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LEVELING THE PLAYING FIELD

Pre-Apprenticeships Open Doors to the Middle Class

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Any IBEW member knows a career in the trades can be incredibly rewarding. Whether it's a debt-free education, a paycheck that provides a family with a solid

middle-class life or the simple satisfaction of creating something with your own two hands, the opportunities available through the IBEW and other union trades are limitless.

But what happens to the millions of Americans and Canadians who don't know about the trades?

When Henry Miller and the other founding members of this union tasked us with organizing "all workers in the entire electrical industry," they didn't mean only those who were lucky enough to have heard of the IBEW.

"I was working in the produce department of a grocery store when I first learned about the IBEW," said International President Lonnie R. Stephenson. "I didn't have any family or friends in the union, or even working

Pre-apprenticeship students at the Raleigh-Durham (North Carolina) Joint Apprenticeship Training Committee learn the basics of the electrical trade.

in the construction industry at the time. But I met an electrician named Ray Wells who came into the store on a service call, and that conversation changed my life.

"As president, I've met so many members across North America with similar stories of chance encounters that opened the world of the IBEW to them. And as we continue to work to grow this union and capture even more work, we need to look at ways

PRE-APPRENTICESHIPS *continued on page 3*

FROM THE OFFICERS

A More Inclusive Union



Lonnie R. Stephenson
International President

Last November, we ran a feature we called “The IBEW Changed My Life,” where we asked some of you to tell the stories of what IBEW membership has meant to you and your families.

Those stories lifted me up and made me so proud of this brotherhood and what all of us pulling together in the same direction can accomplish.

But it also made me think: How many of us became IBEW members because we were lucky enough to have a family member or a friend — or in my case, a friendly stranger — point out the opportunities that were available through the union?

We’re all so fortunate to be a part of this great union, to be able to band together to fight for better wages, quality health care and a secure retirement. And as we continue to grow, to increase our collective power, I think a lot about how we can expand the opportunities we’ve had to people who haven’t heard about what the IBEW can do for them and their families.

One way we’re doing that is through pre-apprenticeships, which you’ll read about in this month’s cover story. These short, intensive programs give people who may not have had any exposure to the electrical trade a hands-on look at a career that could become their path to the middle class.

These pre-apprenticeships serve several important functions for newcomers to the IBEW. First, they offer preparatory classes like math tailored to the industry and electrical basics that prepare students for their first-year apprenticeship classes. Second, the exposure they provide helps participants decide if the electrical trade is really for them. That reduces drop-outs and opens up opportunities for people who truly want to make a career in the IBEW.

In our locals that have strong pre-apprenticeship programs, we’re seeing an IBEW that looks increasingly like the communities we serve. That means more women, more people of color and people from a wider range of backgrounds than before. And that’s a good thing.

You’ve also heard us talk about VEEP, the Veterans Electrical Entry Program, where we offer members of our military the opportunity to complete their first year of apprenticeship study before they’re discharged from active duty. It’s another version of a pre-apprenticeship, and another way we’re making the IBEW stronger with every graduate.

In our two countries, we’ve got an enormous untapped pool of talent — people of all ages, races, genders and backgrounds — who have something to contribute. Pre-apprenticeships are an important tool in offering those people the same opportunities we’ve had, and the IBEW stands to gain so much from their inclusion.

Through programs like these, I’m fully committed to expanding membership in an inclusive way, securing more work for you and our signatory contractors and continuing to ensure that the IBEW is the greatest union in North America. Thank you all for your support. ■

Using Our Power

Right before Christmas, Congress delivered a long-overdue present to working families by approving a bipartisan spending bill that included a repeal of the so-called Cadillac Tax.

The bill killed a 40% excise tax on employer-sponsored health care plans that offer comprehensive and competitive benefits like the IBEW’s.

As anyone who has ever sat at the bargaining table knows, we’ve fought long and hard for our health-care benefits. And we’re proud that the IBEW offers our members some of the best health benefits in the entire private sector.

The Cadillac Tax threatened all of that, punishing employers and unions that did the right thing by providing good benefits to employees and making health care more, not less, expensive.

Ever since it was first introduced, its repeal has been one of the IBEW’s top legislative priorities.

Year after year, IBEW members made phone calls and met with their members of Congress in person to tell them that the Cadillac Tax was a direct attack on our health care.

We succeeded in forcing its delay, and last year we helped build a strong bipartisan coalition in the House and Senate committed to eliminating it altogether.

As important as our political/legislative team here in D.C. is, it’s you, our members, who made the difference.

The greatest strength of the IBEW is that we’ve got members in nearly every community across North America. And when our we work together as one to change things for the better, it’s a power few can match.

That’s how we killed the Cadillac Tax. Union members also pushed Congress to pass the American Miners Act, which will save the pensions of tens of thousands of our United Mine Workers brothers and sisters.

Last summer, IBEW members flooded the Labor Department with more than 65,000 comments in defense of our apprenticeship programs.

And it is our members who are going to help Congress pass the Butch-Lewis Act into law and stop Sens. Chuck Grassley and Lamar Alexander’s disastrous plan that would destroy healthy pension plans like the IBEW’s.

Too often in politics, positive change happens slowly. It’s so easy for good ideas that benefit working families and the middle class to get clogged up in partisan fights and legislative gridlock.

But as we saw in just the last few years, deadlock isn’t inevitable. Even with today’s divided government, the labor movement can still score some critical political victories.

That’s why I need every one of you reading these words to take action starting today.

A good place to start is www.ibew.org/political/protectourpension. There you will find information on how to contact your senators and encourage them to reject the disastrous Grassley-Alexander plan and protect our pensions.

There is power in our voice and our numbers. Let’s use it. Thank you for your activism. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Honored to Serve

I’m a 62-year member of Chicago Local 134, and I served my country in the U.S. Army during the Korean War. Recently, I was invited to be on a Korean War veterans Honor Flight, where we visited Washington, D.C., for three days. The all-expenses-paid trip was a beautiful experience; words can’t explain. I am privileged to still be living at 86 years old, and I still have my health.

I thank Local 134 and my country for everything I was able to accomplish.

*Richard Eshoo, Local 134 retiree
Chicago*



Editor’s Note: IBEW locals across the U.S. sponsor Honor Flights to bring veterans to Washington, D.C., to see their war memorials. For more information, visit HonorFlight.org.

Paying it Forward

I was very fortunate to start my apprenticeship right out of high school. The journeymen I worked with taught me the meaning of brotherhood and the pride of quality work. Now retired, some 53 years later, I only hope I gave as much as I received.

*Carl Robinson, Local 145 retiree
Rock Island, Ill.*



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

Leaving Union-Busting Behind

Responding to “Employers Charged with Violating Labor Law in 40% of Union Campaigns,” [also on Page 7 of this issue]:

When I worked for Charter (now Spectrum), any time the IBEW organizer came around we could be guaranteed a visit from the regional corporate types. We would have mandatory half- to full-day captive audience meetings, where they showed the same video Lowe’s and Target show their workers. It’s been over 15 years since I left Charter and became an IBEW inside wireman. My family’s lives have been vastly improved by that choice.

*Adam Foxworthy, Local 932 member
Coos Bay, Ore.*

The Union Difference is Obvious

Responding to “Ho Ho No! Anti-Union Elves Exploit Holidays to Spread Lies.”

When you work for a nonunion shop, you supply your own tools, ladders, cords, etc. Owners love it because you are good for their bottom line. [Want to] earn a fair wage? Go union.

*Lori Amoroso Heizmann, Local 617 member
San Mateo, Calif.*

Organize, Organize, Organize

Replying to our online graphic, “New Year’s Resolution: Talk with nonunion electrical workers about the benefits of the IBEW.”

I did have success talking a buddy of mine into going union this year. He was a nonunion scaffold builder and joined the carpenters’ union. He tested in as a journeyman and said it has forever changed his life.

*Colby Joiner, Local 866 member
Kansas City, Mo.*

Continued from page 1

Leveling the Playing Field: Pre-Apprenticeships Open Doors to the Middle Class

to take that element of chance out of the equation and make sure every person — especially young people — know there are opportunities for long, fulfilling careers in the trades.”

At local unions and IBEW/NECA training centers across the U.S. and Canada, pre-apprenticeship programs are a proven way of expanding access to the IBEW and extending the hand of opportunity beyond traditional demographic and regional borders.

The introductory courses last between a few weeks and a few months, depending on the program, and are designed to help those interested in a full apprenticeship enter the trades with the skills and knowledge they need. Not only do the programs offer a less intensive way to try out the craft to see if it's a good fit, they offer classes like math tailored to the trade as well as supervised on-the-job training. Many programs offer direct entry into an apprenticeship upon successful completion.

“These programs give people without any experience in the construction industry the preparation they need to succeed in our training programs,” said Director of Civic and Community Engagement Tarn Goelling. “Apprentices who know what they're getting into are more successful than those who come in without that information. And these pre-apprenticeships are also an excellent recruiting tool for attracting a more diverse and local pool of candidates.”

Expanding Access

With construction booming in many parts of North America and baby boomers retiring, the demand for more skilled tradespeople is skyrocketing. If ever there was a time to recruit and retain as many people as possible, it's now. But how do you get into an electrical apprenticeship if you've never been told how?



For Tom Bowes, a Detroit Local 58 member and assistant director of the Detroit Joint Electrical Apprenticeship Center, his entry into the IBEW, like Stephen's, very easily could have not happened. He learned of the union and its apprenticeship through an encounter at the gas station where he was working at the time.

“In 1977, had I not been in that gas station at that specific time, I wouldn't have learned about Local 58, and I likely would not have had the 41-year career I've had with IBEW,” Bowes said. “We want to take the randomness out of it.”

Even for those who do find out about the IBEW, they still need to find out if the job is something they want to make a career. Pre-apprenticeships provide those opportunities in a low-risk setting and help locals avoid expending valuable training resources on apprentices who discover too late that the construction trades aren't for them.

The Electrical Training Alliance, the body that provides curriculum and other support to IBEW training centers, is in its fourth year of a five-year grant from the Department of Labor. Over a thousand people have started its pre-apprenticeship program, with about 600 graduating so far from 15 different joint apprenticeship and training committees across the country.

“We've been trying for years to get more women and people of color, as well as other underrepresented groups, in the trades,” said ETA Director Steve Ander-

son, who oversees pre-apprenticeships. “The grant has been a great opportunity for that.”

Women currently account for about 3% of the construction workforce, with people of color also underrepresented. And unlike typically woman-dominated fields like childcare, construction offers a livable wage and solid benefits. Additionally, according to Jobs with Justice, trades jobs come with a much smaller gender pay gap, just 8.7% compared to the average of 20%. And thanks to the unionization of the industry — and prevailing wage laws — the racial wage gap is also smaller.

If you want to get more women and people of color in the door, you need to think about where you're advertising, according to leaders at Boston Local 103 and Vancouver, British Columbia, Local 213, who have been reaching out to marginalized communities for years.

Farid Poursoltani, Local 213's Director of programs, said that typically when they would advertise, about 97% of respondents would be men. With help from a government grant a few years back, they ran the local's first digital campaign, with ads on social media and Google, directed to women and indigenous groups — in part by including images of those groups. The local has a goal of 20% women by 2021, but Poursoltani says he'd like to hit 30%.

“We say we want more women and diversity, but we're not always doing the work of being inclusive,” Poursoltani said. “We need to be asking how we can be better allies.”

Pre-apprenticeship programs across the U.S. and Canada are working to diversify the trades and bring in groups that are often have been historically marginalized. Top and bottom left: students from Kitchener, Ontario, Local 804. Bottom right: students from Portland, Ore., Local 48.

Local 213 also led a pilot program, partnering with Access Trades, to recruit and train aboriginal youth in the province. The Alternate Pathways to Electrical Careers program was designed to bridge the gap between the amount of math, science and English needed for an apprenticeship and what most students were actually exposed to. It graduated 14 students from its inaugural class in 2017 and currently has 35 indigenous apprentices in its system, Poursoltani said.

One state where the number of women in construction is higher than the national average is also home to one of ETA's most successful programs: Oregon. Portland Local 48 apprentice Suzanne Jaszcult completed the NECA-IBEW pre-apprenticeship program last summer. It's a 10-week program where the first eight combine classroom learning and lab times. Students learn how to build circuits, bend conduit and get practice with various hand tools. The last two weeks are spent on a jobsite training as apprentices. Perhaps just as important, the program is designed specifically to get historically marginalized groups in.

“The fact that the pre-apprenticeship is specifically designed to recruit women and people of color gave me more confidence that I would be welcome. It sends a ‘we want you here’ sort of mes-

sage, which was really encouraging,” Jaszcult said. “For people whose identities are underrepresented, this ‘invitation’ is so important.”

Preparing for Success

Beyond that welcome message, pre-apprenticeships foster an atmosphere of equality with programs that help to truly and concretely level the playing field. For a lot of women, this means childcare that meets construction site hours, something that Mississippi's Women in Construction program offers for its pre-apprentices.

“Childcare is a huge part,” said Ruth Mazara, the program's operations director. “It helps us to be able to train more women, and the majority want to do electrical work.”

The Women in Construction program, which works with Gulfport, Miss., Local 903, also offers supplemental curricula like financial planning and resumé writing and mental health assistance if it's needed.

“We're looking at the whole person,” Mazara said.

Washington, D.C.'s, Building Futures program works with men and women,

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Pre-Apprenticeships Open Doors to the Middle Class

some of whom are coming out of prison. As such, they also provide a lot of wrap-around services, like ensuring participants have the proper identification.

"I see my job as creating a bridge and being a translator," said Building Futures Project Manager Emma Brennan.

As Brennan notes, sometimes the services needed are as simple as having the right-sized safety equipment. But the programs also provide a space for much-needed relationships to develop.

"Having a pre-apprenticeship changes the face of construction," Brennan said. "Graduates are more successful and part of that, I think, is because of the friendships women create with other women in the trade. These are lifelong bonds."

It's clear there are large, untapped markets of people who would love the chance to get into; they just need a little help getting in the door. And as Local 103 business agent Kenell Broomstein noted, seeing people who look like you makes a big difference.

"Representation does matter," Broomstein said. "Back when I first started 15 years ago, I was the only one who looked like me and it's important for people to be able to see themselves on a job site or wherever, so they know there's a place for them."

If Detroit Local 58's Felicia Wiseman and her son are any indication, the future of the IBEW is indeed bright and more diverse. Her son will top out in June, making him a second-generation member.

"He came through with me. We went to the parades and picnics, all that," Wiseman said. "Everybody knew him."

Wiseman teaches at Randolph Career and Technical Center in the city.

"Inner-city kids don't know about trades," said Wiseman, a 20-year inside wireman. "They haven't been exposed to much and because of that we have to reach out."

Wiseman echoed the all-too-common refrain of students not getting enough math while also getting too much emphasis on attending college as the only way to a middle-class life. As a graduate of the University of Michigan, she knows first-hand.

"I would put my IBEW apprenticeship up against my University of Michigan education any day," Wiseman said.

Pre-apprenticeships also succeed in keeping eventual apprentices in the program. By giving pre-apprentices a chance

to try out a trade in a 10-week program, fewer people quit the apprenticeship itself, opening up spaces for more people who truly want to pursue a career in the electrical trade.

"I think it has a huge impact on cutting down on the drop-out rate," said Mike Richard, the IBEW's Construction and Maintenance Department director. "It's one of the biggest bonuses."

ETA's Anderson says they are still collecting data on their DOL program, so it's too early to say definitively that pre-apprenticeships improve retention in full-fledged apprenticeships. But there are some positive signs.

The program in Tampa, Fla., just graduated its first apprenticeship class with former pre-apprentices enrolled. They started with 19 students and 12 completed the apprenticeship. JATC Director David McCraw says retention has been roughly the same with each of the four cohorts they've had since.

