

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

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

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 15 | No. 2 | February 2021

ARKANSAS TURNAROUND DEMONSTRATES THE POWER OF THE CODE

Excellence at the Core



In This Issue

Editorials **2**

Letters to the Editor **2**

My IBEW Story **2**

North of 49° **5**

Transitions **6**

IEC Minutes **6**

In Memoriam **7**

Local Lines **8**

Auditor's Report **12**

Who We Are **20**

Entergy's Arkansas Nuclear One generating station in Russellville, Ark., is home to one of the Code of Excellence's most dramatic success stories.

Seven years after a series of accidents that placed it among the lowest-rated nuclear power stations in the country, Entergy's Arkansas Nuclear One is now officially back among the ranks of the best.

At the core of that recovery was a transformation of the relationship between the facility's management, corporate executives and members of Little Rock, Ark., Local 647.

"Back in the 90s we were one of the best plants in the industry," said Local 647 Business Manager Shannon Walters. "Now, we are back where we were and always wanted to be."

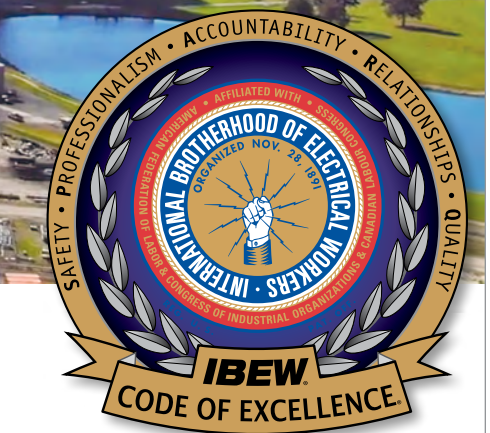
This fall, the Institute of Nuclear Power Operations, a private auditing agency that evaluates the performance of nuclear power stations, gave ANO its highest rating — 1.

Only two years ago, during INPO's last biannual review, ANO was reportedly ranked near the bottom, a 3 out of 4. INPO ratings are not made public.

And INPO was not alone.

ANO was in the Nuclear Regulatory Council's basement too. Where INPO focuses on operations and performance, NRC ranks plants primarily on compliance with safety and security regulations, and ANO was severely underperforming.

Since a crane collapse and a transformer fire in 2013, ANO was in NRC's Column 4. The only other



plant rated so low, Pilgrim in Massachusetts, shut down. Column 5 designation is the precursor to being forcibly shut down.

"The threat that ANO would close was real," said Utility Department International Representative Mark MacNichol, the senior nuclear expert in the IBEW. "ANO had to turn it around or it had no future."

Since 2013, at least 10 nuclear power stations have been shuttered, some for maintenance and mechanical reasons. But economic pressure has been rising on nuclear power as fracking sent gas prices plummeting and no carbon price had been put in place to reward nuclear's clean, consistent, carbon-free power generation.

EXCELLENCE AT THE CORE *continued on page 3*

FROM THE OFFICERS

A Commitment to Excellence



Lonnie R. Stephenson
International President

In this month's cover story, you'll read about the remarkable turnaround of Entergy's Arkansas Nuclear One generating station in Russellville, Ark.

Seven years ago, the plant was in trouble. A handful of accidents had put Arkansas's only nuclear facility in real danger of being forcibly closed, and the culture there reflected the stress everyone was under.

But Entergy and the men and women of Little Rock Local 647 made a decision to recommit to the plant, to the community and to the importance of nuclear power in their state.

In 2016, they turned to the Code of Excellence, and the result has been one of the most amazing success stories I've seen in my time as president of the IBEW.

Just a few years ago, both the Nuclear Regulatory Commission and the Institute of Nuclear Power Operations ranked ANO just a single point above their lowest ratings. With the help of the Code, management and labor learned how to talk to one another again, and in an incredibly short period of time, the plant achieved top ratings from both the NRC and INPO.

This was exactly what my predecessor Ed Hill hoped for when he rolled out the Code of Excellence more than a decade ago. And it's the kind of success story that continues to make the Code one of the most valuable tools in our toolbox.

Customers and employers can take one look at the values of the Code of Excellence — safety, professionalism, accountability, relationships and quality — and know exactly what we at the IBEW stand for.

The Code makes a huge difference when our contractors are bidding construction jobs, but it also shows employers in our other branches what can be achieved when we work together, not against one another.

Entergy proved that at Arkansas Nuclear One when they embraced the relationship with Local 647 and worked together to turn things around. In no one's wildest dreams did they think they'd achieve success so quickly, but we're so proud that they have.

And while the results may not be as dramatic everywhere the Code is being implemented, I want you to know that it's working. I hear it from members and local leaders and even CEOs, who tell me what a difference it makes.

The thing is, there's nothing complicated about the Code of Excellence. It's a commitment from both management and workers to give 100% on the job every day. But it's also more than that.

That shared commitment is a starting point for conversations; an opportunity to get beyond the typical labor-management back-and-forth and actually listen to what really matters to both sides. The Code builds relationships and open channels of communication, and that's what really solves problems, both big — like the ones in Arkansas — and small.

When I started this job, I made expanding implementation of the Code of Excellence one of my top priorities, and I'm so proud of what you all have accomplished. But now's not the time to let up.

Thank you all for your commitment to excellence on the job every day, and let's keep bringing the Code of Excellence to every workplace and every employer in this great union. ■

The Power of Union

Next month will mark a full year since the beginning of the COVID-19 pandemic for most of us here in the U.S. and Canada. I don't need to tell you what a struggle it's been.

From lost jobs to lost lives and everything in between, working people — and especially the essential workers who are our sisters and brothers here at the IBEW — have borne the brunt of this health crisis.

Working people have also been the bright lights in this dark year, taking care of the sick, building and maintaining critical buildings and infrastructure, manufacturing and moving the materials we need to keep things running, keeping our power and communications flowing and performing so many other critical jobs.

But too many of those workers have gotten words of praise and little to back it up. How many of their valuable contributions from the past year will be forgotten once things get back to normal? How many will face layoffs or cutbacks? How many won't reap any of the rewards of record profits and a soaring stock market?

One of the many things we've learned from this pandemic is the power and importance of unions in making sure the backbone of our two countries, working families, are rewarded and protected for their valuable contributions.

From emergency agreements allowing workers to choose to stay home and protect themselves and their families to expanded COVID-19 health benefits to coordination with employers to implement critical new safety standards, unions have been a powerful voice for working people throughout this pandemic.

But it's not just what unions have been able to negotiate during the pandemic. In many cases, the contracts agreed to long before anyone had ever heard of COVID-19 have been the most important protections workers had at their side. Good health care, secure retirements, on-the-job safety and job security have been critical forever, but especially so over the last year.

It's no wonder unions are at near record levels of approval for recent decades. Millions of North American workers report they'd join a union if they were able, and what's stopping them?

Union busters, bad labor policies, a hostile National Labor Relations Board in the U.S. These are things we're working hard to change.

But in the months ahead, I hope you'll give thanks for the union contract that you work under and work hard to organize and extend those protections to even more workers in your communities. Most importantly, please continue to follow health precautions until everyone can get vaccinated and this terrible virus is fully behind us.

Thank you for all that each and every one of you are doing during these trying times. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

Grateful for our Union

Pictured are two retired journeyman linemen from Vancouver, B.C., Local 258, Gordon Klassoff, 83, and Martin Conrad, 66, hunting bison in northern Alberta.

Because of the IBEW, we were able to get a fair and honest wage during our years of work. That's enabled us to live a great life years into retirement, complete with exciting adventures.

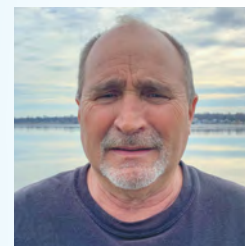
*Gordon Klassoff,
Local 258 retiree
Vancouver, B.C.*



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.

My IBEW STORY

Doug Stewart, Retired Journeyman Inside Wireman
Columbus, Ohio, Local 683



“I learned of the IBEW's benefits while in vocational school and knew that's what I wanted, but I didn't know anyone to help guide me.

I started working in the trade at a J.C. Penney warehouse doing electrical maintenance. I quit that job and went to another, and it was a huge mistake. The treatment of people was very bad.

Luckily, that company happened to be one that the IBEW was organizing. I was all in and talked to others about what a good opportunity this would be. I went on to be elected to the Executive Board of my local and served until I retired.

We were able to raise our two kids while allowing my wife to stay home and get involved in their activities. My son went to my vocational school and is now a union electrical contractor.

The way I convinced young people to switch to a union contractor was easy: I'd ask why there are very few older people working in their company, and how many people did they know that retired from there.

After I retired, we were able to buy a beautiful waterfront home on Buckeye Lake. You hear people say, “I'm living the dream,” but we truly are, and we owe it all to the IBEW.”

Every member in every branch has a story to tell about how the IBEW has improved their life both on and off the job. Tell us yours today for a chance to be featured here.

ibew.org/MyIBEWStory

Continued from page 1

Arkansas Turnaround Demonstrates the Power of the Code: Excellence at the Core

Starting with Kewaunee in Wisconsin, seven of the 10 nuclear closures were economic. It has sent shockwaves through the industry, which once claimed nuclear power was too cheap to meter.

ANO and the 900 direct jobs and thousands of secondary jobs that the plant supports were in the balance.

The Decision to Change

Before he became the senior director for engineering and risk at the Nuclear Energy Institute and an inspector for INPO, Steve Geier himself worked at a troubled power station, Nine Mile Point in New York, which, at one point in his career, was rated the lowest with a 4.

To explain the difference between an INPO 1 and INPO 4 plant, Geier used the example of an isolation/lockout tag that was put on the wrong relay.

“An INPO 1 plant would catch a wrong tag in the self-check phase, early, early on and it is extremely rare,” he said. “At an INPO 4 maybe they did the tag and they also had the wrong boundary. Maybe multiple times. It wouldn’t get caught until farther down so someone may have been at risk. Fundamentally though, the issue is that the plant culture can’t seem to get a handle on how to get the performance up.”

In 2013, the year Walters took over as business manager, a crane collapsed during an outage as the company was replacing a 525-ton stator, the component that transforms DC to AC power. A 24-year-old contract iron worker was killed when it fell, and it did extensive damage to the facility as it fell into the train bay. At least eight other people were injured.

A few months later, one of the main transformers exploded, leaving a black scorch mark more than 100 feet high on the outside of the turbine building. The



Clockwise from top: Then-Nuclear Regulatory Commission Chairman Stephen G. Burns visiting Arkansas Nuclear One in 2016 during an inspection.

NRC Commissioner David Wright speaks with management while Local 647 member, reactor operator Seth Houghan (center) keeps an eye on the controls.

In 2017, Business Manager Shannon Walters and ANO management raised the IBEW’s first Code of Excellence flag at the plant, signifying the positive changes to come.

Credit: Nuclear Regulatory Commission



transformer had been scheduled to be replaced with a new one in 2009, and even though the new component was purchased and delivered to the site, the transformer replacement was postponed until the old device finally failed. No one was injured in that accident.

“At that time, communication was

broken. Management ignored us,” Walters said. “When we went into Column 4, the site vice president seldom communicated with us and our input was often ignored. We are professionals in the IBEW. We should be listened to.”

But, Walters said, the professional opinions on maintenance and repair



Credit: Nuclear Regulatory Commission

weren’t acted on.

“We take pride in our work and are committed not just to being good, but being the best,” he said. “It absolutely pained our members to see the state of the plant.”

The NRC and INPO ratings plummeted, but they were only making plain what could no longer be ignored.

“Culture and behaviors manifest themselves in overall performance and quality on the job,” Geier said. “NRC ratings are about compliance and they do those inspections regularly.”

But coming back from a low INPO rating is, in his words, “more of a journey.”

New policies are just “new paint,” Geier said, and the industry experts sent in by INPO, including himself, are looking not for quick answers, but deep transformations in every corner of the plant.

“It has to be embraced all the way through the organization. Every employee has to be on board. It can’t be because management is watching over you with punitive measures in place. We want to see that they are doing it because it is the culture. That is expected,” Geier said.

And everyone knew the stakes. While some nuclear facilities have closed after years of protests and political pressure, Walters said ANO is seen differently in northwest Arkansas.

“People would march in the streets to keep us open. You close ANO, it would devastate three counties,” Walters said.

The Code of Excellence

The first step, Geier said, is not policy in most cases; it is personnel. And that change did happen at ANO. Local 647 adopted the Code of Excellence, then Entergy sent in a new leadership team.

Walters said they were ready and willing to listen and cooperate with the IBEW.

