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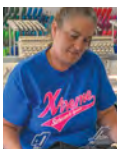
CONSTRUCTION • UTILITIES • TELECOMMUNICATIONS • MANUFACTURING • GOVERNMENT • BROADCASTING • RAILROAD

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The Energy Future Will Be Union-Built

New Jersey's Plan to Become the 'Houston of Offshore Wind'

If the IBEW and New Jersey Gov. Phil Murphy are successful, hundreds of union electrical workers could soon be using the Garden State as a base for construction of massive wind farms off the Atlantic Coast. The first nine planned installations come from Denmark-based Orsted, like this one near England's Walney Island in the Irish Sea.

Last Month to Enter



THE IBEW's
**2020 PHOTO
CONTEST**

Deadline: Oct. 1
See page 10 for details

A JOBS PLAN IN JERSEY

Hundreds of IBEW members could be working as early as next spring on construction of the New Jersey Wind Port, a massive project that has union leaders hopeful about the potential for decades of long-term renewable energy jobs for members of the IBEW and other union trades.

"This project announcement could not have come at a better time considering the uncertainty of future construction due to COVID-19," said Folsom, N.J., Local 351 Business Manager Dan Cosner, whose South Jersey jurisdiction covers the wind port's planned Salem County location at the mouth of the Delaware River.

In June, Garden State Gov. Phil Murphy announced plans for the 200-acre, \$400 million production and assembly facility to be built in Lower Alloways Creek, where he believes it will serve as a major first step toward making his state a nerve center for the offshore wind projects slated for construction along the U.S. Atlantic Coast over the next decade.

"Wind generation discussions in New Jersey have been going on for 10 to 15 years," Cosner said. "Gov. Murphy has been pushing green energy a long time, and he jumpstarted the talks over the last three or four years to make it a reality here."

Right now, almost all utility-scale wind power generation in the U.S. and Canada is land-based, supplementing traditional and reliable baseload power sources such as nuclear and coal. But Murphy hopes the wind port will reveal the potential of offshore wind and help New Jersey dominate the wind

energy field — much like oil made Texas king of that industry in the last century.

"Somebody's going to get to be the Houston of American offshore wind," quipped Tim Sullivan, chief executive of the New Jersey Economic Development Authority, in an interview with The Washington Post.

When the wind port's initial work is complete, the facility will support at least nine offshore generation projects planned by Denmark-based Orsted. "They're the guys, the movers and shakers," Cosner said.

The IBEW has worked with Orsted before. Providence, R.I., Local 99 members were instrumental in getting the company to build the U.S.'s first — and, so far, only — offshore utility-scale wind farm on Block Island, about 13 miles off Rhode Island's shore. The project's five turbines became operational in 2016.

"Future offshore wind farm projects can leverage what the IBEW learned in Rhode Island and expand on it," said Third District International Vice President Mike Welsh.

One such project is Ocean Wind, a partnership between Orsted and Public Service Electric and Gas,

NEW JERSEY WIND PORT *continued on page 4*

FROM THE OFFICERS

A Seat at the Table



Lonnie R. Stephenson
International President

In this month's cover story, you'll read about the New Jersey Wind Port, a multimillion-dollar project that seeks to position the Garden State as a leader in offshore wind power while supporting thousands of good manufacturing and construction jobs in the rapidly growing clean energy industry.

Because of our partnership with Gov. Phil Murphy — a strong supporter of organized labor and a friend of the IBEW — these jobs promise to be good, union jobs, the kind that build and sustain the middle class.

Climate change represents a genuine threat to the future of our planet, and transitioning to a carbon-free economy is no longer a question of if, but when.

This has meant a lot of pain for some of our members, particularly those who've had to go through difficult coal plant closures. We've worked hard to make those transitions as gentle as possible, and we will continue to do that.

But we must also be leaders in this energy revolution, positioning ourselves to capture the opportunities from emerging green industries like solar, wind and carbon-capture. If we don't, we risk missing out on this opportunity to grow the IBEW and we could be left behind while others claim our jobs.

In New Jersey, because of our partnership with Gov. Murphy, we're leading the revolution, and that means jobs for our members and all working people.

It's a model that can be replicated on the federal level if we elect Joe Biden the next president of the United States.

This summer, Vice President Biden laid out a bold plan to transition the U.S. off of carbon-emitting power over the long term. But it's not just a clean-energy blueprint, it's a massive investment in union jobs.

Under a Biden administration, investments in green power will support American jobs and American businesses. And he'll make sure they are good jobs by strictly enforcing pro-worker protections like prevailing wage and supporting the right of every clean power worker to organize and collectively bargain.

Some politicians like to talk about supporting unions but then don't bother listening to us when it comes to developing actual policy. Joe Biden couldn't be more different. That's why his clean energy plan is so pro-union and pro-jobs.

Joe Biden invited labor leaders, myself included, to serve on his energy task force. He listened to our concerns and he put jobs front and center.

President Trump talked a big game about helping workers and saving industries, but at every turn he's shut us out, caving to anti-union politicians and corporate special interests.

There is an old saying in the labor movement: "Either you're at the table, or you're on the menu."

The IBEW and the labor movement will have a seat at the table in a Biden administration, and that's why we're working harder than ever to make him the 46th president of the United States. ■

Organize Every Day

If my 35 years in the IBEW have taught me anything, it's that every single member of this union can be an organizer.

Every time we tell a young person about the opportunities available in the IBEW, we're organizing. Every time we share a positive story about how the IBEW has taken care of us or our families with quality health care and a secure retirement, every time we see a working person struggling and let them know there's a better way, that's working to grow this union.

In this month's issue, you'll read about a group of security guards at the Tennessee Valley Authority who saw a story in this very newspaper and reached out to the members at Manchester, N.H., Local 2320 who do similar work at the Seabrook Nuclear Plant.

Today, they've got a new local union, Chattanooga, Tenn., Local 911, and a more powerful voice on the job.

They have their new IBEW sisters and brothers partly to thank. The TVA didn't interfere with the campaign because of the example set by the thousands of other IBEW members who work at and for TVA under a groundbreaking Code of Excellence agreement.

That's another way you organize every day, even if you don't think about it. Show up and give 100% effort, live by the principles of the Code of Excellence. Believe me, employers take notice, and, like TVA, they might not be as resistant when the union comes knocking.

In Maine, it was our Family Medical Care Plan that recently brought in a nonunion screen printer's owners, who were seeking to provide quality health care and expand their business opportunities in New England. Today, their employees are members of Augusta, Maine, Local 2327.

At the beginning of this month we held our annual Membership Development Conference, although being virtual it looked a little different this year than it has in the past. But just as every other year, I'm constantly amazed by the creativity and passion of the professional and volunteer organizers across this brotherhood.

This pandemic has required a lot of rethinking how we do things, but it's also revealed just how many workers across North America need a union. Countless studies show how much better union workers have fared during these extremely challenging times.

Today, it's up to each of us to go out and be organizers every day and to work hard to extend the protection, solidarity and opportunity that the IBEW can provide to even more working families. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Protect Yourselves and Others



I just want to thank the IBEW for its undying support for the union and its fellow brothers and sisters. Secondly, I want to thank you for the July 2020 issue of The Electrical Worker, especially all the nice photos of all the workers wearing masks. They're wearing them to not only protect themselves but to protect their fellow co-workers. With all of the craziness that is happening all over the world with the pandemic, protests against racism, and police brutality, it feels good that the IBEW is there doing its part and showing its support. Some places and people really

don't seem too concerned about this virus that is running rampant all over the world, but I take it seriously, especially for my family, friends, and community. There's only one way to slow the spread of this monster and that is for people to really start caring and start wearing a mask. I live in Virginia and cases are going upward as I am writing, so I promise to do my part to slow the spread of this virus and to protect others around me. Keep up the great work.

*Jerome Perry, Local 1142 member
Norfolk, Va.*

A Family Affair

A father, two sons and a grandson represent over 100 years of combined experience in Saint John, New Brunswick, Local 1524. I'm a newly certified journeyman at Saint John Energy, pictured here, top left, with Craig Waugh, bottom left, Steve Waugh, top right, and Fraser Waugh, bottom right. We couldn't be prouder to keep it in the family.

*Colin Waugh, Local 1524 member
Saint John, New Brunswick*



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

 CHECK YOUR
VOTER REGISTRATION
STATUS NOW

Are you one of the hundreds of thousands of Americans whose names have been purged from your state's voter rolls?

Go to **VOTE.ORG** to make sure your registration is active.

You can also register or re-register to vote on the nonpartisan site.

The Nov. 3 election is around the corner, and mail and absentee voting begin in many states this month.

MAKE SURE
YOUR VOTE
COUNTS

Visit  [Vote.org](https://www.vote.org) today.

IBEW Organizes Maine Screenprinting Shop

Xtreme Screen & Sportswear is a small shop in Westbrook, Maine, a small town in an industry that used to be a behemoth in New England but had suffered greatly as America turned its back on manufacturing.

Owners, Geoff Sawyer and John Tibbetts made a living printing kids' sports uniforms and local companies' work shirts, but they wanted more for themselves and their workers and they just didn't see a way to grow.

Augusta, Maine, Local 2327 is a small local in the state's capitol city, a local that primarily represents the workers at Maine's largest telephone company. It used to be larger but the Bell company became Nynex, became Bell Atlantic, Verizon, Fairpoint and, now, Consolidated Communication.

The leadership of the local fights hard for its members, but those changes in ownership and the technology of the business have withered away that workforce. Business Manager Peter McLaughlin and assistant business managers Diane Winton and Julie Dawkins know that organizing is the only way that the local, their community and the workers who live there will thrive.



Crystal Jordan is a member of the IBEW's first fully-represented screenprinting and embroidery shop thanks to creative organizing, the Family Medical Care Plan and the power of a union contract.

"The telephone business is really declining. We realized that to continue to be a good local we had to grow and part of growing meant we had to diversify," Dawkins said. "We started looking at what we needed. We were always ordering sweatshirts and we really had to look to find someone union. They were never local when we looked. In Maine we like to support Maine businesses."

One day last fall, Dawkins and Winton were talking. Winton wanted some embroidery done for the local and wished that she could get it done at Xtreme. She knew both Sawyer and Tibbetts.

Dawkins said she asked Winton, why aren't we there? Why aren't they IBEW? They had no good answer.

Winton called the owners, asked for a meeting and told them she thought there was a way for everyone to thrive. Would they meet?

"They gave us a meeting out of courtesy to Diane," said Second District Lead Organizer Steve Smith.



The Xtreme Screen & Sportswear team, Sam Molloy, Mike Phillips, Crystal Jordan, Geoff Sawyer (owner), Noelle Sawyer, Calvin Stanly, John Tibbetts (owner), Michelle LeBeau and Cathy Arre, with Augusta, Maine, Local 2327 Assistant Business Manager Julie Dawkins, left.

Because of Winton's personal connection, Dawkins and Smith were the leads, but at that first meeting in a local coffee shop just before Thanksgiving, Winton joined Dawkins, Smith, Tibbetts and Sawyer. It was novel for everyone. Smith said top-down organizing is rare, less than about 1% in his experience, and Dawkins and the owners were both new to organizing campaigns.

"They told us up front, 'We met with a few other unions and we can't afford to become organized,'" Dawkins said. "We said, 'Just listen to what we offer.'"

Dawkins told them how hard it was for them to get union embroidery work in New England. If it was hard for the local, it was hard for everyone, including every IBEW local in the Second District. Dozens of locals, and that was just the IBEW. New England is still a fortress for organized labor and every member needs a sweatshirt and a ski hat emblazoned with their local bug. If they were union, that market was there and could be theirs.

"We also know that we had something superior to most unions — our medical plan," Dawkins said, referring to the Family Medical Care Plan, which offers most smaller businesses better benefits and lower costs than what they can find on the open market.

"FMCP really opened the door for us," Smith said. "That's when they started listening."

The union was telling the business what they didn't expect to hear but should have: We want you to succeed. We want you to grow. We want to lower your costs and increase your sales, reward your investors.

All Dawkins and Smith were saying they wanted in return was a contract that gave the people who made it possible a just share of the reward: honest wages, good benefits and a dignified retirement.