Richard said that Local 58, his home local, has had 75 pre-apprentices so far, with 50 completing the 10-week program. Of those, 40 applied to the full apprenticeship and all are currently enrolled.

Mentoring

For many new apprentices without a family history in the IBEW or unions, there's an entire culture and language that can seem foreign. Pre-apprenticeships, coupled with mentoring programs, can help those new to the trades to acclimate — or even those who aren't so new.

"I'm a legacy; my dad was a journeyman wireman. But having a mentor was still beneficial to me," said Senior Executive Assistant to the International Secretary-Treasurer Darrin Golden of his time as an apprentice at Rockford, Ill., Local 364. "It was nice to have somebody to chat with."

Golden noted the culture inherent in the trades — and in the IBEW — that is often lost on those outside the union. It's the jargon, how members speak to one another, and all kinds of unspoken rules.

"It's more than just the tricks of the trade, it's how we speak and relate to each other," Golden said.

Beyond just teaching the basics like reading a tape measure, Wiseman, Randolph and other pre-apprentice instructors are also giving the students some-



A Raleigh-Durham JATC student learns the tools of the trade.

thing deeper and more personal.

"They see that you care," Wiseman said. "It's a morale thing. They know that somebody is backing them."

A 2016 note from Christy Handley, then a pre-apprentice, to Tampa, Fla., Local 915's Theresa King may sum it up best. King is the first woman president of Florida's Building and Construction Trades Council.

"I wanted to thank you for taking the time to visit our pre-apprenticeship class last Friday. You are truly an inspiration for women in the electrical industry. I've wondered if my gender would limit my advancement opportunities as my career progresses and you are living proof that the sky is the limit," Handley wrote.

Handley topped out as a journeyman wireman at Local 915 in December. "That pre-apprenticeship was one of the best things that could have happened to me," she said. "I'm forever grateful for the opportunity." ■

Valley View High School students in Hidalgo, Texas, get hands-on training through a pre-apprenticeship program started by Weslaco Local 1015 and the Rio Grande Valley Laredo Electrical JATC.



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

Stay up-to-date on what the IBEW is up to, and read the *Electrical Worker* online at IBEW.org.

YouTube

For 35 years, JCR, an outside line contractor, has been Boston Local 104's main competition in New Hampshire. See how they convinced JCR employees to join the IBEW at [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker).

Vimeo

The IBEW and First Energy are connecting us all to a



brighter future by partnering to build a stronger, smarter, more reliable electrical grid, one that will transform the way we power your home.

Find out more at [Vimeo.com/IBEW](https://vimeo.com/IBEW).

HourPower

Check out the most recent edition of Business Development News Briefs with highlights



from New Orleans Local 130; Jersey City, N.J., Local 164; Glendive, Mont., Local 152; and Asbury Park, N.J., Local 400. IBEWHourPower.com.

ElectricTV

The Cathedral of the Holy Cross has been a pillar of the Boston community for over 150 years. No major renovations have taken place until very recently — and Local 103 was there to make sure it got done right. Watch it at ElectricTV.net.



Learn more about VEEP at bit.ly/IBEW_VEEP ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Green Transit Initiatives in Ontario Mean More Jobs for IBEW Members

Toronto's GO Transit commuter rail network has committed to a shift away from reliance on diesel-powered locomotives, a push that could translate into meaningful, long-term employment for up to 1,500 members of Toronto Local 353.

"There's been a huge investment by the federal and provincial governments in recent years to electrify our rail systems," said Local 353 Business Manager Steven Martin. "Our members have the experience and the know-how to take on such a huge project and get it done safely and efficiently."

Last April, Ontario Premier Doug Ford announced plans for the province to invest nearly \$28.5 billion on transit projects in the Greater Golden Horseshoe region covering the western shores of Lake Ontario from Toronto to Hamilton. Much of that money is geared toward construction of a new subway line through Toronto, but plenty will be left to help fund GO Transit's \$11.2 billion electrification project.

"People are looking for ways to go green and they're also tired of sitting in traffic gridlock," said First District International Vice President Thomas Reid. "With the IBEW's help, Ontarians could soon be enjoying smoother and more environmentally conscious commutes."

Nearly 71.7 million people rode GO Transit in 2018, the agency reported. Its upgrade project aims to boost ridership even higher by allowing trains powered primarily by overhead-contact electricity to run every 15 minutes each way on at least five of GO's seven lines. It's a major undertaking: If all of the system's lines were laid out in a straight line, the 500 km of tracks would connect Toronto and Montréal.

Local 353's chances of getting this work rose significantly thanks to a happy coincidence. The local's leaders had been conducting contract talks in a Toronto hotel when representatives from U.K.-based engineering and construction firm Keltbray, on a mission to expand the company's business to Canada, checked in to the same hotel.

"Whilst we will maintain our commitment and focus on the U.K. market, it is only sensible and prudent for us to consider markets overseas which provide a greater degree of certainty in the medium term," Keltbray Group CEO Brendan Kerr said in a press release.

The two parties learned that they each place a strong emphasis on education, Martin said: "We brought them through one of our training centers and showed them how we're on the leading edge when it comes to training."

With more than 11,000 members throughout central Ontario, an ongoing commitment to education is crucial for Local 353, Martin said. Thanks to an

annual investment of nearly \$3 million, funded mainly through collective bargaining agreements with its numerous signatory contractors, the local operates four state-of-the-art centres — in Toronto, Barrie and Oshawa — to train apprentices and provide continuing education.

Keltbray came away impressed, Martin said, and in turn invited him, Local 353 Vice President Jeff Irons, Education Director Susan Boorman and Project Co-Ordinator Mike Rogge to tour the company's U.K. headquarters. "It gave us a chance to see different sites and different ways of doing things, and to see how far along they are on training," Martin said.

The business manager assured the Keltbray representatives that, should the company formalise an agreement to work in the province, the IBEW stood ready to take on any electrical work that resulted.

It wasn't long before Keltbray had signed a business agreement with Local 353

signatory contractor Aecon, an infrastructure development company that itself was looking to get in on the coming overhead electrification upgrades. Local 353 members have worked extensively with Aecon on a number of transportation developments, including construction of the 19 km Eglinton Crosstown light-rail system, set to open in the fall of 2021, and the 11 km Finch West light-rail system opening in 2023.

"This amounts to billions of dollars' worth of construction and maintenance," said Martin of the GO Transit upgrades, with the potential for more work to come from maintenance and future expansions. "We're hoping to make good hay with this."

Local 353 also assured Keltbray that a relationship with the IBEW could help the company smooth its entrance into the Canadian market by assisting it with translating their rigorous training standards to conform with Ontario's. "The concepts are the same, but some of the



As many as 1,500 members of Toronto Local 353 could eventually work on GO Transit's \$11 billion commuter rail network upgrades.

terms are different," Martin said.

The business manager estimates that these and similar green initiatives in Ontario could hold a great deal of poten-

tial for Local 353 members.

"It's a win-win-win — for the IBEW, for Keltbray and for the province," Martin said. ■

Le nouveau transport en commun en Ontario signifie plus d'emplois pour la FIOE

Le réseau de train de banlieue GO Transit à Toronto s'est engagé à abandonner la dépendance des locomotives qui utilisent du diesel. Cette initiative pourrait offrir un emploi intéressant et à long terme pouvant aller à 1 500 membres du local 353 à Toronto.

« Dans les dernières années, le gouvernement fédéral et provincial ont fait de gros investissements pour électrifier notre système de train, » dit le gérant d'affaires Steven Martin du local 353. « Nos membres ont l'expérience et le savoir-faire pour être responsable d'un projet de telle envergure et de l'achever de manière sécuritaire et efficace. »

En avril dernier, le premier ministre de l'Ontario Doug Ford a annoncé que la province avait des plans pour investir 28,5 milliards de dollars sur des projets de transport dans la grande région du Golden Horseshoe qui couvre les rives ouest du lac Ontario de Toronto à Hamilton. Une grande partie de cet investissement est destinée à la construction de la nouvelle ligne de métro à travers Toronto, mais il en restera une bonne somme pour financer le projet d'électrification de 11,2 milliards de dollars pour GO Transit.

« Les gens cherchent un moyen de passer au vert et ils en ont assez des embouteillages, » mentionne Tom Reid le vice-président international du premier district. « Avec l'aide de la FIOE, les Ontariennes et Ontariens pourraient bientôt profiter d'un déplacement plus fluide et

plus respectueux de l'environnement. »

Environ 71,7 millions de personnes ont utilisé GO Transit en 2018, nous mentionne l'agence. Ces projets d'améliorations ont pour but d'augmenter le nombre d'utilisateurs en permettant aux trains qui sont principalement alimentés par des lignes caténaïres de faire un départ toutes les quinze minutes, dans les deux sens, sur au moins cinq des sept lignes de GO. C'est un projet de grande envergure, si toutes les lignes du réseau étaient placées en ligne droite, le trajet de 500 km relierait Toronto et Montréal.

Les chances que la section locale 353 obtienne ce contrat ont augmenté de manière significative grâce à une heureuse coïncidence. Les dirigeants du local négociaient des contrats dans un hôtel à Toronto au moment où des représentants de Keltbray, une firme d'ingénieur et de construction basée au Royaume-Uni, sont arrivés au même hôtel et étaient en mission pour étendre ses activités au Canada.

« Alors que nous poursuivons notre engagement et notre concentration sur le marché britannique, il est tout à fait logique et prudent pour nous de considérer des marchés à l'étranger qui offrent une plus grande certitude à moyen terme, » déclare le PDG Brendan Kerr du Keltbray Group dans un communiqué de presse.

Les deux parties ont appris que chacun accordait beaucoup d'importance à l'éducation, « Nous les avons accueillie à

l'un de nos centres de formation et leur ont montré que nous sommes à la fine pointe lorsqu'il est question de formation, » dit Martin.

Avec plus de 11 000 membres à travers le centre de l'Ontario, un engagement continu en matière d'éducation est crucial pour le local 353, mentionne Martin. Grâce à un investissement annuel d'environ 3 millions de dollars, financé principalement par des négociations de conventions collectives avec ses entrepreneurs signataires, le local exploite quatre centres à la fine pointe de la technologie, dont Toronto, Barrie, Oshawa — pour former des apprenties et apprentis et d'offrir des formations en continu.

Keltbray a été impressionné, dit Martin, et en retour il a été invité ainsi que le vice-président Jeff Irons du local 353, la directrice de l'éducation Susan Boorman et le coordinateur du projet Mike Rogge à visiter le siège social au Royaume-Uni. « La visite nous a donné la chance de voir différents chantiers et des façons différentes de faire les choses, et où ils en sont dans les formations, » ajoute Martin.

Le gérant d'affaires a assuré les représentants de Keltbray que si l'entreprise décide de formaliser un accord pour travailler dans la province, la FIOE est prête à prendre le travail électrique qui en découle.

En peu de temps, Keltbray et l'entrepreneur signataire Aecon du local 353 ont signé un accord commercial. Aecon, une entreprise de développement et de con-

struction d'infrastructure qui cherchait justement à participer aux travaux d'améliorations d'électrification de lignes caténaïres. Les membres du local 353 ont beaucoup travaillé sur de nombreux projets de transports avec Aecon, y compris la construction de système léger sur rail de la ligne Eglinton Crosstown d'une longueur de 19 km, prévue ouvrir en automne 2021, et le système léger sur rail de la ligne Finch West d'une longueur de 11 km qui ouvrira en 2023.

« Ceci représente des milliards de dollars en matière de construction et d'entretien, » dit Martin à propos des améliorations du GO Transit, avec la possibilité d'obtenir plus d'emplois quant à la maintenance et développement futurs. « Nous souhaitons saisir les opportunités avec ces projets. »

Le local 353 a également assuré Keltbray qu'une relation professionnelle avec la FIOE aiderait l'entreprise à faciliter son accès sur le marché canadien en l'aidant à traduire leurs normes de formation rigoureuse pour qu'elles puissent être en conformité avec celles de l'Ontario. « Les concepts restent les mêmes, mais les termes sont différents, » ajoute Martin.

Le gérant d'affaires estime que ces initiatives écologiques et semblables en Ontario pourraient avoir beaucoup de potentiel pour la section locale 353.

« Tout le monde en sort gagnant — pour la FIOE, pour Keltbray et pour la province, » dit Martin. ■

WHO WE ARE

IBEW-Run Gas Plant Named One of the ‘Top Plants’ in the World

The people who live among the lakes and forests in far northern Michigan are hardy people. Up at the northern end of Lakes Huron and Michigan, three and half hours north of Detroit, the winters are long, cold and dark.

In the utility industry, the best is not the fanciest or the newest. The best is the most reliable, because light and heat aren't luxuries; they're necessities. And for utilities, reliable should be the expectation. For IBEW-staffed utilities, the standard is so high that reliability is simply taken for granted.

But sometimes reliable is so extraordinary the rest of the world has to stop and take notice. Show up to one baseball game, no big deal. Never miss a game for 16 years and you get a plaque in the Hall of Fame.

Every year, Power Magazine scours the globe to find the best, most efficient and most advanced gas power plants in the world for their annual awards issue. The editors of the magazine often highlight the showy and the new, like the plant in Shenzhen, China, where a revolutionary pollution reduction system won a nod this year.

This year, however, the editors also honored the 432 megawatt Wolverine Power Cooperative's Alpine gas plant in Elmira, Mich., for a record-breaking reliability record.

"It was a surprise. There are so many gas plants everywhere," said Grand Rapids, Mich., Local 876 member and Chief Plant Operator Dan Boulter. "We are honored that they chose us."

First, they had more total starts — 337 — than any other plant running GE's latest 7F.05 turbine fleet. Second, when they got the call from the system operator to add power to the grid, they met the deadline 99.7% of the time.

"I speak for all of us at Alpine when I say we are proud of the work we do to serve our members. When people come to our plant, we take pride in our ownership of its performance and appearance. We take care of everything inside this gate, from cleaning the toilets to troubleshooting our emissions control system," Boulter said.

In recognition of the ownership they take in the plant, Wolverine puts the names of Boulter and the nine other workers who run Alpine on a plaque out front — a practice Wolverine employs at all of its plants.

"I have never seen that before," said Local 876 Business Manager Chad Clark. "That's the only company I know of anywhere, and those members earn it."

The plant is not only one of the most reliable in the nation. Alpine's owners, the Wolverine Power Cooperative, say it is the most efficient in their fleet.

"The plant's performance — and



Members of Grand Rapids, Mich., Local 876 who work at the Alpine gas plant, pictured left to right: Kyle Glanert, Jeff Fisher, Jesse Genther, Evan Simon, Robert Markillie, Jacob Hoggard, Curtis Boyd, Sam Dodds, Darrek Mort, Adam Kelley, Dan Boulter.

this award — are made possible only by the plant's exceptional group of employees who take enormous pride in their facility and commitment to serving our members," said Dan Calverley, Wolverine's vice president of generation. "This award is a direct reflection of their commitment to excellence."

And putting up the names of the team that runs the plant year-round — Boulter alongside Maintenance Operators Curtis Boyd, Jeff Fisher, Kyle Glanert, Jacob Hoggard, Adam Kelley, Robert Markillie, Darrek Mort, and Evan Simon — Calverley said it was nothing less than what they earned.

"When you see how nice we like to keep it, you see our pride. Our names are on this plant; we have skin in the game," Boulter said.

Not only are IBEW members running the plant, they built it. The \$166 million project began in 2015 and used only union trades. Signatory contractor Swan

Electric hired members of Traverse City, Mich., Local 498 for all the substation, power line and construction work that brought the plant to life.

It nearly goes without saying that the project came in on time and on budget.

"I travel the country saying the IBEW has the safest, most productive and professional workers in the electrical industry," said International President Lonnie R. Stephenson. "These members more than back up my confidence, and I'm glad they're getting the recognition they earned. This is what being the best looks like."

