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Printed in the USA

### International Brotherhood of Electrical Workers

Vol. 15 | No. 12 | December 2021

### **IBEW News**



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ne 650 members of an independent union representing Puerto Rico's utility workers merged with Orlando, Fla., Local 222 in June, giving the IBEW a permanent presence on the island for the first time in decades.

The merger brought all the workers of the new national utility operator, LUMA Energy, to the IBEW just days after it took over operations of the island's struggling electrical system June 1.

Local 222 also signed a project labor agreement with LUMA covering billions of dollars of grid reconstruction funded by Federal Emergency Management Agency grants.

"Our local has had jurisdiction in Puerto Rico,

but we haven't had anyone working there for several decades," said Local 222 Business Manager Bill Hitt. "It's like we added an entirely new state or a province of brothers and sisters."

The Unión Insular de Trabajadores Industriales y Construcciones Eléctricas had represented many of the utility workers at LUMA's predecessor, Puerto Rican Electric Power Authority, since UITICE was taken over by Francisco Reyes Santos in 1964.

The workers operating and maintaining the Puerto Rican power grid for LUMA Energy voted to merge with Orlando, Fla., Local 222 in June and agreed a first contract in September.

> Reves' son, Hector, took over leadership of the organization in 2013, and watched as the national utility operator, PREPA, fell year after year into debt and disrepair.

Then, four years ago, the electrical infrastructure of Puerto Rico was decimated by two Category 5 hurricanes: first Irma and then, two weeks later, Maria. Sustained winds over 150 mph, gusts of 180 and, during one extraordinary 24-hour period, 2½ feet of rain bombarded the Commonwealth.

Between 3,000 and 5,000 people were killed and power was knocked out for the whole island. Nearly all of the 3.5 million residents were without power for months, some for almost a year.

Since 2017, billions of dollars were spent to restore power, with contracts given primarily to nonunion contractors based in the continental U.S. But the entire system is just as fragile as it was before the storm, Hitt said.

PUERTO RICAN WORKERS continued on page 4

# FROM THE OFFICERS

# **Gratitude This Holiday Season**



**Lonnie R. Stephenson** International President

erry Christmas and Happy Holidays, sisters and brothers.
As we close out another year, I want to thank you for all you do to lift up working people and advance the cause of this great union.
Like the year before it, 2021 hit us all with challenges we hoped nger be dealing with. The coronavirus pandemic has carried on far longer

Like the year before it, 2021 hit us all with challenges we hoped we'd no longer be dealing with. The coronavirus pandemic has carried on far longer than any of us anticipated. We've lost far too many sisters and brothers and members of the IBEW extended family, and my heart goes out to those families, especially during the holidays.

But this holiday season feels different. With vaccines readily available and a new wave of children eligible to be protected from the worst effects of the virus, we're able to return to many of the family traditions that we look forward to each year and missed so dearly in 2020.

I hope that each of you is able to take time to be with family and friends this month and to appreciate all that we have because of our membership in the IBEW.

The reality is that most working people don't have what we do. They don't have the stability of a contract or the job protections that come with union member-

ship. They don't have any way to ensure they get paid what they're worth because they're just one person, standing alone against a giant corporation. They lack the promise of a dignified retirement and struggle with medical expenses because they don't have insurance or it doesn't cover what it should.

We're extremely lucky, and the holidays are a great time to reflect on that and do what we can to give back to our community members in need.

I'm always heartened to hear about IBEW members and local unions going above and beyond to raise money or collect food or toys for worthy organizations around the holidays. That spirit of giving has been a part of the labor movement from its earliest days, and I'm proud that it's alive and well within the IBEW.

I've seen so many stories this year of IBEW members putting their trade skills to work upgrading homes for the elderly or building new ones for families in need. You truly are leading by example in communities large and small across North America, and I couldn't be prouder.

But there's one more thing we can do in the coming year to give back. And that's to spread the gospel of the labor movement to men and women who could use the power of a good union job. Let's pledge to welcome more working people to our ranks and lift more families into the security of the middle class.

Happy holidays, and God bless.

# **Here Come the Jobs**

ore than a year ago, Joe Biden campaigned on delivering the long-awaited infrastructure investment that had been talked about for years with no results.

Well, I'm proud to say that as I write this month's column, the U.S. House of Representatives just sent that bill -\$1.2 trillion in investment - to President Biden's desk.

House Democrats and 13 Republicans finished the job started by President Biden and a bipartisan group in the U.S. Senate and made a commitment to American working people that was long overdue.

As a result, roads and bridges, ports and airports, railways, charging networks and the electric grid itself are about to get a massive upgrade. And IBEW members will be there at every step.

Because here's the thing: The money is an incredible first step, but a commitment to doing this work with union craftsmen and craftswomen wasn't always guaranteed. There was talk of infrastructure for years before President Biden delivered, and the word "union" rarely came up, especially in a positive light.



Kenneth W. Cooper International Secretary-Treasurer

Since January, "union" and "IBEW" have come out of Joe Biden's mouth so frequently that I've lost count. At a national laboratory promoting the infrastructure plan outside of Denver in September, Biden was captured in a private moment telling the head of the facility that, "I want this work to be done union. ... I mean it," he said until the administrator agreed.

