the best within a highly competitive industry, and being the best is shaped through a successful apprenticeship program.

Our apprenticeship and training program received a recent \$5.5 million boost from the federal government for its pre-apprentice training and retention innovative learning program. New entrants will be required to complete 10 weeks of classroom training (including hands-on practical skills) followed by 16 weeks of on-the-job training with one of our signatory employers. The skillsets of those graduating through the program will be

second to none and our leadership is confident that the program will be setting up future entrants for success — which will also ensure the position of our union and our contractors for both today and tomorrow.

Thanks goes out to Bus. Mgr. Mark Watson and his team for securing this monumental funding for our local union.

Continue to work safely, brothers and sisters. [See photo, at bottom.]

Brett McKenzie, P.S.

Community Service — School Supply Drive a Success

L.U. 824 (t), TAMPA, FL — IBEW Local 824 members, together with IBEW Local 915 and the International Union of Operating Engineers Local 487, all located in Tampa, had a very successful back to school supply

Pre-apprenticeship training program for new Local 804 recruits boosts success for future.



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drive. This effort was spearheaded by our local chapter of the Electrical Workers Minority Caucus (EWMC).

Much-needed supplies were distributed to Howard W. Blake High School in Tampa, Jennings Middle School in Seffner, and Gibsonton Elementary School located in Gibsonton. All three are Title 1 schools and the back to school supplies were very much appreciated. The annual school supply drive is just another great way to get the IBEW name out in the community.

We also had our annual family fun day to help kick off bargaining with Frontier. We had over 400 people come out for the picnic. There were bounce houses for the children, cornhole games, raffle prizes and award-winning BBQ from our very own Bobby Bellotti. It was a great day of solidarity, food and fun.

Keith LaPlant, P.S.



Local 934 recent apprenticeship graduates, front row: Mitchell Church, Victoria Head and James Bentley. Back row, JATC Committee: Alex Brown, trustee; Chase Pendergraft, chairman; Training Dir. Jonathan Van Bremen; Chris Lowery, trustee; and Roger Farmer, secretary.

Apprenticeship Graduates

L.U. 934 (catv,i,o&u), KINGSPORT, TN — Greetings, brothers and sisters. On behalf of Local 934, I would like to congratulate the class of 2019 inside wireman apprenticeship graduates.

In keeping with the tradition of providing the best-trained workforce in the world, these graduates have shown themselves to be true craftsmen and capable future leaders. We wish them all the success in their future endeavors, and may their travels be safe.

Jonathan Van Bremen, P.S.

'Welcome to New Members' Linemen Gain Representation

L.U. 1116 (em,lctt&u), TUCSON, AZ — Greetings, brothers and sisters!

Please join IBEW Local 1116 in welcoming a new group! The linemen at Sulphur Springs Valley Electric Cooperative have elected to join the union. SSVEC is the largest cooperative in the state of Arizona, covering parts of Cochise, Graham, Pima and Santa Cruz counties. These linemen maintain more than 4,100 miles of energized line. We ask all our members to continue to support them during contract negotiations. The local also thanks Bus. Rep. Sarita Morales and State Organizing Coordinator Robert Sample as well as the Volunteer Organizing Committee (VOC) members who worked so hard for this victory. We are still focusing on internal organizing, so speak to your co-workers about joining the union. It is everyone's responsibility to help grow our membership.

Congratulations to the new journeyman: electronics technician — Johnny Khanathip; shop electricians/ERTF — Steve Canez and Andrew Dosch; and substation electrician — Scott King. Brothers, you have all achieved a great milestone. May success follow you through your careers.

At press time, the picnic was scheduled for Oct. 19 at the hall. Plans included adding a Halloween costume contest for the kids, along with the other fun games and prizes.

Thanks to all members who attend union meetings and stay involved. Remember, this is your local and you have a voice.

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

Election of Officers; Apprenticeship Graduates

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our annual picnic was held at Fort Monroe on Saturday, June 8, and was well attended and enjoyed by all. A cornhole tournament sparked some interest, and fun activities also included face painting and pony rides for the kids.

Thanks to all who helped put this event together.

Local 1340 held its election of officers on June 15 this year. Elected officers are: Bus. Mgr. Jeff Rowe, Pres. Jason Parker, Vice Pres. Aaron Woodard, Treas. Rob Grainger, Rec. Sec. Tim Feiring; and Executive Board members Lorenzo Pacheco, Warren Stechele, Rodney Bonnaville, Joel Henry and Joey Howard.

