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IBEW News



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This summer, IBEW leaders asked for your urgent help. Our apprenticeships were under attack, threatened by a nonunion contractor-backed Labor Department rule that would allow our competitors to operate second-rate training programs and present them as equal to our own.

More than 65,000 of you, joined by another quarter-million of your union brothers and sisters in other trades, responded by speaking up in defense of the top-quality training you received through the IBEW.

"We don't yet know how the Labor Department will decide this issue, but I can tell you one thing for certain," said International President Lonnie R. Stephenson. "IBEW members step up when their livelihoods are

TELL US YOUR IBEW STORY

under attack, and I couldn't be more grateful for everyone who took the time to speak out in defense of our apprenticeship training and the quality tradesmen and tradeswomen it turns out each and every year."

The deadline for submitting public comments to the DOL passed in late August, and by early October the department had processed and posted just under 200,000 of the 325,000 submissions it received.

More than 95% of the comments were from union members urging the administration to exempt the construction industry from its apprenticeship rule. Union leaders hope the overwhelming response will be enough to persuade government regulators.

In addition to their public comments, thousands of members filled out the IBEW's own survey about their apprenticeships. Those were also compiled and sent to the Labor Department.

The stories that emerged about the IBEW's role in the lives of its members proved impossible not to share.

"My membership in this brotherhood has meant everything to me and to my family, but I was filled with pride reading the responses from so many of you who felt the same way," Stephenson said.

"In this month of Thanksgiving here in the U.S., and only a month removed from the celebration in Canada, I thought it was important to take a moment to reflect on how the IBEW and the labor movement has played a role in our lives."

Because of the nature of the apprenticeship campaign, the stories came primarily from the construction and utility branches across the United States. But IBEW leaders know the union's effects on members' lives extend to Canada and across each of the brotherhood's seven branches.

"We want to give each of our sisters and brothers the opportunity to share their own IBEW story, and we know we'll be just as moved as more of you reach out," Stephenson said.

THE IBEW CHANGED MY LIFE *continued on page 6*

FROM THE OFFICERS

Paying Tribute to Our Veterans



Lonnie R. Stephenson
International President

This Nov. 11 we'll pause to remember our two nations' veterans and their service to us and to our countries. These brave men and women have led the fight for freedom at home and around the world, and we owe them our deepest gratitude.

But I think we owe them even more.

Our veterans deserve the opportunities that a brotherhood like the IBEW can provide. That's not just first-rate training and jobs; it's also important that we help replace that sense of solidarity and purpose they had in the military.

These men and women already know a thing or two about working with their hands, and they thrive on the kind of teamwork and camaraderie that makes a union worksite tick. The hundreds of thousands of veterans who've been a part of this union over our 128 years have proven they're a perfect fit.

We're already working to make sure veterans have a path into our apprenticeships through our Veterans Electrical Entry Program (VEEP) and through our longtime participation with Helmets to Hardhats and the AFL-CIO's Union Veterans Council.

Late last year, we also began the process of creating an IBEW veterans committee comprised of representatives from each of the 11 districts. Some local unions had already formed committees of their own, and we want to make sure we are prioritizing veterans' issues at the international level as well.

Our veterans committees will be focused on ways to recruit more veterans into our ranks and to recognize their service to each and every one of us. Whether it's organizing the local Veterans Day parade, sending care packages to troops overseas or staffing a job fair booth at a nearby base, I expect these committees will lead the way for their communities' veterans in the years to come.

The Third District recently held its first district-wide veterans committee meeting at Local 81 in Scranton, Pa. I was thrilled to hear 37 locals were represented at that meeting, and I can't wait to see the response across every district as more of you get your committees organized.

During our recent campaign to protect union apprenticeships, which you'll read more about in this month's cover story, I was amazed by how many former servicemembers wrote in to tell us what their IBEW membership has meant to them.

I know the IBEW changed my life, and I'm proud to lead this great brotherhood that has changed so many of yours.

As we grow and evolve into the IBEW of the future, our nations' veterans will play a huge role in helping us achieve the goals we've set for ourselves. I hope we can change a few of their lives as well. ■

We Need Your Help on Pensions

You've heard from me a lot over the last few months about pensions, but I need your help once again.

Brothers and sisters, America's multiemployer pension system is in serious trouble. A few large plans are within five or six years of going insolvent, threatening to leave millions of working men and women without the secure retirements they work their whole lives for. We need to take action now!

The IBEW's national plans are all in good shape, and most of our local union plans are too. But imagine a very large boulder perched at the edge of a hill. These troubled pensions are the boulder, and all of the healthy pension plans like yours and mine are sitting down below, endangered by this monstrosity we can't control.

Over the last year, I have traveled across this nation and talked about the looming problem we face. Since July, I've chaired the AFL-CIO's subcommittee on multiemployer pensions, and I've heard from the retirees, politicians and labor leaders who know the devastating effects a failed pension system could have on retirees, communities, unions — even the whole economy. Honestly, it keeps me up at night.

We have an opportunity to work together as part of a broader coalition within the labor movement to avoid this dangerous situation, but we need to urge the U.S. Senate to act fast.

I've seen bad solutions proposed, like the one late last year when lawmakers wanted to tax healthy pensions like ours to reinforce the government's insurance system. Together, we stopped that plan dead in its tracks. It made no sense to endanger healthy pensions to pay for failing ones, and we told them so.

In July, the House passed the best chance we've got to avoid failure: the Rehabilitation for Multiemployer Pensions Act, or the "Butch Lewis Act" for short. To put it simply, it's a loan program for troubled plans that won't end up costing taxpayers a dime.

Sen. Sherrod Brown introduced the bill in the Senate — SB 2254 — but now we're running out of time. The Senate goes home for the holidays in just over a month and no one believes there's any chance for this important legislation if it doesn't get done in the next six weeks.

That's where you all come in. Politicians need to hear from you!

Whether you've answered the call before or not, we need you — Republican or Democrat — to call your senators and demand that they take action on the Butch Lewis Act. Together, let's make sure congress hears our voices **loud** and **clear**!

Visit senate.gov/senators/contact or call 202-224-3121 to find your senator and let them know we need them to act. This issue is too important to sit on the sidelines. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Veterans Are A Perfect Fit

I enjoyed reading your “VEEP” article [*in September's Electrical Worker*] and learning about the I.O.'s commitment to hiring veterans for local apprenticeships. The military's weapons systems require advanced technology training to set up, operate and maintain. This knowledge, in conjunction with NECA/IBEW training programs, will benefit the industry, especially in control installation and programming.

Combine that with a motivated work ethic and it's a win-win situation for the veterans and the contractors. I proudly served in the U.S. Navy as a radarman during Vietnam, and I had a successful career with Local 697.

*Al Kercinik, Local 697 retiree
Gary and Hammond, Ind.*

Thanks for the Hospitality

This is a letter to acknowledge the brothers and sisters of Local 229 who worked for the temporary power crew at Calpine's York 2 Energy Center in Peach Bottom Township, Pa. I would like to thank them all for treating an older traveler in a professional and respectful manner.

Special thanks to supervisors Damin, Steve and Tommy. You could not work for better people. It's nice to know there are locals that treat older members in this manner.

*Bruce Fair, Local 24 member
Baltimore*



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

Elections Have Consequences

Responding to “Anti-Worker Lawyer Eugene Scalia confirmed as Labor Secretary” [*also on Page 10 of this issue*]:

It's a sad day for labor unions. We must fight for our rights over and over. We must vote these people out of office. Register and vote in your next election.

*Lonnie Sanders, Local 532 member
Billings, Mont.*

Hard-Fought, Hard-Won Benefits

Responding to International Secretary-Treasurer Kenneth W. Cooper's column in the September *Electrical Worker*:

I am a 48-year member, Local 26, retired eight years and so thankful for my pension and health care. Just had two surgeries and my health care was great. I am so thankful that I worked union.

*Anthony Long, Local 26 retiree
Washington, D.C.*

Rising Support, Rising Tide

Responding to “Gallup Says Union Support is at a Near-Five-Decade High” on IBEW.org:

People may be realizing how beneficial organized labor is. We can provide a proper installation but most important is a safe install. This is due to our training and apprenticeship.

*Dan Siemek, Local 701 member
Lisle, Ill.*

Quality, Through and Through

Responding to “All in the Family: Trayer Workers Put ‘Rolls-Royce’ Switchgear in Linemen's Hands” [*also in last month's Electrical Worker*]:

Trayer makes great switches. We've installed them the past few years and have had no issues at all. You can tell by the craftsmanship that these switches are union made. Keep up the good work, guys!

*Jody Vaughn, Local 1049 member
Long Island, N.Y.*

We Stand Together: 500 California Municipal Workers Vote to Join the IBEW

More than 500 Long Beach, Calif., municipal workers are newly represented by Diamond Bar Local 47 after a multi-year effort to join the IBEW.

The members of the Association of Long Beach Employees chose in July to affiliate with Local 47 by a nearly 95% vote. That same day, nearly half of the workers who had not been paying dues but were represented by ALBE, nearly 50 in all, signed cards to become full members of the IBEW. Today, more than 90% of the unit are members of the IBEW, up from a low of 65% after the Supreme Court's Janus ruling made every public workplace in the U.S. a right-to-work shop.

"People are willing to pay for it if they feel like they are getting good representation," said Mike Clark, president of ALBE and senior equipment operator for the Long Beach municipal utility. "In the association, we were only getting so far, and people weren't getting what they need."

ALBE had been an independent employee association, unaffiliated with the AFL-CIO, representing workers in 11 departments including gas, water, sewer, street lighting, public works, fleet and general maintenance as well as at the harbor and the port. They'd hired a law firm to handle grievances and negotiations, but only part-time, and the association wasn't developing relationships with the city, the mayor and the city council.

"We did the best we could, but in the next negotiations, the city was going to eat us up," Clark said. "Without those connections, we became an adversary."



O'Rourke said, "a voracious appetite for organizing."

With O'Rourke's support, Lavin hired Reed to work under Local 47 Organizing Director Colin Lavin. Reed had shepherded four municipal associations into affiliations with the IBEW previously, including the 2015 drive when 4,200 members of the Los Angeles Engineers and Architects Association affiliated with Local 11. Lavin had overseen the affiliation of the municipal workers of the city of Irvine.

"I am not interested in going after associations that don't want to affiliate, but we have something to offer," Lavin said. "We are unions of attraction, not promotion. We have success because people see our results."

"It was actually really nice to pick a union, the one that was best for our group. And of course, go with the strongest one."

—ALBE President Mike Clark

Clark developed a relationship with Local 47 assistant business manager Dick Reed years back, when Reed was president of Los Angeles Local 11. But it wasn't until this spring that the association's leaders were in a position to make the final case to the membership.

They reached out to Ninth District International Vice President John O'Rourke, who decided that Local 47 was the logical future home for ALBE because, in addition to its thousands of utility members, it represents public workers in nearly a half-dozen municipalities, including Anaheim, Banning, Big Bear, Vernon and Riverside. Plus, business manager and International Executive Council member Pat Lavin has,

But the past record bringing independent associations into the IBEW was no guarantee of success. ALBE may be small, but it was theirs, Clark said. Not every member of the ALBE leadership was convinced at first about the wisdom of affiliating with the IBEW.

"Other associations take note when people come to us, but let's not think they didn't look around at other groups," O'Rourke said. "Dick is the consummate organizer, and I give all credit to Pat for bringing this team together and bringing this home."

Reed said they made a four-part pitch, and, even though state and federal labor rules did not require a vote of the



The newly represented members of Diamond Bar, Calif., Local 47 work for the city of Long Beach in 11 departments, including gas, water, sewer, street lighting, public works, fleet, general maintenance and more.



membership, he insisted that a vote be taken before the agreement was sealed. He's done the same with every affiliation drive he has been involved in.

First, Reed said, the IBEW has the kind of political relationships that make a difference. Second, it is simply large enough to be more efficient at providing services to the membership. Third, that scale also allows the union to have a national perspective on work outlooks, wages and benefits, and Local 47's decades of political involvement means members also sit on water boards, public utility commissions, state bodies and other standard-setting boards that decide on policy.

Finally, Reed said, Local 47 and the IBEW in California can't be intimidated in negotiations for a simple reason: "Our negotiators can't be fired by the city because they don't work there," he said. "We have the time, the energy and the expertise to be formidable counterweights to the city itself."

Clark said even his father, a now-retired lifelong member of Operating Engineers Local 12, supported the decision to go with the IBEW.

"He said 'You can't go wrong with the IBEW. They get us every time we have a fight,'" Clark said.

Under the four-year affiliation agreement signed between ALBE and the IBEW, 99.5% of dues go to the IBEW, and ALBE

itself can be dissolved at any time during the duration of the agreement. But, while contract negotiations are underway with the city, ALBE will remain.

"If we were to be full IBEW members and dissolve ALBE now, the city would see it as a decertification and push negotiations for eight months to a year," Clark said. "They are always looking for a reason to slow things down."

Clark, Reed, O'Rourke and Lavin all said they have been contacted by other independent employee associations since the election results were announced. There are more than 5 million people in independent associations in the U.S. and more than 200,000 in California alone. O'Rourke said he sees a tremendous opportunity.

"Post-Janus, a lot of these associations are looking for help. They see how strong we are as an organization, and they are looking for someone who will stand with them, who has the structure and ability to meet their needs and help them with internal organizing," he said. "If we want to get back to a million members, every opportunity needs to be chased."

For Clark, one of the best parts of joining the IBEW was being given the choice.

"It was actually really nice to pick a union, the one that was the best for our group," Clark said. "And of course, go with the strongest one." ■

IBEW MEDIA WORLD

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

www.ibew.org

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

YouTube

IBEW members can help contractors grow their business. Check out YouTube.com/TheElectricalWorker for a success story featuring the members of San Bernardino, Calif., Local 477.

Vimeo

A single mother of three found a stable way



to provide for her family after joining Minneapolis Local 160. Her story, featured on Pg. 20, is the IBEW's latest national commercial. See it at Vimeo.com/IBEW.

HourPower

The construction industry is the leading occupation for opioid overdose deaths. Go to IBEWHourPower.com, to find out about the IBEW's efforts to fight this addiction epidemic.



ElectricTV

More than 100 St. Louis Local 1 members recently finished upgrades to the iconic Gateway Arch's lighting, tram and museum. Learn more at ElectricTV.net.





New Jersey Members Help Finally Make ‘Dream’ Mall a Reality

One of the largest entertainment and retail complexes on the planet opened its doors five miles west of New York City last month after decades of planning and delays and multiple changes in ownership. There through it all, hundreds of members of Jersey City, N.J., Local 164 are finally ready to share their hard work with the world.

Following the Great Recession, Mall of America developer Triple Five Group stepped in to take control of the project, and construction resumed on a redesigned and reimagined complex they renamed American Dream.

American Dream benefited from the considerable expertise of Local 164’s members, who weren’t intimidated by the

labor agreement with Triple Five and the state of New Jersey. Ever since, thousands of union tradespeople have worked on American Dream, with PCL Construction serving as the general contractor.

Gumble praised the team effort that went into getting ready to welcome the public to the mall. “The owner of Triple Five and general contractor PCL have been tremendous to work with throughout the entire project.”

Although American Dream is technically a mall, the word doesn’t fully describe the \$5 billion complex that’s geared more toward entertainment and experiences than traditional retail. The facility is so big that it’s opening in segments across a span of nearly half a year. The indoor Nickelodeon-themed amusement park, which boasts a roller coaster claiming to have the world’s steepest vertical drop, opened Oct. 25 alongside an NHL-sized ice rink.

This month is expected to bring the launch of the glass-domed Dream-Works-themed water park, complete with a 1.5-acre wave pool. In early December, an indoor ski park called the Big Snow will open its doors, boasting a 16-story, 800-foot-long ski slope with room for snowboarding.

“We basically had nine \$200-million programs that happened to be in construction within a five-minute walk of each other,” Steve Schmalz, PCL operations manager on American Dream, told ENR New York. “The work site is a campus.”

But several months remain before the mall’s true grand opening in March,

meaning hundreds of union construction workers are continuing to work on the site seven days a week.

“We’ve had at least 300 electricians onsite working three shifts round the clock for the last two and a half years,” Gumble said. “We have about 500 onsite now.”

Local 164 members are performing installations all over the complex, Bender said. “Every electrical system — variable message signs, fire alarm systems, power — you name it,” he said.

Most of the 450 shops and 100 or so eateries in American Dream’s three-level retail section are expected to be ready for business by March, as well as the Sea Life Aquarium, Legoland Discover Center, multiplex movie theater and 300-foot outdoor Ferris wheel.

At that point, American Dream will become the third-largest retail center in North America. Triple Five Group also owns the two largest, the West Edmonton Mall in Alberta and the Mall of America near Minneapolis, built by members of Edmonton Local 424 and Minneapolis Local 292, respectively.

Tony Armlin, Triple Five’s senior vice

president for development and construction, said American Dream’s construction “has been an enormous undertaking which has been completed through collaborative teamwork, personal commitment and key partnerships.” He had especially high praise for Local 164’s electricians.

“We are very pleased with the hard work and contributions of the highly skilled and well-trained men and women of IBEW Local 164 in completing this project,” said Armlin, who also served as American Dream’s project director. “The men and women of Local 164 take great pride in the quality workmanship that they have performed and have shown incredible commitment to helping us successfully build and complete an amazing new global destination.”

American Dream’s full opening in the spring will not spell the end of Local 164’s involvement with the project. The expected 30 million to 40 million annual visitors from all over the world will continue to benefit from the local’s handiwork, Gumble said. “We’ll have work through 2020 and beyond, as long as the PLA is in force,” he said. ■

“We’ve had at least 300 electricians onsite working three shifts round the clock for the last two and a half years.”

—Jersey City, N.J. Local 164 Business Manager Daniel Gumble

“We’ve been a part of conversations about development of the land ever since the late 1990s,” said Local 164 Business Manager Daniel Gumble. “We’re excited to have been a part of bringing this massive project across the finish line.”

The plan all along has been to build some sort of mall, he said. In the early 2000s, construction began on a huge shopping destination called Xanadu, located on a 120-acre parcel alongside the sprawling Meadowlands Sports Complex in East Rutherford. The Meadowlands is home to another Local 164-built behemoth, MetLife Stadium, where the NFL’s New York Jets and New York Giants play.