"One said 'Are you for real?'" Dawkins said. "He really didn't believe. He had

heard that we were six-headed dragons."

Smith said that they should make no mistake: The IBEW would be there representing the workers and would only proceed if they asked and voted for representation.

"We don't leave that a gray area," he said.

After a few conversations with the owners, they sat down, alone, with the workers. Over the course of three hours they answered question after question.

By the end of the meeting they had vocal support from all but one worker and cards from more than half.

They'd gotten ahead of the owners at that point, Smith said. They were wor-

ried about losing complete control of the company, but when Dawkins and Smith handed them the voluntary recognition agreement that February, they signed.

"How else would you grow in Maine without making a calculated move to do it? Yes, there are risks, but they are minimal," Smith said he told them.

Negotiations for a contract began at once.

"It wasn't contentious. We weren't arm wrestling. Their concerns had to be addressed and Julie was great at that," Smith said. "It helped that she was a Main-er. They have to warm up to outsiders."

The contract was signed and ratified

by mid-March and a week later, the pandemic closed the business down. It was closed for weeks. Then the spring Little League season was canceled and the uniform orders, a third of the company's income, vaporized.

"They didn't get a single order," Dawkins said.

They only opened again a few weeks into summer. They picked up some orders from the IBEW, SEIU and the Teamsters.

"It is coming slower than we anticipated, but they are grateful to get anything. This COVID was terrible. If they weren't getting union deals ... If they hadn't organized, I don't know where their business would have come from," she said.

For Smith, the experience cleared away some of the bitterness built up during his last decade smashing his head against a wall named Comcast. He said there is an old saying among organizers, that no business gets a union they didn't deserve. Nearly always, the phrase applies to poorly managed companies that reward connections and friendships, skin workers and skim profits.

But if you squint at it, the same saying applies here too; they got the union they deserve.

"Here are a couple of good guys and now this union is coming along, and their business will grow. They will be able to offer much superior health care at a lower cost and soon they will finally get to offer their workers a 401k," Dawkins said. "They see the company as a family. They believe that if you treat your people decent, you will be successful, and they deserve to share in the success. We believe the same thing; they deserve this opportunity." ■

YOU CAN HELP PROTECT WORKERS

The IBEW's fist and lightning bolt logo traces its origins back to the St. Louis boarding house where the National Brotherhood of Electrical Workers was founded in 1891. It first appeared in print on the NBEW's original constitution the next year.

Today, the IBEW's familiar logo stands as a symbol of the union's rich history and of the millions of working men and women who have sought better lives for themselves and their families under its banner. And the kinds of things the logo is printed on still reflect the founders' values.

"We work hard to make sure the IBEW logo only goes on items that are union-printed in the U.S. or Canada," said Support Services Director David Salazar. "It's important to us that the people who profit from our symbols are paying their employees well and offering them a chance to better their lives through the power of union solidarity."

But in recent years the logo has started popping up on low-quality items on unregistered Facebook pages that trace to countries where sweatshops and child labor are the norm. The activity has picked up even more than usual during the COVID-19 pandemic.

"It's hard for us, because these sites go up as quickly as we can file requests with Facebook to take them down," Salazar said. "It's like trying to hit a target that can disappear into thin air any moment and pop up in a completely different place a second later."

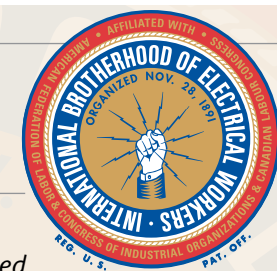
The only solution, he says, is for IBEW members and their families to stop buying knockoff union apparel and accessories. "You're making a statement with your hard-earned money. We hope you'll take a stand for working people around the world and not buy from these exploitative companies that don't care about the IBEW or workers," he said.

But how do you know if you're buying legitimate union-made IBEW merchandise? It's easy.

Only the International, ibewmerchandise.com, or local unions are authorized to print the IBEW logo on anything, and they know the rules for its use. If it looks suspicious, it probably is.

When you see fake IBEW merchandise for sale on Facebook, report the page for unauthorized sales using the Facebook function menu on the post. Every bit helps.

"The IBEW logo belongs to each and every one of us, and it stands for better lives for working people. Thanks for helping us protect it," Salazar said. ■



Continued from page 1

The Energy Future Will Be Union-Built

New Jersey's Plan to Become the 'Houston of Offshore Wind'

a utility that employs thousands of IBEW members in New Jersey and New York. Ocean Wind will be New Jersey's first utility-scale offshore wind farm by installing seven massive General Electric turbines about 15 miles off the coast of southern New Jersey by 2024.

The eight offshore projects in addition to Ocean Wind, from Maine to Southern Virginia, either have been set in motion or remain in development. "We're curious to see how it's all going to work out, but it could be a great opportunity for the IBEW," Welsh said.

But before any massive and majestic wind turbines can get placed, IBEW members will be fully involved in Phase 1 of the wind port project, wiring new buildings for office and engineering staff and turbine assembly and staging.

Alloways Creek is the perfect place, Cosner said, because it's miles from any residential site. The new port will abut the Hope Creek nuclear power plant, most of whose PSE&G workers are represented by Cranbury, N.J., Local 94.

Typically, offshore wind turbines are manufactured and assembled overseas and then get shipped standing vertically on specially designed cargo vessels.

But for Ocean Wind, Orsted plans to ship the overseas-built GE turbine parts to Alloways Creek for assembly. At 853 feet, they will be among the tallest turbines ever built, and as the wind port's location sits about 50 miles downriver of Philadelphia, the turbines will have an open, obstruction-free ride out to their placements along the mid-Atlantic coast. Its central location gives the facility unique advantages over any other location in the U.S., according to planners at the New Jersey Economic Development Authority.

Under Phase 2, New Jersey hopes to see the wind port become a full-fledged manufacturing center for turbine parts. "We'd like to get the work on building them entirely here, too," said Third District International Representative Wyatt Earp.

"We're trying now to show Orsted that it would be cheaper and more efficient

to do that in the U.S.," Cosner said. Doing so would bring millions of investment dollars across the state and create high-quality manufacturing and construction jobs for IBEW members.

There are potentially hundreds more electrical jobs that could come out of work in the switching yards where power from the turbines would come ashore, Earp said.

"Other trades are naturally trying to get their foot in the door, too," said Cosner, who is also president of the Southern New Jersey Building Trades Council. "Of course, we're going to keep trying to capture all of the electrical work."

Figuring out the various jurisdictions will be a balancing act, said New Brunswick, N.J., Local 456 Business Manager Joseph Egan. "Transmitting power would come under Local 456 because our linemen do all that work," he said. "But we'll keep talking to the other trades and keeping the lines of communication open."

Egan and Cosner are confident that the union can acquire the future turbine and cable installation work as well.

"We told Orsted we want to get ahead of this, so let us start getting the training we need now," Cosner said. "And if it means our folks will have to live on boats for weeks at a time, we're willing to do that, too."

"We're constantly asking the question: 'What do you need?'" Earp added. "Taxpayers and ratepayers are spending a lot of money on this, so we want to give them the best value for the best return." Murphy estimates that the wind port could cost between \$300 million and \$400 million to build, with PSE&G splitting the bill.

"We have a great relationship with Gov. Murphy," Cosner said. IBEW members and locals were among his earliest and most visible backers for office, and he has long returned that confidence with strong public support for Labor and workers' issues. "He advocated from Day 1, pushing for all this wind port work to be done by union workers."

Even so, ensuring the port jobs went to the IBEW and other union members "took a lot of work," said Earp, who also serves as political and legislative coordinator for the state. "[Political and Legislative Affairs Director] Austin [Keyser] and his staff spent a lot of time with us getting the state board of public utilities and other agencies involved and on board," he said.

Murphy's commitment to using union labor for the wind port includes an emphasis on bringing in a significant number of minority and women work-

Seven turbines like this massive GE Haliade prototype are set to be installed off the New Jersey coast, work that the IBEW is pressing hard to capture.



Above, an artist's conception of the New Jersey Wind Port, planned for construction next to the Hope Creek nuclear power plant in Lower Alloways Township, N.J. The location was chosen in part because of its unobstructed access to the Atlantic.

ers. Last December, the South Jersey building trades council signed a memorandum of understanding with Orsted insisting on a project labor agreement and payment of a prevailing wage.

But the talking and the lobbying must continue, Earp said. "While this is a great opportunity for us, what we can't forget is that we can never stop just because we think we've already arrived," he said.

It helps, he said, that four IBEW members serve in New Jersey's Legislature. In the General Assembly, Egan represents District 17 and is a deputy majority leader and chairman of the labor committee. Trenton Local 269 President and Assistant Business Manager Wayne DeAngelo represents District 14 and is a deputy speaker. And Asbury Park Local 400 member Eric Houghtaling represents District 11 and serves as a deputy majority leader as well. In the Senate, Local 400 member Vin Gopal represents District 11 and serves as the majority conference leader.

The wind port enjoys support from Washington as well, where Local 351 member Donald Norcross, a former business agent, has represented New Jersey's First Congressional District in the U.S. House of Representatives since 2014.

"As an electrician, I know we need to make sure our local workers can take full advantage of America's transfer to energy-efficient technology, and as a member of Congress, I'm working hard to modernize our infrastructure and invest in America's health and security," Norcross said. "The New Jersey Wind Port checks all those boxes. The future of clean energy will be built right here in South Jersey, powering our economy and creating jobs for highly-skilled workers throughout the region."

With COVID-19 still raging and uncertainty surrounding the U.S. economy Welsh pledged to keep working to make



the project a reality. "There are a lot of unknowns, so we'll keep dealing with the knowns and working from there," he said.

But New Jersey's investment in offshore wind and other energy-generation sources and Murphy's commitment to union labor is still encouraging, said International President Lonnie R. Stephenson.

"As renewable energy continues to grow across North America, especially as we face the reality of climate change, the wind

port represents a real growth opportunity for the IBEW," he said. "It's fitting that this project is being developed literally in the shadow of Hope Creek's cooling tower, because it's going to take a mix of zero-carbon energy like nuclear, wind and solar to truly reduce carbon emissions in the U.S."

"We're eager to capture as much of that work as possible in ways that preserve quality middle-class jobs and protect our overall energy future." ■



IBEW MERCHANDISE



Silver Money Clip \$20.00

Hand-crafted silver money clip featuring gold-toned fist and lightning bolts. Each money clip is individually crafted by members of IBEW Local Union 401.

White Logo T-Shirt \$8.00

100% cotton white t-shirt featuring navy blue silk-screened IBEW logo on front.

Pocket Watch \$100.00

Gold-tone case with chain, custom embossed dial with IBEW logo and date. Watches have a two year manufacturer's warranty.

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

www.ibewmerchandise.com

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Initiative Boosts Already Strong Canadian Diversity Efforts

In last month's *Electrical Worker*, International President Lonnie R. Stephenson announced the "IBEW Strong" initiative to grow a more inclusive and representative union, and IBEW leaders in Canada are embracing the push to increase diversity while continuing to educate the best electrical workers in the world. It's something that's been a First District priority for years.

"We have an opportunity as an industry to solve multiple problems by putting people to work," said Cheryl Paron, an international representative in charge of the First District's outreach to traditionally underrepresented communities.

"We pride ourselves at the IBEW on the strength of our construction apprenticeships. We have a higher standard. But at the same time, it can exclude some of those communities that do not have the resources to meet our requirements. We're looking for ways to change that while maintaining those standards."

"We've long worked to make IBEW membership more accessible, and the IBEW Strong initiative will help us do that even more," First District International Vice President Thomas Reid said. "Not only is opening our doors the right thing to do, as our nation grows in diversity, we have to reflect that change. IBEW membership offers a path to a better life for members and their families and that's especially vital in areas where the population has been historically marginalized."

Such is the case with Canada's Indigenous community, which has lagged badly behind most of Canada in wages and benefits and where educational opportunities are often limited. Paron said many Indigenous communities want to become more involved with trade unions because they believe they offer their citizens a chance at a better life.

"Maybe they attended schools where they were not able to learn math and science to meet our [apprenticeship] standards," she said. "So, we look for ways to bring them up to our standards."