Our joint apprenticeship program graduated seven new electricians this year. The graduation banquet was held at Paradise Ocean Club on June 22. The following have joined the ranks of qualified inside journeyman wiremen: John Forrest, Randy Maness, Dee Ann Nichols, Alex Sexton, Scott Shinn, William Sweatt and Patrick Williams. Congratulations, graduates — we wish you all long and rewarding careers in the electrical industry!

We regret to report the passing of our oldest member, Ed "Red" Crosby, on April 28, 2019, and Horace Carmine on July 1 this year.

Jim Avery, P.S.

Win for Workers in New Mexico

L.U. 1988 (mo), ALBUQUERQUE, NM — During the previous New Mexico legislative session earlier this year, regional "right-to-work" ordinances were abolished, thanks to the voters who showed up and supported a labor-friendly governor and state legislators. The practice of individual counties establishing right-to-work measures was banned with passage of House Bill 85, Union Security Agreement. I am proud to say New Mexico is a pro-labor state.

[Editor's Note: To read more about the win for workers in New Mexico, see May 10, 2019, news story "With More Allies in State Capitols, A Sunnier Forecast for Unions and Workers," posted on the IBEW website at www.ibew.org/media-center/Articles.]

The PAE agreement was ratified, providing a substantial increase in benefits. The company will now match contributions to a 401(k) program. This was the first agreement negotiated since PAE was organized under the Chenega contract with Kirkland Air Force Base. Members employed with PAE were at \$21.32 per hour before they organized and became IBEW union members. At the end of the new contract, they will be at \$32.09. That's pretty good over a six-year period.

Cesar Maestas, B.M.

IBEW MEDIA WORLD

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

www.ibew.org

Get the latest IBEW news, the online version of the *Electrical Worker* and more at IBEW.org.

YouTube

For this IBEW member, an electrical career was the right choice to help her raise a family and avoid crushing college debt. See her story at YouTube.com/TheElectricalWorker.

Vimeo

For 30 years, the IBEW has partnered with Skills Ontario to promote the trades to young people through mentoring, competitions and more. Learn more at Vimeo.com/IBEW.



HourPower

Each year the National Sisterhood United for Journeyman Linemen holds a linemen's rodeo to honor those who have fallen. Learn more about the NSUJL and their support of line-families at IBEWHourPower.com.



ElectricTV

The 2019 National Training Institute graduated over 100 new instructors for the organized electrical industry's training programs. Watch the excellence in action at ElectricTV.net.



IBEW MERCHANDISE



Retirement Pin \$2.50

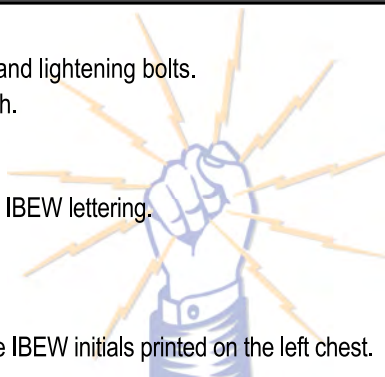
Silver lapel pin with "Retired" below the IBEW fist and lightning bolts. Measures 3/4" Diameter with standard grade clutch.

Camouflage Hat \$12.00

Orange and green twill camouflage hat with custom IBEW lettering. Adjustable size to fit all.

Black Long Sleeve Shirt \$11.00

100% Preshrunk cotton long sleeve t-shirt with white IBEW initials printed on the left chest.



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New Mexico Gov. Michelle Lujan-Grisham speaks at a New Mexico AFL-CIO meeting.