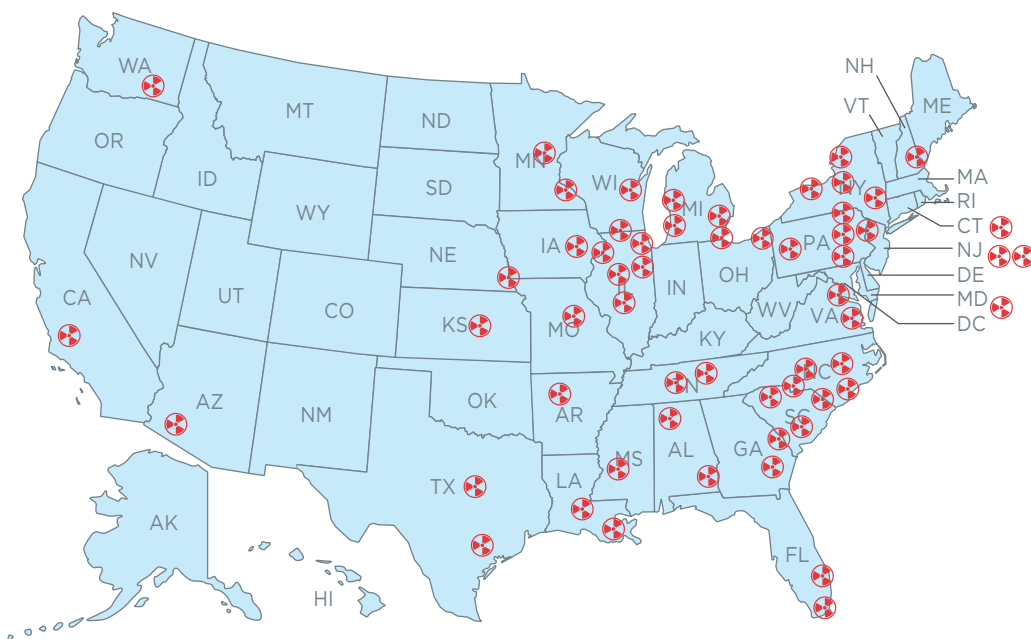
“The new site VP, Rich Anderson, was smart enough to reach out to us and say, ‘We need your help,’” he said. “And the timing was a godsend because we were prepared.”

Walters said they began COE trainings at the local’s fossil and hydro plants starting in the spring of 2016. Trainings at ANO began in October and by the end of the month, the trainings had expanded to the whole plant, bringing in not just IBEW members but non-bargaining, other trades and even nonunion workers.

“There was a straightforward message: ‘All of us must do our best to get this place back on track,’” Walters said. In each training session, Walters said he asked a key question: “What is the main thing the company wants to do?”

“I always got the same response: ‘make money; be productive and work safely,’” he said. “Then I would ask them what the main thing you, the worker, want. I would hear those same three

U.S. Operating Commercial Nuclear Power Reactors



Source: United States Nuclear Regulatory Commission (U.S.NRC)

continued on page 4

Continued from page 1

IBEW MEDIA WORLD

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

www.ibew.org

Get all the news for and about IBEW members, including web and PDF versions of *The Electrical Worker*, at IBEW.org.

YouTube & Vimeo

Our expanding — and expansive — collection of short and long-form videos about IBEW members at work in the U.S. and Canada are always available to watch and share at Vimeo.com/IBEW and at YouTube.com/TheElectricalWorker.

HourPower

A multitude of job opportunities are in store for IBEW members across North America in 2021, from wind turbine projects throughout New England to traffic signal work in Maine to ongoing efforts to bring a massive ethane cracker plant in Pennsylvania online. Learn more at IBEWHourPower.com.



ElectricTV

Birmingham, Ala., Local 136's unique partnership with the non-profit Brother Bryan's Mission is helping to bring new skills, meaningful work and a path to recovery to persons struggling with drug addiction while also experiencing homelessness. Learn about The Shelter Program at ElectricTV.net.



Arkansas Turnaround Demonstrates the Power of the Code: Excellence at the Core

answers again: 'make money, be productive and be safe.'

Those common interests were enough to build on.

"When managers and non-bargaining employees came to our COE training and heard our message of a deep and personal commitment to safety, professionalism, accountability, relationships and quality, they sat up in their chairs and realized, 'These guys are doing something to help us,'" Walters said. "Even before policies were changed, minds and hearts were."

In 2017, the chief steward, Randy Flippo, and Walters were invited to an off-site leadership retreat. Walters said there was tension in the room; some of the managers couldn't understand what the union was doing at their retreat.

"They looked at us like a couple of strays that had just wandered into the Westminster Dog Show," Walters said.

But that meeting started to build relationships.

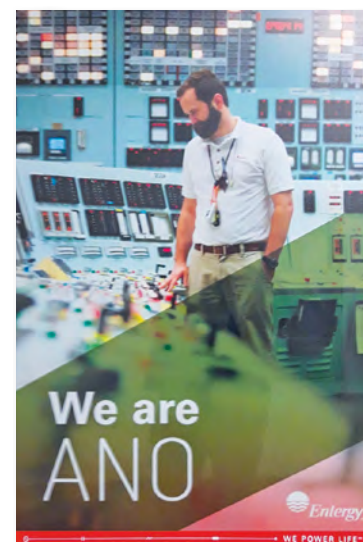
At the end of the retreat, the facilitator asked what could be done when they went back to work tomorrow to show that things were changing at ANO.

"I said, 'I'll tell you what you can do: you can start by saying 'Good morning.' Because some of you won't even speak when I walk right by you at the plant, you don't even look my way,'" he said.

Walters knew a greeting was not the same as funding a maintenance project that had been put off, but it was a necessary start.

ANO was still NRC Column 4 and low-rated at INPO in early 2018, but there were signs of rejuvenation. The Electrical Worker first covered the early stages of the turnaround in 2017 and followed up a year later.

The company started investing in the facility to improve its performance, appearance and reliability. Leaders started inviting IBEW members to participate in discussions about training, maintenance and improvements around the facil-



As part of the effort to turn Arkansas Nuclear One around, plant-owners Entergy adopted many of the ideas of the Code of Excellence and prominently featured Little Rock, Ark., Local 647 members, often wearing IBEW clothing, in campaigns posted around the plant.

ity. Then the company put up posters, banners and images featuring IBEW members and the Code's SPARQ acronym.

"When people saw that everyone was talking, listening and we were working together, it proved that things were beginning to move in the right direction and that we were being treated with respect, that seemed to put the wind in their sails," Walters said. "Because we had a workforce that was raring to go."

By design, the Code is a flexible program that allows locals to tailor the execution of the ideals to the specifics of the institution, said Education Department Director Amanda Pacheco.

"Where it has been incredibly successful, there is a structure, and everyone feels a sense of responsibility for their success. They feel ownership of it," she said.

For Tenth District International Vice President Brent Hall, the key is separating COE stewards from traditional union stewards.

"You have grievances, and you have gripes. Griepes are more dangerous. Grievances, there is a rule there, there is a process, and it comes to an end with a

decision," he said. "But gripes are a morale thing. A culture thing. That person comes in the next day and every day after more unhappy."

The Code gives both sides the opportunity to crack open those gripes and solve them, but it keeps them outside the grievance process where they often don't belong.

"When you improve communication, no one loses," Hall said.

And it doesn't work by simply doing management's job for them or by diverting real grievances.

The proof of that is membership numbers at the right-to-work plant have improved throughout.

"Every time we talk, Shannon tells me we are picking up new members, more people are getting involved," Hall said. "The Code is about giving people a voice through the IBEW."

A Milestone

On November 17, Walters was notified by Entergy Chief Nuclear Officer Chris Bakken

that the results from the most recent INPO inspection had been released and ANO was now back among the top performers as an INPO 1, a rating they had not had since 2006.

"Mr. Bakken told me no one in the industry has gone from the beginning of their NRC Column 4 recovery effort to INPO 1 in only 4 years," Walters said. "You could hear in his voice just how excited he was."

Almost as meaningful as the achievement, Walters said, was that the top executive chose to personally notify the local union when the rating came in.

"We certainly weren't shown that level of respect before we adopted the Code," he said.

It goes without saying that there are no finish lines for nuclear plants, no moment where you can sit back and rest. The expectation is perfection and nothing less for as long as the plant is alive. But it still felt like, if not victory, a moment to savor, Walters said.

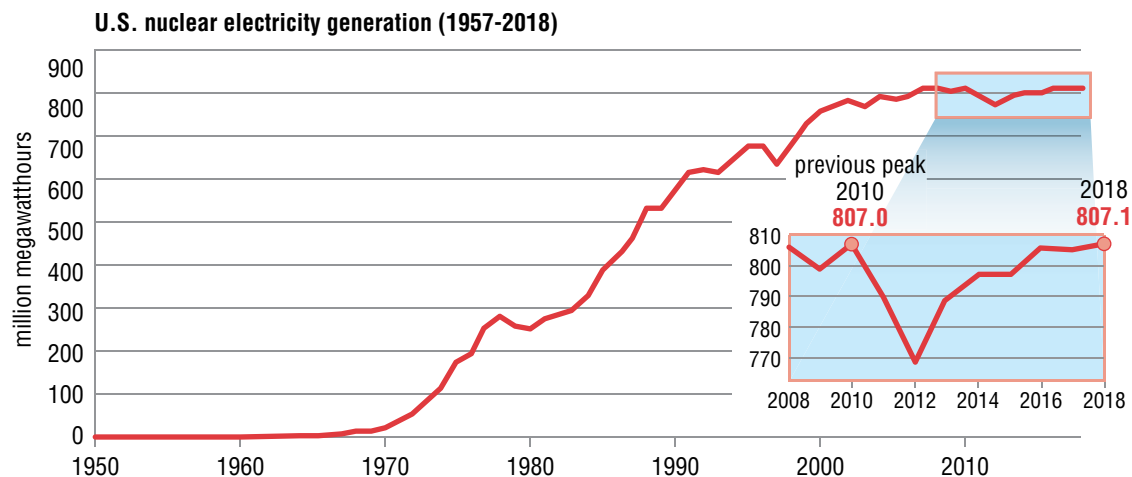
"There are very few nuclear plants that reach this level of performance, and they should be very proud of how they worked with management to transform ANO into a showpiece for what the IBEW can be," said Utility Department Director Donnie Colston. And ANO is sending a message that is being heard at other utilities. INPO rating improvements can not only end conversations about closures, but they can also make plants more profitable.

"It is like a credit score. The better the number, the better insurance rates you get," MacNichol said. "Getting to INPO 1 is a big-time significant difference. The way nuclear plants are being stressed in deregulated states, the finances are very tight, and this can be huge."

One of the largest utilities and largest nuclear facility operators, the Tennessee Valley Authority, is following ANO, training everyone on their property in the Code of Excellence, MacNichol said.

"Who wouldn't want this? They changed the whole plant around in an environment where nuclear plants are under threat," he said. ■

Despite closures, U.S. nuclear electricity generation in 2018 surpassed its previous peak



Source: U.S. Energy Information Administration, *Monthly Energy Review* and *Electric Power Monthly*

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

British Columbia Local Hosts Nationwide Cyber Games

2020 was a year like no other. In-person events became risky affairs and Zoom stepped in as the new way to connect with coworkers and family alike. But as with all dark clouds, there were silver linings, and one of them came from Vancouver, British Columbia, Local 213 members.

“They found a great way to bring IBEW Canada brothers and sisters together for some much-needed fun and solidarity,” said First District International Vice President Tom Reid. “I’m very impressed with what they accomplished.”

Local 213’s NextGen group, the union’s initiative to encourage participation and leadership among its younger members, hosted the first-ever cyber games tournament in June. The multi-team, online video game tournament started as an effort to connect members within the local’s NextGen chapter but quickly grew into a Canada-wide event with over 50 members representing 11 locals, from Vancouver Island to Nova Scotia.

“We were looking for a way to stay connected and engaged.”

— Cyber Games organizer
Manny Randhawa

“With all the physical distancing and isolation, we were looking for a way to stay connected and engaged,” said Manny Randhawa, Local 213’s NextGen committee chair. “So, we proposed a cyber games tournament and the idea caught fire.”

It was so popular, in fact, that they had to create a wait list. Part of that could’ve been the prizes offered — Milwaukee power tools and Bose speakers went to the winners — but it also gave participants a chance to do something different while safely at home.

“I think what made it so successful was that we capitalized on the dread of being stuck at home and turned it into a win,” Randhawa said. “Everything else had shut down and we were able to offer the chance to play a game people love, and with their IBEW family.”

The idea started in early March as a conversation among some NextGen members. That was the same time that major events like South by Southwest were being canceled, so signs were already pointing to a major lockdown. When they posted the idea on a Facebook group, the response was clear — and huge.

“It was the most engaged comment we’ve ever had,” Randhawa said. “We typically get a few likes or a few comments per post. This one had almost 190 comments in two days.”

As with nearly everything on Facebook, some comments were skeptical, but there was also a lot of praise for doing

something new that spoke to the moment. “They really ran with it,” said International Representative Cheryl Paron, who works with the First District’s NextGen groups. “There were a lot of logistics and the whole team did a great job.”

The 11-person planning team handled everything from digital art and emails to creating a referee system, doing test runs and running the show day-of. In the end, they logged around 200 hours of planning time, Randhawa said.

“We used up pretty much all of our two weeks stuck at home,” he said.

The game of the day was Rocket League, an arcade-style soccer game with “vehicular mayhem” as described by Epic Games. It can be played on multiple platforms, like a PlayStation or Xbox, making it more accessible to anyone interested in playing. It also offers a hockey-style option, which the organizers chose for their inaugural run.