Behind the scenes matched up with the public messaging. This infrastructure investment will put union tradesmen and women to work for decades, and each of you will benefit, whether through direct jobs on infrastructure projects or the downstream effects of more than a trillion dollars being pumped into the economy.

So, let me tell you a little more about what's in this bill and how it will affect every single branch of the IBEW.

There's \$110 billion for roads and bridges; \$65 billion for broadband expansion; tens of billions for public transit, including \$66 billion for our sisters and brothers at Amtrak.

There's \$7.5 billion for electric vehicle chargers, which President Biden has said over and over will be installed by IBEW members; \$65 billion for upgrading the electrical grid and constructing thousands of new miles of transmission lines; tens of billions for airport and port upgrades and \$55 billion to upgrade water infrastructure and eliminate lead to ensure what happened to the residents of Flint, Mich., never happens again in the United States.

We haven't seen this kind of investment in America since World War II.

Whether you voted for Joe Biden or not, this bill delivers for America's working families, and especially for the union trades. To those who worked so hard on it and voted to make it law, the IBEW says thank you and stands ready to get to work.



### **Cheers for an Inclusive Union**

Responding to articles on Pg. 3 and Pg. 19 of the October 2021 Electrical Worker:

I thoroughly enjoyed the article about [AFL-CIO President] Liz Shuler and also about the first journeywoman tree trimmer in Missouri. Reading these articles about diversity and the changes the IBEW is making to become more inclusive is very much appreciated.

Maggie Freespirit, Local 159 member Madison, Wisc.

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

# **My** IBEW STORY

# **Theresa Gifford**, Retired Journeyman Inside Wireman Memphis, Tennessee, Local 474



66 In 1979, I was 23, living with my parents and my newborn son, and came across a pamphlet that said union construction trades were 'wanting and needing women' and instructed me to go to my state unemployment office to test and see if I was qualified. I passed.

A sign there had trades listed with their journeyman wages. Plumbers and electri-

cians tied for highest, so I left determined to be a union electrician. At my interview, a guy derisively asked me if I thought I could lift 50 pounds, but a few days later I was accepted.

On my first day, I reported to the contractor's office, where a woman sneered, 'Well at least they didn't send us a [racial epithet],' as she gave me a paper with the name of the job site. I cried all the way across town, wondering what I'd gotten myself into, having grown up in a socially conscious family that didn't speak that way.

When I got to the site, I had a pretty uneventful day with some awesome men who were respectful and fun to be around. After a week, I found my footing and persevered. In 1983, I was fortunate to be the first woman to turn out in my local.

The IBEW has benefited me in many ways. I worked with great people across the country in numerous locals — for a nuclear power plant, paper mills, chemical plants, Denver International Airport, McCormick Place in Chicago, big jobs in Memphis; places that, as a woman, I would've never been allowed a generation earlier.

I learned how to stand up for my rights, and I know that I have brothers and sisters for life.

I was able to raise my children comfortably as a single parent. We had decent health care, and even though I had to retire early due to an injury, I've been able to retire comfortably."

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

ibew.org/MvIBEWStorv













# IBEW PENSION PLANS BUILD FOR THE FUTURE While Generating \$600m in Wages for IBEW Members Today







National Real Estate Assets clockwise from top:

The Canopy Hotel by Hilton at East Market Philadelphia, Pa.

1101 Chestnut Street Construction at East Market Philadelphia, Pa.

The Ludlow and Chestnut Walk at East Market Philadelphia, Pa.

The Hepburn Washington, D.C.

Journal Squared Jersey City, N.J.

The Line — 2151 Hawkins — Topping Out Charlotte, N.C.

Loring Park Tower Minneapolis, Minn.

2929 Weslayan Houston, Texas

All Photos, Credit: National Real Estate Advisors, LLC



New York By Gehry New York, N.Y.

# Here's how your pension funds are growing your retirement and putting you to work

first-of-its-kind report found that IBEW pension plans' real estate investments have created thousands of union jobs and generated more than half a billion dollars in wages and benefits for IBEW members since 2012.

The trustees of the National Electrical Benefits Fund and the National Electric Annuity Plan — International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper and the two senior leaders of the National Electrical Contractors Association — wanted to put hard numbers to something they had always suspected.

"We always believed that the real estate investments our pension plans we're already making were also benefiting union workers today, but that is a hard thing to prove," Stephenson said. "We knew in our bones that there was a virtuous cycle—investing for the future while creating jobs in the present—but with this groundbreaking study we are bringing hard data."

Between 2012 and 2020, the two IBEW/NECA pension plans invested more than \$6.25 billion in more than 835 real estate and construction projects. Once completed, rents, leases and potential sales bring in a reliable, profitable stream of income to the pension funds.

The real estate projects have been some of the highestprofile projects in the country, including New York by Gehry, which was the tallest residential tower in the Western Hemisphere when it opened; Sales Force Tower in Chicago; and the East Market neighborhood redevelopment project in Philadelphia. The NEBF also owns a significant portion of Sabey Data Centers, the largest private developer of data centers in North America.