For the IBEW, one of the most successful diversity efforts has been at Toronto Local 353, which has been an active member of the Central Ontario Building Trades' Hammer Heads program since its formation in 2009. The program is designed to aid men and women between the ages of 18 and 26 in the Indigenous and other under-resourced communities in developing the skills needed to work in the trades.

Successful applicants are placed with a mentor and enrolled in a 12-week boot camp to improve their math, science and English skills. They also visit various jobsites to get a better understanding of which trades appeal to them.



First District Vice President Thomas Reid, center, welcomed delegates from across Canada to last year's Canadian Women's Conference.

After that, those interested in an electrical career take the Local 353 apprenticeship exam. Ten have gone on to be journeyman wiremen and several more are now apprentices, Local 353 vice president Jeff Irons said.

"These really are great young people," he said. "In addition to now having a career as an electrician and being part of

Local 353, we've found they're upfront, proud union members who will promote the trade union movement."

Vital work also is being done at Vancouver Local 213, which has had an active Electrical Workers Minority Committee for several years. Work by Local 213 members led to the formation of the BC Centre for Women in the Trades, which studies and

advocates for ways to retain women working in construction.

Paron said she hopes those examples show local unions across Canada the importance of such work.

"Some of them look at this and think it's difficult to do," she said. "They don't know where to start. We understand that, so we're trying to lay things out and

show them people who have done this work and they can talk to."

Paron said the increased diversity efforts also can pay off at non-construction locals, noting her time as a member of Ottawa Local 2228, which represents about 1,900 federal workers across the country. She was employed by Nav Canada for eight years and the company paid her expenses to attend the IBEW's Women's Conference in 2018.

"They saw the value of promoting leadership among women," she said. "One of the things we need to continue to do in [professional and industrial] is to promote partnerships like this." ■

L'initiative sur la diversité de la FIOE mise sur la réussite du Canada

Dans le dernier *Electrical Worker*, le président international Lonnie R. Stephenson a annoncé l'initiative «IBEW Strong» pour faire croître un syndicat plus inclusif et représentatif, et nos dirigeantes et dirigeants syndicaux de la FIOE au Canada accueillent cet élan pour accroître la diversité tout en continuant à former les meilleurs électriciens du monde. C'est une priorité qui existe depuis des années au premier district.

«En tant qu'industrie, nous avons l'occasion de résoudre de multiples problèmes en mettant les gens à l'emploi», mentionne Cheryl Paron, la représentante internationale qui est responsable de la sensibilisation auprès des communautés traditionnellement sous-représentées du premier district.

«Nous sommes fiers de la force de nos apprenties et apprentis en construction. Nos normes sont plus exigeantes. Mais en même temps, ils peuvent exclure des communautés qui n'ont pas les ressources pour répondre à nos critères. Nous cherchons des moyens pour changer la façon de faire tout en assurant le respect de ces normes.»

«Nous avons longtemps travaillé pour rendre l'appartenance à la FIOE plus accessible, et cette initiative va nous aider en faire davantage», dit le vice-président international Thomas Reid. «Non seulement qu'ouvrir nos portes est la

bonne chose à faire, mais nous devons tenir compte de ce changement au fur et à mesure que notre nation se diversifie. La FIOE offre une voie vers une meilleure qualité de vie aux membres et à leur famille et cela est particulièrement essentiel dans les endroits où la population a traditionnellement été marginalisée.»

C'est le cas des collectivités autochtones du Canada qui ont nettement pris un retard en ce qui concerne les salaires et les avantages sociaux au Canada et où les possibilités d'éducation sont souvent limitées. Mme Paron déclare que les collectivités autochtones veulent s'impliquer davantage dans les syndicats, car elles estiment qu'ils offrent à leurs citoyennes et citoyens une chance d'avoir une meilleure vie.

«Ils ont peut-être fréquenté des écoles où ils ne pouvaient pas apprendre les mathématiques et les sciences pour répondre à nos critères [d'apprentissage],» dit-elle. «Nous trouvons donc des moyens pour leur permettre de répondre à nos normes.»

Pour la FIOE, un des efforts en matière de diversité ayant connu le plus de succès a été le local 353 de Toronto, qui est un membre actif du programme Hammer Heads du Central Ontario Building Trade depuis sa création en 2009. Le programme est conçu pour aider les hommes et les femmes âgés de 18 à 26

ans dans les collectivités autochtones et d'autres collectivités aux ressources insuffisantes à acquérir les compétences nécessaires pour travailler dans les métiers de la construction.

Les candidates et candidats retenus seront confiés à un mentor et suivront un cours de douze semaines intensives pour améliorer leurs connaissances en mathématique, en science et en anglais. Ils vont également visiter plusieurs chantiers de construction pour avoir une meilleure idée du métier qui les intéresse.

Par la suite, pour les personnes qui souhaitent faire carrière en électricité, passeront l'examen d'apprentissage du local 353. Le vice-président Jeff Irons du local 353 dit que dix d'entre eux sont devenus des compagnons et plusieurs autres sont maintenant des apprentis.

«Ils sont vraiment de jeunes gens formidables,» dit-il. «En plus d'avoir maintenant une carrière à titre d'électricienne et d'électricien et de faire partie du local 353, nous avons découvert qu'ils sont des membres syndiqués francs et fiers qui vont mettre le mouvement syndical en valeur.»

Un travail essentiel est également effectué à la section locale 213 de Vancouver, qui dispose depuis plusieurs années d'un Electrical Workers Minority Committee (un comité pour les minorités visibles en électricité) actif. Le travail des membres de la section locale 213 a fait

naître le BC centre for Women in the Trades (le centre pour les femmes dans les métiers de la construction de C.-B.), qui étudie et défend les moyens de conserver les femmes qui travaillent dans la construction.

Mme Paron espère que ces exemples vont montrer aux sections locales à travers le Canada l'importance d'un tel travail.

«Certains d'entre eux pensent que ce travail est difficile à faire,» dit-elle. «Ils ne savent pas par où commencer et nous le comprenons, nous essayons donc de leur montrer des exemples et des gens qui ont fait de même et avec qui ils peuvent parler.»

Mme Paron dit que les efforts accrus en matière de diversité peuvent également porter fruit dans les sections locales autres que celles de la construction, en précisant quand elle était membre du local 2228 à Ottawa, représentant 1 900 travailleuses et travailleurs du secteur fédéral dans tout le pays. Elle a travaillé à Nav Canada pendant huit ans et l'entreprise a payé ses dépenses pour participer à l'IBEW's Women's Conference en 2018 (Conférence destinée aux femmes de la FIOE).

«Ils ont vu l'intérêt à promouvoir le leadership auprès des femmes,» dit-elle. «L'une des choses que nous devons continuer à faire dans les secteurs [professionnel et industriel] est de promouvoir des partenariats comme celui-ci.» ■

CIRCUITS

New York Volunteers Help Get Urgent PPE to Medical Workers

The images were shocking: nurses and doctors in the world's most prosperous city begging for help as New York's soaring COVID-19 infections drained their stockpiles of masks, gowns, gloves and other personal protective equipment.

The situation put medical workers at increased risk, forcing them to treat multiple patients without changing the sanitary gear that is intended to be used once and discarded.

When New York City Local 3 members in Westchester County heard of a way they could help, they couldn't jump fast enough.

"It felt like waking up on Christmas morning," said journeyman wireman and 40-year member Terry Grady, describing the hours he spent sorting and packing PPE at a Yonkers charity in April.



Some of the Westchester-based Local 3 volunteers who helped sort and pack critically needed PPE at the Afya Foundation in Yonkers as COVID-19 surged in the NYC in April. From left, members Walter Beck, Mike Doyley and Brian Oshea; business representative Rich McSpedon; members Terry Grady and Frank McGovern; and business representative Louie Sanchez.

The Afya Foundation, whose name means "health" in Swahili, sends donated PPE and other medical supplies to impoverished hospitals and clinics around the globe. This time it was New York in dire need.

From the beginning, Afya had been scrambling to get its warehouse of supplies to area hospitals. But it was short volunteers. As the virus claimed more lives every day, New Yorkers — especially retirees who regularly pull shifts at the foundation — were sheltering at home.

Union nurses pitched in as much as possible but were spread thin by the demands of desperate hospitals.

Cue the IBEW.

Learning about the warehouse on a labor conference call that included nurses, Westchester-based Local 3 business representative Lou Sanchez pledged to round up volunteers.

His members were so eager to help that he had to turn some down. Social distancing, another factor affecting Afya's backlog, forced the foundation to limit volunteers to about 10 at a time.

"There's more than one way to save a life," Sanchez said. "It was a good feeling to know we could make a difference."

Local 3 crews put their gloved hands to work in the 17,000-square foot warehouse during shifts the third week in April.

"It was like an assembly line," said journeyman and 20-year member William Mendez. "You take a package out of the box, it could be syringes, you go down the aisles, you look at the number, the number tells you what aisle to go to and how far down the aisles. You look at the code on the outside of the box and that tells you how many of the items go in the box."

They sorted gowns, booties, shoes, bandages, eye wash, iodine, bags for blood, cotton balls, surgical tape, gauze, and more, including, but in shorter supply, masks and gloves.

"You should have heard the cheering, when somebody opened a box with N95 masks," Mendez said.

Volunteer coordinator Mary Grace Pagaduan said the Local 3 crews prepared boxes to ship to more than 150 area medical facilities, including hospitals, clinics and nursing homes.

"They were wonderful," she said. "They worked really hard and they were able to do things fast because they could lift big boxes and move pallets around. It was really, really helpful."

The donated materials come from hospitals, nursing homes and other facilities — typically items past their expiration date that are in perfect condition.

"We rescue surplus medical supplies that otherwise would have been thrown out in landfills or incinerators," Pagaduan said, a bounty that's added up to 11 million pounds of shipments to 84 countries over the past 13 years.

In early 2020, she said Afya was readying boxes for earthquake-ravaged Puerto Rico, as well as Haiti, Tanzania and Malawi. The shipments were rerouted first to Wuhan, China, and then much closer to home.

"We were delivering up to 12 shipments a day to the tri-state area, mostly New York City," she said.

Afya restarted its global operations recently with a shipment to Haiti, but is also delivering to hotspots around the country, Grace said, adding that the warehouse is now open to anyone interested in volunteering.

The Local 3 teams left an impression that went beyond their strength and efficiency.

"Getting to know the guys, and the fact that they took their own time to come over and help us, it was beautiful," Pagaduan said. "My staff just loved them."

It was mutual. Like Grady's sense of Christmas joy, the volunteers felt blessed to be there.

"They made us feel so comfortable," said shop steward Mike Doyley,

who marked 25 years with Local 3 in August. "I'm so grateful that out of all the people who wanted to volunteer, that I was able to have this experience.

"I'm not one of the workers who was on the front lines. It felt good to be able to get people who are on the front lines the equipment they needed just by offering our time."

If you're in the New York City region and are interested in volunteering at Afya, email volunteer@afyafoundation.org for more information. ■

Coronavirus Couldn't Stop Local 94's Annual Food Drive

Even though their state was among the hardest hit by the coronavirus pandemic, the members of Cranbury, N.J., Local 94's "NxtUp94" young electrical workers committee still managed in June to go ahead and conduct their seventh annual food drive.

"What they did this year — to think of people less fortunate than themselves in the middle of this health crisis — has to be one of the most selfless acts a person can make," said Local 94 Business Manager Buddy Thoman.

The haul from the committee's food drive was impressive, with the young members able to collect nearly \$8,000 in food and monetary donations.

"Our local covers New Jersey from north to south, Bergen County to Salem County, and our office is in the middle, in Hightstown," Thoman said "When we started NxtUp94, we would do this collection throughout the state."

Each year, committee members place food drive collection cans at every utility and work location under Local 94's purview. Members and others can either place their food donations in one of the cans, or they can contribute money online.

"This year, it's no surprise that they brought in more cash than anything," Thoman said.

Most food banks are grateful for any kind of donations, although cash generally allows them greater flexibility to buy specific food items that don't traditionally get donated but are desperately needed, including fresh fruits and vegetables.