Clark said that quality of the work mirrors the relationship with Wolverine.

"We get along very well with Wolverine. They take care of their workers. They value them and it shows in the work they get in return," Clark said.

Boulter said that while they do nearly all the work themselves — nearly 95% of the plant's work orders are for preventative/predictive maintenance — he may be proudest of what he hears from his peers in the industry, the traveling millwrights who work outages and do upgrades all across the region and see into dozens of plants.

"We like when the millwrights come to the plant and say 'We don't usually see a plant this clean.' Or 'We are treated great around here,'" Boulter said. "It's a good sign when they tell you 'When you need help, we want to come back.'" ■

TRANSITIONS

DECEASED

Denzil Chapman



Retired International Representative Denzil Chapman, a key member of the Organizing Department for 17 years, died at his home in Evans, W. Va., on Nov. 19. He was 76.

After serving in the U.S. Army in Germany, Brother Chapman was hired by Union Insulating and became a member of Parkersburg, W. Va., Local 1018 in November 1963. He quickly got involved in his home local, serving on various committees and in multiple roles, including as president and business manager, from 1965 to 1971. Local 1018 later was amalgamated into Evendale, Ohio, Local 1842, of which Chapman was a member for the rest of his active career. Local 1842 was amalgamated into Hamilton, Ohio, Local 648 in 2008.

Chapman also briefly worked for the AFL-CIO as an organizing field coordinator in West Virginia. That's when Mike Lucas, the Organizing Department's former director, heard about him from then-International Representative Paul Witte, who later became the Fourth District vice president.

Chapman impressed Witte by leading a successful organizing effort at an RCA plant while serving as the business manager of his small manufacturing local. After a six-month trial period under Lucas, Chapman joined the organizing staff as an international representative in August 1972.

"[Organizing] was a young man's job because of the long hours, and a lot of people are scared to death to make those calls," said Lucas, who remained friends with Chapman until his death. "You're out there knocking on doors where some people really don't want to talk to you."

"Paul told me that Denzil did a heck of a job on that plant. He took to organizing like a fish to water and he didn't mind going out and talking to people."

Chapman started out primarily working in the manufacturing branch before expanding his expertise to other IBEW disciplines. Some of his most successful organizing efforts were at Alabama Power, Louisville Gas & Electric and Potomac Electric Power Company, commonly known as Pepco, Lucas said.

Eric Chapman, Denzil's son, said his father was drawn to organizing work because of experiences while growing up.

"He came from basically nothing in rural West Virginia," Eric Chapman said. "I think he saw how people were treated in the workplace. It touches your heart and I

guess he wanted to make a difference."

Chapman served as interim organizing director in 1981 while Lucas recovered from a heart attack. Following Lucas' return, he served as his assistant until his own retirement in 1989.

After that, he owned his own tree and landscaping business in Bowie, Md., just outside of Washington, from 1989 to 2002, Eric Chapman said. He moved back to his native West Virginia in 2010.

Chapman was an avid gardener and fan of the Cincinnati Reds. Eric remembered the family making many trips to Cincinnati for Reds games when his father wasn't on the road organizing. Lucas said Chapman and other organizers sometimes spent 250 nights a year on the road.

"He was dedicated to it," his son said. "When he would make house calls to people, he knew where they were coming from because he had been like that at one point in his life."

In addition to Eric, Chapman is survived by another son, Mark, and a daughter, Rachel.

"Denzil was a good man," said Lucas, now retired and living in Florida. "I'll give him the biggest accolade I can give someone: He was a good organizer."

The officers and staff send their condolences to Brother Chapman's family and friends during this difficult time. ■

THE FRONT LINE: POLITICS & JOBS

Two Major IBEW Priorities Finally Made Law

Several of the IBEW's highest legislative priorities were signed into law Dec. 20.

Repealing the so-called Cadillac Tax on union healthcare plans has been at the top of the IBEW legislative agenda for nearly a decade, but never made it past Congress.

But, with a Democratic majority in the House and \$1.4 trillion spending package that needed to pass before Christmas as leverage, a coalition of labor unions that included the IBEW were able to push the repeal over the line, said Political and Legislative Department Director Austin Keyser. The bill also included a rescue for the Mine Workers' pension plan, a failing fund that put pressure on the entire multi-employer pension system, and a raise for federal workers including tens of thousands of IBEW members.

"What changed? What changed is [Republican incumbent Kentucky Governor Matt] Bevin lost. The day after that election [Senate Majority Leader Mitch] McConnell signed on to save the Mine-workers' fund," Keyser said. "McConnell is a politician. He looked at Scott Walker and looked at Bevin and all the others we've sent packing and he reached the reasonable conclusion that working people aren't sitting back and taking it anymore. If he continued to stand against common-sense solutions for working families, he would have been joining those others in involuntary retirement."

The House passed the 2019 Omnibus Spending Bill — which included the two provisions — Dec. 19 and the Senate passed and sent it to the White House before the previous spending bill expired on Dec. 21.

As originally written, the Cadillac Tax would have punished union-negotiated health plans with close to a 40% surcharge. The impact would have been devastating and Congress repeatedly delayed implementation under IBEW pressure.

But just the threat of the tax was wreaking havoc at the bargaining table for much of the last decade.

"We've been negotiating three-year deals and Congress kept delaying the tax for two years. We had to plan as if it would be a reality in year three," Keyser said. "We've been giving away hard-won benefits only to see them delay for another two years, which is all well and good, but we're still worse off for no reason."

There had been bipartisan support for repealing the Cadillac Tax but Republican leadership only supported it as part of larger bills to repeal the entire Affordable Care Act. The decade-long effort to repeal the ACA has finally lost steam, and the repeal was one of House Speaker Nancy Pelosi's first priorities when the Democrats took over in 2019, Keyser said.

The Mine Workers' Pension rescue was also released from the ice jam on Capitol Hill, mere months before the fund could have fallen into default.

The Bipartisan American Miners Act rescues the near-insolvent pension by using money from the 40-year-old Abandoned Mine Land Reclamation Fund,

which cleans up the ecological damage left behind when mining companies go out of business.

"It's like a Superfund program for mines," Keyser said.

The program is funded by a per-ton fee on coal mining and an assessment in bankruptcy court when mining companies go out of business, which nearly all have.

"The elegance of this solution is that the fund is in surplus, so we can rescue the pension without a single additional dollar of federal money," Keyser said.

Keyser said the credit goes to West Virginia Sens. Joe Manchin and Shelley Moore Capito and Senate Minority Leader Chuck Schumer.

"They understood it isn't enough to clean up the environmental damage left when these companies abandoned their communities. We have to clean up the



personal damage when those companies abandoned their workers," he said.

Rescuing the Mine Workers' pension fund also relieves some of the pressure on the Pension Benefit Guaranty Corporation, the federal insurance program for multi-employer pension funds. In recent

years, Republican lawmakers have used the default threat from orphaned pension plans like the Mine Workers' fund as an excuse to raise taxes and fees on healthy pensions plans like those run by the IBEW.

"This doesn't solve every problem. The Teamsters' Central States fund is much

The IBEW has been fighting with the United Mine Workers for a pension rescue for nearly a decade including at this 2016 rally. Rescuing the Mine Workers' Fund doesn't solve the pension crisis but it does put one of the most critically endangered programs on safe ground.

larger and still has to be solved, but this was the immediate emergency," Keyser said.

In other welcome news, the bill includes a 3.1% pay raise for civilian federal employees, though it is too soon to be certain that this would extend to all of the tens of thousands of federal IBEW workers and contractors. President Trump initially offered no raise, then 2.6% before finally acceding to a 3.1% bump.

"We say it all the time: If you're not at the table, you're on the menu. Labor and friends of labor got back to the table after the 2018 election. This is what happens when you win," Keyser said. ■

CIRCUITS

Employers Charged with Violating Labor Law in 40% of Union Campaigns

U.S. employers are charged with violating federal law in four out of 10 union election campaigns, according to a new Economic Policy Institute study that also found that the nation's private sector spends at least \$340 million a year on union-busting consultants.

"It's always kind of alarming to see the cold numbers of how pervasive employer opposition is to unions," said report co-author Ben Zipperer, while cautioning that the available data doesn't tell the full story of the uphill battle for workers' rights.

Examining National Labor Relations Board data for 3,620 elections that were held or filed for in 2016 and 2017, researchers found that employers faced unfair labor practice charges 41.5 percent of the time.

In reality, incidents of harassment, threats, surveillance and firing of union supporters are even more prevalent, as indicated by union surveys that show vast underreporting of management abuses during campaigns.

"While these rates may seem high, it is also important to recognize they likely understate the extent of employer aggression against unions, as they cannot capture the full extent of all illegal or coercive behavior in opposing worker organizing efforts," the December 2019 report states.

Jammi Juarez, director of membership development for the IBEW's professional and industrial division, agrees.

"In our experience, the default position for most employers is to try to derail workers who want to organize and collectively bargain for better wages, benefits and basic rights," she said. "The fact that management's bad behavior leads to charges only 40% of the time means that a lot of employers are getting away with breaking the law."

Charges themselves are only half the battle. The report points out the well-documented hurdles of employers manipulating the legal process to delay justice and the weak remedies even when workers finally prevail.

"The penalties are totally inadequate," Zipperer said. "It's safe to say that labor law and enforcement of labor law is broken and it will require a massive overhaul to actually protect workers' right to organize."

Juarez drew a direct line between solving those problems and what happens at the ballot box. "Without more teeth in our labor laws and more enforcement, it's going to continue to be an uphill battle, and that's not going to change until we elect political leaders who put workers first."

The EPI study is the first in a decade to attempt to quantify charges against employers in election campaigns, finding growth in ULPs overall and for firings specifically. On average, workers are fired in 20 to 30% of organizing drives, with higher percentages in larger potential units, Zipperer said.

Accessing and evaluating vital data was complicated. Researchers were astonished to learn that the NLRB doesn't track which ULP charges occur in the context of an election campaign, and had to file multiple Freedom of Information Act requests to pull data from "segregated silos," as Zipperer put it.

"You'd think they would have the data at their fingertips," he said, given the mission of the NLRB to protect workers' rights, as set forth in the 1935 National Labor Relations Act.

To isolate election filings in calendar years 2016 and 2017, the EPI team had to examine nearly 50,000 cases of ULP charges against employers between fiscal years 2015 and 2018.

Gathering information on union-avoidance spending was also challenging, even though the Department of Labor requires employers to report what they pay anti-union consultants and lawyers. Zipperer said it is largely a "shadow industry."

"We were able to download what was publicly available, but we know that it massively underreports the amount of spending," he said, calling the \$340 million annual figure "a conservative estimate."

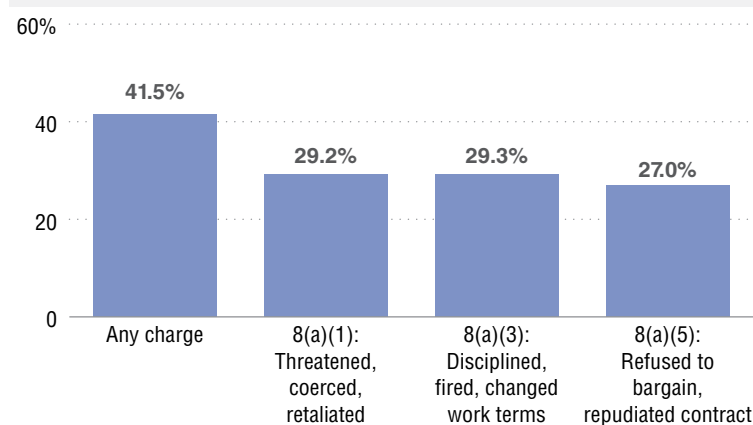
He noted that the DOL attempted its own study in 2011 "and made a determination that, in their judgment, only 7 to 8% of funding that employers are supposed to report was being reported."

"It goes to the larger point that there is not a rigorous, complete, exhaustive requirement that ensures we know how much employers are doing to oppose unions," he said.

The EPI report links aggressive and largely unchecked union-busting to "the extreme inequality that marks the American economy," citing a 940% explosion in CEO pay since 1978, compared to 12% growth for workers.

"The record is extremely clear," Zipperer said. "When unions have enough bargaining power, they deliver the benefits they promise to workers, which has positive spillover for the nonunion sector. The same thing is true in reverse. When unions don't have that power, you really start to see the consequences in terms of wage stagnation and other difficulties for union and nonunion workers alike." ■

Employers Charged with ULPs in Four Out of 10 Union Elections



A December 2019 Economic Policy Institute report finds that unfair labor practice charges were filed against employers in 41.5% of all private-sector union election campaigns in 2016 and 2017. Experts believe actual violations are far more numerous, as many management abuses go unreported.

Source: Economic Policy Institute "Unlawful" report, Dec. 11, 2019

LOCAL LINES

'Honor Bestowed'

L.U. 10 (u), JOHNSON CITY, NY — In November of 2019, Bro. Thomas F. Priolo bestowed quite an honor to IBEW Local 10. He gave a United States flag and a framed document that accompanied the flag. The document reads as follows:

"To All Who Shall See These Presents, Greetings. Know Yee in Recognition of the Fidelity, Patriotism, and Enduring Support of Local 10 IBEW ... This American flag was flown on June 6, 2019, over the skies of Kuwait and Iraq by the Purple Foxes of Marine Medium Tiltrotor Squadron 364 aboard an MV-22B "Osprey" during an aviation mission in support of Operation Inherent Resolve. ... May these colors forever bear witness to the selflessness and unfaltering courage of those who engage to secure peace."

Bro. Priolo is a line mechanic-1st class working for New York State Electric and Gas. He presented this honor to Bus. Mgr. Gary Bonker at the Local 10 office.

Gary L. Bonker, B.M.



Local 10 member Thomas F. Priolo (right) presents U.S. flag and framed document to Bus. Mgr. Gary L. Bonker.

Holiday Lights Display; Organizing & Training Success

L.U. 16 (i), EVANSVILLE, IN — Local 16 would like to thank Ken Sullivan of Massachusetts Mutual and John Short of Southern Benefit Administrators for providing a very informative and well-structured educational meeting to plan participants. These gentlemen have worked tirelessly to help build the IBEW Local 16 Pension Trust Fund into the secure retirement plan it is today. In the last 10 years, plan assets have grown by more than 337%.

Members from Local 16 continued their tradition of benefiting the community by setting up and maintaining the 26th annual Ritz's Fantasy of Lights. This event features over a mile of festive holiday lighting displays. Proceeds from FOL are used to underwrite therapy sessions for children and adults need-

ing Easter Seals rehabilitation services. Without union electricians volunteering, this program would simply not be possible.

This has been a very busy organizing season for Bro. Brandon Wongngamnit. He has brought several highly qualified licensed electricians into the local's apprenticeship program. By allowing them the opportunity to go through the Joint Apprenticeship training, they can graduate as an IBEW member with an associate degree, further proving they are truly among the best in the industry.

Donald P. Beavin, P.S.

Local Hosts Visiting Trade Unionists from Australia

L.U. 24 (es,i&spa), BALTIMORE, MD — Local 24 recently hosted the outstanding apprentice for the Electrical Trades Union of Australia (ETU). ETU outstanding apprentice Jack Todaro and ETU National Apprenticeship Officer Mark Burgess, both from Australia, were in Washington, D.C., to attend the Global Power Trade Union Congress. After the meeting, Local 24 Bus. Mgr. Pete Demchuk invited the guests to visit our local union offices and training center. Jack and Mark were quite impressed with our facilities and were grateful for the hospitality and brotherhood extended to them during their visit. They also toured M&T Bank Stadium and Freestate Electric's Home Depot project.

The annual prevailing wage surveys for Baltimore City and the State of Maryland are complete. We submitted over 425 surveys and hopefully this will be sufficient to maintain our wage/fringe rates on PW work.

