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IBEW News

Bigger in Texas

America's Largest Solar Farm Brings 500 Jobs to Houston **20**

In This Issue

Editorials 2

North of 49° 5

Politics & Jobs 6

Transitions 7

Grounded in History 10

In Memoriam 10

IEC Minutes 12

40th IBEW Convention

Postponed 12

Local Lines 14

Retirees 18

Who We Are 19



THE \$2 TRILLION PLAN TO REBUILD AMERICA

Union Workers at the Heart of Largest Public Investment Program in Nearly a Century



Members in every branch of the IBEW stand to benefit from the American Jobs Plan, which would be the largest investment in America and American workers in nearly a century.

resident Joe Biden proposed the largest investment in American infrastructure since World War II at the end of March, introduced by Mike Fiore, a member of Pittsburgh Local 29. Four weeks later he renewed his call for the \$2.3 trillion American Jobs Plan from the House floor, again with the IBEW at the heart of his pitch.

"The American Jobs Plan will put engineers and construction workers to work building more energy efficient buildings and homes. Electrical workers, IBEW members, installing 500,000 charging stations along our highways so we can own the electric car

AN INVESTMENT IN AMERICAN WORKERS

market," he said. "For too long we've failed to use the most important word when it comes to meeting the climate crisis: Jobs. Jobs. Jobs."

Over the last few decades, the American economy has boomed creating virtual things: the internet, logistics, housing bubbles and banking innovations. But all of that is built on the real world: ports, roads, fiber optic cables and transmission lines. And that real world has been crumbling, year after year, president after president.

"On a symbolic level, the president laying out this proposal with one of our own members introducing him was really important," said International President Lonnie R. Stephenson. "But presidents have said nice things about us before and stabbed working people in the back. The American Jobs Plan is different.

"I've never seen anything like this in my life, and no president since Franklin Roosevelt has put organized labor and workers' rights at the center of American policy like President Biden has with this plan."

Nearly every forgotten corner of the American economy — and every branch of the IBEW — will be transformed for decades by this proposal if it passes, and it is backed by the strongest "Buy American" and labor protections ever proposed.

"I began my campaign in Pittsburgh saying I was running to rebuild the backbone of America. Today I return as president to lay out the vision of how we do that," Biden said in Pittsburgh.

"Nearly 90% of the infrastructure jobs created in the American Jobs Plan do not require a college degree. Seventy-five percent don't require an associate degree," he told a joint session of congress. "The

INVESTMENT PROGRAM continued on page 3

FROM THE OFFICERS

Investing in Us



Lonnie R. Stephenson International President

t's not often that the IBEW gets mentioned by name from the floor of the United States House of Representatives.

It's even rarer that our name comes out of the mouth of the President of the United States during a joint address to Congress.

In fact, I'm not sure it's ever happened — until Joe Biden did it on April 28.

I have to tell you, it filled me with pride to hear our name on primetime television in front of an audience of tens of millions as the president laid out the most ambitious jobs plan in 80 years.

It's a plan that you've heard a lot about already, and you'll keep hearing more about it until it's made law. Because it has the power to revolutionize the economy, to put us on track to continue to lead in a 21st-century world, and to finally return to making things right here in America.

It also puts unions and union members at its very core. We're talking about enough investment and work in every one of our branches to keep today's members working for the rest of our careers. You can read more about the particulars in this issue, but I want to talk to you for a moment about the key elements.

IBEW members understand infrastructure. Whether it's roads and bridges, railways, ports, airports or the electric grid itself, these are the things we work on all the time. We've been waiting for years for a president to put forth a serious plan to bring America's infrastructure into the 21st century. Meanwhile, we've been watching ourselves fall further and further behind competitors like China when it comes to how we move people, things and electricity.

This plan invests more than a trillion dollars into those things. But let me tell you what it also does: It invests in Americans. Whether it's requiring the strictest "Buy American" provisions I've ever seen or investing in training, including union apprenticeships, working people are the backbone of this proposal.

When we repair that infrastructure, expand broadband and transmission and electrical vehicle charging networks, we're going to be doing it with American-made parts. If President Biden's plan passes Congress, we're going to see a resurgence of manufacturing in this country that we couldn't have imagined even a year ago.

That's good not just for manufacturing members, but for every one of us. New factories will need to be built and connected to the grid. Products will need to be moved. Communities will be revitalized, spurring growth in every IBEW branch. Every dollar in this \$2.3 trillion proposal translates to jobs, and I couldn't be more excited.

Now we need your help. Call your representatives. Call your senators. Tell them the American Jobs Plan is the shot in the arm America needs. We're ready to get to work. ■

A Victory for Solidarity

isters and brothers, last month I wrote to you about the meaning of brotherhood and our responsibility to look out for our fellow IBEW members.

Today, I want to talk about our role in the greater labor movement.

We talk a lot about solidarity, about sticking with our fellow union members when they're in a fight. Usually, that means not crossing picket lines, buying union-made products or refusing to buy products made by companies mistreating their workers.

But we recently stood together with our brothers and sisters from other unions and achieved a major victory for working people all across the U.S.

I was proud to serve the last few years as chairman of the AFL-CIO's Retirement Security Working Group, which was focused on saving the multi-employer pension system in the U.S.

Through no fault of their own, some of our closest allies in the labor movement had pension funds that were in deep trouble. As their industries declined, there wasn't enough money coming in to make sure their retirees could have the retirements they'd worked their whole lives for.



Kenneth W. Cooper International Secretary-Treasurer

Now, some on the right tried to paint this as unions failing to protect their members. But let me tell you what it really was: government failing to take care of its citizens by helping billionaires and CEOs get richer while retirees got stuck with nothing.

Well, I'm pleased to tell you that the very first thing President Biden and a Democratic House and Senate did in power was to come through for those retirees. We'd been pushing Mitch McConnell and President Trump for years to take care of these working men and women through a bill called the Butch Lewis Act. Because the consequences of doing nothing threatened all of our hard-earned pensions, even the healthy ones here at the IBEW.

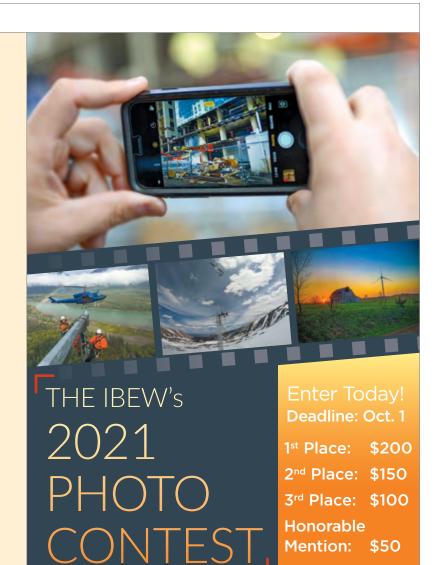
Those pleas were ignored for far too long while those retirees faced huge benefit cuts.

But because unions stuck together, never let up and worked so hard to put allies into office last November, we came out on top with the swipe of President Biden's pen on March 11.

That's solidarity, brothers and sisters. Not only did we make sure those retirees, who had stayed up nights worrying for years, got what they'd rightfully earned, but we eliminated the single greatest threat to all of our multi-employer pensions had those plans gone bankrupt.

Over the next few months, we have more fights — getting the PRO Act and President Biden's infrastructure package through the 50-50 Senate, for starters — and we need you to stand with us and with the broader labor community.

Together, we can achieve huge things. Just ask those retirees who are breathing a little easier today. ■



The 2021 IBEW Photo Contest is here, and with it a chance to show your union sisters and brothers what being a member of the greatest union in the world means to you. So, grab your cameras and smartphones and get to it! We want to see your best shots of 2021. See below for rules and details, and as always, contact us at **media@ibew.org** for more information.

Photo Contest Rules:

- 1. The contest is open to active or retired IBEW members only.

 The person submitting the photo must be the person who took the photograph. Members may enter up to five photos each.
- 2. International officers and staff are not eligible.
- 3. Photos MUST be submitted as digital files of at least 300 dpi, measuring 1,200 by 1,800 pixels at minimum, in color or black and white. Larger files of at least 2,200 pixels are encouraged.
- 4. All submissions become property of the IBEW Media Department.
- 5. Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or featuring subjects conveying images of the electrical industry or the union.
- 6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g., a safety committee, a linemen's rodeo, a union meeting) can be submitted in place of individual names.
- 7. Photos previously published in IBEW publications or on the website are not eligible for submission.
- 8. Entries MUST be submitted <u>electronically</u> via the Photo Contest link on *IBEW.org*. Please contact the Media Department at *media@IBEW.org* or 202-728-6102 with additional questions.
- 9. Up to 15 finalists will be selected and posted on *IBEW.org* for final judging by the public. The winners will be featured in a future issue of the Electrical Worker.

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THE \$2 TRILLION PLAN TO REBUILD AMERICA

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American Jobs Plan is a blue-collar blue-print to build America."

The largest section of the proposal includes more than \$600 billion for roads, bridges, ports and highways. There are 300 shovel-ready projects that would begin the day after the bill is signed. But unlike the 2009 infrastructure program passed while Biden was vice president, funding goes beyond shovel-ready projects to the deep, lasting transformational infrastructure that solves not only today's problems but the ones that are coming.

"We are looking at hundreds of thousands, if not millions, of work hours for a decade and longer to improve Alaskan infrastructure," said Anchorage Local 1547 Business Manager Marcie Obremski. "In the last 10 years Alaska has experienced two extreme weather events that cost the state about \$1 billion. This work would improve our infrastructure, create redundancy and support our remote communities' ability to recover from future disasters."

The story is much the same across America, where roads, bridges, rails, airports and waterways have been left to crumble for decades.

"This plan will reverse all of that if we can get it passed," said Political Director Austin Keyser. "We're talking about an investment in America's future, much of it in communities that have felt forgotten for a very long time, that will be transformational."

Huntington, W.Va., Local 317 sits squarely in coal country and Business Manager Shane Wolfe said his people are desperate for work and investment.

"There is a lot of flat ground, rail and river near here and there is always a different rumor of facilities coming in: a tire recycling plant, coal gasification and gas generation, and nothing ever happens. We have the gas. We have space. We have the men and women ready to do the work. We just need someone to kickstart it," he said. "If the president's bill would pass, life would change here, and it's about time it did."

Modernizing the Grid and Expanding Broadband

After roads, bridges and ports, the next largest section of Biden's plan is a \$511 billion investment in the electric grid, broadband internet and the water system.

At least \$300 billion is targeted specifically for grid modernization, including thousands of miles of new transmission lines to connect new generation to load, all to meet the president's goal of carbon-free power generation nationwide by 2035.

The Americans for a Clean Energy Grid report estimates that there are at least 22 shovel-ready transmission projects that would be funded by this plan alone, creating more than 600,000 jobs related to transmission and another 640,000 jobs related to renewable energy.

The jobs plan would also transform



the excruciatingly slow approval process for transmission, creating a Grid Deployment Authority at the Energy Department to focus development along existing rights-of-way — primarily roads and railways.

Clean energy tax credits would be extended for a decade and paired with strong labor standards.

Vacaville, Calif., Local 1245 Business Manager Bob Dean said it is hard to overstate the jobs that would be

created if the need was realized in actual projects.

A single project with two 525-kilovolt HVDC transmission lines will put 4,000 IBEW members to work and will open vast stretches of Nevada to new development of solar and geothermal generation.

"Western states need more generation, but there is limited capacity on the grid," he said. "This job in Nevada, we need this across the whole country." The plan also funds 15 demonstration decarbonized hydrogen generation plants and 10 large-scale carbon capture retrofits for steel, cement and chemical production facilities that could spur the expansion of the technology nationwide.

All of the government-supported projects will have "Buy American" requirements and strong labor standards with a "free and fair choice to join a union and bargain collectively."

On top of the unprecedented grid investment, the president proposes to spend \$100 billion for broadband expansion in underserved rural communities with no access to high-speed internet. That caught Wolfe's eye since it just about describes him.

"I live right on the Ohio River and can't do much better than dial-up speeds. And there are parts of southern West Virginia where the valleys are so steep people don't get satellite access for more than a few minutes a day," he said.

Vice President Kamala Harris will be in charge of the broadband rollout and she spoke about its importance during a visit to Dover, N.H., Local 490's hall on April 23.

"We're not going to say, 'We're going to take it slow' and 'One day at time," Harris said. "We say, 'Let's be big.' When we set the bar high, the very nature of American aspiration is that we always jump for it and we do it."

And to make sure the nation has the workers with the skills to do these new jobs, there is \$100 billion for workforce training, including nearly \$50 billion to support pre-apprenticeship and apprenticeship programs specifically targeting areas of the country and populations most harmed by the move to a fully carbon-free economy.

"If we're going to build back better, we have to invest in skills development of the workforce," Harris said. "To do that, if we are going to get the greatest return on

continued on page 4

Virtual 'Fly-In' Brings IBEW Voices to Capitol Hill

The American Jobs Plan and its critical infrastructure projects were high on the list of topics in April as hundreds of IBEW members made a virtual visit to Capitol Hill for nearly 300 Zoom meetings with lawmakers and their staffs.

The bipartisan outreach set a pandemic record for labor, more than tripling the volume of similar meetings reported by individual unions since spring 2020.

"All of our union brothers and sisters are doing their best in trying times to engage with members of Congress, but we really hit the gas pedal," said Political and Legislative Affairs Director Austin Keyser.

The virtual "fly-in" was part of the annual Construction and Maintenance Conference, also held online, but lobby days for other sectors are in the works. "Lawmakers can expect to hear much more from IBEW members," Keyser said.

Pushing for President Biden's plan to invest \$3 trillion in the nation's outdated and crumbling infrastructure, participants focused on upgrading the power grid, broadband buildout and installing a vast network of charging stations for electric vehicles.

They strived to educate lawmakers, describing how strengthening and protecting the grid is vital to everything else the infrastructure plan seeks to achieve.

"Everybody just wants to slap up solar panels," said Washington state political coordinator Matthew Hepner. "We tried to explain baseload power and how baseload power works with renewables, how behind we are on storage and how nuclear power is more reliable, just as safe and there's more that we can do with it."

Members urged lawmakers to link labor standards to clean energy tax credits, meaning contractors won't benefit unless they meet benchmarks for wages, safety, working conditions and hiring practices.

They also championed the Protecting the Right to Organize Act, or PRO Act, which became a source of pride for local leaders in West Virginia who spoke with Sen. Joe Manchin's staff. A few days later, he gave the bill a hearty endorsement after months on the fence.



Minnesota members talk with U.S. Rep. Angie Craig, at right, row 3, one of nearly 300 virtual meetings bringing IBEW voices to Capitol Hill to discuss infrastructure, union rights and more with lawmakers and their staffs.

"That was pretty exciting when I saw that," said Parkersburg Local 968 Business Manager Jeff Burge, who made the pitch.

He doesn't know if his words tipped the scales, but stressed the value of meeting with legislators, whatever the outcome.

"I think it's valuable just to give them the realization that people are paying attention," Burge said. "For them to know that we are watching what they're doing, we know how they voted, we know if they didn't co-sponsor a bill and that we're paying attention to the comments they make."

Read more at http://bit.ly/VirtualLobbyDayIBEW

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our investment, let's invest in the IBEW. Let's invest in the building trades. Let's invest in those apprenticeship programs that for as long as we can remember have been some of the best at passing along the skills that will build us back up."

Revitalizing Manufacturing and Transportation

Perhaps the most transformational change included in Biden's proposal are the strong "Buy American" provisions included throughout the plan.

Too often, American workers rebuilding roads and digital and electric infrastructure are using equipment and supplies from overseas, ignoring America's deep manufacturing history.

Simply putting in "Buy American" clauses hasn't worked in the past because there was no way to ramp production. The American Jobs Plan targets \$300 billion to expand the domestic supply chain for critical industries and to refill the nation's strategic stockpile of medical goods.

"All the investments in the American Jobs Plan will be guided by one principle: Buy American. Buy American," Biden said before Congress. "There's no reason why American workers can't lead the world in the production of electric vehicles and batteries. ... There is simply no reason why the blades for wind turbines can't be built in Pittsburgh instead of Beijing. ... American tax dollars are going to be used to buy American products, made in America, to create American jobs. That's the way it's supposed to be."

This is how a one-time investment in infrastructure becomes a lifetime of work for our members, said Manufacturing Director Brian Lamm.

"Seventy-five years ago, when we first built the interstate highway system and the national grid, all of the parts were made in North America, and the IBEW had a million members. We can get back there," Lamm said.

The president also included what he called "the largest non-defense expansion of research and development in the nation's history:" \$180 billion focused on developing an American manufacturing base for the technologies that will fight climate change and dominate 21st-century economies, including semiconductors and advanced computing, advanced communications technology and advanced energy technologies.

None of these matter for working families unless the new jobs are good, union jobs, so in his announcement President Biden urged Congress, once again, to pass the PRO Act, the most dramatic expansion of workers' rights protections since the passage of the National Labor Relations Act in 1935.

He also insisted that all federal investments in clean energy and infrastructure be tied to prevailing wages and require transportation investments to



Dover, N.H., Local 490 Business Manager Marco Lacasse points to a fire alarm panel mock-up during Vice President Kamala Harris's visit to the local's training center in April. She was there to discuss the American Jobs Plan and its benefits for union workers.

meet existing transit labor protections.

"Unions built the middle class. It's about time they start to get a piece of the action," Biden said.

He said his vision for the infrastructure plan was "not seen through the eyes of Wall Street or Washington. People like Mike [Fiore]. Union workers. People looking for a little bit of breathing room. People looking for a little bit of light."

The single largest item in the plan, a \$174 billion investment in electrifying the transportation sector, brings manufacturing together with construction to revolutionize the way Americans get from place to place.

That money includes a grant program

for 500,000 EV chargers by 2030, a vital first step in the move to an all-electric fleet.

Electrification won't just matter in cities, said Wolfe.

"The car changing stations will be huge for Local 317. It will be huge. It isn't the future; it's now," he said. Local 317's jurisdiction includes parts of Ohio, Kentucky, West Virginia and Virginia. Much of it is rural but the Ohio Valley could be an industrial utopia because it sits on one of the richest natural gas shales in the world and has access to the Mississippi River. All those trucks will need charging.

"We're ready; let's get our people doing this work in these rural areas now," Wolfe said. And all of those charging stations will be built in the U.S., with labor protections creating the market for a manufacturing renewal, and it puts the IBEW at the forefront of an industry that will massively grow in the next few decades.

"Five hundred thousand is a spit in the ocean, but it's the start we need," Dean said. "Northern California alone will need close to 1 million chargers to complete the transition to an electrified transportation sector. How great would it be if IBEW wiremen installed charging stations built by IBEW manufacturing members powered by a grid built by IBEW linemen and powered by IBEW utility workers?"

To pay for the plan, Biden says he will partially reverse the catastrophic corporate tax cut passed four years ago, still leaving the rate 7% lower than it was during the economic boom when he was vice president.

He also plans to increase funding to the IRS's corporate audit department, finally giving it the resources to take on the tax scofflaws in the Fortune 500. Fully 91 companies in that elite group paid nothing in federal taxes in 2018.

The Biden plan proposes a minimum corporate tax, based not on the income they report to the IRS but the amount they report to their shareholders.

The bitterness of politics in recent years has been driven by a feeling that millions of Americans have been cut adrift from the promise of a better life.

"For four decades, we tried giving the rich all the money, hoping they would invest in the rest of us, but they never did. They never do," Stephenson said. "This plan takes a chance on the American people by giving them the tools to build better than we were before, brighter than things have ever been."

The choice, Biden said, is simple: figure out a way to address the challenges of the 21st century or watch the nation fade and, with it, the promise that free people can solve the problems they face.

"You know, there's a lot of autocrats in the world who think the reason why they're going to win is democracies can't reach consensus any longer; autocracies do. That's what competition between America and China and the rest of the world is all about. It's a basic question: Can democracies still deliver for their people? Can they get a majority?" he said. "I believe we can. I believe we must."

And for those who claim the price is too much to pay, Biden said watching the nation crumble has its own, much higher cost.

"Failing to make these investments adds to our debt and effectively puts our children at a disadvantage relative to our competitors. That's what crumbling infrastructure does," he said. "What's more, it heightens our vulnerability, attracts our adversaries to compete in ways that they haven't up to now. We can afford to make them — or, put another way, we can't afford not to."

Stephenson urged every member to reach out to their senators and representatives and tell them it is time to get America working.

"We cannot afford to keep on the sideline. No matter who you voted for in November, we need to choose working people now," he said. "This is generations of work, IBEW work, and this is our best shot to get it, to grab a future worth handing down to our children."