Pictured delivering donations to the Rise Community Services food pantry following NxtUp94's annual food collection drive are, from left, committee members Nick Alessandro, Matt Nee, Ed Cody, Joe Davis and Mike Garcia; food pantry director Julia Badulescu; and NxtUp94 members Mike Butler, Joe Checkley, Hal Cunningham and Shawn Sawicki.

As always, this year's NxtUp94 food drive helped support the Rise Community Services food pantry located next to the union hall.

"The pantry was so surprised that they were still doing it," Thoman said. "Worried about their health, but they still help the community."

Rise Executive Director Leslie Koppel, who also serves as a freeholder for Middlesex County, told Thoman that the donations would stay in the local community to help nearby families. Noting that the food bank's shelves tend to be all but cleaned out by June, about the time that the typically generous mass of food donations during the winter holidays runs out, Koppel said that these timely collections would help feed 125 Hightstown families for two full months.

"We have all been affected by this pandemic, especially here in New Jersey,

and these young workers sacrificed their time and well-being to help our community while being in the midst of crisis themselves," Thoman said. "These selfless acts do not go unnoticed, and we are proud of our young workers, who are honorably leading the way for the next generation of Local 94 members."

Now in its eighth year, the NxtUp94 committee was established as a local chapter of the IBEW's greater RENEW/NextGen initiative to encourage up-and-coming IBEW men and women to become active in their local, Thoman said. "It's a good way of engaging the younger members of our local."

In the past, the committee has set up an agenda for the coming year, filling a calendar with social and community service events throughout the state. This year, thanks to the coronavirus, that calendar has been all but thrown out.

Thoman said that the NxtUp94 committee has been a real positive for the local. "Our executive board has two of its

young workers on it, with an officer in the top five of our leadership," he said, "and we now have our first business agent to come out of the group." ■

Indiana Women's Committee Starts Strong Out of the Gate, Powering Horse Therapy Facility

The South Bend, Ind., Local 153 women's committee hasn't been around long, but they're wasting no time in making a difference, both for their members and for the community.

Five women members volunteered their time to power a barn that's part of a local therapeutic horse-riding organization, Reins of Life. The work started in June and finished up in early August.



Members of South Bend, Ind., Local 153's women's committee volunteered their skills at an area horse therapy facility.

"This is a great way for the women to work together on a project that helps the community," said Local 153 Business Manager Mike Leda. "I'm really proud of what they've accomplished so far."

Reins of Life is a nonprofit that offers therapeutic riding lessons to children and adults with disabilities in Indiana and Michigan. Programs include those for people who have experienced trauma, those with developmental disabilities, for K-12 students and for veterans. So, when the 42-year-old organization reached out to Local 153 for help wiring a barn, Leda alerted the women's committee, which was happy to help.

"We had a ball working on this project," said Local 153 member Brenda Stevens, who heads the committee. "It's rare to work with more than one woman on a job, much less an all-women crew."

Stevens said the women worked on a new building that will serve as a space for storage and as a workshop. Members piped the entire building, built out the insulated interior and did all the lighting. Jennifer Martell, of Martell Electric, also donated tools and other items.

Stevens also noted the silver lining of the women having the time to work on it since they were laid off due to the coronavirus.

THE FRONT LINE: POLITICS & JOBS

“We were looking for a volunteer project since we were all home,” Stevens said. “In a sense, it came along at a good time.”

Stevens noted that a benefit of working with other women is there’s no risk of a “boys club” mentality. There’s also no one recklessly muscling through anything.

“There’s no ego pushing us to risk our bodies,” Stevens said. “We want to still be in good shape when we’re retired, so we can enjoy it. And as women, we have to think outside of the box in terms of doing certain things.”

The Reins of Life project was the first for the women’s committee, which had its first meeting in December and is working on getting its charter. Stevens says she’s also working on a mentoring program.

“It’s gotten much, much better since I started,” Stevens said, noting that most of the women in the local are younger and earlier in their careers. “When I started out, there was no one to ask advice of. I don’t want that to be the case for our new women coming in.”

She’s also looking into establishing a program to help members who are pregnant, or who have partners who are pregnant.

“We don’t want any member to have to choose between starting a family and staying in the trade,” Stevens said.

Stevens is looking into what IBEW locals in Oregon did recently to establish a pregnancy benefit, as well as a similar program the Ironworkers started. She’s also working with Local 153’s health and welfare fund.

“I love working in the trade, and so do my sisters,” Stevens said. “We want to do whatever we can to make sure we can stay in this job that we love.”

Stevens also noted the support of Local 153’s leadership.

“We’ve been so blessed to have support,” Stevens said. “I know that’s not how it always is, and it makes a big difference.”

Leda noted that the committee was off and running from the very start.

“Brenda and the other women saw a need in the local, and they took it to a new level,” Leda said. “The women’s committee is a great representative of not just Local 153 but the IBEW as a whole and what it stands for.” ■

Colorado Gov. Signs IBEW-Backed Apprentice Protection Law

Colorado Gov. Jared Polis signed an IBEW-backed law protecting the state’s apprentices on July 7.

The signing ceremony had been scheduled to take place at Denver Local 68’s hall as a special acknowledgement by the executive of the role unions play in training the state’s skilled workforce, but the pandemic made that impossible.

The law requires sixth-year electrician and plumbing apprentices to take a license examination at least every two or three years until the apprentice passes the examination and forces employers to provide the training and the documentation that qualifies them for the exam.

“This law strikes at the heart of what [nonunion contractors] do.”

— Denver Local 68 Business Manager Jeremy Ross

“This will fix one of the main ways that nonunion contractors were holding people back in the state,” said Local 68 Business Manager Jeremy Ross. “This law strikes at the heart of what they do. They didn’t fight this hard last year when we passed prevailing wage on state projects.”

The bill was sponsored by state Sen. Jessie Danielson, who Ross said is an “unapologetic workers’ ally.”

To qualify for the licensure exam in Colorado, electrical apprentices need four years, 8,000 hours of practical experience and 288 hours of classes. But many nonunion contractors would disappear if an apprentice asked them to confirm the hours they had worked.

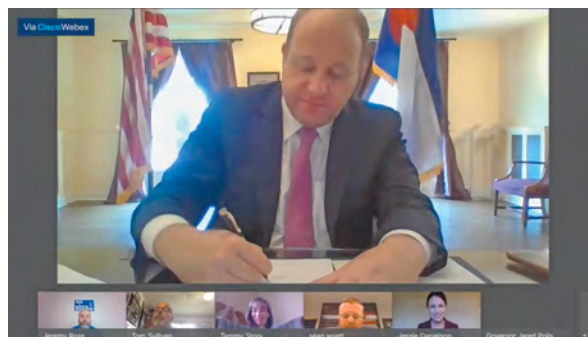
“How did it help them to help you stop being an apprentice? They would tell you they would get to it, but they never would,” Ross said.

When Ross testified at the Legislature in support of the bill, two of the five witnesses he brought with him were former nonunion apprentices who had been unable to qualify for the exam because they could never get their contractors to verify the hours they worked.

The new law also will go some way to solving the problem of lifelong apprentices. By law, Colorado mandates a 3-to-1 apprentice to journeyman ratio. Some independents would work a lifetime as apprentices because jobs would be easier to get.

“A career as an electrician is 4-6 years as an apprentice, 35-40 in the trade. The state is now saying, ‘You are not an apprentice. You need to take the test and stop screwing up the math,’” Ross said.

Ross said the idea for the bill came to him after his years as an organizer for Local 68. A year prior to his election as



Colorado Gov. Jared Polis at a virtual signing ceremony attended by Ross (bottom left) for a law Ross helped draft to prevent the abuse of apprentices.

business manager, Colorado elected one of the most pro-labor legislatures in the state’s history.

“We had to seize the moment,” he said. “We passed prevailing wage for state construction first; now we wanted to build on that and get something more, something meaningful that would pay dividends for years.”

Ross said opposition to the bill came from nonunion contractors who struggled to come up with a reason to oppose the bill that wasn’t simply, “We like to exploit people, and this will cost us money.”

Eventually they settled on the argument that forcing people to take the test would hurt apprentices with learning disabilities and non-native English speakers.

So, Ross brought a dyslexic IBEW member and two journeymen who spoke English as a second language to testify about the extra tutoring they received from the apprenticeship program and the accommodations available from the state testing board.

The nonunion opposition could only produce their own managers and not a single non-native speaker or learning-disabled worker who would say they didn’t want to take the test.

“In every case where they tried to pivot, we were there and beat them up,” Ross said. “There are a lot of stereotypes about LD and ESL and they rolled them all out, but it was bunch of [nonsense]. If you do the work and have the support you need, you can do anything anyone else does.”

The bill passed on party-line votes in both houses. That’s when Ross got his final pleasant surprise.

Danielson asked Ross if the governor could sign all the bills she sponsored that were passed into law that term at the Local 68 hall.

“COVID or not, if the sponsor wants the signing ceremony at your house, you say ‘hell yes’ and then figure out how to

do it safely,” Ross said.

In the end, it was not to be.

Ross said their legislative agenda is not done yet, but their focus is shifting sharply to the presidential election, of course, and the U.S. Senate election in the fall where Republican Sen. Cory Gardner is one of the most vulnerable and anti-union incumbents up for reelection in November.

“Colorado is not a purple state anymore and Cory Gardner is an anomaly for statewide races in Colorado’s recent election history,” he said. “The pressure is on him to show Coloradans that he is going to represent the working people of our state and not be a rubber stamp for Mitch McConnell and the Republican Party.” ■

New NLRB Ruling Expands Employer Surveillance

The National Labor Relations Board has issued a new anti-worker decision that allows an employer to search an employee’s personal items, including their cars, while on company property.

The ruling, issued June 24 and known as Verizon Wireless, gives an employer the right to search its employees’ personal work space, locker or even an employee’s own vehicle. In the decision, the board reversed a previous administrative law judge’s ruling and used what’s called the Boeing test to determine that a “reasonable employee” would not refrain from engaging in protected activity — like union organizing — if that activity could be discovered through a search of their personal property. In other words, the NLRB believes there would be no deterrent effect. The board further concluded that companies can do this because they have a business

interest in protecting assets and ensuring a safe workplace.

“This decision will absolutely have a chilling effect on lawful union organizing, not to mention a person’s sense of privacy while at work,” said International President Lonnie R. Stephenson. “We don’t check all our rights at the door when we clock in.”

The NLRB also upheld another decision by the administrative law judge that allows employers to search company-issued computers and email systems for “legitimate management reasons.”

IBEW Lead Organizer Joe DiMichele was involved in a campaign in 2019 at Full-Fill Industries. Among the nine unfair labor practice charges filed against the company, two were for searching employees, and the NLRB at that time found merit in them. One was for threatening to search employees’ lockers and the second was for searching an employee organizer’s toolbox.

“Employers always use fear and intimidation tactics to discourage employees from organizing,” DiMichele said. “This new decision completely takes away an employee’s right to organize and contradicts the purpose of the NLRB, which is to protect employees’ rights.”

Ultimately, the employees at Full-Fill voted to join Danville, Ill., Local 538. Had the new standard been in place though, DiMichele says it could have significantly altered the campaign.

“If we would have had the current decision, the employees would not have felt safe and protected in their right to organize,” DiMichele said. “It essentially allows the employer to harass its employees.”

The Verizon Wireless ruling is the latest in a spate of decisions by the Trump administration board that favor employers at the expense of working people. Recent rulings have cracked down on union symbols at work, given employers a green light to eject union organizers from public spaces, to more easily withdraw union recognition, to discriminate against union members in the workplace, to thwart protests and to run roughshod over the rights of people working for subcontractors and franchises.

“Time and again this board has chosen the side of management, and working people are paying the price,” Stephenson said. “We all need to remember these decisions in November when we cast our votes. We need an NLRB that works for working people, not against us.” ■



Workers at Full-Fill Industries, pictured, filed multiple unfair labor practice charges while organizing last year. Two involving egregious employer searches were decided in their favor, but that might not have been the case after the NLRB’s new ruling.