In Memoriam

Members for Whom PBF Death Claims were Approved in August 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	Corcoran, D. E.	5/10/19	34	Young, J.	4/2/19	113	Sherman, E.	5/14/19	304	Kuhlman, Z. S.	6/15/19	531	Downing, C.	7/9/19	773	Ebbinghaus, C. R.	7/7/19
1	Jaggie, D. W.	12/10/18	38	Brunn, D. W.	7/17/19	115	Hutt, J. M.	5/5/19	304	Sullivan, G. E.	5/3/19	531	McNally, M. M.	6/23/19	776	Smith, W. R.	6/19/19
1	Mason, D. M.	5/26/19	38	Horkan, T. A.	6/9/19	117	Hoffman, J. A.	5/2/19	306	Combs, D. E.	6/29/19	531	Sturken, J. W.	6/19/19	796	Turner, A.	6/10/19
1	Morris, R.	6/10/19	38	Knight, T. E.	6/6/19	124	Enyeart, J. L.	6/29/19	306	Cooley, R. W.	5/26/19	532	Sherman, E. C.	6/20/19	804	Riddell, W. G.	6/13/19
1	Peniston, C. A.	7/16/19	38	Reichert, W. D.	4/19/19	124	Hunsucker, G. L.	6/29/19	306	Popa, D. D.	6/19/19	538	Coake, R. L.	6/15/19	852	Loyd, J. P.	6/6/19
1	Pusateri, R. G.	7/2/19	41	Pawelski, E.	6/17/19	125	Deane, J. L.	6/25/19	307	Kelley, J. F.	6/25/19	538	Martinek, M. G.	6/14/19	876	Lodholtz, R.	6/27/19
1	Richardson, S.	7/1/19	41	Torres, D. G.	6/25/19	125	Roberds, D. C.	7/1/19	309	Davis, J. P.	5/28/19	553	Zemlak, H.	5/30/19	876	Vroman, G. J.	5/17/19
1	Stites, R. A.	6/12/19	42	Coughlin, W. E.	6/15/19	125	Thomason, W. C.	6/24/19	309	Davis, N. D.	7/16/19	557	Bell, W. J.	6/22/19	910	Clafin, T. W.	6/20/19
1	Wenger, W. F.	6/17/19	43	Marshall, R. J.	7/13/15	126	Leach, J. E.	7/19/19	317	Gensler, J. A.	7/11/19	558	Franks, B.	11/30/17	915	Dehmel, R. E.	6/3/19
3	Arbouine, L. L.	6/18/19	43	Paul, C. H.	7/13/19	130	Weinhold, M. L.	7/31/18	317	Ison, E.	5/21/19	558	McMeans, D. G.	6/30/19	915	Rabelo, R.	6/15/19
3	Ashman, O.	8/15/18	46	Dixon, E. W.	6/29/19	134	Ausick, J. A.	4/4/19	317	McCallister, R. E.	4/19/19	558	Patterson, J. H.	6/5/19	934	Carrier, P. R.	5/18/19
3	Burns, T. E.	6/26/19	46	Egelkrout, J.	6/10/19	134	Burchall, J. E.	6/19/19	319	Fraser, D. K.	6/22/19	558	Ritter, L. H.	5/31/19	934	Elkins, B. J.	6/25/19
3	Byfield, T. R.	3/10/16	46	Garcia, J. A.	7/7/19	134	Colosimo, C.	7/9/19	332	Harrington, T. A.	4/29/19	558	Thornton, G. M.	6/28/19	953	Koger, D. E.	7/26/19
3	Caruso, R.	7/13/19	46	Green, D. M.	7/16/19	134	Gomez, R.	6/5/19	340	Colburn, J. E.	5/12/19	568	Blais, R.	4/15/19	953	Patrow, D.	6/21/19
3	Cefalo, S.	5/29/19	46	Thiel, T. C.	7/5/19	134	Guido, R. J.	7/1/19	342	Marsh, F. W.	6/12/19	568	Francoeur, M. A.	6/28/19	993	Abromeit, E.	9/28/18
3	Chiodo, V.	7/13/19	46	Wells, P. R.	4/22/19	134	Heinlein, S. E.	6/22/19	343	Gleisner, J.	6/19/19	568	Patenaude, R.	6/6/19	995	Cook, C. J.	6/21/19