The Investment America Needs to Lead

■ \$621 Billion in Transportation Infrastructure and Resilience

- \$174 billion to build national network of EV chargers and electrify diesel transit vehicles, school buses and federal vehicle fleet
- \$115 billion to modernize 20,000 miles of highways, roads and main streets, repair 10,000 bridges
- \$85 billion to modernize public transit
- \$80 billion to address Amtrak's repair backlog and to modernize the Northeast Corridor
- \$25 billion for airports
- \$25 billion for shovel-ready projects that are too large or complex for existing funding programs
- \$17 billion for inland waterways, coastal ports, land ports of entry and ferries

■ \$511 Billion for Grid, Water, and Broadband

- \$300 billion to expand and repair the transmission and distribution grids
- \$100 billion to bring broadband to every American
- New production tax credit for 15 decarbonized hydrogen demonstration projects in distressed communities
- Establish 10 facilities that demonstrate carbon capture retrofits for large steel, cement, and chemical production facilities

■ \$310 Billion for Housing

- \$213 billion to produce, preserve and retrofit more than 2 million affordable and sustainable homes
- \$40 billion to improve public housing
- \$27 billion to support investment in distributed energy resources
- \$20 billion in tax credits to build or rehabilitate 500,000 homes
- \$10 billion to modernize and build federal buildings

■ \$247 Billion for Retooling Manufacturing

- \$52 billion for rural manufacturing and clean energy manufacturing
- \$50 billion in semiconductor manufacturing and research
- \$46 billion for electric cars, ports, pumps, advanced nuclear reactors and clean materials
- \$31 billion in programs that give small businesses access to credit
- \$30 billion to shore up the national medical stockpile
- \$20 billion to create at least 10 regional innovation centers

■ \$100 Billion for Workforce Development

- \$48 billion to create one to two million new registered apprenticeship slots
- \$40 billion investment in a new Dislocated Workers Program
- \$7 billion to ensure that new jobs created in clean energy, manufacturing and infrastructure are open and accessible

■ \$135 Billion for Schools

- \$100 billion to upgrade and build new public schools
- \$25 billion to upgrade and build childcare facilities
- \$12 billion for community colleges

■ \$180 Billion for Research and Development

- \$80 billion to expand semiconductor and advanced computing, communications, energy, and biotechnology programs
- \$55 billion for research on the climate crisis to reduce emissions, build climate resilience, utility-scale energy storage, carbon capture and storage, hydrogen, advanced nuclear, floating offshore wind and electric vehicles
- \$40 billion for upgrading research infrastructure

■ \$18 Billion for Veteran Administration Hospitals

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

BC Local Receives Breaking Barriers Award for Inclusivity Efforts

amloops, British Columbia, Local 993 has been working for years to be more inclusive, and its efforts were recently recognized by the B.C. government with a Breaking Barriers award.

"It kind of came as a surprise," said Local 993 Business Manager Glen Hilton in a local radio interview. "We're just trying to do the right thing."

The B.C. Breaking Barriers award is given to an organization or individual for work tackling systemic or institutional racism and reducing barriers for communities that experience marginalization. Local 993, one of two recipients of the award, was lauded for its work to recruit and retain women, Indigenous people and other historically underrepresented groups.

"It is very rewarding to be recognized for all the effort we've put forth," said Local 993 Indigenous Coordinator Angie Camille. "To go to a jobsite and go from being the only woman or the only First Nation person on-site to being one of the First Nations or one of the women is totally amazing to see."

The award was given as part of the province's Multiculturalism and Anti-Racism Awards, held via Zoom on March 21. Premier John Horgan and Rachna Singh, parliamentary secretary for anti-racism initiatives, hosted the event.

"All of the nominees, all of the people that are here this evening have one common purpose and that is to realize the best potential of everyone who has the blessing of living in this great place," Horgan said.

Hilton credits much of Local 993's efforts to Camille and Assistant Business Manager Mollie Routledge. The two Red Seal electricians work on membership development, outreach and engagement, as well as mentoring. Camille is also a member of the Secwepemc Nation. Between them, they bring almost 50 years of experience in the trades.

"We can share our personal stories of the harassment we've endured and how we overcame it," Routledge said. "It gives new and prospective members someone to ask questions to, someone who's walked that path before."

Nationally, approximately 5% of tradespeople are women. In B.C., it's around 6%, according to the B.C. Construction Association. Currently, about 23% of Local 993's apprentices are women, more than any other organization of similar size in the province. It's also the third-largest sponsor of Indigenous apprentices in the province, at 18%.

"I could not be prouder of the accomplishments of Local 993 and the gains they've made in the area of diversity. Being chosen to receive this award solidifies and recognizes their efforts and accomplishments," said First District International Vice President Thomas Reid. "Although well intentioned, it is not enough to just have glossy posters and hardhat stickers and simply talk the talk. Clearly Business Manager Hilton and sisters Camille and Routledge walk the walk."

Having two women electricians who are also officers be the face of the local when doing things like outreach and mentoring is an essential component to achieving true inclusivity, Hilton said.

"It's a huge part. In any program, the early success stories inspire the next until it becomes normal. It's not normal yet though. That will come when a woman is doing my job and female company owners are putting in calls that get filled with a natural representation of the community."

Camille and Routledge's outreach duties involve building relationships with area colleges and attending Indigenous job fairs as well as working with groups that aim to increase accessibility to the electrical trade for youth, women, Indigenous people and newcomers to Canada.

"We can share what it used to be like and how it is now, and how the policies that Local 993 has set are eliminating barriers," Routledge said.

Local 993's women's committee is also assisting with electrical upgrades to the Kamloops Women's Shelter, with some of the work being done by the local's mentees.

"I am so grateful for being part of a team that works very hard every day to break down barriers for the women and people of colour in our trade industry," said Camille during the virtual award ceremony. "I look forward to our future endeavors in the IBEW."



Kamloops, British Columbia, Local 993 received the Breaking Barriers award, given to an organization for their commitment to inclusion and ending discrimination.

Légende : La section locale 993 située à Kamloops en Colombie-Britannique reçoit le prix Breaking Barriers, décerné à un organisme pour son engagement à l'inclusion et de mettre fin à la discrimination.

La section locale de la C.-B. reçoit le prix Breaking Barriers pour ses efforts d'inclusion

a section locale 993 à Kamloops en Colombie-Britannique travaille depuis plusieurs années pour être plus inclusive et son effort a récemment été reconnu par le gouvernement de la C.-B. en se méritant le prix Breaking Barriers (brisons les barrières).

« C'était en quelque sorte une surprise », mentionne le gérant d'affaires Glen Hilton de la section locale 993 dans une entrevue accordée à une station de radio locale. « C'était la chose à faire ».

Ce prix est remis à une organisation ou à un individu pour son travail de lutte contre le racisme systémique ou institutionnel et pour réduire les obstacles aux communautés qui font face à la marginalisation. Le local 993, étant l'un des deux récipiendaires du prix, a été félicité pour son travail en matière de recrutement de femmes et de les maintenir en poste, de peuples autochtones et de groupes historiquement sous-représentés.

« C'était très gratifiant d'être reconnu pour tous les efforts investis », mentionne la coordinatrice du peuple autochtone Angie Camille du local 993. « D'être la seule femme ou la seule personne autochtone présente sur un chantier de construction à être parmi les Premières Nations ou parmi les femmes est tout à fait incroyable. »

Le prix a été remis dans le cadre du Multicultarism and Anti-Racism Awards (prix du multiculturalisme et de lutte contre le racisme) de la province, qui s'est déroulé sur Zoom le 21 mars. Le premier ministre John Horgan et la secrétaire parlementaire Rachna Singh, responsable des initiatives contre le racisme, étaient les hôtes de l'évènement.

«Toutes les candidates et tous les candidats, toutes les personnes présentes ce soir ont un objectif commun, est celui de réaliser le meilleur potentiel de tous ceux qui ont la chance de vivre dans ce merveilleux endroit, » déclare M. Horgan.

M. Hilton attribue une grande partie des efforts du local 993 à Mme Camille et l'assistante gérante d'affaires Mollie Routledge. Les deux électriciennes désignées Sceau rouge travaillent sur l'augmentation du nombre des membres, la sensibilisation et la participation et elles offrent leurs mentorats. Mme Camille est également membre de la Nation autochtone Secwepemc. Ensemble, elles apportent près de 50 ans d'expérience dans les métiers.

« Nous pouvons partager nos histoires personnelles sur le harcèlement que nous avons subi et comment nous l'avons surmonté, » mentionne Mme Routledge. « Cela donne aux nouveaux membres et aux membres potentiels quelqu'un à qui poser des questions, quelqu'un qui a connu ça. »

Sur le plan national, environ 5 % des gens de métier sont des femmes. Selon le BC Construction Association (association de la construction de la C.-B.), le pourcentage des femmes est de 6 % en C.-B. Actuellement, près de 23 % des apprentis de la section locale 993 sont des femmes, soit plus que toutes les organisations de même taille dans la province. Le local occupe également la troisième place en matière de parrainage pour les apprentis autochtones, qui représente 18 %.

« Je ne pourrais être plus fier des réalisations et des progrès accomplis du local 993 dans le domaine de la diversité. D'avoir été choisi pour recevoir ce prix renforce et réaffirme leurs efforts et leurs réalisations. » déclare Thomas Reid, le vice-président international du premier district. « Bien que les intentions soient louables, accrocher des affiches à plein la vue et de mettre des autocollants sur les casques de construction, ce n'est pas assez et de simplement dire de belles paroles. Il est évident que le gérant d'affaires M. Hilton et les consœurs Camille et Routledge, passent de la parole aux actes. »

Le fait que deux femmes électriciennes, qui sont également membres de la direction, soient le visage de la section locale pour des activités telles que la sensibilisation et le mentorat sont des éléments essentiels pour atteindre une véritable inclusivité, mentionne M. Hilton.

« C'est une grande partie. Dans tout programme, les premiers succès inspirent les suivantes jusqu'à ce que ça devient normal. Ce n'est pas encore rendu normal. Cela viendra lorsqu'une femme occupera mon poste et lorsque des femmes propriétaires d'entreprise combleront des demandes de références de main-d'œuvre qui représente bien la diversité de la communauté. »

Les tâches de sensibilisation de Mme Camille et de Mme Routledge comprennent l'établissement des liens avec les collèges de la région et de participer à des salons de l'emploi autochtone ainsi que de travailler avec des groupes qui ont pour objectifs d'améliorer l'accessibilité dans les métiers de l'électricité pour les jeunes, les femmes, le peuple autochtone et les nouveaux arrivants au Canada.

« Nous pouvons parler de comment étaient les choses avant et de comment ils sont rendus, et de quelle manière les politiques de la section locale 993 sont établis éliminent les obstacles, » déclare Mme Routledge.

Le comité destiné aux femmes du local 993 apporte également de l'aide au refuge des femmes à Kamloops dans la mise à niveau du service électrique, une partie des travaux est effectuée par les mentorés de la section locale.

« Je suis très reconnaissante de faire partie d'une équipe qui travaille très fort tous les jours pour éliminer les obstacles pour les femmes et pour les personnes de couleur dans notre industrie, » déclare Mme Camille lors de la cérémonie virtuelle. « J'attends avec impatience les projets futurs au sein de la FIOE. » •

THE FRONT LINE: POLITICS & JOBS

Biden Creates First-Ever Task Force to Strengthen Unions, Empower Workers

A new White House task force is charged with making sure the federal government acts to promote unions and collective bargaining, the first mission of its kind to fulfill the nearly century-old promise of the National Labor Relations Act.

President Joe Biden launched the White House Task Force on Worker Organizing and Empowerment on April 26, naming Vice President Kamala Harris as chair and assigning the majority of his Cabinet and additional economic, domestic and climate policy advisors to serve as members.

He is giving the panel 180 days to recommend ways to "mobilize the federal government's policies, programs, and practices to empower workers to organize and successfully bargain with their employers."

The historic directive drew swift praise from labor leaders.

"This unprecedented task force — involving almost all of the highest-ranking people in the executive branch — is President Biden's most comprehensive approach yet to lift up workers and unions," International President Lonnie R. Stephenson said.

"He knows that stronger unions are the path back to America's middle class and a thriving, just economy," he said. "The magnitude of his efforts can't be overstated. We've literally never seen anything like it."

Biden, who pledged to be the "most pro-union president you've ever seen," added to a long list of pro-worker initiatives the same week with an executive order requiring federal contractors to pay a minimum \$15 wage.

The increase will benefit hundreds of thousands of workers who clean and maintain federal offices, care for the nation's veterans as nursing aides, work in staff cafeterias and feed the military, and build and repair federal infrastructure.

Forcing the hand of government contractors might not be necessary now if the government had lived up to words enshrined in Article 1 of the NLRA, which Congress passed in 1935. On paper, at least, it became federal policy to encourage union organizing and collective bargaining, "not to merely allow or tolerate them," as the White House said in announcing the task force.

While some administrations took action over the past 86 years to support the NLRA's goals, none tried anything on the scale of Biden's objectives.

His executive order explicitly links federal inaction to decades of declining union density, even while polls indicate that 60 million Americans would join a union if given the opportunity.

"This decline has had a host of negative consequences for workers and the economy, including weakening and shrinking America's middle class," the order states. "Meanwhile, some workers have been excluded from opportunities to



Flanked by Vice President Kamala Harris and Labor Secretary Marty Walsh, President Joe Biden signs an order creating the White House Task Force on Worker Organizing and Empowerment. Its members have 180 days to recommend ways the government can foster the growth of unions, a longignored policy established by federal labor law decades ago.

organize unions and bargain collectively with their employers by law or practice, and so have never been able to build meaningful economic power or have a voice in their workplaces."

To turn that around, the White House is asking the task force to propose ways that the federal government can:

- Lead by example as a model employer with respect to encouraging organizing and collective bargaining among its workforce.
- Facilitate public- and private-sector organizing across the country through the government's policies, programs, and practices.
- Increase worker power in underserved communities by addressing the particular challenges in jurisdictions with restrictive labor laws; the added challenges faced by many women, people of color and other marginalized workers; and barriers to organizing workers in certain industries.
- Increase union membership across the United States to "grow a more inclusive middle class and provide workers the opportunity to come together for the purpose of mutual advancement, the dignity of worker and workers, respect, and the fair compensation they deserve."

The 24-member task force includes Labor Secretary Marty Walsh as vice chair, along with the secretaries of Treasury, Defense, Interior, Agriculture, Commerce, Health and Human Services, Housing and Urban Development, Transportation, Energy, Education, Veterans Affairs, and Homeland Security; heads of the EPA, General Services and the Small Business Administration; the U.S. trade representative; and other key advisors.

Members are urged to seek input from the National Labor Relations Board, the Federal Labor Relations Authority and similar boards and commissions, as well as labor unions, other worker advocates and researchers.

While their role is advisory-only, the White House says the recommendations they make six months from now will be critical to Biden's decisions about changes to federal policies, practices and programs.

As chair, Harris posted on social media that she's eager to help workers build power. "Every worker deserves the choice to join a union — and our country is better when more workers are union members," she said.

New Bill Would Restore Tax Deduction for Union Dues, Other Worker Expenses

Four years after the income tax deduction for union dues was ripped out of the U.S. tax code, pro-worker lawmakers are fighting to bring it back and, for the first time, make it available without itemizing.

The Tax Fairness for Workers Act would also restore the deduction for other unreimbursed employee expenses, including travel and the cost of tools and uniforms, that were killed in the 2017 package of tax breaks for the rich.

The bill was announced April 15 by Democratic Senators Bob Casey of Pennsylvania, Chuck Schumer of New York, Patty Murray of Washington, and Sherrod Brown of Ohio.

on tools, uniforms and other necessary supplies, travel costs and job search expenses. "As our economy recovers from the

including money spent out of pocket

"As our economy recovers from the pandemic, it is critical we ensure all Americans can provide for their families," Pennsylvania Rep. Conor Lamb said. "This commonsense bill ensures that our tax code treats workers and union members fairly."

Lamb is introducing a companion bill in the House and, together with Casey, has been at the forefront of the battle to restore and expand worker-friendly provisions of the tax code.

Making the case for the proposals in an article last fall, the Center for American Progress said the pro-union reforms "would be an important step forward in increasing the number of workers with access to unions and collective bargaining and should be part of any effort to create a more progressive tax framework."

Until then, the authors said the tax code is one more roadblock to justice for working people.

"Legal barriers against workers extend well beyond labor policy," they wrote. "For a country that prides itself on the tenacity of its workforce, the U.S. legal code is steeped in rules that hinder workers' ability to prosper.

"One need look no further than the Internal Revenue Code, which contains several provisions that further tilt power away from unions and toward corporations. Tax law allows businesses to deduct the costs of fighting unions, prevents workers from deducting the costs of joining a union, and facilitates companies that misclassify employees as independent contractors, which denies workers their right to unionize."

The Center went into greater detail about the dues deduction in an earlier article, arguing that it needs to return without delay.

"Unions and the workers they repre-

sent should not have to wait for this eminently fair tax treatment," senior tax policy director Alexandra Thornton wrote. "If an abovethe-line deduction for union dues enacted now on permanent basis, workers and unions

would not be caught up in the decision that Congress will face in 2026 — whether or not to allow the law to automatically revert (to pre-2017 tax law) for a range of individual income tax provisions."

The absence of union dues and job expense deductions came as an ugly surprise to many IBEW members and workers across the board when they filed their 2018 tax returns two years ago, the first tax season affected by the 2017 law.

"That was real money, for some people hundreds of dollars or more stolen $\,$

from their household budgets to line the pockets of billionaires and corporations that didn't need it, didn't share it and didn't invest it," International President Lonnie R. Stephenson said. "The Tax Fairness for Workers Act would go a long way toward righting those wrongs."

Biden Intends to Name Retired IVP Klein to TVA Board, a First for Unions

In May, President Joe Biden announced his intent to nominate retired Tenth District International Vice President Robert P. "Bobby" Klein to serve a five-year term as a member of the board of directors for the Tennessee Valley Authority. More than 2,500 IBEW members work for the government-owned utility, providing electricity to nearly 10 million customers across Tennessee and parts of Alabama, Georgia, Kentucky, Mississippi, North Carolina and Virginia.



Vice President Bobby Klein, one of President Biden's picks to serve on the TVA board, has years of experience working with the utility.

"Union labor built the TVA," Klein said. "I'm very humbled and grateful for this opportunity. Certainly, I'm indebted to the IBEW for submitting my name for consideration."

There are four open positions on the Authority's board, and both International President Lonnie R. Stephenson, who served as an adviser on Biden's transition team, and current Tenth District International Vice President Brent E. Hall are delighted with Klein's intended nomination by the Biden administration. "Bobby cares about people, the TVA and its mission, and I think it's a great opportunity for him, for organized labor, and for TVA's ratepayers," Hall said.

A lifelong resident of Chattanooga, Tenn., Klein was initiated into Chattanooga Local 846 in 1974, and he topped out as a lineman in 1981. Working with the city's Electric Power Board, Klein went on to become a line foreman, supervising the construction and maintenance of the power distribution system. Three years later, he was chosen to serve as the overhead line department's chief steward.

Klein was elected president of Local 846 in 1988 and was re-elected in 1991.



Democratic lawmakers are backing bills to let workers once again deduct union dues and other unreimbursed job expenses, benefits that GOP tax cuts for the rich abolished in 2017.

"In 2017, Republicans eliminated tax deductions for workers and instead gave massive tax cuts for large, profitable corporations," Casey said. "This legislation would put money back in the pockets of working families."

Specifically, the bill would:

- Make the deduction for union dues "above the line," meaning union taxpayers can claim it without itemizing.
- Lift the suspension of the deduction for unreimbursed employee expenses,

POLITICS & JOBS continued

When Local 846 merged with Chattanooga Local 175, Klein left his EPB job and joined the local staff full-time.

In 1998, then-International President J. J. Barry appointed Klein as an international representative with the Tenth District, which covers Tennessee, Arkansas and the Carolinas. There, Klein took on the role as the service representative for the 17 IBEW locals with members employed by the TVA.

The Authority was established in 1933 under President Franklin Roosevelt, one of his many "New Deal" programs that helped put to work people who lost jobs during the Great Depression. It remains the nation's largest government-owned power provider, a fully self-sustaining utility supported by the revenues it collects from the millions of ratepayers it serves.

"Any time you talk to Bobby about the TVA, first and foremost he'll tell you TVA's mission statement: To bring prosperity to the Valley," Hall said. "He's a perfect candidate for the board. He does not make knee-jerk decisions. He thinks things through."

Today, the TVA employs about 2,500 IBEW members as permanent employees at nearly 60 nuclear, oil and gas, hydroelectric and solar worksites, with thousands more members performing short-term work for the utility each year upgrading infrastructure and performing regular maintenance.

While Klein worked in the district office, he also served on the Tennessee Valley Authority's Labor-Management Committee, and in 2001 he was elected president of the Tennessee Valley Trades and Labor Council, a position he held for 14 years.