Financial complications, though, brought a halt to work on Xanadu several times. By 2013, with the economy improv-

ing following the Great Recession, Mall of America developer Triple Five Group stepped in to take control of the project, and construction resumed on a redesigned and reimagined complex they renamed American Dream.

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IBEW Wages Lost:

\$1.8 Billion in U.S. Military Construction Cut for Border Fence



Eielson Air Force Base near Fairbanks, Alaska, had nearly \$100 million in base construction and maintenance effectively canceled under the president's orders — “a gut blow,” said Anchorage Local 1547 Business Manager Dan Reaves.

Not deferred, ‘dead.’ These projects aren’t coming back, said one IBEW leader.

The White House suspended more than 100 shovel-ready military construction projects in September to divert funding for a border fence, effectively killing hundreds of potential IBEW jobs.

The Pentagon announced the suspensions Sept. 3, outlining plans to reallocate \$3.6 billion in congressionally funded military construction projects around the globe to wall funding. Inside the U.S., nearly \$1.8 billion of planned construction in 26 states and territories will fund about 115 miles of fencing along the southern border.

While none of the contracts for the projects had been let, more than a dozen IBEW business managers said these were the kind of jobs that signatory contractors have won in the past and hundreds of jobs are now lost.

“It was a gut blow, really,” said Anchorage, Alaska, Local 1547 Business Manager Dave Reaves. “Our state’s economy is in the longest recession in history. We are already facing significant job loss, and our members are already leaving the state. Federal and military construction has been a big portion of our work, especially for our inside members, and now we are looking at hundreds of jobs and thousands of man-hours lost.”

Local 1547 alone is facing the cancellation of \$102 million in projects scheduled to start in the next year and a half. Davis-Bacon jobs with minimum wage levels set by the Labor Department are the lifeblood of signatory contractors across the country but are especially important in open shop states where union contractors compete with low-wage, low-skill competition.

Norfolk, Va., Local 80 is a small local in a right-to-work state. Three projects worth just over \$67 million were canceled in its jurisdiction with the stroke of the president’s pen.

“My first thought when I heard was, ‘This is going to hurt us,’” said Business Manager Dennis Floyd. “It is our bread and butter doing Davis-Bacon work. We have one contractor, 80% to 90% of what they do is prevailing wage work. To cut this out, in the short term puts us out of work, and in the long term, these were important projects; killing them puts the military infrastructure at risk too.”

New City, N.Y., Local 363 lost the most work, two projects worth a combined \$160 million, both on the campus of the U.S. Military Academy in West Point.

“We would have had a real good shot at those jobs. With 10-15% of the contract being electric work, that’s at least 60 men for about a year,” said Business Manager Sam Fratto. “It has been a bit slow — we’ve got a few people on the book — so it’s not a good thing to have any project canceled, but these are two massive projects. West Point needs those projects to continue to have a world-class military academy, and we need the paychecks.”

One of the largest canceled projects was a \$62 million middle school to replace the overcrowded and crumbling school on Fort Campbell, Ky. Nashville, Tenn., Local 429 business representative Mark Poole said they’ve had members working on base for more than a decade.

“It never got to electrical bids, so I can’t say definitively that we lost work, but we have some very competitive bidders for work there and I would have been very, very confident about our chances. Very confident,” he said.

A pier and maintenance facility project at Naval Base Kitsap worth just under \$89 million was canceled in the jurisdiction of Seattle Local 46. Multiple signatory contractors had already bid on a sea wall extension at the base said, Local 46 business representative Barry Fulgham.

“We think we have a good shot of landing the extensions and, if we do, our

chances on the other work would have been pretty good,” he said.

Local 46 used to have a near lock on the work at the base, but that slipped a decade ago, Fulgham said.

“I have been aggressively trying to get our contractors out there again. This kills some of that momentum,” he said.

The projects were canceled after President Donald Trump made a February declaration that “a national emergency exists along the southern border of the United States that requires the use of the armed forces.” In addition to the \$1.8 billion in U.S. projects, Defense Secretary Matthew Esper announced an additional \$1.8 billion of overseas construction projects would be “deferred” as well.

In a letter to Congress announcing the cancellations, Esper said he wanted to work with Congress to restore funding for the projects.

“You can’t run a government this

way. Money is allocated for specific purposes and plans are made based on money that is allocated. That all is undone and wasted,” said Government Employees Department Director Paul O’Connor, who worked for decades maintaining the U.S. Navy’s nuclear submarine fleet as a member of Portsmouth, N.H., Local 2071.

And whatever word the administration wants to use to describe that status of the projects, O’Connor said the right

one is “dead.” The Pentagon went through a process, often yearslong at enormous expense, planning, prioritizing and preparing for specific projects. Then Congress funded those specific projects.

Why, he asked, would they put that money back when the president did an end-around Congress’s constitutional authority to spend money when he’s given no sign that he wouldn’t do it again? “Congress will not replenish these coffers. Never,” O’Connor said. ■



Hill Air Force Base in Utah, right, and Naval Base Kitsap on the Puget Sound are among 42 military installations in the U.S. and territories that lost major construction projects.



Continued from page 1

The IBEW Changed My Life



To that end, a new website has been created at IBEW.org/MyIBEWStory where you and your fellow members can share what IBEW membership has meant in your lives and careers.

“Reading these responses brought me back to the start of my own career,” Stephenson said. “I was working in the produce department of a local grocery store during high school, planning to go to college for electrical engineering, when I had a chance meeting that changed my life.”

Apprentices, like the ones here at Washington, D.C., Local 26’s training center, learn the skills that will prepare them for a long career in the electrical trade. More than 65,000 IBEW members spoke out to the Labor Department in defense of high-quality apprenticeships earlier this year.

“An electrician, Ray Wells, came into the store on a service call and we got to talking about how you become an electrician. I didn’t have any family in the construction business, but my dad was an auto mechanic part-time, so I grew up around tools and liked the idea of working with my hands.”

“Ray sent me to the IBEW hall, Rock Island, Ill., Local 145, where my first-class apprenticeship and a handful of patient, hard-working journeymen taught me the skills I’d need to be successful in this trade.”

“I never expected I’d end up as International President of this great brotherhood, but all along the way I had people encouraging me, teaching me, asking me to serve, pushing me to be a leader — demanding excellence.”

“That’s what this union is all about for me. The Code of Excellence is more than a program we put on hardhat stickers and breakroom posters. It’s a mindset and a way of approaching every little thing we do,

In Their Own Words...

David Vivian, Journeyman Wireman
Gary and Hammond, Ind., Local 697



“I was lucky enough to get into the apprenticeship program directly after high school. I wouldn’t be where I am today if I didn’t enter into it. We just purchased our forever home. We live comfortably knowing that we don’t have to worry about medical bills or retirement. Knowing that I will retire comfortably makes it that much better.”

Na’Quelle Davis, Apprentice Wireman
Seattle Local 46



“I studied philosophy in college, but I decided I wanted to work with my hands. I was drawn to the IBEW and apprenticeships in general because they were exactly what I wished college had been. A formal, consistent training and education program that wouldn’t leave me in debt or financially stressed. I’ve never had such thorough training before starting a job.”

Joseph Bass, Retired Journeyman Wireman
Decatur, Ill., Local 146



“My dad was an IBEW member, and a member of the Sac and Fox tribe. My only regret is that I didn’t join the union sooner. I think the word needs to get out to high schools everywhere that joining a trade union is a viable alternative to a costly education. It would be hard to have the quality of life I was able to provide for my wife and son if I had stayed at the company I left when I joined the union. That company is now defunct, but my union pension plan followed me wherever I worked.”

Gregory Geshwilm, Retired Journeyman Wireman
Bloomington, Ill., Local 197



“I was one of 17,000 people laid off by Caterpillar in 1980. I went back to school and earned a bachelor’s degree, but after working various jobs, I still felt I could do better. I started Local 197’s apprenticeship program in 1995. I had a wife and three children, and being able to earn while you learn made it possible. My top-notch instruction and on-the-job experience gave me dignity and allowed me to provide a skilled service to the customer. The good wages and great benefits made me a better provider for my family.”

Amanda Stenman, Apprentice Wireman
Seattle Local 46



“I was working two jobs before I started my apprenticeship in July. I only need one now. It was essential for me to earn while I was going to school, or I would still be at my two old jobs where I was barely making enough to get by. Because of this incredible opportunity, I don’t have to stretch myself thin to provide a good life for me and my amazing 9-year-old son.”

Kevin Castle, Journeyman Lineman/Apprenticeship Director
Columbus, Ohio, Local 71



“Before I started my apprenticeship, I was missing the Marine Corps and I wasn’t happy in college because I missed the challenge and the sense of purpose I had as a Marine. After going to work as a groundman, I found that I loved it and was fascinated by the challenging work the linemen were doing. I decided that being paid well for doing something I love was better than paying for college to learn something I wasn’t sure I wanted to do. The IBEW was the right path for me.”

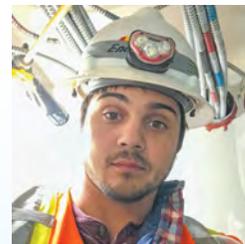
Connor Callahan, Apprentice Wireman
Raleigh, N.C., Local 553



“I graduated from college, but after a few years as a teacher, I needed a change. I come from an IBEW family, and I admire the skill and dedication my father displays in his craft. His good IBEW wages helped put me through college, and I’m proud to put my education to good use in the IBEW.”

“My apprenticeship is preparing me for a long career in this trade, and I look forward to working in solidarity with my brothers and sisters to continuously improve our wages and conditions in the years to come.”

Justin Long, Apprentice Wireman
San Luis Obispo, Calif., Local 639



“I do not believe I could have learned the necessary skills for the electrical industry without the guidance of the IBEW apprenticeship program. Without a professional apprenticeship, working in the electrical industry is extremely dangerous and I would not feel safe on the jobsite without the supervision of a journeyman and classroom instruction. My apprenticeship is my ticket to the middle class.”

whether it's on the job or in the union hall. I'm proud to be a product of a brotherhood that's provided for my family and pushed me to be the best at what I do, and I know so many of you are as well."

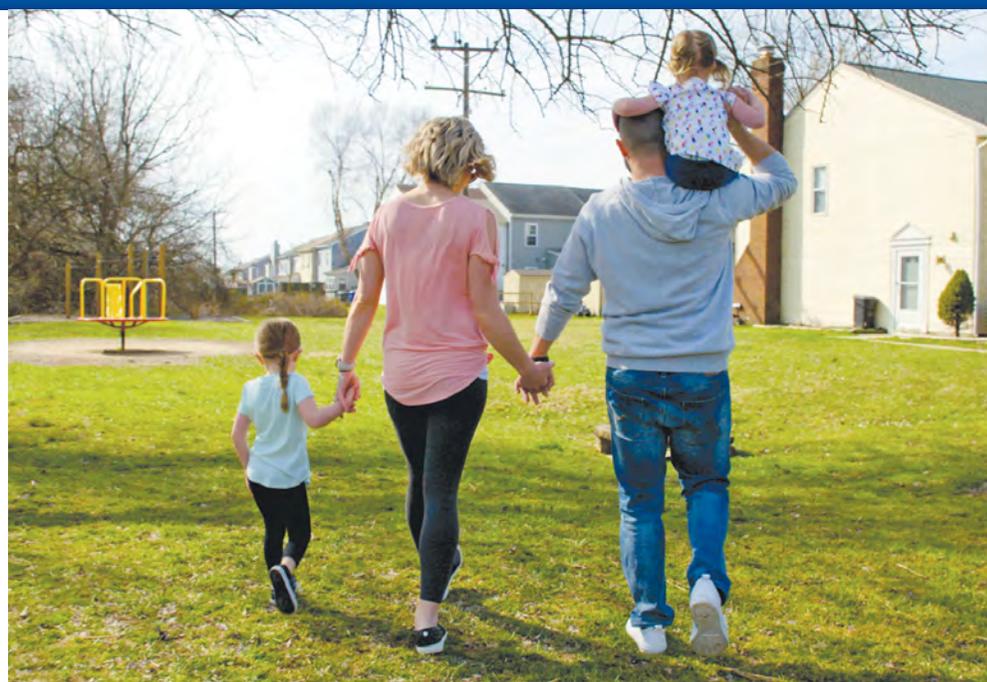
The pages in this issue are filled with just a few of the responses pulled from the thousands we received, but they're stories of veterans and college students, IBEW sons and daughters as well as people who had no connections but came in search of a career to provide for their families. They're young people just starting out and retirees looking back on long, successful lives — even a few members embarking on second and third careers.

But they all have one thing in common: their membership in the IBEW and the training they received set them up for success and gave them and their families the opportunity for a better life. We hope you'll share your story as well. ■

Share Your Story

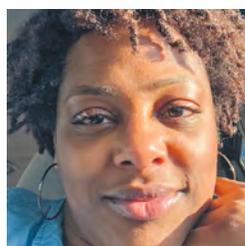
We want to know how your IBEW membership has changed your life. Tell us at [IBEW.org/MyIBEWStory](https://www.ibew.org/MyIBEWStory)

Baltimore Local 24 wireman Rico Albacarys is part of a series of television commercials featuring the power of the IBEW to change lives. His career in the electrical trade allowed him and his wife, Lauren, to purchase a home for their family and gave him a sense of purpose on the job.



Shamika Baker, Apprentice Wireman

Brockton, Mass., Local 223



"I was an associate at an Amazon warehouse, working the night shift for two years so I could be home during the day for my five children. As they got older, my husband and I decided it was time to find something more substantial. I was apprehensive about applying for Local 223's apprenticeship program, but I was encouraged by family, friends and other women to go for it.

"I am so thankful I did. I've always had an interest in electrical work and looked at another training program, but decided against it after doing my research. I am in my second year and I couldn't imagine getting this level of teaching expertise anywhere else. Being able to earn a living while doing so is extremely important to me. I could not afford to go without an income with those children still at home. I have gone from working a mindless job for \$15 an hour to one where I solve problems and am mentally challenged. There are not many opportunities like this for upward mobility and a significant pay increase."

David Terwilleger, Journeyman Wireman/Training Director

Austin, Texas, Local 520



"Because of the IBEW, I was able to support my family and look forward to a time when I would be able to comfortably retire and not rely on others to support me. The opportunity to advance in the trade was important too. In fact, the most valuable aspect of being an electrician in a trade union is the freedom to manage my career any way I want. For those who like independence and the feeling of control over your destiny, look

into an apprenticeship."

Lee Clancy, Operations Foreman

St. Paul, Minn., Local 23



"I did well in high school and enrolled in college because that's what you were supposed to do. But college wasn't a good fit for me, so I decided to take a different path. Who wants to take out loans for classes that don't seem relevant?"

"I enrolled in an IBEW limited energy installer apprenticeship, and that was a good start, but I decided to go into nuclear energy and completed a plant attendant apprenticeship too. The IBEW and its apprenticeships are the difference between me working dead-end jobs and solidly rooting my family into the middle class."

Chris Brown, Journeyman Wireman

Lansing, Mich., Local 665



"I'm a U.S. Marine Corps veteran. I left active duty in 2005 after 13 years of service. I bounced around, job to job, always being told, 'Thank you for your service, but we don't have any room.' When I started my IBEW apprenticeship in 2012, they told me they were honored to bring more veterans on board. I've been a journeyman wireman for two years now. The skills and benefits have allowed me to help put my daughter through college. I'm able to put my 8-year-old son in a stellar hockey program. I'm no longer struggling with bills and have a great benefits package, and I'm no longer worried about retirement or the future."

Jacqueline Darnell, Journeyman Wireman

Gary and Hammond, Ind., Local 697



"I worked in insurance and retail before I joined the IBEW in 2013. I'd seen advertisements for colleges to train people to be electricians, but why would I pay someone to teach me when I could work and earn money while being trained? During my apprenticeship, I got pregnant with my son, who is now 4. But we had nothing to worry about because I had excellent health insurance and wages to handle expenses. No one

can put a price on that kind of peace of mind."

Matthew Schlei, Journeyman Wireman

Milwaukee Local 494



"I grew up in Milwaukee and topped out there, but when it started getting cold that year, I looked on the job boards for someplace warm. Honolulu Local 1186 had open calls, so I left Wisconsin on a Thursday and by Monday, I was working on the balcony of a high-end condo with whales jumping out of the ocean right in front of me. It's 12 years later, and I never left Hawaii. Last year I transitioned from the field to the office doing BIM electrical 3D modeling. The IBEW gave me the skills and freedom to live and work where I choose and the upward mobility to shape my career with new technology."

For more IBEW stories, visit [IBEW.org/Media-Center](https://www.ibew.org/Media-Center)

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Canadian Government Offers a Boost to IBEW Apprenticeships

Kitchener, Ontario, Local 804 is getting some help from the federal government in the form of approximately \$5.5 million for its pre-apprenticeship program.

“This is a fantastic achievement,” said Local 804 Business Manager Mark Watson. “To have the federal government support our proposal shows the confidence they have in us and recognizes the IBEW as a premier venue to train the workers of tomorrow.”

The funding comes from the Union Training and Innovation Program via two streams: the Investments in Training Equipment Stream, which the local used to purchase two elevated work platforms; and the Innovation in Apprenticeship Stream, which included the development of an online training platform to supplement the other aspects of the curriculum.

Local 804 is also using the funding to reach out to traditionally underrepresented groups like women, indigenous people and military veterans.

“In order to diversify our workforce and meet future demands we all need to play an active role,” Watson said. “This program removes many of the barriers that prevent potential applicants from beginning their career in the electrical trade.”

The goal is to train at least 20% of individuals from those communities, a target the local achieved with its first cohort earlier this year, said business representative Dave Graham.

“We’ve been actively reaching out to the key groups in our area, and we’re promoting it on social media and our website as well,” Graham said. “We’re happy to have met our targets with our first cohort and it’s our intention to keep improving our outreach.”

The 1,100-member local had a pre-apprenticeship program before, but it was only able to offer essential training and on a smaller scale, Watson said. It also helped them develop the proposal for the federal funding.

“We had the ideas and the motivation, but we were missing the funding to bring everything together,” Watson said. “This program is a game changer for us.”

The funding, which started in February and will run through 2024, is being used to pay for two full-time instructors and administrative staff as well as teaching materials, including online resources, Graham said. The first group of 16, started in June and went through 10 weeks of in-class training and a 16-week job placement.