3	Cirigliano, N. P.	7/7/19	47	Calderon, J. A.	6/8/19	134	Herum, S. E.	5/24/19	347	Ruge, R. K.	6/28/19	569	Johnson, K. R.	2/28/19	1002	Willis, R. W.	6/29/19
3	Coleman, J. G.	7/11/19	47	Lee, J. J.	9/1/18	134	Higgins, D. B.	7/1/19	349	Filer, W. J.	1/24/19	569	Morse, R. L.	7/15/19	1105	Bailey, R.	6/21/19
3	DeParto, W.	5/26/19	48	Hodgkinson, G. R.	4/1/19	134	Jones, D. L.	10/17/15	349	Jennings, C. C.	11/24/18	569	Roberts, W. R.	6/22/18	1186	Aiu, D. D.	5/18/19
3	Dolan, W. D.	7/4/19	48	Rossmann, G. L.	4/5/18	134	Jorgensen, R. M.	7/1/19	349	Litten, R. D.	4/23/19	570	Head, D. E.	6/1/19	1186	Shiraishi, R. H.	2/11/19
3	Feit, C.	7/6/19	48	Younger, R. C.	8/31/17	134	Kelley, J. G.	12/3/15	351	Martin, S. H.	8/2/19	570	Karr, R. H.	7/4/19	1205	Barden, A. J.	5/23/19
3	Harley, V. M.	3/1/16	51	Decker, G. R.	6/13/19	134	Kozor, B. T.	9/6/18	351	Torpey, J. R.	6/10/19	583	St. Clair, D. C.	7/10/19	1205	Cowart, T. D.	7/4/19
3	Lopresti, S.	7/1/19	51	Moore, B. T.	6/24/19	134	Marquett, C. J.	7/7/19	353	Abramovic, R.	6/21/19	586	Powell, J. A.	5/1/19	1245	Burton, R.	5/26/19
3	Mazzarella, N. D.	6/19/19	53	Harber, B. L.	5/31/19	134	Mitchell, R. H.	2/25/19	353	Bintsis, K.	5/14/19	595	Hammer, F. E.	12/14/18	1249	McDonald, L. A.	6/9/19
3	Meyers, H.	6/23/19	55	Dooley, J. S.	5/31/19	134	Parker, H. J.	12/29/18	353	Oram, M. J.	5/21/19	595	Sanders, H. W.	4/4/19	1249	McDonald, M. W.	7/1/19
3	Nania, A.	6/16/19	57	Elizondo, L. F.	4/29/19	134	Proskan, L. S.	6/5/19	353	Reynolds, W. E.	7/5/19	595	Tuchsen, R. S.	6/6/19	1316	DuBose, E. L.	7/6/19
3	Parker, R. W.	6/4/19	57	McCarty, M. W.	6/28/19	134	Quinn, T. F.	7/7/19	353	Scaini, V.	10/1/18	596	Buege, P.	3/10/19	1319	Ossa, R. J.	5/11/19
3	Perez, A.	7/3/19	58	Appleton, D. B.	6/10/19	134	Romano, R. I.	6/23/19	353	Speers, H. D.	7/10/19	602	DeLeon, J.	3/13/19	1362	Bunting, V. B.	3/29/19
3	Roizman, B.	6/2/19	58	Burns, M. J.	7/21/19	134	Sears, R. M.	6/15/19	353	Terzopoulos, N.	4/17/19	602	Hill, H. R.	6/7/19	1377	Domen, G. E.	5/23/19
3	Scott, T.	7/4/19	58	Jamieson, G. H.	4/16/19	134	Tomaso, J. J.	7/6/19	353	Van Roode, R. W.	5/6/19	602	Webb, M. L.	6/25/19	1377	Remy, P. R.	5/6/18
3	Sim, T. H.	7/7/19	58	Lett, W. D.	5/17/19	134	Volk, R.	6/18/19	354	Byergo, J. L.	7/14/19	613	Bittle, R. J.	12/17/15	1547	Keyl, G. W.	6/4/19
3	Spaziante, F. J.	3/9/19	58	McWain, D. O.	5/10/19	134	Wrobel, M. A.	6/9/19	354	Ouzts, C. L.	6/14/19	613	Cernut, J. M.	6/24/19	1547	Lemley, H. A.	8/3/19
3	Stottlar, J. W.	4/30/19	58	Paterson, L. J.	4/20/19	136	Little, G. D.	6/21/19	357	Ely, C. E.	6/13/19	613	West, C. D.	5/11/19	1547	Starr, S. W.	6/2/19