In 2003, then-International President Edwin D. Hill appointed Klein to serve as the district's international vice president; he was re-elected by delegates to the 37th and 38th International Conventions. In 2014, Klein led a successful fight against a draft federal budget plan to privatize the Authority. He retired from the IBEW the following year.

The TVA board position requires confirmation by the U.S. Senate. A hearing date to consider Klein's nomination had not yet been set by the time this issue went to press.

"I feel like having someone from labor will bring a different perspective to the board." Klein said.

"For so many years, Bobby served with distinction as this union's caretaker of our partnership with the TVA," said Stephenson, who noted that, in 2018, the IBEW and the TVA forged a partnership to promote the values of the Code of Excellence and to inspire new levels of cooperation between labor and management.

"As far as anyone can tell, if he's confirmed, he'll be the first union member to hold a seat on the TVA's board," Stephenson said.

"This nomination is not about me," Klein said. "It's about bettering the future of the TVA, IBEW and all working-class people in the Tennessee Valley region.

TRANSITIONS

RFTIRFD

Pat Lavin



After a 55-year career, rising from a summer helper to one of the longest serving members of the International Executive Council, Diamond Bar,

Calif., Local 47 Business Manager Pat Lavin retired March 31.

When Lavin took over Local 47 in 1999, it was a 4,500-member utility-style local. Today, it is a nearly 14,000-member behemoth with members in nearly 200 classifications spread over 80,000 square miles.

"[Former International President] Ed Hill used to say that Pat always told him what he needed to hear, not always what he wanted to hear and when he disagreed with Pat, he usually lived to regret it," said International President Lonnie R. Stephenson. "I have found this to be true as well. Pat has been an indispensable voice in the brotherhood, a trusted advisor and a great friend."

Brother Lavin was born in Chicago and joined Local 9 as a summer helper before his junior year in high school, lying about his age to join his father, John, a 39-year journeyman wireman and lineman.

He returned the following summer and then came on full-time in 1968, working for a year, long enough to get his yellow ticket and the card number he kept for the next half century.

In 1969, he interrupted his IBEW career and, at the height of the Vietnam War, volunteered for the U.S. Marine Corps.

"My whole family served," Lavin said. "I thought it was my obligation."

His card never lapsed; his grandmother paid his dues for three years, and when he returned to Chicago, he enrolled at the University of Illinois and started working summers again.

In 1974, he returned full-time to Local 9 as a construction lineman for the next decade.

Lavin had been based with the Pacific Fleet in San Diego for much of his military service and the California bug bit hard. In 1984, Lavin applied and was hired at Southern California Edison. He transferred to Local 47 and moved with his then-wife Ellen and three kids to a new life in sunny Orange County.

For the next 16 years, Lavin worked at SCE and municipal utilities in Azusa and Anaheim, changing membership between Local 47 and Los Angeles Local 18 as he moved from job to job. In 1994 he worked in the Anaheim Utility engineering office planning jobs, but Lavin said he was bored and after an unsuccessful bid to organize the engineers he returned to the tools.

Lavin also completed his college degree, receiving a bachelor's in organizational management in 1995 through a program negotiated in the local's collective bargaining agreement.

In 1997, he went to work for Local 47, but, he said, he didn't get along with the business manager and left after six weeks and returned to Anaheim as a trouble-

man. He returned to SCE in 1998 as a foreman in the Saddleback District.

As 1999 began, Lavin had, in a sense, arrived. He loved the work and the people he worked with. He loved running jobs close to home under the palm trees and bright sunshine.

But the local election was in June and he was being pushed by a block of members who, like him, didn't like the way the local was being run.

"We were always at war with Edison, but we never won a battle," Lavin said. "I was convinced I could do better."

He ran and won by three votes in a bitterly disputed election that eventually involved the Labor Department.

When he took over, Local 47 had 4,500 members and was at loggerheads with SCE, which employed two-thirds of the local's members.

Soon after taking office, Lavin signed a benefits contract — wages and working conditions were handled under a separate agreement — ending a two-year deadlock. He also hit the road, visiting each of the local's more than 50 units, beginning one of the hallmarks of his leadership.

"I was available. If you called, I picked up the phone," Lavin said. "I said plenty of things that probably pissed people off, but if you had a problem, you didn't have to keep it a secret."

But SCE was in deep trouble. California deregulated the utility business in the '90s and the state was in near chaos.

"Things were crazy. Brown outs. PG&E bankrupt. Enron and those other companies stole \$75 billion out of our state," Lavin said. "SCE owed us \$10,000 in dues and was teetering."

Once, he said the CEO's corporate credit card was cut off during lunch and Lavin picked up the tab.

"Utilities don't have a lot of friends and a bunch of people told me to help them push into bankruptcy when they were teetering. But utilities give jobs to 80% of our members, and we need them to succeed," Lavin said. "But I never forgot they were a \$15 billion corporation."

In 2001, there was a surprise opening on the IEC. Hill wanted a California lineman, Lavin said, and he was one. Of course, not just any lineman would do and there were political considerations, but, Lavin said, he didn't have much of a personal relationship with Hill at that time. Hill appointed him to the seat in the summer and Lavin was elected to it later that year at the San Francisco International Convention.

So began a 20-year run on the IEC, the longest in a half century.

"The job of the IEC is to help the International President. Period. You can never lose sight of that," Lavin said. "There is an aspect of checks and balances. If he does something that you are convinced is not beneficial, you can and should ask useful questions. That is how you both help the brotherhood and last."

If the new millennium saw chaos nearly devour the utility business, it also saw a massive increase in demand for the services of Local 47's membership.

Beyond the natural growth of the

utilities, Lavin said there were three drivers of the 10,000-member expansion on his watch.

First, Local 47 regained jurisdiction it had lost in 1982, including the Outside Construction classification and about 1,000 linemen.

Then, in 2009, after nearly a decade of trying, Lavin negotiated a master PLA for transmission, substation and distribution work over a certain dollar amount. Four years later, that dollar limit was removed, and the PLA expanded to cover line clearance and telecom work.

"That drove all the nonunion contractors off the property or to us," Lavin said. "That's how you drive growth; you command the work."

Finally, Lavin said that California IBEW locals worked together to support politicians and get legislation passed that both increased the demand for utility workers and made the jobs more attractive, like SB 247, which raised training standards, wages and benefits for line-clearance workers after a series of devastating forest fires traceable to utility facilities. Lavin estimates 6,000 union line-clearance workers have joined the IBEW across the state since it passed.

And those engineers in Anaheim that didn't sign on in 1994? They are members now.

Please join the officers in wishing a long healthy retirement for Brother Lavin, newly married to Dianne. The pair are both vaccinated against COVID-19 and planning to break out of quarantine to travel across the U.S. and Europe and spend time with their 11 grandchildren.

It'll be easy for him to stay in touch with Local 47 at the same time he sees some of those grandkids. The Executive Board appointed his son Colin to replace him.

"They're in good hands. I taught him everything I know, including to have a mind of his own," he said. "I owe everything I have to the IBEW. It was the great honor of my life to be a member and serve the brotherhood the best I could."

RESIGNED

Ross Galbraith



Former Eighth
District International Executive
Council member
Ross Galbraith
has been
appointed to
serve as international repre-

sentative for the First District. In assuming his new role, Galbraith stepped down from the IEC, effective April 1.

"I want to acknowledge the contribution that Ross made on behalf of the members he represented across both Canada and the IBEW at large on the IEC. He served with distinction and I am confident that he will serve the members of the First District well as an international representative," said IEC Chairman Chris Erikson. "I enjoyed being in both his and his wife Krista's company. They are a great team."

Galbraith's new duties include servicing 11 locals throughout Atlantic Canada, with three in his home province of New Brunswick, five in Nova Scotia and three in Newfoundland and Labrador.

"It's a really diverse and interesting group of local unions doing a lot of important work," Galbraith said. "I'm really looking forward to working with them."

Leaving the IEC, which he joined in January 2013, as well as his other position as Fredericton Local 37 business manager, wasn't easy, Galbraith said.

"Those are hard things to move on from, but I've always been the sort of person willing to take on new challenges. And it's good that others get to try out the roles I was blessed to have."

Galbraith says the biggest highlight from his time on the IEC was the decision to appoint Lonnie R. Stephenson to succeed retiring International President Edwin D. Hill.

"That will forever be a part of the history of the IBEW," he said. "I'll never forget being a part of that process."

While other major events like the 39th International Convention in St. Louis will always stand out, Galbraith says other duties that more directly helped members also stay with him.

"The things that stand out are all the times I was able to help a member who had a pension issue or some other kind of problem," Galbraith said. "In the big picture of things the IEC deals with, those might seem like small items, but to that member it could be a huge issue. I've always been grateful for the opportunities I've had to help a rank-and-file member."

As the Eighth IEC District representative, Galbraith was tasked with being the voice for all of Canada on the IBEW's main governing board, something he says he never took lightly and was proud to do.

"That's a giant responsibility and a huge honour," Galbraith said. "Although our two nations are a lot alike, there are some significant differences in the way we look at things. International President Stephenson, International Secretary-Treasurer Cooper and all of the other international officers, whether they were my colleagues on the IEC or the international vice presidents, were always very respectful and very interested in understanding the Canadian point of view. I really think that's the strength of the IBEW, the fact that all these different ideas and viewpoints are on the table. That diversity makes us strong and it's something I'm very proud of."

While he's no longer tasked with officially representing all of Canada, he says he'll forever champion his country.

"I'll always carry the maple leaf flag," Galbraith said. "You cut me, I bleed maple syrup."

First District International Vice President Thomas Reid met Galbraith a number of years ago when Local 37 was involved in an organizing drive at an independent short line railroad company called New Brunswick Southern Rail. Galbraith was at that time a relatively new assistant business manager with Local 37 and Reid was the district orga-

TRANSITIONS continued on page 8

TRANSITIONS continued

nizing coordinator for Eastern Canada.

"Ross and I were paired up and assigned a number of house calls to execute around the province. This meant we spent a good deal of time that weekend traveling together between addresses and we had the opportunity to talk and get to know one another. I learned about Ross's love for and his commitment to his family as well as his and his father's lifelong passion for harness racing. I also learned and knew at that time that Ross had a bright and long future ahead of him in the IBEW.

"When he later became business manager of Local 37 it was of course no surprise to me. When he was appointed to the IEC, again no surprise here. It was the right choice. Ross has a work ethic second to none. He's very intelligent, articulate and always does the needed research or prep work before tackling any task he's challenged with. He will indeed be an invaluable asset to the locals he's assigned to service, as well as an asset to all members of IBEW Canada and the First District staff."

Galbraith, a New Brunswick native who holds a degree in chemical engineering technology, was initiated into then-Local 2309 in 1993, which later merged with Local 1733 to form Local 37 in 2000. In addition to the numerous hats he's worn with the IBEW. Galbraith is also deeply engaged as a citizen, having been active on many committees and boards at the municipal, provincial and national level. He's currently a board member of the Canadian Nuclear Association and vicechair of the New Brunswick Public Service Pension Plan Board of Trustees.

"Every time I've been asked to do something, I've seen it as a gift," Galbraith said. "It's one of the great things about the IBEW and unions in general. There are so many opportunities to make a difference and become a leader."

Galbraith says the IBEW isn't the largest union in the region, but it's earned the respect of those who follow labour issues, a reputation he intends to uphold.

"We've always punched above our weight," he said. "It really boils down to following the principles of the Code of Excellence and continuously looking for ways to improve how we do things. I've always said that the IBEW takes a backseat to no one."

On behalf of the membership and staff of the IBEW, the officers wish Brother Galbraith all the best in his new position and thank him for his service to the International Executive Council.

APPOINTED

Leroy J. Chincio Jr.



Honolulu local 1260 Business Manager Leroy I. Chincio Jr. has been appointed by IBEW International President Lonnie R. Stephenson to rep-

resent the International Executive Council's Seventh District.

His appointment, unanimously approved by the IEC, fills the unexpired of term of Patrick Lavin, who retired on

After graduating from Leilehua High School, Chincio was initiated into the IBEW in 1991 when he started working at the Hawaiian Electric Company as a helper first class at the utility's Waiau Power Plant.

"My grandfather William retired from the IBEW," Chincio said. He worked at HECO back when it sold ice for cold storage as well as electricity. "He was a union member for 40-plus years. It was a great job that let him provide for our family."

Today, Hawaiian Electric provides electricity for most of Hawaii's residents on Oahu, Maui, Molokai, Lanai and the island of Hawaii. "Every time HECO has an opening, thousands of people apply," Chincio said. "I was lucky I got in."

Chincio eventually worked his way up to become superintendent of construction management. "I owe my career to the IBEW." he said.

At Local 1260, Chincio has worked as an organizer and on the safety and joint apprenticeship committees, and he also served two terms as assistant business manager, starting in 2008 and 2016. Among his proudest accomplishments as a union activist: his successful efforts to better the lives of his fellow members.

"Control operators at the Keahole Power Plant were being paid less than operators at other plants," he said. "I worked with the operators and HELCO management for a wage increase to make their wages equal." He was able to do the same for the utility's customer service representatives.

And when Keahole's control operators wanted to switch to a modified 12-hour schedule. Chincio helped workers and managers negotiate an acceptable solution that helped improve the workers' quality of life.

From 2013 to 2014, Chincio was director of the National Utility Contractors Association's Hawaii chapter. Until his swearing-in as business manager last July, he had been representing the local's Unit 3 on the executive board.

Chincio said his appointment to the IEC has been one of the biggest honors of his life, and that he was shocked when Ninth District International Vice President John J. O'Rourke called him on Feb. 16 to tell him he was under consideration to replace Lavin.

"I know Pat as a legend," Chincio said, "I've seen him at IBEW meetings and conferences. We bonded over being linemen. He's leaving big shoes to fill.

"The reason I will always remember the date, is that it's Lyn's birthday," he added. His wife, Lyn, died in 2019. "It almost felt like fate. It was an emotional day."

For Local 1260, it's been a rough few years. In 2016, some of its leaders and employees were accused of fraud (and are currently awaiting trial). In that time, the local was placed in IBEW trusteeship to identify new leaders, clean up the finances and restore trust among the membership.

"We had some challenges," Chincio said. "Any organization can have challenges. It's not a reflection on the members."

The important thing to understand, Chincio said, is that the IBEW has processes in place to correct such situations. "It's a testament to the resilience and strength of the membership that we faced those challenges and kept moving forward," he said.

"Leroy's a great guy and a great leader — a person of integrity," said Ninth District International Representative Harold J. Dias Jr. "He's been a big part of leading the local during these turbulent times and getting back the members' trust in the IBEW."

Under Chincio's leadership, Dias said, Local 1260 quickly repaid its monetary obligations and is now back on solid financial footing. "It's a success story, but Leroy has kept his humility through it all," Dias said.

Chincio holds a bachelor's degree in e-business from the University of Phoenix and a master's certificate in contract management from Villanova University.

Being a business manager of a local with almost 3,000 members spread across five Hawaiian islands as well as Guam and Wake Island, he said, as well as a widower and father to three teenage daughters, leaves him with very little free time — except maybe when it comes to the Pittsburgh Steelers. He has been a diehard fan of the team since 1980, he said. following its 31-19 win over the Los Angeles Rams in Super Bowl XIV. "My dad made a bet: 'If the Steelers win by at least 10 points, I'll get you those skates that you want.' They did, and he did."

The IEC's Seventh District covers Hawaii as well as Alaska, California, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming and the Pacific U.S. territories. As the newest member of the council, Chincio said that his No. 1 priority is "representing the members, making sure I can keep the philosophy of the IBEW intact," he said. "It's great to have a seat at the table."

Please join the entire IBEW membership in wishing Brother Chincio "pōmaika'i iā 'oe" — good luck — as he takes on his new leadership role.

APPOINTED

Phil Venoit



Victoria, British Columbia, Local Business 230 Manager Venoit, who has served in his current position with the local since 2002, has

been appointed to the International Executive Council by International President Lonnie R. Stephenson.

The Victoria native replaces former Fredericton, New Brunswick, Local 37 Business Manager Ross Galbraith, who accepted a position with the First District office.

"Brother Venoit is an ideal choice to represent Canada on the IEC." First District International Vice President Thomas Reid said. "Under his leadership, Local 230 remains a well-respected advocate for

working families all across Vancouver Island. His tireless work ethic rubs off on those around him.

"Phil is well respected by everyone in our industry, not just in British Columbia but across our district. He has worked tirelessly representing Local 230 and the entire IBEW in Canada. He'll bring a vast depth of knowledge and wisdom to his additional duties. I have worked with Phil for many years and look forward to working with him in his new role for many more to come."

Brother Venoit's father, Lew, also was an inside wiremen and Local 230 member, but his son didn't give much thought about following him into the trades until after high school. That moment came when his father, who was working an out-of-town job during the pre-internet days, called his son and asked him to drop by Local 230's hall to

While there, then-18-year-old Phil struck up a conversation with the dispatcher on duty, who told him he could secure him a spot in Local 230's apprenticeship program. Venoit was working as a manager at a Victoria-area McDonald's at the time and unsure of his future. So, he spoke to his father after he returned to town before saying "yes."

It didn't take long to realize he made the right decision. Venoit was initiated into Local 230 in January 1981, topped out four years later and found that "everything about it felt like I was on a vacation when I was on the job," he said.

"I always loved the union," he added. "Always. From Day One. I loved everything it did for me and everything that it embodied and brought to me on a personal level."

Venoit was active in the local and was hired on staff as an organizer in 1996. He became an assistant business manager in 1999. Three years later, he was elected business manager and has been re-elected six times since.

Local 230 President Greg Gyorfi, who has known Venoit for 15 years, said he's earned members' trust through his work ethic and proven results in improving wages and working conditions. He's also formed working relationships at the highest levels of municipal and provincial governments, reaching all the way up to B.C. Premier John Horgan.

"He's one off the best things we have as far as unionism on Vancouver Island," Gyorfi said. "He's on so many boards and he has his finger on the pulse of everything. I think Phil's taken one vacation since I've known him. His idea of a vacation is attending [an international] convention."

Venoit has made it a priority to be visible throughout Local 230's jurisdiction, which covers all of the island, the only part of western Canada that stretches south of the 49th parallel. He's especially proud that he's built relationships not just within the labour movement and its allies but even with individuals some might have viewed as enemies.

"I had the owner of one of the largest nonunion electrical contractors in Vancouver [city] tell me once, 'We won't even consider bidding work [on the island]," he said.

"You guys have that place locked down."

His roots are in construction and shipyards but Venoit has had to show expertise in a variety of areas. Local 230 represents workers in manufacturing, communications, government, marine and railroad

"I don't think there have been many times in my life when I've felt humbled and excited at the same time. When you put those two feelings together, it becomes a surreal moment," he said of his IEC appointment.

"I've always loved working on large and complex challenges. I think that is one of the real assets I can bring to help with the work on the council."

Venoit and his wife, Brenda, have three children, including a daughter, Cassidy, a Local 230 pre-apprentice. He works with a variety of charities, including the United Way, and was a charter member of the Electrical Workers Without Borders — North America. He is a past president of the B.C. Building Trades, Metal Trades, and Island Railway Council and has served on the boards of several other government, labour and trades councils.

"His commitment never stops," Gyorfi said.

The officers and staff congratulate Brother Venoit on his appointment and wish him much success in his new role.

DECEASED

Michael Blanchard



Michael Blanchard, a retired Seventh District international representative whose passion for organizing helped spur the

growth of Gulf Coast inside locals, died April 7. He was 72.

"He really was ahead of his time," said his friend of 50 years, Dan Hetzel, explaining how Blanchard embraced the IBEW's hotly debated directive in the 1980s to organize nonunion wiremen. "Mike was elated. He knew it was going to pay dividends."

A native Texan, Blanchard signed on with Beaumont Local 479 three days after graduating high school, following his father into the IBEW. He trained as an apprentice wireman while also earning an associate degree in vocational electricity.

He topped out as a journeyman in an era of scarce electrical jobs in the Beaumont area, and often hit the road. He made an adventure of it, finding work at more than 35 locals nationwide.

"Being a part of the IBEW gave me the chance to see what it was like to work alongside brothers around the country," Blanchard said when he retired in 2009. "It was a great experience."

He and Hetzel traveled together at times, building bonds that grew into parallel careers. On his own, Blanchard made multiple treks to New York City and was intrigued by Local 3's inside organizing

efforts years before there was a national game plan.

"He learned a lot there about organizing," said Hetzel, who retired as an international representative in 2012. "He was excited about it."

Blanchard was an active member of Local 479 from the start, serving on numerous committees and the executive board before running against the sitting business manager in 1986. It was a joint decision for him and Hetzel, who agreed upfront to serve as assistant business manager; he later took the helm when Blanchard joined the international staff.

They were determined to ease tensions at their local, where members had been at odds with each other and leadership for some time. Tempers flared over deals to cut wages to compete with non-union electricians being hired by industrial-sector contractors.

Orville Tate, who served 22 years as Seventh District vice president, attended a heated membership meeting and took notice when Blanchard stood and spoke from the audience.