Graham says there are two main components to a successful pre-apprenticeship program: training — safety and trade-related hands on experience — and employment.

“Without the employment at the end of the program, we would be wasting everyone’s time,” Graham said. “Through the support from the Electrical Contractors Association of Ontario, we are able to guarantee the success of our program.”

Local 804 will train a total of 240 apprentices. Graham says they had 108 applicants for their second cohort, which began on Oct. 7.

“We always had this vision of where we would like our local to go, but without this funding it may never have happened,” Graham said.

Nine other locals received funding as well: Hamilton, Ontario, Local 105; Vancouver, British Columbia, Local 213 via its Electrical Joint Training Committee; the Western Joint Electrical Training Society, which includes Victoria, British Columbia, Local 230; Edmonton, Alberta, Local 424 and its Electrical Joint Industry

Training Committee; Halifax, Nova Scotia, Local 625; Kamloops, British Columbia, Local 993 and Nelson, British Columbia, Local 1003; Regina, Saskatchewan, Local 2038 and Winnipeg, Manitoba, Local 2085.

The Union Training and Innovation Program provides \$25 million annually to support union-based apprenticeship training, innovation and enhanced partnerships in the Red Seal trades.

“This investment is wonderful news for the Waterloo region community and will unlock opportunities for underrepresented groups to participate more fully in the skilled trades,” said Raj Saini, Member of Parliament for Kitchener Cen-



tre. “Supporting the skilled trades through investments in apprenticeship training will help everyone in our community compete, succeed and thrive in a rapidly changing economy.” ■

Kitchener, Ontario, Local 804 graduated its first class of pre-apprentices earlier this year, thanks in large part to funding provided by the federal government.

Le gouvernement canadien offre de meilleures occasions pour les programmes d'apprentissage de la FIOE

Le local 804 situé à Kitchener en Ontario va recevoir de l'aide du gouvernement fédéral sous forme d'environ 5,5 millions de dollars pour son programme de préapprentissage.

«C'est une excellente réalisation,» dit le gérant d'affaires Mark Watson du local 804. «D'avoir le gouvernement fédéral appuyer notre proposition, démontre leur confiance en nous et reconnaît que la FIOE est un endroit privilégié pour former les travailleurs et les travailleuses de demain.»

Le financement provient de deux volets du Programme pour la formation et l'innovation en milieu syndical : le premier volet offre un soutien financier pour l'achat d'équipement, le local l'a utilisé pour s'acheter deux plateformes élévatrices de travail, et le deuxième volet appuie les façons novatrices en matière de formation, qui inclue une plateforme pour développer une formation en ligne pour venir compléter les autres aspects du programme.

Le local 804 utilise également le financement pour faire appel aux autres groupes traditionnellement sous-représentés, tels que : les femmes, la population autochtone et les anciens combattants des forces armées.

«Pour être en mesure de diversifier notre main-d'œuvre et de répondre aux besoins futurs, nous devons tous jouer un rôle actif,» ajoute Watson. «Ce pro-

gramme élimine plusieurs de ces barrières qui empêchent les candidats potentiels et les candidates potentielles de commencer leur carrière dans l'industrie de la construction.»

Le but est de former au moins 20 % de ces individus faisant partie de ces communautés, un objectif atteint par le local avec sa première cohorte plus tôt cette année, dit l'Agent d'affaires Dave Graham.

«Nous avons pris une part active pour aller chercher les groupes clés dans notre région, et nous faisons la promotion sur les réseaux sociaux ainsi que sur notre site Web,» exprime Graham.

«Nous sommes heureux d'avoir atteint notre objectif avec la première cohorte et nous avons l'intention de continuer à améliorer nos efforts.»

Le local de 1100 membres avait déjà un programme de préapprentissage, cependant ce dernier offrait une formation étant essentielle sur une plus petite échelle, mentionne Watson. Ceci leur a également permis de développer la proposition en vue d'obtenir le financement du gouvernement fédéral.

«On avait les idées et la motivation, mais il manquait le financement pour en faire une réalité,» dit Watson. «Ce Programme nous a changé la donne.»

Le financement a commencé en février et durera jusqu'à 2024, le local

l'utilise pour verser un salaire à deux formateurs et pour le personnel administratif ainsi que pour l'achat de matériel pédagogique, y compris des ressources en ligne, dit Graham. Le premier groupe de 16 personnes a commencé en juin, il a suivi 10 semaines de cours théorique et 16 semaines de placement en emploi.

Graham nous faire part qu'il y a deux parties principales pour assurer la réussite du programme de préapprentissage : formation — la sécurité et l'expérience pratique en lien avec le métier — et l'emploi.

«Sans l'emploi à la fin du programme, nous perdons le temps à tout le monde,» dit Graham. «Grâce à l'appui du *Electrical Contractors Associations of Ontario*, nous sommes en mesure de garantir le succès de notre programme.»

Le local 804 va former 240 apprentis et apprenties au total. Pour la deuxième cohorte, Graham dit qu'ils ont reçu la demande de 108 candidats et candidates pour suivre la formation, qui a commencé le 7 octobre.

«On a toujours eu une vision claire de l'objectif de notre local, mais sans ce financement cela n'aurait pas été possible,» exprime Graham.

Neuf autres locaux ont également reçu un financement, y compris : le local 105 de Hamilton en Ontario, le local 213 de Vancouver en Colombie-Bri-

tannique via leur comité conjoint sur la formation en électricité, le *Western Joint Electrical Training Society* qui inclut le local 230 à Victoria en Colombie-Britannique, le local 625 à Halifax en Nouvelle-Écosse, le local 993 à Kamloops en Colombie-Britannique et le local 1003 à Nelson en Colombie-Britannique, le local 424 en Alberta à Edmonton et son comité conjoint sur la formation en électricité, le local 2038 à Regina en Saskatchewan et le local 2085 à Winnipeg au Manitoba.

Le Programme pour la formation et l'innovation en milieu syndical donne 25 millions de dollars par année pour appuyer les formations en apprentissage en milieu syndical, accroître l'innovation et renforcer les partenariats dans les métiers désignés Sceau rouge.

«Cet investissement est une merveilleuse nouvelle pour la communauté dans la région de Waterloo et va débloquer des occasions pour les groupes sous-représentés afin de leur permettre une participation active dans les métiers spécialisés,» dit le député Raj Saini de Kitchener-Centre. «D'appuyer les métiers spécialisés grâce à des investissements dans les formations en apprentissage va permettre à tout le monde dans la communauté à prendre leur place, de réussir et de prospérer dans une économie en rapide évolution.» ■

CIRCUITS

Sign Modernization Upgrades Manhattan Commute

It's Monday morning, and you're running late for your early train to the city. You break a sweat sprinting for the platform, but you look up and relax. A large overhead electronic sign tells you you've made it with a few minutes to spare.

For Metro-North commuters, new signage providing critical real-time information is helping to ease the stress of travel, and it's thanks to the hard work of IBEW electricians from New York-area railroad locals.

"The [Metropolitan Transportation Authority] used to have these hard-wired signs that didn't provide a lot of information," said New York Local 859 President and Business Manager John Gallagher. "Oftentimes, it was only the date or that trains were in good service."

Through the first half of 2019, Local 859 members — along with members of New York Local 817 and New Haven, Conn., Local 747 — removed the outdated variable message signs at dozens of stations serving the various Metro-North lines.

The new, modernized signs use bright gold LEDs to display a wealth of useful information, such as the scheduled and actual arrival times of the station's next three trains, plus those trains' destinations and designated arrival track. The signs receive their display data wirelessly, thanks to hardware also expertly installed by IBEW members.

"They might not have a formal Code of Excellence agreement in place, but you can see how the Code's values have an influence on how our members get the job done for the MTA," said Railroad Department Director William Bohné. "Their work is helping tens of thousands of transit riders get into Manhattan safely and efficiently every day of the week."

The upgraded signs provide those commuters with clear access to reliable and often crucial Metro-North train schedule information on rail platforms and in station lobbies, Bohné said.

"This upgrade was long overdue," said Gallagher, noting that it was just one component of the MTA's \$56 million "Way Ahead" plan to modernize the Metro-North railroad's facilities as well as its



New York Local 859 member Bill McVinua inspects a newly placed overhead message sign at Metro-North's Mamaroneck Station.

security and customer service systems. Some of Metro-North's tracks and stations can trace their origins back to the late 1800s; in 1983, the MTA created Metro-North out of the former Conrail system.

For residents of some of New York City's far-flung suburbs, access to convenient and reliable rail travel often means the difference between sitting and relaxing on a train trip to Manhattan versus clenching a steering wheel and fighting your way to and through New York City's famous gridlock.

In 2017, Metro-North carried a record 86.5 million customers. Keeping this massive volume of paying customers happy — and loyal — was obviously critical for the MTA, and the agency knew it could count on the IBEW to quickly and efficiently get the 21st century signage installed. The agency turned out to be correct, of course: These union electricians finished the upgrades within six months.

"We were able to fit it in with our other work," said Gallagher, who noted the team maintains station public address systems, too. "We work out of the radio shop, so we work on all of that stuff."

Going forward, IBEW members will continue to maintain the signs, keeping a closer eye on the ones installed outdoors that are vulnerable to damage from vandalism and exposure to the northeastern U.S.'s brutal winters.

So far, rail customers seem pleased with the results of the work, Gallagher said. "They're getting a lot more relevant information than before," he said. "When they're not happy, they're not afraid to say so." ■

Best Doctors Makes Getting a Second Opinion Easy

The wife of an IBEW member scheduled an appointment to have her doctor check out what was causing her searing knee pain. After an examination and an MRI, her doctor diagnosed a torn ligament and prescribed surgery to fix it.

Dreading weeks of painful rehabilitation, the IBEW spouse decided to seek a second opinion. And to get one, all she had to do was make a phone call, because her husband's Family Medical Care Plan benefit through the IBEW provided access to the Best Doctors program.

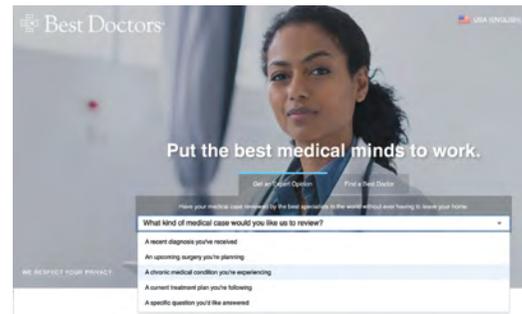
Via Best Doctors' Expert Medical Opinion service, the woman's case was referred to one of the world's top specialists — in this instance, the head of orthopedics at Boston's Tufts Medical Center. That doctor determined that rather than a tear, the woman's pain was being caused by early onset arthritis, so he prescribed a combination of an over-the-counter anti-inflammatory medication and a weight-loss program instead of surgery.

"When you've got important medical decisions to make, you've got to be completely con-

fidant that you're making the right ones," said International Secretary-Treasurer Kenneth W. Cooper, whose role includes oversight of the FMCP. "Best Doctors is one of the services we provide that helps deliver that confidence to participating members."

About 180 IBEW local unions, in conjunction with their associated National Electrical Contractors Association chapters or other employers, so far have signed up to take part in the FMCP. Nearly 42,000 IBEW members are covered by the plan — a figure that more than doubles when factoring in members' dependents.

"As more and more locals sign up, the plan gets stronger, and that allows us to reduce costs to continue to add services like Best Doctors," Cooper said. "We're not-for-profit and we don't have the advertising or overhead of traditional insurers, so while overall health care costs in the U.S. have gone up 21% since 2007, FMCP's are up just less than 5%."



The FMCP's Best Doctors program offers free services conveniently available via the web or over the phone.

Best Doctors is one of the free services available to FMCP's PPO participants. The program connects patients with a network of nearly 50,000 top medical experts representing more than 450 specialties. With the Expert Medical Opinion service, these doctors access the patient's relevant case information and then prepare an easy-to-understand confidential report containing their findings and advice.

"Statistically, about a third of recommended surgeries end up not being necessary," said FMCP Executive Director Lawrence Bradley. "So, it can be prudent to consult another doctor and get a second opinion if you feel you could use one."

A Best Doctors specialist could end up supporting the original conclusions of the patient's physician or offering alternatives. Either way, the final decision about the next course of action is always left to the patient.

Best Doctors has been an FMCP benefit since the IBEW launched the health care plan in 2006, Bradley said. Since then, dozens of members and their families have taken advantage of the Expert Medical Opinion service with diagnoses changing for about 80% and treatment changing for 89%.

"Most family practice doctors spend the bulk of their days seeing patients," Bradley said. "That's not to knock their training or experience, but the specialists working with Best Doctors have the luxury of time to stay on top of the latest research and treatments." These specialists can't put themselves on the list, he noted; they have to be nominated by their peers.

The Best Doctors benefit also includes:

- Critical Care Support, where patients get a specialist's quick guidance on serious situations or illnesses — even from the emergency room, if necessary.
- Ask the Expert helps answer patients' questions about a diagnosis or treatment.
- Find a Best Doctor searches nearby and available in-network doctors and selects someone who can best meet a patient's needs.
- Treatment Decision Support provides patients with access to resources that help explain their conditions and treatments.
- Behavioral Health Navigator is a relatively new program similar to Expert Medical Opinion that can review cases dealing with mental health concerns.

Contact with Best Doctors services is handled confidentially over the phone or via the internet, Bradley said. "You can get access to their advice without having to travel anywhere."

"The FMCP is an attractive health insurance option for companies and signatory contractors looking to offer IBEW members and their families high-quality coverage at affordable prices," Cooper said. The plan usually matches — and often surpasses — comparable coverage available from employer-provided insurance plans, he said. "Both sides can come away from the bargaining table happy."

Local unions and employers interested in getting a quote for FMCP coverage can visit nifmcp.com or contact the plan at (301) 556-4300. Plan participants can stay informed on the latest FMCP news by subscribing to the plan's newsletter via nifmcp.com. ■

Local 351's Cosner Receives Prestigious New Jersey Labor Award



Dan Cosner

be the right fit for him.

At one of his first meetings after becoming a member of Camden, N.J., Local 439, Cosner was struck by how an executive board member settled the crowd down and brought an animated discussion about a contentious issue under control.

"When that guy stood up, he kind of quelled the whole room," he said. "I

thought wow, I wanted to be that guy. I thought it was pretty cool."

Local 439 was amalgamated into Folsom, N.J., Local 351 in 1994 and Cosner ran for a spot on the executive board soon afterwards — and lost.

It was to be the last election he'd lose. He was hired as a business agent in 2001 and recently began his second term as Local 351's business manager. He received another honor earlier this year, when labor leaders across southern New Jersey named him the recipient of the George E. Norcross, Jr. Humanitarian Award.

The award, named after the legendary labor and community leader in the Garden State, is awarded by the Southern New Jersey Central Labor Council as part of its Peter J. McGuire Labor Day celebration. Norcross Jr., who died in 1998, is the father of U.S. Rep. Donald Norcross, a former Local 351 business agent and the only IBEW member in Congress. The younger Norcross received the award in 2013.

McGuire founded the United Brotherhood of Carpenters and lived in Camden for much of his adult life. He was co-founder of the American Federation of Labor with Samuel Gompers and is credited by many labor historians for coming up with the idea for Labor Day. President Grover Cleveland signed legislation to make Labor Day a federal holiday in 1894.

Cosner has been president of the Southern New Jersey Building Trades Council since 2013. Council members, along with other labor leaders, have chosen the award's annual recipient since 1996.

"My heart is with the IBEW but the building trades are part of my family, too," Cosner said. "That's what made it so important to me. The people I work with to make this a better place selected me for this award."

Third District International Vice President Mike Welsh said Cosner is deserving, noting that he's "so respected in the communities down there and has been for a long time."

"Dan is so full of energy," Welsh said. "He's willing to try new and innovative things. He's always there to help when you call on him."

Cosner, 51, has had numerous leadership roles in his local union and in the community and Welsh said he's built connections that have proven helpful to his members and the rest of the IBEW.

"He's very politically active," Welsh said. "It's truly in his blood. Dan always has a smile on his face and says things are great, even when you know he might be worn down a little bit."

Cosner's father, Ray, retired at 55 because of his IBEW pension and savings. He and his wife, Ruth, celebrated with their son when he received the honor. So did Dan's wife, Denise, who is a journeyman wireman and a Local 351 member, along with the couple's two children.

"My dad was able to provide for us and my mom was able to stay home with me," he said. "That's why I went into this. I saw the upbringing I had was great. That was because my dad's wages and benefits were great." ■

THE FRONT LINE: POLITICS & JOBS

IBEW Supports Nuclear Powers America Act

In an age of shrinking bipartisanship and climbing global temperatures, the Nuclear Powers America Act might just be the bipartisan legislation the country needs to cleanly and reliably power future generations.

"The challenges we face in terms of the climate and the security and reliability of our energy grid go beyond political persuasions because they will impact us all, and the Nuclear Powers America Act is a strong example of finding a common sense solution that works for Democrats, Republicans, environmentalists and everyone else who cares about clean energy production," said International President Lonnie R. Stephenson.

The bill, introduced in April, calls for providing existing nuclear power plants with an investment tax credit, modeled after credits for other forms of clean energy like wind, geothermal and fuel cell.

While nuclear supplies 20% of the nation's electric generation — and 55% of the country's clean energy — many plants have become economically uncompetitive and are facing early closure. An analysis by the Union of Concerned Scientists found that more than one-third of existing plants — 22% of total nuclear capacity — are unprofitable or scheduled to close.

Renewables like solar are growing rapidly but still account for only 2% of total generation. By contrast, nuclear reactors generate roughly 10 times that amount.

Climate change is receiving more and more attention, groups from all sides of the political spectrum are supporting nuclear power as part of the carbon-free clean energy mix needed to fend off the worst parts of a warming planet.

bon-free, baseload electricity," said Senator Ben Cardin of Maryland, an original co-sponsor along with Sen. Kevin Cramer of North Dakota. "It is imperative that we keep these reactors operating — safely — while we continue to work on demand reduction, renewables, energy storage, and transmission grid resiliency."

New York, Illinois and Ohio have passed similar legislation to provide zero emissions tax credits to help plants in their respective states.

Many nuclear plants are the economic backbones of their communities, including in rural areas. Each facility employs between 400 and 700 people at wages well above the minimum wage. They also provide funding for community services like schools, infrastructure and law enforcement.