3	Zito, V.	6/23/19	58	Tyner, R. C.	6/16/19	136	Rew, J. R.	7/8/19	357	Hymer, M. A.	12/4/18	617	Peluffo, H. L.	4/21/19	1579	Attaway, G. E.	5/1/19
5	Dudek, H. J.	5/3/19	66	Crump, J. H.	9/6/18	136	Skelton, R. B.	11/20/15	357	McKaskle, C. O.	12/9/15	617	Soltis, J. C.	6/5/19	1579	Coogler, G. C.	6/24/19
5	Eiceman, R. E.	6/14/19	66	Dannhaus, C. F.	7/4/19	139	Cordier, J. W.	5/28/19	357	Rollins, L. D.	7/1/19	625	Williams, K. L.	6/26/19	1579	Tam, P. H.	5/7/19
5	Hazlett, C. J.	6/16/19	66	Podunovich, D. R.	6/21/19	143	Henry, L. D.	5/8/19	357	Scott, R. L.	6/23/19	640	Alessandro, R. J.	7/15/19	1687	Williams, D. T.	6/24/19
5	Mortimer, D. E.	5/17/19	68	Greening, R. F.	6/17/19	145	Orwig, D. E.	6/25/19	357	Woods, G. M.	5/26/19	640	Allen, A. B.	6/26/19	2228	Kearney, J. R.	10/8/18
5	Settles, J. L.	5/25/19	68	Legino, G.	6/23/19	146	Cripe, G. W.	7/12/19	363	Cannelli, C. T.	6/29/19	640	Harvey, R. E.	6/9/19	2271	McAteer, J. A.	6/7/19
6	Chin, E.	2/28/19	68	Reams, F.	11/16/18	146	Simmons, M. L.	4/4/19	363	Demeter, A. G.	6/6/19	640	Knagge, R. C.	5/29/19	2286	Phillips, T. R.	4/6/19
7	Allessio, J. C.	7/8/19	68	Shipman, F. G.	6/15/19	150	Rose, F. D.	2/22/16	364	Farris, R. N.	6/23/19	640	Shaum, N. J.	6/6/19	I.O. (3)	Castaldo, R. M.	7/1/19
7	Lamontagne, R. A.	6/4/19	68	Stanish, W. E.	11/2/18	153	Doering, M. W.	6/9/19	364	Lopez, M. C.	5/26/19	640	Turany, J. F.	7/6/19	I.O. (40)	McDowell, F. L.	6/13/19
8	Glaser, B. A.	6/4/19	68	Wise, C. J.	4/24/19	153	Wiard, C. R.	6/18/19	369	Buckley, R. L.	6/25/19	647	Livingston, L. D.	6/6/19	I.O. (50)	Wheeler, J. C.	5/8/19
8	Green, R. G.	7/17/19	70	Collier, O. P.	5/6/19	153	Zapalski, W. G.	6/30/19	369	Burgess, J. W.	6/7/19	648	Campbell, R. D.	7/5/19	I.O. (134)	Brandon, M. E.	6/14/19
9	Meana, R.	6/15/19	70	Meadows, E. A.	4/29/19	160	Thompson, T. A.	4/25/19	369	Joseph, L. M.	6/3/19	648	Tackett, R. E.	6/18/19	I.O. (134)	Manasek, J. E.	7/2/19
9	Viverito, B.	6/18/19	70	Watts, F. F.	6/26/19	163	Dombroski, R. P.	6/18/19	369	Kiesler, A. W.	5/18/19	654	Graham, D. I.	6/9/19	I.O. (245)	Kayden, J. E.	6/19/19
11	Cagliero, L. G.	6/25/19	71	Howell, R. V.	5/1/19	164	Heuer, J. S.	7/9/19	369	Shircliff, M. E.	6/20/19	659	Kendall, E. L.	6/9/19	I.O. (245)	Stephens, L. J.	6/2/19
11	Gustafson, W. H.	4/26/19	71	Ross, J. E.	6/6/19	164	Hroncich, N. A.	10/26/16	369	Villecco, D. C.	5/13/19	659	Mundt, R. R.	5/1/19	I.O. (445)	Devore, R. D.	6/26/19
11	Hawkins, W. T.	5/20/19	76	Beane, W. B.	6/24/19	164	O'Brien, D. J.	7/7/19	379	Braswell, M. L.	4/21/19	665	Harmon, N. E.	7/7/19	Pens. (1)	Smith, R.	10/4/1999
11	Morgan, J. R.	5/21/19	76	Skolrood, D. J.	5/23/19	164	Schettino, E. J.	6/6/19	387	Moore, R. G.	6/4/19	666	Garner, D. L.	7/9/19	Pens. (11)	Scherr, S. E.	5/2/03