Making a case for the embattled business manager's position, he argued that without concessions in the short term, they wouldn't have jobs at all.

"He was very vocal and articulate," Tate said. "I was impressed with his presentation."

Though pragmatic, Blanchard also believed there had to be a better way. He and Hetzel campaigned on that promise, winning handily in 1986 and subsequent elections.

One of the answers was growth. Blanchard jumped in with both feet when the IBEW instructed inside locals to begin organizing from nonunion ranks instead of exclusively bringing in members through the apprenticeship program.

"It's probably the greatest thing that Mike did," Hetzel said. "We began to organize and took key people from nonunion sectors."

Blanchard was a quick study. He perfected IBEW strategies and techniques to salt nonunion worksites with his members, sending them in undercover to spot creamof-the-crop electricians. He also was one of the district's first construction-side business managers to hire an organizer.

Tate recognized a rising star and was eager to bring Blanchard aboard the Seventh District staff when he had an opening in 1993.

He assigned Blanchard to oversee organizing in the district and watched him excel at training and motivating local staff and members.

"Mike was very good at making it simple to understand why we have to organize, how we can organize and what the results of organizing can be," Tate said.

Inside of two years, Blanchard helped draw hundreds of new members into the IBEW and continued to build on those victories. He favored quieter strategies instead of pickets, such as producing a newsletter on Gulf Coast campaigns that sometimes crossed into the neighboring Fifth District. He and his team distributed more than 10,000 copies each week at

nonunion worksites from Mobile, Ala., to Corpus Christi. Texas.

Blanchard's verbal dexterity, attention to detail and ability to absorb knowledge and impart what he'd learned, made for a powerful skill set, as his friends described.

"He wasn't a labor lawyer, but he'd just about memorize everything they said," Hetzel recalled. At meetings where others barely touched a pen, "Mike was always taking notes," Tate said.

He worked hard, but also was a lot of fun, Hetzel said. With a lake 30 feet from his back door in Village Mills, Texas, Blanchard enjoyed fishing and other outdoor activities in his retirement, as well as road trips in his pristine Corvette.

"He kept it in his garage, and if it wasn't spotless, he'd back it out and wash it again," Hetzel said with a chuckle.

Blanchard is survived by his wife, Kaye, son, Jason, a brother, sister and nieces and nephews.

The officers and staff sends sincere condolences to Brother Blanchard's family and friends, with gratitude for his dedicated service and lasting achievements.

PETIPED

Scott D. Hudson



Scott D. Hudson, a business development international representative with the Eighth District, has retired from the IBEW, effective

April 1.

After graduating from Billings High School in 1972, the Montana native started taking classes at what is now Montana State University Billings. He also supported himself by taking on a succession of union-represented jobs: as a dock worker at BNSF, he belonged to Railroad Workers United. He was a Teamster at the Great Western Sugar Company. And through multiple hospitality jobs, he was represented by the union now called UNITE HERE.

In 1975, while he was working as a laborer represented by LIUNA, he applied to the IBEW inside apprenticeship. He was initiated as a member of Billings, Mont., Local 532, which has jurisdiction in 24 counties in eastern and south-central Montana.

Hudson topped out as a journeyman inside wireman in 1979, and while he was working with the tools, his enthusiasm for union activism grew. He got active in enhancing Local 532's training program, and he served on the local's negotiating committee from 1990 to 1993 until then-Business Manager Don Herzog appointed him assistant business manager.

Two years later, Herzog assigned Hudson to help bring more members into the IBEW as Local 532's organizer. One of Hudson's more notable accomplishments in this role was helping to bring into the IBEW locomotive refurbishing workers at

Montana's Livingston Rebuild Center, then the city's largest employer. With help from now-retired Eighth District International Representative Rocky Clark and Rex Kendall, Butte, Mont., Local 44's then-business manager, nearly 100 workers there overwhelmingly voted for IBEW representation in 1999.

In 2002, Hudson served another two-year stint as Local 532's assistant business manager before his election as business manager in 2003. He also served as delegate to the Montana Conference of Electrical Workers, on Montana's Joint Apprenticeship Training Committee, as president of the Southeastern Montana Building Trades Council, on the board of directors of Union Labor Federal Credit Union and as a delegate to the Yellow-stone Valley Labor Council.

"I'm very honored to have been trusted to work on behalf of all workers," Hudson said of his busy career.

In 2007, then-International President Edwin D. Hill appointed Hudson to serve under then-Eighth District International Vice President Ted Jensen, with responsibility for servicing Utah's locals. Three years later, Hill brought Hudson to Washington to serve as director of construction organizing in the union's Membership Development Department.

"Organizing has always been the IBEW's No. 1 priority for effective growth and increased market share," Hudson said. Under his leadership, the Membership Development Department boosted construction organizing efforts, promoting public events designed to attract nonunion electricians and engaging in worksite blitzes.

One of Hudson's proudest accomplishments while working at the International Office was helping to launch in 2011 the union's Organizing Accountability Reporting System (OARS), which tracks contractors and their electricians across North America to aid the union's organizing.

"OARS was a true joint effort," Hudson said, acknowledging the ongoing direction and support of both Hill and current International President Lonnie R. Stephenson, the work of the Information Technology Department and input from district, state and local organizers. "That program was developed because of all the people involved."

In 2015, Hill assigned Hudson back to his home district to work with International Vice President Jerry Bellah as a business development representative for the five states under the Eighth District's jurisdiction: Montana and Utah, as well as Colorado, Idaho and Wyoming.

Business Development Director Ray Kasmark said Hudson has been effective in assisting and supporting local unions across the Eighth District, using these tools and acquiring additional work for IBEW members and our partner electrical contractors.

"Our mission is to create opportunities for growth, but there's really no playbook for that. Scott was always good at coming up with solid ideas," Kasmark said. "Scott's been one of our top innovators. He really looks at the big picture. That kind of thing is priceless."

Hudson and his wife, Lori, plan to spend retirement in rural Sheridan, Wyo. "You can't get any more socially distanced than this," he quipped. His hobbies have include outdoorsy pursuits such as golfing, fishing, boating, hunting and riding his Harley-Davidson motorcycle. "I'll still be focusing on keeping the golf ball in the fairway," he said.

Hudson also plans to spend more time with his sons, Corby and Jeff, and his daughter, Cortney, and their families. He noted with pride that Jeff is also a journeyman inside wireman with Billings Local 532.

Please join us in thanking Brother Hudson for his tireless IBEW service. We wish him a long and happy retirement.

RETIRED

Brian Matheson



Brian Matheson, a First District international representative who served the Maritime provinces of eastern Canada for half of his 50 years

with the IBEW, retired April 1.

Raised in a family of coal miners on Nova Scotia's Cape Breton Island, "We grew up union," he said. "It was almost all union people there."

Instead of the mines, Matheson went to work at a local utility as a meter reader and ground hand. When the utility was sold to a larger company that became Nova Scotia Power, he was part of a labor pool competing for shifts. But he impressed his boss, and one day in 1969 "the stars aligned."

"They were firing a meter reader who was estimating, not actually reading meters," Matheson said. "I got his job."

After a year, he was able to join the IBEW and began training as an apprentice lineman. From early on, he served as a recorder and shop steward in Local 1089, which merged a few years later with Halifax Local 1928.

Four years after graduating as a journeyman, Matheson was hired as assistant business manager. He enjoyed making the rounds of Nova Scotia, attending unit meetings and helping locals with negotiations and training. But he went back to the tools when the business manager who hired him was defeated for re-election.

The next time around, Matheson threw his own hat in the ring. He won, serving 13 years as business manager until joining the international staff in 1995.

One of his most satisfying achievements while running Local 1928 embodied the true spirit of brotherhood. A member's young daughter needed a liver transplant, and Matheson set out to raise \$20,000 for surgery that needed to be done in the United States.

During the girl's extended wait on a transplant list, money poured in from IBEW members in Nova Scotia and across Canada, eventually tallying \$250,000.

They donated \$150,000 of it to two hospitals and put the rest in a trust for the patient's future care, he said.

Matheson also brought Local 1928 into the emerging digital age of the 1980s. "We had 10 different unions in our building, and we were the first to get a computer," he said. "My office manager was going to quit."

But she accepted his offer to send her to classes and afterwards "she ended up training all the other unions," he said with a note of pride.

From 1995 on, Matheson served 13 locals along Canada's Atlantic shores, mainly representing members at utilities, factories and pulp plants. One highlight of his many years on the road was helping members at Irving Pulp & Paper in New Brunswick negotiate a decadelong contract.

"Because they had the 10-year agreement, they kept getting increases while other plants were downsizing and cutting back on wages," he said, stressing the teamwork involved, and his goal to advise, not direct, at any bargaining table.

Ross Galbraith, who until recently was a member of the International Executive Council and business manager of Fredericton, New Brunswick, Local 37, will be replacing Matheson as the territory's international representative. Matheson was an invaluable mentor, he said.

"When I was dealing with a complicated or controversial subject or was just frustrated about something, Brian was such a calming influence," Galbraith said. "He has such an affable, cheerful, sunny point of view. It was always, 'We'll get through this."

He said Matheson knows "it can be lonely at the top" for business managers, and sometimes they just need an ear.

"He's guy who's been around the block, who doesn't panic, who listens to you and gives you time to vent. He's a good coach. That's exactly what he was like—the kind who can settle people down and get his team playing well again."

On some matters, Matheson was more sparing with his words.

"He was very famous for answering a question with a question," said Local 1928 Business Manager Jim Sponagle, a practice that Matheson confirmed.

"I'd say, 'What does the Constitution say? What do the bylaws say?' I'd tell them to look it up and come back to me."

Even if it wasn't what they hoped to hear, Sponagle said, "I think he was old school, like that saying, 'Give a man a fish and he eats for a day, teach a man to fish and he eats for a lifetime."

Matheson is relishing his newfound leisure at home on Lake Sherbrooke in southern Nova Scotia, fishing, boating and enjoying quality time with a blended family of children, grandchildren and great grandchildren. He's also looking forward to spending winters in Florida.

But he loved his career, too. "It was a great experience every day," he said. "You can't knock working for workers."

The IBEW thanks Brother Matheson for a half-century of service and wishes him a long and happy retirement.

GROUNDED IN HISTORY

The Origins and Evolution of the IBEW's Most Cherished Symbol

The IBEW seal is instantly recognizable to anyone in the industry and a point of pride for our members and all associated with it. But while it traces its origins back to our union's founders, it has undergone significant changes along the way.

We get questions constantly about its history. Who designed it? Why does it have ten lightning bolts? When and why did the fist switch from left-hand to right-hand?

On Nov. 28, 1891, the last day of the first IBEW Convention, Delegate C.J. Sutter representing Duluth, Minn., submitted a proposal to "accept drawing as presented for emblematic button for the NBEW." According to Sutter's design, the seal was made of a left-handed fist, with a jacket sleeve and shirt cuff visible, grasping 22 lightning bolts.

Its description as an "emblematic button" signifies its original purpose as a promotional, and more importantly, purchasable item. The first decade of the IBEW's history was full of financial difficulty with membership in constant flux due to boom-and-bust economies. One of the few dependable sources of income for the early union was the sale of emblem buttons for new members and charter seals to the locals. Designing such a button, therefore, was actually of high importance and Sutter's design was unanimously approved that same day.

The lightning fist is certainly a striking symbol and one uniquely fit for a union of electrical workers — the human hand, like that of Zeus, confidently restraining the power of electricity. It is entirely possible that the image came to Sutter in a moment of inspiration. However, it must be noted that the seal does bear resemblance to the logo of the American Electrical Works, a wire and cable company which operated in Rhode Island from 1886 to 1934. The electrical trade magazine, The Electrical World, had many advertisements for the company bearing a similar lightning fist logo. Perhaps Sutter had seen one and it helped "inspire" his proposal? It's possible we'll never know.

One thing is for certain: The seal has been the trademarked property of the IBEW for more than a century. The first regulatory body outside of the IBEW to recognize the seal was the Union Label Trades Department of the American Federation of Labor. Created in 1909 and open to any trade that had a union label, this association advanced the interests of its member organizations by advertising their respective labels to organized workers and to the public in general. The IBEW joined the Label Department in 1910, whereon the lightning fist was accepted by the AFL as the official seal to "appear on all electrical devices, apparatus, fixtures and machines before being installed or maintained by a member of the IBEW."

The second body to recognize our seal was the U.S. Patent and Trademark Office. Our first trademark application was approved on October 21, 1924, and was given Trademark No. 190,689, which authorized the use of the seal in "booklets and periodicals." Our next application was granted on July 29, 1947, for Trademark No. 431,576 for use on "electrical equipment and supplies." The final application was approved on January 23, 1973, for Trademark No. 951,936, which granted the IBEW use of the seal for all "Related Material of the Association for the Furtherance of Its Objects." It was on this last registration that the right-handed fist made its first appearance on the IBEW seal.

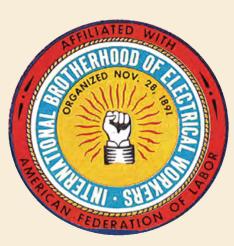
The switch occurred under the leadership of International President Charles Pillard, who came into office in 1968. The reasons for the change have been a constant source of debate among our membership. Unfortunately, the International Executive Council left no written record documenting the switch, nor were any public statements made that would provide a definitive answer. The story that has been passed down informally was that the raised left fist, long associated with revolution and the people's power, had become negatively associated with communist movements of the late 1960s. As such, the IBEW seal was switched to a raised right fist on Jan. 1, 1971. It was this design that appeared on our application to the Patent Office approved in 1973.

As for the number of lightning bolts in the seal, it has changed several times in various attempts to "modernize" the emblem. Contrary to popular thought, there was never any symbolic reasoning to the number of bolts. The original 22 bolts from Sutter's design lasted until 1908, at which point it was reduced to 21. In 1916 the number was further reduced to 16. In 1953 the number was increased back to the original 22 but the bolts lost their zig-zag shape and appeared more like waves. In 1971 the bolts were reduced to 15 and regained their zig-zag shape. The current form of the IBEW Seal was eventually standardized in 1999 when IBEW President J.J. Barry set the number of bolts at 10. This was to symbolize the 10 founders at the first convention: T.J. Finnell, F.J. Heizlenan, E.C. Hartung, Harry Fisher, Henry Miller, J. T. Kelly, William Hedden, C.J. Sutter, Joseph Berlovitz and James Dorsey.

For more on how to support the IBEW's preservation of its history, visit **nbew-ibewmuseum.org**. Have an idea for this feature? Send it to **Curtis_Bateman@ibew.org**.



1891 – 1938



1953 – 1971



1971 – 1999



1999 – present

-In Memoriam

Members for Whom PBF Death Claims were Approved in April 2021

Local	Surname Date	e of Death	Local	Surname Date	e of Death
1	Bommarito, A. J.	2/5/21	11	Fox, F. A.	11/24/19
1	Coughlin, T. P.	1/10/21	11	Johnson, R.	1/22/21
1	Frank, J. R.	12/13/20	11	Koolmees, J.	11/9/20
1	Huck, C.	9/26/20	11	Morrell, R. J.	11/30/20
1	Konneman, L.	12/28/20	11	Phillips, W. V.	11/26/20
1	Malone, R. E.	12/25/20	11	Vucurevic, 0.	2/24/21
1	Millfelt, R. L.	12/3/20	16	Knox, J. T.	10/28/20
1	Mueller, D. E.	11/24/20	16	Laslie, C. A.	9/21/20
2	Hook, K. L. Alboro, A.	11/6/20	16 17	Walsh, J. A.	10/8/20
3	Barker, K. M.	1/24/21 1/30/20	17	Caldwell, J. W. Hoye, F. F.	4/12/20 7/10/20
3	Bergenson, W. P.	1/2/21	18	Rutherford, L. I.	11/21/20
3	Blanc, A. H.	5/9/20	20	Enochs, J. E.	3/3/21
3	Braunstein, H.	10/15/09	21	Lawson, R. O.	11/14/20
3	Burkowsky, M.	12/15/20	22	Munch, H. C.	8/27/20
3	Burte, K. L.	12/24/19	22	Orsi, J.	5/3/20
3	Campo, F.	10/31/20	22	Sobbing, W. K.	11/26/20
3	Catalano, L.	12/7/20	24	Andrews, W. A.	12/8/20
3	Ciraldo, A.	2/8/21	24	Davis, C. B.	12/8/20
3	D'Aleo, J. B.	2/4/21	24	Kipke, D. W.	9/13/20
3	Donato, M. J.	12/30/20 12/22/20	24 25	Williams, B. L. Madonia, D. C.	10/19/20 11/2/20
3	Drangel, M. G. Fabrico, C. J.	1/10/21	25	Slack, A. W.	11/2/20
3	Freifeld, M.	1/28/21	26	Batson, C. E.	12/24/20
3	Fu, C. Y.	10/28/20	26	Burriss, T. L.	3/24/20
3	Gelfand, M. E.	4/21/20	26	Carpenter, K. R.	1/3/21
3	Glantz, L. H.	1/12/21	26	Crain, W. S.	12/26/20
3	Gombos, J. J.	11/9/20	26	Lindsay, R. L.	12/20/20
3	Grapstul, W.	2/8/21	26	Milam, M. J.	1/16/21
3	Hansen, H. A.	1/9/18	26	Powell, W. T.	10/5/20
3	Hausler, R.	7/19/19	26	Smith, J. E.	7/13/20
3	Horan, D. J.	12/10/20	34	Grimm, M.	12/24/20
3	Kaish, A. J. Keller, R. R.	1/2/19	35 35	Baldyga, W. M. Dion, R. J.	11/19/20
3	Kleyn, I.	1/18/21 1/22/21	35	Parker, R. E.	11/16/20 12/1/20
3	Leotta, G. P.	2/24/21	38	Austin, D. J.	12/1/20
3	Licursi, F. J.	2/8/21	38	Esker, W. J.	1/30/21
3	Lord, D.	3/28/18	38	Hipp, W. G.	1/9/21
3	Maglio, F.	6/10/20	38	Kelly, L.	10/24/20
3	Matuszak, W.	2/13/21	40	Barrett, K. R.	12/24/20
3	Mc Spedon, J. J.	12/30/20	41	Gornick, L. J.	12/16/20
3	McKinlay, W. S.	12/31/20	41	LoPiccolo, L.	12/23/20
3	McSpedon, R. W.	4/24/19	42	Dewey, J. M.	10/13/20
3	Morenz, H. M.	4/12/20	42	Moshimer, R.	1/7/21
3	Namovitz, M. Ninivaggi, N. F.	12/3/20 10/7/20	43 43	Drake, T. E. Hogan, J. J.	10/22/20 12/11/20
3	Pagoulatos, J.	2/4/21	43	Slye, F. E.	10/31/20
3	Panzeca, A.	1/3/21	44	Hutchins, J. A.	12/19/20
3	Relova, F.	11/15/19	44	Knight, J. D.	1/24/21
3	Rosa, N.	11/22/20	44	Lind, J. D.	11/25/20
3	Ryan, J. J.	8/27/18	44	Simonson, F. H.	11/11/20
3	Schwabe, H. E.	1/30/21	46	Friedel, G. D.	12/31/20
3	Skidgell, R. F.	11/21/20	46	Steinke, R. D.	1/6/20
3	Smith, G. M.	4/6/20	46	Wagner, F. H.	12/21/20
3	Staab, G. J.	4/4/18	48	Bartlett, J. R.	11/25/20
3	Tierney, D. Tiseo, P.	7/9/17 11/27/20	48 48	Blackburn, D. E. Galbreath, R. H.	12/12/20 9/14/19
3	Volfson, P.	10/10/20	48	Hickey, T. M.	1/2/21
3	Wechsler, E. J.	2/6/21	48	Malone, D.	1/15/21
3	Weinberger, R.	9/19/20	48	Olson, W. A.	11/21/20
3	Witlin, E.	6/22/20	48	Robertson, H. F.	11/29/20
3	Wolliaston, E. A.	4/8/20	48	Wallachy, D. C.	12/6/20
5	Liptak, G. R.	12/6/20	51	Christa, R. W.	12/7/20
5	Stewart, R. J.	2/8/21	53	McMillin, K. W.	2/16/21
6	Bettis, D. K.	12/6/20	57	Candelaria, A. D.	9/6/20
6	Gallagher, F. N.	12/23/20	57	Suazo, S.	12/1/20
6	Sandkulla, C.	12/12/20	58	Alquiza, T.	12/21/20
7 7	Pietraszkiewicz, J. Szewczyk, E. P.	P. 1/19/21 11/17/20	58 58	Bostwick, J. H. Browning, A. B.	9/3/18 12/31/20
8	Dains, W.	12/31/20	58	Bunetta, J.	12/31/20
8	Foley, J. S.	6/15/20	58	Conti, J. A.	11/28/20
8	Inebnit, J. H.	12/15/20	58	Funk, C. H.	1/23/21
8	Wolf, R. L.	7/1/20	58	Kastelen, R.	11/17/20
9	Gerard, B. F.	12/13/20	58	Katanick, N.	2/19/21
9	Lombardo, S.	12/11/20	58	Matchin, E. J.	10/29/20
9	O'Brien, R. J.	1/26/21	58	Mills, W. A.	12/27/20
9	Palojarvi, D. R.	3/6/21	58	Mills, D. C.	12/16/20
9	Stapleton, J. M.	1/15/21	58	Ritten, S. A.	12/25/20