The IBEW is the largest union working in nuclear energy, with nearly 15,000 members working full-time in more than 55 facilities. Thousands more rotate through the plants performing maintenance and refueling support.

Members are encouraged to contact their representative in the House as well as their senators and urge them to support the Nuclear Powers America Act (H.R. 2314 / S. 1134). ■

Anti-Worker Lawyer Eugene Scalia Confirmed as Labor Secretary

After decades spent attacking the rights of workers struggling for justice and safety on the job, corporate lawyer Eugene Scalia took the helm of the U.S. Labor Department in late September.

Scalia, son of the late Supreme Court Justice Antonin Scalia, sailed through a GOP-controlled hearing and was confirmed a week later by the full Senate despite unanimous opposition from Democrats.

"If there's one consistent pattern in Mr. Scalia's long career, it's hostility to the very workers he would

be charged with protecting, and the very laws he would be charged with enforcing if he were confirmed," said Sen. Patty Murray of Washington, ranking member of the Health, Education, Labor and Pensions Committee.

Scalia replaces Alex Acosta, who resigned in July amid controversy related to his earlier career as a federal prosecutor.

"Although we opposed Mr. Scalia's confirmation in the strongest possible terms, we are committed to working with him and Department of Labor staff, as always, in the best interests of our members and all workers," International Presi-



Anti-union lawyer and new U.S. Labor Secretary Eugene Scalia testifies at his confirmation hearing Sept. 19.

dent Lonnie R. Stephenson said. "At the same time, we have no illusions about how difficult that is at a time when federal agencies, boards and the courts are increasingly stacked against working people."

As a partner at Washington, D.C.-based Gibson, Dunn & Crutcher, Scalia built a reputation for helping business clients run roughshod over employees. Early in his career he led the U.S. Chamber of Commerce's battle against ergonomic rules in the late 1990s.

The DOL spent years developing the rules to reduce crippling injuries and illnesses brought on by repetitive motion at poorly designed worksites, from poultry plants and assembly lines to call centers.

"Scalia ridiculed the extensive science underlying the rules as 'junk science; and 'quackery' and suggested that unions supported the rules as a ploy to increase membership," the Economic Policy Institute reported in a summary of Scalia's key cases.

His views opposing worker health and safety protections were considered so extreme that senators blocked his 2001 nomination to serve as U.S. solicitor of labor, the official charged with enforcing the nation's labor laws. Scalia got the job anyway, serving temporarily after President George W. Bush installed him through a recess appointment.

Scalia's anti-worker résumé also includes:

- Fighting rules opposed by delivery company UPS that would have required employers to pay for their workers' protective safety equipment.
- Getting the Nevada Supreme Court to overturn a lower court ruling that let casino workers keep their tips instead of sharing them with supervisors.
- Unsuccessfully fighting OSHA charges against SeaWorld after a whale killed its trainer during a performance.
- Prevailing for Wal-Mart against a Maryland law requiring that companies with more than 10,000 employees make small contributions toward their workers' health care.

More broadly, Scalia has a long history undermining the economic security of workers and consumers by helping Wall Street fight financial oversight.

"His advocacy has come at the expense of investors, consumers, the entire financial system, and all hardworking Americans and taxpayers, who had to bail out Wall Street during the 2008 crash," the organization Better Markets said. "The financial system today is more fragile and financial crashes are more likely as a result of the clients he chose, the arguments he

advanced, and the tactics he used."

The AFL-CIO was more blunt, suggesting the appeal of Scalia's qualifications to a Senate majority that values corporations over people:

"After spending a lifetime attacking the rights and dignity of working people, Scalia is ready for another chance to ruthlessly advance corporate interests. His specialties include eroding labor rights, unraveling consumer protections, endangering Americans' retirement security and blaming workers for their own deaths." ■

Landmark California Law Offers New Protections, Greater Economic Security for Misclassified Workers

A groundbreaking California law that IBEW members fought for will extend job rights and benefits to hundreds of thousands of workers long misclassified by employers as independent contractors.

"This bill gives millions of workers basic protections and fundamental rights in the workplace," Ninth District International Vice President John O'Rourke said. "This is a huge victory for all working people in California. I hope it sets the stage for the adoption of similar legislation across the country."

Gov. Gavin Newsom signed the bill Sept. 18, a week after it passed with unanimous support from Assembly and Senate Democrats, and none from Republicans. The law goes into effect in 2020.

"Today, we are disrupting the status quo and taking a bold step forward to rebuild our middle class and reshape the future of workers as we know it," said Assemblywoman Lorena Gonzalez, the bill's author.

"Working Californians who have been kept off payroll as employees will gain access to basic labor rights for the first time, including rights to minimum wage, overtime, unemployment insurance, workers' compensation, paid sick days, paid family leave, workplace protections against harassment and retaliation, and the right to form or join a union," she said.

While other states have taken steps to address misclassification by extending jobless benefits and workers' comp to independent contractors, California's law is considered the most sweeping action yet. In addition to dealing more broadly with the gig economy, it gives the state and cities the right to override arbitration agreements by suing companies that misclassify workers.

Federally, Democrats in the U.S.

House are taking on the issue through the Payroll Fraud Prevention Act, which had its first hearing in September. "The evidence is clear that misclassification violates workers' rights, damages law-abiding businesses, and increases the burden on taxpayers," said Alma Adams, chair of the Subcommittee on Workforce Protections.

An August ruling by the National Labor Relations Board makes congressional and state action more urgent. The board determined that a medical courier company had, in fact, misclassified workers as independent contractors but ruled that doing so didn't violate labor law. As Law360 reported, "The decision is likely to please the business community."

California's law was on the books less than three weeks later. O'Rourke anticipates that it will open new doors for unions in a way similar to the unexpected effect of last year's U.S. Supreme Court ruling in Janus v. AFSCME.

"What we found out is that Janus has helped us, and I believe this will be another pivotal piece gathering workers together and empowering them to become union members," he said.

Anti-union activists and their billionaire backers expected Janus to break the backs of public employee unions by allowing workers to withhold the fees that cover contract talks, grievances and other costs of direct representation.



Ninth District IVP John O'Rourke, left, with California Gov. Gavin Newsom.

Instead, IBEW locals and other unions in California and nationwide turned the tables, increasing membership by educating workers about the dollars-and-cents value of solidarity and a voice at work.

The new law largely affects workers employed by contractors in California's \$400-billion tech industry and by gig-economy companies such as Uber, Lyft and DoorDash. Taxi drivers, translators, medical workers and others wrongly classified in more traditional jobs will also benefit, although many industries won exemptions from the law or delays in adhering to it.

For IBEW members, O'Rourke expects the law to make it harder for construction companies to drive down wages by treating nonunion electricians as independent contractors.

Gonzalez said misclassifying workers has become an "illegal business model" that undermines the state's safety net for workers as well as fair competition with law-abiding companies. The California Division of Labor estimates the practice costs taxpayers \$7 billion a year through lost payroll tax revenue.



Credit: Creative Commons / Flickr user Tennessee Valley Authority

The Nuclear Powers America Act aims to prevent economically suffering plants from shutting down prematurely, allowing them to continue supplying reliable, clean energy.

"The world probably can't solve climate change without nuclear power," wrote Eric Holthaus in Grist, an online climate change and sustainability publication.

Nuclear is the most reliable source of electric generation in the country, producing energy 24 hours a day, 365 days a year. It would take more than 800 wind turbines at a cost of \$1.3 billion, or 15.8 million solar panels at a cost of more than \$6 billion, to replace a single nuclear reactor, according to a Third Way analysis done for Axios.

"Our fleet of commercial nuclear reactors provides a crucial source of car-

The law codifies and clarifies a unanimous 2018 ruling by the state Supreme Court against a national package delivery company. The employer, Dynamex, reclassified drivers as independent contractors, requiring them to use their own vehicles and pay out of pocket for gas and related expenses.

The court set a strict test to determine a workers' employment status, which is now part of the law. In effect, workers are regular employees if their tasks are subject to a company's control and are central to its business.

The Los Angeles Times described it this way: "A solo plumber with his own company who is hired by a bakery to fix a leak can be an independent contractor. But a plumber working regularly for a plumbing company and sent out on jobs must be an employee."

Uber and other major gig-economy employers lost their fight to be exempted from the law, and are now seeking a ballot initiative in 2020. It is expected to ask voters to create a new category of workers who would be independent but qualify for some benefits and a guaranteed minimum wage.

Newsom said he plans to bring together leaders from the Legislature, labor movement and business community to "support innovation and a more inclusive economy by stepping in where the federal government has fallen short and granting workers excluded from the National Labor Relations Act the right to organize and collectively bargain."

His signing statement indicated that doing so is urgent.

"The hollowing out of our middle class has been 40 years in the making and the need to create lasting economic security for our workforce demands action," he said. "Assembly Bill 5 is an important step. A next step is creating pathways for more workers to form a union, collectively bargain to earn more and have a stronger voice at work." ■

Massachusetts, Rhode Island Back Public Employee Unions in Post-Janus World

Massachusetts and Rhode Island lawmakers took decisive action to lessen the impact of last year's U.S. Supreme Court decision in *Janus v. AFSCME*. The new laws provide greater protections for unions and their members, and it's thanks, in no small part, to IBEW efforts.

In Massachusetts, both the House and Senate overrode Gov. Charlie Baker's veto of a bill that allows unions to collect "reasonable fees," such as charging non-members for representation during arbitration and grievance hearings. The vote was 154-1 in the House and 39-1 in the Senate. The House and Senate had passed the bill last summer.

Federal law requires unions to provide those services to workers covered by a collective bargaining agreement even if they refuse to join the local union. But until this year, no state has moved to eliminate

nonmembers' ability to free-ride on the services paid for by members of the union.

Among those voting "yes" was Sen. Paul Feeney, a member of Boston Local 2222, who called it "our best solution post-Janus."

Similar legislation was passed in Rhode Island, giving unions and their members there more avenues to deal with the Janus decision. That 5-4 ruling, which reversed more than 40 years of precedent, allows public-sector workers to opt out of paying union dues, even when they benefit from a collectively bargained contract.

IBEW members pushed hard for the change in Massachusetts. In 2018, Boston Local 103 withheld its traditional contributions to General Assembly members, most of them Democratic House members. The Democrat-dominated House failed to act on the post-Janus fix last year, Business Manager Lou Antonellis said, and it left many in labor frustrated.

Local 103 has about 1,000 members



Rhode Island Gov. Gina Raimondo signed a law helping unions post-Janus. Her Massachusetts counterpart Gov. Charlie Baker had his veto overridden.

Credit: Creative Commons / Flickr user A.Pliucci

employed in the public sector, Antonellis said. All of them remained dues payers following the Janus decision, but many members were disappointed by the House's inaction on a variety of issues important to unions, even though organized labor is a major donor to most Democratic members, he said.

"Our frustration with the Legisla-

ture wasn't just born in one day," Antonellis said. "Our members have been very frustrated with politics as usual. Going down the same roads and expecting different results got old, and we certainly felt like we got their attention when we withheld \$200,000 in donations. We were really at an all-time high frustration level with the people who are supposed to be our friends, the Democrats in the House."

The "reasonable fee" legislation also strengthens union leaders' right to meet with newly hired employees and to speak with other employees during breaks at work, and it allows union officials to communicate with members via public email accounts. Those emails are exempt from the state's public records laws.

Antonellis said Local 103 also wanted to stand in unity with the rest of the state's labor community, particularly with public-sector unions hit hardest by the Janus decision. The Second District staff also was active in contacting legislators urging them to support the bill, led by

International Representative Ed Starr.

"The fees that unions lost from Janus were a significant amount," Antonellis said. "We made a point to get out in front of it because we knew what was at stake. We had to go back and almost do a re-organization drive after Janus, but we felt like our membership was well educated and they knew what was at stake."

"The Janus decision was looked at as a blow," House Speaker Robert DeLeo told the Boston Globe. "We wanted to send a message here in Massachusetts in response to that decision."

Rhode Island's law similarly allows public employee unions to assess non-members "a reasonable charge" when representing them in grievance and arbitration hearings. A second new law requires state and local government agencies to immediately inform public employee unions of new hires so the unions can educate them in a timely fashion about the benefits of membership. Both bills were signed into law by Gov. Gina Raimondo in July. ■

ORGANIZING WIRE

FMCP Aids Organizing Success for Utility Electricians in 'Right-to-Work' Texas

The IBEW's Family Medical Care Plan is more than just a health insurance plan; it's also a surprisingly effective organizing tool.

That revelation came to Houston Local 66 Business Manager Greg Lucero after a handful of his bargaining units adopted the plan in 2014, and it's been proven over and over in the years since.

"Once our bargaining unit folks started walking the plants saying, 'Look at the insurance I've got; look how good our insurance is,' people started noticing," Lucero said. "Employees want it when they hear what we've got."

The FMCP's mission is to provide high quality and affordable medical care coverage to electrical workers and their families. But during organizing drives and contract negotiations, many employers find the plan's competitive costs and low overhead to be alluring bonuses.

"If your local isn't using the FMCP to help organize workplaces and expand our membership and market share, then you're missing out on a big opportunity," said International Secretary-Treasurer Kenneth W. Cooper, whose duties include oversight of the plan.

Introduced in 2006, the FMCP now covers 100,000 IBEW members and dependents from 180 locals with health insurance that's equal to — and often better than — company-offered plans.

"But that's still just a fraction of our membership," Cooper said. "I'm happy with the FMCP's steady growth over the last 13 years, but for a plan that has so much potential, I feel like it should be growing even faster."

Local 66, which represents nearly 4,300 outside line, utility and telephone workers across central Texas, is doing its part to help the plan expand.

Health benefits had become a sticking point a few years ago as Local 66 bargained for a first contract with CenterPoint, a natural gas and electric utility serving more than 7 million customers in Texas and seven other states. "Their guy said, 'If you think you can do better, then do better,'" Lucero recalled.

So, he did just that, turning to the International Secretary-Treasurer and FMCP to help cool things down. "We got a quote from FMCP and showed we could save the company over \$5 million," Lucero said.

And it worked. CenterPoint employees in Texas joined the FMCP in early 2014, just about the same time that another opportunity was arising for Local 66 to organize workers — this time at the South Texas Project nuclear plant near Bay City. Again, the local demonstrated how the FMCP clearly could cover the plant's employees and retirees while saving its owners — NRG and the cities of San Antonio and Austin — nearly a quarter-million dollars a year. STP signed its workers to the plan that May.

"With some of my existing units, they can't say enough good things about the benefit," Lucero said. "Everybody finds out that the people at FMCP are great people to work with."

That high level of satisfaction with the union's medical plan is helping Local 66 with internal organizing, too. Within the last couple of years, about 70 additional workers — in STP's maintenance supervisor and senior reactor operator groups — have moved most of the way through the process of joining the IBEW.



Two CenterPoint Energy service area assistants pose with Houston Local 66 President Barry Grounds. The FMCP proved useful in helping to bring the group into the IBEW.

Meanwhile, Local 66 is in active negotiations with an impressive 16 additional groups at the nuclear plant, ranging from tech support and maintenance to chemistry and environmental technology. Should these talks prove successful, more than 200 additional workers could be brought into the union.

The FMCP also can help the IBEW retain members in addition to organizing them. With an average retention rate around 95%, for example, CenterPoint is "all in" when it comes to the union and its health plan, Lucero noted. "Their instructors even call us up when they have a class of new-hires and give us an hour to speak and sign up new members," he said.

In 2015, Local 66 organized workers at Texas-New Mexico Power. The IBEW has a healthy 60% to 70% retention rate with that company, Lucero said, a figure that he expects to improve as workers there grow more accustomed to union representation.

These are no small organizing accomplishments, especially in right-to-work Texas where overall union membership hovers just above 4%. Right-to-work laws require dues-paying union members to share free access to their hard-won representation and benefits with the nonunion employees in their workplace.

"In this state, some places are just anti-'whatever the union wants,'" Lucero said. "[The FMCP] will organize you some people, there's no doubt about it, and I think that's why a lot of companies are afraid of it." They get less afraid once they see how much money the FMCP could save them, he said.

Lately, Local 66 has been touting the FMCP as it combats such fears in an ongoing campaign to organize workers at Pedernales, one of the largest electric cooperatives in Texas.

"The cost of health care keeps going up, up, up," said Cooper. "So, when employers discover the undeniable benefits of the IBEW's health insurance plan, choosing to partner with our union starts to make a lot of sense."

Local unions interested in finding out more about how to get an FMCP quote for members and employers should contact the plan at (301) 556-4300 or visit nifmcp.com. ■

LOCAL LINES

'United We Stand' — Strength in Solidarity

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO — The annual Labor Day parade was Monday, Sept. 2, in St. Louis. IBEW Local 1 was third in the parade route. Some 1,200 members, their families and friends enjoyed the parade and a picnic afterward at Wilmore Park.

Bus. Mgr. Frank Jacobs said: "Labor Day is a day where we give thanks to our forefathers that have given, not just to union workers, but all workers the benefits of their blood, sweat and sacrifices. Without their efforts we wouldn't have what we have today."

Brother Jacobs was elected president of the St. Louis Building Trades Council on Aug. 27. Congratulations to him.

On July 11, the inside journeyman wiremen ratified a three-year contract by a 4-1 margin. Highlights of the contract include:

- Wages on the check \$39.30, \$40.61, \$42.00. Total package of \$66.22, \$68.28, \$70.47. Percentage raises 3.034%, 3.111%, 3.207%.
- 1.5 roll up on vacation and holiday for all overtime.
- Stronger stewards language and increased pay for stewards.
- Two members on pipe language.
- \$75 increase per week for TES pooled unemployment fund. \$75 increase per week income security individual's unemployment fund.
- Increase in benefits and wages for PA's and A apprentices the day they go to school.
- Early retirement at 58 with health care.

We mourn the loss of the following members: Dean Bullington, Frank Meczkowski, Arthur Murphy Jr., Ivan Bullar, Kenneth Sorden, Leon Jonas, Robert Bresnan, Jeffrey Hooker, Joseph Hobbs, Virginia Mabus, Paul Wessels, Charles Peniston, Ronald Jones, Raymond Pusateri, Stanley Richardson, Harry Boland, James Fowler, William Wenger, Ralph Stites, Reginald Morris, Angelo Maltagliati, Patrick McEntee Jr., Angelo Pandolfo, David Mason, Robert Waechter, Carl Crnko Jr., William Sutphen, Donald Corcoran, Mary Woltering, John Thompson and Erina Schuman.