11	Paluska, W. R.	6/16/19	77	Husfloer, R. J.	6/15/19	164	Zitch, H. F.	6/30/19	388	Benson, S. B.	6/20/19	666	Krouse, S. C.	11/30/18	Pens. (353)	Farrell, P. G.	5/17/19
11	Peery, J. E.	8/7/18	77	Murphy, J. R.	7/11/19	175	Crabtree, C. M.	6/19/19	388	Breu, P.	6/13/19	673	Greenwald, A. R.	3/15/16	Pens. (387)	Rankin, D. J.	7/13/19
11	Smith, D. J.	4/13/19	77	Raymen, E. L.	6/28/19	175	Pedigo, R. L.	6/27/18	401	Ross, J. R.	6/26/19	683	Kaepfner, W. A.	6/19/19	Pens. (1151)	Watson, J. P.	2/15/16
11	Vignolle, V. A.	5/10/19	77	Sutton, A. E.	2/1/19	175	Summers, R. C.	7/2/19	401	West, D. A.	6/27/19	683	Lewis, A. E.	5/22/19	Pens. (1788)	Siemers, H. J.	10/12/15
12	Foley, M. E.	6/18/19	77	Woods, J. C.	10/28/18	175	Thompson, J. F.	2/1/18	402	Bushby, T. A.	6/6/19	684	O'Hara, R. E.	5/25/19	Pens. (I.O.)	Arthur, J. E.	6/26/19
17	Compton, J. D.	6/1/19	80	Ross, M. M.	12/7/15	177	Crawford, T.	6/17/19	405	Taylor, A. D.	5/24/19	684	Peabody, R. L.	6/19/19	Pens. (I.O.)	Barr, R. L.	6/24/19
17	Eatinger, R. H.	6/25/19	82	Logsdon, R.	6/14/19	191	Byram, F. D.	5/1/19	413	Escalera, R. L.	6/25/19	684	Perry, E.	5/27/19	Pens. (I.O.)	Barton, G. R.	1/31/16
17	Eilert, R. C.	5/20/19	98	Curtis, C. T.	7/2/19	191	Sanford, J. E.	7/19/19	413	Neuse, D. L.	5/22/19	692	Manning, G. W.	6/17/19	Pens. (I.O.)	Burton, I. G.	4/3/19
17	Harrell, R. W.	6/19/19	98	McFadden, J. J.	6/13/19	193	Wilham, D. R.	7/14/19	424	Fillion, M. J.	4/28/19	697	Allen, H.	1/3/16	Pens. (I.O.)	Cooper, G. F.	7/5/19
17	Weaver, H. D.	6/4/19	98	Owens, T. H.	7/4/19	196	Lalowski, D. R.	11/2/15	424	Murray, B. L.	7/27/19	697	Rossa, W. F.	6/30/19	Pens. (I.O.)	Crawford, A. M.	12/1/14
18	DeYoung, D. B.	5/6/19	98	Ritchey, G. R.	7/16/19	213	Engstrom, G. R.	6/29/19	429	Mayberry, D. R.	6/5/19	701	Fulks, B. W.	6/19/19	Pens. (I.O.)	Crooks, W. L.	5/19/19
18	Wolfe, K. H.	5/28/19	98	Skalicky, S. A.	6/23/19	222	Stockton, H. F.	6/23/19	429	McCluskey, L. R.	5/5/19	702	Bowlin, R. D.	4/24/19	Pens. (I.O.)	Duffy, P.	4/27/19
20	Moody, J. W.	6/25/19	98	Taddei, F. J.	6/13/19	230	Gerrard, H.	5/22/19	429	Swindle, D. L.	7/3/19	702	Straube, R. E.	5/5/19	Pens. (I.O.)	Ellis, R. H.	7/1/19
20	White, B. J.	4/21/19	98	Wilson, R.	7/6/19	230	Loglisci, G. J.	4/17/19	430	Sawasky, C. J.	6/10/19	714	Leintz, R.	6/6/19	Pens. (I.O.)	Harris, G. R.	5/16/19
22	Hartman, A. E.	7/13/19	99	LeBlanc, G. P.	7/5/19	236	Greive, D. A.	11/15/18	474	Carsley, R. L.	4/23/19	716	Rodgers, J. R.	5/31/19	Pens. (I.O.)	Hartnett, H.	5/13/18
22	Hruska, H. E.	6/10/19	102	Biddiscombe, R. R.	7/5/19	237	Borelli, R.</										