Credit: Lynn Arwood

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YouTube/Vimeo

We're creating and curating an ever-expanding collection of short videos that document the many ways IBEW members all over North America are helping others cope with the effects of the COVID-19 pandemic. You can find these shareable clips at [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker) or at [Vimeo.com/IBEW](https://www.vimeo.com/IBEW).

HourPower

Visit IBEWHourPower.com to find out more about some of the many exciting projects your union's Business Development Department is helping to make a reality.



ElectricTV

Following up on the April Electrical Worker story on the Council on Industrial Relations, ElectricTV.net speaks with International President Lonnie R. Stephenson about the CIR's centennial.



TRANSITIONS

RETIRED

Bill Dietz



Bill Dietz, who began his career as a TV broadcast engineer and ended it as an indispensable Fourth District international representative, retired July 1.

Dietz joined the IBEW staff as an international representative in 2007 after 27 years as an engineer and union activist at WKRC-TV 12 in Cincinnati.

He handled tough assignments in industries that were slashing jobs and moving operations to Mexico, changes that spurred turnover in local leadership. New officers became instant fans, praising Dietz's nuts-and-bolts expertise managing a local, unfailing accessibility, and patient and skillful training.

"When our new board took over, we basically had a change of every officer position in our local," said Pam Combs, part-time business manager and president of Oxford, Ohio, Local 2287, representing workers at Schneider Electric.

"Every one of us was as green as dollar bills," Combs said. "Bill took us from the ground up. He's held our hand all the way through. You're not going to find many people as good as Bill. He spoiled us."

Dietz was raised in Middletown, Ohio, where his father was a Steelworker. After high school, he studied electronics for two years at RETS technical college, where he gravitated toward broadcasting. Ultimately, he took three increasingly difficult tests to earn a first-class Radio-Telephone Federal Communications Commission license.

Broadcast electrical engineers were required to have the license in order to "adjust operating parameters and do certain technical readings on the transmitters," Dietz said. "I worked very hard to pass those federal tests."

Within a couple of years of being hired at WKRC in 1979, Dietz became a steward in Cincinnati Local 1224, representing local radio and TV broadcast engineers. He went on to serve 11 years as vice president and seven as president and business manager.

He started his career in broadcasting at the end of the heyday of good, family-wage jobs in the industry. Soon, Reagan-era deregulation began the erosion of FCC ownership rules for TV and radio stations, weakening competition and killing jobs. Dietz saw the damage up close as a handful of corporations gradually took control of the majority of the nation's broadcast media. Today, once-independent stations share news content and employ skeleton crews at lower wages.

"As ownership rules were relaxed through Congress and lobbyists, they all knew exactly what they were doing," Dietz said. "Fewer companies owning more stations so they could make more money off

them caused the destruction of a very good industry to work in."

Because WKRC was a flagship station for a previous owner, Dietz said he and his colleagues escaped the worst of the blows. But other Local 1224 stations were hit hard. His battles multiplied when he was assigned to broadcasting locals as a Fourth District representative. Leverage at the bargaining table was scarce.

At the same time, he was put in charge of manufacturing locals as companies were pulling up stakes and moving to Mexico or other low-wage countries.

"It was a domino effect," Dietz said. "We all should have listened when Ross Perot said, 'Don't sign NAFTA.' He warned us it would be like a vacuum cleaner, sucking up jobs."

But even in that climate, the value of a union was clear. At a lighting plant that was shutting down and eliminating both IBEW and nonunion jobs, Dietz recalls how it good it felt to be able to negotiate severance, health care and seniority benefits for his members.

Another highlight, Dietz said, was being part of the IBEW team that helped former Canton, Ohio, Local 1985 turn its union hall into a museum that preserves the legacy of their work at the city's now-defunct Hoover plant.

In 2010, Dietz also was assigned to serve Fourth District railroad locals on constitutional issues, guiding officers through the intricate details of quarterly audits, per capita reports, dues collection, holding elections and countless other duties.

"I would be nothing in this union without him," said Ansylem Bartholomew, who helms Amtrak Local 362 in Washington, D.C. "I have never gotten in a work environment the amount of help I have gotten from Bill Dietz."

In 2018, Bartholomew was only in his second year at Amtrak when he was appointed to step in as the local's financial secretary/treasurer. Less than a year later he also became the pro tem chairman, the railroad equivalent of business manager. "I had everything to learn," he said. "There wasn't a time I couldn't call Bill, not a time that he couldn't help me."

Wishing his mentor well in retirement, Bartholomew proclaimed, "Long live Bill Dietz! There should be a statue of him."

In often tumultuous times, Dietz was buoyed by the spirits and resilience of members like Bartholomew and Combs. "We have so many good people, so many good union brothers and sisters," he said.

Dietz and his wife, Laura, live in the Cincinnati suburb of Union, Ky. Although COVID-19 forced them to cancel a September trip to Hawaii, Dietz said they're looking forward to future travel. Meanwhile, he's enjoying his hobby restoring classic cars, including a 1977 Corvette and a 1966 Chevy C10.

The IBEW is grateful for Brother Dietz's many contributions to our union. On behalf of members, staff and officers, we wish him a long, healthy and happy retirement. ■

RETIRED

Troy Johnson



International Representative Troy Johnson, a key figure in the organization of Baltimore Gas and Electric and other successful organizing drives, retired April 1 after a 38-year career in the brotherhood.

A native of Chickasha, Okla., Brother Johnson attended vocational technical college after high school and was interested in becoming a welder. He was married with a young child, and his mother-in-law — who worked for Western Electric — encouraged him to apply for a job at its facility in Oklahoma City.

He got the position and was hired as a machine electrician in 1983, manufacturing parts for landline phones. That earned him membership in Oklahoma City Local 2021, which represented workers at the plant.

"At 19 years old, I knew nothing about the IBEW," Johnson said. "At that time, Oklahoma was not a right-to-work state. When you hired in, you became a member of the local."

He went through a four-year apprenticeship conducted by the company and Local 2021 before serving on a variety of local committees and as president from the late 1980s through the 1990s. In 1996, retiring business manager Jim Walls encouraged Johnson to run as his successor.

Johnson said he was hesitant. Western Electric offered a full retirement package after 30 years of service, meaning he could retire at 49. Plus, Local 2021 was a massive manufacturing local, with nearly 3,100 members. It had nearly 10,000 members at its peak in the 1970s.

Yet, he enjoyed his previous service with the local, so he announced his candidacy, introducing himself at all hours to members who worked in three shifts at the plant. He won the election and was re-elected three years later.

"I loved it," he said. "I loved helping the members. Next to my 18 years as an international representative, working to better the lives of Local 2021 members as business manager and president were the best jobs I've ever had."

In 2002, then-International President Edwin D. Hill, acting on a recommendation from Seventh District Vice President Orville Tate, asked Johnson to move to Washington and join the Manufacturing Department. He stayed there for four years before moving to Special Projects, now the Membership Development Department.

He assisted the Eleventh District on an organizing campaign at Millbank Manufacturing Company in Concordia, Mo., which added about 170 members when it was finalized in 2007. He also represented the IBEW before the U.S. International Trade Commission in the infamous television dumping case.

The IBEW joined with IUE-CWA and a domestic television maker to challenge China's "dumping" of new plasma television sets below the cost of production into the U.S. market. The dumping had the support of large anti-union retailers, including Walmart and Best Buy, and it contributed to the shutdown of Thomson tube-making and glass plants the IBEW represented in Ohio and Indiana.

But after the commission's 2004 ruling in the Unions' favor, plasma televisions entering the U.S. from China were hit with a 23% commission, stemming the tide of manufacturing job losses.

"That one makes me feel kind of proud," said Johnson, who testified before the commission and the Commerce Department. "Rarely did you see labor win a fair trade fight like that."

An even bigger win was on the horizon. Not long before his retirement in 2015, Hill asked Johnson to start another organizing campaign at BGE, where the IBEW had fallen short in four previous attempts.

This time, BGE employees voted in January 2017 for IBEW representation, leading to the formation of Baltimore Local 410. About 1,400 of those employees officially became members when a first contract was ratified in 2019.

"I couldn't meet with everyone all the time, so I started building relationships with people at each one of [BGE's] service centers," Johnson said. "That's what it was like for the first six or eight months."

"Everyone heard the exact same message from the exact same person, which helped avoid a lot of confusion in messaging. It was just a matter of getting to know everyone and gaining their trust. Then, it just happened."

Personnel Director Mike Knox was an organizer in the Membership Development Department during that campaign and has been a close friend ever since.

"Man, what a big win," Knox said. "Troy and his team developed an organizing plan throughout that campaign that was spot on. From all the meetings we had, to the hand billing and door knocking, it was well planned out."

"Troy was always kind enough to introduce me to people within the IBEW. Several are close friends to this day. I owe a lot to his leadership."

In retirement, Johnson plans to attend Oklahoma University football games and watch Washington Nationals baseball. He had Nationals season tickets while working at the International Office. He also plans to spend more time on golf, woodworking and restoring classic sports cars.

Johnson and wife Retta now live in Blanchard, Okla. They have two children and five grandchildren. Western Electric closed its Oklahoma City plant in 2003 and Local 2021 eventually amalgamated with Oklahoma City Local 1141, where he remains a member.