The study found that, over the nine years, nearly \$2.4 billion was paid in construction wages and another \$1.5 billion in benefits. Nearly \$1 billion in wages and benefits went to union electrical workers, including more than \$117 million in direct pension contributions from signatory union contractors.

"This is a blue-collar fortune, built up over the decades, dime by dime, dollar by dollar, and what we are seeing is that when we invest it as intended for the benefit of our retirees, it also benefits working people now," Cooper said. "For nearly 40 years, corporate America has been selling the lie that to be a good business you have to put the screws to working people. That's always been wrong, and we have the proof right here."

Stephenson and Cooper were quick to say that investment decisions are always made to make money for the fund and to diversify and manage risk to build that blue-collar fortune. As an additional benefit, when those decisions are made intelligently, they also create jobs.

But touting an investment strategy that is a success for workers and current and future retirees was bound to rile up opponents of organized labor and defined-benefit pension plans generally.

NEBF/NEAP REPORT continued on page 4

# **IBEW Pension Plans Build for the Future**

While Generating \$600m in Wages for IBEW Members Today

### Continued from page 3

"We anticipated that if we went down this road, opponents would come gunning for us. We needed to make sure our report is objective and transparent. We relied on proven methodology, used Bureau of Labor Statistics data on the construction industry, and did not take any more credit than we obviously deserve. It had to be bulletproof," said Monte Tarbox, executive director of investments for NEBF.

Using the savings of blue-collar workers to benefit blue-collar workers seems like it would be obvious, but that is far from reality. Until 2021, it was forbidden for fund managers to consider anything but fund growth in their investment decisions. The Trump administration went further, trying to make it illegal for a pension to take into consideration the economic impact of its investments, including creating jobs for pension beneficiaries today, even if it didn't affect returns in any way.

Happily, Tarbox said, this opinion was overturned once the Biden administration took back the reins of power in January.

"We never said it was the top priority; we always said it is a collateral benefit and a consideration in what we are doing anyway," Tarbox said. "Our belief is that using the best workforce leads to the best real estate product, and that is how you make money in real estate over the long term. We have been proven correct on that over the decades."

### A Blue-Collar Fortune

The first IBEW pension plan is nearly 100 years old. After World War II, the IBEW and NECA created the NEBF for inside wiremen and then the NEAP was created in the 1970s to bring some of that security to outside wiremen and utility workers.

In that time, paycheck contribution by paycheck contribution, the two plans amassed nearly \$30 billion. It was a testament to the collective economic power of working people.

It is also a promise: income deferred to the future so that every participant who has gotten used to dignity on the job can look forward to a retirement just as dignified and filled with possibility.

Those assets — the NEBF is the third largest multiemployer pension plan in the U.S. and the 117th largest pension plan of any kind in the world — are marshaled and invested.

"Every \$1 million invested in real estate generated \$427,000 in income and benefits to construction workers now."

 NEBF Executive Director of Investments Monte Tarbox Throughout its history, commercial and industrial real estate have been a core part of the pension plans' investments, as well as a major source of IBEW jobs and an economic boon to the places where we invested.

Since commercial rents are not controlled, as residential rentals are in some areas, owning and leasing commercial and industrial real estate is one of the best hedges against inflation. Real estate has typically held its value through recessions better than assets like stocks and cash.

According to the model developed by Pinnacle Investments for NEBF, 835 commercial and industrial projects led to more than \$14 billion in economic activity, including more than \$4 billion in construction labor income.

"Every \$1 million invested in real estate generated \$427,000 in income

and benefits to construction workers now," Tarbox said.

Of the 70 million labor hours, nearly 10 million went to 4,800 electrical jobs, providing made more than \$600 million in wages and benefits, including \$117 million in pension payments.

"Nothing is more beneficial to the health of any pension plan than employer contributions. Investment earnings are great. Keeping costs down is great, but nothing matters more to the health of our pension than the health of our industry," Stephenson said. "It supports our contractors, supports the industry, creates jobs and, further down the line, it results in more employer contributions into the plan."

And the benefits to working people didn't stop at the union paycheck. The study looked further into the impact those wages had on the places where union workers live.

If you include the supply chain and the jobs of the people providing the material and equipment, the \$6.25 billion in real estate investments led to \$80 billion in total economic activity, more than \$30 billion in income and an astonishing 435,000 jobs.

While Tarbox was proud of the results of the study, his hope is that other multiemployer pension funds will use it for themselves, adding more evidence to back the benefits of using the best trained, most productive construction workers in North America.

And now that the first report is out, Tarbox anticipates using the same research method to look at infrastructure investments.

"If you believe in the high-road approach, we created the gold standard for thinking about job creation and economic impact for pension fund investors," Tarbox said. "You can be rigorous, not set out to prove anything right or wrong, and show what collectively working people can do to make North America better. We hope others will take this on."