We thank our RENEW group for holding a food drive to help those struggling during the holiday season. Although the nonperishable food items were collected for holiday baskets to be given to union families and community members in need during December, hunger still exists beyond this time of year. If you care to donate please contact the union hall.

Peter P. Demchuk, B.M.



General foreman Dean Speelman (left) conducts tour of Home Depot project for IBEW Local 24 Bus. Mgr. Pete Demchuk, ETU National Apprenticeship Officer Mark Burgess and ETU outstanding apprentice Jack Todaro.



Ten newly organized teledata members recently were sworn in by Local 38 Pres. Mike Muzic.

Scholarship Applications

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — I hope everyone enjoyed a wonderful holiday. Local 26 is excited about the prospects of 2020! The local held its three annual Holiday Parties/Meetings in December: in Front Royal, VA; Roanoke, VA; and Upper Marlboro, MD. They were all well attended, and members had a great time.

Scholarship time! Visit the local's website www.ibewlocal26.org for information and to download application forms for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. Applications may also be obtained by calling the union hall (301-459-2900) and requesting one be mailed to your home. The deadline to submit applications is March 31, 2020.

This year the four winners of the Retired Members' Club annual raffle were: Michael Shoemaker, for \$100; Tim Keister, for \$300; David Gossard, for \$500; and Larry Eckert for \$1,500. Congratulations and thanks to everyone who bought tickets to help keep the Retired Members Club's Medical Equipment Fund strong!

Best wishes to recent retirees: Vincent Blount, James W. Olsen, Ronald C. Garrett, Michael J. Mercer, Larry R. Greenhill Sr., Neil B. Nutwell, William E. Bruce, Donald R. Lumsden Jr., Conrado Elias-Perez, John H. Owen Jr., Gerald E. Swiger, Theodore L. Banks Jr., James T. Sealock and Robert A. Zachrel.

Several members passed away since our last article: James M. Marx, Clinton J. Wilson, Lawrence Hyson, Shawn F. Stancovich, Mark J. Lay, Robert E. Owens and James D. Noonan. They will be missed.

George C. Hogan, B.M.

Organizing Gains; Stewards Training Class

L.U. 38 (i), CLEVELAND, OHIO — The growth for our teledata branch continues as our teledata representative/organizer continues to organize our nonunion counterparts to fill open calls here at the hall.

If you know someone working as a nonunion tech, please contact Tom Petrasek here at the hall or by email at tpetrasek@ibew38.org.

We are still waiting to hear the outcome of several projects in our jurisdiction that we hope will start soon. Some of them, such as the NuCLEus building and the East Bank Flats' next phase, seem dependent on the passage of Ohio Senate Bill 39. We have been lobbying our state representatives and senators on this bill, which creates tax incentives on insurance premiums. It has passed in the state Senate, and at press time we are trying to work with the state House for passage.

Other projects we hope to see started in 2020 include Ahuja Hospital Phase 2 and the expansion of Air Products.

Thanks to the 32 members who showed up to take the stewards training class here at the union hall. Your dedication to the IBEW is appreciated.

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



Local 44 Bus. Mgr. Bill Ryan (seated at right, in foreground) meets with OMS workers employed at NorthWestern Energy.

Members Ratify Contract

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — For 17 employees at NorthWestern Energy who work as dispatchers, their journey to become IBEW members started in August of 2017. Everyone has a reason to join a union and it's not always money or benefits — theirs was to be respected, treated better at work.

After one National Labor Relations Board (NLRB) representation election, three managers, two different management lead negotiators, and 18 months of contract negotiations, employees from Outage Management Systems finally have become union brothers and sisters of IBEW Local 44 and they have a contract!

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	(u) Utility	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(uow) Utility Office Workers	(ws) Warehouse and Supply
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers		
(es) Electric Signs	(mar) Marine		

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

The OMS group led by the negotiating team of Laura Cater, Kelly Howery and Ben Petritz wrapped up contract negotiations after 18 months! The negotiations were exhausting, but very interesting. They know the contract is a living work, that they have to stay the course, stay together to continually work on the negotiations to make the contract better each time.

During this process, fellow brothers and sisters at IBEW 44 who work for the company extended their encouragement and support, and the local union Executive Board and officers sent a letter of support to the dispatchers as well.

Thank you to everyone who helped out!

Dwight Rose, Mbr. Dev.



Local 46 congratulates the Coble family IBEW members. From left: Jack Coble, third generation IBEW member; JonCarter Coble, fifth generation; and Timothy Coble, fourth generation.

Five-Generation IBEW Family; Pin Night Celebration in April

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — At the New Member Orientation in October 2019, Local 46 had the honor of swearing in a fifth-generation member of Local 46, JonCarter Coble. The Coble family has been part of Local 46 since the early 1900s.

Walter Coble was the first-generation member; we do not know his exact initiation date, but he was born in 1874, so he may have been initiated into former Local 217 prior to the Reid/Murphy split and the charter of Local 46 in 1914. Clarence Coble was the second generation, initiated in June 1943. Clarence founded Coble Electric, which was one of our signatory contractors for many years. Jack Coble was the third generation. Jack was initiated in February 1963 and retired in February 2003. Jack remains very active with the local's retirees and coordinates the annual Retirees Golf Tournament. Timothy Coble is the fourth generation, initiated in February 1992. Tim graduated our apprenticeship program in 2002 and is an active member of our Wireman Unit.

April is always a special time at Local 46! Every April at our general meeting, we get the opportunity to celebrate our sisters' and brothers' years of IBEW service at the Pin Night event. Please join us for this celebration on Wednesday, April 8, this year beginning at 5 p.m. at our Kent Hall.

Warren Shill, V.P.

RENEW Active & Involved

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters. Local 68's RENEW is getting more active and involved. Four of the RENEW officers/members attended the RENEW conference held in St. Louis Oct. 16-19. They attended several different breakout sessions on topics including: Time Management Strategies, Robert's Rules of Order, and How to Conduct a Meeting, to name just a few. They also participated in a community outreach project by helping to clean up one of the St. Louis parks. Probably the most important thing they were able to accomplish however was to make friends, connections, and share ideas with other RENEW members from other locals across the United States and Canada. I would like to thank Monique Cis-

neros, Jeff Clark, Ricardo Felix Dominguez and Steven Shepherd for representing Local 68 so well.

On Oct. 26, Local 68's RENEW along with our RENEW brothers and sisters from IBEW Local 111 hosted a "Trunk or Treat" for our members, their families, and the community. There were around 15 to 20 trucks/cars decorated and passing out candy to all the children, along with a "bouncy house" and other games and activities for the kids. The "Trunk or Treat" was a huge success. Thanks again to the RENEW crew and everyone who helped out.

We extend our deepest sympathy to the families of recently deceased members Donald E Slife and Eddie K. Bruntz.

Morgan J. Buchanan, Pres.



Local 68 member Walker Metoxen and his family at October "Trunk or Treat" event hosted by Locals 68 and 111.

At School Job Fair — IBEW Local 70 a Big Hit

L.U. 70 (lctt&o), WASHINGTON, DC — In October 2019, Jack Huffstickler, electrical instructor at Stafford High School in Virginia, invited Local 70 to participate in the school's Job Fair. We had a good response from the school's seniors and staff members. Local 70 plans to participate in more job fairs in the future, as we believe this is a great opportunity to recruit future IBEW members.

George Embrey, B.R.



At 2019 job fair, from left: Jack Huffstickler of Stafford High School, and Local 70 Bus. Reps. Robert Taylor and George Embrey.

2019 Holiday Festivities

L.U. 80 (i&o), NORFOLK, VA — Greetings to all our brothers and sisters. Hope you all had a wonderful Christmas and enjoy a prosperous new year.

December was a busy month. Local 80 hosted

our annual Kids Christmas Party (Breakfast with Santa) Dec. 7. Santa, played by Bro. Mike Hanks (retiree), does such an excellent job with the kids. This is our third year hosting this event. We always have a good turnout and the kids always leave with a smile on their face.

The Retiree Christmas Party was also a good time. Seeing our retirees and listening to past work stories is always fascinating.

The work outlook has started to progress. The majority of our work will start in mid-January. Various projects will include work at the Norfolk Naval Shipyard, which requires a security clearance, and some commercial upgrade work.

Our heartfelt condolences go out to all our brothers and sisters who lost a loved one last year.

Congratulations to the following recent retirees: Bros. Jerry Dodson, James Burke, Warren Kilgore and Erving "Woody" Gregory.

Work safe, everyone!

Wil Morris, A.B.M.

Children's Christmas Party

L.U. 82 (em,i,mt&rtb), DAYTON, OHIO — Each year our local union puts on our annual Children's Christmas Party here in Dayton at the Boonshoft Museum of Discovery. This is a free event where we provide food and drinks for the children, access to the museum, and also an opportunity to see Santa (Bus. Mgr. Greg Gust) and Mrs. Claus (Kim Gust).

Ryan Brown, P.S.



At Local 82's annual Children's Christmas Party, Santa and Mrs. Claus greet attendees.

Outreach to Area Schools — IBEW Members Serve Community

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL — Local 108 visited several schools in the Tampa Bay Area last year to share electrical safety tips with students and staff. It was a beautiful day in the Florida sunshine as numerous IBEW members accepted this rewarding challenge. The annual Great American Teach In was a huge success and partially sponsored by Tampa Electric Company, an Emera-owned property.



Local 126 "Boot Camp 30" graduates and instructors.



At 2019 Great American Teach In, IBEW Local 108 member and TECO fleet technician Chaz Carter participates as a volunteer at his daughter's school.

Pictured in the Local 108 photo (above) is IBEW member Chaz Carter, a TECO fleet technician, who described for the students how insulators protect line workers from the energized lines. Everyone was grateful for the opportunity to serve in our local community. As we all consider other options to serve again in the future, Local 108 wants to wish you and your loved ones a fantastic new year in 2020.

James "Bruce" Bailey, P.S.

Graduating Line Workers

L.U. 126 (catv,lctt,o&t), PHILADELPHIA, PA — IBEW Local 126 is proud to welcome all the graduates from Boot Camp 30. There was no shortage of hard work, determination and peer motivation! Thanks to all the instructors and members who have passed along their knowledge of the trade, ensuring another generation of safe, productive line workers to energize our communities. [See photo at bottom, right.]

With the close of 2019, we are happy to have another year of gainful employment for our membership and travelers who have helped us fill job calls through this extremely busy period.

As always, organizing has been a top priority throughout the jurisdiction with several bottom-up campaigns in the works. In addition to overseeing all organizing campaigns, Bus. Mgr. Richard Muttik is routinely involved in top-down meetings, which often result in new contractors partnering with IBEW 126 and new work opportunities for the membership.

We would like to wish all our brothers and sisters throughout the United States and Canada a happy and healthy 2020.

Michael Simmonds, P.S.

2019 Win in Louisiana; 'Stand Strong for Workers'

L.U. 130 (i), NEW ORLEANS, LA — Victory in Louisiana! Thanks to all the brothers and sisters of the AFL-CIO, Louisiana Building Trades and the IBEW, our good friend John Bel Edwards was reelected as governor. He did so despite a three-time campaign visit by Pres. Trump supporting Republican opposition. Gov.

LOCAL LINES



Local 130 Bus. Mgr. Paul Zulli (left) and retiree Ralph Zulli receive IBEW service awards at Annual Service Pin Ceremony & Dinner.

Edwards is a man of integrity and has proven himself to labor by his actions.

These are the victories we need. Our members need to understand that the biggest threat to unions are politicians who support anti-union agenda. We cannot get swept up with social issues when our livelihood is a stake. Anti-worker politicians have been quietly introducing proposals and bills that most of us are unaware of. In the past year we have watched and fought proposals that attack our pensions, apprenticeship, health care and union dues. Arguments for the proposals were constructed in a way to deceive the public of their true nature by appearing to be helpful suggestions. We are blessed that the IBEW has kept us informed, and now we need to contact our senators and representatives about our concerns. Members need to make a strong stand, contact our political directors and commit to the fight. Volunteer today, make a difference to save your union.

At our Annual Service Pin Ceremony & Dinner, nearly 200 members and family attended. It was good seeing older members, mentors and friends. In a family legacy presentation, Local 130 Bus. Mgr. Paul Zulli received his 35-year pin and his uncle Ralph Zulli received his 65-year pin. Congratulations to everyone who received service pins.

As of Dec. 2, our Inside wage rate was increased to \$31.65 along with increases to our Pension and Health & Welfare Plan. The work picture is steady. We

have jobs on the books ready to start in the new year. There are also some large projects our contractors anticipate getting.

Best wishes to all for a good new year ahead.

Billy Buckel, P.S.

Tree Lighting Ceremony

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — For the past five years, IBEW Local 134 has collaborated with the City of Chicago on the tree lighting ceremony. The city celebrated the 106th Annual Christmas Tree Lighting on Nov. 23, 2019, at Millennium Park. The tree was a 55-foot blue spruce, donated by a Chicago area family.

IBEW Local 134 adorned this giant tree with 1,025 multi-colored strings of commercial LED lights. That's a total of 54,875 red, blue, yellow and green lights! The brothers and sisters of the IBEW worked hard behind the scenes to help deliver a beautifully lit tree for all to enjoy!

Kevin Connolly, R.S.



IBEW Local 134 members installed holiday lights for the City of Chicago's 2019 Christmas Tree Lighting ceremony.



Albany Building Trades banded together with NYSNA and Albany Medical Center nurses to rally for a fair contract on Oct. 30, 2019. The event brought thousands of people and garnered great support from the public.

Retirees Awarded Service Pins

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — In December, service pins and certificates were awarded. Receiving 50-year pins: Bob Anderson, Roy Bell, David Cimarrusti, Chris Holst, Tom Jakaitis, Tony Lucente, George McNeill, Dave Nichols, Andy Philyaw, Gerald Smith, Pat Smith, Bob Sorensen, and Randy Teigland. Receiving 55-year pins: Jerry Jorski, Bob Koziol, Al Maatta, Ray Musich, Armand Sheffield, Dave Simpson, and Mike Wiggins. Jerry Cole, Chuck Hamlin, Ron Krantz, Chris Lazzaretto, Leo McGrain, George Pieracci, Fred Russell, Ken Umbdenstock, and Bruce Young received 60-year pins. And 65-year pins were received by: Rick Roberts and Gerry Wicks. Two members who are no longer with us would have been receiving pins: Al Gear for 60 years, and Denver Kelly for 65 years. We thank them for their many years of service to Local 150.

Continuing education classes being offered now are: OSHA 10, OSHA 20, motor control, changes to 2020 Code, and building automation (all are CEU courses). In addition, IMSA certification work zone safety, IMSA level I, IMSA level II, structured wiring fundamentals, and an ARC welding brush-up session are being offered but are not CEU eligible courses.

The year 2020 is an election year. Please pay attention and we can undo this horrible mess. In solidarity.

Wendy J. Cordts, P.S.

rapidly descending upon us, with calls trickling in and keeping the out-of-work list at a reasonable level. We are expecting this trend to continue through the winter months until some of the larger projects anticipated for 2020 can break loose.

This holiday season was enjoyable, bringing events like the annual holiday party after our December union meeting and the Brunch with Santa. These have traditionally engaged large portions of the membership and brought good spirits, and this season was no different.

Local 236 continues to support Albany Medical Center nurses and the New York State Nurses Association (NYSNA), who have been tirelessly fighting to obtain their first union contract since April 2018. Safe levels of staffing are high on the list of requirements for a fair contract for the nurses, along with a more patient-centric approach to care and an area-appropriate pay and benefit package. The strength and solidarity they have witnessed despite trying times have been invigorating, and we anticipate a positive outcome for them.

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

Mike Martell, Exec. Board

'Real World Training'

L.U. 332 (c,ees,i&st), SAN JOSE, CA — Electrical infrastructure. Throughout the United States, many aspects of the electrical infrastructure need upgrading or repair. For us here in California, we recognize the challenges the state and the public utility have had in keeping the electrical infrastructure reliable and up to date.