Local	Surname D	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname Da	ate of Death	Local Surname Date of Death
58	Tinnette, S. J.	1/2/21	134	Casey, P. J.	12/22/20	265	King, P. M.	9/3/20	401	Brown, R. A.	. 4/5/20	606	Odom, J. D.	2/12/21	1249 Bishko, J. 10/8/20
58	Turner, W. R.	1/12/21	134	Celler, E. M.	12/30/20	266	Morales, J.		401	Sceirine, S.	12/21/20	607	Snyder, R. A.	9/16/20	1316 Van Houten, J. J. 1/27/21
60	Villegas, A. G.	2/7/21	134	Christ, R. F.	12/26/20	269	Bartolino, A.		401	Thurston, W	. S. 7/2/18	611	Eshom, H. D.	10/31/20	1319 Bellanca, V. 9/25/20
66	Argueta, C. A.	11/23/20	134	Crivellone, D.		269	Inglesby, B.		405	Bowser, S. E		611	Mendonca, R. J		1393 Archer, J. W. 3/7/21
66 66	Toledo, A. Yates, W. H.	12/29/20 10/17/20	134 134	Dallstream, F Dziadula, R. S		270 270	Dixon, J. C. Sharp, E. L.	1/22/21 10/11/20	405 424	Shebetka, D Leskovsky, \		611 611	Minutolo, M. A. Trujillo, H. G.	9/30/20 8/29/20	1393 Bourland, D. A. 1/17/21 1393 Goble, D. L. 11/12/20
68	Englund, J. A.		134	Elenz, D. G.	11/22/20	275	Kohlbeck, J.		424	Liu, C.	11/15/20	613	Jackson, J. L.	2/10/21	1393 MacDonald, D. O. 12/21/20
68	Friederich, M.		134	Fanning, C. K	. 9/24/20	280	Smith, R. W.		424	Storey, L. E.	12/4/20	613	Johnson, S. C.	1/26/21	1547 McRae, R. W. 11/27/20
68	Goodman, M. A		134	Ferrill, J. A.	12/6/20	280	Stevens, B.		428	Farquhar, D.		613	Rawlins, D. T.	1/9/21	1547 Mobley, J. M. 1/25/21
68 68	Lopata, G. D. Radke, R. C.	12/8/20 10/16/20	134 134	Haas, R. R. Harmon, T. L	12/17/20 . 12/16/20	288 292	Camlin, W. L Froysa, L. I.	2/25/21 4/16/19	429 429	Parnell, L. D Pinkelton, M		613 640	Sanders, G. A. Chernov, S. A.	9/30/20 2/16/21	1547 Wirz, R. S. 10/26/20 1555 LeBlanc, B. 8/8/20
70	Battle, W.	1/18/21	134	Helminiak, P.		292	Horrocks, A		430	Bower, H.	10/9/20	640	Hall, L. A.	12/11/20	1555 Welling, R. C. 10/25/20
71	Douglas, J. F.	12/18/20	134	Holm, I.	10/22/20	292	Kafka, A. E.	12/22/20	441	Adams, R. C		640	Parrish, K. L.	11/24/20	1579 Enroughty, J. L. 3/5/21
73	Carter, L. O.	12/28/20	134 134	lacullo, J. C.	12/23/20 2/14/21	292 292	Lebo, T. E.	11/24/20 . W. 11/8/20	441	Bill, D. L.	10/28/20 12/30/20	640	Smith, D. L.	1/7/21 12/27/20	1687 Green, W. L. 9/19/20 1837 Dowling, E. H. 12/11/20
73 73	Haag, J. D. Zuelke, R. L.	10/20/20 5/7/20	134	Klein, W. B. Lustrup, H. C		292	Peterson, D. Riley, T. R.	11/19/20	441 441	Craze, E. W. Ellis, R. W.	11/3/20	640 640	Taylor, R. G. Uresti, J. U.	12/21/20	1837 Dowling, E. H. 12/11/20 1852 Boudreau, V. J. 12/3/20
77	Bartlett, C. R.	1/23/21	134	McCarthy, P.		292	Surma, T. G.		443	Gulledge, A.		654	Swift, W. G.	8/17/20	1924 Young, W. E. 10/27/20
77	Ellis, D. R.	11/14/20	134	Miller, S. D.	10/29/20	292	Swanson, D		446	Becraft, J. J		659	Stamper, M. S.	2/18/21	1925 Sparks, G. 2/2/21
77 77	Jones, D. L. Messer, R. C.	11/20/20 6/23/20	134 134	Oeffling, W. F		292 300	Therrien, G.		446 449	Dingler, J. R		665 666	Taylor, G. A.	1/22/21 G. 3/1/21	2038 Herperger, W. 11/1/20 2085 Bork, K. E. 11/23/20
80	Alexander, R. E		134	O'Grady, T. F. Olsen, A. A.	12/5/20	301	St. Gelais, K Brewton, A.		459	Rinehart, K. Hanes, J. T.	12/23/20	668	Christopher, B. Hewitt, S. D.	12/1/20	2085 Kaslauskas, A. 10/10/20
80	Harlow, R. J.	1/19/21	134	Ortiz, J. C.	12/26/20	301	Kenner, T. N		466	Carter, E. E.	11/30/20	668	Maddox, T. P.	12/26/20	2113 Liechty, G. A. 11/11/20
81	Boylan, J. M.	3/1/21	134	Purol, P. J.	12/20/20	301	LeFevre, T. (466	Hawkins, D.		676	Bonifay, S. K.	1/26/21	2166 Dunphy, E. 11/23/14
81 81	Gaughan, T. E. Holmes, M. P.	. 1/13/21 2/27/21	134 134	Reed, C. D. Rodin, J.	11/12/20 10/24/20	302 302	Bethel, R. J. Coffman, J.		474 474	Crane, S. E. Hogue, P. J.	12/4/20 12/3/20	676 683	Cope, M. E. Paulson, K. R.	1/25/21 3/7/20	2166 McKeown, D. R. 11/16/20 2330 Drodge, T. J. 10/6/20
82	Degler, D. L.	11/23/20	134	Rose, E. A.	9/30/20	302	Hunter, J. A.		474	McNatt, Q. F		688	Hoover, R. J.	12/13/20	I.O. (3) Valle, T. R. 11/28/20
82	Goans, J. R.	2/12/21	134	Sheehy, R. W		302	Smith, R. M.		474	Whitaker, H.		697	Dunivan, J. D.	3/5/21	I.O. (5) Myers, J. R. 1/5/21
82	Mahoney, C.	2/15/21	134	Szymura, R.		303	Paquet, J. H		479	Ramb, K. J.	2/2/21	701	Illescas, J. M.	2/22/21	I.O. (21) Wehmhoff, G. W. 12/9/20
86 90	Cappotelli, V. J Smith, A. E.	J. 1/29/21 12/14/20	134 134	Wagner, N. Q Whitney, D. D		304 305	Mattocks, B Grawcock, F		479 479	Sherer, M. K Watts, G. A.	i. 2/9/21 9/29/20	702 702	Curry, J. G. Ferrell, R. D.	2/11/21 11/5/20	I.O. (43) Labuz, E. W. 1/26/21 I.O. (130) Weysham, A. J. 12/26/20
96	Pirani, R. L.	11/14/20	136	Cohill, W. T.	1/11/21	306	Murphy, W.		480	Bryant, C. L.		712	Fritz, R. R.	9/11/20	I.O. (134) Corbett, W. J. 11/9/20
98	Davie, W.	6/22/20	136	Hatcher, C.	12/21/20	307	Johnson, I. V	W. 10/8/19	480	Purvis, D. W	. 1/11/21	716	Johle, C. H.	2/18/21	I.O. (134) Cudzik, L. A. 11/5/20
98	Gustis, A. J.	12/17/20	136	Slowik, J. J.	1/11/21	309	Buettner, R.		481	Spencer, C.		716	Padilla, A. T.	1/1/21	I.O. (134) Doyle, J. M. 1/16/21
98 98	Maurer, J. P. Morris, J. M.	11/14/20 1/7/21	143 143	Boyer, J. F. Dagenhart O	1/30/21 D. M. 12/11/20	309 325	Schneebeli, Gabrick, R. I		488 488	Juraska, B. Y Kelly, R. T.	V. 9/9/20 12/2/20	716 716	Phillips, J. W. Wyrick, Z. T.	2/9/21 2/28/21	I.O. (134) LaRocco, D. J. 12/25/20 I.O. (134) Poczekaj, J. R. 1/12/20
98	Smith, T. P.	1/2/21	143	Karper, R. E.	12/24/20	332	Isola, R. A.	1/2/21	494	Dickmann, F		725	Black, R. J.	11/30/20	I.O. (160) Sandberg, A. E. 1/24/21
98	Uba, S. A.	11/8/20	143	Upperman, A		332	Kramer, J. U		494		R. W. 12/20/20	743	Nein, R. L.	2/6/21	I.O. (441) King, D. C. 9/30/20
99 100	St. Jean, R. T. Deppe, H. F.	12/30/20 12/6/20	146 146	Camic, C. A. Mosser, D. A.	12/26/20 . 1/27/21	332 332	Martin, P. D. Perretta, L.		494 494	Horak, W. Randa, D. C.	11/30/20 1/10/21	743 756	Pauley, M. S. Kelley, C. E.	2/14/21 1/14/21	I.O. (443) Peters, K. E. 12/4/20 Pens. (558) Alexander, P. T.12/29/20
100	Hammond, G. I		150	Faust, J. S.	2/12/20	340	Crowder, R.		494	Wells, D. R.	2/21/20	760	Hembree, J. H.	3/5/21	Pens. (814) Case, L. M. 12/22/20
100	Mart, J. E.	7/14/20	150	Manarik, G. S	S. 12/21/20	340	Kilpatrick, 0	. E. 12/24/20	494	Zuzelski, E.	G. 11/27/20	760	Porter, R. D.	1/15/21	Pens. (I.O.) Abrahamson, J. V. 8/12/20
102	Schneider, C.	11/28/20	153	N'Kere, E. D.		340	Riordan, C. I		495	Turner, E. L.	2/11/21	760	Romine, J. W.	11/30/20	Pens. (I.O.) Balducci, J. A. 12/8/20
103 103	Bergholm, J. P. Bigelow, D. L.	P. 10/1/20 11/6/20	159 159	Hudzinski, J. Schultz, R. E.		342 343	Woods, S. A Barrer, N. R.		495 502	Whitford, D. McKenna, D		760 769	Vaughn, J. K. Lewis, C. A.	1/18/21 11/22/20	Pens. (I.O.) Balz, A. 1/25/20 Pens. (I.O.) Barnes, J. K. 12/6/20
103	Cochrane, A. N		164	Conry, J. M.	2/6/21	343	Jochim, M.		508	Furlong, T. N		776	Plemmons, M. I		Pens. (I.O.)Borden, K. J. 1/2/21
103	Haneef, Z.	10/14/20	164	Fields, W. D.	11/22/20	343	Neubert, F.		520	•	A. L. 12/28/20	776	Smith, R.	9/6/20	Pens. (I.O.) Courtemanche, R. 9/23/20
103 103	Jesionowski, C Mahoney, K. F.		164 164	Fritschy, A. R Grabinsky, D.		347 347	Borg, B. W. Johnson, R.	10/3/20 R. 1/12/21	520 540	Polvado, J. (Clark, L. L.	C. 2/23/21 2/5/21	816 852	Davis, G. E. Barber, J. C.	10/15/20 10/17/20	Pens. (I.O.) Cox, W. J. 7/11/20 Pens. (I.O.) Creifelds, R. J. 3/4/18
103	Milward, P. E.	12/2/20	175	Everett, R. E.		347	Schmidt, J.		540	Clark, E. D.	2/3/21	852	Conely, J. M.	10/17/20	Pens. (I.O.) Dehaven, J. N. 1/9/21
103	Steeves, J. W.		175	Moore, R. S.	12/16/20	349	McDonald,		540	Evans, E. L.	2/22/21	852	Griffith, B. B.	9/26/20	Pens. (I.O.) Dingman, M. D. 11/20/20
103	Stockless, R. J		175	Stafford, R. L		350	Gray, G. E.	12/29/20	540	Fogle, E. G.	12/10/20	852	Luther, J. D.	9/18/20	Pens. (I.O.) Doglio, T. H. 12/2/20
103 103	Sullivan, R. J. Sweeney, W. N	12/4/20 M. 11/25/20	176 176	Brockup, D. E Lake, J. R.	1/25/21 11/21/20	351 351	Eger, R. J. Jester, W. H	1/17/21 . 11/24/20	540 540	Klotz, B. E. Krebs, P. J.	2/27/21 1/31/21	873 876	Reeder, D. K. Battice, P. M.	11/1/20 12/10/20	Pens. (I.O.) Finley, R. E. 11/19/20 Pens. (I.O.) Finner, P. E. 2/14/20
103	Wheeler, J. J.	10/11/20	177		D. L. 12/13/20	351	McGlynn, J.		540	Oberlin, G. R		903	Abel, R. L.	12/31/20	Pens. (I.O.) Fydenchuck, W. 10/5/20
104	Davis, R. W.	11/3/20	191	Cain, M. I.	2/18/21	353	Alati, F. G.	2/5/21	545	Crockett, V.		906	Vashaw, J. S.	8/6/20	Pens. (I.O.) Gates, H. A. 8/16/19
105 105	Howson, G. W. McDade, W. J.		194 194	Austin, E. W. Palmer, T. W.	5/25/20 1/23/21	353 353	Joskowitz, ł Manson, K.		553 558	Hudson, J. F Bass, W. J.	R. 8/2/20 2/1/21	910 915	Clarke, M. J. Farr, L. D.	6/30/20 5/23/20	Pens. (I.O.) Geiken, A. R. 10/19/20 Pens. (I.O.) Glaspy, M. D. 12/11/20
105	Fall, E. L.	1/15/21	212	Gerke, P.	1/23/21	353	Marshall, M		558	Bass, w. J. Braswell, D.		915	Widener, R. H.	5/23/20 1/5/21	Pens. (I.O.) Hagfors, H. T. 1/21/21
110	Hagen, P. E.	1/19/21	212	Kennedy, P. M	И. 12/15/20	353	Oates, W. M	. 1/31/21	558	Glover, G. L.	2/22/21	932	Collett, R. J.	4/1/20	Pens. (I.O.) Holloway, K. R. 10/16/20
112	Browning, K. H		212	King, R. E.	11/1/20	353	Webb, R. E.	12/11/20	567	Larlee, H. R.		948	Fitzner, R. O.	11/30/20	Pens. (I.O.) Horton, H. L. 2/3/21
112 112	Gifford, R. C. Winter, W. E.	2/22/21 12/18/20	212 212	Ohmer, H. E.	2/19/21 R. V. 12/24/20	353 354	Zych, Z. T. Dumas, J. H	2/15/21 I. 10/23/20	567 569	Gauntt, W. J	R. J. 11/22/20 . 1/26/21	952 953	Colman, R. G. Tody, D. W.	12/19/20 9/6/20	Pens. (I.O.) Howmann, B. C.10/29/20 Pens. (I.O.) Kask, H. J. 12/29/20
115	Hutton, T. J.	8/22/20	212	Schmidt, P. J		357	Castillo, J. F		569	Gilbert, T. L.		968	Lockhart, R. G.	11/1/20	Pens. (I.O.) Mason, C. F. 10/15/20
117	Miller, E.	11/22/20	212	Schmit, C. A.	1/29/21	357	Moore, J. T.	3/29/19	569	Nelson, K. K	. 12/24/20	968	Parker, R. C.	2/14/21	Pens. (I.O.) McElroy, T. M. 1/8/21
124	Hansen, W. C.		213	Campbell, H.	10/23/20	357	Overcash, T		569	Romero, H. I		968	Patton, W. J.	12/9/20	Pens. (I.O.) McGrath, L. E. 7/29/20
124 124	Hicks, C. A. Mitchell, R. M.	8/31/20 . 12/17/20	213 223	Vernon, J. G. Porazzo, A.	8/5/20 10/28/20	363 363	Price, K. B. Solometo, T	11/26/20 . F. 10/15/20	569 573	Skovmand, I Christie, R. V		993 995	Rabidoux, D. LaCombe, D. J.	2/10/21 12/19/20	Pens. (I.O.) Miller, K. R. 12/16/20 Pens. (I.O.) Onora, L. G. 9/12/20
125	Gatke, R. B.	1/7/21	229	Delbaugh, J.		363	Weisblatt, J.		574	Denney, D. F		1002	Thompson, L. D.		Pens. (I.O.) Sawtell, W. W. 1/27/21
126	Auberzinski, M	M. 12/31/20	230	Weich, L.	9/8/20	364	Adams, R. V	V. 12/18/20	575	Imes, L. B.	11/3/20	1105	Rian, R. H.	1/3/21	Pens. (I.O.) Scudder, E. 11/28/20
126	Balencic, S. L.		233	Stremcha, F.		364	Oler, B. D.	12/6/20	576 505	Linzay, E. D.		1141	Brannon, L. R.	12/26/20	Pens. (I.O.) Sheteron, C. J. 10/10/20
127 130	Lang, C. B. Brooks, J. T.	10/10/20 11/10/20	236 236	Hayden, W. D Swatling, H. I		369 369	Baker, R. D. Mattingly, T.		595 595	Likong, T. Marengo, J.	12/21/20 L. 1/10/21	1141 1141	Foreman, R. D. Kahoe, J. F.	2/2/21 12/26/20	Pens. (I.O.) Snow, B. R. 1/8/21 Pens. (I.O.) Thake, W. P. 11/29/20
130	LaBorde, I. M.		242	Wahlbeck, D.		369	Mayhugh, L.		595	Martin, O.	11/29/20	1141	Sims, V. P.	1/20/21	Pens. (I.O.) Thayer, D. O. 12/13/20
130	Pearson, L. D.		246	Hutchison, D.		369	Mudd, M. L.		595	Redgrave, R		1186	Motoyama, J. H		Pens. (I.O.) Warfield, J. D. 11/26/20
131 131	Bunce, W. Haskins, J. D.	10/19/20 11/29/20	246 252	Westlake, P. (Hynes, N. D.	C. 12/18/20 12/19/20	369 369	Myers, C. Willard, G. L	12/14/20 11/14/20	596 602	Luzier, J. F. Brown, A. L.	1/6/20 11/27/20	1205 1245	McAdams, W. S Auer, A. W.	6. 1/20/21 8/16/20	Pens. (I.O.) Weber, R. M. 12/27/20 Pens. (I.O.) Wohlford, C. G. 8/29/20
131	Patterson, R. V		254	Dyson, C. H.	12/19/20	387	Holland, C. F		606	Adams, T. R.		1245	Holland, R. E.	12/17/20	. ono. (1.0.) Homoru, O. u. 0/23/20
134	Banks, D. E.	12/4/20	257	Tellman, D.	1/22/21	400	Vitiello, A. A		606	Hayes, R. E.	10/12/20	1245	Wagner, H. W.	10/23/20	

February International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 11:00 a.m., by Chairman Erikson, on Tuesday, February 16, 2021, via audio/video conference call. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Lavin, and Galbraith.

International President Stephenson

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

International Secretary-Treasurer Cooper

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

Resignation of Patrick Lavin, Secretary, IEC Seventh District

Patrick Lavin, Secretary, IEC Seventh District, announced his retirement effective April 1, 2021. A motion was made, seconded and carried selecting Myles Calvey, IEC Second District, to fill the position of Secretary to the IEC, effective April 1, 2021.

Resolution to Add Provision to the IBEW Constitution for Emergency Situations

The IEC recognizes that the IBEW Constitution does not currently contain a provision that enables the IBEW to react quickly to an emergency situation like the COVID-19 crisis that could require temporary changes to the IBEW Constitution in order to enable the IBEW to continue to engage in its business. As a result, acting pursuant to its authority under Article XXVII, Section 1(b) of the IBEW Constitution, the IEC unanimously passed a resolution to have the International Secretary-Treasurer send to the Local Unions for vote a proposed amendment to Article XXVII of the IBEW Constitution that would add a new Section 1(d) to that Article. The new section would allow the IEC, in consultation with the International President and International Secretary-Treasurer, to amend the IBEW Constitution on a temporary basis if circumstances beyond the control of the IBEW would

make it impracticable, impossible, inadvisable, or unsafe to conduct the business of the IBEW in accordance with the Constitution, including the conduct of the International Convention.