Continued from page 1

# Puerto Rican Utility Workers Choose the IBEW

"They spent \$5 billion on an 18-month restoration that didn't do jack. People got power, but it's all prayer, baling wire and Band-Aids," Hitt said. "Every pole is a widow-maker. The lines are junk. The aluminum towers were rated for 100 mph 50 years ago and faced gusts nearly double that. Half of the power generation is on its last legs and the other half doesn't work at all."

In 2018, PREPA was forced into effective bankruptcy. The state-owned utility was allowed to retain ownership of the transmission and distribution system, but management and operations were put out to bid.

The winner of the 15-year contract, announced in June 2020, was LUMA Energy — a consortium of signatory contractors Quanta Energy and Canadian Utilities Limited. After a one-year transition period, LUMA took over operations in June.



Given the scale of the need, and the long, positive history of its parent companies working with the IBEW, LUMA executives, Hitt and Fifth District International Vice President Brian Thompson began negotiations for a project labor agreement to take on the massive job of rebuilding the island's power grid in January 2021.

The conversations were swift, Hitt said. "They needed us. And they will need us going forward," he said.

With LUMA's takeover, billions of FEMA dollars have been released after years of delay.

Under the PLA, all of the federally funded work will be done by IBEW members earning fair wages under local-hire provisions.

It's the kind of work the local's outside linemen have been doing for decades in Florida and across the Caribbean. Now, Hitt said, local contractors will have a shot at that work and local linemen will get the priority and training they need.

Hitt said that because of the regularity of power cuts over the last four years, the local population is "traumatized" and unlikely to accept planned outages for the rebuild. He expects a lot of the work to be done energized and that will require a highly skilled workforce, one that exists on the island, but is far too small.

In the months ahead, Local 222 is

opening a local office and will work with SELCAT, the Fifth District's Joint apprenticeship program, to set up a local training center.

Local 222 also

signed a PLA

FEMA-funded

on the island's

crippled grid.

dollars of

covering billions of

construction work

The PLA, Hitt thought, was a huge win for the IBEW and his members, and that would be the extent of his involvement.

"I'm in construction. It's all we do. It's all I was interested in. The island needs a complete rebuild and we negotiated a pretty good PLA to get it done," Hitt said. "I thought we'll put a whole bunch of local people to work and vastly improve on what is there and then move on."

# **A Permanent Presence**

But nothing is simple in Puerto Rico right now, Hitt said, and concern was growing, on the labor side — and on the management side as well, it turned out — that the way labor had been organized at PREPA was as dysfunctional as the utility itself.

Both UITICE and LUMA wanted more from the IBEW than just the PLA.



negotiated between LUMA and the IBEW includes a raise (the first in a decade) and the introduction of modern safety standards and training opportunities.

The contract

For Reyes, the reality was that in the four-decade history of UITICE, he had never negotiated a first contract and had only ever bargained with PREPA.

More pressing was that with LUMA's takeover the existing CBA disappeared and with it the employment of nearly all his members.

When PREPA went bankrupt, it lost its transmission and distribution and its business was limited to power generation.

For Reyes, this meant that UITICE had to imagine a new way forward for his members, for his union and for his country because UITICE had no generation members. The union was started solely to represent PREPA's construction workers.

Before UITICE, the only union at PREPA was the Union des Trabajadores de la Industria Eléctrica y Riego. UTIER only represented the maintenance linemen and went on to represent the secretaries and the generation workers. UITICE carved out the construction linemen that needed a voice. UITICE had been that voice for nearly a half century.

"If I don't have anyone working, I don't represent anyone," he said. "UITICE was coming to an end, but I wanted to do something for my people."

What he and his fellow officers did was listen to the membership and find out what they wanted going forward. And what they wanted was what many had seen when they were working IBEW jobs in the main land.

There had always been linemen from Puerto Rico working IBEW jobs, Hitt said. And that number jumped in the aftermath of Irma and Maria. The Trump administration's response was painfully slow, inept, and chaotic, and federal relief and rebuilding funding,

# Bienvenidos, Hermanos





Hurricanes Irma and Maria in 2017 knocked out the island's power for almost a year in some places. While PREPA was in bankruptcy, many utility workers worked with Local 222 and they brought back a desire for their own modern, transparent union at LUMA.





when it did come, went primarily to nonunion contractors like Pike and MasTec. In the intervening years, many PREPA linemen came north to Local 222 to find stable work.

They liked what they saw, Reyes said, and wanted it again.

"Now they wanted to be represented in a new way, attached to an international union, and they wanted the training, the safety — the culture — of the IBEW to be a part of Puerto Rico," Reyes said.

The disaster at PREPA was painful for most of his members, he said.

"For whatever reasons, things we had no control over, PREPA fell into a black hole and we wanted to move on from the corruption that is everywhere and build something better for us, but also for all of Puerto Rico," he said. "So, I called Bill."

But Hitt didn't really know how to help at first.

"I had no interest in anything but the PLA and that work," Hitt said. "But I was really impressed with Hector. He is a gutsy guy."

Hitt tasked Business Agent Willie Dezayas with finding a way to help Reyes and UITICE out.