With the demands placed on the various public utilities, we might be called on to work on facets of the electrical system that may not be customarily part of the typical project scope. Take for example, medium voltage systems. Because of the demands on the public utility, some facilities have already recognized the value of customer owned medium voltage infrastructure, and it is not difficult to imagine that more end-users will consider customer owned medium voltage installations. Many aspects of these systems require specialty training, certification, and testing. Being ready for any increase in this type of work is the course of wisdom.

Local 332 recognizes this potential impact and is wisely making efforts to be prepared. How so? Well, currently, a class is being held at the JATC in medium voltage cable splicing. Mind you, this isn't simply an ordinary splicing class. This class is participating in "train-the-trainer" curriculum so that these "instructors" will better be able to prepare the next wave of cable splicers should that impact occur.

Real-world training. Real-world skillset. Union proud.

Andrew Rogers, P.S.

'Congratulations Are in Order'

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — As we begin the new year, we would like to take a moment to acknowledge two events at the end of 2019. First, our fifth-semester apprentices completed their five-year curriculum and have entered the intermediate apprenticeship portion of our program and are beginning to top out. We are excited for our new journeymen and look forward to all they will accomplish in the years to come. We wish them a safe, healthy, prosperous and productive career.

Also, Local 164 would like to acknowledge the retirement of Bro. Paul Lagana, assistant training director for our telecom program. Paul began his career in 1979 as a field tech, and in 1989 he became an instructor for our telecom division. In 1999, he was appointed assistant training director and developed our four-year telecom apprenticeship program curriculum. He was also appointed to serve on the NJATC Advisory + Education Committee. Paul always put the training and safety of our members first. The officers, staff and members of Local 164 would like to thank Paul for his many years of professionalism, dedication and service to our local and we wish him a happy and healthy retirement.

Warren Becker, V.P.

Standing in Solidarity

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Work has remained steady despite cooler weather

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Spirit of Generosity — 38th Annual Holiday Fundraiser

L.U. 340 (i,rts&spa), SACRAMENTO, CA — An old Local 340 story, but one that deserves to be repeated. It's about our Annual December IBEW/NECA Operation Christmas Basket Fundraiser. This fundraiser was started in 1981 by two members when they heard that some local charities wanted to give a "hand up" to struggling union working families during the holidays. Brothers Lud Larson and Harry Bain decided to buy a shotgun with their own money and raffle it off at the December membership meeting with the idea of giving the proceeds to the charities. Only \$300 was raised that first year, but Operation Christmas Basket was born. Since then thousands and thousands of dollars have been raised through this annual fundraiser and every single dime of the donations distributed to local charities.

This year I'm happy to report the work in our jurisdiction is so strong that we didn't have a long list of Local 340 members needing help at Christmas, but that didn't affect the generosity of our signatory employers, affiliates and members. Close to \$8,000 was raised in December and donated to three different local charities providing food and toys to Sacramento union families throughout all of the union trades. To me, that's the true meaning of Christmas spirit and unionism.

Wishing you all good health, success and happiness in the new year.

Robert D. Ward, B.M.

Work Outlook is Strong; 2019 Festivities a Success

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — On Wednesday, Nov. 13, IBEW Local 364 held our retiree luncheon at our banquet hall. Close to 100 members and their spouses enjoyed an afternoon of good food and solidarity. This event continues to grow each year and we hope even more members will attend in the future. Bus. Mgr. Alan Golden thanked everyone in attendance and noted that if it wasn't for their hard work in the past, we wouldn't be able to enjoy our present success.

On Saturday, Dec. 14, Local 364 held its annual Kids Christmas Party. This is by far our largest event each year, where close to 500 members and their families enjoy the spirit of the season. Entertainment included face painting, balloon animals, arts and crafts — and of course everyone's favorite, an appearance by San "Ty" Claus. Performed perfectly by retired Bro. Howard "Ty" Hillman, San "Ty" makes sure every child has an opportunity to sit and go over their list with him and also receive a gift from Santa's elves.

At our Christmas union meeting on Dec. 19, honor pins were presented for years of service as well

as retiree watches. This is our biggest union meeting of the year and our members are treated to a nice meal and great fellowship.

Heading into 2020, Local 364 has a strong work outlook with the casino project coming as soon as the Illinois Gaming Board approves it. The anticipation around this project is palpable and we eagerly await the start of the project.

Brad Williams, P.S.



Local 494 Asst. Bus. Mgr. John Jacobs, recently appointed to represent the Milwaukee Area Labor Council, AFL-CIO, on the SDC's Board of Commissioners.

IBEW Member Appointed To SDC Board of Commissioners

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — John Jacobs, assistant business manager of IBEW Local 494, was recently appointed to represent the Milwaukee Area Labor Council, AFL-CIO, on the Social Development Commission's Board of Commissioners.

The Social Development Commission is the state's largest community action agency. Per state and federal law, it is mandated to help and advocate for Milwaukee County residents living in poverty. After Pres. Lyndon B. Johnson declared a war on poverty, community action agencies grew in popularity. SDC programs and services address issues like employment, education, finance, health and wellness. Most programs are provided at no cost to the participant.

Asst. Bus. Mgr. Jacobs looks forward to spreading the good word about jobs and to organizing a diverse pool of candidates for local employers, to either be an electrician or another craft. The goal is to create increased opportunities for lifelong, sustainable careers in the trades.

John T. Zapfel, Political Dir.



IBEW Local 518 entry for the Globe, AZ, Historic Downtown District Light Parade won honorable mention.

IBEW Local Participates In Downtown Light Parade

L.U. 518 (i,rts&spa), GLOBE, AZ — Local 518 recently participated in Globe's Historic Downtown District Light Parade for the first time in over 10 years.

We had great participation from our members,

and a lot of help from our apprentices. The 2019 parade had record number attendance, along with over 50 entries. And although our local's entry did not win Best of Show, we did receive Honorable Mention and lots of cheers. We look forward to doing it again next year, bigger, better and brighter!

M. Domenic Marcanti, B.M.

Annual Dinner Dance — Service Awards Presented

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — The annual Local 530 dinner/dance was held recently and enjoyed by all who attended. The turnout was said to have been one of the best in recent years. Service pins were awarded at the gathering. Among attendees who received service pins were Bro. Ted Winsor, who received his 65-year pin, and Bro. Eric Lawton, who received his 45-year pin. Bro. Lawton is Local 530's oldest member at 96 years young. Congratulations to all the service-pin recipients.

We also held our annual kids Christmas party, where 214 children of local union members received gifts, everyone enjoyed family skating — and of course the visit from Santa was a highlight enjoyed by all.

At this writing 2019 was winding down, with Local 530 enjoying full employment (along with 20 travellers as of Dec. 5) — thanks to work at the Nova Chemicals expansion, major projects and turnaround work at Imperial Oil, along with activities at our other local refineries Shell and Suncor. The work picture for 2020 continues to look strong.

Kendal Zimmerman, P.S.

Tribute for Longtime Service

L.U. 540 (i), CANTON, OHIO — As the new year starts, Local 540 would like to congratulate all members who have reached milestones with their years of service through 2019.

We would like to specially recognize the following members, who have reached significant milestones: Joseph Abbonizio, David Archinal, Frank Hann and James Stephens — for 65 years of service; William Kieffer, James Krichbaum, James Ungashick, James Johnson and Donald Milarcik — for 60 years; Olin Geer, Hugo Icardi and Robert Schaub — for 55 years; and William Draher, Gene Kettering, Mark Shearer, Timothy Sproul, Donald Steenrod and James Turns — for 50 years.

Congratulations, everyone, and all the best for many more years to come.

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

2019 A Year of Success

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. The year 2019 was a very fulfilling year for Local 558. At this writing, the Mazda/Toyota project is in full swing with plenty of work for our local members and several traveling IBEW members as well. The local has also organized Maytag Aircraft Services on Redstone Arsenal, broadening our footprint at that facility.

With the close of another thankful year, the local presented service pins to members during the November union meeting. The presentation was for 25

years of service on up to 70 years of service. Pictured below is Bro. Donald B. Canaday, who received his 70-year service pin. Local 558 would like to congratulate all who received service pins and thank them for their dedication and commitment to this local union in making it what it is today.

On a joyous note, the Local 558 Retirees Club had their Christmas Dinner on Dec. 12. They had a great crowd of retirees and spouses in attendance. This is such a great time for retirees to tell their stories of "back in the day." In closing, Local 558 hopes that all had happy and safe holidays and will enjoy a wonderful new year ahead.

Mac Sloan, Pres./Mbr. Dev.



Local 558 retiree Donald B. Canaday (center) receives his 70-year service pin award presented by Pres. Mac Sloan (left) and Bus. Mgr. Tony Quillen (right).

Active & Engaged Members; Strong Showing for Workers

L.U. 666 (i,mt&o), RICHMOND, VA — The work outlook for the jurisdiction looks promising in the new year as several large projects are slated to increase manpower by winter's end. It has been, according to older members, over 40 years since the Richmond skyline boasted four cranes belonging to union projects.

The first ever Stephen W. Baker/Herbert W. Baker Scholarship was awarded to apprentice Paul Rivera Ojeda. The scholarship was founded by Mrs. Baker, widow of member Stephen Baker, as a way to help newer members while honoring the memory of her late husband and father-in-law. Plans are to make this an annual scholarship.

We also extend warm congratulations to Bro. Barry Barrett, winner of the Virginia Department of Labor's Industry Apprentice of the Year Award, and to Bro. Kevin Bryant, who represented Virginia at the Ideal National Competition.

On Nov. 5, 2019, the combined efforts of unions across Virginia helped usher in significant victories in the state Senate and House, turning the Commonwealth "blue" for the first time in over two decades. We sincerely thank our membership for such a strong showing and look forward to their continued involvement as we take the voice of labor to the halls of power this legislative session.

Jeremy Davis, P.S.



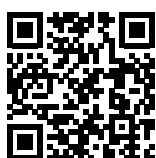
From left, Richmond, VA, JATC Dir. Gregg Spicer, apprentice Paul Rivera Ojeda, Mrs. Stephen Baker, and Local 666 Bus. Mgr. Charles Skelly.

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LOCAL LINES



At Local 702's annual lineman "topping out" dinner on Dec. 7, recent apprenticeship graduates were honored.

Service to Community; New Contract Agreements

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — The local has embarked on a jurisdiction-wide education effort to inform members of a recent plan proposed by two U.S. senators that would be harmful to multiemployer pension plans, and the local is asking our members to contact their senators to voice their opposition. **[Editor's Note: To read more, see two news articles — "There's a Terrible New Plan to Tax Your Retirement — Help Us Fight It Today" (Dec. 6, 2019) and "Tell Your Senators, Don't Tax My Retirement" (Dec. 10, 2019) — posted on the IBEW website at www.ibew.org/media-center/articles.]**

On Saturday, Dec. 7, we helped distribute food to 18 food banks in our southern 16 counties, after raising almost \$25,000 for this effort, with some matching assistance from Kroger. Our members always respond to our neighbors in need and recognize the importance of this annual event.

We have new six-year agreements at SEMO Electric Cooperative for both the Line Workers and Clerical groups. At Pemiscot Dunklin Electric Cooperative, we have a new five-year agreement with 3% annual wage increases.

We have a new three-year Line Clearance Agreement with wage increases, LINECo paid insurance and a second year NEAP pension improvement.

Our Lineman Training Facility continues to expand as we are now hosting Rubber Gloving Training and other facets of line work to several of our contractors and properties.

On Dec. 7, the local recognized apprentice linemen promoted to journeyman in 2019. [See photo, at top left, taken at the Dec. 7 event.] Graduates in attendance at the event were: Kyler Bosaw, Aaron Smith, John Trotter, Jacob Persman, Elliott Shoemaker, Daniel Henderson, Erik Moss, Clay Williams, Dylan Kosyodor, Jon Beisner, Ryan Baker, J. D. Ray, Trevor Fitch, Conner Hughart, Brennon McCord, Troy Schafer, Kenton Parmley and Justin Nicholson.

As of this writing, our referral books are as follows: Inside Construction — 83, Outside Construction — 15, Line Clearance — 2.

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

Welcome to New Contractors; Holiday Festivity Volunteers

L.U. 716 (em,i,lctt,rts&spa), HOUSTON, TEXAS — Hello, brothers and sisters. I hope all had a great holiday season and a safe and happy New Year's. From Houston, we wish everyone all the best. The work situation in Local 716 continues to be a little slow as of this writing — but our contractors have been bidding quite a bit of work, so we are expecting work to start picking up soon. Thanks to all the local unions that are putting our members to work.

We welcome our new, recently signed contractors to Houston; thanks for coming on board to one of the best IBEW locals.

Thanks to all who volunteered their time to help

decorate the hall for the Children's and Adult's Christmas Parties. We appreciate all the members who helped fill candy bags and helped to serve the 400+ children of our members. A big thank-you to the members who stayed after the children's party to set up for the Adult's Party that night. And we thank those who donated door prizes for the Adult's Christmas Party.

Our condolences go out to all brothers and sisters who've recently lost loved ones.

With the elections coming soon, we encourage all members and their families who are not registered to vote to get registered and then **vote**.

David R. Alley, Pres.



From left: Local 760 Pres. Larry Cole, Retirees Club Pres. Bill Huff, 75-year member Charles E. Simcox, and Bus. Mgr. Tim Tate.

75-Year Service Award

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN — Local 760 congratulates Mr. Charles E. Simcox on receiving his 75-year service award pin and certificate from the IBEW.

Mr. Simcox started his IBEW career in 1944. Take it easy, Mr. Simcox, and thank you from all of us for your loyalty and dedication to the IBEW. Your strength, passion and resolve are an example for all to follow.

"I love the man that can smile in trouble, that can gather strength from distress, and grow brave by reflection. 'Tis the business of little minds to shrink, but he whose heart is firm, and whose conscience approves his conduct, will pursue his principles unto death." — Thomas Paine

Jason Leary, A.B.M./Organizer

Welcome to New Contractor; 'Fight Threat to Our Pensions'

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Hello from the sunny South! We just inducted six new members at our most recent meeting as of this writing, and we are also welcoming our newest signatory contractor, Amp'd Electric! Our new contractor is hiring a few now with more to come soon. The paper mill project in Florence is in full swing; there are almost always a few calls a week for that work and it is paying per diem. Florence is nice with its lakes and hills and short drive to Myrtle Beach.

We had a very serious presentation about the threat to our pensions being pushed by Republican U.S. Sens. Charles Grassley and Lamar Alexander. Those are two experienced politicians and I'm sure they have done some good things for their states, Iowa and Tennessee, respectively, but they have proposed a terrible plan to raise taxes on our retirement

benefits, while at the same time dishing out tremendous subsidies and tax breaks to large corporations, agribusiness and what-have-you. This is not really about balancing the budget. This is about breaking our union, our power over our own lives. The membership has signed up to write letters, make phone calls and visit our U.S. senators in person. Each of us will do what we feel we do best. We all need to let them know we are here, and we are watching them. All 800,000 of us! **[Editor's Note: To read more, see two news articles — "There's a Terrible New Plan to Tax Your Retirement — Help Us Fight It Today" (Dec. 6, 2019) and "Tell Your Senators, Don't Tax My Retirement" (Dec. 10, 2019) — posted on the IBEW website at www.ibew.org/media-center/articles.]**

Andrew Weiner, P.S.

'A Brand New Year' Strength in Solidarity

L.U. 1116 (em,lctt&u), TUCSON, AZ — Happy new year! It is a brand new year and we all have a clean slate to work with. Let's all work together and make some positive changes!

We have come to the end of an era. Tucson Electric Power has begun the decommissioning process for the Sundt Power Plant, which was built in 1958 as the Irvington Generating Station. The station has provided power to TEP's customers for 60 years. The company is turning to more renewable energy sources and reciprocating gas (RICE) engines to provide power to its customers.