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

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In Memoriam

Members for Whom PBF Death Claims were Approved in July 2020

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	Anthony, M. S.	2/27/20	16	Smitha, D. E.	4/8/20	66	Higginbotham, J. W.	3/19/20	134	Eshoo, R.	5/11/20	292	Nekora, N. J.	4/5/20	456	Pultorak, S.	3/17/20
1	Callahan, J. M.	3/18/20	17	Rudd, K.	3/27/20	66	Horton, C. E.	11/4/19	134	Gier, M. J.	4/5/20	294	Valley, R. D.	3/17/20	459	Husted, N. C.	1/31/20
1	Cervenka, R. R.	4/9/20	18	Brand, G. P.	1/24/20	66	Kendall, M. G.	12/15/19	134	Grady, E. J.	1/26/20	295	Denton, C. M.	2/29/20	465	Bailey, H. F.	3/20/20
1	Deeba, N. N.	5/22/20	20	Day, J. R.	3/13/20	68	Harrington, J. G.	5/3/20	134	Kendrick, T. S.	4/25/20	295	May, G. D.	3/28/20	466	Frame, R. R.	3/27/20
1	Griffin, T. C.	5/11/20	20	Douglass, J. A.	2/16/20	68	Hartsfield, M. L.	2/29/20	134	King, H. M.	3/18/20	295	Walker, J. D.	2/27/20	466	Rectenwald, W. F.	3/30/20
1	Hutson, J. D.	4/18/20	20	Foreman, J. J.	2/10/20	68	Poliak, D. P.	2/12/20	134	Kucher, W. A.	3/4/20	301	Lawrence, O. J.	11/4/19	474	Miller, R. V.	1/20/20
1	Kuhnert, J. C.	6/2/20	20	Graham, C. D.	5/6/20	68	Roderick, L. O.	4/27/20	134	Lewaniak, E. F.	2/4/20	301	Martin, G. M.	5/17/20	479	Atkinson, B. R.	2/3/20
1	McCoy, R. W.	5/8/20	20	Heaton, W. P.	4/10/20	68	Rogers, R. E.	4/10/20	134	Maten, E.	4/12/20	302	Deabenderfer, D. R.	4/25/20	479	Bishop, I. G.	3/4/20
1	Roberts, B. T.	2/19/20	20	Madera, D. S.	4/4/20	68	Wadman, R. H.	2/27/20	134	Menton, G.	5/17/20	302	McCann, S. R.	3/27/20	479	Chambers, R. N.	4/19/20
1	Roth, F. C.	2/17/19	20	New, J.	2/20/20	71	Baldwin, D. L.	1/21/20	134	Moody, G. E.	2/8/20	304	File, J. M.	3/30/20	479	Edmonds, H. O.	4/11/20
1	Roth, A. F.	6/2/20	20	Parker, P. D.	3/5/20	71	Grishaber, R. R.	11/4/19	134	Randle, B.	3/25/20	304	Hibbard, C. D.	3/18/20	481	Booi, C. A.	4/10/20
1	Smith, D. E.	11/27/19	21	Andel, M. J.	4/2/20	71	Pickenpaugh, J. W.	2/4/20	134	Sherwood, M. A.	5/3/20	305	Adams, J. R.	4/12/20	481	Button, J.	10/26/18
1	Wagner, B. R.	3/29/20	22	Haacke, L. G.	2/19/20	77	Gorman, K. R.	4/13/20	134	Staschke, E. G.	3/26/20	305	Chapman, W. L.	5/5/20	481	Defur, R. R.	4/25/20
1	Wheeler, R. L.	5/5/20	22	VanCleve, G. L.	1/8/20	77	Hasbrook, B. L.	3/23/20	134	Storcel, J. A.	2/25/20	305	Parkison, G. R.	4/3/20	481	Downey, M. H.	5/11/20
2	Basler, L. D.	5/12/20	22	Wolkow, D. F.	11/6/19	77	Meyer, J. W.	3/31/20	136	Chambers, J. M.	5/7/20	305	Weldon, J. G.	5/9/20	481	Gilbert, C. R.	3/6/20
2	Sykes, S. W.	10/16/19	24	Guercio, G. A.	5/6/19	77	Newman, R. D.	4/20/20	136	Holt, F. W.	5/17/20	307	Emerick, R. M.	2/19/20	494	Anderson, D. J.	4/4/20
3	Behan, W. C.	4/8/20	24	Mancini, F. M.	4/28/20	77	Orwick, J. D.	2/26/20	136	Rheuby, R. W.	8/11/19	309	Moore, W. E.	4/9/20	494	Grzywinski, C.	2/16/20
3	Benoit, L.	4/16/20	24	Schwartz, W. S.	2/14/20	77	Sather, L. F.	4/21/20	139	Casey, B. N.	4/4/20	317	Miller, N.	3/3/20	494	Kroeger, C. E.	4/9/20
3	Berghorn, T. E.	4/27/20	24	Sutphin, W. E.	11/20/18	80	Benson, O. C.	4/23/20	139	Chalker, M. H.	11/27/19	332	Boesen, J. P.	5/12/20	494	Meinecke, D. J.	4/7/20
3	Burton, J. A.	5/4/20	25	Fanning, R. G.	4/16/20	81	Mawn, F. X.	4/25/20	141	Zink, M. A.	4/18/20	332	Czarny, R.	2/2/20	494	Szewczuga, E. J.	12/24/19
3	Cancel, G. G.	4/16/20	25	Fix, D.	3/26/20	81	Zelsnack, M. S.	5/29/20	145	Burrell, R. C.	4/11/20	332	Lessey, J. R.	5/22/20	494	Wildes, D. L.	1/25/20
3	Conquest, R. R.	2/6/20	25	Hollman, B. M.	3/31/20	82	Hoswell, J. J.	4/17/20	145	Latare, M.	4/8/19	332	Pritchett, D. F.	1/30/20	495	Von Canon, W. H.	4/24/20
3	DeVito, A. E.	2/24/20	25	McHone, J. D.	4/23/20	86	Bacher, R.	4/22/20	146	Whetsell, S. M.	4/24/20	332	Robinson, V. L.	3/9/20	498	Adle, J. W.	1/16/20
3	Dillon, G. M.	12/15/18	25	Plant, T. M.	3/23/20	86	Lantier, T. L.	4/26/20	150	Artman, P. A.	4/1/20	340	Adams, R. L.	11/27/19	498	Ditlow, E. P.	4/13/20
3	Farrell, J.	1/31/20	25	Scott, J.	4/16/20	86	Simmons, J. J.	4/7/20	150	Gad, T. J.	3/4/20	340	Squibbs, L. H.	1/28/20	502	Humble, E. W.	2/24/20
3	Helwig, M. E.	3/3/20	25	Sommer, A. F.	3/17/20	90	Jepsen, J.	3/11/20	150	Lazzaretto, C. P.	2/29/20	343	Marquardt, O. P.	4/6/20	505	Sollie, J. R.	4/29/20
3	Hewieson, W. N.	2/28/20	26	Bibb, F. T.	4/20/20	90	Stevens, L.	12/12/19	150	Schippers, H. W.	2/19/20	349	Harbin, G. R.	2/6/20	518	Favaloro, D. M.	4/4/20
3	Jap, M.	3/29/20	26	Bukewicz, V. J.	4/2/20	96	Briggs, R. E.	12/20/19	159	Auby, D. R.	5/3/20	349	Tobias, P. W.	3/18/20	538	Drollinger, R. E.	2/24/20
3	Johnsen, W. H.	3/11/20	26	Gallagher, J. J.	3/25/20	96	Cooper, W. G.	3/5/20	159	Moll, F. T.	2/2/20	349	Woodward, E. V.	2/26/20	540	Russell, J. D.	5/16/20
3	Johnstone, R. W.	4/7/20	26	Jones, R. R.	4/3/20	96	Joe, G.	4/27/20	163	Steltz, W. E.	3/25/20	351	Barbera, M. A.	11/19/19	551	Ferris, A. L.	4/11/20
3	Kasper, N.	2/25/20	26	McElroy, M. S.	3/7/20	96	Marcoulier, J. P.	4/19/20	164	DeRobertis, M.	10/12/19	351	Derr, C.	2/22/20	553	Williams, W. E.	11/8/19
3	Marsh, V. G.	2/4/20	26	Midolo, J. P.	2/11/20	99	Campopiano, D. R.	3/16/20	164	Graf, E. W.	2/25/20	351	Galbiati, T. A.	5/18/20	557	Combs, D. W.	2/15/20
3	Martinez, H.	4/11/20	26	Voigt, J. A.	1/29/20	99	Nardone, P.	7/1/19	164	Paszkowski, A. J.	4/16/20	351	Schroyer, F. A.	12/28/19	557	Kluck, H. G.	1/15/20
3	Milo, T. K.	5/7/20	34	Howser, F.	4/14/20	99	Peckenham, T. H.	2/26/20	164	Sweigart, S. E.	4/20/20	353	Appleby, B. E.	5/2/20	558	Mussleman, I. T.	5/5/20
3	Montana, R. A.	3/1/20	34	Poehlman, R. N.	5/8/20	100	Longwell, R. E.	4/25/20	164	Todd, T. E.	5/2/20	353	Barnes, S. B.	5/4/20	558	Renegar, R. L.	5/6/20
3	Norman, R.	3/27/20	34	Volk, R. G.	5/31/20	102	Mamrak, A. W.	4/15/20	175	England, M. D.	4/22/20	353	Brazao, J. T.	3/7/20	568	Cyr, L.	12/27/19
3	Novotny, M. L.	5/3/20	35	Tobin, W. F.	3/30/20	102	Niven, R. F.	3/9/20	175	Griffith, G. W.	4/23/20	353	Coulson, G. M.	5/13/20	568	Gallant, B.	2/24/20
3	Pell, W. P.	3/4/20	35	Trahan, R. E.	2/14/20	102	Roth, C. W.	12/20/19	175	Kelly, G. H.	4/2/20	353	Coulson, W. C.	4/19/20	569	Jensen, W. K.	3/23/20
3	Pocorobba, A.	4/10/20	38	Boutton, D. B.	4/10/20	103	Mercier, R. E.	2/14/20	175	McKenzie, J. R.	6/12/20	353	D'Antonio, J.	4/23/20	569	Ranta, D. H.	5/16/20
3	Rice, J. H.	3/15/20	38	Bradesku, M. E.	4/7/20	103	Paris, F.	2/10/20	176	Borello, R. W.	11/22/19	353	Doyle, L. W.	4/18/20	569	Reed, M. W.	4/20/20
3	Ripp, S. D.	10/8/19	38	Fandrich, H. O.	3/17/20	103	Pietrillo, R. A.	4/3/20	177	Ogletree, D. F.	3/26/20	353	Gazo, J.	3/9/20	569	Scott, A. J.	3/25/20
3	Sasson, P. G.	4/11/20	38	Ferko, J. J.	3/25/20	103	Prisby, A. B.	2/6/20	191	Steaqall, R. L.	4/3/20	353	Ierullo, D.	5/8/20	570	Barkman, J. E.	3/17/20
3	Siriani, T. J.	4/20/20	38	Hallisy, R. C.	3/2/20	103	Robinson, W. F.	4/23/20	191	Watson, T. W.	1/26/20	353	Karges, H. D.	3/26/20	570	Kennedy, P. M.	4/9/20
3	Valentin, E.	4/6/20	38	Hardy, W. P.	4/14/20	103	Thibeault, C. J.	4/30/20	193	Lowery, W. A.	8/11/18	353	Lucas, J. A.	5/27/20	573	Milone, P. D.	4/15/20
3	Varnas, V.	4/1/20	38	Kay, R. D.	3/20/20	105	Bremner, J.	3/22/20	196	Cragg, E. L.	4/2/20	353	Marin, L.	5/9/20	576	Foreman, L. C.	9/5/18
3	Vasiliades, V.	12/1/19	38	Milligan, D. A.	3/13/20	105	Doidge, W. A.	3/23/20	212	Daniel, G. G.	2/22/20	353	Pasqua, C. F.	5/25/20	583	Chapman, E. L.	5/23/20
3	Wang, C. T.	12/29/17	38	Wright, L. G.	3/23/20	105	Wilson, F. L.	5/18/20	212	Jaber, C. N.	3/1/20	353	Rajtek, J.	5/6/20	584	Bostic, J.	12/17/19
5	McKelvey, P. R.	9/3/19	41	Kennedy, T. J.	3/31/20	106	Taylor, R. S.	4/9/20	212	Sneed, C. B.	2/19/20	353	Stempowicz, N.	5/16/20	584	Bridgeman, G. M.	2/22/20
5	Padlo, H. A.	2/14/20	42	Gilman, D. G.	3/29/20	110	Clemens, R. L.	2/14/20	212	Wray, R. M.	2/2/20	354	Earp, J. D.	3/1/20	584	Jones, C. B.	4/27/20
6	Bradley, R. H.	4/12/20	43	Lebiednik, M.	3/17/20	110	Distler, J. H.	2/26/20	213	Booth, R. L.	2/27/20	354	Petersen, G. L.	3/3/20	595	Andrade, J.	3/1/20
6	Drake, J. C.	1/26/20	46	Raymond, G. A.	1/27/20	110	Her, T.	4/2/20	213	Weingand, E.	2/25/20	354	Schow, G. K.	1/25/20	595	Kharufeh, S. I.	4/15/20
6	O'Connor, D. W.	1/3/20	48	Heide, C. W.	2/25/20	110	Klatke, D. W.	2/13/20	223	Costa, A. P.	2/27/20	354	Woolley, R. O.	5/11/20	595	Martinez, P. G.	1/24/20
6	Smith, C. D.	5/11/20	48	Louie, W.	4/20/20	110	Lindberg, G. K.	3/1/20	230	Batdorf, R. R.	3/10/20	357	Dennis, R. G.	2/9/20	595	Murillo, T. A.	4/5/19
7	Connery, K.	1/31/20	48	Parsons, S. A.	4/26/20	111	Meyers, J. L.	6/11/20	230	Dixon, F. L.	3/11/20	357	Fliuharty, C. G.	4/19/20	595	Thieman, H. C.	2/13/20
8	Bettinger, T. A.	3/7/20	48	Scott, M. A.	5/7/20	111	Simmons, G. D.	4/25/20	230	Heney, L. R.	3/20/20	357	Juhnke, R.	4/10/20	596	Cross, G. L.	3/19/20
8	Perry, E. L.	2/26/20	48	Settle, B. W.	3/1/20	112	Hauge, R. O.	4/13/20	233	Conlan, J. F.	4/2/20	357	Mathot, G. D.	5/5/20	596	Cross, R. L.	4/16/20
8	Ulrich, L. A.	11/10/19	48	Slack, W. L.	2/22/20	113	Davidson, R. H.	3/30/20	233	Griebel, G. A.	4/11/20	363	Hyjek, V. M.	3/7/20	596	Harper, C. D.	3/11/20
9	Birmingham, D. J.	6/3/20	51	Swanson, C. R.	3/26/20	113	Elder, G. W.	3/22/20	233	Juvik, R. A.	4/27/20	363	Olivieri, R.	4/4/20	602	Morris, L. A.	5/2/20
9	Brieske, R. E.	4/8/20	51	Vietti, J.	4/20/20	120	Tillmann, J. A.	5/5/20	234	Knisley, L. F.	4/7/20	364	Schandelmeier, J. W.	2/19/20	605	Killgore, H. E.	12/10/19
9	Houlihan, E. F.	2/25/20	53	Rector, B. F.	11/26/19	124	Burford, M. L.	4/29/20	242	Owen, J. G.	12/27/19	369	Hennessy, E. P.	1/26/17	607	Wislotzky, J.	4/8/20
9	Knudsen, D.	3/21/20	55	Mardesen, E. M.	11/27/19	124	VanCamp, V. J.	2/21/20	242	Waage, R. J.	3/20/20	369	Peyton, R. J.	3/15/20	611	Brady, D. J.	2/7/20
9	Larson, D. A.	4/22/20	55	Wold, W. O.	6/2/20	125	Adams, E. L.	3/19/20	246	Stewart, W. J.	2/15/20	369	Stauble, R. C.	5/11/20	611	Garrett, D. R.	5/5/20
9	Mahoney, D. P.	4/21/20	56	Barnett, T.	5/18/20	125	Crawford, C. R.	1/28/20	254	Petrie, A. H.	4/7/20	369	Yates, W. H.	4/25/20	611	Griffin, L. J.	4/12/20
9	Schmidt, B. C.	4/28/20	57	Allred, W. L.	2/19/20	125	Eastin, J. L.	5/19/20	258	Arsenault, A. W.	3/16/19	379	Faulkner, H. D.	3/11/20	611	Hattersley, R.	5/5/20
11	Ahmad, K. I.	3/12/20	58	Adkins, B. M.	2/20/20	125	Pomeroy, P. W.	4/29/20	258	Dinwoodie, R. A.	7/29/19	400	Homeyer, W. A.	2/7/20	611	Mueller, J.	5/4/20
11	Arakelian-Siraki, R.	4/5/20	58	Austin, V. M.	4/24/20	126	Wynings, R. H.	3/18/20</									