"When I spoke to Hector, he always talked about the Puerto Rican people, not just his membership. He wanted to improve everyone's lives," Dezayas said. "To have the stability of being an IBEW member, that is big here. To be recognized as an IBEW journeyman linemen or operator, means we can go work anywhere ... The sense of pride being part of the IBEW is real."

– Hector Reyes, Former UITICE President

"That's what carried me through. Through all the troubles and challenges and anger on the island, that is what motivates me still."

When Reyes came back, it wasn't with a request for help, but with a plan — an ambitious plan — to go much, much further.

UITICE, Reyes said, would shock everyone predicting its demise and rise, one final time, as the handover to LUMA was made.

First, after the June 1 takeover was official, UITICE would ask for card check from LUMA and collect enough cards to become the sole bargaining representative. Then, it would hold a vote to dissolve and align with the IBEW. The distribution and transmission linemen and substation techs would become members of the IBEW and begin contract negotiations with LUMA

with the full power of the international union behind it.

"We said yes," Thompson said.

It was an audacious plan, helped in no small part, Hitt said, by the attitude taken by the leadership of UTIER, which urged — Hitt says threatened — its members not to apply for work at LUMA.

"They wanted to burn the whole world down," Hitt said. "Our biggest help, at every turn, was the leadership of UTIER."

And the vehemence of UTIER worked to the benefit of the UITICE and the IBEW. Applications at LUMA were far below what was expected by the time of the turnover, and nearly everyone who applied was a former member of UITICE.

The intransigence of UTIER opened LUMA to card check.

Reyes collected signatures from a majority of LUMA workers in just a few days. UITICE was recognized by LUMA by mid-June.

All that was left was the assembly to vote on a merger.

UTIER leadership made it clear they would do all they could to stop the merger vote and the date and location of the vote had to be changed because of safety concerns.

"That didn't have to happen. It was traumatizing for the workers and the people of Puerto Rico," Reyes said. "There was psychological war within PREPA. They were doing everything possible to hold people from the transition that was happening. Even though we had these difficulties, I am thankful, sincerely thankful, for all the people who helped out to make the transition happen."

# A New Contract, A New Future

The vote was held, the merger confirmed; Reyes came on staff as assistant business manager for Local 222 and he and Hitt began negotiations for a first contract.

The contract was agreed on Sept. 3 and quickly approved by the membership.

The highlights were the first raise in more than a decade and more agreed over

the next four years. There is no change to the health care plan, and everyone now participates in the IBEW pension plan, which without is question in far better shape than the PREPA plan they had been under.

"Like most everything else on the island, their old retirement plan is bankrupt or soon will be," Dezayas said.

"On retirement alone, it is a better benefit than what we had," Reyes said. "An actual retirement that the employer has to pay for, and nothing comes out of our pockets. That alone would have been worth it."

But more money was never the primary goal, however necessary and welcome it is.

What the membership really wanted was the professionalization of the work force and safer, better working conditions. Reyes said that it is in safety protocols that changes are most noticeable. Jobs now begin with a safety briefing before work starts, something familiar to any IBEW utility or construction member elsewhere in the U.S. and Canada, but previously unheard of at PREPA.

"We get a job briefing. We never had that before. Foremen fill out the Job Safety Analysis form and it sometimes takes longer than the work itself. That is a clear message no one can miss, that with the IBEW and LUMA, safety really comes first," Reyes said.

And then there is the intangible: being part — again for many of them — of the IBEW.

"To have the stability of being an IBEW member, that is big here. To be recognized as an IBEW journeyman linemen or operator means we can go work anywhere," Reyes said. "Having that ticket is huge for the workers. The sense of pride being part of the IBEW is real."

And now they can begin the difficult work of rebuilding an entire island while the lights stay on.

"This is the highlight of our careers — for me, Bill and Hector. We have had some big organizing victories in recent years, but this is bigger than us," Thompson said. "Yes, it expands our horizons, but we have the chance to also change millions of lives and reset the future of entire people. It's worth any difficulty to make this work. And we are not done yet."

# Blinken Pledges Pro-Worker Approach to Trade, **Foreign Policy**

t an unprecedented roundtable with union leaders stung by NAFTA and other trade deals the past three decades, Secretary of State Antony Blinken pledged that new trade pacts and related foreign policy will help, not harm, American workers.

Blinken made the remarks at Pittsburgh Local 5, a visit that was unique among the many trips Cabinet members, Vice President Kamala Harris and even President Biden have made to IBEW and other union locals this year.

But until Sept. 30, no union had hosted a sitting secretary of state, certainly not for a freewheeling conversation on labor issues.

"Our domestic competitiveness, our national security, and a thriving middle class are mutually reinforcing," Blinken said in his opening remarks. "We want to make sure that we're engaged in an innovation economy that delivers for workers across the country."

He spoke with a group that included Local 5 Business Manager Mike Dunleavy and representatives from the Steelworkers, Teamsters, United Food and Commercial Workers, Communications Workers of America, Service Employees International, the Allegheny-Favette Central Labor Council and Pennsylvania AFL-CIO.

Blinken arrived at Local 5's sprawling hall and training center after a day and a half of international meetings in Pittsburgh with the administration's newly created Trade and Technology Council.