Legal Defense

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

Financial Reports

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

Article XX and XXI Cases

The IBEW was involved in no Article XX disputes, and no disputes under Article XXI for the quarter.

IBEW Consolidated Balance Sheet/Income Statement Covering the 6-Month Period Ending December 31, 2020 Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes Covering the 6-Month Period Ending December 31, 2020

Reviewed and Filed

This regularly scheduled meeting was adjourned, on Tuesday, February 16, 2021, at 12:45 p.m. The next regular meeting of the International Executive Council will commence on Tuesday, May 18, 2021, via audio/video conference call.

For the International Executive Council

Patrick Lavin, Secretary February 2021

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.

Report of the February IEC Vote:

IBEW Local Unions Approve Constitutional Change Giving IEC Authority to Make Temporary Changes to the IBEW Constitution in Times of Emergency

In a vote of all IBEW local unions conducted between March 9 and April 15, 2021, IBEW Local Unions approved an amendment to the IBEW Constitution to add Section 1(d) to Article XXVII of the IBEW Constitution, giving the International Executive Council, in consultation with the International President and International Secretary-Treasurer, the authority to suspend and/or amend provisions of the IBEW Constitution on a temporary basis when due to unforeseen circumstances beyond the control of the IBEW, it would be impracticable, impossible, inadvisable, or unsafe to conduct the business of the IBEW.

The International Secretary-Treasurer received responses from 635 Local Unions out of 810 locals who were eligible to vote, and the final tally was 564 in favor and 71 opposed. The vote was conducted in accordance with Article XXVII, Section 1(b) of the IBEW Constitution, and each Local Union had one vote.

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40TH **IBEW CONVENTION** Postponed to May 9-13, 2022

The International Executive Council, in consultation with International President Stephenson and International Secretary-Treasurer Cooper, has voted unanimously to postpone the 40th IBEW Convention due to the COVID-19 pandemic. The 40th IBEW Convention was scheduled to commence on August 30, 2021 but has been postponed to Monday, May 9 through Friday, May 13, 2022. Nomination and election of International Officers have also been postponed to May 2022 and will take place at the Convention.

On April 20, 2021, the IEC, acting pursuant to its authority under newly added Article XXVII, Section 1(d), made temporary amendments to the IBEW Constitution to enable the Convention to be postponed to May 9-13, 2022. That resolution, which sets forth the temporary amendments, adjusted timetable and key dates, is below.

IEC Resolution Temporarily Amending The IBEW Constitution to Change the Date for Holding the 40th IBEW Convention

WHEREAS, the COVID-19 pandemic is beyond the control of the IBEW and continues to impact significantly the manner in which the IBEW is able to conduct business, and

WHEREAS, the 40th IBEW Constitution was scheduled to commence in Chicago, Illinois on August 30, 2021, and

WHEREAS, due to the COVID-19 pandemic, which continues across the United States and Canada, it is the judgment of the International Executive Council ("IEC") in consultation with the International President and International Secretary-Treasurer that it will be impracticable, impossible, inadvisable, and/or unsafe to hold the 40th IBEW Convention as scheduled, and

WHEREAS, the IBEW has been able to reschedule the McCormick Place Convention Center, area hotels, and other infrastructure associated with the 40th IBEW Convention such that it is possible for the 40th IBEW Convention to remain in Chicago, Illinois, but be moved to commence on May 9, 2022, and

WHEREAS, the rescheduling of the 40th IBEW Convention will not impact the scheduling of the 41st IBEW Convention, which will return to an original date fixed on the third Monday in September, and be held in 2026, subject to a change by the IEC of no more than ninety (90) days after the original date fixed, and

WHEREAS, the IBEW has consulted with the Department of Labor's Office of Labor-Management Standards ("DOL") and has reached an agreement with DOL, which states in pertinent part that due to challenges presented by the COVID-19 pandemic, and because the IBEW has provided a date certain by which elections for International Officers will be held — no later than May 13, 2022 — DOL will not pursue any legal action based on the postponement of the elections for the International Officers, provided such elections are held by May 13 2022, and

WHEREAS, the February 16, 2021 Resolution of the IEC passed 564 to 71 in a vote by IBEW Local Unions and thereby amended the IBEW Constitution to add Article XXVII, Section 1(d), which states in relevant part that, "if circumstances beyond the control of the IBEW would make it impracticable, impossible, inadvisable, or unsafe to conduct the business of the I.B.E.W. in accordance with this Constitution, including the conduct of the I.C., the I.E.C. shall have the authority to suspend and/or amend provisions of this Constitution on a temporary basis, as necessary in the judgment of the I.E.C. and in consultation with the I.P. and the IST, to enable the business of the I.B.E.W. to continue."

NOW, THEREFORE, BE IT RESOLVED THAT, pursuant to its authority under Article XXVII, Section 1(d) of

the IBEW Constitution, the IEC, in consultation with the International President and the International Secretary-Treasurer, makes the following temporary amendments to the IBEW Constitution to enable the 40th IBEW Convention to be held starting on May 9, 2022 (Note: All language changes are noted in italics and bold language):

 Article II, Section 1 is hereby amended temporarily to add language at the end of the section concerning the date of the 40th IBEW Convention, such that Article II, Section 1 is amended temporarily as follows:

Sec. 1. The I.B.E.W. shall meet in regular convention every five (5) years on the third Monday in September, at such place as shall be decided upon by the I.E.C., except that, due to the COVID-19 pandemic, the 40th IBEW Convention shall meet in regular convention on the second Monday in May of 2022.

2. Article II, Section 7 is hereby amended temporarily to add language at the end of the section concerning the date by which, to be entitled to representation at the 40th IBEW Convention, Local Unions must have their per capita tax payments paid through so that the date is changed from July to January 2022, such that Article II, Section 7 is amended temporarily as follows:

Sec. 7. No L.U. shall be entitled to representation at an I.C. if it has an indebtedness to the International Union for per capita tax payments and unless its per capita tax to the International Union has been paid on its membership through the month of July prior to the first of the month in which the I.C. is held, except that, to be entitled to representation at the 4oth IBEW Convention, a L.U. may not have an indebtedness to the International Union for per capita tax payments and must be paid on its membership through the month of January 2022.

3. Article II, Section 8 is hereby amended temporarily to add language to the first portion of that section to change the period used to measure a local union's average monthly number of members in good standing on which per capita tax is paid for purposes of calculating the local union's representation at the 40th IBEW Convention to provide that the period shall be the twelve (12) month period ending on November 30, 2021. The first two paragraphs of Article II, Section 8 therefore are amended temporarily as follows:

Sec. 8. The basis of representation at the I.C. shall be as follows:

Each L.U. shall be entitled to a per capita vote on "A" and "BA" members based upon the average monthly number of members in good standing on which per capita tax is paid to the International Union during the twelve (12) month period ending on March 31 in the year in which the I.C. is held. except for the 40th IBEW Convention for which the average monthly number of members in good standing shall be based upon per capita tax that is paid to the International Union during the twelve (12) month period ending on November 30, 2021. Where the L.U. has been affiliated with the International Union for less than twelve (12) months, the average shall be computed from the month of affiliation.

Each L.U. shall be entitled to the following:

(a) One (1) delegate for the first 250 members, one (1) delegate for each additional 250 members or majority fraction thereof:

Membership	Number (Delegate
Up to 375	1
376 to 625	2
626 to 875	3
876 to 1 , 125	4
1,126 to 1,375	5
1,376 to 1,625	6

(b) One more delegate for each additional 500 members:

Membership	Number of Delegates			
1,626 to 2,125	7			
2,126 to 2,625	8			
2,626 to 3,100	9			

(c) One more delegate for each additional 3,000 members — maximum 15 delegates:

Membership	Number o _l Delegates
3,101 to 6,000	10
6,001 to 9,000	11
9,001 to 12,000	12
12,001 to 15,000	13
15,001 to 18,000	14
18,001 and over	15

Delegates representing only "BA" membership shall not be entitled to discuss, or vote on, matters affecting Article XI.

4. Article II, Section 10 is hereby amended temporarily to provide specification with respect to dates in the event that a vacancy occurs in an elected office that is also a delegate to the 40th IBEW Convention by virtue of that office, such that Article II, Section 10 is amended temporarily as follows:

Sec. 10. No member shall be nominated as a delegate or alternate unless he is present or signifies his willingness in writing, nor shall he be eligible to be a delegate or an alternate unless in continuous good standing in his L.U. at least twenty-four (24) months immediately prior to nomination, provided his L.U. has been in existence that long. However, no such member shall be disqualified because his L.U. has been merged or amalgamated with another L.U. or L.U.'s. When it is impracticable or impossible for a L.U. to elect a delegate or alternate with the required standing, the I.P. may grant special dispensation.

The two (2) year membership requirement shall not be applicable to members of L.U.'s affiliated with System Councils who are employed by a single employer and who transfer between L.U.'s within a System Council, provided, however, that any such member must have been a

member in continuous good standing for two (2) years in at least one of the L.U.'s affiliated with the System Council involved.

Where the L.U. bylaws specify, prior to election to a particular elective office, that one of the functions of said elective office shall include service as a delegate to the I.C. or other body, a special election of the officer holding such office to be a delegate is not necessary. In the event a vacancy should occur in the said elective office and it is filled pursuant to Article XVI, Section 16, prior to May in the convention year, but specifically for the 40th IBEW Convention, prior to January 2022, the L.U. shall elect a replacement delegate. The person appointed to fill the particular elective office shall be a candidate for election as a delegate. If, however, the vacancy is filled between May in the convention year and the holding of the I.C., but specifically for the 40th IBEW Convention, between January 2022 and the holding of the 40th IBEW Convention, the person appointed to the vacancy in the elective office shall serve as a delegate, except that, as provided by law, such delegate may not vote in any election for International Officers.

Delegates and alternates shall be elected by secret ballot. Members in good standing in the L.U. shall be given at least fifteen (15) days notice of the time, place, and manner of making nominations and of the election, and may participate therein, except for those who may be expressly prohibited by approved provision of the L.U. bylaws. The election of delegates and alternates shall be decided by those receiving the most votes and ballots, and records of the election shall be retained for one (1) year.

If, between the election and the I.C., an elected delegate should resign or otherwise be unable to attend the I.C., then the alternate delegate with the highest number of votes in the election shall take his place as a delegate. Should a second elected delegate resign or otherwise be unable to attend the I.C., then the alternate delegate with the next highest number of votes in the election shall take his place as a delegate, and so forth.

In the event there are no other elected alternates, the Executive Board shall appoint such delegates, provided, however, that appointed delegates may not, as provided by law, vote in any election for International Officers.

5. Article II, Section 13 is hereby amended to provide for different terms for the delegates to various conventions at which the IBEW is entitled to representation, such that Article II, Section 13 is amended temporarily as follows:

Sec. 13. The I.P. shall nominate, and the I.C. shall elect, two (2) delegates to conventions of the American Federation of Labor and Congress of Industrial Organizations; two (2) delegates to the Building and Construction Trades Department; two (2) delegates to the Metal Trades Department; one (1) delegate to the Union Label and Service Trades Department: one (1) delegate to the Maritime Trades Department; and two (2) delegates to the Canadian Labour Congress. Each of these delegates shall be the business manager or principal officer of his L.U. If the delegate's status as business manager or principal officer changes, he shall resign and the I.P. shall appoint a replacement delegate. Due to the COVID-19 pandemic, and the inability to hold the 40th IBEW Convention as originally scheduled, for clarity purposes, delegates elected at the 39th IBEW Convention, or who have since filled vacancies as delegates, even though such term may exceed five (5) years, shall continue to serve until their successors are elected and qualified at the 40th IBEW

Convention. Likewise, delegates elected at the 40th IBEW Convention shall serve until their successors are elected and qualified at the 41st IBEW Convention, even though such term may be less than five (5) years.

The I.P. shall appoint all other delegates to any conventions at which the I.B.E.W. is entitled to representation. He may appoint a substitute for any delegate who does not desire, or is unable, to attend any convention to which he is elected. All such delegates shall serve a term of five (5) years and be compensated at fifty dollars (\$50.00) a day for time spent in attending, and traveling to and from the convention, and be reimbursed for actual expenses.

6. Article III, Section 1 is hereby amended temporarily to provide for the different terms of office for the International Officers that will result because of the need to postpone the 4oth IBEW Convention, such that Article III, Section 1 is amended temporarily as follows:

Sec. 1. The officers of the I.B.E.W. shall be the International President, International Secretary-Treasurer, eleven (11) International Vice Presidents, International Executive Council Chairman and eight (8) International Executive Council members. The officers shall be nominated and elected, by duly elected delegates, at the International Convention. They shall assume office thirty (30) days after their election, and shall serve for five (5) years or until their successors are elected and qualified. **Due** to the COVID-19 pandemic, and the inability to hold the 40th IBEW Convention as originally scheduled, for clarity purposes, officers elected at the 39th IBEW Convention, or who have since filled vacancies in such office(s), even though such term may exceed five (5) years, shall continue to serve in office until their successors are elected and qualified at the 40th IBEW Convention and assume office thirty (30) days after such election. Likewise, officers elected at the 40th IBEW Convention shall serve until their successors are elected and qualified at the 41st IBEW Convention and assume office thirty (30) days after such election, even though such term may be less than five (5) years.

7. Article XXVII, Section 1(a) is hereby amended temporarily to change the date by which a petition for a referendum must be received prior to the 4oth IBEW Convention, such that Article XXVII, Section 1(a) is amended temporarily as follows:

- (a) By referendum, on petition of fifteen (15) L.U.'s of which no two (2) L.U.'s may be from the same state or province. Petitions may be submitted at any time; however, in convention years, all petitions for referendum must be received prior to March 1st, except for the 40th IBEW Convention, in which case, such petitions must be received prior to November 1, 2021. All petitions must be submitted to the I.S.T. Proposed amendments, before being submitted by the I.S.T. for vote, must have the approval of the I.E.C. A vote on any proposal taken by referendum shall be returned to the I.S.T. by each L.U. voting, within sixty (60) days from the date submitted. A majority of those voting shall be necessary to sustain any proposal. (L.U.'s may cast the vote of their members, if they so decide.) After receiving from the L.U.'s a record of votes cast for or against any proposal, the I.S.T. shall prepare for publication in the next issue of the I.B.E.W.'s official monthly publication a report of the exact votes for and against the proposed amendment. Amendments adopted by referendum shall become effective thirty (30) days after adoption.
- 8. All of the foregoing temporary amendments shall expire at the conclusion of the 40th IBEW Convention and shall not appear in the next printed edition of the IBEW Constitution, as amended at the 40th IBEW Convention, with the exception of the amendments to Article II, Section 13 and Article III, Section 1, which shall expire at the conclusion of the 41st IBEW Convention and shall appear in the next printed edition of the IBEW Constitution. For clarity, the previously ratified amendment to XXVII, adding Article XXVII, Section 1(d) shall also appear in the next printed edition of the IBEW Constitution.

NOW, THEREFORE, BE IT FINALLY RESOLVED THAT, because of the rescheduling of the 40th IBEW Convention, the IEC recognizes and emphasizes that, pursuant to his authority under Article XV, Section 6 and Article XVI, Section 9 of the IBEW Constitution, the International President may grant special dispensation to any local union scheduled to hold nominations for local union elections in the month of May 2022 and allow those local unions to move the date of their nomination meeting (but not the date of their election) to April of 2022, or a date earlier in May 2022.

For The International Executive Council

Myles J. Calvey, Secretary International Executive Council April 20, 2021 ■

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LOCAL LINES

A Slow Return to Normal

L.U. 16 (i), EVANSVILLE, IN — After a long shutdown of most social events due to the pandemic, our local is slowly returning to its normal activities. The retirees are planning their monthly breakfast and lunch meetings. Volunteer work for Easterseals and other charities, as well as PAC fundraisers like the Jason "Flounder" Blanton Memorial Golf Tournament, is again being scheduled. Anyone interested in participating in any of these worthwhile events should contact the hall for more details

We would like to thank retired Brother Terry Bennett for the beautiful base he crafted for the Harry S. Fisher bust now displayed in the hall. This artwork was graciously donated by the RENEW committee, and it demonstrates RENEW's commitment to the future while honoring the sacrifices of past members.

By the time this is published, Local 16 should have a new agreement that will better serve the needs of our members. During a contract meeting on March 27, the Brotherhood overwhelmingly voted to reject the contractors' first offer and to strengthen the union's bargaining position. Thanks to each of the negotiators for their hard work and to everyone who has consistently supported this challenging goal.

Donald P. Beavin, P.S.

Members Take on New Roles

L.U. 24 (es,i&spa), BALTIMORE, MD — We would like to wish Brother John Rankin a well-deserved and long retirement. John was initiated into the IBEW on May 23, 1978, and has held several positions throughout



Newly retired Brother John Rankin of Local 24.

his career including steward, foreman, general foreman and vice president of the local. John retires as referral agent and president of the local union after enjoying and doing both jobs well. We thank you, John, for your service to our great union.

The Executive Board appointed Sam Curreri to fill Brother Rankin's unexpired term as president. The board also appointed Ellwood Hanks to fill Brother Curreri's unexpired term as vice president. Brother John Bugglen has been appointed to fill Brother Hanks's vacated seat on the Executive Board. I look forward to working with each of them as they grow into their new roles.

Our members working for ABM Electrical Power Solutions ratified a new three-year agreement in March. The new agreement took effect Jan. 1, 2021, with all negotiated changes being retroactive to the start of the year. I would like to thank the ABM members for their input and patience during these negotiations.

Michael Azzarello, A.B.M.

A Season of Virtual Meetings, Softball and Summer in the City

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Summer has finally arrived in the city! We hope everyone enjoyed their spring. Local 26 held a virtual pension seminar via Zoom in April with approximately 155 participants. Another pension seminar will be held the first Saturday in October, so stay tuned for further details in our quarterly In Charge magazine or on our website.

As of this writing, the 49th annual Midwest IBEW Softball Tournament is still currently scheduled for July 16-18, 2021, at Braddock Park in Clifton, Virginia. Please visit the IBEW Local 26 Facebook page or the tournament Facebook page to get the most up-to-date information.

Even though COVID-19 has affected many conferences, your local union officers and agents have still been busy attending many weekly virtual meetings including the EWMC Conference, the IBEW/NECA Benefits Conference, the Construction & Maintenance Conference, the BMT Conference, and the Fourth District Progress Meeting.

Best wishes to the following new retirees: William P. Autrey, Wilfred H. Bellerose Jr., Ernesto P. Bugayong, Benfacio F. Ciampo, Darryl E. Greene, Bernard F. Gregory, Pero Gunjevic, Juanita Jones, Dale H. Knott, Garland F. Perkins, Robert L. Terrett Jr., Edward V. Turner, Bruce E. Uhthoff and Richard L. Willey Jr.

The following members have passed away since our last article: Florian J. Bonkowski, Philip E. Brannan, John J. Jacob, Jeffrey S. Pawlak, Granville X. Walker, Renee A. White and Paul D. Wilson.

George C. Hogan, B.M.

A Call for Young Leaders

L.U. 40 (em,i&mps), HOLLYWOOD, CA — The message was sent out to find young leaders in our local. And not surprisingly, even in these pressing times, a strong Local 40 RENEW committee has arrived. During the pandemic, we have met however possible with one purpose: to reach out and educate our community in a positive and enthusiastic way.

Congratulations to RENEW vice president and first-year apprentice Matthew Lyneis. Matthew is receiving an electrical technology degree. His jovial uplifting attitude and passion should spread like wildfire.

We welcome Recording Secretary Jordan Tuason, first-year apprentice and a man of many skills and talents, who is in the right place with great potential.

Treasurer Anthony Marino, a first-year apprentice and an assertive young man who has already received an associate degree has earned the trust of all who know him.

As president and fourth-year apprentice, I welcome aboard an amazing, dynamic team. Here's hoping that together we can take the apprenticeship to new heights!

Eric Steele, Pres., RENEW Committee



Business Manager Michael Treadwell presents Brother Bill Risley a plaque acknowledging 60 years of service.

New Union Hall, Training Facility and Apprentices

L.U. 42 (o,lctt,em,govt&catv), EAST WINDSOR, CT — Like all IBEW locals, when we look back on 2020, it will bring bittersweet memories. Whether it was a work picture that never really lost steam in the face of COVID-19 restrictions or feeling the loss of fallen brothers and loved ones, we were able to soldier through this chaotic year. 2020 marked the completion, although delayed, of Local 42's new union hall and our OSHE's new training facility; both additions

are a breath of fresh air for our local and will ensure that our members get the best training available.

All of our union functions were canceled for the year due to COVID-19; our office was restricted to staff only and our union meetings were suspended for most of the year. We were able to hold our elections with several positions going unopposed, including Business Manager Michael Treadwell, who won another term, and Brother Jason Lockton as a new addition to our Executive Board. Another plus was the negotiation of a lucrative four-year contract, which was negotiated completely via email and Zoom.