We have an election of officers coming up this spring. Nominations are in May and elections will be in June.

The third annual Off-Road Fun Run and Camp Out will be Saturday, April 4, in the Patagonia Mountains. We have a great trail planned out this year!

Brothers and sisters, remember that when dealing with our companies and management, business is business. We may trust our management and think "he/she is my friend." Your pal is your pal on Friday

night when you're out for happy hour, but come Monday morning, that "pal" is your boss. Think about what you say before you say it. On another note, if you have an issue at work with a fellow member, try speaking with that person about it first. Or talk to your union steward, who can act as a mediator. We do not need to involve management in every office issue.

I encourage our younger members to consider running for office and getting involved in the union. "From generation to generation, lights are extinguished, and darkness threatens until someone stoops to bear the torch." — Laurence Overmire

The Local 1116 leadership thanks all the members who attend union meetings and stay involved. This is your local and you have a voice.

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

Welcome to New Members; JATC Ribbon-Cutting Ceremony

L.U. 1340 (i&o), NEWPORT NEWS, VA — At the regular monthly meeting of Oct. 23, 2019, the oath of obligation was taken by eight new members, all currently indentured apprentices: Joseph Anderson, Dominique Byrd, Thomas Denardi, Nicholas Fisher, Charles Goetz, Robert Love, Dalton Parrow and Robert Walters. Boyd Saunders also transferred as an apprentice from IBEW Local 429. Charles's father, retired member Marty Goetz, was on hand to witness his son's obligation. We welcome these new brothers and wish them the best our trade has to offer!

On Oct. 29, the Hampton Roads JATC dedicated its newly outfitted training lab with a ribbon-cutting ceremony. Located in New Horizons Technical Center North Campus, this facility will greatly enhance the JATC's ability to offer hands-on training for electrical workers of all classifications to develop skills necessary to succeed in our trade. It required the efforts of many individuals and groups to bring together, and we look forward to reaping its benefits for many years.

Local 1340 members volunteered many hours to elect AFL-CIO endorsed majorities to the Virginia Legislature, and we look forward to working with them to improve working and living conditions for all citizens of the Commonwealth.

Jim Avery, P.S.

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In Memoriam

Members for Whom PBF Death Claims were Approved in December 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	Rasnic, I. J.	10/19/19	41	Damiani, E. P.	11/6/19	134	Poncin, G. G.	10/6/19	306	Casseday, R. W.	10/26/19	586	Parsons, D. J.	8/17/19	1245	Smith, J. D.	10/23/19	
1	Riley, C. E.	9/27/19	42	Smullen, H. E.	11/9/19	134	Vukelich, N.	9/27/19	306	Tanaska, M. J.	11/3/19	595	Dominguez, I. M.	9/12/19	1245	Wolf, A. J.	7/8/19	
1	Wright, F. O.	10/3/19	46	Olsen, R. O.	9/10/19	134	Wolcott, C. A.	10/31/19	313	Westling, S. P.	7/9/19	602	Moody, G. D.	9/15/19	1249	Hill, H. J.	10/28/19	
3	Chionchio, L. P.	10/24/19	46	Sicktich, W. J.	10/27/19	136	Ford, M. K.	8/17/19	317	Craig, W. E.	10/1/19	611	Martinez, H. R.	10/9/19	1316	Carter, B. V.	10/1/19	
3	Clapp, C. H.	9/10/19	46	Wood, J. E.	9/4/19	141	Criswell, J. F.	10/24/19	317	Petit, R. P.	10/26/19	611	Otero, G. G.	9/16/19	1316	Nickles, E. E.	10/16/19	
3	Dellavalle, L.	9/10/19	47	Keirns, B. J.	9/30/19	146	Swinford, D. C.	8/2/18	319	Trupej, I.	4/9/18	613	Bexley, H.	10/8/19	1319	Bradley, W. J.	11/16/19	
3	DeMatte, W. B.	9/20/19	48	Clark, W. R.	8/16/19	146	Webb, W. H.	10/26/19	322	Dockham, R. O.	2/21/19	613	Elrod, P. D.	11/7/19	1323	Reed, H. E.	6/30/19	
3	DeQuarto, P. J.	8/5/19	48	Popp, M. S.	11/2/19	150	Otterness, H. L.	10/6/19	325	Riegal, R. C.	10/28/19	613	Raffety, R. G.	10/18/19	1362	Heald, G. A.	11/17/19	
3	Freel, G. J.	11/9/19	48	Vaughan, A. M.	10/9/19	153	March, W. L.	10/9/19	332	Bates, W. F.	10/6/19	613	Williamson, T. A.	11/3/19	1377	Crawford, E. H.	10/30/19	
3	lapezzuto, M.	10/30/19	48	Wynn, P. D.	8/24/19	164	Donovan, H. E.	10/17/19	332	Bernard, S. A.	4/1/19	613	Woodham, R. E.	10/24/19	1393	Gosnell, G. E.	10/26/19	
3	Imrek, K. S.	11/7/19	53	Gilbert, T. D.	11/11/19	164	Kolvek, R. A.	11/13/19	332	Wade, J. G.	8/1/19	617	Yoschak, R. A.	6/3/19	1393	Hardesty, M. L.	8/12/19	
3	Kaplan, J. B.	11/10/19	53	Wabs, M. A.	11/24/18	164	Lowenstein, L.	10/25/19	340	Patten, J. A.	8/26/19	648	Vickery, M.	10/15/19	1393	Hezlep, M. P.	9/10/19	
3	Lind, A. R.	10/16/19	58	Jones, J. P.	8/31/19	175	Harris, F. J.	10/22/19	349	Martinez, C. A.	8/12/19	656	Wood, H. L.	11/3/19	1426	DuBord, P. L.	10/29/19	
3	Maurer, P. E.	11/6/19	58	Larou, G. R.	10/5/19	175	Hurd, R. L.	1/31/18	351	Rowson, R. P.	11/16/19	659	Katzenbach, M. L.	10/13/19	1426	Dupont, J. M.	7/15/19	
3	Medina, R.	9/16/19	60	Bueche, J. A.	2/17/16	175	Landreth, H. A.	10/14/19	353	Cottingham, G.	11/9/19	659	Terry, M. L.	9/23/19	1426	Odegaard, R. A.	10/13/19	
3	Morris, F. G.	10/31/19	66	Lamb, R. C.	11/4/19	175	Noll, J. A.	11/10/19	353	Curnew, R. A.	10/25/19	665	Stortz, R. C.	11/8/19	1525	Bosche, R.	7/22/19	
3	Polanco, J. E.	9/12/19	68	Gallegos, J. E.	8/19/19	176	Mayo, J. J.	11/2/19	353	Desroches, D.	10/24/19	673	Hanzak, H. S.	7/10/19	1547	Sommers, S. L.	5/2/19	
3	Ridgard, S. A.	7/27/19	70	Graham, T. A.	10/21/19	176	Threadgill, J. R.	10/22/19	353	Fawns, R. H.	11/1/19	684	Bowden, J. L.	9/24/19	1547	Vega, R. H.	9/3/19	
3	Rogosin, S. B.	7/24/19	70	Hibberts, J. D.	11/1/19	177	McDonald, M. F.	10/28/19	353	Guider, G. N.	11/23/19	688	Kamer, L.	10/4/19	1620	Rose, T.	10/28/19	
3	Rubinson, A.	11/1/19	71	Karr, S. A.	10/15/19	180	Okhomina, D. A.	11/16/19	353	McFadden, G. B.	11/8/19	692	Melchi, G. J.	8/26/19	1687	Delorme, R.	10/29/19	
3	Sacharoff, H.	10/15/19	73	McCray, R. B.	8/17/19	193	Jennings, J. A.	7/11/19	353	Ross, V.	10/8/19	697	Bekelya, R. D.	11/25/19	1852	McComber, R. W.	8/7/19	
3	Sandy, N. L.	5/10/19	77	Bourdo, H. G.	5/11/19	194	Knight, L.	10/18/19	354	Gonzales, M.	10/23/19	697	Dixon, J. L.	8/27/19	1933	Lavigne, M. F.	11/15/19	
3	Tankenbaum, L. S.	11/13/19	77	Coats, R. R.	12/1/19	194	Stills, R.	11/3/19	363	Buboltz, J. S.	10/8/19	697	Palmer, C. E.	10/2/19	2077	Hughes, W. J.	7/9/19	
3	Wachausen, F. R.	11/15/19	77	Hohenwald, E. W.	9/13/19	195	Krause, R. E.	11/13/19	369	VanMeter, A. R.	10/22/19	697	Ziemkiewicz, G. J.	10/30/19	2166	Roussel, R.	7/1/19	
3	Weiss, B.	9/14/19	77	Jackson, D. J.	4/20/18	212	Sansone, M. J.	9/23/19	396	Mohamed, A. A.	9/21/19	701	Zimmerman, R. G.	10/29/19	2286	Posas, O.	8/24/19	
5	LaRue, W. E.	10/14/19	77	Kraemer, R. E.	7/11/19	222	Ryals, R. W.	10/4/19	400	Zarrillo, L. J.	9/14/19	702	McCarrey, F. G.	4/7/19	I.O. (5)	Miller, J. I.	9/29/19	
6	Lee, R. G.	9/24/19	77	Puetz, N. A.	10/29/19	223	Caswell, G.	10/26/19	405	Ryan, J. E.	7/29/19	702	Williams, K. K.	7/1/19	I.O. (124)	Welborn, J. W.	1/29/16	
6	Postonok, V. W.	8/4/19	77	Wick, C. J.	9/14/19	226	Slusser, G. J.	9/29/19	424	Church, B. D.	8/30/19	704	Ploessi, R. E.	11/14/19	I.O. (134)	Malchiodi, A. C.	10/4/19	
6	Wilson, D. L.	8/16/19	84	Thomas, A. B.	10/1/19	230	Gavelin, L. W.	5/4/19	424	Foster, A. W.	2/12/16	712	Pope, R. E.	8/3/18	I.O. (134)	Mitropoulos, N.	9/26/19	
8	Johnson, C. B.	11/1/19	90	Linkovich, W.	9/28/19	230	Riviere, G. J.	10/28/19	424	Liddle, T. W.	11/20/19	714	Johnson, D. N.	10/27/19	I.O. (396)	Askew, T. O.	11/5/19	
8	Linscott, C. E.	8/7/19	90	Pastore, E.	10/28/19	236	Dorpfeld, F.	10/9/19	424	Myshyniuk, A. G.	10/8/19	716	Frazier, W. A.	9/27/19	I.O. (498)	Hanley, R. K.	8/21/19	
8	Puls, B. R.	8/23/19	90	Walsh, R. D.	11/8/19	242	Christensen, H.	11/23/19	429	Hanson, J. K.	8/17/19	716	Perry, R. J.	9/1/18	I.O. (702)	Glass, G. R.	10/22/19	
8	Sulaica, J. S.	5/26/19	96	Lazar, A. D.	8/19/19	245	Joseph, H. J.	10/20/19	440	Ruiz, J. A.	11/6/19	728	Pitts, V. A.	10/17/19	Pens. (1)	Fowler, J. L.	6/29/19	
9	Bader, M. A.	11/8/19	98	Cotton, M. J.	10/15/19	246	Ritchie, C. H.	10/26/19	456	Clausen, T. R.	7/4/19	738	Peace, R. G.	10/19/19	Pens. (302)	Numsen, J. H.	7/23/19	
9	Kuderna, G. W.	10/30/19	98	O'Malley, W. P.	10/2/19	252	Kittel, K. D.	10/30/19	465	Gerrard, G. E.	10/12/19	743	Via, J. R.	8/6/19	Pens. (637)	Goff, D. E.	10/25/19	
9	Sikorske, J. S.	9/13/19	98	Wenzel, J. F.	9/7/19	254	Draskoczi, B.	10/28/19	466	Brown, R. E.	9/27/19	756	Frohock, L. R.	11/16/19	Pens. (637)	Welch, A. M.	11/5/19	
9	Smith, F. D.	10/21/19	99	Smith, C. E.	7/27/19	254	Zimmerman, H.	8/14/19	474	Hawkins, W. A.	8/23/19	760	Bryant, W. H.	10/26/19	Pens. (I.O.)	Baker, C. E.	5/25/19	
11	Blancato, J. V.	6/16/19	102	Dzugan, C. W.	8/29/19	258	Giles, D. R.	9/30/19	477	Ellis, R. D.	4/17/19	760	Middleton, P.	4/30/19	Pens. (I.O.)	Baumgartner, H. J.		
11	Gilmore, M. D.	8/29/19	102	Morgner, L.	11/4/19	265	Caddy, R. E.	9/15/19	477	Jenkins, R.	10/12/19	768	Olson, M. E.	10/1/19			10/12/19	
11	Ibarra, R. D.	10/23/19	103	Familetto, P. K.	10/25/19	269	Brown, M. H.	10/15/19	479	Dowden, J. E.	10/29/19	804	Elliott, G.	9/24/19	Pens. (I.O.)	Bowling, R. V.	7/27/19	
11	Waltman, T. E.	9/7/19	103	Getchell, M. D.	10/8/19	269	Dubuque, H. D.	10/7/19	480	Fitzhugh, T. E.	11/14/19	804	Mattear, J.	10/11/19	Pens. (I.O.)	Chabolla, R.	11/11/19	
14	Hengtgen, J. R.	7/4/19	103	Regan, T. P.	4/26/19	270	Cole, H. W.	11/20/19	494	Brunke, M. M.	11/2/19	804	Thompson, G. A.	11/7/19	Pens. (I.O.)	English, D. R.	9/6/19	
14	Reigel, J. F.	4/20/19	110	Nowezki, F.	10/21/19	275	Bemis, G. E.	11/4/19	494	Peterson, H.	10/15/19	816	Kevil, C.	10/2/19	Pens. (I.O.)	Hoeltzel, W. K.	10/20/19	
16	Lewis, F. D.	10/28/19	110	Schultz, L. J.	9/27/19	275	DeHaven, L.	8/29/19	508	Branson, G. W.	10/26/19	861	McInnis, C. E.	11/14/19	Pens. (I.O.)	James, W. R.	7/28/19	
17	Retzloff, F. E.	8/5/19	111	Haring, B. M.	10/21/19	278	Howard, R. I.	10/20/19	508	Kicklighter, P. K.	10/22/19	876	Kiter, B. P.	11/15/19	Pens. (I.O.)	Jones, J. E.	10/13/19	
20	Rye, C. D.	10/13/19	115	Foot, J. T.	10/26/19	291	Boulter, R. V.	10/20/19	529	Hope, B. A.	11/10/19	903	Hatem, J. A.	10/16/19	Pens. (I.O.)	Murnane, D. P.	10/15/19	
22	Ryba, P. F.	11/19/19	124	Taylor, L. D.	11/12/19	292	Bowman, R. D.	11/11/19	547	Bentele, N.	8/16/19	906	Vashaw, G. E.	10/18/19	Pens. (I.O.)	Powers, R. M.	10/19/19	
25	MacKenzie, T. A.	11/13/19	124	Walker, J. R.	10/30/19	292	Dynkavitch, R. P.	10/20/19	551	Lytwyne, M. A.	8/15/19	932	Murtha, J. F.	10/6/19	Pens. (I.O.)	Selinka, C. R.	11/11/19	
25	Staples, G. A.	10/9/19	125	Clayton, R. W.	9/2/19	292	Kraemer, E. M.	10/28/19	558	Haddock, H. B.	10/31/19	932	Stewart, R. L.	8/13/19	Pens. (I.O.)	Sitton, D. R.	8/7/19	
25	Winters, J. C.	11/8/19	125	Propst, R. L.	10/14/19	294	Christiansen, M. J.	9/10/19	567	Hicks, D. H.	11/11/19	993	Henderson, E. C.	8/1/19	Pens. (I.O.)	Strausbaugh, J. E.		
26	Lay, M. J.	10/24/19	126	Finlay, J. A.	11/14/19	302	Duncan, W. G.	8/16/19	568	Lussier, R.	8/30/19	1158	Rovito, J.	10/12/19			10/17/19	
26	Noonan, J. D.	11/4/19	126	Mieluchowski, T. F.	10/18/19	302	Haro, R. L.	8/30/19	569	Barrett, J. E.	10/28/19	1194	Lewis, J. E.	11/6/19	Pens. (I.O.)	Thorp, J. A.	10/5/19	
26	Owens, R. E.	10/29/19	129	Truxell, D. D.	7/12/17	304	Jeffrey, W. G.	8/15/19	569	Crandall, L. G.	10/22/19	1205	Ganstone, L. A.	5/8/19	Pens. (I.O.)	Tillis, A. M.	9/17/19	
26	Stancovich, S. F.	10/17/19	130	Crowley, R. E.	11/5/19	305	Culpher, R. E.	8/12/19	576	Spicer, M. D.	10/6/19	1245	Debnar, J. L.	7/3/19	Pens. (I.O.)	Yongue, R. B.	11/4/19	
34	Miller, R. M.	11/7/19	131	Sharp, R. S.	9/28/19	305	Dirig, P. J.	11/12/19	584	Kramer, E. G.	10/20/19	1245	Lingner, O. D.	10/9/19				
38	Carpenter, K.	7/3/19	134	Behnke, L. J.	10/13/19													
38	Diorio, M. W.	10/22/19	134	Coones, R. J.	8/11/19													
38	Dusek, F. T.	11/2/19	134	Donohoe, S.	7/13/18													
38	Hunziker, A.	10/22/19	134	Edelmann, A. J.	11/14/19													
38	Manthey, W. H.	5/3/19	134	Harris, J. W.	10/24/19													
38	Petersen, R. J.	10/3/19	134	Lamarche, M. J.	10/30/19													
38	Zimmerman, W. G.	11/2/19	134	Montes, T. J.	11/5/19													
40	Auer, P. L.	10/16/19	134	Paterkiewicz, H. A.	11/14/19													