WHO WE ARE

A Lifetime of Service Propels Colorado Member's Candidacy

Service to others was central to Eppie Griego long before he became an active member of Pueblo, Colo., Local 12.

Griego, who is a member of Local 12's executive board and is running for a seat on the Pueblo Board of County Commissioners, has served as a foster parent for nearly 150 children along with his wife, Rayann. That's in addition to raising four children of their own.

"We enjoyed helping children and moving their lives forward," he said.

Sometimes, the Griegos would house a child for just three or four days. It usually was for no more than six weeks. They took pride if they raised their grades or showed interest in improving their lives before being sent back to their parents or on to another home.

"What I mean by moving life forward is that when they would come in, they were usually scared," Eppie said. "You would sit down and make sure they got their homework done. Just watching them progress from Fs to As and Bs and Cs was so rewarding."

"I think Eppie's a representation of the community of Pueblo. He's a go-getter. He doesn't tell you one thing and then go do something else. He gives you his word and he does it."

— Pueblo, Colo., Local 12 Business Manager Tom Kelley

Sometimes, it took years for those rewards to become evident. The Griegos often wouldn't see a foster child for several years after he or she left their home. One time, they bumped into a young man who had stayed with them as a teenager. He had just finished a stint in the military and said he had turned his life around. He apologized for being so disrespectful during his stay.

"We were around a few people that had tried foster care and were impressed by how close those kids were to them," said Rayann, who met Eppie in high school and recently celebrated her 40th anniversary



Eppie Griego and his wife, Rayann, fostered more than 150 children in addition to raising four of their own. Now, Griego, a Pueblo, Colo., Local 12 member, is running for a seat on the Pueblo Board of County Commissioners.

sary with him. "My husband coached youth football at the time. He's always been involved with community events and clubs and he wanted to get involved.

"We just felt like we could make a difference in kids' lives."

Or, as Eppie said: "You give them your love and your time. Treat them the same way as your own kids."

The couple stopped fostering after their own son was involved in a serious auto accident and needed more personal care. But the desire to serve lived on.

A lifelong Pueblo resident, Eppie Griego has been a union member for most of his professional career, including stints with the Laborers, Steelworkers and United Transportation Union while working for the Santa Fe Railroad.

At the age of 53, at the urging of a cousin who was a Local 12 member and a supervisor for PAR Electrical, he applied for IBEW membership. Griego first worked as a groundman before moving up to a ground operator position with a CDL license.

"He told me, 'Man, we're like a brotherhood,'" Griego said. "'Everyone gets along. You'll fit right in because you're a hustler.'"

"Right away, I knew I made the right decision. It's great pay, great benefits and a great retirement."

Local 12 is primarily an inside and outside construction local. Because of that, Business Manager Tom Kelley said he and his staff encourage line workers to make sure they are represented on the executive council so their concerns aren't overlooked. Griego volunteered for an open spot and was recently elected to a three-year term.

"I think Eppie's a representation of the community of Pueblo," Kelley said. "He's a go-getter. He doesn't tell you one thing and then go do something else. He gives you his word and he does it."

Pueblo, about a two-hour drive south of Denver, has a population of just over 100,000, with about 280,000 people in the metropolitan area. It's long been known as a strong union town, primarily because of the steel industry's presence there, and it has been recognized nationally for its affordable housing. Some organizations, such as AARP, have listed it among the 10 best American cities to live.

Griego came up short when he first ran for a commission seat in 2012. He proudly played up his union roots when announcing his candidacy, telling a local paper he's the "labor candidate." So far, he has been endorsed by Local 12 and Pueblo's steelworkers and laborers local unions. The general election is not until November of next year.

Currently, Griego serves on the Pueblo County & Zoning Board and as a delegate to the Southern Colorado Labor Council/AFL-CIO. If elected, one of his priorities will be helping to bring good-paying jobs to Pueblo — which means they likely will be union jobs.

"Unions have taken care of me," he said. "I'm going to do the best I can for them."

Rayann is a longtime union member as well. She works as a psychiatric technician at the Colorado Mental Health Institute in Pueblo and is a member of Colorado WINS, which represents about 31,000 public employees in the state. They have four children — Eppie Jr., Raquel, Janelle and Eric, an Army veteran who served in Operation Iraqi Freedom — and five grandchildren.

"We were young when we first got married," she said. "We've had heartaches and tragedies in our lives. We know the importance of union wages and benefits. We both have good jobs with good benefits and know how much it's helped out." ■



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

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Building Detroit's First New Car Plant in a Generation

At one time, more than a dozen auto plants dotted the sprawling city limits of Detroit. It was Motor City, the engine room of a nation that made for the rest of the world.