"The issues we're taking on through this council are critical to our economy, to our competitiveness, and to our workers' livelihoods, now and well into the future," he said. "We believe strongly — the president believes strongly — that labor groups have to be our partner in policy, that includes foreign policy."

Toward that end, he threw the question to the floor: What should the State Department be doing?

"How do we make sure that our diplomacy is working on behalf of America's workers?" he asked. "That's what I want to focus on."

That was Dunleavy's cue, and he went straight to the 1994 North American Free Trade Agreement.

"I got to lead off with the first question, and it was about how severely we were affected here by NAFTA," he said. "We had 8,000 working electricians and that went down to 4,000 after NAFTA.

"I told him, 'If you're speaking to the Europeans about any kind of trade deals. there have to be worker protections."

Blinken agreed without reservation, and in his prepared remarks earlier, he recalled talking with AFL-CIO President Rich Trumka and the Executive Board about those issues not long before Trumka's sudden death in August.

"He cared deeply not just about labor rights in the United States but worldwide, which was the focus of our conversation, and also about how what we do around the world has an impact



here at home on American workers something he wanted to make sure we were keeping front and center in our minds as we went about doing the work of

the State Department," Blinken said.

In paying homage to Trumka, he said he looks forward to working with his successor, the IBEW's own Liz Shuler. A member of At Pittsburgh Local 5, Secretary of State Antony Blinken leads a historic discussion about ways that U.S. trade and foreign policy can help American workers.

Portland, Ore., Local 125, Shuler served alongside Trumka for three terms as AFL-CIO secretary-treasurer and is now president, the first woman to lead the federation.

Shuler applauded Blinken's roundtable: "Great to see the Administration's commitment to listening to working people & recognizing their role in shaping the policies of the future," she wrote on Twitter.

Dunleavy has met this year with Transportation Secretary Pete Buttigieg and Energy Secretary Jennifer Granholm, and in June his local hosted Vice President Harris and Labor Secretary Marty Walsh for a roundtable with a cross section of union organizers.

Union

workers,

including

many IBEW

members, at

the Norris

Dam build

site in the

mid-1930s.

"With this administration, the outreach to labor is like nothing I've ever seen," Dunleavy said.

But he was still surprised when he got a call from the regional AFL-CIO saying the State Department had a special request.

"The secretary of state asked to hold a roundtable discussion on labor while he was in town," he said. "We're the prime player here when anything like that comes up. Our facility lends itself to it."

Reflecting on the event a week later, he said. "It was one of those days when I went home and I couldn't believe it was me in the conversation. Then you realize that that's why they came, they want to know what we're experiencing.

"This wasn't a dog-and-pony show. They were truly asking each of us what we thought about ways that foreign policy could help American workers."

# **GROUNDED IN HISTORY**

# The Birth of the TVA at Norris Dam

When President Franklin D. Roosevelt signed the Norris Bill on May 18, 1933, creating the Tennessee Valley Authority, he freed more than 600,000 horsepower that had been lying idle at the hydroelectric plant in Muscle Shoals, Ala. With a massive investment of \$60 million in federal funds, the TVA was to bring thousands of good-paying jobs to rural Appalachia, an area of the country that had suffered years of neglect even before the Great Depression. And the IBEW was there from the beginning to ensure the job was done with union labor of the highest standards.

The TVA traces its origins to World War I, when Congress ordered the building of a dam and powerplant at Muscle Shoals to produce nitrates for explosives. After the war, private interests lobbied Congress to take control of the plant but were continuously blocked by Senator George Norris of Nebraska, who eventually drafted the Norris Bill to expand the public utility program. The bill took on national importance when Roosevelt, upon his inauguration in 1933, stated that "the potential public usefulness of Muscle Shoals transcends mere power development; it lends itself to national planning for a complete river watershed involving many states and the future lives and welfare of millions." This belief served as the purpose of the TVA, to usher in a new age of public building

programs to help America climb out of the Depression. Congress approved the TVA just four months into FDR's first term and the first construction project chosen by its administrators was the appropriately named Norris Dam.

Located on the Clinch River in Tennessee, 25 miles upstream from Muscle Shoals, the new dam fell into the jurisdiction of IBEW Fifth District International Vice President G.X. Barker. In September 1933, IBEW President Dan Tracy wrote to Barker stressing the importance of this project to the union. "The IBEW is happy to take part in this great adventure under the auspices of the federal government and you, as field marshal, are directed to exercise every talent and resource to make this great enterprise a complete success. We know that the general staff can do very little without our well-trained brigade of skilled men. And if complete success is achieved, we will enter upon an era unparalleled in its usefulness." Tracy's message was clear: It was all hands on deck for the IBEW.