Our work picture has been very good and required us to run apprentice boot camps, producing 25 new apprentice recruits.

We mourned the loss of fellow members John Biehn; John Cartier; Dave Gilman Sr.; George Hamlin; Ray Mitchell; Robert Moshimer; Paul Rettig; and Local 42's first business manager, Truman Schlehofer. Brother Schlehofer began his career in Local 37 of New Britain, Conn. before he and 14 other members of Locals 37, 565 (of Bridgeport, Conn.) and 761 (of Greenfield, Mass.) petitioned the IBEW to grant a charter in Hartford, Conn. On Aug. 1, 1969, Local 42 of the International Brotherhood of Electrical Workers was born. Thank you to these charter members for

their vision of what Local 42 would become.

Local 42 would also like to acknowledge Brother Bill Risley, who celebrated 60 years of service in the IBEW. Brother Risley also served as business manager of Local 42, as well as assistant business manager, and still serves as Local 42's treasurer. Thank you for your service, Mr. Risley.

Derek Santa Lucia, B.R.

There is no 'R' or 'D' in Montana

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — With the help of both Democrats and Republicans, HB251, Montana's right-to-work bill, was voted down 62-38. Members of many labor

unions made calls to their representatives in the House urging them to vote against this bill. When one freshman representative was asked why they voted no, their response was because a bunch of electrical workers had called and asked them to vote no on HB251. It is truly that simple! Thank you to everyone that contacted their representatives to urge them to vote NO. Without the help and support of our members, we could not have done this!

In the second half of the session, HB448 is a net-metering bill with no regard to safety or maintenance. This bill will be a priority, as working in the electrical industry is dangerous enough; having a

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 IBEW.org/LocalLines. Please email or call the Media Department at (202) 728-6291 with any questions.

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



Local 46 runs a training session for the Large Inside Wire Negotiation committee.

bill like this, with no concerns for long-term safety, is disturbing.

To keep right-to-work out of Montana, we need to make friends across the aisle. There will be no reason to not invite both sides to Local 44 functions from here on out. If you personally know a legislator, please develop that relationship.

Dwight Rose, Mem. Dev.

Collective Bargaining Agreement Negotiations

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st) SEATTLE, WA — We are currently negotiating the terms for multiple collective bargaining agreements. These negotiations include several construction units: Inside Wire; Residential, Stockman and Light Fixture Maintenance; and Broadcast units such as King, Tegna-KO-MO, Sinclair-KTCS and public broadcasting. Our Public Sector units including King County, City of Seattle, Port of Seattle and the Seattle School District are also currently negotiating their respective agreements.

Local 46 has implemented a large negotiating committee of 30 members. Of these 30 members, 10 are apprentices from each year, 12 are journeyman with less than 15 years of membership and eight are journeymen with more than 15 years of membership. We have provided two negotiation training sessions with experienced labor law attorneys for the Inside Wire committee as well as our smaller units. Of the 30 members, six members have been chosen to participate at the bargaining table with three Local 46 staff members and the business manager.

We had a 54% response rate to our online surveys to the Inside Wire unit members prior to negotiations. Local 46 has appointed Sister Jessica Bendixen to fill a vacancy on our Examining Board, and we will begin in-person committee meetings in April.

Deva Nelson, P.S.

Continue the Solidarity

L.U. 80 (i&govt), NORFOLK, VA — Hello to all our brothers and sisters! First, we would like to send our condolences to everyone who has lost a loved one or has had to deal with COVID-19.

The pandemic's continuing presence takes a toll on all locals and organizing efforts. We have continued to bring in new members and shown them the benefits to being part of our union. Radio advertisements and door drops have paid off reaching out to these individuals. Our workload has increased tremendously in recent months. We have three projects that have started, including two for Amazon and one for Microsoft. In addition, we have available calls for our local contractors. We are still in need of more than 500 journeyman and other classifications.

Work safe and continue the solidarity.

Wil Morris, A.B.M.

Local 98 Member Saves a Life

L.U. 98 (as,catv,em,i&it), PHILADELPHIA, PA — Our member Mike Yaworski recently saved a man's life on a Philadelphia construction site. The contractor's general superintendent suddenly fell to the ground, and witnesses had assumed he just tripped. The man lay on the ground, motionless and not breathing. Mike Yaworski jumped to action and used his Local 98 CPR training with perfect technique. Grabbing the fallen man's arm for a pulse but not finding one. Mike immediately started chest compressions and continued for several minutes. His efforts kept oxygen flowing to the victim's brain and vital organs, which kept him alive until EMTs arrived. The man was rushed to a hospital, diagnosed with a major heart attack and soon underwent life-saving surgery. During his recovery, he and Mike had meaningful dialogue and realized how grateful they were for their incredible shared experience.

As soon as Local 98 Business Manager John J. Dougherty learned of Mike's heroism, he nominated him for the IBEW Life Saving Award. Within days of the submission, International President Lonnie R. Stephenson announced that Mike Yaworski had earned the prestigious award. All of us at Local 98 are enormously proud of Mike's heroism.

Frank Keel, P.S.

Taking Care of Our Essential Workforce

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ — The IBEW has a long history of taking care of its brothers and sisters. Safety, education, wages and benefits: These are the taglines we promote, and with good reason. They are the foundations of a career and a quality life at home.

The pandemic first showed its strength in early 2020, and the team at Local 102 immediately began to navigate the roadblocks to access COVID-19 testing. We worked hard with our partners in the healthcare community to turn our facility into a mass testing site for two separate functions, one for Local 102 members



Recording Secretary Mark Battagliese receives a single-dose vaccination from Local 102's onsite Nurse Practitioner Nirmala Baskar.

and one open to public so that we could touch the communities we serve. Testing has been available by appointment every day since then at our onsite clinic.

As vaccines rolled out, members waited while other essential workers moved to the front of the line. We certainly applaud front-line workers but also realized that our membership worked in those very same facilities and were desperate to get the protection they deserved. On March 30, we began providing the Johnson & Johnson single-dose vaccine to our members and their families right at home in our union hall.

As of April 9, we have vaccinated over 300 members of our union family and the number continues to grow. Situations change but our passion to take care of our essential workforce will always be there!

Thank you, brothers and sisters, for all you've done this past year!

Bernie Corrigan, Pres.

Labor Can Gain Strength Once Again

L.U. 130 (i&ptc), NEW ORLEANS, LA—

The work picture in our area is picking up. The coronavirus is still a presence to deal with, but the cavalry of

new vaccines may bring an end to this nightmare.

We are very happy with the election of President Biden. Labor has a real chance of gaining strength once again. We have already seen the positive side of this administration. It appears that we have a government under control that is trying to find solutions to ignored issues.

We need to educate our members as to where their loyalty should lie. Our families are supported through the efforts of our organization and others who are willing to fight for workers' rights. Our political friends may not always serve us well, but they do serve us. The other side talks a mean game of what's important for the middle class, using everything from gun control to immigration; however, they have not supported one bill that was beneficial to unions. Even the tax cuts went to the richest one percent. If anything, we spent the last four years contacting our elected officials trying to save what we have. It seems like they came at us at all levels, from pension to apprenticeship, but we manage to avoid the worst.

Our apprentice-of-the-year competition took place on May 1. We are also hosting the state apprenticeship competition on June 11. We are looking forward for the competition.

While things slowed in the area, we managed to get some much-needed repairs on our 38-year-old building by replacing our roof and older fixtures with LED replacements.

Currently we have about 100 men working in various states across the country. As local work picks up, I look forward to seeing many of our traveling brothers and sisters working at home again.

Billy Buckel, P.S.

Day of Service: Clean-Up Work

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — Sometimes the person you need the most in a trying moment isn't a person you know at all. This certainly holds true for N'Dana Carter, who recently reached out to Powering Chicago, IBEW 134, after she had been taken advantage of by unscrupulous contractors.

Ms. Carter contacted Powering Chicago Director Elbert Walters III for assistance with electrical work in her home. After Ms. Carter's home was inspected, the call went out to other Local 134 members to assist in the cleanup and repair. After gaining Ms. Carter's trust and forming a partnership, it was easy for the select team of Local 134 volunteers to provide all the necessary

repairs. The work needed was well beyond electrical, and the IBEW team rallied around Ms. Carter to complete all the necessary maintenance while being socially distant and respectful of her personal property. Ms. Carter found it to be a wonderful opportunity to work with the electricians of Local 134, and she felt that they "moved mountains" to get her home back in shape.

Chicago can be overwhelming at times, but it survives by the kindness and generosity of organizations like Local 134 working within every community.

Donald Finn, B.M.



Chicago resident N'Dana Carter and Powering Chicago Director Elbert Walters III.

After a Year of Ups and Downs, We Welcome Summer

L.U. 146 (e,i&rts), DECATUR, IL — Happy summer, brothers and sisters! Our local, as all others, endured a roller-coaster year. We encountered many obstacles but seemed to have an adequate year, employment-wise.

As part of our ups and downs, we've seen many members retire and a few whom have passed. Joseph Bass, Geoff Burris, Jerry Camfield, Len Carroll, Jeff Cox, Ed Fitton, Mark Hall, Joseph Kidd, Neil Marshall, Rod McClain, Brian McElravy, Terry Milligan, Jerry Ohl, Richard Prothero, John Shores and Jimmie Yokley were among the retirees. We wish them all well! The deceased members include Robert Barnes, 93 (42-year member); Clint Camic, 97 (70 years); Edmund Jones, 100 (55 years); Bill McElravy, 89 (50 years); Tanner Mitchell, 23 (2 years); David Mosser, 73 (46 years); Phillip Odle, 80 (59 years); and Shawn Whetsell, 64 (35 years).

Our work picture looks good with some seasonal public-school work, city of Decatur projects, Mueller's foundry, Richland College, a couple of sizable solar farms and a wind farm.

Also, we are sad to see our executive assistant, Pat Camfield, retire as of April 1. We hope that she enjoys her time away from work!

Steven L. Tilford, R.S.

Returning to a Semblance of Normalcy

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — I think this country is very slowly going to return to normal. At least the stress level has decreased significantly. And because of the slight return to normalcy, our local can now start to return to some of our regular activities. I'm sure everyone is happy to hear this!

In that vein, we have scheduled our annual picnic for Aug. 7. It will be held at the union hall in the back parking lot. This will allow for social distancing while still having a fun time and the opportunity to socialize. Yes, it will far different than our normal picnic, but it will still be a good time for everyone. Please come and visit with us.

Also, the car show is making a return this year. It is scheduled for Sept. 4. The rain date is Sept. 11. It will also be held at the union hall, which is where it has normally been held. You can see a lot of amazing

LOCAL LINES

cars that people have put a lot of blood, sweat and tears into restoring. They are unbelievable! Come on down and take a look.

In the meantime, keep wearing your masks and practicing social distancing. Stay healthy and safe!

Wendy J. Cordts, P.S.

Officer Election Season

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Officer election season is upon us! While it can be a time of uncertainty, it can also be an opportunity for those with the passion and desire to give back to the local and be part of the labor movement that has provided a fair living for so many of us. If you have that passion and desire, I sincerely hope that you have decided to run for office; having the opportunity to serve is truly a rewarding experience.

This year, solar projects are looking to be the lion's share of the work picture, providing a much-needed buoy to the area after a tough winter.

We want to give a special shout-out to the electricians working at the Kesselring Naval Nuclear Laboratory. They take great pride in having the opportunity to perform work for the U.S. Navy, serving our country in its own right. Despite a demanding schedule and long hours, they still manage to be active in the community and in the local. Thank you to those who answered the call for this project!

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

Mike Martell, A.B.M.

Congratulations, New Journeymen Wiremen!

L.U. 270 (i&o), OAK RIDGE, TN — At this writing, our work picture is exceptionally good. We are working with several traveling brothers and sisters at this time and expect to put many more to work in the next few months. We would like to thank all travelers for coming and helping man our work!

There are several changes to report since our last writing. Former business manager Don Russell retired at the end of Oct. 2020. Brother Russell was a loyal and dedicated Local 270 member, volunteering countless hours to its betterment. He served as vice president and president before being elected business manager. We wish him and his wife Mildred a long and happy retirement. Our newly elected business manager, Daniel Smith, formerly the training director for the Oak Ridge Electrical JATC, took office at the end of October.

Local 270 would like to congratulate our newest class of journeyman wiremen. These recent Oak Ridge Electrical JATC graduates are top notch, and they each have a bright future in store. We are proud to say that each journeyman wireman is not only outstanding in electrical ability but also in character. Faced with virtual classes at times due to the pandemic, each student stepped up and pushed through. Congratulations, brothers and sisters!

We regret to report the recent passing of several of our retired members. We lost Brother John "Chester" "Squeaky" Dixon Sr.; Brother Jimmy Lively; Brother Ernie Sharp; and our first female Local 270 officer, Sister Nora Tweed, and shortly after, her husband, Brother Fred Tweed.

David Williamson, R.S.



On a glorious Friday afternoon (left to right), Brian Garcia (job steward), Mark Crenshaw (Local 280 president), and Jeremy Kroon (E-board member) show some solidarity.

Hawaiian Shirt Fridays Bring Solidarity and Fun

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — This is not a new development per se, but have you heard of Hawaiian Shirt Friday? It was once called Aloha Friday and has a lot of history behind it. To sum it up, it stands for solidarity. Primarily union tradespeople wear a Hawaiian shirt on Fridays to show solidarity in the field and to mark the end of the work week. We here at Local 280 have embraced Hawaiian Shirt Fridays for years and have recently made a push to get more members to don an American-made Hawaiian shirt on Fridays to show support for one another and have a little fun at the end of the work week. You may be hesitant to wear a Hawaiian shirt, especially to work, but trust me when I say once you put one on, all those insecurities will fade away. You will stand taller, look better and wire faster.

Zac Bakke, Mem. Dev.



Local 270 members, left to right (front row) Bailey Mellette, Gered Young, Brent Hamby, Drake Lennex, Garrett Hurt, Chris Pelfrey, Cody Seeber and Blaine Wolfe; (back row) Corey Kelley, Josh Wilhite, Andrew Ward, Holly Garrett, Dakota Hale, Travis Golliher, Chuck Berrong and (Apprentice of the Year) Zach Watson.

Affinity Groups Build Solidarity and Support

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — As of April 1, calls for work have continued to be slow. As anticipated, the construction industry in this area is experiencing an economic lag because of the COVID-19 crisis. We are working closely with our legislature to keep a tax incentive in place that has traditionally attracted large data centers to our area. We hope that we may see some new data center builds in our area by preserving this incentive.

We are also closely following the regulatory process for approval of two large solar projects. We are hoping that large, heavy electrical projects like these will start sooner rather than later to help put our mem-

bers back to work.

Local 292 affinity groups are a great way to build brother/sisterhood, provide support among each other and get involved with events within our greater community. These groups make our membership stronger and more connected. If you are interested in participating on one of these committees, please contact our

office. IBEW Local 292 offers membership to the following affinity groups: Electrical Workers Minority Caucus (EWMC), Sisters in Solidarity (SIS), Reach Out and Engage Next-Generation Electrical Workers (RENEW) and the veterans committee.

As a reminder, Local 292 members will be involved in negotiations throughout the summer for several contracts that will affect an overwhelming majority of our membership. Please keep an eye on your

mail, email and **IBEW292.org** for updates on the negotiating committee's progress, future meetings and contract votes.

Andy Snope, P.S.

Strong Work Opportunities Expected

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Summer has finally arrived, and our work picture remains strong going into the second half of 2021.

The Facebook data center project has well over 300 bargaining-unit members onsite across multiple contractors doing inside and low-voltage work. This project is full-steam ahead, and we would like to thank all the brothers and sisters that have helped and continue to help man the work.

Expansion at the Nelson Energy Plant in Rock Falls is starting to take shape. Preliminary work began in April and should be complete around the middle of June. Currently, we anticipate calls for this project to begin in August and continue into the fall. Major contracts have not been awarded as of this writing. We anticipate around 100 for this project at its peak.

We still have no new information on the Hard Rock Casino Rockford project other than that preliminary approval has been given; but, as of this writing, no timelines and no construction have been started on the new casino. This much-anticipated project will be ready to go once the Illinois Gaming Board gives us final approval.

As we move into reopening Illinois, we anticipate strong work opportunities, not only now but for the foreseeable future. As the majority of Illinoisans receive their vaccinations, the future looks very bright for the IBEW.

Brad Williams, Mem. Dev.

Golf Tournament Brings Good Times

L.U. 440 (i,rts&spa), RIVERSIDE, CA — Our local saw the benefits of hosting an annual golf outing back in 2007. Our first event was with a few members that actually golfed, a few members that drank beers and smoked cigars while on a golf cart and a family member or two from each of those. We had a whopping 36 golfers; no food was provided, and any raffle prizes that we had were nothing to brag about. Fast forward 12 years, and we were set to have a great event last April; then COVID-19 shut us down.

On Saturday, April 17, 2021, Local 440 and 144 of our closest friends, family and industry partners gathered together to celebrate our 12th (or is it the 13th?) annual 440 Sick Committee Golf Tournament. A great time was had by all, and we raised a good amount of funds for our 440 Sick Committee.

Congratulations to our brothers and sisters from our sister local, Local 47, for having the best eraser and turning in the scorecard with the lowest score.

Bernie Balland, Mem. Dev.



Event winners Casey Lavin (Local 47), Chris Campbell (Local 47), John Baca (Local 47), Local 440 Business Manager Jim Rush, Arnold Trevino (Local 47) and Local 440 Lead Organizer Bernie Balland.

Sisters of Local 494

L.U. 494 (em,govt,i,mt,rts,spa&t), MILWAUKEE, WI — March was Women's History Month and also Women in Construction Week, and our local celebrated both. Celebrating Women in Construction Week is all about realizing that gender or perceptions should never hold you back.

The need for quality construction workers continues to rise quickly. The U.S. Bureau of Labor Statistics predicts that the construction industry will continue to grow at an above-average rate through 2026. Employment in construction of buildings is projected to be about 1.7 million in 2026.

Women account for only 10.3% of the construction workforce, and it's not due to a lack of qualifications. Women simply aren't applying for construction jobs as prevalently as men. As construction antici-



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pates a rebound from the slowdown caused by the pandemic, hiring more women and providing them with opportunities for advancement is an optimal way for a contractor to expand.

Local 494 has the Sisters of 494 committee to encourage and enhance the solidarity and participation of women in our local union. This committee is for all sisters of Local 494 across all job classifications, a place where you can discuss, collaborate and help resolve issues specific to women in our local.

John T. Zapfel, Political Dir.



Local 494 apprentice Jess Ricci, apprentice Tisha Luckett and construction wirewoman Jess Zoulek.

Local 654's First Annual Clay Shoot Event

L.U. 654 (i), CHESTER, PA — There have been many firsts for our local in the past year due to the pandemic, from delivering hot catered meals to front-line hospital workers in our community to hosting our very first food drive to support local food banks. Apprenticeship classes were switched to an online learning format and the annual children's Christmas event was



From left to right, Local 654 Brothers Kevin Kuddar, Bill Miller, Chris Schieler, Dan Kelly and Shane Mullen.

transformed into our local's very first drive-through holiday celebration. In keeping with this theme of firsts, Local 654 members gathered on March 27 for the first annual Clay Shoot event. This event was put together by President Bill Adams. Commenting on the success of the event, Brother Adams explained, "The weather was perfect for both the new shooters and veteran shooters to show off their skills with a shotgun. IBEW 654 has a proud history of sportsmen, and this event proved to be a great time. Our local proudly supports the Union Sportsmen's Alliance and its passion for hunting, fishing and shooting. The winning foursome of the day were Brothers Vince Ford, Bob Kunze, Ryan Crowley and Chris Clifton."

Tim McLaverty, R.S.

A Toast to a Summer United

L.U. 692 (i,mt&spa), BAY CITY, MI — As we revel in these upcoming summer months, anticipating languid days evolving into (hopefully) cooler nights, we'll undoubtedly cherish the time spent with family and friends now more than ever before. We'll come together to observe the sacrifices of those courageous men and women who gave their lives for our country, celebrate the freedoms we've been afforded from our independence and honor the legacy of the many brothers and sisters who contributed to the labor movement. We'll also unfortunately be missing those

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we've loved and lost over the past year who weren't given an opportunity to appreciate our company during one more family get together.

It's been a rough year, America. We've found ourselves divided as neighbors more than perhaps any other time in recent memory. However, if this past year has taught us anything, let it be that time spent with loved ones should never again be taken for granted. Let's hope that we can collectively put our differences aside as we attempt to make up for lost time and connect with each other while celebrating our summer as fellow Americans.

God bless you and your families, sisters and brothers. God bless the IBEW, and may God bless America.

_ . _ . .

Brendon Baranek, P.S.