That changed. Detroit shrank. Factories closed. More than a million people have left the city, and nearly a decade ago, when the U.S. auto industry was hanging in the breeze, unemployment hit nearly 30%.

But now, sunlight is shining out of Detroit's long winter. For the first time in nearly 30 years, a ground-up auto plant is underway in Detroit, and it's only one piece — albeit a big one — of a \$4.5 billion investment in new manufacturing announced earlier this year by a resurgent Fiat Chrysler.

The \$1.6 billion Mack Avenue Assembly plant will be the home of the Jeep Grand Cherokee as well as an all-new three-row, full-size Jeep SUV. The company said that when the time comes, Mack will also produce plug-in hybrid versions and have the flexibility to build full battery electric models in the future.

"They're betting that what the world wants, Detroit's union workers can give them," said Detroit Local 58 Business Manager Brian Richard. "It's welcome news."

Construction at the Mack Avenue site began in May. At peak, later this year, between 500 and 600 members will be working two shifts to get the line ready for

production by next spring, said Local 58 Assistant Business Manager Ric Preuss.

"It's an aggressive schedule, but I think it shows the company's optimism and faith in what we can do," Preuss said.

The transformation of the Mack site from engine production to truck assembly has cascading effects on five other FCA plants, four — Jefferson North, Warren Truck Assembly, Warren Stamping and Sterling Assembly — in or near Detroit, and the Dundee Engine Assembly plant, halfway between Detroit and Toledo.

Fiat Chrysler expects the investment will create more than 6,000 new jobs, nearly 5,000 at the Mack Avenue site alone, all under a United Auto Workers collective bargaining agreement, though about a dozen IBEW members from multiple contractors have historically been onsite under the National Maintenance Agreement.

Fiat Chrysler's investment in Detroit contrasts sharply with other auto manufacturers. For decades, when foreign companies built in the U.S., they built in the South, where unions are kept weak, wages are low and worker protections are limited.

Worse, GM recently announced it will shutter its Detroit-Hamtramck plant next year, and four others in the U.S. and Canada will follow.

Most of those plants had produced slow-selling sedans. Fiat Chrysler

announced it was killing nearly all of its sedan production a year ago. But instead of closing shop, the company discontinued compact car production and retooled plants in Illinois, Ohio and Michigan to launch the new Jeep Wrangler, Ram 1500 and the new four-door pickup Jeep Gladiator.

The company's chief financial officer told investors in June that trucks and SUVs would account for 80% of revenue by 2022.

Mack Avenue started life a century ago as a stamping plant making parts for Plymouth, Ford and other companies. It has been owned by Chrysler since 1953, but it closed in the late '70s for 11 years. New Mack was built in the early '90s, first to produce the Dodge Viper, and then as an engine assembly plant, first making V-8 truck engines and then, for the last 15 years, the Pentastar six-cylinder engine.

Next, Fiat Chrysler will retool and modernize the Warren Truck Assembly Plant just across Detroit's northern border, the celebrated 8 Mile Road. When complete, the plant will produce the all-new Jeep Wagoneer and Grand Wagoneer. The \$1.5 billion investment will be heavily biased towards retooling instead of construction, but Preuss said he expects several hundred Local 58 members will be needed for the conversion.

The Warren and Sterling stamping plants, also north of the Detroit line, will



Top: The cleared site of Fiat Chrysler's Mack Avenue Assembly Complex as construction began and a rendering of the finished complex. Above: Detroit Local 58 members Scot Bishop and Bill Volkman installing substation ground on the site of the first new auto plant in the city for nearly 30 years.

receive \$245 million in upgrades, and continue making hoods, roofs, liftgates, floor pans and other parts for Jeep and Dodge vehicles.

Finally, the company will begin work on the Jefferson North plant, a few blocks away from Mack. The \$900 million retool and modernization of the existing plant is expected to begin in late 2020. Jefferson North will build the Dodge Durango and next-generation Jeep Grand Cherokee. Fiat Chrysler said it expects to need 1,100 new

workers when construction is complete.

The engine production lost from the conversion of Mack to assembly will not be sent out of the region. The Dundee Engine Plant, halfway between Detroit and Toledo, will get nearly \$120 million in improvements, also built by members of Local 58, and begin turning out the engines for the Jeep Gladiator.

It's hopefully just the start of the auto industry's comeback in the Motor City, civic and union leaders say. ■