Construction of Norris Dam began in October 1933, and as reported by The Electrical Worker, 1,000 reservoir clearance men and 1,544 hourly workers that were employed there, nearly 500 of whom were IBEW members. But our presence was not limited to hard labor. Built into the TVA was a labor relations department, the first of its kind in a government agency, and was led by an IBEW member and former international representative, Clair C. Killen. His office was called upon to formulate and maintain the labor policies of the TVA. "The whole TVA project has a social purpose to directly benefit the worker," wrote Killen in





life, freedom from economic fear and insecurity, and wider opportunities for the men's cooperative capacities." To that end he ensured that "decent living wages and working conditions above the average will be provided" to all members at the Norris Dam. In addition, the Tennessee Valley Workers Council was created by IBEW members working at the dam to address grievances and enforce collective bargaining agreements. Its purpose was "to prove that labor can take part in the problems of management and administration in an effective, positive way." It proved to be a successful partnership, and one that continues today with an innovative multitrade Code of Excellence in place across the TVA.

The Electrical Worker. "Not profits, but a larger

More than a dozen local unions associated with the TVA submitted articles in The Electrical Worker from 1933 to 1936, but none more so than Local 558 in Florence, Ala. The local had over 300 members working in TVA projects, over 100 at Norris Dam alone. In an article from January 1936, leaders discussed hiring their first fulltime business manager due to the growing number of job opportunities, how Norris Dam was 100% union as was a new project at Wheel-

er Dam, and how over 200 of its members were enrolled in TVA electrical training courses, many of which were being taught by IBEW members. In an article from August of that year, it reported the first successful test of the Norris turbines as well as the success of the labor relations department. "With the help of IVP Barker, President Tracy has reached an agreement with the TVA whereby all grievances and working conditions are to be handled by a labor panel presided over by International Representative Freeman." Gordon Freeman would later become international president, serving from 1955 - 1968.

Norris Dam was completed 85 years ago in July 1936. In an article celebrating its completion, International Secretary G.M. Bugniazet wrote, "The mighty impounded waters are pressing against turbines and generating nearly 100,000 kilowatts of power. With its completion, the Tennessee Valley development enters a second phase. It is no longer an experiment. It has become an established institution." True to his words, IBEW members were called upon again and again for new projects along the Tennessee River. In the same month that Norris Dam was completed, four more were already underway, all 100% union.

Norris Dam continues to generate electric power, at a maximum of 126 megawatts. In 2016, it was listed on the National Register of Historic Places.

For more on how to support the IBEW's preservation of its history, visit nbewibewmuseum.org. Have an idea for this feature? Send it to Curtis\_Bateman@ibew.org.

# NORTH OF 49° **AU NORD DU 49° PARALLÈLE**

# Skilled Trades Certification Returns to B.C.

fter nearly two decades without any official standard, skilled trades certification is coming back to British Columbia.

"I cannot understate the importance of bringing compulsory certification back to B.C.," said First District International Vice President Thomas Reid. "We're seeing other jurisdictions in Canada trying to go the opposite direction and B.C.'s failed experiment should be a lesson to all. I couldn't be happier with the leadership from our business managers on this initiative. It's a significant victory for all trades workers in the province and I'm proud to see the IBEW leading the way."

The new certification will apply initially to 10 different trades, including powerline technicians, industrial electricians and construction electricians. Once implemented, those tradespeople will have to either be a certified journeypersons or go through a standard apprenticeship training program in order to work in the province.

"We are pleased that compulsory certification for our skilled trades members in the utility industry is returning to our province," said Vancouver Local 258 Business Manager Doug McKay. "Our members are professionals in their disciplines and bringing back the compulsory certification is a step in the right direction."

'The first part of the consultative process is over and we knocked it out of the park," said Victoria Local 230 Business Manager Phil Venoit, who is also Canada's representative on the IBEW's International Executive Council. "We put together concise and focused groups so every time the government had meetings, B.C.'s IBEW members were there. We also put together a social media campaign that included testimonials by our members on the importance of the standard Red Seal training and the new skilled trades certification. This did not go unnoticed by the government."

The selected trades were based on recommendations from a 16-member stakeholder advisory working group representing industry associations, labour, post-secondary institutions, Indigenous skills trainers and the Industry Training Authority. They were also chosen in part due to their high demand. Venoit says the IBEW was actively involved in the process as it will impact the vast majority of the province's 13.000 members.

In 2017, B.C.'s New Democratic Party won a minority government and Premier John Horgan recognized the IBEW as having a big impact on his election. In fact, Venoit said, he wanted to meet with IBEW business managers as his first meeting

"During that meeting, we were clear that a Red Seal in Canada was not synonymous with red tape and we needed regulation re-introduced that covered our collective crafts, as you can't fix a skilled trades shortage with semi-skilled workers," said Venoit, who also chairs the

IBEW-B.C. Provincial Council.

British Columbia's previous certification system was canceled in 2003 by the government, making the province the only one without such a qualification for tradespeople. Without this recognized credential, it can be challenging for workers to transition between projects and industries, often resulting in lost wages.

"This change will provide for safer job sites and safer projects for clients and owners; also, less risk and liability for contractors, which should result in lower insurance premiums, It's going to make IBFW signatory contractors more competitive." Venoit said, "It also bestows a higher level of respect for our trades, which should result in better wages."