As of this writing, our referral books are as follows: Inside Construction - 75, Outside Construction - 50. Line Clearance - 5.

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

Weathering a Year of Challenges

L.U. 1096 (em), BLAIRSVILLE, PA — Brothers and sisters, this past year has been a very challenging one. However, the outlook is very promising with the current administration pushing for the PRO Act and bringing union-oriented people on board. Our local has weathered the pandemic very well and we negotiated one of our best contracts. Three nice raises and minimal healthcare increases, plus the guarantee of apprentices to be put on during the life of the contract, were the highlights.

I appreciate everybody's support during my term, and I'm looking forward to a great retirement. Support your union by attending your monthly meetings and get involved.

Mark Schrack, Former Pres./B.M.

New Agreements and Negotiations Ongoing

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 — It is with sadness that we report two deaths. Thirty-three-year member Joe Curry, Outside Construction journeyman lineman, was killed in a vehicle accident on Feb. 11; and on April 11, Joseph Paul "JP" Moore, a troubleman at Ameren Missouri in Cape Girardeau, passed unexpectedly.

We have new agreements at Lake Egypt Water District (annual wage increase of 2.5%, 2.5% and 2.75%) and Wabash Telephone

Company (annual wage increase of 2.25%).

Negotiations are ongoing at Penn Aluminum, where we have filed over 45 separate unfair labor practice charges. We will be entering negotiations with Mt. Carmel Public Utility and Alcoa Power Generating Company later this year.

This year's golf outing will be scheduled for Oct. 22 and will only contain one flight of golfers.

In Missouri, we have received voluntary recognition for the five employees of the city of Malden Electric Department; won a state Board of Mediation representation election 19-0 at the city of Poplar Bluff for the Street/Motor Pool/Cemetery Department; and now seek a first contract at both places.



Local 2304 members Rory Schaaf (left) and Jesse Hirsch (right).

Members Answer the Call for Electrical Repairs in Brooklyn, Queens

L.U. 2304 (u), MADISON, WI — In February and March, five of our local's members traveled to New York to help with repairs to damaged underground electrical vault equipment from multiple winter storms. They spent a total of 26 days on mutual assistance for Con Edison, primarily in Brooklyn and Queens. Members who responded to this call were Travis Hanson, Jesse Hirsch, Rory Schaaf, Brian Stone and Shawn Sullivan.

Nate Rasmussen, Pres./B.M.



IBEW Local 702 is proud to issue a \$5,000 sponsorship to member Brennon McCord for Major League Fishing's 2021 Toyota Series Circuit. Pictured above are Local 702 members (left to right): Zach Zeigler, Chase Hughart, Conner Hughart, Brennon McCord, Mark Jelley, Kelly McCord and Neil McCord (Brennon's parents), Darren Snyder, Steve Sizemore, Hayden Snyder and Business Manager Steve Hughart.

RETIREES

Embracing Technology to Stay Connected

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER — It is now more than one full year since the terrible pandemic began to spread across America, the worst year most of us have ever experienced. Thank God, with vaccines being administered throughout the country, there is light at the end of the tunnel.

For the past few months, some of our members have been attending Zoom meetings just to keep in touch with one another. Even though we still do not know when we might be able to start having regular meetings again, at the last Zoom meeting we discussed making plans for a fishing trip, a golf outing and our yearly Christmas/Hanukkah party. We try to keep a positive attitude.

Until this pandemic is brought under control, all we can do is follow the safety guidelines, and hopefully our lives will return to being what they were before, or at least close to it.

Dick Mills, Treas.

We have a lot to be thankful for and to look forward to. We have a new administration in the White House, doing a good job, I might add. That is refreshing!

Some things to look forward to: gardening, mowing, tinkering around outside in the fresh spring air on beautiful sunny days, fishing and our annual Crappie Tournament, which is always a good time and lots of fun.

Some of our retirees are going on a motorcycle run. I would like to wish them good luck and enjoy your trip. Be safe!

By the way, we are starting up our luncheons in Urich, Mo., at the Lumberyard Bar & Grill. We invite anyone who wants to join us to come on down. It will be on the second Thursday of every month at 11 a.m.

Also, past business managers Brothers Bob Stuart and Jim Lynch received their 50-year service pins at the regular union meeting in March. Congratulations to both of you: We would like to thank both of you for your dedicated service to Local 53. Great job!

It is with sadness that I must report that we lost another retiree, Shorty Hackett. Rest in peace, brother.

Duane Pearce, P.S.



During the pandemic, Local 3 retirees have continued with meetings via Zoom.

Reaching Out to Retirees

RETIREES CLUB OF L.U. 35, HARTFORD, CT — What a crazy year it's been! Obviously, we had to suspend our Retirees Club meetings due to COVID-19. This is the first chance I've had to get back to writing.

We hope and pray that this time finds you safe and healthy. Our thoughts and prayers go out to all those who have suffered losses due to this horrible pandemic. We hope everyone is getting vaccinated and that we will soon find ourselves in safer times.

We would like to recognize our members who passed away during 2020: Walter Baldyga, Joseph Clang, Anthony Cosentino, Richard Dion, John Morneault, Ronald Parker, Andrew Sanfosso and William Tobin. Our condolences go out to their families.

We are hoping to resume our Retirees Club meetings soon. I'd like to reach out to anyone who is retired to join us. Please contact either myself (pawkrw@aol.com) or President Dennis Machol, (dmachol@cox.net.)

Kenneth R. White, P.S.

Thankful for Spring

RETIREES CLUB OF L.U. 53, KANSAS CITY, MO — Well, here we are, springtime 2021. Hooray! I would like to start off with this: I hope everyone is in good health and cheer.

Recognizing Our Differences, Celebrating What Unites Us

RETIREES CLUB OF L.U. 58, DETROIT, MI — It seems incredible that four months after the safest, most efficient, largest participation presidential election of our history, we are seeing some of the most blatant bad behavior in politics since the first wave of Jim Crow laws after the Civil War. The fact that any elected official in this country would want to suppress any citizen's right to vote boggles the mind. How have we come so far to fall backward so quickly? We also need to be alert to any threats to Social Security during this chaos.

We must move forward to protect our democracy, which could mean a number of things: donations, peaceful demonstrations, phone calls, letter writing and open conversations. There are many factions that are in motion that have fed on lies, misinformation and fear. The pandemic hasn't made any of this easier! We can't sit back and expect others to straighten out this mess we find ourselves in.

We all have differences, but if we don't step forward and work to see and celebrate what makes us the same, we will not be successful in overcoming these dark times. Our success lies in inclusion, not exclusion. Let the work continue!

Pat Nuznov. P.S.

Plans to Resume Monthly Meetings

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX — We have tentatively scheduled a resumption of local union meetings for Sept. 9, and hopefully our retirees will resume their monthly meetings as well. With the surge of vaccines going into individuals' arms, social distancing and wearing face masks, future gatherings look promising.

Like most clubs the world over, our retirees are missing out on the camaraderie of their extended brothers and sisters from Local 6o. An email list is in effect to keep our retirees informed of any news and information that may concern them. If any Local 6o member would like to be added, email **sandyrogers24@hughes.net**, (subject line, "ADD"). This list by no means replaces the face-to-face interactions retirees are missing from their meetings; it is just a means of getting through this pandemic.

Hopefully, by the middle of this year, everyone can breathe a sigh of relief.

Sandy Rogers, P.S.

Staying Safe and Connected

RETIREES CLUB OF L.U. 136, BIRMINGHAM, AL — We were happy to have our second meeting in a year in April. Everyone has been staying safe and social distancing due to the coronavirus. Our Retirees Club President Brother Frank Perryman, reported that the number of retired members has grown in the local. We had 30 members attend the meeting and hope to have more next month. Thanks to all who showed up, and next month, bring another retired member with you.

Our meetings are on the first Wednesday of the month at the hall. We get started around 10 a.m. to talk about the good old times and how good the local is doing now. We want to thank Business Manager Brother Bill Blackman, the staff and the local for providing lunch for us. We would like to wish the best to all the retired brothers that we have met over the years, both on the road and here at Local 136. Everyone be safe, and remember: If it looks unsafe, it probably is.

Bill Roberson, R.S.

Encouraging Our Brothers and Sisters

RETIREES CLUB OF L.U. 212, CINCINNATI, OH — Having a difference of opinion is as natural as breathing. Opinions consume much of our time and energy and define who we are.

However, social media does not typically bring civility to the conversation. Comments on these sites only serve to inflame and embolden people on each side of the issues. Opinions are presented as truth while in reality they're just opinions. We all know a clever wordsmith can twist words around to make the truth appear as lies and lies appear as the truth.

So you are probably asking yourself, "Robert, where are you going with this?" Well, I am concerned about our brotherhood. I expect opposition from corporations, PAC groups and the political right in our cause for justice in the workplace, but negative comments from within our membership really surprise me. We should be encouraging to our younger members to be a positive force within our membership. Support each other. There is a right time and a right place to speak up and also to be quiet.

But then again, this is just my opinion.

Bob Schaefer, P.S.

Achievement Accomplished

RETIREES CLUB OF L.U. 586, OTTAWA, ON — A big "Thank You" to everyone in Canada and the United States who contributed to the pin collection. A special thank you to Nathan Hanson (Local 292), Nick Shimon (Local 68) and Micheline Taillefer (Local 586) for all their help.

All Inside workers of the 11 IBEW districts (U.S. and Canada), locals and even a few dead locals will be represented on our display of over 300 pins. The display will be assembled under the supervision of Brother Sam Lapierre.

We want to thank Marcel Brousseau (Local 586) for his dedication and time to this project.

J.C. Samson (Sam), Pres.

Staying Connected in Difficult Times

RETIREES CLUB OF L.U. 1245, VACAVILLE, CA / YERINGTON, NV, CHAPTER — We like to say that our local's Yerington, Nev., retirees are "battle born," as many had to go to battle right after we retired when the company we worked for came after our promised and earned health benefits in 2009. Thanks to IBEW Local 1245, we survived that battle and lived to fight the battle of COVID-19.

Local 1245 retirees across northern Nevada have utilized the Nevada Alliance for Retired Americans (NARA) Zoom account, and two of the four chapters lost no time in learning about and holding Zoom meetings along with attending other NARA and Nevada AFL-CIO Zoom meetings. We also joined in Local 1245's monthly Ring Central meeting, held with retiree members across California and Nevada. Through trial-and-error with technology, we have been able to keep up on each other's health and activities.

The process to receive the coronavirus vaccine started off slowly, but more and more of our retirees report at each meeting that they've completed their series of shots. We are looking forward to meeting together in person as soon as we defeat the virus. When we do, we will mourn the members that we have lost to COVID-19 but gather in gratitude to be able to meet once again.

Tom "T" Bird, Chair



Local 136 retirees attended an outdoors meeting this spring.

WHO WE ARE

IBEW Membership is Family Business for Texas Brothers

lmost since its inception, the IBEW has been a family affair. Children have been following parents into the union trades for more than 100 years, chasing the same middle-class dreams that they grew up enjoying. But it's not often that four children follow a parent into the profession.

In Corpus Christi, Texas, four of Local 278 Assistant Business Manager Craig Loving's five sons are now members of his local, too. Even more, the youngest three — Aaron, Brendon and Caleb — are currently working for the same IBEW signatory contractor, Rosendin Electric, as apprentices.

"We're a triple threat," said Brendon, a second-year apprentice who hadn't given much thought to going to college after high school, like a lot of his classmates had planned. "I considered joining the military but decided to getting into the trade will be better," he said.

Before he entering Local 278's apprenticeship, Caleb had held a few parttime jobs, while Brendon mainly worked construction. Aaron, also in his second year, worked in the hospitality industry while going to school. "I was at different hotels for about five years and kind of got burned out on it," he said.

"I told them, 'Unless you really like doing that work, you should think about an IBEW apprenticeship," Craig said. "They understood how my own union career helped provide a comfortable life for our family over the last 30 years or so."

Brendon agreed. "Growing up, I sometimes helped my dad with his work," he said. "He would take us to the union hall on our days off from school." Eventually, the brothers got to know just about everyone at Local 278.

"They were always friendly," Brendon said. "They want to do anything to better everyone and help them have a good work environment.'

"It's a brotherhood, and they treat it as such," Aaron added.

Something that helped Brendon's decision-making was finding out that some electrical workers were starting at \$18 an hour working on wind turbines. "I thought, 'That's where the money is. I need to get in on that," he said. He acquired his taste for electrical work on a wind farm site in New Mexico for a few months.

Thanks in large part to IBEW's presence in southern Texas, electrical work in the region can be lucrative, said Local 278 Business Manager lesse Gatewood, "About the only building trades unions around here are the Plumbers and Pipefitters and us," he said. "We're kind of the lone wolves."

A fourth Loving, Cameron, completed his apprenticeship with Local 278 several years ago. "He had been in junior college for computer science," Craig said. "I got him to seriously consider an appren-



ticeship, and he did."

"It took a little more convincing to get me to join," Cameron admitted. "Dad gave me a choice: Pay for my next semester myself or get into the trade.

"This was the best coerced decision I made in my life," he said with a laugh. Leaving college behind, Cameron worked during the summer as a groundman for IBEW signatory contractor L. E. Myers.

"Before starting my apprenticeship, I worked with a line crew that came to town," he said. "They showed me what real work was like."

Cameron, now working steadily as inside wireman traveler in his wife's hometown of Seattle, retains his Local 278 membership "She lived in Texas while I finished my apprenticeship, he said. "We visited Seattle a few times and I fell in love with the area. I've been really fortunate."

Cameron also helped bring in youngest-brother Caleb, who is now a firstyear apprentice.

"During my senior year of high school, I didn't have much of a plan," Caleb admitted. "All of my brothers were urging me to join the IBEW, so I went up to Seattle to see Cameron, and we had a long talk.

"Cameron said, 'Listen, I know how vou want to live like me: Nice house. steady job, no college debt," recalled Caleb, who also was reminded about the value of the IBEW's good health insurance and attractive pension benefits.

"An apprenticeship was always Plan B, but after that, I took it as Plan A," Caleb said. "I definitely will finish my apprenticeship, then maybe go up to learn some more under Cameron. I might start my own business someday."

Growing up, all the Loving boys played soccer and occasionally refereed matches, and after high school, Aaron started working on a degree in kinesiology

with an interest in becoming a soccer trainer. But he has no regrets about his decision to switch to electrical work.

"It's great," Aaron said. "I'm learning a whole lot, not only in electrical, but everything about the building trades. That's another cool part about working construction: Learning something every day. It keeps me intrigued."

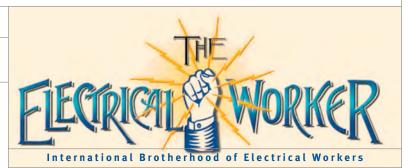
Eldest brother Joshua did not go into the family business. Cameron said. because he knew he wanted to follow a different path. "But the rest of us needed some steering," he said, and since their father was a career electrician through and through, "he knew to steer me in the direction of the trades."

The three Loving apprentices are now working on the same prevailing wage job, but in different buildings, at Corpus Christi's Del Mar College. They frequently have lunch together.

"You make good money, but it can be hard, I'll be honest," Aaron said. "But once you see something you worked on completed, it energizes you."

"The Loving family is absolutely a testament to why the IBEW has endured for 130 years," said Seventh District International Vice President Steven Speer, whose jurisdiction includes Texas. "Children follow parents into the union trades because they've grown up seeing how IBEW membership made a difference in their own lives. But you don't need a parent in the union to know the power of brotherhood. It's why we work so hard to extend this opportunity to more families — to organize more working people from all walks of life.

"Whether it's your kid or someone else's looking for an opportunity to work hard and build a middle-class life, we owe it to them to make sure they consider the IBEW," Speer said. "That's how we'll last another 130 years and beyond." ■



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

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Record-Breaking Solar Farm Brings 500 Jobs to Houston Local



At 631 megawatts, it's America's largest solar project — for now.

altimore Local 24 member Steve Eichelberger has traveled around the United States for the last four years building and maintaining solar energy farms as an area superintendent for Rosendin Electric.

The Aktina Renewable Power Proiect, where he's been working since last fall, is unlike anything he's done - and not just because of the size. The 4,000acre farm southwest of Houston is the closest Eichelberger and other IBEW members have come to building a massive solar facility from start to finish.

That includes not just highly-skilled travelers like himself to get the project off the ground and rolling, but also 500 members of Houston Local 716 - where officials stepped up to provide Rosendin and its partner, Tokyo Gas America, with enough workers to install 1.4 million solar panels. They're on track to meet the goal of having the farm fully operational during the first six months of 2022.

"We get to take it from cradle to grave," Eichelberger said. "We make sure — and it's worked out here — that all the manpower calls are filled."

At 631 MW, the project will be the largest solar farm in the United States in terms of energy production — a distinction it is not expected to hold for long, considering larger projects are under construction, including one in north Texas near the Oklahoma border.

The farm is another sign of the growing importance of solar and underlines the IBEW's need to increase its market

share in the industry. Only about 4% of solar workers in the United States are unionized, according to a report released last year by the National Association of State Energy Officials.

That's hardly ideal in the short term, but it means there's plenty of room for organizing as the industry continues its rapid growth. In Texas, solar is expected to grow even faster than the national rate after its electrical grid nearly collapsed during a crippling winter storm earlier this year.

"Solar is literally everywhere," Eichelberger said. "These jobs are getting bigger and bigger and taking more people. I can't see a pause in the near future when it comes to the growth. Hopefully, more contractors will be like Rosendin and get better when it comes to the development of these jobs."

Local 716 has long had a productive relationship with Rosendin, which is based in San Jose, Calif., but has a regional office in Austin, Texas. Assistant business managers Randy Lozano and Mark Landrum often travel there to meet with company officials.

Nearly all the Rosendin projects that Local 716 worked on in the past involved skilled journeyman wiremen, much like a traditional construction project. But Lozano said Local 716 has kept an eye on the solar market, realizing the potential it has to grow membership and secure work.

"We've been talking with [Rosendin's] renewable division for a long time, letting them know the different things we could provide them," Lozano said.

Houston Local 716 members workina at the Aktina Renewable Power Project, a massive solar farm in southeast Texas scheduled to be fully operational by mid-2022.

Manpower is a massive challenge. Journeyman inside wiremen like Eichelberger are needed for high-level positions like a foreman, but other opportunities for experienced electricians are limited.

Most of the jobs are out in the field installing the actual solar panels. The wages are good. They're not on the level of a wireman but quite high for an installer, most of whom have not previously worked in construction, but that work isn't easy and often comes under a hot Texas sun.

"We're finding solar is a completely different monster," Landrum said. "It's not complicated putting solar panels together. It's just a lot of hard work, every day."

So. Local 716 called in as many as possible working in alternate job classifications, which consist of members who have not completed an apprenticeship but have enough skills to work on lower-skilled electrical jobs.

That didn't supply nearly enough manpower, however, so Local 716 held job fairs at its hall and other locations throughout its jurisdiction. (The solar farm itself is located in Wharton County, more than a one-hour drive from downtown Houston.) It worked with other organizations, such as the Chamber of Commerce

in various communities, to get the word out that jobs were available.

The jobs filled pretty quickly. Making sure the new employees understood the $responsibilities \, on \, the \, job \, and \, also \, of \, union \,$ membership fell to steward Ken Fikes.

Fikes has been an IBEW member since 1969, when he began his electrical apprenticeship at South Bend, Ind., Local 153, his home town. He moved to Texas nearly 20 years ago and transferred his membership to Local 716.

At 69, he was considering retirement before he got a call from Business Manager Damon Sebren, asking him to take on an important position on a high-profile iob. The project has received substantial coverage from Houston-area media.

"I don't yell," Fikes said. "I don't curse or use bad words. I listen. I try to carry myself the way the good Lord would want me to carry myself.'

A position at the solar farm gives those new members a chance at higher pay, substantial overtime and a brighter future, but it also means showing up on time and putting in a hard day's work.

Fikes' role is to help make that transition, which is not good just for the new members and employees, but also for Local 716's relationship with the signatory contractor.

"Where they've worked [in the past] is a lot more lax than where they work now," Fikes said. "I tell them to apply your whole body and mind and spirit into what you're doing. You can think about everything else on the way home. But when you're here, focus on the job at hand."

Thus far, the feedback from Rosendin has been positive, Sebren said.

There likely will be many more opportunities for Local 716 and other local unions across the United States to

More local and state governments are passing mandates to become less reliant on fossil fuels. In 2018, the Bureau of Labor Statistics estimated the solar installer will be the fastest growing job in the country over the next 10 years. Solar-generated electricity in the United States increased 24% in 2020 over the previous year and new construction on solar facilities increased 43%, despite the COVID-19 pandemic.

"If another [solar] project comes along, we wouldn't hesitate at all to bid on it," Sebren said. "[Rosendin] has had nothing but good things say about our staff and the people out there working."