Jan Bresnan, P.S.



UALE Northeast Summer School attendees from IBEW Local 3 and Local 25. From left: Desiree Depay, Michele Kappauf, Erin Sullivan, Lisa Hofman, Michele Maldonado, Diana Cabrera, Heather McHale, Shauna Irving and Rebecca Dallaio.

Women in Unions Attend UALE Leadership Development Class

L.U. 3 (catv, em,govt,i,lctt,mo,o,t&u), NEW YORK, NY — The 44th United Association for Labor Education (UALE) Northeast Summer School for Women in Unions and Worker Organizations saw its largest class yet, with 166 women from the labor movement participating in five days of leadership development hosted by the CUNY School of Labor & Urban Studies and Hofstra University from July 27-31.

This year, Local 3 sent a delegation of eight members led by Erin Sullivan, director of Local 3's Mentorship Program and representative on the IBEW Women's Committee. Local 25 of Long Island sent two sisters, and Local 1820 sent five sisters for the second year in a row.

"It is so great to see the sisters come to summer school and watch them as they begin to experience the magic of it all," Sullivan said.

Attendees also participated in some great workshops such as grievance handling, internal organizing, how to start your own podcast, public speaking and how to successfully navigate non-traditional work.

"The leadership class was by far my favorite," Local 3 maritime intermediate journeyperson Rebecca Dallalio said. "It taught me how important listening plays a role in being a strong leader."

For this year's action project supporting workers in the local area, 166 women jumped on a bus and went to Best Market in East Meadow to stand in

solidarity with workers who are fighting for better working conditions, higher wages and better scheduling since their stores were bought by the German grocery chain Lidl. Union sisters also helped make a banner for the Triangle Shirtwaist Factory Memorial, which will be dedicated in the spring of 2020 at the site of the historic tragedy on Washington Place in Greenwich Village.

"The time shared and the knowledge attained is not only applicable to my union apprenticeship, but to everyday interactions in life," Local 3 apprentice Diana Carbrera said. "The weekend was filled with leadership, labor history, union organizing and reinforced with a constant flow of cross trade solidarity."

Annette Diaz, B.R.

Local 15 Election Results

L.U. 15 (u), DOWNERS GROVE, IL — The IBEW Local 15 election results for 2019 have been counted and are official.

Terry McGoldrick was elected business manager/president after having served the local as vice president for the past 12 years. Terry ran unopposed. Billy Phillips won the race for vice president. Billy served the local as a nuclear business representative for seven years and as assistant business manager for three years. Amy Allison will remain in the recording secretary position (unopposed). Treas. George Longoria will continue in his seat (unopposed). Congratulations to the new leadership team at Local 15. The local is in good hands moving forward to face all the challenges presented.

The ComEd/Local 15 Line Worker Skills Competition took place Sept. 7 at the ComEd Chicago Training Facility. Sixteen journeyman teams and six apprentices competed. Over 600 attendees registered to enjoy the day with the competitors. The event was enjoyed by all in attendance. Thanks to ComEd and Chris Riser from Local 15 for all the hard work put into organizing the event.

Sam Studer, P.S.

Annual Block Party; Apprenticeship Graduation

L.U. 25 (c,catv,es,i,ptc&rts), LONG ISLAND, NY — On Aug. 3, Local 25 had our annual Block Party here at the hall with a great turnout. We had a very large water slide and rock-climbing wall as well as many more attractions for all our members and their fami-

lies. We had a dunking tank to raise money for COPE. Every year the party gets bigger, and we look forward to next year to keep it growing.

Thank you to Bus. Mgr. Kevin Casey and Pres. John Guadagno and their Block Party Committee for a fantastic day. The weather was perfect.

Local 25 congratulates the apprenticeship graduating class of 2019 on their success. We commend the graduates for all their hard work and many hours of studying and working, and taking care of families, all at the same time. The graduates are our future, and we look forward to them taking our local to the next level.

Also, a thank-you goes out to Training Dir. Chris Kelly and his staff for always doing a great job. Bro. Kelly's door is always open, and he always goes above and beyond the call of duty.

With regret we report the death of former president and Examining Board member Mike O'Grady. Mike was loved and will be missed. He was a true IBEW union man. Rest in peace, Bro. O'Grady.

Tom Lawless, P.S./E-Board



Local 25's Block Party at the union hall on Aug. 3 featured a giant water slide and a climbing wall.

Union Hall Updates

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY — Greetings, sisters and brothers. As our year begins to wind down, we have been busy around the union hall this year with some much-needed updating. As I write this most projects are almost completed, while some are just starting but will not take too long to complete. We have updated and expanded our motor control lab and made provisions for future expansion, updated the A/V equipment in the meeting hall, and installed a new floor in our main entrance. Stop by and see what we have done!

As 2019 elections are upon us, we want you to know we are working harder than ever to bring new opportunities for work in our jurisdiction. We have continually met with our New York state elected officials to ensure they understand what we do, how we benefit everyone in our community and what ways we can work with them to secure more work ensuring



IBEW Local 1 contingent marches in 2019 Labor Day Parade in St. Louis.

Submitting Local Lines Articles

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

Trade Classifications

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

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

more people have an opportunity to join Local 41.

The electrical construction industry is a dangerous field of work. Do not become complacent, do not take short cuts, do not think it can never happen to you. Please stay focused and stay safe.

Gregory R. Inglut, P.S.

50-Year Service Pin Awarded; Contract Negotiations Updates

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

Local 47 Bus. Mgr./Fin. Sec and Seventh District IEC member Patrick Lavin received his 50-year IBEW pin. Congratulations, Bus Mgr. Lavin.

In negotiations with the City of Anaheim, we have reached tentative agreements. Following negotiations with the City of Vernon, our members have ratified a three-year successor agreement with 3% for each year with a 97% vote. At Southern California Edison (SCE) Air Operation, we have a signed 4/10 agreement. For the Association of Long Beach Employees (ALBE) with 477 members, Local 47 won the affiliation election by an overwhelming 94%. At Utility Tree Service, we have reached a two-year tentative agreement. At Abengoa Solar, the ratification vote passed by 61%. Local 47's membership has grown to over 12,000.

Local 47's Brotherhood Motorcycle Run on Sept. 14 was a huge success.

Upcoming event: Local 47's Christmas celebration at Anaheim Stadium on Dec. 13.

We're sad to report the deaths of: Derrel Gollighugh, Robert Tafolla, Jim Schrader, Larry Burks, Larry Boothe, Elias Molina, John Brown and Shawn Elder. Our condolences and prayers are with their loved ones.

Work safe, live safe and free — and buy union!

Mitch Smith, P.S.



At top, Ninth District Int. Vice Pres. John J. O'Rourke (left) presents Local 47 Bus. Mgr./Fin. Sec. and IEC member Patrick Lavin with his 50-year IBEW pin. At bottom, Asst. Bus. Mgr. Colin Lavin and Examining Board member Casey Lavin congratulate Bus. Mgr. Lavin on his service award.

Local's 75th Anniversary; Plant Closures Announced

L.U. 51 (catv,lct,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — We recently learned that Vistra Energy will close four Illinois coal-fueled power plants, including three represented by the IBEW: Havana, Hennepin and Duck Creek. This affects about 115 of our members. The recently approved revisions to the Multi-Pollutant Standard rule calls for a reduction in annual mass caps for sulfur dioxide and nitrogen oxide, requiring the company to permanently shut down 2,000 MW of capacity in Illinois by the end of 2019. The local will be working to try to reduce the impact on our members and their families.

Oct. 1, 2019, marked Local 51's 75th anniversary. IBEW Local 51 was originally chartered on April 28,

1915, in Peoria, IL. The local merged into Local 702 on July 10, 1936. Local 51, as we know it today, was re-chartered on Oct. 1, 1944, as members from the original Peoria local moved out of Local 702 and into Local 51. Following is a January 1917 entry in the IBEW Journal: "Editor, Just a few lines to let the Brotherhood know that Local No. 51 is still on the map according to our last financial report. We have had a very successful year and have prospered. Business is very good now, on account of changing the street lighting system. We have had little trouble settling up with the Interstate Telephone Company, but think everything will be right. Well, I guess I must close. Wishing all the Brothers success. Your Brother, J. W. Mahoney."

Just like Bro. Mahoney, the current staff and officers wish all our brothers and sisters much success. Happy 75th anniversary!

Our RENEW Committee purchased \$1,000 in school supplies for children in need. We thank all our members who donated to this worthy cause.

Enjoy the upcoming holidays, give eight hours of work for eight hours of pay, attend your monthly union meeting, and please be safe. Happy Thanksgiving and merry Christmas!

Karlene Knisley, B.R.

Labor Day Festivities

L.U. 55 (cc,lctt,o&u), DES MOINES, IOWA — Hello, brothers and sisters. Our local had over 100 members in this year's Labor Day parade. It's always great to get together and celebrate our union heritage and give back to those who came before us.

Our local has been blessed to have full employment and to have a lot of travelers working in our jurisdiction.

The 2019 Labor Day parade route was lined with several thousand people cheering for us and wishing us well. We made a lot of kids happy by throwing candy to them. [Photo, at bottom.]

After the parade, we went to Union Labor Park and had a picnic with over a couple thousand other union trades people and their families. There was food for everyone, and face painting and balloon makers for the kids. Several large inflatables were on display, and of course there was an ice cream truck. The only bad thing of the day was that our tug-of-war team was defeated this year. Bus. Mgr. Mike Sawyer said things were going to be different next year. We had a lot of our crews traveling to the Southeast to help with hurricane recovery, so we were short-handed for the contest.

See you at the Christmas party in December!

Myron Green, P.S.

Mentor of the Year Award; Career Fairs, Outreach Events

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA — Local 77's own Brady Hansen, a journeyman lineman, was awarded the 2018 IBEW International Journeyman Mentor of the Year at the Construction & Maintenance Conference earlier this year. It is a well-deserved honor and recognition.

We thank Lou Walter for his years of dedication



IBEW Local 55 contingent participated in the Labor Day parade in Des Moines, Iowa.



Labor Day Parade

Rock Island, IL, IBEW Local 109, which represents employees of MidAmerican Energy, participated in the 36th annual East Moline Labor Day parade.

to the membership; Lou retired this year as the local's business manager.

The local purchased a new building for our Spokane office and at the time of this writing we expected to be moved in by late September or early October.

We have taken a proactive approach to introducing young people into the trades. We are attending career fairs and events, setting up our information booth across our jurisdiction to promote opportunities in our apprenticeships.

During this year's legislative session in Washington state, a worker assault bill passed, which the local has lobbied in support of for several years. Thanks to all who worked on and supported this effort and new law.

A worker's memorial monument has been set up in Coeur d'Alene, Idaho, paying tribute to workers who have lost their lives on the job. Local 77 member Kyle Beierle was instrumental in establishing the memorial.

Rick Luiten, P.S.



Local 77 member Brady Hansen (center) receives IBEW Journeyman Mentor of the Year award. At left is Local 77 Bus. Mgr. Lou Walter and at right, Seventh District International Executive Council member Patrick Lavin.

Contract Agreements Ratified

L.U. 103 (cs&i), BOSTON, MA — Local 103 and Boston NECA recently ratified new four-year agreements with historic wage increases for Local 103 members! Also included are increased contributions to our Local 103 Pension Plan, which will allow us to take care of our retirees through the next phase of their career.

We are increasing our investment in our Market Recovery Program to keep expanding the economic prosperity for all our members.

We've re-established a Holiday Vacation Fund and introduced strong prefab language, as well as

adding start-up and commissioning to protect against the erosion of our jurisdiction of work.

Moving forward, we are prepared for the future with a new Telecommunications and Integrated Building Systems Agreement, which will align our technicians with current technological advances in our industry. It also means more wage increases and language changes for Local 103 technicians than at any other time in the past 30 years. We strengthened overtime language, added scope of work, and ultimately brought more parity and equity for our tech division.

These are only the highlights of our new historic four-year contracts. Thank you to our Negotiating Committee: Pres. Bob Sheehan, Bus. Agents Rich Antonellis and Gary Walker, and Rec. Sec. Jim Fleming.

Lou Antonellis, B.M./F.S.

'Welcome to New Appointees'

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO — New faces around the hall! Please join me in welcoming our newest agent on staff, Ron Geary. Ron will be responsible for the former Local 969 inside construction units, as well as Tri-State Craig Station. Ron served his apprenticeship out of then-Local 969 before becoming a Local 111 member working at Craig Station. He served as a steward and chief steward at the power plants and served on the Executive Board before being appointed as vice president. Ron is a very active member and will be a great agent.

Sister Jamie Porta was appointed to fill the unexpired term of former vice president Ron Geary. Jamie, who works as a store keeper for the local utility, was a previous Executive Board member and is the current secretary/treasurer for Western Colorado Trades and Labor Assembly. Jamie is very active within her community as well as the union and will be a great asset as an officer.

Jeff Jablonski, a journeyman lineman from our construction unit, has accepted the second organizer position. He has served as a steward, unit chairman, Examining Committee member, and has been on several negotiating committees. Jeff is a passionate person when it comes to our union and will serve the membership well in this capacity.

Please attend and participate in your safety meetings, unit meetings, Women's Committee meetings, EWMC meetings, and Local 111 events. Get to know your union sisters and brothers. Visit our union website for upcoming events at www.ibew111.org.

Patrick S. Quinn, P.S.

Graduating Apprentices; 'The Time to Act is Now'

L.U. 113 (ees,em,i,mo&o), COLORADO SPRINGS, CO — On behalf of the members of Local 113, we congratulate the inside apprentice graduating class of 2019 on achieving journeyman wireman status. The graduates are: Ricky Cranford, Noah Feher, Brian

LOCAL LINES

McKinnon, James Robinson, Daniel Sheehan and Angelo Vigil. Thank you, brothers, for your hard work and dedication.

As you may know we are under some very damaging attacks on organized labor from the White House. To date, an extraordinary number of rulings and laws have been passed, and the effects of those measures will not be good. Some of them irreversible. How could this happen?

We all took an oath to bear allegiance and not sacrifice the IBEW's interest in any manner. Yet, some of our members for some reason continue to vote for politicians who are known to be anti-labor, the effects of it which we are experiencing now.

So, what can we do about it? We all need to be proactive and have meaningful discussions about who we send to Washington one year from now. Educate family members, friends, and our own brethren.

The IBEW will not tell you how to cast your vote. However, we must be mindful of how our decisions affect all of us and our livelihood that we have worked so hard to preserve.

United we stand.

Brian Putnam, P.S.



Local 113 congratulates the class of 2019 apprenticeship graduates.

70-Year Service Pin Awarded; Summer Events a Success

L.U. 125 (lctt,o,t&u), PORTLAND, OR — We have had a busy summer supporting a variety of events including the Pacific Northwest Lineman Rodeo and our annual golf and softball tournaments. These events allow us to continue raising funds for the Oregon Burn Center. Too often, we learn directly how much our members' and sponsors' support truly changes lives. Thank you to everyone who participated, volunteered, donated, or simply came out to support our events.

Congratulations to IBEW Seattle Local 77 Bus. Mgr. Rex Habner for winning his election after the retirement of Lou Walters. Beyond our partnership through NW Line JATC, we look forward to continued collaboration with Rex and his team.

At the August Executive Board meeting and Retirees Club Luncheon, Jim Ball was presented with a 70-year service pin. Bro. Ball is pictured in the photo below with members of the Executive Board, Examining Board, and staff. "We were honored to acknowledge our brother for his years of service to our union," said Local 125 Pres. Larry Browning. "Members like Bro. Ball gave us a solid foundation, and it is with great pride that we continue working to maintain the standards and professionalism associated with the IBEW."

Marcy Grail, A.B.M.



Local 125 retired member Jim Ball (center), holding 70-year service award, with members of the Executive Board, Examining Board, and staff.



Local 141 members, family and friends participated in the local's Golf Scramble at Wheeling Park in August.

Annual Picnic / Golf Scramble

L.U. 141 (ees,i,o&u), WHEELING, WV — Work in our local is slow as of this writing, with 56 brothers and sisters on Book 1. Many of our members have been finding employment in sister locals, with many members working at a very large petrochemical complex in western Pennsylvania.

On Aug. 10, Local 141 hosted their annual family picnic and golf scramble held at Wheeling Park. In addition to the golf scramble, members and their families enjoyed a buffet lunch, activities for kids, door prizes, park/pool passes, and a day filled with friendship and brotherhood. Congratulations to Bros.

Brian Jaquay, Boone Robertson, Cody Bishop and Nathan Myers for winning the 2019 golf scramble.

Local 141 is very sad to report the passing of Bro. Randy Miller. Randy served for nearly 20 years as Local 141's organizer. He retired in 2015. Bro. Miller worked very

hard to elevate the nonunion electrical workers in our area to a higher standard and show them that union membership is the best option for a successful and rewarding electrical career. He will be sadly missed.

Kurt "Bug" Reed, P.S.

Holiday Lighting Display; Union Election Makes History

L.U. 159 (i), MADISON, WI — Greetings, sisters and brothers.

History has been made in Local 159. This year I was elected the first female business manager of the local in its 119-year history, and Bro. Shaun Daniels was elected the first African American member of our Executive Board. I was elected in July after serving the members and their families, working in the office for over 39 years. I am looking forward to promoting an environment of unity, inclusiveness and diversity. We have so many great members who want to work together to advance the strength and solidarity of our local and its membership.

Bro. Daniels received the highest number of votes in winning his seat on the Executive Board. He is also the president of our local EWMC Chapter. Working together, we know great things are coming to Local 159 and our members.

We are preparing for our 31st annual IBEW/

NECA Fantasy in Lights, a free holiday lighting display set up in one of our city parks that runs from Nov. 9 to Jan. 5. This event is free to the public and grows every year. Donations received are given back to our community-based organizations and volunteers' charitable organizations. The displays are set up and taken down by Local 159 apprentices and Local 159 volunteers. So, if you're in the area, stop through for some great holiday cheer.

Wishing all our sisters and brothers a wonderful holiday season. In solidarity.

Sue Blue, B.M.



Local 177 member Ander Cribbs (left) and Keith Pierce prepare ribs and chicken for Labor Day picnic.