In Memoriam continued

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
640	Swigart, J. T.	9/18/19	890	Ashton, R. J.	3/23/20	I.O. (71)	Taylor, J. R.	3/28/20
640	Wilcoxson, L. D.	3/29/20	890	Olson, D. W.	12/8/19	I.O. (111)	Slaughter, D. M.	4/12/20
649	Kruse, H.	2/27/20	915	Cain, J. G.	5/23/20	I.O. (134)	Ageloniadis, G.	2/22/20
654	Farrelly, F. P.	5/30/20	915	Conroy, J. J.	4/12/20	I.O. (134)	Centanni, R. P.	1/25/20
659	Douglas, R. G.	4/17/20	915	Fuselli, L. A.	4/6/20	I.O. (134)	Cornyn, K. F.	3/17/20
659	Freed, C. E.	12/15/19	917	Bauder, R. E.	3/19/20	I.O. (134)	Janaszak, L. J.	4/27/20
659	Whiting, R. C.	1/10/20	917	Moore, F. D.	4/21/20	I.O. (134)	McCarthy, T. H.	5/8/20
665	Bryan, B. M.	1/16/20	934	Bradley, M. T.	4/22/20	I.O. (197)	Hoback, C. P.	4/26/20
665	Hayes, M. F.	8/6/19	953	Jennings, R. D.	4/18/20	I.O. (245)	Groch, K. J.	4/19/20
665	Pardee, F. W.	1/31/20	965	Olson, A. O.	3/8/20	I.O. (332)	Adams, R. B.	1/12/20
666	Goodall, D. K.	5/2/20	968	Wigal, D. E.	4/10/20	I.O. (424)	Sperling, C. H.	3/5/20
668	Snyder, J. M.	3/28/20	993	Borchert, E. G.	5/5/20	I.O. (441)	Deem, T. D.	2/24/20
676	Land, J. F.	11/29/19	993	Kwochka, S.	4/3/20	I.O. (532)	Sperline, G. P.	2/6/20
683	Golden, J. C.	3/21/20	993	Wormsbecher, A.	5/4/20	I.O. (595)	Adams, D.	3/4/20
688	Hopkins, T. E.	4/8/20	1007	Olausen, K.	3/23/20	I.O. (759)	Dite, R. G.	3/10/20
697	Brown, D. A.	2/12/20	1077	Gilson, W. J.	3/24/20	I.O. (1249)	Morgan, G. E.	4/8/20
697	King, O. W.	5/13/20	1105	Crothers, E. P.	3/3/20	Pens. (101)	Cox, C.	4/26/20
697	Kirkley, J. E.	4/13/20	1141	Herditchka, G. F.	4/18/20	Pens. (112)	Batson, C. R.	5/3/20
697	Williams, J. D.	4/27/20	1141	Mauldin, W. A.	2/9/20	Pens. (323)	Wilburn, H. E.	5/10/20
697	Zimmerman, G. J.	5/10/20	1186	Asato, L. S.	10/30/19	Pens. (387)	Williams, R. B.	5/8/20
702	Francis, R. E.	5/11/20	1186	Baptista, A. V.	4/2/20	Pens. (461)	Sorrells, G. E.	3/10/20
702	Lovin, R. L.	5/16/20	1186	Ishimine, L. Y.	4/3/20	Pens. (467)	Tomlin, R.	3/21/20
702	Pack, J. C.	4/3/20	1205	Heath, H. E.	5/9/20	Pens. (835)	Barnes, W. R.	2/26/20
712	Low, R. H.	4/13/20	1205	Hope, J. R.	2/27/20	Pens. (2253)	St. Marseille, J. L.	6/8/19
714	Dressler, R. E.	5/12/20	1205	May, J. C.	2/21/20	Pens. (I.O.)	Bankroff, E. A.	1/19/20
714	Hall, M. B.	5/17/20	1245	Rice, D. T.	3/30/20	Pens. (I.O.)	Bedigrew, R. O.	5/29/20
714	Miller, D. W.	4/25/20	1249	Chase, P. G.	4/11/20	Pens. (I.O.)	Beil, C. J.	1/8/20
716	Blackmon, P. D.	4/15/20	1253	Dauphinee, J. T.	1/2/20	Pens. (I.O.)	Bonner, D. E.	3/24/20
716	Davis, H. W.	5/5/20	1319	Cahall, R. L.	5/20/20	Pens. (I.O.)	Bouvier, M. R.	3/7/20
716	Jones, T. W.	3/8/20	1319	Cooper, R. H.	3/31/20	Pens. (I.O.)	Bresina, W. L.	3/25/20
721	Sivley, W. C.	3/15/20	1319	Kling, G. C.	5/18/20	Pens. (I.O.)	Coyne, J. L.	2/26/20
721	Wigfall, J. L.	3/29/20	1319	Stuchkus, A. V.	2/26/20	Pens. (I.O.)	Daughtry, W. H.	9/25/19
723	Peters, R.	11/8/18	1393	Rusher, D. E.	5/16/20	Pens. (I.O.)	Eason, E. V.	2/23/20
728	D'Angelo, S. R.	4/3/20	1547	Anderson, R. A.	10/23/19	Pens. (I.O.)	Eggersgluss, M. V.	3/20/20
728	Harrison, C. V.	4/17/20	1547	Bernas, J. T.	9/4/19	Pens. (I.O.)	Escobedo, J. S.	4/15/20
743	Myers, W. W.	4/23/20	1547	Binder, R. B.	12/10/19	Pens. (I.O.)	Filippo, D. J.	4/24/20
743	Snyder, W. H.	5/22/20	1547	Smith, R. L.	1/15/20	Pens. (I.O.)	Finch, C. W.	4/18/20
760	Smith, E.	12/5/19	1579	Lowe, O.	2/28/20	Pens. (I.O.)	Forjan, F. A.	4/4/20
760	Tucker, E. R.	4/29/20	1615	Pinsent, H. T.	12/24/19	Pens. (I.O.)	Gasior, L.	3/9/20
776	Rogerson, E. L.	3/23/20	1687	Goodyear, S. A.	3/23/20	Pens. (I.O.)	Hedges, C. G.	2/14/20
816	Compton, J. E.	4/16/20	1687	Vanderloo, D. A.	3/13/19	Pens. (I.O.)	MacDonald, D. C.	2/23/20
840	DeSarro, A. J.	4/16/20	2032	Gorton, L.	2/20/20	Pens. (I.O.)	Markus, R. W.	2/19/20
840	Ververs, D.	5/29/20	2038	Moore, S. H.	12/21/19	Pens. (I.O.)	McLaughlin, D. C.	3/23/20
855	Haynes, J. R.	5/11/20	2085	Ostrowski, J. M.	6/6/20	Pens. (I.O.)	Niebuhr, F.	1/2/20
855	Jobe, T.	3/10/20	2129	Lind, G. R.	11/21/19	Pens. (I.O.)	Pratt, L. E.	5/23/20
855	Wray, D. A.	1/16/20	2286	Lahey, D. R.	2/21/20	Pens. (I.O.)	Sahle, J. C.	12/10/19
873	Whaley, C. H.	4/7/20	2330	Gillingham, T. A.	1/10/20	Pens. (I.O.)	Shadrix, B. R.	3/4/20
876	Berles, J. A.	4/19/20	I.O. (5)	Snyder, D. L.	2/27/20	Pens. (I.O.)	Sugalski, J. S.	4/8/20

February International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 9:00 a.m., by Chairman Erikson, on Monday, February 3, 2020, in St. Pete's Beach, Florida. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Lavin, and Galbraith.

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

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

Resignation of International Vice President Curtis E. Henke

International President Lonnie R. Stephenson announced the intention of International Vice President Curtis E. Henke to retire effective May 1, 2020. The IEC accepts with regret International Vice President Henke's resignation effective April 30, 2020, and extends best wishes to Brother Henke and his wife for a happy and healthy retirement. As is customary the IEC granted Brother Henke his laptop computer, iPad and cell phone into retirement.

Appointment of Eleventh District International Vice President

In accordance with Article IV, Section 2, of the IBEW Constitution, the members of the International Executive Council unanimously approved International President Stephenson's appointment of Eleventh District International Representative, Mark Hager, as International Vice President of the Eleventh District, effective May 1, 2020. Brother Hager will serve the remainder of the unexpired term of International Vice President Henke.

Legal Defense

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

Financial Reports

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

Article XX and XXI Cases

In 2019, the IBEW was involved in one (1) Article XX dispute, and no disputes under Article XXI.

International Charge

IBEW Local Union 2330 was placed under Trusteeship on June 3, 2019. At the December 2019 IEC meeting, the trusteeship was extended for additional 6-months. The trusteeship remains in place.

**IBEW Consolidated Balance Sheet/Income Statement
Covering the 6-month Period Ending December 31, 2019**

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes Covering the 6-month Period Ending December 31, 2019

Reviewed and Filed

Resolution Regarding Pension Coverage for IBEW Officers

The International Executive Council took action to clarify the intent of the Unity Fund.

Retirement of International Office Employees

Cheryl J. Deedrick, Secretary, Education Department
Effective — January 3, 2020

Ann M. Worrill, Agreement Analyst, Agreement Approval Department
Effective — February 3, 2020

This regularly scheduled meeting was adjourned, on Friday, February 7, 2020, at 9:15 a.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Wednesday, May 27, 2020, in Islip, New York.

For the International Executive Council

Patrick Lavin, Secretary
February 2020

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



LAST MONTH
ENTER NOW

THE IBEW's
**2020
PHOTO
CONTEST**

Enter Today!
Deadline: Oct. 1

1st Place: \$200
2nd Place: \$150
3rd Place: \$100
Honorable
Mention: \$50

The IBEW's annual photo contest is an opportunity for members from across North America to share the images that remind us why we're proud to be members of the greatest union in the world. Whether you're working on an awe-inspiring jobsite or capturing the simplicity and beauty of an everyday assignment, we want to see and share the images that move you. We can't wait to see who will take home the top prize for 2020.

See official rules and submission instructions at IBEW.org/photocontest.