“Consistently Buzzed,” the team representing Kamloops, British Columbia, Local 993, took first place, followed by “Six Two Dive” from Halifax, Nova Scotia, Local 625. “Say Watt,” a team made up of

Vancouver Local 213’s NextGen committee staged an extensive marketing campaign for the Canada-wide gaming tournament, including an online video promoting the event. “We capitalized on the dread of being stuck at home and turned it into a win,” said NextGen chair Manny Randhawa, seated at right with fellow member Local 213 member Arjun Dhillon.



members from Local 213 and Hamilton, Ontario, Local 105, took third.

“The tournament was a blast!” said “Consistently Buzzed” team member Cody Anderson. “Not only did NexGen pull us together for a fun weekend, but we actually made new friends in our local.”

The event was also streamed on Twitch, a live video streaming platform, that allowed those not playing to participate by watching the action, including some of Anderson’s coworkers.

“I had a lot of congratulatory texts come in after the games,” Anderson said.

“It was a super fun event.”

For those who missed out the first time, not to worry. They’re doing it again this year and expanding it to the U.S.

“We want this to be an annual event for all IBEW gamers out there, so start practicing,” Randhawa said. ■

La section locale de la Colombie-Britannique organise un tournoi de jeux en ligne pancanadien

2020 a été une année sans pareille. Les événements en personne sont devenus risqués et la plateforme Zoom est devenue le nouveau moyen de communiquer avec les collègues et la famille. Mais comme dans toute chose il y a du positif, les membres de la section locale 213 de Vancouver en Colombie-Britannique ont apporté un moment de réjouissance.

« Ils ont trouvé un excellent moyen de rassembler les confrères et les consœurs de la FIOE Canada pour un moment de plaisir et de solidarité bien nécessaire, » a déclaré le vice-président international Tom Reid du premier district. « Je suis très impressionné par ce qu’ils ont accompli. »

Le groupe NextGen du local 213, une initiative du syndicat qui vise à encourager la participation et le leadership parmi ses jeunes membres, a organisé le tout premier tournoi de jeux en ligne en juin. Le tournoi de jeux vidéo en ligne, composé de plusieurs équipes, était au départ un effort pour rapprocher les membres au groupe NextGen de la section locale, mais s’est rapidement transformé en un événement pancanadien avec plus de 50 membres représentant 11 sections locales, de l’île de Vancouver à la Nouvelle-Écosse.

« Avec toute la distanciation physique et tout l’isolement, nous étions à la recherche de maintenir nos relations et de demeurer motivés, » mentionne Manny

Randhawa, le président du comité NextGen du local 213. « Nous avons donc proposé un tournoi de jeux en ligne et l’idée a fait boule de neige. »

C’était si populaire, qu’ils ont dû créer une liste d’attente. Une partie de cette liste était constituée des prix offerts qui ont été remis aux gagnants, tels que : des outils électriques de marque Milwaukee et des haut-parleurs de marque Bose. Cet événement a aussi permis aux participantes et aux participants de faire quelque chose de différent tout en restant à la maison en toute sécurité.

« Je crois que la réussite du projet repose sur le fait que nous avons profité du respect des mesures et le transformer en victoire, » dit M. Randhawa. « Tout le reste était fermé et nous avons pu offrir la chance de jouer à un jeu que les gens aiment, et avec leur famille de la FIOE. »

L’idée est née début mars à la suite d’une conversation entre quelques membres NextGen. C’était au même moment de l’annulation des événements importants comme *South by Southwest*, on voyait déjà la mise en place d’un confinement important. Lorsqu’ils ont publié l’idée sur un groupe Facebook, la réponse a été claire et massive.

« C’était la publication qui a entraîné le plus de participation à ce jour, » a déclaré M. Randhawa. « Nous recevons généralement quelques “j’aime” ou

quelques commentaires par publication. Environ 190 commentaires écrits ont été reçus à celle-ci en deux jours. »

Comme pour presque tout sur Facebook, certains commentaires étaient douteux, mais il y avait aussi beaucoup de compliments pour avoir fait quelque chose de nouveau qui parlait du moment.

« Ils ont vraiment embrassé l’idée, » dit la représentante internationale Cheryl Paron, qui travaille avec les groupes NextGen du premier district. « Il y avait beaucoup de logistique et l’équipe en entier a fait un excellent travail. »

L’équipe de planification composée de 11 personnes s’est occupée de tout, de l’art numérique et des courriels à la création d’un système d’arbitrage, en passant par une série d’essais et le déroulement de la journée. Ils ont compté plus 200 heures en temps de planification au final, mentionne M. Randhawa.

« Nous avons utilisé la quasi-totalité de nos deux semaines passées à la maison, » dit-il.

Décrit comme « vehicular mayhem » par Epic Games, le jeu de la journée était *Rocket League*, un jeu de soccer de style arcade. Il peut être joué sur plusieurs plateformes comme PlayStation et Xbox, ce qui le rend plus accessible à toutes celles et à tous ceux qui souhaitent y jouer. Il offre également une option de style hockey que les organisateurs ont

choisi pour la première course.

L’équipe « Consistently Buzzed », qui représente le local 993 de Kamloops en Colombie-Britannique a remporté le premier prix, le deuxième prix a été remporté par « Six Two Dive » du local 625 de Halifax en Nouvelle-Écosse. L’équipe « Say Watt » composée de membres du local 213 et le local 105 de Hamilton en Ontario ont remporté le troisième prix.

« Le tournoi était un immense plaisir ! » mentionne le membre Cody Anderson de l’équipe « Consistently Buzzed ». « Non seulement que NextGen nous a tous réunis pour une fin de semaine de plaisir, mais nous avons aussi fait de nouveaux amis dans notre local. »

L’événement a aussi été diffusé sur Twitch, une plateforme de diffusion en continu sur Internet, qui a permis à ceux qui ne jouaient pas de participer à l’action, y compris certains collègues d’Anderson.

« J’ai reçu plusieurs textos de félicitations à la suite des jeux, » a dit Anderson. « C’était vraiment un événement très amusant. »

Pour ceux qui ont manqué la première fois, ne vous inquiétez pas. Ils l’organisent à nouveau cette année et envisagent de l’étendre aux É.-U.

Nous voulons que cela devienne un événement annuel à tous les « gamers » de la FIOE, commencer à vous pratiquer, » a déclaré M. Randhawa. ■

TRANSITIONS

DECEASED

Dale Dunlop



Retired International Representative Dale Dunlop, who finished a long career at the International Office serving as executive assistant to Interna-

tional Secretary Jack F. Moore, died Dec. 5 at his home in Reston, Va. He was 74.

“He was a good person and a really good friend,” said retired Investments Director Tina Thoman, who remained close with Dunlop and his wife, Sue, for 40 years. “Not only to me but a lot of people within the IBEW.”

A native of Meriden, Conn., Brother Dunlop graduated from Wagner College with a bachelor’s degree in economics and served in Vietnam as a member of the U.S. Army from 1969 to 1970. Following discharge, he was hired to work as an analyst in the Research Department.

He had not been a member of a labor union, but he was familiar with the IBEW. Chester Dunlop, Dale’s father, was a member of New Haven, Conn., Local 90 and served as its president. His son often worked as an electrician’s helper during the summer, Sue Dunlop said.

Brother Dunlop didn’t earn his Local 90 card until 1980, after he briefly returned to Connecticut and worked for a janitorial company where the employees were IBEW-represented. He later returned to Washington, continuing to work in research and was appointed an international representative in 1988.

“One thing that was always important to him was credibility,” said Neil Gladstein, who was hired to work in the Research Department in 1985. “When you’re a researcher, a lot of people don’t know you but they have to trust what you

say. Making sure you were as accurate as possible was so important.

“He was really good at knowing what was important in making you effective and helping the reps in the field while not getting caught up in the noise around him. He treated people with dignity and he got a lot of respect not just from us, but from people in other departments.”

Brother Dunlop represented the IBEW on several government and union panels, including the Labor Research Committee to the Department of Labor; the Labor Department’s Advisory Committee for Trade Negotiations and Trade Policy; and the AFL-CIO Health Task Force. He was promoted to executive assistant in 1998.

“[Dale] treated people with dignity and he got a lot of respect not just from us, but from people in other departments.”

— Former Research Department Analyst Neil Gladstein

But reciprocity may have been where he made his greatest impact. Dunlop worked with others to update the IBEW’s system, culminating with the introduction of the web-based Electronic Reciprocal Transfer System in 2002. The move ensured greater accuracy and security in transferring pension and benefit payments for members working outside their home local’s jurisdiction.

“If you talk to people who went out and had to deal [with reciprocity] before

that, they would tell you how big a move forward it was,” said Jim Combs, who succeeded Dunlop as executive assistant to the secretary/treasurer. “It took the brotherhood ahead big time.”

Dunlop retired in 2002. He was an active volunteer throughout his life, even though he rarely talked about it publicly. Sue Dunlop noted her husband remained in close contact with three adult men he mentored many years earlier as part of Big Brothers Big Sisters.

He tutored elementary school students, including a long stint at the Laurel Learning Center in Reston, and was a long-time youth basketball and baseball coach. He briefly came out of retirement in 2005, when he represented the IBEW and traveled to the New Orleans area to distribute funds and jump-start rebuilding efforts in the wake of Hurricane Katrina.

He also was an avid triathlon competitor and marathon runner and convinced several International Office staff members to take up running.

“I fell for it hook, line and sinker, and I’m still a runner to this day,” said Thoman, who retired in 2012 after a 35-year career. “I owe him for a lot of things and not necessarily all work related. He was a mentor. He had a strong moral compass. If you ask 10 out of 10 people who knew Dale, they’ll tell you he was just a good person who gave of himself.”

Sue Dunlop met Dale when they attended Wagner College together and she later worked for many years at the AFL-CIO, including a stint as executive assistant to the vice president. He also is survived by a son, Michael, and two brothers.

“He was 100% reliable,” Sue said. “If he was on your side, you did not need anyone else. He was an honest, decent, smart person. He was kind and he was a great husband.”

The officers and staff send their condolences to Brother Dunlop’s family and many friends during this difficult time. ■

RETIRED

James A. Dotson



After 40 years of dedicated service to IBEW members, International Representative James A. Dotson, organizing coordinator for the Sixth

District, retired effective Nov. 15.

Growing up, neither electrical work nor organizing had been on Dotson’s career radar, at least at first. In 1977, he graduated from the University of Michigan-Flint with a bachelor’s degree in biochemistry.

“Jim is clearly a very logical and mathematical guy,” said International Vice President David Ruhmkorff, whose Sixth District jurisdiction serves IBEW members in Illinois, Indiana, Michigan, Minnesota and Wisconsin. “A lot of us tend to think that way.”

Dotson did have some family ties to the electrical trade, though. “My brother-in-law was IBEW,” he said, while Dotson’s brother had started his own electrical contracting company in the 1960s. “I worked with him every weekend and nights.”

That company, though, was non-union at the time. “So, when I came into the IBEW as a journeyman,” he said, “I started out as a ‘white paper’ member.” A practice at the time found some locals taking on nonunion laborers and letting them pay partial IBEW dues. These men and women were provided with dues receipts that were white, in contrast to the traditional yellow slips carried by full members.

Eventually, Dotson was fully initiated into the IBEW as a member of his hometown Flint, Mich., Local 948, and between 1980 and 1985 he continued working with the tools. “I became a superintendent for an electrical contractor out

of Detroit, working on GM plants around the country,” he said. “There was a lot of traveling.” The experience helped him connect with hundreds of workers in the U.S. and Canada, he said.

A few years later, he was prompted to get more actively and directly involved with the union. “One of my best friends, Charlie Marshall, was running for business manager, and he encouraged me to run for office, too,” Dotson explained.

“Jim has a mind for organizing, which aligned perfectly with his compassion for working men and women.”

— Indiana State Organizing Coordinator Eric Jackson

In 1992, Brother Dotson began an 18-year stint as the Local 948 organizer. “We organized to beat the band in the 90s,” he said with a laugh. “It was a lot of ‘turn and burn’ until you almost can’t get any contractor to talk to you anymore.”

Dotson’s approach was unique, said Wisconsin State Organizing Coordinator Dave Jungbluth. “His passion for improving the lives of unrepresented workers would surface in his presentations, when his speaking style would resemble that of a preacher delivering a sermon,” he said.

“We were always on the leading edge of organizing,” Dotson said of his time in Flint, estimating that the local’s efforts helped not only to add scores of new IBEW members but also to nearly double the wage ratio for nonunion workers.

September International Executive Council Meeting

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

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council 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.

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.

Appeals Filed with the International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 11-member Ivan Bacelic, and it is the decision of the IEC to deny Brother Bacelic’s appeal.

Article XX and XXI Cases

There were no new Article XX or XXI cases during the second quarter of 2019.

Trusteeship

Local Union 2330 remains under trusteeship. Local Union 316 was placed in trusteeship, effective July 6, 2020.