Labor Day Picnic a Success; Radio & TV Commercials

L.U. 177 (bo,ees,govt,i,mo,o&pet), JACKSONVILLE, FL — Hurricane Dorian is threatening the east coast of Florida as I write this and may have dampened the attendance at our Labor Day picnic, but it was still a success for everyone who attended and was enjoyed by all. Thanks go out to Pres. Luis Cano and all his volunteers who made it happen.

Training Dir. Danny Van Sickle recently finished his first radio commercial for the Electrical Training Alliance (funded by the Jacksonville LMCC) for the Rick Ballou Show on 1010 XL / WJXL-FM sports radio.

Bro. Ross Mullis and Sister Abigail Taylor recently finished our first TV commercial that will be shown during our sponsorship of the Athlete of the Week on First Coast News.

Unit 2 is beginning negotiations with the Duval County School Board.

Work in the Jacksonville area slowed this summer, but several hospital projects should pick things up soon. Thanks to all the locals that have work for our traveling brothers and sisters.

Alan Jones, B.M./F.S.

Labor Day Parade; Excellence & Professionalism

L.U. 197 (em&i), BLOOMINGTON, IL — We celebrated Labor Day with our union brothers and sisters in September. Thanks to all who attended the parade and marched together in downtown Bloomington. [Photo, at bottom.] Earlier this summer we had a good showing at our annual family picnic in GE/Union Park as well as at our golf outing. Congratulations to the winners of our golf outing: Steve Batty, Kelly Gorman, Mo Judd and Todd Kellar. In the best-dressed category, the unanimous winners were Ned Karr, Kyle Myers, Doug Myers and Reece Weber — for their display of brightly colored knickers and caps. We are glad everyone enjoyed the day.

The work situation has been very positive so far this year. Thanks to all our members and travelers who show up each day and are productive, professional, and ready to put in a good day's work. Our members rise to the occasion by performing day in and day out helping the jobs come in on time and under budget. It looks like we will get the chance to continue to show off our skills with the upcoming work at Rivian as we build the auto plant. We look forward to the challenge and the opportunity.

Congratulations to Rich Veitengruber, who accepted a job as director of operations at the Decatur Health and Welfare office. We thank Bro. Veitengruber for his dedication, as he served in many capacities with our local and especially as business manager for the last six years.

Remember to get involved in the local union and to stay involved!

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

Contract Negotiations; Ohio Energy Legislation

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OHIO — After years of lobbying, meetings and tours, we finally got Ohio House Bill 6 passed, which provides for a subsidy to all green energy producers such as nuclear plants. No sooner had the nuclear power plants breathed a sigh of relief and ordered the fuel for their next run cycle than the opponent of the bill was trying to get a referendum on the November ballot to repeal it. These opponents are backed by Chinese investors and are putting out a lot of false information. Details about this issue can be found on the website www.ohioansforenergysecurity.com.

On negotiations, the Toledo Edison Energy Delivery Agreement is just about complete as of press time, and it may be ratified by the time you read this article. Negotiations with Tegna Inc. for members employed at Channel 11 should be starting soon. On



IBEW Local 197 contingent marches in the McLean County Labor Day parade.



Toledo, Ohio, Local 245 was well represented in 2019 Labor Day parade.

the outside, the Ohio/Michigan commercial agreement was ratified, while the Fourth District Teledata contract negotiations are still in progress.

Walleye Power Plant (formally Bayshore Power Plant) will be going into an outage this fall.

Work on the outside continues to be good; we are in need of journeymen.

While many of us were enjoying our Labor Day holiday, several linemen from our local and other locals headed to Florida to restore power after Hurricane Dorian. These linemen are the backbone of the IBEW, putting their lives in danger to restore power after a storm. We are very proud of you all. In your absence, your union brothers made sure you were well represented in the Labor Day parade by placing seven line-trucks in the parade.

Until next time, work safe. Go, Bucks!

Ray Zychowicz, P.S.

stay at the top of the food chain when it comes to knowledge of craft and application of their years of experience in their trade. The union hall offers year-round training courses in welding, Lull forklift operation, crane operation, high voltage splicing, rigging, commercial driver's license (CDL) training, and many other courses that the membership can take advantage of so they can maintain their advantage in the highly competitive construction industry.

And when the membership is not furthering their electrical education, they can be found continuing the good works throughout their communities, such as food and clothing drives, waterway and highway cleanups and many other volunteering endeavors. These good works not only lift the profile of the local in the eyes of the general public, but they also lift the spirits of those who dedicate their time and energy to a common cause.

Brian Jacoppo, P.S.

Work Picture Steady; Great Labor Day Picnic

L.U. 291 (c,i,mo,o,rtb&rts), BOISE, IDAHO — With Labor Day behind us, we look forward to the changing seasons in Idaho.

A big shout out to the Boise Central Trades and Labor Council for putting on another great Labor Day

Awards for Top Market Share; Community Service Volunteers

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — At the IBEW Membership Development Conference in August, Local 309 was presented with two awards for top market share. Based on a three-year average, the inside branch finished at 97% while the outside branch finished at 92%. It is imperative that we equally acknowledge the hard work and dedication of our members, and the vision and persistence of our NECA partners.

Congratulations to Bro. Bill Hagene for receiving American Income Life's 2019 Labor Volunteer Award, presented by the Southwestern Illinois Central Labor Council, AFL-CIO. Hagene was chosen for his leadership of the Electrical Pros volunteer group — an IBEW-NECA funded enterprise tasked with presenting a positive image to the community through service and outreach.

Now in its fifth year, the Electrical Pros have wired 10 homes for Habitat for Humanity and two homes for Eastside Heart and Home; remodeled the kitchen for St. Vincent DePaul Outreach Center; installed temporary power for Songs for Soldiers music fest; and completed many other projects. Working beside Bill are fellow retirees Mike Hayes, Don Herbeck, Brad Maes, Scott Nicholson, Dave Rakers, Dan Sodam and auxiliaries Tip Belz, Brian Kendall and Dale Theis. As news has spread about the Electrical Pros, many future retirees are asking how they can get involved.

Carlos S. Perez, R.S.

centage stands at 1.1%. In 2018, Toronto Local 353 became the first to receive a women's committee charter for female electricians granted by the International. This gave the women's committee permanency in the IBEW Constitution. The committee deals with the unique challenges that women encounter within the trade. **[Editor's Note: To read more, see 2018 news article "Women's Committees Empowering the Sisterhood, Making Locals Proud," posted on the IBEW website at www.ibew.org/media-center/Articles.]**

Local 343 member Nikki Heather sought and received sponsorship from the membership to attend this year's 9th annual Trades Women Build Nations Conference in Minneapolis in October. The conference is the largest gathering of women building-trades workers in the world. It is hosted by North America's Building Trades Unions. Last year the event drew over 2,300 participants representing every building craft. The conference offered workshops on networking, leadership skills, and retention and increased involvement of women in the trade. Speeches from union leaders, politicians and contractors filled out the weekend. Thank you, Sister Heather, for representing Local 343 at this international event. Sister, you truly are a "one percenter," for now.

Avoid paying the Trump tariffs ... buy "Made in the USA" products!

Tom Small, P.S.

Labor Day 2019; 'Make Our Voices Heard'

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IOWA — Labor Day 2019 was a celebration of those who do the real work of making our society and economy work. About 300 Local 347 members attended the parade and party, which saw nearly 1,300 participants in total.

The politics surrounding Labor Day are interesting. 1884 was the first Labor Day held in September to honor the American worker. Ten years later, in 1894, Grover Cleveland signed a bill to make Labor Day a national holiday as a token to workers to quell labor unrest. Now that Labor Day 2019 has passed, we Iowans are immersed in an onslaught of politics. It began at the Iowa State Fair where my wife and I were interviewed by a reporter from The Economist for an article subtitled "Adventures at the bottom of the pack." Briefly, I explained my being a single-issue voter based on the need of union revival. The political focus on Iowa will increase from now until February. This is our opportunity to be heard! So, be heard!

Local 347 is happy to announce the signing of labor agreements with two of our signatory manufacturers, EP2 and Keystone.

Work in this area is good. We have travelers working and will probably need them for some time. Thanks to the brothers and sisters for helping man this work. We also have 65 new apprentices starting this year.

The local thanks Al DeHeer for his service to our local. Al served on the Pension Committee and then more recently as referral agent. Thank you to a dedicated brother as he begins retirement.

Mike Schweiger, P.S.



Des Moines, Iowa, IBEW Local 347 members and their families participate in Labor Day parade.



Local 257 Officers are Sworn In

Officers of Jefferson City, MO, Local 257 were sworn in. From left: former president Greg Schrock; Pres. Joel Vanderslice; Jeff Murphy, Examining Board; Rec. Sec. Pete Loaiza; Glenn Bruemmer, Executive Board; Matt Henning, Exec. Board; Treas. Scott Porter; Bus. Mgr./Fin. Sec. Don Bruemmer, delegate to International Convention; John Bernskoetter, Exec. Board; Sam Luebbering, Exec. Board; Vice Pres. Shawn Hillen; Branden Martin, Exam. Board; Troy Fischer, Exec. Board; and Brad Heckman, Exec. Board. Not pictured: Exec. Board member Mike Fanning and Exam. Board member Marc Lindenbusch.

Continuing Education

L.U. 269 (i&o), TRENTON, NJ — There is no better way to stay employed than making yourself a valuable asset to your employer. Training certifications are not trophies to be collected and shown off, they are a valuable commodity to the skilled tradesman and the contractor alike. A well-educated workforce is a highly employable workforce and our members strive to

picnic and especially to the staff of the Idaho State AFL-CIO (members of IBEW Local 283) for all their help in the picnic preparation process.

Inside construction work is still plentiful in our jurisdiction with not many signs of slowing anytime soon. Outside work also remains steady with a growth in hours on the horizon.

By the time this article is published, we should have wrapped up current negotiations with the Idaho State Democratic Party staff and our unit at KTVB Channel 7.

Inside negotiations are ongoing as well; all negotiating committees look forward to successful bargaining results.

It is with great sympathy that I report the passing of active members Scott Carstensen, Douglas Arnold and Timothy Cope.

We wish all of our sisters and brothers and their families across the country a very safe and merry holiday season!

Mark Zaleski, P.S.



Members of Local 269 volunteer for Adopt a Highway program in Bucks County, PA.

Membership Participation

L.U. 313 (i&spa), WILMINGTON, DE — It has been a pretty good year, as we have wrapped up a lot of work on school projects, work at the refinery, a hospital project and others. We are still working on other hospitals and school projects, the X-Station, a hydrogen project and a food distribution warehouse. We hope for work on more food storage facilities as the Port of Wilmington should get moving next year.

As the apprentices left school last spring, we asked them to think of some areas of specialty they might like to consider moving into and offered them some choices. As the year ends, we encourage each of them to take an electrical license exam, and to explore the many options available to our members.

The Building Committee is working to finalize some decisions about our property. Anyone who wants to add to the team is welcome. Some of the building team members have made good contributions to help the decision-making process move along.

Membership participation is on the rise. There are plenty of areas for members to join in. For example: on sports teams, web design ideas, wellness campaigns, shop steward training, the local's history, parades, clubs, picnics, political causes, RENEW projects, mentoring, business classes, college degrees, the entertainment committee or parties, health and welfare issues, building market share, family fun, and more.

There are many areas where we could improve or make our impact more effective. Hop on the website at www.ibew313.org or the app to check out options or to add one of your own.

Bruce Esper, P.S.

Sisterhood Within the Trades; 2019 Trades Women Conference

L.U. 343 (i,spa&st), LE SUEUR, MN — The sisterhood within the brotherhood: what's that all about? According to www.upworthy.com, 3% of electricians are female. The 2009 U.S. Census data reports that women held only 1% of all electrician jobs. Local 343's per-

LOCAL LINES

Officers Elected

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, IDAHO — Local 449 held its election of officers, who took office in July. The local also elected delegates to the IBEW 40th International Convention.

Congratulations to the newly elected officers and delegates: Bus. Mgr./Fin. Sec. Ned Jones, Pres. Chris Lochridge, Vice Pres. Ross Harrington, Rec. Sec. Nate Roberts and Treas. Colby Averett. Executive Board: Colby Allen Christensen, Cory Facer, Kyle Jones, Zeke Martin and Neil Tillotson. Examining Board: Bryen Baret, Luke Carpenter and David Craig. Delegates to the 40th International Convention: Ned Jones, Ross Harrington and Cory Facer.

Local 449 would also like to thank our outgoing officers for their service: Craig McDonald, Jeff McKinlay, Chris Abernathy, Pat Bristol, Steve Willard, Leola Duke and Chris Lochridge.

Congratulations to our recently retired brothers: Kenneth Clay Bingham, Robert Steven Ray, Jerry Cogdill and Mickey McMillian. Brothers, you have earned it — best of wishes to all of you from Local 449!

Clay Hirning, A.B.M.



Local 527 service-pin recipient Pat Stone (left), Pres. David Trevino and Bus. Mgr. Mike Henderson.

65-Year Service Pin Award

L.U. 527 (i,rts&spa), GALVESTON, TEXAS — Galveston Local 527 is proud to honor Bro. Pat Stone. Bro. Stone received his pin for 65 years of service with the IBEW. Pat is also a military veteran. Congratulations, Bro. Stone, and thank you for your longtime IBEW service.

Cathy Henderson, JATC Dir.

End of Summer Events

L.U. 531 (i), LAPORTE, IN — At this writing, we were approaching the end of another summer season in northwest Indiana and it was capped off with a couple of great events. The annual 531 golf outing was Aug. 3, at Chesapeake Run golf course in North Judson. This year saw a large turnout, close to 80 golfers, and we had a perfect weather day for the festivities. A big thanks to Mike Lowenthal for coordinating the event several years in a row now. Your efforts are appreciated, Mike.

Another recent event was the biennial awards banquet that was held at the Blue Chip Casino in Michigan City. This event has become a favorite for many of the members and seems to get larger every time. I can remember when awards night was pizza and beer in



Local 531 members at the golf outing.

the basement of the Carpenters' hall, and now it is an event well worth attending. I believe our attendance numbers were in the upper 300s this year and it keeps getting larger every time. For the younger members who don't attend "old-timers night," you should really reconsider — this is a great night out and a great way to see people you normally would not get to see. Thanks to everyone who puts the event together. The slide show that runs all night is always fun to watch.

Work has been steady, and it appears that it should stay that way for a while to come. I hope everyone enjoyed their summer and I look forward to seeing everyone again soon.

Jeremy Woolever, P.S.

'Congratulations to Officers'

L.U. 545 (i), ST. JOSEPH, MO — Congratulations to newly elected Local 545 officers.

Officers are as follows: Bus. Mgr./Fin. Sec. Daniel Robinson, Pres. Jeff Miller, Vice Pres. Brian Finney, Treas. Jason Brennan and Rec. Sec. Brett Finney; Executive Board Chmn. — Brian Fleckal; Executive Board members — Tom Brooke, Nick Boyer, Chad Moore, Jon Reiner, Brandon Osteen and Ross Hailey; and Examining Board members — Spencer Richter, Tyler Wolfe and Kendel Kafer.

Thank you to all Local 545 members who came out to vote and support our local. As a local we look forward to new ideas to advance the growth and success of our local union.

Brett Finney, R.S.



The fifth annual IBEW Local 569 Padres Day at Petco Park had a great turnout of nearly 750 members and supporters. Credit: Brian Campbell

IBEW Life Saving Award; Champions, Longtime Members

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — IBEW Int. Pres. Lonnie R. Stephenson awarded Local 569 Bro. Oscar Stewart with IBEW's highest honor — the Life Saving Award.

On the morning of Saturday, April 27, 2019, a gunman opened fire on congregants of a local synagogue in Poway, killing one woman and injuring three others. We are deeply thankful that our IBEW 569 brother and Navy and Army veteran Oscar Stewart courageously stood up to hate. He helped stop further bloodshed by scaring off and chasing away the shooter.

In commending Oscar's valiant actions to stand

up to hate and save lives, we are reminded of Pres. Stephenson's own words of solidarity: "Bigotry of any kind divides member against member, destroys the foundations of solidarity and undermines our power as a union."

Next, we wish to congratulate our IBEW 569 "A Team" — they are the back-to-back champions of the IBEW Ninth District Softball Tournament! Plus, we had great attendance at our IBEW 569 Padres Day and Tailgate Party!

Finally, we congratulate our IBEW 569 members who received their service pins to commemorate more than 20 years of membership with the IBEW — including Jay Bartley, Robert Harrington and Jack Miller, who have been with IBEW for 65 years!

Gretchen Newsom, P.S.

Apprenticeship Graduation

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — On Aug. 17, we held our annual Apprenticeship Graduation Banquet at the Marriott Pyramid.

There were 19 graduating apprentices. Congratulations to the new journeyman wiremen: Justin Arnold, Brad M. Begay, Daniel Burgos, Francisco Camacho Alvarez, Luis B. Carbajal-Lara, Robin Lena LaChapelle, Mason Lucas Lacy, Timothy L. Madrid, Nathan C. Maestas Sr., Amarante Edward Montoya, Greg Moore, Ruben J. Romero, Andrew Russel, Jesse Sandoval, Jamie Lee Trout, Samuel Urioste Sr., Jameel M. Waheed, Richard Wellman and Rox Y. Willie. This year's apprentice of the year was Justin Arnold. Justin went to the Seventh District Regionals, where he tied for first place. This year's C.S. Mitchell Award went to Tyler Burton. Congratulations also to Justin and Tyler for a job well done.

This year's Labor Day picnic was held at Tiguex Park near Old Town, and there was a big turnout. Attendees enjoyed plenty of food and great entertainment. A huge

thank-you to all the volunteers.

Local 611 extends condolences to the friends and families of recently deceased members: Filimon F. Casados, Ronald E. Lent, Harry W. Ralls and Jesse Schaffer.

Don't forget, our regular meetings are on the third Saturday of each month. Please make every effort to attend.

Darrell J. Blair, P.S.



Local 611 congratulates apprenticeship graduating class of 2019.

74th Family Day a Success

L.U. 613 (em,i,o,rts&spa), ATLANTA, GA — Every summer, Local 613 invites its members and their families to the local's annual picnic.

This year was the 74th Family Day in our local's history. As this event is a longtime tradition and Local

613 will be celebrating its 100-year charter, a record crowd showed up.