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Report of Independent Auditors

International Executive Council
International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2019 and 2018, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2019 and 2018, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
October 9, 2019

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2019 AND 2018

	2019	2018
Assets		
Cash and cash equivalents	\$ 27,419,660	\$ 9,851,686
Receivables		
Loans and advances to chartered bodies	483,415	907,415
Per capita tax receivable	11,890,498	10,470,183
Due from Trust for the IBEW Pension Benefit Fund	119,710	-
Unbilled rent	6,009,020	6,264,789
Accrued interest and dividends	639,721	591,876
Security sales pending settlement	261,798	193,807
Other	587,330	622,708
Total receivables	19,991,492	19,050,778
Investments - at fair value	436,549,814	469,912,668
Property and equipment - at cost		
Land, building and improvements	140,789,467	138,412,474
Furniture and equipment	47,519,350	45,807,145
	188,308,817	184,219,619
Accumulated depreciation	(79,199,688)	(73,662,275)
Net property and equipment	109,109,129	110,557,344
Other assets		
Deferred leasing, organization and financing costs (net of amortization)	2,749,146	3,032,222
Prepaid expenses	973,790	2,116,572
Inventory of merchandise and office supplies, at cost	1,360,491	1,259,338
Other	450,661	383,491
Total other assets	5,534,088	6,791,623
Total assets	\$ 598,604,183	\$ 616,164,099
Liabilities		
Accounts payable and accrued expenses	\$ 5,670,328	\$ 5,268,466
Due to Trust for the IBEW Pension Benefit Fund	-	2,214,190
Excess of projected benefit obligation over pension plan assets	78,714,347	42,656,355
Liability for postretirement benefits	73,216,010	69,205,010
Security purchases pending settlement	608,305	6,902,612
Deferred per capita tax revenue	10,281,807	9,135,247
Reciprocity Agreement funds pending settlement	17,025,172	4,436,148
Mortgage loans payable	-	41,155,933
Other	3,832,027	3,102,896
Total liabilities	189,347,996	184,076,857
Net assets without donor restrictions		
Appropriated for additional postretirement benefits	167,912,000	161,163,000
Unappropriated	241,344,187	270,924,242
Total net assets	409,256,187	432,087,242
Total liabilities and net assets	\$ 598,604,183	\$ 616,164,099

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities and Changes in Net Assets

YEARS ENDED JUNE 30, 2019 AND 2018

	2019	2018
Operating revenue		
Per capita tax	\$ 144,132,304	\$ 140,885,499
Initiation and reinstatement fees	1,894,094	1,670,814
Rental income, net	12,123,627	12,921,742
Sales of supplies	1,016,769	992,464
Other income	4,455,087	4,953,603
Total operating revenue	163,621,881	161,424,122
Operating expenses		
Program services expenses		
Field services and programs	103,153,586	110,551,105
Media relations	8,687,913	8,869,890
Industry trade programs	18,828,443	19,211,249
Per capita tax expense	7,405,568	7,445,885
Legal defense	2,769,262	2,812,261
Total program services	140,844,772	148,890,390
Supporting services expenses		
Governance and oversight	7,013,261	7,333,296
General administration	9,049,421	9,821,814
Total supporting services	16,062,682	17,155,110
Total operating expenses	156,907,454	166,045,500
Change in net assets from operations before investment and other income	6,714,427	(4,621,378)
Investment income		
Interest and dividends	6,886,696	7,114,471
Net appreciation in fair value of investments	13,296,567	23,312,915
Investment expenses	(1,034,975)	(993,118)
Net investment income	19,148,288	29,434,268
Other income (expense)		
Gain on sale of property and equipment	19,930	1,350
Currency translation adjustment	(620,327)	(80,871)
Total other income (expense)	(600,397)	(79,521)
Change in net assets from operations after investment and other income	25,262,318	24,733,369
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Pension benefits	(46,182,115)	12,259,825
Postretirement health care benefits	(1,911,258)	(1,234,290)
Appropriation of net assets to fund postretirement benefits not yet accrued	(6,749,000)	(7,470,000)
Change in net assets without donor restrictions, unappropriated	(29,580,055)	28,288,904
Net assets without donor restrictions, unappropriated		
Beginning of year	270,924,242	242,635,338
End of year	\$ 241,344,187	\$ 270,924,242
Net assets without donor restrictions, appropriated		
Beginning of year	\$ 161,163,000	\$ 153,693,000
Appropriation of net assets to fund postretirement benefits not yet accrued	6,749,000	7,470,000
End of year	\$ 167,912,000	\$ 161,163,000

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Functional Expenses

YEARS ENDED JUNE 30, 2019 AND 2018

	2019							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 42,107,391	\$ 1,969,363	\$ 7,746,909	\$ -	\$ -	\$ 2,905,727	\$ 5,494,851	\$ 60,224,241
Payroll taxes and employee benefits	32,688,231	1,527,869	6,015,364	-	-	2,253,036	4,240,696	46,725,196
Per capita taxes	-	-	-	7,405,568	-	-	-	7,405,568
Professional fees	854,073	67,364	501,216	-	2,769,262	41,247	297,766	4,530,928
Travel and related expenses	6,949,767	50,514	713,149	-	-	426,036	30,657	8,170,123
Electrical Worker printing and mailing expenses	-	4,484,663	-	-	-	-	-	4,484,663
Other expenses	9,469,485	264,249	3,016,590	-	-	703,891	763,387	14,217,602
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,625,000)	(2,625,000)
Building operations	11,084,639	323,891	835,215	-	-	683,324	847,064	13,774,133
Total	\$ 103,153,586	\$ 8,687,913	\$ 18,828,443	\$ 7,405,568	\$ 2,769,262	\$ 7,013,261	\$ 9,049,421	\$ 156,907,454

	2018							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 41,146,746	\$ 1,869,650	\$ 7,400,448	\$ -	\$ -	\$ 2,741,087	\$ 5,311,547	\$ 58,469,478
Payroll taxes and employee benefits	33,577,191	1,520,875	6,034,143	-	-	2,219,763	4,316,954	47,668,926
Per capita taxes	-	-	-	7,445,885	-	-	-	7,445,885
Professional fees	1,224,968	255,575	562,329	-	2,812,261	63,801	314,808	5,233,742
Travel and related expenses	7,436,107	65,248	675,122	-	-	347,848	21,920	8,546,245
Electrical Worker printing and mailing expenses	-	4,329,689	-	-	-	-	-	4,329,689
Other expenses	15,473,884	491,413	3,662,921	-	-	1,251,614	2,321,140	23,200,972
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,850,000)	(2,850,000)
Building operations	11,692,209	337,440	876,286	-	-	709,183	385,445	14,000,563
Total	\$ 110,551,105	\$ 8,869,890	\$ 19,211,249	\$ 7,445,885	\$ 2,812,261	\$ 7,333,296	\$ 9,821,814	\$ 166,045,500

International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE 30, 2019 AND 2018

	2019	2018
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$ 159,358,436	\$ 142,707,633
Interest and dividends	6,838,851	7,072,088
Rental income	12,379,396	12,539,474
Participant contributions collected on behalf of PBF	86,818,004	78,640,071
Reimbursement of administrative expenses from PBF	2,625,000	2,850,000
Other	4,490,465	9,078,920
Cash provided by operations	272,510,152	252,888,186
Cash paid for		
Salaries, payroll taxes, and employee benefits	(114,973,818)	(111,215,351)
Service providers, vendors and others	(36,496,849)	(46,834,859)
Participant contributions remitted to PBF	(88,651,904)	(79,147,361)
Per capita tax	(7,405,568)	(7,445,885)
Interest	(2,445,469)	(2,419,046)
Cash used for operations	(249,973,608)	(247,062,502)
Net cash provided by (used for) operating activities	22,536,544	5,825,684
Cash flows from investing activities		
Loans and advances made to chartered bodies	-	(49,000)
Repayments on loans and advances made to chartered bodies	424,000	826,695
Purchase of property and equipment	(3,933,834)	(1,792,938)
Purchase of investments	(176,338,134)	(174,536,611)
Proceeds from sale of property and equipment	20,401	1,350
Proceeds from sale of investments	245,924,718	171,596,691
Net short-term cash investment transactions	(29,289,461)	1,575,750
Net cash provided by (used for) investing activities	36,807,690	(2,378,063)

Cash flows from financing activities

	2019	2018
Payments on mortgages and other notes	(41,155,933)	(3,911,899)
Net cash used for financing activities	(41,155,933)	(3,911,899)
Effect of exchange rate changes on cash and cash equivalents	(620,327)	(80,871)
Net change in cash and cash equivalents	17,567,974	(545,149)
Cash and cash equivalents		
Beginning of year	9,851,686	10,396,835
End of year	\$ 27,419,660	\$ 9,851,686

International Brotherhood of Electrical Workers and Subsidiaries Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2019 AND 2018

Note 1. Summary of Significant Accounting Policies

Nature of Operations — The International Brotherhood of Electrical Workers (International Union or IBEW) is an international labor union established to organize all workers for the moral, economic and social advancement of their condition and status. The significant portion of the International Union's revenue comes from per capita taxes of members paid by the local unions.

Basis of Presentation — The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%, and the IBEW Relocation Holdings LLC, of which the International Brotherhood of Electrical Workers is the sole member. The IBEW Headquarters Building LLC holds title to an office building that serves as the headquarters for the International Brotherhood of Electrical Workers. The IBEW Relocation Holdings LLC's purpose is to acquire, hold, own, maintain, hold for investment, operate, lease, convey interests in, mortgage or otherwise encumber, sell, exchange or dispose of, and otherwise invest in and deal with real estate property and any personal or intangible property associated with the real estate. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union appropriates a portion of unrestricted net assets representing the estimated liability for additional postretirement benefits not yet accrued.

Method of Accounting — The financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

REPORT OF INDEPENDENT AUDITORS *continued on page 16*

Financial Statement Presentation — Financial statement presentation follows the recommendations of U.S. generally accepted accounting principles in accordance with Financial Accounting Standards Board Accounting Standards Codification, *Not-for-Profit Entities — Presentation of Financial Statements*. Under those principles, the International Union is required to report information regarding its financial position and activities according to two classes of net assets — net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions — These net assets are available to finance the general operations of the International Union. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the International Union, the environment in which it operates, and the purposes specified in its organizing documents.

Net assets with donor restrictions — These net assets result from contributions and other inflows of assets, the use of which by the International Union is limited by donor-imposed time or purpose restrictions that are either temporary or permanent.

As of June 30, 2019 and 2018, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2019 and 2018 were settled in July 2019 and 2018, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2019 and 2018.

Property and Equipment — Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10-40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2-10 years

Inventory — The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the net realizable value of items held.

Canadian Exchange — The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes, all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the consolidated statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statements of activities and changes in net assets are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statements of activities and changes in net assets.

Statements of Cash Flows — For purposes of the consolidated statements of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

Estimates — The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Functional Allocation of Expenses — The costs of providing the various programs and supporting activities of the International Union have been summarized on a functional basis in the statements of activities and changes in net assets and functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort. Other common costs such as occupancy, depreciation and related infrastructure costs are allocated based on salary allocations.

New Accounting Pronouncement Adopted — During the year ended June 30, 2019, the International Union adopted the provisions of Accounting Standards Update 2016-14, *Not-for-Profit Entities: Presentation of Financial Statements of Not-for-Profit Entities* (the Update). The Update amends the reporting model for not-for-profit organizations and enhances required disclosures. The major changes include: requiring the presentation of only two classes of net assets — those with donor restrictions and those without donor restrictions; requiring all not-for-profits to present an analysis of expenses by both function and nature in a single location, generally as a separate financial statement or by disclosure in the notes, and to provide additional information about the methods used to allocate costs across functional reporting categories; requiring disclosure of both quantitative and qualitative information about liquidity and the availability of financial resources; and requiring the presentation of investment return net of all external and direct internal expenses.

Reclassifications — Certain reclassifications have been made to the 2018 consolidated financial statements to conform to the presentation in the 2019 consolidated financial statements.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2016 through 2018 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity and Availability of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board has appropriated \$167,912,000 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2019 and 2018.

	2019	2018
Total assets	\$ 598,604,183	\$ 616,164,099
Less nonfinancial assets		
Net property and equipment	(109,109,129)	(110,557,344)
Net deferred leasing, organization, and financing costs	(2,749,146)	(3,032,222)
Prepaid expenses	(973,790)	(2,116,572)
Inventory	(1,360,491)	(1,259,338)
Other nonfinancial assets	(450,661)	(383,491)
Total financial assets	483,960,966	498,815,132
Less amounts unavailable within one year		
Appropriated for additional postretirement benefits	(167,912,000)	(161,163,000)
Reciprocity Agreement funds pending settlement	(17,025,172)	(4,436,148)
Loans and advances to chartered bodies not expected to be collected within one year	(424,000)	(483,415)
Unbilled rent receivable not expected to be collected within one year	(5,696,552)	(6,009,020)
Total financial assets available for general expenditures within one year	<u>\$ 292,903,242</u>	<u>\$ 326,723,549</u>

Note 4. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual fund fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value (NAV) per share as reported by the investee, while the fair values of investments in limited partnerships and other alternative investments are estimated based on financial information provided by each investment entity.