IBEW Consolidated Balance Sheet ending June 30, 2020

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Balance Sheet ending June 30, 2020

Reviewed and Filed

Retirement of International Representatives

Gary Buresh, International Representative, Seventh District Effective — September 1, 2020

William Laird Cronk, International Representative, First District Effective — September 1, 2019

William Dietz, International Representative, Fourth District Effective — July 1, 2020

International Office Employees

Carol Fisher, Sr. Production Assistant, Media Department Effective — October 1, 2020

Caroline Grayson, Data Entry Operator, Per Capita & Audit Department Effective — July 1, 2020

Vested Pension

Jacob Collingwood, Support Services Effective — January 1, 2019

Daniel Dyer, Research Department Effective — January 1, 2019

This regularly scheduled meeting was adjourned, on Tuesday, September 15, 2020, at 1:00 p.m. The next regular meeting of the International Executive Council is scheduled for Tuesday, December 15, 2020.

For the International Executive Council

Patrick Lavin, Secretary
September 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. ■

LOCAL LINES

A New U.S. President, A Friend to Labor

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — I hope that you and your family are healthy and well. As 2021 begins, the pandemic is still surging at record rates. Please continue to be ever so vigilant for our family, friends and neighbors so that we can put this pandemic behind us.

Joe Biden is the president of the United States! Joe is 100% pro-union and will continue to have our backs. President Biden will even have one of our own on his team: Congratulations to IBEW International President Lonnie Stephenson for being selected to sit on Biden's Climate Engagement Advisory Council. Brother Stephenson will continue to push for use of nuclear power and natural gas, as well as carbon capture and sequestration technologies that will give fossil-fuel plants a second life.

Congratulations to the following Local 8 members who recently received their retirement watches and service pins: Chris Bonczek, Arnie Buehler, Kevin Crook, Phil Davis, Ron Erfman, Lawrence Kerstetter, Ellen Morris, Howard Show, William Widman and Chuck Wistinghausen. Thank you for your years of service!

Congratulations to the new inside apprentices and construction wiremen who were sworn in at the November 16, 2020, union meeting. New members include Brandon Abernathy, Jonathan Arman, Braxton Bowers, Jordan Chamberlin, Ronald Cheff, Hunter Dunn, Roman Epley, Brodie Gilsdorf, Stephen Harden, Stephen Hubbard, Elijah Kazan, James Lloyd, Dennis Meyers, Ian Nunamaker, Scott Oberiski, Arne Ovall, Sterling Payne, Carson Selley, Trent Sloan, Harry Wallace, Erich Wallace and Jordan Weissinger. Construction wiremen sworn in were Bryce D. Finn, John M. Gonzales, Joshua J. Hill, Deme-tris D. Powell, Jacob T. Schneider and Earl Wilson. Congratulations, everyone!

Stay safe and healthy, brothers and sisters.

Mike Brubaker, P.S.



Local 8 inside apprentices and construction workers were sworn in at the Nov. 16 union meeting.

Holiday Events & RENEW Volunteers

L.U. 16 (i), EVANSVILLE, IN — The 27th-annual Ritzzy's Fantasy of Lights was blessed with good weather and a dedicated crew for its extensive setup. Fantasy is the largest fundraising activity for the Tri-State Rehabilitation Center, helping with the costs of therapy sessions for children and adults with disabilities in the Evansville area. While thousands of dollars are spent nationwide to advertise the skill, abilities and attitude of the IBEW, nothing proves more effectively what this union stands for than the brotherhood coming together for its communities. Special thanks are due to Assistant Training Director Roger Clark for his tireless commitment to this very worthy cause.

Local 16's RENEW Committee had a very busy holiday season. In addition to gathering supplies for a rural food bank, they held a clothing drive to support Hangers, a resource for Evansville Vanderburgh School Corporation students that provides everyday living essentials that would otherwise be unaffordable. By making clothing, school supplies and hygiene products available, this program improves the life of each student served. RENEW is also creating a bust to honor founding father Harry S. Fisher.

Donald P. Beavin, P.S.

Welcoming a New Signatory Contractor

L.U. 24 (es,i&spa), BALTIMORE, MD — As of the submission of this article, the vote count says that we have a new president. We look forward to the positive change that President Biden will bring to the labor movement, especially with respect to organizing. By reversing anti-worker labor board rulings and removing anti-labor appointees, workers will find it easier to form and join unions.

We have a new 3-year agreement with Triangle Sign, which currently employs 60 of our members. We have also started negotiations with ABM Electrical Testing and Clear Channel Outdoor.

We would like to welcome 22 new members from Beech Tree Networks Inc., a telecom company that recently signed with Local 24.



Members of Local 34 hold a banner with pride.

We are still battling the coronavirus and the holidays have changed for all of us, more so for those families that have lost loved ones. A vaccine is on its way and will be available shortly, but until then, and after, please continue to do the right thing for your family, friends and co-workers by maintaining social distance, wearing your mask and washing your hands. We need you to help move this union forward.

Peter P. Demchuk, B.M.

Negotiations and Scholarship Applications Underway

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — I hope that everyone enjoyed their holidays as much as possible during this pandemic. Local 26 wishes you and your family the safest and healthiest 2021!

Negotiations have started for the inside and residential agreements. Thank you to those who sent in suggestions.

It's scholarship time! Be sure to visit the local's website, ibewlocal26.org, for information and to download the application for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. The deadline to submit applications is March 31, 2021.

Best wishes to the following new retirees: Brian E. Bromley, Robert B. Cornish, Richard T. Douglas, James E. Means Jr., Michael O. Murtagh, Reggie L. Overfelt, Larry Quiroga, Warren W. Smith, Eric M. Thomas, Robert E. Truslow and Jorge J. Zalles.

The following members have passed away since our last article: William P. Gallagher, David Graham, Ralph V. Mills, Cristian J. Ramirez, Kevin M. Saunders and James E. Smith.

George C. Hogan, B.M.

Donations and Projects Continue Amidst Pandemic

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — I'd like to wish all IBEW brothers and sisters a happy new year. Let's hope that 2021 turns out a lot better for all of us. With all of the restrictions due to COVID-19, Local 34 was unable to have any events for the majority of 2020. We were unable to have our annual Big Brothers Big Sisters golf outing, but with the generosity of sponsors and members, Local 34 was still able to donate \$3,618.19.

2020 was a good year for Local 34; we stayed busy with calls going to traveling members occasionally. As our year ended, we saw a few projects finishing up: LaGrange Lock and Dam project completed by Sachs Electric and Brown Electric, as well as the local's new home in Bartonville, Ill.

Marc Burnap, Treas.

Electrical Contracts in Development for 2021

L.U. 38 (i), CLEVELAND, OH — While some projects have pulled back in 2020 because of COVID-19, it appears that several of those projects are going to go forward in 2021. We expect electrical contracts to be let very soon for both of the Sherwin-Williams' projects. The new office tower in downtown Cleveland may be the first to start, followed by the massive R&D center in Brecksville. Reports indicate that these two projects combined could have electrical contracts of \$150 million.

Apartment developers are optimistic that with the development of vaccines, people will want to continue to move downtown. They are taking advantage of low-interest rates and tax credits to start their proj-

Submitting Local Lines Articles

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

Trade Classifications

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

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



(Left to right) Mike Eging, Matt Krahe, Jim Raksi, Bryon Milkovich, Chris Yanoscik and Ed Honigman working for Einheit Electric at the Brecksville/Broadview Hts. Elementary School & Field House.

ects in the near future. One of those projects that has reemerged is the Centennial, located inside the old Huntington Bank Building at East Ninth St. and Euclid Ave. Their latest plans show converting the massive building into 857 apartments and retail space on the first floor. There are also plans for a new 23-story apartment building to be built at University Circle. The \$101 million building will have 298 units.

Dennis Meaney, B.M.

A New Year and New Hope

L.U. 40 (em,i&mps), HOLLYWOOD, CA — As we all work to battle COVID-19, we at Local 40 want to wish everyone a healthy, prosperous and happy new year. We know it's our members' preventative actions that are helping to defeat this virus.

We are looking ahead to the new year with optimism because we see a promising work picture at Local 40. The motion picture industry is beginning to return to normalcy and trying to catch up with the demand for new content. It's this demand that will create a need for more production space and electrical infrastructure that the new digital platform has created in this day and age.

So, as we celebrate a new year, let's all try to stay positive about what the future holds for us and know that when we all unite together, we can overcome all obstacles — including this virus. The IBEW has a history of perseverance when facing difficult challenges, and this time will be no different. Because of our members' strength and determination to succeed, we will defeat COVID-19. Thank you all, and stay safe in 2021.

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

New Stewards' Classes, Halloween Drive-In-Movie Night & Wage-and-Benefit Increase

L.U. 46 (as,c,cs,em,es,et,l,mar,mo,mt,rtb,rts&st), SEATTLE, WA — We held two new hybrid method stewards' classes led by International Representative Dave Meyers and Ninth District Educational Representative Tracy Prezeau. Thanks to both of you for the modern approach and providing remote training using the new hybrid method on the Zoom platform. Local 46 staff attended as well and provided additional content. The two classes were held on September 11, 2020, and October 30, 2020. A total of 31 students attended these classes, and four of the students have already been appointed as jobsite stewards.

Our EWMC, Women's Committee and Union for Black Lives sponsored a Halloween drive-in-movie night at our union hall. We had 20 cars, and approximately 50 people attended. The "Nightmare Before Christmas" was the first movie shown, followed by "The Fog." Fun was had by all. A special thanks to members Adrienne Miller and Donesha Hall for planning this event.

Local 46's wireman unit received a \$3.25 wage-and-benefit increase on February 1, 2021.

Deva Nelson, P.S.



Local 46 member Adrienne Miller and boyfriend at our Halloween Drive-In Movie Night.

IBEW Embraces 2020 with Inclusivity, Building Bridges for 2021

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR — In part, the IBEW Constitution states, "Our cause is the cause of human justice, human rights, human security." Garth Bachman, business manager/financial secretary, is exhibiting leadership and developing new programs to address issues and concerns that attract new, and retain current, members. We have full employment and a rolling book, and 2020 provided Local 48 with an opportunity to make lemonade during these challenging times. However, we must not lose sight of the big picture.

As we actively continue to outreach and work to support all members, Brother Garth has worked with Sister Bridget Quinn, workforce development coordinator for NIETC (NECA-IBEW Electrical Training Center), to establish and support a maternity-leave program.

On January 1, 2020, NECA/IBEW launched an expanded maternity benefit plan that includes six months of paid maternity leave, including 13 weeks before and after delivery. In addition to paid leave, female NECA/IBEW electricians and technicians also

receive \$800 a week along with FMLA benefits. The trust also pays health insurance premiums, which means free health insurance coverage for expecting mothers and their families. To date, 17 sisters, their families and our industry have benefited.



For more on the maternity benefit plan, scan the QR code.

In September 2020, again in partnership, NECA/IBEW launched a 5-year Inclusivity training program. This industry-wide training program has been contracted out to Commonway Institute here in Portland, Ore., with a launch date in mid-spring at NIETC. This training will provide leadership and training to address some of the issues and concerns that 2020 (and the last few years) has revealed within society. The goal is to truly create a union that works for all — a union that lives up to the oath we all took to uphold the Declaration and Objects of the IBEW Constitution.

Donna Hammond, B.R.

Work Outlook Promising in 2021

L.U. 80 (i&govt), NORFOLK, VA — Hello to all our brothers and sisters. I hope everyone had a joyous Christmas and a happy new year. All of our local events were canceled due to the pandemic. Work in our area has remained steady.

The work outlook for 2021 looks promising. The majority of our work is on our military facilities, including the largest naval industrial base, Norfolk Naval Shipyard (NNSY). An executive order limiting the time each week to provide representation to bargaining unit employees was placed on our shipyards, coastguard bases and other military installations. This new order has put a strain on our stewards and union council members. We will continue to fight and show our solidarity for IBEW members and their families. The Microsoft project should be ramping up soon with an outlook of around 150-plus electricians.

In October, Brother Mike Iacobellis, who did an outstanding job as the NJATC director, retired. Brother Allan Frazier, formerly the president of our local, is our new NJATC director. He has done a superb job with our apprenticeship program.

Congrats to the NJATC graduating class of 2020! Your hard work and devotion have paid off.

We would like to welcome our new membership development coordinator, Brother Christopher Query. Chris has been a member for 15-plus years in the IBEW.

Local 80 would like to send our condolences to the family and friends of following deceased brothers: Jeffrey Brogden, Henry Cahoon, Roland Dillon, Charles Harris and Garland Speight.

Congrats to all our brothers and sisters who recently retired. Always remember: "United we stand. Divided we fall." Let's all work hard for what we want, because it won't come to us without a fight. Stay strong and courageous and know anything can be accomplished by putting our minds together. Work safe.

Wil Morris, A.B.M.

Editor's Note: Visit IBEW.org to read more about the Trump administration's executive orders limiting "official time" and other attacks on federal workers, like those IBEW members working in U.S. military shipyards and more.