Six Flags over Georgia shut the park down to the public for the over 7,000 guests who attended. Bus. Mgr. Kenny Mullins and Pres. Kevin Swanson greeted everyone as they entered the park to enjoy the evening. Members got to catch up on each other's lives while their kids got to ride the attractions with little to no lines.

The officers and staff look forward to next year's event celebrating 75 years of our families getting together.

James Williams, P.S.



Local 613 members and their families enjoy the rides at Six Flags over Georgia during the local's 2019 Family Day annual picnic.

Fall Fest in October; Honoring Military Veterans

L.U. 617 (c,i,mo&st), SAN MATEO, CA — Local 17 held our annual Veterans-Halloween Fall Fest in October. Costumed children and adults filled the union hall, as families enjoyed a pancake breakfast. Activities included: movies, games, face painting, cookie decorating and the opportunity to renew old friendships.

We are grateful that our work picture continues to grow. Our tireless efforts at San Francisco

International Airport have come to fruition with the grand opening of new Terminal 1. The hard work and dedication of our local members and traveling brothers and sisters show that union work is truly exceptional.

Local 617 honors the sacrifices made by our military veteran brothers and sisters. On Nov. 4, our local members, spearheaded by the EWMC, helped set up the Menlo Park VA Annual Car Show and spent time



Local 617's annual Veterans-Halloween Fall Fest features a specially decorated pumpkin highlighting the IBEW.

with our disabled vets. Our annual Veterans Coat Drive is underway as well. On Nov. 10, union members, the Motorcycle Club and Veterans group, participated in Veterans Day ceremonies at Golden Gate National Cemetery. To those who served and to the fallen warriors, your service will never be forgotten. Semper Recordatus.

We thank our union members who care about the communities they live in and serve by participating in motorcycle ride fundraisers, job fares, political actions, rebuilding together and the many commitments we have.

Happy, healthy and safe new year!

Kenn Perfitt, P.S.

Officer Transitions; Hurricane Season Preparation

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

At the May Executive Board meeting, Bro. Kevin Mueller was appointed as Local 627 treasurer, filling the seat vacated by Sister Julia McClelland. Also, Bro. David Drew was appointed as financial secretary for the local, succeeding Bro. Mueller. Congratulations to Bros. Mueller and Drew on their new positions.

As of this late summer writing, Hurricane Dorian was set to make landfall in our local's service area as a Category 4 storm. Emergency response teams and restoration crews were geared up to ensure safe, efficient power restoration. With high confidence and great pride, our craftsmen faced the challenges ahead.

Brothers and sisters, whether performing routine simple tasks or complex power restorations, please ensure that safety is a top priority. Please continue to be "your brothers' keeper" and demonstrate the Code of Excellence with pride, skill and solidarity. Safety & solidarity!

Fernando Salcedo, P.S.

'Trending Up' With Increased Participation

L.U. 697 (c,es,i,mt&se), GARY & HAMMOND, IN — IBEW Local 697 continues to grow our local in more ways than one.

At the 2017 Lowell Labor Day parade, we set a record with 232 participants. Then we broke that record in 2018 with 284 participants. And on Sept. 2, 2019, we shattered our own record with 339 participants. Local 697 is proud to be the first union to break the 300 mark at the event and maintain our reputation with the IBEW being the largest trade union presence in the parade.

A special thank you to Bros. Phil Barker, Joel Claus, Brandon Arsenault and Dirk Decker for the use of their personal trucks, trailers and straw as they provided transportation for our group to the starting line for the parade. Local 697 would like to thank our retired Bros. Dave Sayers and Ron Wandasiewicz for getting our local involved in the Lowell Labor Day parade over 30 years ago.

On Saturday, Sept. 8, we also increased our annual picnic participation from 610 attendees last year to 718 attendees this year. Local 697 would like to recognize Pres. Curt Lesnick, our picnic chairman, for his continuing dedication with this annual event. The success of this year's picnic could not have happened without Bro. Lesnick and all the Local 697 vol-



Local 697 members and their families participate in the 2019 Lowell Labor Day parade.

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

unteers including our RENEW, EWMC, Motorcycle Club and Sisters of 697 participants.

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

Help for Fighting Addiction In the Construction Industry

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY — A recent article in the Electrical Worker, "Opioids and the Construction Industry," (August 2019) hit close to home for us at IBEW 1049. Sadly, we have had several members, their families and their co-workers adversely affected by the disease of addiction. At recent general meetings, Bus. Mgr. Ronald Bauer has implored any member who may have an addiction issue to seek help. If you feel you may have an addiction problem, contact the union hall. We can get you in touch with those who can and will help.

If you know of a co-worker, a friend or maybe even a family member who may be struggling, reach out to them. Talk to them and strongly encourage them to seek help. Let them know that you care about them. Maybe by reaching out we can avoid some of these tragedies our local has been facing.

We are currently in negotiations with our largest employer, PSEG-Long Island. At this writing, we are cautiously optimistic that we will complete negotiations prior to the contract expiration date of Nov. 13.

Thomas J. Dowling, R.S.



Local 1253 members Matt Butler (left) and Josh Bragan receive their apprenticeship graduation certificates at the local's summer picnic. They have achieved journeyman wireman status.

'Welcome to New Apprentices'

L.U. 1253 (i&mo), AUGUSTA, MAINE — Local 1253 accepted into its apprenticeship program 25 new apprentices for the September 2019 school year. This is the largest group of apprentices the local has ever taken. With the Local 1253's JATC moving to a four-year program, this is exciting news for the local as it moves to replace the large number of retirement-eligible members coming our way over the next 10 years. Good luck, apprentices!

Local 1253 congratulates Matt Butler on acing the state of Maine journeyman exam and becoming a journeyman wireman.

The work outlook remains strong in Local 1253 with projects including paper machine rebuilds, solar fields, salmon farms and plenty of commercial work in our future.

Chuck Fraser, B.M.

AFL-CIO Labor Day Picnic

L.U. 1347 (ees,em&u), CINCINNATI, OHIO — For a second year in a row, Local 1347 attended the Labor Day picnic hosted by the AFL-CIO at Coney Island, in southern Ohio. This year we had a much bigger turnout from our membership than the year before, and we hope to see many more familiar faces attending as the years go



IBEW Local 1347 members and their families enjoy 2019 Labor Day picnic.

on. The weather was beautiful for the countless trade unions that joined together to celebrate this wonderful holiday. We look forward to next year's event!

Andrew Kirk, B.M./F.S.

District Progress Meeting

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — Bus. Mgr./Pres. Dion F. Guthrie recently attended the IBEW Fourth District Progress Meeting held in New Cumberland, WV.

IBEW Fourth District Int. Vice Pres. Brian G. Malloy put on one of the best Progress Meetings that I have ever attended, and I have been attending these meetings for over 50 years. This meeting was also in the ideal place for me, as the Mountaineer Horse Racetrack was just across the street. This gave me the opportunity to visit that racetrack to see how it operates and functions — of particular interest since I represent IBEW workers at racetracks all across North America. I am very proud to be a union member in the IBEW Fourth District, especially noting how we have "progressed" over the years.

James Boyd, F.S., P.S.



Local 1501 Bus. Mgr./Pres. Dion F. Guthrie attends Fourth District Progress Meeting in West Virginia.

'Right-to-Work'

L.U. 1579 (i&o), AUGUSTA, GA — I had a traveler call me after he was terminated and demand his job back. Although this traveler had an attendance issue and should have been terminated long before he was, his reasoning for demanding his job be restored is because we are in a "right-to-work" state, a term he clearly did not understand.

So-called "right-to-work" does not mean that you have the right to work, as many politicians want you to believe. It basically means that you do not have to join a union in order to work. It does not happen very often in our union, but other unions have what are often called freeloaders; in other words, they can enjoy the benefits of union representation without becoming a member.

You can be terminated and "right-to-work" will not save you. Only your union will fight for you in the event you are terminated without merit.

Many union members vote for public officials who are trying to destroy your job and your union. These elected officials will always distract you by

promising something like, "I will cut your taxes." (They mean mainly for the rich, but they don't say that.) Or, they focus on the same social issues every election cycle so you will vote for them again.

We all need to wake up and be smarter than these politicians. These politicians are attempting to destroy us and will continue to pull

the wool over their supporters' eyes until their mission is accomplished.

This article is not intended to offend anyone, but this is the reality and the truth must be told.

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

Concerns About Proposed Sale Of Emera Maine Electric Utility

L.U. 1837 (rtb&u), MANCHESTER, MAINE — IBEW Local 1837, legislative leaders and Emera Maine ratepayers held a press conference in Orono to share their concerns about the proposed sale of Emera Maine to ENMAX of Calgary, Alberta.

Mainers are worried about the proposed sale and the impact it could have on the electric utility's workers as well as on the ratepayers of Maine's second largest electric utility.

Specifically, they are concerned that ENMAX is paying too much (\$1.3 billion, all financed by debt) and is too small a company to provide the service Emera Maine's ratepayers need and deserve. Cuts in staffing and service along with substantially increased electric rates may be necessary to help finance this proposed acquisition.

"More than 150,000 people in northern Maine depend on Emera Maine for electricity, including myself," Senate Pres. Troy Jackson said. "With so much at stake, we need to make sure the sale of Emera to ENMAX doesn't leave hardworking families and seniors in the dark. The [Maine] PUC shouldn't allow this deal to move forward unless it is in the best interest of Maine ratepayers."

Other speakers at the news conference included: members of the Maine Legislature's Joint Committee on Energy, Utilities and Technology; a small-business person; and Bus. Mgr. Dick Rogers of IBEW Local 1837, which represents more than 200 Emera Maine employees.

"We urge the Maine Public Utilities Commission to carefully consider the impacts on Maine workers and Emera Maine customers before allowing the sale to proceed," Rogers said. "We believe that there must be a significant, binding agreement in place to assure that Emera Maine customers have the quality electric service they need and deserve."

Matthew Beck, B.R./Organizer



IBEW Local 1837 Bus. Mgr. Dick Rogers addresses the media at a news conference in Orono, Maine.

In Memoriam

Members for Whom PBF Death Claims were Approved in September 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	Bresnan, R. L.	8/1/19	25	Roberts, W. C.	8/12/19	77	Bourdo, H. G.	5/11/19	134	Secrist, D. K.	8/17/19	379	Carmack, J. E.	7/23/19	728	Milan, M. W.	4/29/19
1	Crnko, C. N.	5/24/19	25	Tetrault, A. E.	7/14/19	77	Dudley, B. E.	4/11/19	134	Squeo, J.	7/29/19	379	Wilson, B. J.	3/11/16	728	Somers, K. M.	8/7/19
1	Hooker, J. D.	7/27/19	26	Lacy, S. P.	7/24/19	77	Elswick, D. J.	6/18/19	134	Vana, C. J.	7/25/19	401	Salas, L. A.	1/23/17	728	Stewart, T. L.	12/26/18
1	Jones, R. J.	7/10/19	26	Soehlein, K. W.	7/18/19	77	Sorensen, R. D.	7/4/19	141	Miller, R. P.	7/31/19	429	Agee, D. W.	7/10/19	728	Stirpak, R. L.	8/3/19
1	Sutton, D. J.	1/15/19	26	Williams, L. R.	8/12/19	82	White, K. G.	7/19/19	145	Cook, D. A.	8/10/19	429	Giers, E. J.	7/28/19	728	Typner, T. N.	7/11/19
1	Wessels, P. L.	7/12/19	38	Lapham, R. W.	7/28/19	86	Winterhalt, J. F.	6/19/19	145	Corry, T. F.	8/11/19	429	Newby, P. W.	7/24/19	728	Williams, M. A.	5/12/19
2	Towns, F. R.	7/9/19	38	Metro, P. A.	7/29/19	95	Fairfield, R. W.	5/19/19	145	Hixson, T.	7/26/19	440	Thorson, D. E.	7/21/19	760	Ford, G. A.	6/27/19
3	Asiel, J. J.	5/14/19	38	Minch, R. M.	8/2/19	95	Layne, R. S.	6/28/19	145	Keehn, C. W.	6/17/19	441	Anderson, M. L.	8/9/19	760	Human, J. H.	6/10/19
3	Byfield, T. R.	3/10/16	41	Yannello, S. J.	8/6/19	97	West, S. M.	7/31/19	146	Robison, D. F.	8/8/19	441	Munoz, M. R.	6/24/19	760	McConnell, R. D.	7/9/19
3	Cruz, J.	12/1/15	43	Babbitt, D. E.	6/20/19	98	Kettner, J. H.	5/1/19	150	Rivi, D.	7/22/19	445	DeRushia, B. L.	7/26/19	760	Smith, T. V.	7/4/19
3	DeStefano, G.	7/15/19	43	Barney, M. W.	7/8/19	98	Ritchey, G. R.	7/16/19	163	Cronauer, R. J.	6/8/19	446	Gray, W.	6/7/19	760	Woods, B. R.	8/17/19
3	Farrell, J. P.	7/26/19	46	Boswell, W. B.	7/28/17	99	Therien, J. R.	8/7/18	164	Busch, K. J.	5/29/19	459	Timko, D. W.	8/26/19	769	Rideout, D. E.	8/11/19
3	Fox, E. F.	7/30/19	46	Larsen, L. S.	8/9/19	102	Giuliano, M. A.	7/5/19	164	Fleming, D.	6/20/19	461	Jungels, D. P.	7/26/19	769	Sargent, M.	7/17/19
3	Gheerawo, D.	7/7/19	46	Vanden Bos, C. L.	7/25/19	102	Van Derveer, R. W.	6/29/19	164	Martin, S. W.	7/13/19	474	Brakefield, W. A.	8/9/19	776	Driggers, J. G.	7/30/19
3	Jefferson, T.	7/4/19	47	Hughes, E. A.	6/11/19	103	Higgins, W. F.	7/15/19	164	Weis, W. R.	7/13/19	474	Carsley, R. L.	4/23/19	776	Hoats, W. B.	2/24/15
3	Machules, K.	4/29/19	48	Adams, S. E.	7/29/19	103	Prokop, L. H.	7/21/19	175	Anderson, C. W.	7/21/19	477	Brown, J. A.	8/7/19	776	Howard, W. V.	8/20/19
3	Mannino, A. J.	7/17/19	48	Kibby, D. M.	7/17/19	103	Rogers, M. P.	6/18/19	176	Bulger, J. E.	6/20/19	479	Duhon, D. G.	8/4/19	816	Hendip, W. L.	6/10/19
3	Meagher, H. R.	7/13/19	48	McClelland, P. J.	11/30/17	103	Terban, J.	5/7/19	191	Bowles, J. W.	3/8/19	479	Greene, L. D.	5/18/19	852	Parker, H.	6/30/19
3	Padilla, J.	8/7/19	48	Strong, D. E.	6/21/19	105	Brnardic, J.	8/19/19	212	Hirth, J. R.	7/16/19	481	Allison, R. H.	8/11/19	855	Harrington, J. N.	4/17/19
3	Prior, R. F.	7/24/19	48	Williams, D. P.	7/26/19	105	O'Connor, M. J.	8/3/19	212	Poole, J. R.	8/3/19	481	Norris, V. R.	8/2/19	876	Revord, R. G.	8/1/19
3	Rosso, J. S.	8/17/19	51	Moore, B. T.	6/24/19	110	Kruse, C. D.	6/23/19	213	Deem, G. W.	9/1/18	488	Conroy, J. A.	7/6/19	889	Peterkin, J. H.	5/26/19
3	Schroeder, A. A.	3/29/19	53	Long, R. R.	7/13/19	110	Rockne, T. B.	4/15/19	213	Engstrom, G. R.	6/29/19	488	Delano, W. J.	2/19/15	903	Crews, A. C.	7/16/19
3	Scully, K. J.	7/21/19	53	Simmons, M. M.	4/12/19	111	Donovan, T. W.	9/19/15	213	Knudsen, H. Z.	12/21/18	494	Dlapa, E. J.	8/3/19	903	Dickens, C. E.	8/13/19
3	Tagliatela, J. F.	7/27/19	57	Daly, A. V.	12/22/18	111	Graves, L. W.	7/13/19	213	Swart, K.	4/16/19	494	Krolnik, E. P.	7/26/19	910	Claffin, T. W.	6/20/19
3	Tompkins, D. T.	7/15/19	57	Stoddard, R. W.	5/25/19	112	Johnson, S. W.	8/1/19	226	York, C. E.	8/2/19	494	Plantikow, J. O.	5/28/19	915	Rupp, A. M.	5/25/19
5	Settles, J. L.	5/25/19	58	Cichocki, K. R.	8/9/19	115	Green, R. M.	7/17/19	230	Bremner, I. R.	7/8/19	500	Carruth, C. H.	10/20/18	932	Remaley, R. P.	6/29/19
5	Swiss, J. M.	8/4/19	58	Cockfield, W. E.	7/22/19	117	Glosson, G. R.	7/29/19	230	Cordingley, H. T.	5/23/19	520	Brem, D. R.	7/31/19	934	Combs, B. G.	7/20/19
7	Goodreau, G.	7/15/19	58	Doran, M. L.	7/25/19	120	Boughton, P. W.	7/20/19	230	Gerrard, H.	5/22/19	520	Fraser, M. K.	5/1/19	953	Hodges, D. L.	7/9/19
8	Snow, K.	6/2/19	58	Finazzo, J. P.	8/11/19	120	Downie, J.	7/3/19	230	Kappel, P.	6/18/19	532	Depauw, D. E.	8/7/19	953	Krager, R.	12/17/18
9	Miller, W. H.	7/4/19	58	Fraga, P. R.	8/11/19	124	McWhirt, W. J.	6/6/19	236	Lavigne, L. R.	6/10/19	540	Fair, R. K.	8/19/19	972	Bedilion, W. W.	6/13/19
11	Berisek, M. C.	7/1/17	58	Goodwin, A. E.	7/18/19	125	Oberst, G. W.	2/11/19	246	Davis, R. A.	7/19/19	551	Johnson, S. M.	7/14/19	972	Fuller, C. A.	5/26/19
11	Fitzpatrick, J.	8/2/19	58	Petterson, F. E.	9/16/18	125	Wight, N. B.	7/9/19	252	Herrmann, B.	7/25/19	558	Fairbanks, T. B.	6/23/19	993	Bester, C.	1/25/19
11	Mickle, R. R.	7/18/19	58	Schroeder, F. H.	7/23/19	126	Bramm, R. M.	7/30/19	252	Reed, L. W.	7/18/19	558	Massengale, C. D.	8/23/19	1077	Seal, L. B.	7/9/19
11	Picone, A. J.	5/28/19	58	Smith, S. M.	8/10/19	130	Dusset, R.	4/28/19	252	Wetzel, T. A.	7/27/19	569	Eckman, M. S.	4/26/18	1186	Parker, C. M.	5/20/19
11	Reiley, L. R.	6/29/19	58	Wigton, K. W.	7/15/19	130	Fey, W. J.	7/19/19	254	Veilleux, G. E.	6/22/19	569	Pursehouse, P.	7/10/19	1186	Tokuhara, L. K.	6/16/19
17	Postill, D. P.	6/29/19	60	Gunther, G. P.	6/14/19	130	Rouquette, J. L.	7/12/19	258	Jack, R. S.	5/13/19	569	Wagner, B. L.	3/28/19	1245	Frank, D. L.	6/4/19
18	Hoffrich, H. W.	7/22/19	68	Housand, F. P.	7/16/19	134	Dieball, R. A.	7/22/19	261	Pinkston, A. A.	7/8/18	570	Bounds, H. E.	8/13/19	1253	Potter, W. R.	7/9/19
18	Malinis, L. M.	4/22/19	68	Mennenga, R. E.	3/19/19	134	Holderrieth, R. C.	12/25/18	270	Mayton, A. H.	8/13/19	570	Cawood, J. L.	7/28/19	1289	Cobane, R. F.	8/1/19
22	Casebeer, K. R.	7/29/19	68	Saindon, M. A.	7/5/19	134	Killackey, J. M.	5/6/15	275	Leach, W. J.	3/14/19	576	Melton, S. C.	4/3/19	1516	Schenck, J. W.	6/10/19
24	Evans, T. R.	8/8/19	68	Trembath, G. R.	6/28/19	134	Lucik, R. A.	8/4/19	280	Cooke, R. A.	6/4/19	584	Coleman, E. L.	7/31/19	1547	Bryant, D. L.	8/6/19
25	Breitenbecker, R.	7/24/19	73	Wolff, L. L.	5/29/19	134	Mayer, R. A.	7/19/19	280	Preble, C. W.	7/21/19	584	Hudson, P. E.	4/24/19	1547	Naron, D. L.	1/30/19
25	Kenney, D. W.	8/14/19	76	Crisp, R. H.	5/4/19	134	Richmond, F.	7/21/19	288	Clemens, C. M.	6/15/19	586	Bordeleau, G.	6/29/19	1547	Swenson, N. R.	7/30/19
									291	Arnold, D. G.	8/1/19	586	Murphy, D.	7/18/19	1579	Kearse, F. L.	4/6/19
									292	Benyo, K. E.	7/31/19	595	Cassady, H. C.	7/5/19	1687	Rydzik, R. M.	6/12/19
									292	Breslain, T. J.	7/28/19	595	Lodge, R. D.	12/7/18	1701	Cox, D. L.	7/7/19
									292	Carlson, A. W.	8/3/19	595	Pimentel, D. F.	4/18/19	2085	Asham, R. B.	7/1/19
									292	Hayes, R. J.	6/18/19	595	Samuel, J. M.	2/10/19	2085	Critchley, D. T.	5/7/19
									292	Schreiner, L. L.	6/23/19	601	Barton, J. K.	8/16/19	2085	Willis, G.	7/2/19
									302	Frost, L. F.	12/25/16	602	Atwood, L. D.	6/9/19	2166	Smith, J. M.	6/12/19
									304	Baier, D. W.	4/9/19	606	Wilson, J. M.	5/26/19	I.O. (41)	Lindstrom, R. C.	5/26/19
									306	Fitt, R. H.	8/2/19	611	Casados, F. F.	7/17/19	I.O. (134)	Angelacos, J. T.	7/16/19
									306	Weber, J. G.	5/24/19	611	Schaffer, J. G.	6/28/19	I.O. (134)	Rice, W. S.	7/29/19
									309	DalPozzo, J. J.	7/5/19	613	Emerson, J. W.	8/10/19	I.O. (549)	Scherer, B. E.	8/6/19
									309	Faughn, G. A.	7/22/19	613	Harden, R. M.	7/21/19	Pens. (637)	Dillon, G. M.	8/5/19
									332	Clark, V. D.	7/19/19	613	McCrickard, D. A.	8/22/19	Pens. (637)	Epperly, A. W.	8/4/19
									332	Fletcher, M. G.	4/17/19	613	Spencer, L. M.	8/9/19	Pens. (875)	Dean, C. D.	8/8/19
									332	Pfeiffer, R. J.	7/12/19	613	Stephens, R. E.	7/7/19	Pens. (I.O.)	Baan, J.	6/22/19
									340	Cooley, H. J.	7/1/19	625	Moore, G. H.	3/29/19	Pens. (I.O.)	Baker, F. R.	6/25/19
									347	Strong, C. H.	7/27/19	640	Bivens, M. J.	7/31/19	Pens. (I.O.)	Blackford, F. L.	7/17/19
									349	Hoffrichter, M. J.	5/19/19	648	Tackett, R. E.	6/18/19	Pens. (I.O.)	Blair, C. J.	7/31/19
									351	Welsh, E. P.	7/31/19	659	Coon, H.	5/7/19	Pens. (I.O.)	Bull, R. A.	2/18/19
									353	Arnold, P.	7/27/19	659	Dobbins, M. C.	7/25/19	Pens. (I.O.)	Crown, J. R.	7/30/19
									353	Boss, A.	6/6/19	659	Doescher, W. A.	6/20/19	Pens. (I.O.)	Dutnall, R.	4/5/19
									353	Grossi, R.	6/26/19	659	Koeser, R. L.	6/19/19	Pens. (I.O.)	Herring, D. D.	7/26/19
									353	Hall, W. L.	7/26/19	665	Daniels, L. J.	7/16/19	Pens. (I.O.)	Hoyrup, D. L.	2/9/19
									353	McGregor, J. B.	8/9/19	665	Hatt, B. E.	3/14/18	Pens. (I.O.)	Johnson, C. E.	7/9/18
									353	Rootham, K. H.	3/4/19	666	Everett, L. A.	8/16/19	Pens. (I.O.)	Knudson, L. M.	5/17/19
									353	Skudikis, A. J.	3/17/19	681	Ochoa, R. E.	7/15/19	Pens. (I.O.)	Nadon, D. A.	7/30/19
									354	Lenk, M. H.	2/28/19	683	Strohm, S. C.	6/28/19	Pens. (I.O.)	Neal, J. D.	7/7/19
									354	Wells, S. N.	7/5/19	697	Schilling, A. E.	7/10/19	Pens. (I.O.)	Peterson, C. F.	3/17/19
									357	Pittenger, G. L.	8/11/19	697	Smith, T. W.	7/26/19	Pens. (I.O.)	Schultheis, W. F.	6/8/19
									357	Robertson, L. N.	7/26/19	701	Covey, J. B.	10/3/17	Pens. (I.O.)	Sirfus, J. A.	7/28/19
									357	Schanzenbach, E. L.	7/28/19	701	Jenca, M. C.	7/18/19	Pens. (I.O.)	Smith, R. T.	6/26/19
									357	Tate, W. C.	6/28/19	701	Pope, R. E.	7/31/19	Pens. (I.O.)	Strickland,	