	June 30, 2019	
	Cost	Fair Value
Short-term cash investments	\$ 59,896,996	\$ 59,896,996
Government and government agency obligations	24,830,869	25,298,844
Corporate bonds and notes	37,077,283	37,291,368
Common stock	275,800	268,946
Mortgage loans	120,671,719	156,803,089
Mutual funds	1,895,036	2,012,666
103-12 entities	10,608,062	10,704,321
Limited partnership	65,840,986	124,767,348
Other alternative investments	1,500,000	-
AFL-CIO Housing Investment Trust	19,610,478	19,506,236
	<u>\$ 342,207,229</u>	<u>\$ 436,549,814</u>

	June 30, 2018	
	Cost	Fair Value
Short-term cash investments	\$ 30,767,550	\$ 30,767,550
Government and government agency obligations	30,166,570	29,633,934
Corporate bonds and notes	41,471,059	40,398,309
Preferred stock	85,000	82,688
Common stock	126,011,249	168,732,297
Mortgage loans	2,066,727	2,184,357
Mutual funds	19,078,430	20,953,251
103-12 entities	71,157,903	128,586,521
Limited partnership	13,100,000	16,966,478
Other alternative investments	19,911,483	13,528,595
AFL-CIO Housing Investment Trust	19,076,389	18,078,688
	<u>\$ 372,892,360</u>	<u>\$ 469,912,668</u>

Fair Value Measurement

Accounting standards provides the framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2019:

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 59,896,996	\$ -	\$ 59,896,996	\$ -
Preferred stock	268,946	-	268,946	-
Common stock	156,803,089	140,766,682	-	16,036,407
Corporate bonds and notes	37,291,368	-	37,291,368	-
Government and government agency obligations	25,298,844	11,919,402	13,379,442	-
Mortgage loans	2,012,666	-	2,012,666	-
Mutual funds	10,704,321	10,704,321	-	-
Total	292,276,230	\$ 163,390,405	\$ 112,849,418	\$ 16,036,407
Investments measured at net asset value*	144,273,584			
Investments at fair value	\$ 436,549,814			

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2018:

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Cash and cash equivalents	\$ 30,767,550	\$ -	\$ 30,767,550	\$ -
Preferred stock	82,688	-	82,688	-
Common stock	168,732,297	153,114,957	-	15,617,340
Corporate bonds and notes	40,398,309	-	40,398,309	-
Government and government agency obligations	29,633,934	9,423,154	20,210,780	-
Mortgage loans	2,184,357	-	2,184,357	-
Mutual funds	20,953,251	20,953,251	-	-
Total	292,752,386	\$183,491,362	\$ 93,643,684	\$15,617,340
Investments measured at net asset value*	177,160,282			
Investments at fair value	\$469,912,668			

*Investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the consolidated statements of financial position.

Changes in Fair Value of Level 3 Assets

The following tables set forth a summary of the changes in fair value of the International Union's Level 3 assets for the years ended June 30, 2019 and 2018:

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2018	\$ 15,617,340
Net gains (realized/unrealized)	419,067
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance – 6/30/2019	<u>\$ 16,036,407</u>

The following table set forth a summary of the changes in fair value of the International Union's Level 3 assets for the years ended June 30, 2018:

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2017	\$ 15,617,340
Net gains (realized/unrealized)	-
Purchases	-
Sales	-
Transfers in/out Level 3	-
Ending Balance – 6/30/2018	<u>\$ 15,617,340</u>

Following are the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2019 and 2018.

Level 1

Equity securities (except the ULLICO Stock), U.S. Treasury bonds and notes, and mutual funds are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period.

Level 2

Most Government and government agency obligations, municipal bonds, corporate obligations, and mortgage loans are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that includes inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency.

Cash and cash equivalent investments are valued at cost which approximates fair value.

Level 3

Corporate stock represents stock holdings of ULLICO Inc. and fair market value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs.

Note 5. Investments in Investment Entities

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV.

The International Union's investment in investment entities is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the International Union's proportionate share of fees and expenses incurred or charged by these investment entities.

The International Union's risk of loss in these entities is limited to its investment. The International Union may increase or decrease its level of investment in these entities at its discretion. The International Union typically has the ability to redeem its investment from these entities on a daily or quarterly basis, but longer lock-up periods can apply to certain investments.

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2019 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 36.8	\$ -	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	19.5	-	Monthly	15 days
c. INDURE REIT LLC	88.0	-	Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after	One day

The following summarizes the investment strategy for each of the Plan's investments in the table presented above:

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$27.3 million and another in the ULLICO Diversified International Equity Fund for \$9.5 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity markets of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

- b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.
- c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2018 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 44.4	\$ -	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	18.1	-	Monthly	15 days
c. INDURE REIT LLC	84.2	-	Maximum 20% redemptions allowed for 24 months follow- ing initial investment, daily redemptions after	One day
d. Other alternative investment	13.5	-	Monthly	One Year
e. Limited partnership	17.0	-	Quarterly	70 days

The following summarizes the investment strategy for each of the Plan's investments in the table presented above:

- a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$34.5 million and another in the ULLICO Diversified International Equity Fund for \$9.9 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

The ULLICO Diversified International Equity Fund invests primarily in equity securities traded in equity markets of, or issued by, companies located in countries represented in the Morgan Stanley Capital International Europe, Australasia, and Far East Index (the Index) with the goal of exceeding the investment returns of the Index. Redemptions are permitted monthly with a 30-day notice period which can be waived at the discretion of the General Partner.

- b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.
- c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.
- d. The International Union's alternative investment is comprised of \$13.5 million invested in Permal Fixed Income Holding N.V. which is a multi-manager fund organized as a limited liability company. The fund invests primarily with managers who focus on fixed income securities in worldwide markets. Redemption is permitted monthly with one-year notice but may be limited by the underlying holdings of the fund which have redemption restrictions ranging from daily to annually or are non-redeemable.
- e. Limited partnership represents an ownership interest in the Grosvenor Institutional Partners, L.P. (the Fund). The fair value is based on the ownership interest as a percent of the International Union's net assets. The ownership interest percent was 0.3534% at June 30, 2018. The Fund invests primarily in the Grosvenor Institutional Partners Master Fund (Master Fund) as well as various portfolio funds. The Master Fund's fair value equals the pro rata interest in the net assets of the Master Fund. The portfolio funds' fair values are reported at NAV.

Note 6. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2019 and 2018 is summarized as follows:

	2019	2018
Service cost	\$ 19,202,491	\$ 18,404,909
Interest cost	23,541,573	22,679,843
Expected return on plan assets	(34,112,140)	(31,473,505)
Net amortization of loss	4,877,687	6,293,956
Net periodic pension cost	\$ 13,509,611	\$ 15,905,203

Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2019 and 2018 are as follows:

	2019	2018
Net actuarial gain	\$ 46,182,115	\$ (12,259,825)

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2019 consist of the following:

Net actuarial loss	\$ 146,340,716
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The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2019	2018
Discount rate	4.50%	4.50%
Average rate of compensation increase	4.50%	4.50%
Expected long-term rate of return on plan assets	7.00%	7.00%

The Plans' obligations and funded status as of June 30, 2019 and 2018 are summarized as follows:

	2019	2018
Fair value of plan assets	\$ 528,815,378	\$ 504,834,317
Projected benefit obligation	607,529,725	547,490,672
Deficiency of plan assets over projected benefit obligation	\$ 78,714,347	\$ 42,656,355

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	2019	2018
Discount rate	4.00%	4.50%
Average rate of compensation increase	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2019 and 2018 were as follows:

	2019	2018
Employer contributions	\$ 23,633,734	\$ 22,662,878
Employee contributions	1,821,763	1,791,202
Benefit payments	28,612,561	27,394,946

Total expected employer contributions for the year ending June 30, 2020 are \$21.4 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2020	\$ 29,480,913
2021	29,763,462
2022	30,276,831
2023	30,908,433
2024	31,658,264
Years 2025 - 2029	175,715,973

The expected long-term rate of return on plan assets of 7% reflects the average rate of earnings expected on plan assets invested or to be invested to provide for the benefits included in the benefit obligations. The assumption has been determined by reflecting expectations regarding future rates of return for plan investments, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

Total pension plan weighted-average asset allocations at June 30, 2019 and 2018, by asset category, are as follows:

	2019	2018
Asset category		
Cash and cash equivalents	4%	5%
Equity securities	61%	64%
Debt securities	20%	17%
Real estate and other	15%	14%
	100%	100%

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified

group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2019:

Description	Total Investments at June 30, 2019	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Other Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 188,876,412	\$ 188,876,412	\$ -	\$ -
Preferred stock	283,760	-	283,760	-
Corporate bonds	26,766,466	-	26,766,466	-
U.S. Government and government agency obligations	27,996,511	12,305,111	15,691,400	-
Registered investment companies	1,702,032	1,702,032	-	-
Common/collective trusts	11,996,549	-	-	11,996,549
	<u>257,621,730</u>	<u>\$ 202,883,555</u>	<u>\$ 42,741,626</u>	<u>\$ 11,996,549</u>
Investments measured at net asset value*	245,591,405			
Total	<u>\$ 503,213,135</u>			
Non-Pool Investments				
Cash and cash equivalents	\$ 1,745,288	\$ 1,745,288	\$ -	\$ -
Common/collective trusts	8,397,378	-	-	8,397,378
Canadian Government obligations	4,742,489	1,164,660	3,577,829	-
Corporate obligations	6,781,387	-	6,781,387	-
Common stocks	25,252,063	25,252,063	-	-
	<u>46,918,605</u>	<u>\$ 28,162,011</u>	<u>\$ 10,359,216</u>	<u>\$ 8,397,378</u>
Investments measured at net asset value*	1,631,309			
Total	<u>48,549,914</u>			
Other Assets and Liabilities				
Cash	2,594			
Accrued investment income receivable	653,512			
Accounts payable and accrued expenses	(355,312)			
Net transactions pending settlement	(7,204,734)			
Total	<u>(6,903,940)</u>			
Net assets, total	544,859,109			
Less: share to other employers	(16,043,731)			
Fair value of plan assets	<u>\$ 528,815,378</u>			

*Investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy.

The following table set forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2018:

Description	Total Investments at June 30, 2018	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Other Unobservable Inputs (Level 3)
Unitized Pool Investments				
Short-term investments	\$ 7,298,498	\$ -	\$ 7,298,498	\$ -
Common stock	186,350,881	186,350,881	-	-
Preferred stock	97,280	-	97,280	-
Corporate bonds	21,002,712	-	21,002,712	-
U.S. Government and government agency obligations	25,547,729	8,479,489	17,068,240	-
Registered investment companies	1,699,836	1,699,836	-	-
Common/collective trusts	16,629,481	-	-	16,629,481
	<u>258,626,417</u>	<u>\$ 196,530,206</u>	<u>\$ 45,466,730</u>	<u>\$ 16,629,481</u>
Investments measured at net asset value*	222,623,584			
Total	<u>\$ 481,250,001</u>			

Non-Pool Investments

Cash and cash equivalents	\$ 1,247,916	\$ 1,247,916	\$ -	\$ -
Common/collective trusts	5,974,722	-	-	5,974,722
Canadian Government obligations	5,078,583	1,270,938	3,807,645	-
Corporate obligations	6,478,897	-	6,478,897	-
Common stocks	23,502,295	23,502,295	-	-
	<u>42,282,413</u>	<u>\$ 26,021,149</u>	<u>\$ 10,286,542</u>	<u>\$ 5,974,722</u>

Investments measured at net asset value*

1,599,273

Other Assets and Liabilities

Cash 97

Accrued investment income receivable 566,309

Accounts payable and accrued expenses (352,113)

Net transactions pending settlement (6,270,030)

Total (6,055,737)

Net assets, total 519,075,950

Less: share to other employers (14,241,633)

Fair value of plan assets \$ 504,834,317

*Investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2019 and 2018:

Changes in Level 3 Category	Common/Collective Trusts	
	2019	2018
Beginning balance - 7/1/	\$ 22,604,203	\$ 18,034,632
Net gains (realized/unrealized)	-	-
Purchases	106,793,185	73,143,128
Sales	(109,003,461)	(68,573,557)
Ending balance - 6/30/	<u>\$ 20,393,927</u>	<u>\$ 22,604,203</u>

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,002,947 and \$1,078,590 as of June 30, 2019 and 2018, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,158,357 and \$1,129,111 for the years ended June 30, 2019 and 2018, respectively.

Note 7. Postretirement Benefits

The International Union provides medical and prescription insurance coverage for both active and retired employees through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union does not report a liability for the excess of the related postretirement benefit obligation over plan assets in connection with the provision of these benefits. However, the International Union does appropriate net assets in an amount sufficient to fund the liability that would be accrued for the medical and prescription insurance coverage were those benefits not funded through a multiemployer plan.

The International Union also provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union. A liability is reported for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these additional benefits. Related benefit costs for the years ended June 30, 2019 and 2018 include the following components:

	2019	2018
Service cost	\$ 3,122,000	\$ 2,715,000
Interest cost	3,213,000	3,042,000
Amortization of prior service cost	(1,699,000)	(1,699,000)
Total postretirement benefit cost	<u>\$ 4,636,000</u>	<u>\$ 4,058,000</u>

The accumulated postretirement benefit obligation and funded status at June 30, 2019 and 2018 are as follows:

	2019	2018
Postretirement benefit obligation	\$ 73,216,010	\$ 69,205,010
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	<u>\$ 73,216,010</u>	<u>\$ 69,205,010</u>

REPORT OF INDEPENDENT AUDITORS *continued on page 20*

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$2,745,000 and \$2,842,000 for the years ended June 30, 2019 and 2018, respectively. Amounts of as June 30, 2019 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Prior service cost	\$ (5,448,000)
Net gain	(3,820,000)
	<u>\$ (9,268,000)</u>

The amounts that will be amortized from net assets into net periodic benefit cost during 2020 total \$1,699,000.

During the year ended June 30, 2019, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$15,000,000 for medical and prescription coverage for both active and retired employees.

Weighted-average assumptions used to determine net postretirement benefit cost at beginning of year:

	2019	2018
Discount rate	4.50%	4.50%

Weighted-average assumptions used to determine benefit obligations at end of year:

	2019	2018
Discount rate	4.50%	4.50%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2019, were assumed to increase by 8.0% for medical, 5.5% for green shield, 4.25% for dental/vision, 4.25% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 4.25% over 15 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2019 by \$12,750,000 and \$1,407,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2019 by \$10,331,000 and \$1,090,000, respectively.

Total expected benefit payments, net of Medicare Part D subsidies, for the next 10 fiscal years are as follows:

Year ending June 30, 2020	\$ 2,859,000
2021	3,003,000
2022	3,138,000
2023	3,291,000
2024	3,465,000
Years 2025 - 2029	20,325,000

The International Union appropriated investments of \$167,912,000 at June 30, 2019 to pay for future postretirement benefit costs.

Note 8. Mortgages Payable

The IBEW Headquarters Building LLC had two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the International Union's assets. The mortgage loans bore interest at an annual rate of 5.63% and required monthly installments of principal and interest totaling \$529,108. During the year ended June 30, 2019, the Company paid the remaining balance on its mortgage obligations in full.

Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights

to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2018, these agreements were extended to December 2025. For the years ended June 30, 2019 and 2018, the International Union recognized as revenue \$1,036,827 and \$351,779, respectively.

Note 10. Litigation

The International Union is a party to a number of routine lawsuits, some involving substantial amounts. In all of the cases, the complaint is filed for damages against the International Union and one or more of its affiliated local unions. The General Counsel is of the opinion that these cases should be resolved without a material adverse effect on the financial condition of the International Union.

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,625,000 and \$2,850,000, for the years ended June 30, 2019 and 2018, respectively.

In addition, the International Union collects, and remits contributions received on behalf of the Fund from members.

The International Union also pays administrative services on behalf of the Pension Plan for the International Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers, and the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The administrative services include auditing, legal and actuarial services. The costs of the administrative services are not readily determinable.

Note 12. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2029, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June 30, 2020	\$ 10,252,260
2021	10,349,854
2022	9,404,143
2023	9,009,355
2024	8,297,070
Thereafter	26,026,744

Note 13. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

Note 14. Subsequent Events Review

Subsequent events have been evaluated through October 9, 2019, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

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