Local Member Honored by Retirement Celebration, Awards

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL — IBEW service awards were presented by Local 108 Assistant Business Manager Robert Thomas. Holding his IBEW awards, Mike Anderson celebrated a long-awaited retirement with coworkers from the Big Bend Power Station. Mike invested a lifetime of manual labor in the energy industry. During his impressive 42-year career at Tampa Electric, Mike contributed to the plant's massive modernization program. Local 108 wants to wish Mike a successful new life experience as he enjoys every day feeling like it's Saturday. Congratulations, Mike!

Bruce Bailey, P.S.



Mike Anderson (right) celebrated his retirement with Local 108 Assistant Business Manager Robert Thomas (left).

Election of Officers

L.U. 130 (i), NEW ORLEANS, LA — Our election of officers and board members was postponed to September. Incumbent Business Manager Paul Zulli was re-elected, as were most existing officers. Paul would like to thank the election judge and his committee for conducting a professional performance. He also thanks everyone who participated in the election for their interest in wanting to serve the membership. He welcomes our newly elected officers and board members and looks forward to working with them to serve the membership.

On the national level, we have been very busy promoting Joe Biden and all our political friends. There have been phone banks, sign building and erection, social media events and just about everything that could be done to win one of the most important elections for unions in recent history. Thanks to our members and many other concerned citizens, we managed to elect Joe Biden to the presidency. Now our attention now must shift to the Georgia senate race to gain some control on Capitol Hill.

2020 has been a challenging year for everyone, and the hurricane season this year gave Louisiana a hell of the time, especially for our brothers and sisters repeatedly hit in Lake Charles. We wish them well with their recovery, including the damage sustained to their hall. Any support would be greatly appreciated.

Billy Buckel, P.S.

A Year for the History Books

L.U. 150 (es,i,rts&spa) WAUKEGAN, IL — What a crazy, insane year! Yes, 2020 was definitely one for the history books! Between the insane, poisonous political atmosphere and being in what apparently is indefinite lockdown due to the global pandemic — well, let's hope things improve dramatically in 2021! Cer-

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

LOCAL LINES

tainly our president-elect, our first woman vice president and their administration will have their work cut out for them.

Unfortunately, due to the pandemic, we had to cancel all local social activities for 2020, including the annual picnic, golf outing, children's Christmas party and sadly, the annual December Christmas meeting for the membership.

This past year we lost the following retired members: Tom Bock, Corky Bruckner, Steve Craft, John Dolnenmaier, John Foli, Tom Gad, Joe Giraldi, Denver Kelly, John Kolar, Steve Lahey, Chris Lazzaretto, Jim Lubkeman and Mike Templeton. We also lost active members Bill Letkey and Damian Ravis. They represent many years of service to Local 150, and as is the case with each member that passes away, they helped build Local 150 into what we are today. Godspeed to each of them.

Please be safe and follow the CDC guidelines, both at work and away from work, and be respectful of others around you. Here's to a healthier 2021.

Wendy J. Cordts, P.S.

Construction Slows in a Cautious Economy

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — As of Dec. 1, heading into winter, calls for work continued to be slow. As anticipated, the construction industry in our area is experiencing a lag because of the COVID-19 crisis. Work in our area has dried up as existing projects come to an end, and new construction starts slowed amid a cautious economy.

In late fall, Minnesota Legislature passed a significant borrowing bill to enable cash flow for publicly funded capital investment projects throughout the state. We are hopeful that once these projects get off the ground, we will be able to see those publicly funded projects help close the work opportunity gap as private investment in capital projects has dropped off. In Minnesota, publicly funded projects — funded by the state — carry with them prevailing-wage requirements, which will help guarantee good paying and highly benefited union jobs for our members.

Writing this article shortly after the 2020 election, we are happy to report that Minnesota once again voted blue, delivering our 10 electoral votes for IBEW-endorsed candidates Biden/Harris. Locally, Minnesota didn't see too much change and continues to have a divided state government, with the GOP controlling the Senate and the Democrats controlling the House along with a Democratic governor.

Andy Snope, P.S.

Turkey Drive Delivers to Those in Need

L.U. 302 (i,rts&spa), MARTINEZ, CA — This year has been difficult for everyone for so many reasons. In an effort to bring some good will into the community, we were pleased to participate in a turkey drive put on by Concord City Councilman Dominic Aliano in conjunction with the Unity Council and Refuge Church. A thousand turkeys were donated by Albert Seeno III of Discovery Homes. IBEW Local 302, Sheet Metal Workers Local 104 and Sprinkler Fitters Local 483 delivered the turkeys to Concord residents in need, seniors and local nonprofits.

When so many lives are being devastated by COVID-19 and its economic repercussions, it is important that we come together and support each other. United we stand.

Melissa Vaughn, P.S.

Member Leads Efforts to Help American Legion Post

L.U. 440 (i,rts&spa), RIVERSIDE, CA — Member participation will always be a key component to the success of our brotherhood. However, member apathy has always been our No. 1 problem. So when members go above and beyond, it's nice to take the opportunity to showcase them.

A couple of months ago, an American Legion post in our jurisdiction was vandalized. One of our first-year apprentices, Jorge Guerrero, who is also a veteran, saw what had happened and had the desire to help. He knew that the union, with its reputation of prioritizing family and brotherhood, would be able to make that help happen.

While on his jobsite, speaking to his crew, one of our past Executive Board members Kasey Wooldridge, recommended that he submit to the Executive Board to do something on behalf of our local for that post.

Jorge contacted the hall and spoke to organizer Jeremy Forshaw, who worked with him to write up his request. Once presented to our Executive Board, they unanimously recommended and approved to help in any way possible. In addition to tools donated on behalf of Local 440, one of our signatory contractors, RIS, has graciously agreed to donate electrical materials needed for long-overdue improvements.

The tools and free materials are not the take-away from this story; instead, it speaks to the saying, "All of us need all of us." Had this brand-new apprentice not had the desire to help or the people to steer him in the right direction, then this American Legion post would not have received our help. Unions have historically fought for the betterment of our members and communities; and when our rank-and-file members chip in to ensure that continues, then we all win. Thank you, Jorge, for stepping up and bringing this to our attention, so that Local 440 could help our community and our veterans.

Bernie Balland, Mbr. Dev.



(Left to right) Jeremy Forshaw, Local 440 organizer; Steve Rodgers, American Legion Post 289; Jorge Guerrero, Local 440 apprentice, along with tools donated on behalf of the local.

Remembering Those Lost at Milwaukee Brewery Shooting

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — On Nov. 10, 2020, Molson Coors held a memorial service to remember those we lost on Feb. 26, 2020, in a mass shooting. One of the individuals we lost was Brother Dale Hudson, a member of Local 494. Dale Hudson — "Huddy" to his co-workers — was an avid hunter and fisherman with a wife and three children. He planned to retire at the end of 2020. At the ceremony, two IBEW Local 494 members laid a wreath to honor Dale Hudson next to the permanent memorial.

All of us at the IBEW 494 are still shocked by these senseless deaths. We continue to pray for the friends and families of those who were lost and for those fighting to recover, and we continue to offer our



A memorial monument commemorates those lost in the mass shooting at the Molson Coors brewery in Milwaukee.

support to all of those involved. IBEW members work hand-in-hand with other tradesmen and tradeswomen to make the brewery operate, and a tragic event like this has rocked our entire labor community.

We thank our partners at Molson Coors, who launched a fund to support the families of the five victims and kicked in \$500,000, with IBEW Local 494 donating \$10,000 from members, joining more than 2,000 community donors raising \$1,879,800.

John T. Zapfel, Political Dir.

Local 520 Receives Award From the San Angelo Chamber of Commerce

L.U. 520 (em,i&spa), AUSTIN, TX — On Nov. 10, IBEW members in San Angelo, Texas, received the Community Impact Award from the San Angelo Chamber of Commerce. Local 520 was selected to receive this award based on membership's commitment to improving both work and community environments. Each and every brother and sister is commended for stepping up to make a difference on a daily basis.

Some of the projects undertaken by our members include: teaming up with local food banks to distribute boxes of food to local families in need; donating countless bottles of hand sanitizer and hundreds of masks to members, contractors and local businesses throughout the community; donating time and money to local nonprofits like Boys & Girls Club, Sonrisas Trails, Open

Arms and the Junior League.

The impact the IBEW has had on San Angelo and the surrounding areas is immeasurable, and we are lucky to be a part of an organization that values building a strong, diverse community and that gives every member an equal opportunity to succeed.

Our local feels tremendous pride in our fellow brothers and sisters for their efforts that led to this award. IBEW 520 looks forward to our continued partnership with our community.

Diarmid Campbell, Career Dev. Organizer



Local 520 received the Community Impact Award from the San Angelo Chamber of Commerce.

Arizona Democratic Party Goes Union

L.U. 640 (em,govt,i,mo,mt,ptc,rts,spa&u), PHOENIX, AZ — On Aug. 31, our local and the Arizona Democratic Party signed an agreement giving union representation for the Democratic Party's organizers and organizing directors. The new members were very happy to become a part of the union, and even though the agreement was not signed until election crunch time, we had 42 new members sign up. The term runs through May of 2023, and with the agreement in place for the next election season, membership will be even higher.

Work in the local has been steady throughout this year of the virus, and next year the work picture still looks strong. Safe and happy holidays to all!

Tim Wilson, P.S.



(Left to right) Negotiating committee and new stewards Alejandra Gomez and Bailey Price, Local 640 President Delbert Hawk, Business Manager Dean Wine, AZ Democratic Party Chair Felecia Rotellini and Executive Director Herschel Fink.

Drive-Through Christmas Party Transforms Union Hall

L.U. 654 (i), CHESTER, PA — On Dec. 12, our local celebrated Christmas a little differently than in years past. Following social-distancing guidelines, we hosted our first ever drive-through Christmas party. Local 654 contractor Ford Brothers strung Christmas lights all over the hall grounds, transforming it into a true holiday wonderland. Several stations were set up with tents for members and their families to drive through and enjoy. Santa seekers were greeted by Local 654 officers, Frosty the Snowman, the Grinch and an assortment of Christmas elves. CATERED meals and cups of hot chocolate were given out, and the children received presents from Santa and Mrs. Claus. “Being able to still celebrate the holiday this year responsibly was huge for us,” said Local 654 member Karl Blaier. “It was great to be able to see everyone and their families.”

Timothy McLaverty, R.S.



Local 654's first drive-through Christmas party transformed the hall into a winter wonderland.

Congratulating Biden/Harris & Brightening the Holiday Season

L.U. 684 (c,i,rts&st), MODESTO, CA — We send our congratulations to President-elect Biden and Vice President-elect Harris for their victory to the White House. The IBEW looks forward to working alongside the new administration in pursuit of helping all organized and unorganized workers in the United States.

As a local, we move from a destructive fire season throughout California, with only a few projects briefly interrupted in our area, to a slow winter season, as many projects have wrapped or are close to it. We are saddened by the loss of many of our local brothers and keep them in our hearts getting through the holidays going in to 2021.

As we move into the holiday season, Local 684 and the LMCT have teamed up again to brighten the holiday season for numerous children around the Modesto area. Alongside the LMCT, we will be donating 32 bicycles and 4 toddler tricycles to the area U.S. Marine Corps' Toys 4 Tots Drive.



Collins Electric, inside wireman crew at the Tuolumne County Courthouse, Sonora, CA.

We are optimistic for 2021 and hope it will be a prosperous work year, as there are many projects planned to keep us busy.

Mike Mendoza, P.S.

Celebrating Black History Month

L.U. 692 (i,mt&spa), BAY CITY, MI — As we celebrate the countless accomplishments of Black Americans during Black History Month, it's important to recognize the efforts of lesser-known labor activists and union leaders who helped pave the way to a more inclusive and just workplace. Leaders like A. Phillip Randolph, who organized the Brotherhood of Sleeping Car Porters (BSCP) in 1926. Randolph fought tirelessly for fair wages and against unfair labor practices, even lobbying President Franklin D. Roosevelt to issue an executive order in 1941 that banned racial discrimination in the defense industry during World War II.

E.D. Nixon, a porter and the eventual head of Alabama's BSCP, was responsible for selecting and coaching Rosa Parks for her historic act of disobedience in 1955, even arranging for her bail and securing her a lawyer. Nixon also enlisted a then-little-known pastor named Martin Luther King Jr. to lead the ensuing Montgomery bus boycott.

Unfortunately, a deep history of racism does exist within the labor movement; but acknowledging our past shortcomings does not prevent us from working towards a more just future for all workers. The IBEW Constitution is an inclusive document that we all swore allegiance to. Recognizing historical contributions from marginalized brothers and sisters is just one way we can uphold that oath.

Brendon Baranek, Mbr. Dev.

Local Fundraising and New Agreements

L.U. 702 (i,o,u,uow,em,rts,rtb,spa,t,catv,lctt,cs,c,es,govt,mt,mo,ptc,se,st,ws,as,et,it,p&pet), WEST FRANKFORT, IL — On Oct. 23, 2020, we were excited to host our modified golf outing. Although the event was delayed from its usual third Friday in June date, and we were only able to accommodate one flight of golfers, it was heartwarming to raise money for the Poshard Foundation for Abused Children, poshardfoundation.org, and NubAbility Athletics, nubability.org. The support from our labor friends all across our jurisdiction and beyond is what makes this happen, and we extend our deepest appreciation to all of our sponsors and participants: These donations would not be possible without your continued involvement and generosity.