Entries **MUST** be submitted electronically via the Photo Contest link on IBEW.org. Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.

WHO WE ARE

Boston Local Finds New Signatory in an 'Outkast'

LOCAL 103 IBEW AFL-CIO



The name Outkast might not conjure images of unity and solidarity, but the electrical contractor and Boston Local 103 have proven that they're a great partnership.

"They've been on our radar for quite some time," said Local 103 Business Manager Lou Antonellis. "They were very competitive with our contractors on a lot of jobs, so we opened up a dialogue with them."

Outkast has been around since the mid-90s and, like Local 103, is based in Dorchester, an area south of downtown Boston known for its diversity. Started by Paul Gray and Kevin Scarlett, cousins who come from a family of tradespeople, it grew from the two of them working out of a van on small residential projects to a large commercial and industrial contracting business — one with a reputation for quality work completed on time.

"They recognize and appreciate our commitment to diversity, but also our commitment to them and their business. They are a perfect fit for Local 103."

—Local 103 Business Manager Lou Antonellis

"We're a family business. We started here, we live here," Gray said. "We're very community-based."

As they were looking to grow their business, they were looking for a partner with a similar investment in the community. Enter Local 103.

"They recognize and appreciate our commitment to diversity, but also our commitment to them and their business," Antonellis said. "They are a perfect fit for Local 103."

Outkast is a Black-owned business and Local 103 has been making a concerted effort to make diversity a priority and to open its doors to the entire greater Bos-

Outkast Electrical became a signatory in 2019, adding the Black-owned business to a growing roster of diverse signatories with Boston Local 103. Right, Outkast Vice President Kevin Scarlett, Local 103 Business Manager Lou Antonellis and Outkast President Paul Gray.



ton community, both in terms of members and signatories.

"Local 103 wants to foster small, home-grown minority-owned businesses in the city of Boston," Antonellis said. "We believe in equal opportunity for individuals, but also for contractors. We not only firmly stand behind that, we actually work hard at it and strive to increase our Black and brown ranks."

Antonellis says the local invited Outkast to a couple of industry nights at Fenway Park last year and introduced them to some general contractors and electrical contractors who could put them at ease about joining the local.

For Gray and Scarlett, the timing was perfect. Local 103 was able to open the door to more business for them in parts of the city where they weren't yet established.

"We've gotten a lot of exposure," Gray said. "We've been able to bring our guys into places we didn't have access to before."

When Outkast became a signatory in 2019, it had about 36 employees who came with them. Since then Gray says their workforce has doubled in size and revenue is up 50%. And their employees now have access to the health and pension benefits that come with being Local 103 members.

"We've got a lot of happy guys," Gray said. "Usually in our line of work, there is no retirement."

Some of the projects Outkast has worked on with Local 103 include the Omni hotel, the Clippership Apartments redevelopment and the Mattapan Station Affordable Housing project.

"Things have been really good. We're pretty busy right now and hoping to double in size again," Gray said. "The union has been good to us."

When asked about the name, Scarlett says it has nothing to do with the famous Atlanta-based hip-hop duo of the same name. It comes from something they heard back when they were thinking about striking out on their own, that when you decide to leave, you can't come back. Maybe they can't, but they've found a new home, and one with a lot of opportunities and respect for them and their work.

"We want to empower people in our community, deliver a good product and provide good training," Gray said. "We can do all that with Local 103."

The new partnership has even garnered the attention of Boston Mayor Marty Walsh.

"Now more than ever, it's important every industry strengthens their commitment to diversity and inclusion," said Walsh, who is also a former head of the area's building trades. "I'm proud to see the partnership between IBEW Local 103 and Outkast Electric. This is an important step for increasing inclusion in the building trades." ■



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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			Michael Pointer
			Janelle Hartman
			Joe Conway



HOW TO REACH US

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

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by email to: media@ibew.org

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TVA Nuclear Security Officers Vote to Join IBEW, Chartered New Local

The IBEW welcomed more than 450 new members and chartered Chattanooga, Tenn., Local 911 on July 4, the new home of the Tennessee Valley Authority's nuclear security officers.

Local 911 will represent the officers who protect TVA's three nuclear facilities: Browns Ferry, near Athens, Ala.; Sequoyah, in Soddy-Daisy, Tenn.; and Watts Bar, near Spring City, Tenn.

"This is a case study, from inspiration to ratification, in how every part of the IBEW can contribute to an organizing victory," said International President Lonnie R. Stephenson. "We say it, we live it and it works: everyone in this union is an organizer."

The IBEW already represents more than 2,500 permanent employees across nearly all of TVA's 60 worksites in seven states from Virginia to Mississippi. Thousands more IBEW members do short-term work each year for TVA upgrading infrastructure and performing regular maintenance.

Scott Fugate has been a nuclear security officer at Watts Bar since 2005 when he was a contractor working for Pinkerton. In 2009, while Fugate was a shift manager, the officers were rolled into the TVA and chose the United Government Security Officers of America to represent them.

When he left management to be an officer again, Fugate's opinion about the non-affiliated union that represented the security officers hardened.

"TVA did not take us seriously. If they wanted to do something, they did it and didn't confer. It might be as little as forcing you to work overtime against the CBA. When we challenged it, they dismissed it because they knew the union would back off," he said.

In July 2019, Fugate saw an article in *The Electrical Worker* that had been shared on Facebook. The story was about the security officers at the Seabrook nuclear plant who had joined Manchester, N.H., Local 2320 and ratified a first contract.

Fugate commented on the shared story that he wanted better representation and a member of 2320 wrote back, suggesting he call Business Manager Stephen Soule.

That led to a series of calls from inside and between districts, locals and organizers until October 2019, when Fugate was sitting down at a restaurant near his house with Regional Organizing Coordinator John Murphy, Lead Organizer Craig Perica and Tenth District International Representative Curtis Sharpe.

"They introduced themselves, asked if I had questions and what I wanted to accomplish and then we went over a plan," Fugate said. "I told them I ain't used to losing and don't plan to walk away with my head hanging."

The TVA is a unique entity, a federally owned corporation founded during the Great Depression to bring light and power to some of the poorest parts of the country. It was created two years before the National Labor Relations Act



The 450 security officers that protect the Tennessee Valley Authority's three nuclear plants, including Watts Bar in Spring City, Tenn., voted to join the IBEW and will become members of the newly created Chattanooga, Tenn., Local 911.

was passed and exists outside of the general order of rules that control U.S. labor relations.

TVA is also hugely powerful, with revenues last year more than \$11 billion, and it has a history of using all the leeway the law grants it.

But Fugate knew that in 2018 the IBEW had organized the nuclear senior reactor operators. TVA fought it, saying they were managers. The IBEW won in arbitration. The news spread among the security officers.

"Everyone knew the IBEW fought the company and won," he said.

At that first meeting, Sharpe and Murphy told Fugate that a campaign could be built on the idea there was a union the company didn't just walk over.

"The TVA may have been created before the National Labor Relations Act but the IBEW was at TVA before the NLRA, too," Sharpe said.

Most importantly, they had an opportunity to do something about it in the spring.

The contract between TVA and the UGSOA was set to expire May 24. The contract allowed a window for the other unions to bring authorization cards and, if they could show enough interest, file a petition to represent the bargaining unit.

The unit members would then have a choice in the spring between their existing union, no union, or, if they did our job, the IBEW.

Sharpe, Murphy and Perica set up the normal bottom-up campaign apparatus: VOCs at each of the three plants and an information gathering effort to know who the unit was and what it wanted. Perica created the communications backbone, including websites and electronic tools to engage and sign up unit members.

At the same time, Sharpe started talking with TVA brass.

Despite the battle over the reactor operators, relations between the IBEW and TVA have rarely been better than they are now.

But in 2009 when the UGSOA was elected, TVA barred the IBEW from participating in the election by choosing to apply a section of the NLRA that prevents unions from representing rank-and-file and security workers.

Back then, labor-management relations were at a low ebb. Grievances were piled up in the hundreds. Communication was poor. Then, in 2015 the Nuclear Regulatory Commission issued a scathing report on work conditions at Watts Bar, accusing the company of mistreating, even firing employees who raised safety concerns. The NRC called it a hostile environment.

By 2017, Sharpe said, TVA knew their problem wasn't the IBEW; it was a dysfunctional work environment that had to be reformed.

Right about that time, Sharpe said, Tenth District International Vice President Brent Hall brought up the Code of Excellence with TVA labor relations figuring, in his words, that maybe it would bear fruit in five years.

"I don't think he expected to get the response he did," Sharpe said. "Not only was TVA interested, they wanted to partner with all the other crafts, train every craft worker, and every manager to go through the program as well. They saw the Code as a potential way to allow their own employees to repair the work culture."

Sharpe, then the business manager of Chattanooga Local 721, worked with a senior labor relations executive named Will Trumm to create and implement the Code across the TVA.

Today, grievances are down 90%, the work culture has changed and there is a productive partnership between the IBEW and the utility that works for both sides.

Now, Sharpe is the international representative overseeing every TVA local and Trumm is director of labor relations for all of TVA.

When Sharpe asked that TVA not stand in the way of the IBEW, members had earned TVA's neutrality agreement. If they could show sufficient interest from the officers, the IBEW could appear in the election.

"The relationships we needed were founded before we started organizing," Sharpe said.

By December the campaign sent out its first mailer with the website where the security guards could find information about the IBEW as well as a link to electronically sign a card.

"Perica is our technical wizard," Murphy said. "He set up all the websites, the text blasts and emails but more importantly, he understands how to use these tools to connect with people."

They held twice-weekly meetings at each plant for three weeks in February.

Online, they started what they called "Factual Fridays," a weekly text, email and online post that addressed any issues at the plant.

"We picked a hot topic or a fire we had to put out with facts and we started sending them out," Perica said.

Then March and the pandemic arrived.

"It got to be where it wasn't safe," Murphy said. "We made the decision to scrub the blitz and talked about alternatives."

The pandemic took away what Perica called the labor movement's best tool: face-to-face meetings. They adjusted.

"We swing a lot of votes by knocking on doors. But if that is now gone, obviously we have to use the tools we do have and get smarter about how we are going to work around it," he said. "And it may be a permanent change. This is a transformational moment."

They radically expanded their digital communication strategy and "Factual Fridays" were joined by "What's up Wednesdays."

"Four days a month wasn't enough anymore, but we needed a different tone," Murphy said. "Wednesday was a little lighter, about the IBEW, our history or a feel-good thing from the Media Department about the community service our members do."

Over the next two months they collected another 170 cards for a total of 270 and in February they sent official notice to TVA that they would be contesting the election in May. A door-knocking blitz turned into highly targeted phone banking.

For obvious reason, the in-person vote was replaced with mail-in ballots that went out mid-April and were due back May 1, with a five-day grace period.

The results were tallied on May 8 with only Sharpe and VOC member Stacey Ray Dawson from the Browns Ferry plant there from the IBEW to watch.

The IBEW won 261 votes to the UGSOA's 99. There were no votes for no union.

By the end of the month, TVA and the IBEW negotiated an extension of the contract until new local sets up new leadership that can bargain for its 450 members. Fugate was appointed interim business manager, Dawson as interim financial secretary, and Stephen Goshorn, who works at Sequoyah, as interim vice president.

Every site has a voice.

Now, as every shop is open, internal organizing begins.

"We signed up just over a quarter in the first weeks and I want 200 by mid-August," Fugate said in July.

Sharpe said all credit, of course, goes to the members of Local 911 and the VOC, but he wanted to make sure that some of the behind the scenes players across the IBEW got their plaudits as well: TVA Business Agents Tony Quillin from Sheffield, Ala., Local 558, Mike "Fireball" Blakely from Sheffield Local 765, David Williams from Chattanooga Local 721, Nate Baker from Rockwood, Tenn., Local 1323 and Assistant Business Agent Joe Ray from Local 558.

For Perica, starting before the COVID-19 and successfully bringing it home during the pandemic taught organizers something about what the future holds.

"It will not take away from the traditional work: you get a lead, you call, send info and follow up. But this is a transformational moment," Perica said. "We have to embrace this new tech that we have somewhat been using, figure out smarter ways of organizing through a digital world and get creative." ■