June International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:18 a.m., by Chairman Erikson, on Monday, June 24, 2019, in Hoboken, New Jersey. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Lavin and Galbraith.

International President Stephenson
International President Lonnie R. Stephenson offered reports to the members of the International Executive Council on a variety of matters affecting all branches of the Brotherhood.

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

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

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

Article XX and XXI Cases
There were no new Article XX or Article XXI cases to report.

International Charge
IBEW Local Union 969 remains under Trusteeship. IBEW Local Union 2330 was placed under Trusteeship, effective June 3, 2019.

Appeals Filed with The International Executive Council
The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 76 member Gary E. McKay, and it is the decision of the IEC to deny Brother McKay's appeal and uphold the decision of International Secretary-Treasurer Cooper.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 98 member Matthew J. McDevitt, and it is the decision of the IEC to approve Brother McDevitt's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 126 member Donald B. Runkle, and it is the decision of the IEC to deny Brother Runkle's appeal and uphold the decision of International Secretary-Treasurer Cooper.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 611 member Leonardo A. Quintana, and it is the decision of the IEC to approve Brother Quintana's appeal.

The International Executive Council con-

ducted a thorough review of the facts pertaining to an appeal from Local Union 649 member Bradley P. Wheaton, and it is the decision of the IEC to approve Brother Wheaton's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 903 member Francis G. Poolson Jr., and it is the decision of the IEC to deny Brother Poolson's appeal and uphold the decision of International Secretary-Treasurer Cooper.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2019
Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets covering the 9-month period ending March 31, 2019
Reviewed and Filed

Retirement of International Vice President
Joseph S. Davis, International Vice President, Fifth District Effective — January 1, 2019

Retirement of International Representatives, and Director
Bruce G. Burton, Director, Pension & Reciprocity Department Effective — July 1, 2019

John K. Craig, International Representative, Tenth District Effective — August 1, 2019

Kirk E. Groenendaal, International Representative, Construction & Maintenance Department Effective — September 1, 2019

William W. Neiles, International Representative, Fifth District Effective — May 12, 2019

Martha J. Pultar, Director, Broadcasting and Telecommunications Department Effective — April 1, 2019

Vested Pension
Joseph C. Koehler, Membership Development Department Effective — March 1, 2019

Gregg A. Sickles, IEC Effective — January 1, 2018

Jennifer Wood, International Office Employee Effective — August 19, 2019

For the International Executive Council
This regularly scheduled meeting was adjourned, on Tuesday, June 25, 2019, at 9:39 a.m. The next regular meeting of the International Executive Council will commence at noon, on Wednesday, August 28, 2019, in Chicago, Illinois.

Patrick Lavin, Secretary June 2019

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



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

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

HOW TO REACH US

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

Send letters to:
Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001
Or send by email to: media@ibew.org

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WHO WE ARE

IBEW Membership Turned into Her ‘Freedom Ticket’

This Army veteran and mother of three is the face of the IBEW’s most recent national television commercial.

Crystal Rourke says life wasn’t quite as tough two years ago as it now sounds.

Yes, she was going through a divorce and often had to work three jobs to support her three sons. They included working as a probation officer, a corrections officer and driving for Lyft. She also worked toward a graduate degree so she could become a full-time probation officer.

Through it all, she tried to maintain a positive attitude, though that wasn’t always easy.

“Fake it until you make it,” the U.S. Army veteran said with a laugh. “I was just pushing and pushing forward.”

In early 2018, while working for Asplundh, the international tree-trimming company, and still attending school, Rourke finally got a well-earned break.

A co-worker told her Xcel Energy, a longtime IBEW utility partner in Minnesota, was hiring groundmen and drivers and encouraged her to put her name on the books at Minneapolis Local 160.

her phone and earned her endorsement that afternoon.

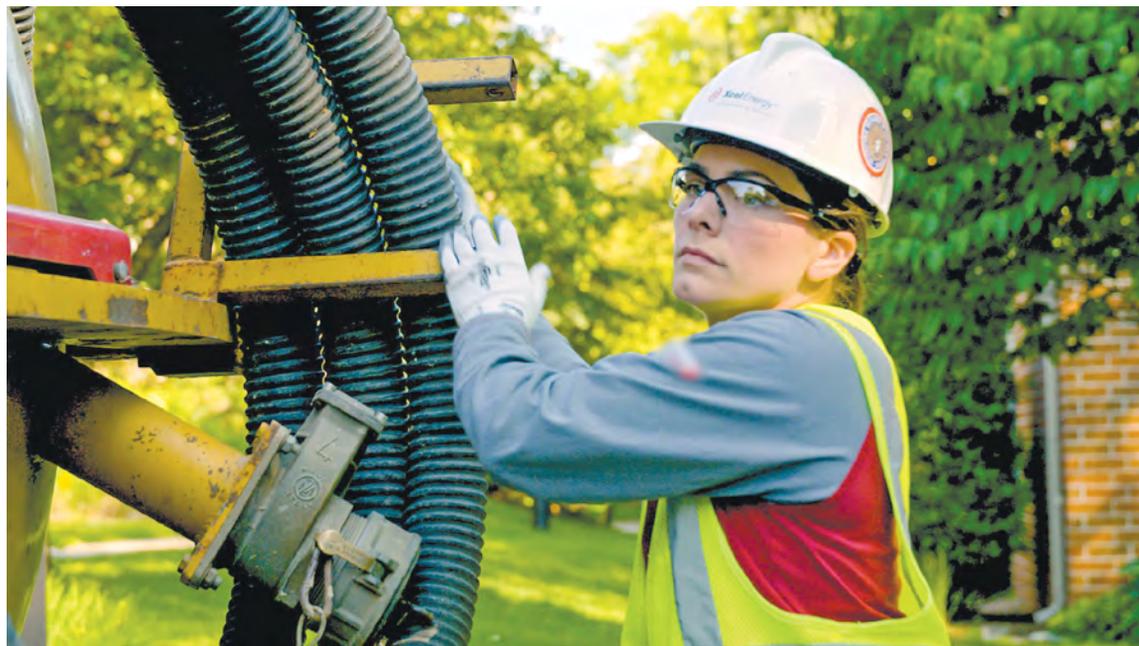
With that, Rourke was hired in April 2018 and earned Local 160 membership in the process. She’s left her other jobs and now is able to spend more time with her sons — ages 15, 13 and 9 — and to provide the family with quality health insurance.

She’s also the focus of the latest in a series of national television advertisements, which highlight the value of IBEW membership for young people looking for a career that will provide a stable, middle-class life without the burden of college debt.

“It’s my freedom ticket,” Rourke, 35, said. “It’s my way to make my own way, to provide for my family and be able to take off weekends and holidays.”

“I’m not just surviving; I’m living. That was a huge deal for me. If you told me a year ago where I’d be now, I would’ve felt like I’d won the lottery.”

Rourke grew up in rural Missouri, but it wasn’t an easy childhood. She



into such a positive person because things could have easily gone the other way.”

After being discharged, the couple settled in Minnesota because it was close to her husband’s family, Rourke said. Two more sons came along.

But even with her military background, finding a full-time position that provided the family with financial stability proved difficult. Rourke enjoyed her work as a corrections officer but it hardly paid enough to take care of the family’s bills.

“Working in jail taught me how to interact with people and how to communicate,” she said. “You’re outnumbered [by the inmates] and you don’t have a lot of physical tools in your toolbelt. You have to rely on your mental toolkit.”

Working outside is nothing new. Rourke fondly remembers baling hay and feeding the pigs on her family’s Missouri farm — even while her grandmother and grandfather said she should be in the kitchen doing “women’s work.”

Serving in the Army and later working for Asplundh convinced her she could handle herself in a physical environment dominated by men. Rourke said she is one of just four women out of 165 field workers in Xcel’s Electrical Utility Construction Department.

She’s always tried to stay physically active, but it’s even more important to her now. Rourke is training for her first marathon in Las Vegas later this month. She’s also become an avid rock climber. It’s all about showing her co-workers and superiors she can drill a hole into the hard ground, lift poles and not get worn out throughout a long day.

“She did not shy away from the physical part of it,” Boogren said.

Boogren said he hopes Rourke’s



Rourke says she’s able to spend more time with her three sons, ages 15, 13 and 9, thanks to the paycheck and benefits that come with IBEW membership. It’s a far cry from the three jobs she had to work before.

success will inspire other traditionally underrepresented groups to seek out utility jobs with other IBEW employers.

“Crystal is going about it the right way,” he said. “She goes out and applies herself and has a great story to tell.”

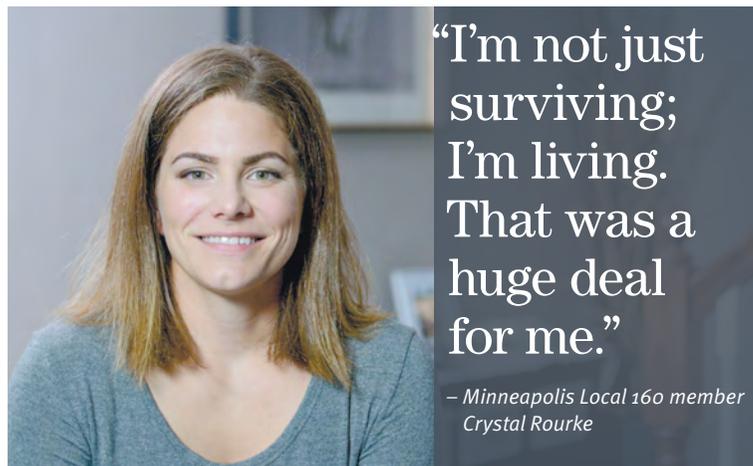
For Rourke, the journey over the last 18 months is still a bit unbelievable. She’s thankful for the job with Xcel and the IBEW membership that went with it. She has a good relationship with her ex-husband, which allows her to travel to out-of-town assignments.

Despite being new to union membership, Rourke hopes to continue to

be a vocal advocate for the labor movement; she spoke at the Sixth District Progress Meeting earlier this year. She also would like to mentor young women who are going through tough times, in part because landing a job that takes care of a family’s needs can be difficult to find.

“This has been a crazy sort of joy ride,” she said. “I’m finally starting to reach the point where I don’t feel like the bottom is going to drop out on me.

“I had no idea what opportunity was available to me until I took a leap of faith and joined the IBEW.” ■



“I’m not just surviving; I’m living. That was a huge deal for me.”

— Minneapolis Local 160 member
Crystal Rourke

Initially, Rourke was hesitant to do so. She feared she would be “laughed out of the office.” She overcame the initial fears, however, and after applying, she was called back for an interview. Rourke said the person interviewing told her she was qualified except she lacked a tanker endorsement, which allows drivers to haul 1,000 gallons or more of liquid and gas.

She immediately drove 15 minutes to a Minnesota Driver and Vehicle Service office, studied for the test on

was adopted at age 5 and her mother died when she was 14. She became estranged from her father and was sent to live with family members in Tennessee, where she finished high school before joining the Army. She met her ex-husband in the military and their first son was born in Germany.

“Her enthusiasm is just so impressive,” Local 160 Business Manager Robert Boogren said. “She never seems to have a down moment. It’s amazing she’s turned