At Alcoa, members have ratified a one-year contract extension with a 2.75% general-wage increase.

We have a new three-year agreement in the city of Miner, Mo., with annual wage increases of 1, 2 and 3%.

Members have ratified a new five-year agreement in the city of Poplar Bluff, Mo., at Municipal Utilities that provides for annual 5% wage increases; but for new hires, the entire cost of dependent health care shifts to the employees and eliminates city-paid retiree healthcare.

As of this writing, our referral books are as follows: inside construction, 93; outside construction, 17; line clearance, 4.

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

female business manager, who is excited to take on this challenge. The Executive Board members are all prepared to support Sarita during this transition and beyond. We are confident that she will do a good job.

As we continue to struggle with COVID-19, please remember to take precautions. Wear your masks, wash your hands frequently, avoid close contact with others. Think of those who rely on you and want you to stay healthy. As electrical industry employees, we play an integral part in keeping America's infrastructure intact.

Please attend your unit meetings. Get involved. Thank you for all that you do each day, for working hard and showing those around you what it means to be a member of the IBEW. Remember, this is your local, and you have a voice.

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

Lighting Up the Grand Forks Veterans Memorial Wall

L.U. 1426 (govt,i,o,rtb,spa&u), GRAND FORKS, ND — The Veterans Memorial Wall project came to us in 2015, three business managers ago. With great pride we applaud past Business Managers Tim Hughes and Jeremy Denault, and current Business Manager Jamie Helgeson, who were all in front of this project to make it happen. The project laid idle with many delays until early spring 2020, but our Executive Board did not let this project fall to the wayside: We made a commitment to our local veterans to power up this park.

Local 1426 members were a valuable part of this project. They dedicated their personal time to complete it to show respect for those who have given us the ability to live freely. The project consisted of five shelters, honoring each branch of service with three 60-amp and two 100-amp power panels with lights, receptacles and five separate static displays. One of the displays is an anchor that came from the Kiska, a retired Naval ship. The other four are still waiting to be set and are expected to be completed by June 17, 2021. The mural and obelisks all have LED in-ground lighting that is controlled by photo eyes. The installation used thousands of feet of conduit ranging from 3/4 to 1-1/2 and required more than 500 hours of labor.

A special thanks to the members of Local 1426 who donated their time to help on this project honoring our veterans: Nathan Adamski, Josh Anderson, Steve Atkinson, Erick Brekke, Troy O'Donnell, Dillon Enninga, Matt Fjelstad, Mike Fjelstad, Zerian Franck, Kent Griggs, Dave Halverson, Jeremiah Johnson, Evan Lutt, Michael Moore, Scott Sansburn, Cody Schroeder, Dennis Schroeder, Miguel Shockman, Erik Shulind and Steve Walsh.

Steve Walsh, B.R.



(Left to right) Mrs. and Mr. Glenn Poshard of the Poshard Foundation for Abused Children, IBEW Local 702 Business Manager Steve Hughart, and Sam Kuhnert from NubAbility Athletics

A Call for Precautions and Local Involvement

L.U. 1116 (em,lctt&u), TUCSON, AZ — Brothers and sisters, by now you have heard about the changes in leadership at Local 1116. We wish to thank Scott Northrup for all of his dedicated years of service to our membership. Scott always led with his heart, and he did the things that he felt were right for us as a whole. He was always available and did his best for us. We wish Scott every success, with much happiness and good health in his new endeavors.

The Executive Board nominated Business Representative Sarita Morales to fill the remainder of Scott's term. Please join us in congratulating Sarita, our first



Local 1426 members made the commitment to power up the Veterans Memorial Wall and park.

Go Green

Get your ELECTRICAL WORKER delivered each month via email.

It's convenient & helps cut down on paper waste. Go to www.ibew.org/gogreen and sign up today!

Scan with a QR reader

Report of Independent Auditors

International Executive Council
International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2020 and 2019, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2020 and 2019, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Calibre CPA Group, PLLC

Bethesda, MD
October 5, 2020

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

JUNE 30, 2020 AND 2019

	2020	2019
Assets		
Cash and cash equivalents	\$11,068,052	\$10,385,112
Receivables		
Loans and advances to chartered bodies	424,000	483,415
Per capita tax receivable	12,905,051	11,890,498
Due from Trust for the IBEW Pension Benefit Fund (PBF)	828,982	119,710
Unbilled rent	5,848,580	6,009,020
Accrued interest and dividends	654,700	639,721
Security sales pending settlement	5,923,535	261,798
Other	621,380	587,330
Total receivables	27,206,228	19,991,492
Investments - at fair value	444,228,807	436,549,814
Property and equipment - at cost		
Land, building and improvements	140,128,444	140,789,467
Furniture and equipment	50,120,284	47,519,350
	190,248,728	188,308,817
Accumulated depreciation	(83,450,837)	(79,199,688)
Net property and equipment	106,797,891	109,109,129
Other assets		
Cash held for reciprocity agreements pending settlement	4,425,796	17,034,548
Deferred leasing, organization and financing costs (net of amortization)	2,766,135	2,749,146
Prepaid expenses	1,248,689	973,790
Inventory of merchandise and office supplies, at cost	1,522,852	1,360,491
Other	2,248,906	450,661
Total other assets	12,212,378	22,568,636
Total assets	\$601,513,356	\$598,604,183
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$6,801,192	\$5,670,328
Excess of projected benefit obligation over pension plan assets	127,400,451	78,714,347
Liability for postretirement benefits	78,496,000	73,216,010
Security purchases pending settlement	11,250,971	608,305
Deferred per capita tax revenue	10,814,585	10,281,807
Reciprocity agreement funds pending settlement	4,425,459	17,025,172
Other	5,426,792	3,832,027
Total liabilities	244,615,450	189,347,996
Net assets without donor restrictions		
Appropriated for additional postretirement benefits	173,768,000	167,912,000
Unappropriated	183,129,906	241,344,187
Total net assets	356,897,906	409,256,187
Total liabilities and net assets	\$601,513,356	\$598,604,183

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

YEARS ENDED JUNE 30, 2020 AND 2019

	2020	2019
Operating revenue		
Per capita tax	\$ 150,471,290	\$ 144,132,304
Initiation and reinstatement fees	1,787,719	1,894,094
Rental income, net	12,065,593	12,123,627
Sales of supplies	817,109	1,016,769
Other income	2,947,354	4,455,087
Total operating revenue	168,089,065	163,621,881
Operating expenses		
Program services expenses		
Field services and programs	115,269,032	106,076,840
Media relations	11,840,471	8,824,583
Industry trade programs	19,625,533	19,366,526
Per capita tax expense	7,476,115	7,405,568
Legal defense	2,651,624	2,769,262
Total program services	156,862,775	144,442,779
Supporting services expenses		
Governance and oversight	7,555,265	7,392,597
General administration	10,535,237	9,250,958
Total supporting services	18,090,502	16,643,555
Total operating expenses	174,953,277	161,086,334
Change in net assets from operations before investment and other income	(6,864,212)	2,535,547
Investment income		
Interest and dividends	7,234,071	6,886,696
Net appreciation in fair value of investments	3,997,258	13,296,567
Investment expenses	(953,672)	(1,034,975)
Net investment income	10,277,657	19,148,288
Other income (expense)		
Gain (loss) on sale of property and equipment	(282,609)	19,930
Currency translation adjustment	(789,239)	(620,327)
Total other income (expense)	(1,071,848)	(600,397)
Change in net assets from operations after investment and other income	2,341,597	21,083,438
Other components of defined benefit pension and postretirement net periodic benefit cost		
Pension benefits	3,757,845	5,692,880
Postretirement health care benefits	(1,656,000)	(1,514,000)
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost	(54,071,581)	(46,182,115)
Postretirement health care benefits	(2,730,142)	(1,911,258)
Appropriation of net assets to fund postretirement benefits not yet accrued	(5,856,000)	(6,749,000)
Change in net assets without donor restrictions, unappropriated	(58,214,281)	(29,580,055)
Net assets without donor restrictions, unappropriated		
Beginning of year	241,344,187	270,924,242
End of year	\$ 183,129,906	\$ 241,344,187
Net assets without donor restrictions, appropriated		
Beginning of year	\$ 167,912,000	\$ 161,163,000
Appropriation of net assets to fund postretirement benefits not yet accrued	5,856,000	6,749,000
End of year	\$ 173,768,000	\$ 167,912,000

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

YEARS ENDED JUNE 30, 2020 AND 2019

	2020							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 45,795,233	\$ 2,171,798	\$ 8,092,744	\$ -	\$ -	\$ 3,067,934	\$ 5,770,636	\$ 64,898,345
Payroll taxes and employee benefits	39,273,268	1,850,509	6,937,931	-	-	2,628,816	4,927,984	55,618,508
Per capita taxes	-	-	-	7,476,115	-	-	-	7,476,115
Professional fees	1,296,750	45,370	513,502	-	2,651,624	60,354	514,259	5,081,859
Travel and related expenses	5,303,122	36,310	505,680	-	-	313,374	17,582	6,176,068
Electrical Worker printing and mailing expenses	-	4,629,742	-	-	-	-	-	4,629,742
Other expenses	13,478,380	2,816,140	2,836,319	-	-	876,032	1,117,058	21,123,929
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,565,000)	(2,565,000)
Building operations	10,122,279	290,602	739,357	-	-	608,755	752,718	12,513,711
Total operating expense	115,269,032	11,840,471	19,625,533	7,476,115	2,651,624	7,555,265	10,535,237	174,953,277
Other components of defined benefit pension and postretirement net periodic benefit cost	(1,484,153)	(69,931)	(262,187)	-	-	(99,344)	(186,230)	(2,101,845)
Total	\$ 113,784,879	\$ 11,770,540	\$ 19,363,346	\$ 7,476,115	\$ 2,651,624	\$ 7,455,921	\$ 10,349,007	\$ 172,851,432

	2019							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 42,107,391	\$ 1,969,363	\$ 7,746,909	\$ -	\$ -	\$ 2,905,727	\$ 5,494,851	\$ 60,224,241
Payroll taxes and employee benefits	35,611,485	1,664,539	6,553,447	-	-	2,632,372	4,442,233	50,904,076
Per capita taxes	-	-	-	7,405,568	-	-	-	7,405,568
Professional fees	854,073	67,364	501,216	-	2,769,262	41,247	297,766	4,530,928
Travel and related expenses	6,949,767	50,514	713,149	-	-	426,036	30,657	8,170,123
Electrical Worker printing and mailing expenses	-	4,484,663	-	-	-	-	-	4,484,663
Other expenses	9,469,485	264,249	3,016,590	-	-	703,891	763,387	14,217,602
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,625,000)	(2,625,000)
Building operations	11,084,639	323,891	835,215	-	-	683,324	847,064	13,774,133
Total operating expense	106,076,840	8,824,583	19,366,526	7,405,568	2,769,262	7,392,597	9,250,958	161,086,334
Other components of defined benefit pension and postretirement net periodic benefit cost	(2,923,254)	(136,670)	(538,083)	-	-	(379,336)	(201,537)	(4,178,880)
Total	\$ 103,153,586	\$ 8,687,913	\$ 18,828,443	\$ 7,405,568	\$ 2,769,262	\$ 7,013,261	\$ 9,049,421	\$ 156,907,454

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

YEARS ENDED JUNE 30, 2020 AND 2019

	2020	2019
Cash flows from operating activities		
Cash flows from		
Affiliated chartered bodies	\$ 152,594,343	\$ 146,769,412
Interest and dividends	7,219,092	6,838,851
Rental income	12,732,827	12,379,396
Participant contributions collected on behalf of PBF	89,557,751	86,818,004
Reimbursement of administrative expenses from PBF	2,565,000	2,625,000
Other	2,913,304	4,490,465
Cash provided by operations	267,582,317	259,921,128
Cash paid for		
Salaries, payroll taxes, and employee benefits	(117,492,792)	(114,973,818)
Service providers, vendors and others	(47,632,659)	(37,136,896)
Participant contributions remitted to PBF	(90,327,023)	(88,651,904)
Per capita tax	(7,476,115)	(7,405,568)
Interest	(98,700)	(2,468,419)
Cash used for operations	(263,027,289)	(250,636,605)
Net cash provided by operating activities	4,555,028	9,284,523
Cash flows from investing activities		
Repayments on loans and advances made to chartered bodies	59,415	424,000
Purchases of property and equipment	(3,612,108)	(3,159,678)
Purchases of investments	(182,927,899)	(176,338,134)

	2020	2019
Proceeds from sales of property and equipment	50,905	20,401
Proceeds from sales of investments	166,664,777	245,924,718
Net short-term cash investment transactions	17,562,316	(29,289,461)
Net cash provided by (used for) investing activities	(2,202,594)	37,581,846
Cash flows from financing activities		
Payments on mortgages and other notes	-	(41,155,933)
Principal repayments under capital lease obligations	(880,255)	(111,596)
Net cash used for financing activities	(880,255)	(41,267,529)
Effect of exchange rate changes on cash and cash equivalents	(789,239)	(620,327)
Net change in cash and cash equivalents	682,940	4,978,513
Cash and cash equivalents		
Beginning of year	10,385,112	5,406,599
End of year	\$ 11,068,052	\$ 10,385,112
Supplemental disclosure		
Property and equipment acquired under capital lease obligations	\$ 1,799,556	\$ 774,156

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

International Brotherhood of Electrical Workers and Subsidiaries

Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2020 AND 2019

Note 1. Summary of Significant Accounting Policies

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

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

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

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

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

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

As of June 30, 2020 and 2019, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2020 and 2019 were settled in July 2020 and 2019, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2020 and 2019.

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

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

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

Revenue Recognition — Revenue from members and customers consists primarily of per capita tax, initiation and reinstatement fees, royalties, event registrations, and sales of supplies. Revenue is recognized when control of the promised goods or services is transferred to our members and customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. This revenue is recognized net of discounts, waivers, and refunds. Revenue is recognized using the five-step approach required by ASC Topic 606, *Revenue From Contracts With Customers*, as follows:

- Identification of the contract;
- Identification of the performance obligations in the contract;
- Determination of the transaction price;
- Allocation of the transaction price to the performance obligations in the contract; and
- Recognition of revenue when, or as, performance obligations are satisfied.

Performance Obligations and Significant Judgments

A performance obligation is a promise in a contract to transfer a distinct good or service to the customer. A contract's transaction price is allocated to each performance obligation identified in the arrangement based on the relative standalone selling price of each distinct good or service and recognized as revenue when, or as, the performance obligation is satisfied.

Per capita taxes entitle members to a bundle of goods and services that are considered a single performance obligation and provided ratably over the membership period. Initiation and reinstatement fees are assessments levied at a point in time. Sales of supplies entitle members and customers to IBEW branded goods for which revenue is recognized when goods are provided to the member/customer. Event registrations are recognized as revenue when the event is held, and royalties are recognized as revenue as underlying sales are made.

Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities reported in the consolidated statements of financial position. Contract assets consist primarily of per capita tax receivable, which is recognized only to the extent that it is probable that IBEW will collect substantially all of the consideration to which it is entitled in exchange for the goods or services that will be or have been transferred. Contract liabilities consist primarily of deferred per capita tax revenue that results when IBEW receives advance payments from our members before revenue is recognized.

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

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

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

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

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

New Accounting Pronouncements Adopted — During the year ended June 30, 2020, IBEW adopted the provisions of Accounting Standards Update 2014-09, *Revenue from Contracts with Customers* (Topic 606). Topic 606 prescribes a single model for revenue recognition, with a set of principles to be used for determining when revenue should be recognized, including performance obligations, estimating the amount of variable consideration to include in the transaction price, and allocating the transaction price to each separate performance obligation. It also requires expanded disclosures about the nature, amount, and timing of revenue and cash flows.

Also, during the year ended June 30, 2020, IBEW adopted the provisions of Accounting Standards Update 2017-07, *Improving the Presentation of Net Periodic Pension Cost and Net Periodic Postretirement Benefit Cost* (the Update). The Update requires that only the service cost component of net periodic pension and postretirement costs be reported with other compensation costs in the statements of activities and functional expenses. The other components of net benefit cost (interest cost, actual return on plan assets, amortization of prior service cost/credit, gain/loss, amortization of net transition asset/obligation) are required to be reported in the statement of activities as a change in net assets without donor restrictions separate from expenses. The effects of this change have been applied retrospectively.

Reclassifications — Certain reclassifications have been made to the 2019 consolidated financial statements to conform to the presentation in the 2020 consolidated financial statements.

Note 2. Tax Status

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

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2017 through 2019 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity and Availability of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$173,768,000 as of June 30, 2020 and \$167,912,000 as of June 30, 2019 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2020 and 2019.

	2020	2019
Total assets	\$ 601,513,356	\$ 598,604,183
Less nonfinancial assets		
Net property and equipment	(106,797,891)	(109,109,129)
Net deferred leasing, organization, and financing costs	(2,766,135)	(2,749,146)
Prepaid expenses	(1,248,689)	(973,790)
Inventory	(1,522,852)	(1,360,491)
Other nonfinancial assets	(2,248,906)	(450,661)
Total financial assets	486,928,883	483,960,966
Less amounts unavailable within one year		
Appropriated for additional postretirement benefits	(173,768,000)	(167,912,000)
Reciprocity Agreement funds pending settlement	(4,425,459)	(17,025,172)
Loans and advances to chartered bodies not expected to be collected within one year	(406,000)	(424,000)
Unbilled rent receivable not expected to be collected within one year	(5,813,761)	(5,696,552)
Total financial assets available for general expenditures within one year	<u>\$ 302,515,663</u>	<u>\$ 292,903,242</u>

Note 4. Investments

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

	June 30, 2020	
	Cost	Fair Value
Short-term cash investments	\$ 42,323,161	\$ 42,323,161
Government and government agency obligations	31,421,546	32,234,944
Corporate bonds and notes	48,937,722	49,709,043
Preferred stock	190,800	174,574
Common stock	123,678,520	160,035,371
Mortgage loans	1,747,463	1,865,093
Mutual funds	10,916,984	9,658,708
103-12 entities	19,177,522	39,030,824
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	88,318,638
AFL-CIO Housing Investment Trust	20,138,048	20,878,451
	<u>\$ 346,659,220</u>	<u>\$ 444,228,807</u>

	June 30, 2019	
	Cost	Fair Value
Short-term cash investments	\$ 59,896,996	\$ 59,896,996
Government and government agency obligations	24,830,869	25,298,844
Corporate bonds and notes	37,077,283	37,291,368
Preferred stock	275,800	268,946
Common stock	120,671,719	156,803,089
Mortgage loans	1,895,036	2,012,666
Mutual funds	10,608,062	10,704,321
103-12 entities	19,213,532	36,798,408
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	87,968,940
AFL-CIO Housing Investment Trust	19,610,478	19,506,236
	<u>\$ 342,207,229</u>	<u>\$ 436,549,814</u>

Fair Value Measurement

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

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

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

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

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

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

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

The following table set forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2020:

Description	Total Investments	Quoted Market	Significant Other	Significant
		Prices for Assets (Level 1)	Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Short-term cash investments	\$ 42,323,161	\$ -	\$ 42,323,161	\$ -
Government and government agency obligations	32,234,944	10,791,069	21,443,875	-
Corporate bonds and notes	49,709,043	-	49,709,043	-
Preferred stock	174,574	-	174,574	-
Common stock	160,035,371	139,208,426	-	20,826,945
Mortgage loans	1,865,093	-	1,865,093	-
Mutual funds	9,658,708	9,658,708	-	-
Total	<u>296,000,894</u>	<u>\$ 159,658,203</u>	<u>\$ 115,515,746</u>	<u>\$ 20,826,945</u>
Investments measured at NAV*	148,227,913			
Investments at fair value	<u>\$ 444,228,807</u>			

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

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

Description	Total Investments	Quoted Market	Significant Other	Significant
		Prices for Assets (Level 1)	Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Short-term cash investments	\$ 59,896,996	\$ -	\$ 59,896,996	\$ -
Government and government agency obligations	25,298,844	12,036,734	13,262,110	-
Corporate bonds and notes	37,291,368	-	37,291,368	-
Preferred stock	268,946	-	268,946	-
Common stock	156,803,089	140,766,682	-	16,036,407
Mortgage loans	2,012,666	-	2,012,666	-
Mutual funds	10,704,321	10,704,321	-	-
Total	<u>292,276,230</u>	<u>\$ 163,507,737</u>	<u>\$ 112,732,086</u>	<u>\$ 16,036,407</u>
Investments measured at NAV*	144,273,584			
Investments at fair value	<u>\$ 436,549,814</u>			

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

Changes in Fair Value of Level 3 Assets

The following table set forth a summary of the changes in fair value of the International Union's Level 3 assets for the year ended June 30, 2020:

Changes in Level 3 Category	Stock
Beginning Balance - 7/1/2019	\$ 16,036,407
Net gains (realized/unrealized)	4,790,538
Purchases	-
Sales	-
Transfers in/out Level3	-
Ending Balance - 6/30/2020	<u>\$ 20,826,945</u>

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

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2018	\$ 15,617,340
Net gains (realized/unrealized)	419,067
Purchases	–
Sales	–
Transfers in/out Level3	–
Ending Balance – 6/30/2019	<u>\$ 16,036,407</u>

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2020 and 2019.

Level 1

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

Level 2

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

Short-term cash investments are valued at cost which approximates fair value.

Level 3

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

Note 5. Investments in Investment Entities

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

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

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

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2020 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a. 103-12 investment entities	\$ 39.0	\$ –	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	20.9	–	Monthly	15 days
			Maximum 20% redemptions allowed for 24 months following initial investment, daily	
c. INDURE REIT LLC	88.3	–	redemptions after	One day

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

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$29.8 million and another in the ULLICO Diversified International Equity Fund for \$9.2 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

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

b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

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

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

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

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

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

b. The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) Housing Investment Trust (HIT) invests in a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. Redemptions are permitted monthly with a 15-day notice period.

c. The INDURE REIT LLC invests solely in the INDURE Build to Core Fund, LLC which is a fund that is valued based on NAV. During the first two years following initial investment, redemption was limited to a maximum of 20% of investment balance. Following the two-year period, redemptions are permitted daily with a one-day notice period.

Note 6. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006. The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2020 and 2019 is summarized as follows:

	2020	2019
Reported as part of compensation expense		
Service cost	\$ 23,014,307	\$ 19,202,491
Reported as other changes in net assets		
Interest cost	23,235,903	23,541,573
Expected return on plan assets	(35,837,573)	(34,112,140)
Net amortization of loss	8,843,825	4,877,687
	<u>(3,757,845)</u>	<u>(5,692,880)</u>
Net periodic pension cost	<u>\$ 19,256,462</u>	<u>\$ 13,509,611</u>

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2020 and 2019 are as follows:

	2020	2019
Net actuarial loss	<u>\$ 54,071,581</u>	<u>\$ 46,182,115</u>

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2020 consist of the following:

Net actuarial loss	<u>\$ 202,301,222</u>
---------------------------	-----------------------

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2020	2019
Discount rate	4.00%	4.50%
Average rate of compensation increase	4.25%	4.50%
Expected long-term rate of return on plan assets	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2020 and 2019 are summarized as follows:

	2020	2019
Fair value of plan assets	\$ 532,793,378	\$ 528,815,378
Projected benefit obligation	660,193,829	607,529,725
Deficiency of plan assets over projected benefit obligation	\$ 127,400,451	\$ 78,714,347

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

	2020	2019
Discount rate	3.50%	4.00%
Average rate of compensation increase	4.00%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2020 and 2019 were as follows:

	2020	2019
Employer contributions	\$ 24,641,939	\$ 23,633,734
Employee contributions	1,888,925	1,821,763
Benefit payments	29,056,060	28,612,561

Total expected employer contributions for the year ending June 30, 2021 are \$24.2 million.

Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2021	\$ 30,453,985
2022	31,001,260
2023	31,620,546
2024	32,572,252
2025	33,616,883
Years 2026 -2030	184,951,634

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

Total pension plan weighted-average asset allocations at June 30, 2020 and 2019, by asset category, are as follows:

Asset category	2020	2019
Cash and cash equivalents	4%	4%
Equity securities	60%	61%
Debt securities	21%	20%
Real estate and other	15%	15%
	100%	100%

The plans' investment strategies are based on an expectation that equity securities will outperform debt securities over the long term, and that the plans should maximize investment return while minimizing investment risk through appropriate portfolio diversification. All investments are actively managed by a diversified group of professional investment managers, whose performance is routinely evaluated by a professional investment consultant. Target allocation percentages are 50% for equities, 30% for fixed income securities, 13% for real estate, and 7% for other investments (principally limited partnerships).

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2020:

Description	Total Investments at June 30, 2020	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 191,199,692	\$ 191,199,692	\$ -	\$ -
Preferred stock	174,574	-	174,574	-
Corporate bonds	27,110,027	-	27,110,027	-
U.S. Government and government agency obligations	14,865,315	4,277,005	10,588,310	-
Municipal bonds	12,301,970	-	12,301,970	-
Registered investment companies	1,690,593	1,690,593	-	-
Common/collective trusts	11,393,987	-	-	11,393,987
	258,736,158	\$ 197,167,290	\$ 50,174,881	\$ 11,393,987
Investments measured at net asset value*	246,114,684			
Total	\$ 504,850,842			

Non-Pool Investments

Cash and cash equivalents	\$ 621,324	\$ 621,324	\$ -	\$ -
Common/collective trusts	11,318,171	-	-	11,318,171
Canadian Government obligations	6,240,965	1,164,660	5,076,305	-
Corporate obligations	6,769,417	-	6,769,417	-
Common stocks	22,055,137	22,055,137	-	-
	47,005,014	\$ 23,841,121	\$ 11,845,722	\$ 11,318,171

Investments measured at net asset value*

1,966,819

Total

48,971,833

Other Assets and Liabilities

Cash	4,925
Accrued investment income receivable	606,129
Accounts payable and accrued expenses	(701,244)
Net transactions pending settlement	(3,213,800)
Total	(3,303,990)
Net assets, total	550,518,685
Less: share to other employers	(17,725,307)
Fair value of plan assets	\$ 532,793,378

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

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

Description	Total Investments at June 30, 2019	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 188,876,412	\$ 188,876,412	\$ -	\$ -
Preferred stock	283,760	-	283,760	-
Corporate bonds	26,766,466	-	26,766,466	-
U.S. Government and government agency obligations	23,561,888	12,305,111	11,256,777	-
Municipal bonds	4,434,623	-	4,434,623	-
Registered investment companies	1,702,032	1,702,032	-	-
Common/collective trusts	11,996,549	-	-	11,996,549
	257,621,730	\$ 202,883,555	\$ 42,741,626	\$ 11,996,549
Investments measured at net asset value*	245,591,405			
Total	\$ 503,213,135			

Non-Pool Investments

Cash and cash equivalents	\$ 1,745,288	\$ 1,745,288	\$ -	\$ -
Common/collective trusts	8,397,378	-	-	8,397,378
Canadian Government obligations	4,742,489	1,164,660	3,577,829	-
Corporate obligations	6,781,387	-	6,781,387	-
Common stocks	25,252,063	25,252,063	-	-
	46,918,605	\$ 28,162,011	\$ 10,359,216	\$ 8,397,378

Investments measured at net asset value*

1,631,309

Total

48,549,914

Other Assets and Liabilities

Cash	2,594
Accrued investment income receivable	653,512
Accounts payable and accrued expenses	(355,312)
Net transactions pending settlement	(7,204,734)
Total	(6,903,940)
Net assets, total	544,859,109
Less: share to other employers	(16,043,731)
Fair value of plan assets	\$ 528,815,378

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

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2020 and 2019:

Changes in Level3 Category	Common/Collective Trusts	
	2020	2019
Beginning balance - 7/1/	\$ 20,393,927	\$ 22,604,203
Net gains(realized/unrealized)	-	-
Purchases	105,231,432	106,793,185
Sales	(102,913,201)	(109,003,461)
Ending balance - 6/30/	\$ 22,712,158	\$ 20,393,927

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,138,807 and \$1,002,947 as of June 30, 2020 and 2019, respectively. The International Union also contributes to a multi-employer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,191,716 and \$1,158,357 for the years ended June 30, 2020 and 2019, respectively.

Note 7. Postretirement Benefits

The International Union provides medical and prescription insurance coverage for both active and retired employees through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union does not report a liability for the excess of the related postretirement benefit obligation over plan assets in connection with the provision of these benefits. However, the International Union does appropriate net assets in an amount sufficient to fund the liability that would be accrued for the medical and prescription insurance coverage were those benefits not funded through a multiemployer plan. The International Union also provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union. A liability is reported for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these additional benefits. Related benefit costs for the years ended June 30, 2020 and 2019:

	2020	2019
Reported as part of compensation expense		
Service cost	\$ 3,372,000	\$ 3,122,000
Reported as other changes in net assets		
Interest cost	3,074,000	3,213,000
Amortization of prior service cost	(1,418,000)	(1,699,000)
	1,656,000	1,514,000
Total postretirement benefit cost	\$ 5,028,000	\$ 4,636,000

The accumulated postretirement benefit obligation and funded status at June 30, 2020 and 2019 are as follows:

	2020	2019
Postretirement benefit obligation	\$ 78,496,000	\$ 73,216,010
Fair value of plan assets	-	-
Excess of postretirement benefit obligation over plan assets	\$ 78,496,000	\$ 73,216,010

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$2,478,000 and \$2,745,000 for the years ended June 30, 2020 and 2019, respectively. Amounts of as June 30, 2020 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Prior service cost	\$ (4,030,000)
Net gain	(2,136,000)
	<u>\$ (6,166,000)</u>

The amounts that will be amortized from net assets into net periodic benefit cost during 2021 total \$1,357,000.

During the year ended June 30, 2020, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$15,500,000 for medical and prescription coverage for both active and retired employees.

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

	2020	2019
Discount rate	4.00%	4.50%

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

	2020	2019
Discount rate	4.00%	4.00%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2020, were assumed to increase by 8.0% for medical, 5.42% for green shield, 3.73% for dental/vision, 3.73% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.73% over 15 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2020 by \$14,539,000 and \$1,498,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2020 by \$11,722,000 and \$1,152,000, respectively.

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

Year ending June30, 2021	\$ 2,984,000
2022	3,108,000
2023	3,251,000
2024	3,413,000
2025	3,594,000
Years 2026 -2030	20,739,000

The International Union appropriated investments of \$173,768,000 at June 30, 2020 to pay for future post-retirement benefit costs.

Note 8. Mortgages Payable

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

Note 9. Revenue from Contracts with Customers

The following table disaggregates IBEW's revenue based on timing of satisfaction of performance obligations for the years ended June 30, 2020 and 2019.

	2020	2019
Performance obligations satisfied over time		
Per capita tax	\$ 150,471,290	\$ 144,132,304
Royalty revenue	609,618	1,036,827
Performance obligations satisfied at a point in time		
Initiation and reinstatement fees	1,787,719	1,894,094
Sales of merchandise and supplies	817,109	1,016,769
Meeting registration and fees	1,462,950	2,114,263
Other Revenue*		
Rental income, net	12,065,593	12,123,627
Other income	874,786	1,303,997
	<u>\$ 168,089,065</u>	<u>\$ 163,621,881</u>

*Due to the nature of these revenue streams, these items are excluded from required disaggregation under Topic 606. The are included here to provide a reconciliation to total revenues reported in the consolidated statement of activities.

Contract Balances

All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2020 and 2019 are as follows.

	2020	2019	2018
Receivables			
Per capita tax	\$ 12,905,051	\$ 11,890,498	\$ 10,470,183
Merchandise sales	33,868	421,968	92,833
	<u>\$ 12,938,919</u>	<u>\$ 12,312,466</u>	<u>\$ 10,563,016</u>
Deferred revenue			
Per capita tax	\$ 10,814,585	\$ 10,281,807	\$ 9,135,247
Convention income	1,604,904	1,477,601	1,089,773
	<u>\$ 12,419,489</u>	<u>\$ 11,759,408</u>	<u>\$ 10,225,020</u>

Note 10. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2018, these agreements were extended to December 2025. For the years ended June 30, 2020 and 2019, the International Union recognized as revenue \$609,618 and \$1,036,827, respectively.

Note 11. Litigation

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

Note 12. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,565,000 and \$2,625,000, for the years ended June 30, 2020 and 2019, respectively.

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

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

Note 13. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2031, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

Year ending June30, 2021	\$ 10,085,231
2022	9,682,293
2023	9,410,227
2024	8,724,280
2025	7,274,474
Thereafter	21,973,421

Note 14. Capital Leases

The International Union has entered into a master lease agreement for automobiles that qualifies as a capital lease arrangement. As such, the leased automobiles are capitalized and depreciated over their respective lease terms, and a liability is reported for the net present value of the future lease payments due. Remaining lease payments as of June 30, 2020 are due as follows:

Year ending June30,	2021	\$ 1,211,038
	2022	432,893
		<u>1,643,931</u>
Less amount representing interest		<u>(62,070)</u>
Net present value of remaining lease payments		<u>\$ 1,581,861</u>

Note 15. Risks and Uncertainties

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

Note 16. Subsequent Events Review

Subsequent to year-end, U.S. and global business and financial markets have been severely impacted by the Coronavirus pandemic. The potential impacts on IBEW's financial condition and activities cannot be determined at this time. All subsequent events have been evaluated through October 5, 2020, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no other material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

EXECUTIVE OFFICERS

Lonnie R. Stephenson
International President

Kenneth W. Cooper
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Christopher Erikson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
James Burgham

Fourth District
William W. Riley

Fifth District
Frank Furco

Sixth District
Dean E. Wine

Seventh District
Patrick Lavin

Eighth District
Ross Galbraith

INTERNATIONAL VICE PRESIDENTS

First District
Thomas Reid

Second District
Michael P. Monahan

Third District
Michael D. Welsh

Fourth District
Gina P. Cooper

Fifth District
Brian K. Thompson

Sixth District
David J. Ruhmkorff

Seventh District
Steven Speer

Eighth District
Jerry Bellah

Ninth District
John J. O'Rourke

Tenth District
Brent E. Hall

Eleventh District
Mark D. Hager

THE ELECTRICAL WORKER

Editor
Lonnie R. Stephenson

Mark Brueggjenjohann

Matt Spence

Alex Hogan

Curtis D. Bateman

John Sellman

Erin Sutherland

Asifa Haniff

Ben Temchine

Sean Bartel

Colin Kelly

Rix Oakland

Colleen Crinion

Michael Pointer

Janelle Hartman

Joe Conway

Emily Welsh

IBEW MERCHANDISE



IBEW POCKET KNIFE \$25.00

3" stainless steel handle with electro etched IBEW initials.
2.25" stainless steel locking blade.



UNION YES BUMPER STICKER \$.30

2.5" x 9.25" weather proof vinyl bumper sticker.
"Union Yes" with IBEW logo.



GRAY HOODED ZIP FRONT SWEATSHIRT \$33.00

50/50 poly-cotton blend with IBEW initials
screened on left chest and full logo on back.

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

www.ibewmerchandise.com



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

©2021 International Brotherhood of Electrical Workers.

The Electrical Worker (print)
ISSN 2332-113X

The Electrical Worker (online)
ISSN 2332-1148

All rights reserved. Printed in the U.S.A. on Union-made paper.

POSTMASTER: Send address changes to *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001.

The Electrical Worker will not be held responsible for views expressed by correspondents.

Paid advertising is not accepted.

Publications Mail Agreement No. 40011756.
Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

WHO WE ARE

BIG HEARTS Always in Season for IBEW Members

IBEW brothers and sisters are hard-wired to do good, as they demonstrate every day in cities big and small throughout North America. Their help was needed more than ever in 2020, and they answered every call. Locals organized food drives, delivered meals to homes, sent boxed lunches to hospital workers, distributed masks and other PPE, and much more. When the winter holidays rolled around, their generosity only surged. Some locals broke their own records as they gathered mountains of groceries, toys and warm clothes. But every kindness, no matter the scope, made a difference to people in need, and that embodies the spirit of our monthly “Who We Are” feature. We can only picture a few of the endless good deeds here, but we honor them all, and all of you who had a hand in carrying them out. ■



▲ East Windsor, N.J. Local 827 is split into six units statewide, and every one of them helped fill hearts and stomachs over the holidays. A few examples: At top left, Hudson Unit members prepare to deliver 12,000 pounds of food to two pantries in Paterson, including the Father English food bank. Its deeply grateful director, top right, said he’s gone from feeding 7,000 people a month to 42,000 during the pandemic. Bottom right: Central Unit members show off some of the toys they delivered in December; earlier, at left, members from Central’s Sub Unit 8 collected nearly 2,000 pounds of food within a week for the Monmouth Ocean food bank.



▲ The Apprentice Council at Lima, Ohio, Local 32, made TV news for its holiday season generosity, an annual tradition that usually includes two months of ticket sales for a 50-50 charity raffle. Social distancing put that on hold, but the apprentices carried on with their annual food drives that in 2020 benefited the city’s Veterans Food Pantry and Meals ‘til Monday, which helps feed children when school cafeterias are closed. Fourth-year apprentice and council chair Meredith Hall said they hope to sponsor an even larger charity drive this spring.



▲ Across Alaska, members of Anchorage-based Local 1547 made sure that COVID-19 restrictions wouldn’t get in the way of a happy holiday season for families in need. In Juneau, at left, members launched a food drive that quickly snowballed community-wide, benefiting the Southeast Alaska Food Bank. At right: 18 hours south in Ketchikan, IBEW elves made special deliveries to children’s homes on Dec. 12, gifts that members normally distribute at a holiday party. In a colorful ad inviting families to schedule a visit, they said, “COVID-19 can’t keep Santa away!”



▲ Members of Windsor, Ontario, Local 773, help feed people in need year-round, including a Christmas lunch at a local eatery, Mezzo Ristorante. Lacking space for social distancing, the 2020 event was nearly canceled. But Business Manager Karl Lovett had an idea: Make the food at Mezzo and serve it at the city’s mission. Despite a smaller crew due to COVID-19, Lovett (at left, with Mezzo owner Filip Rocca) said they still managed to serve hot chicken meals with all the trimmings to about 25 people at a time. Others received meal boxes to go. Volunteers also gave away stuffed reindeers at the mission and local pediatric wards. In a radio interview, Lovett said, “When you belong to a great union you have that feeling of giving back. My members are always asking how they can help.”



▲ Boston Local 103 members delivered holiday cheer and warmth to their community, amassing mountains of toys as part of a citywide drive, as well as winter clothes for adults and children in need. The women’s committee manages the latter project, collecting hats, scarves, gloves, jackets and other winter attire for women’s shelters. In 2020, “needs seemed to be escalated for both toys and clothing,” Business Manager Lou Antonellis said. “Our members once again stepped up and delivered.”