The certification will be implemented in phases after a public engagement process is complete. Once a trade has been designated for certification, individuals will have at least one year to either register as apprentices or take an exam to certify as a journeyperson, allowing uncertified workers to continue working while accessing any supports they may need.

"Skilled tradespeople are building B.C., especially with the largest infrastructure investment in our province's history already underway," Horgan said during a press conference in June announcing the new standard. "This is a made-in-B.C. solution to ensure confidence that a highly skilled workforce is behind our recovery while providing good, family-supporting jobs that tradespeople can count on. By working together, we're ensuring B.C. comes out of the pandemic stronger, with a recovery that reaches people across the province."

The new standard also needs to go through a legislative process, which Venoit says is all but certain to pass. thanks in part to the influence of the IBEW.



"It's not a matter of if it passes, but when," Venoit said. "Too many IBEW members have made a strong case. It's going to happen."

Skilled trades certification is set to return to British Columbia. thanks in part to the IBEW's strona working relationship with the NDP-led provincial aovernment.

# La certification des métiers spécialisés retourne en C.-B.

près plus de deux décennies sans de norme officielle, la certification des métiers spécialisés revient en Colombie-Britannique.

« le ne peux pas minimiser l'importance de remettre en place la certification obligatoire en C.-B., déclare le vice-président international du premier district Thomas Reid. Nous avons vu d'autres provinces et territoires aller dans une direction inverse et nous avons tous une lecon à tirer de l'expérience ratée de la C.-B. le ne saurais être plus fier du leadership de nos gérants d'affaires sur cette initiative. C'est une importante victoire pour tous les travailleuses spécialisées et travailleurs spécialisés dans la province et je suis fier du rôle de chef de file de la FIOE. »

La nouvelle certification sera implantée initialement pour 10 différents métiers, notamment, les monteurs/monteuses de lignes sous tension, électricien industriel/électricienne industrielle, électricien/électricienne (construction). Une fois qu'elle sera mise en place, ces gens de métiers doivent soit être un compagnon certifié ou soit de suivre un programme de formation en apprentissage pour travailler dans la province.

« Nous sommes heureux que la certification obligatoire pour nos membres dans le secteur du service public revienne dans notre province, » mentionne le gérant d'affaires Doug McKay de la section locale 258 à Vancouver. « Nos membres sont des professionnels dans leurs disciplines et de remettre cette certification en place veut dire que c'est un

pas dans la bonne direction. »

« On a déjà terminé la première partie du processus consultatif et nous avons fait bonne impression, déclare le gérant d'affaires Phil Venoit de la section locale 230 à Victoria, qui siège également à titre de représentant du Canada au sein du comité exécutif international de la FIOE. Nous avons formé des groupes concis et ciblés pour permettre aux membres de la FIOE de la C.-B. de participer aux réunions organisées par le gouvernement. Nous avons aussi lancé une campagne sur les réseaux sociaux qui présentait l'importance de la formation d'un programme désigné Sceau rouge et les nouvelles certifications des métiers spécialisés témoignées par nos membres. Cette campagne n'a pas passé inapercue par le gouvernement ».

Les métiers ont été choisis en fonction des recommandations d'un groupe consultatif composé de 16 intervenants membres représentant des associations de l'industrie, les travailleurs, les établissements d'enseignement postsecondaires, les moniteurs de formation axée sur les compétences autochtones et l'Industry Training Authority (ITA BC). Ils ont d'ailleurs été choisis en partie en raison de leur forte demande. Venoit informe que la FIOE a activement travaillé au processus, car la grande majorité des 13 000 membres de la province y seront touchés.

En 2017, le Nouveau Parti démocratique de la Colombie-Britannique a remporté l'élection avec un gouvernement minoritaire et le premier ministre John Horgan a souligné que la FIOE a eu une grande influence sur son élection. À l'occasion d'une première rencontre avec un syndicat, Venoit a mentionné que le premier ministre voulait rencontrer les gérants d'affaires de la FIOE.

« Pendant cette réunion, c'était clair que le Sceau rouge au Canada n'était pas associé à une lourdeur administrative et que des règlements étaient nécessaires pour protéger nos métiers, car tu ne peux pas remédier à la pénurie des métiers spécialisés avec des travailleurs semi-spécialisés, » déclare Venoit, qui siège également à titre de président au sein de l'IBEW-B.C. Provincial Council (le conseil provincial de la FIOE en Colombie-Britannique).

Le gouvernement avait retiré le système de certification de la Colombie-Britannique en 2003, rendant la province la seule à ne pas disposer de telle qualification pour les gens de métier. Sans ce titre de compétence reconnu, il s'avère parfois difficile pour les travailleurs de faire la transition entre les projets et les industries, ce qui entraîne souvent des pertes de salaires.

« Ce changement contribue à établir un milieu de travail sécuritaire et des projets sécuritaires pour les clients et pour les propriétaires; il y a aussi moins de risque et de responsabilité pour les entrepreneurs, ce qui permet d'avoir des primes d'assurances moins élevées. Cette certification va aussi permettre à nos entrepreneurs signataires de la FIOE d'être plus compétitifs, déclare Venoit. La certification des métiers spécialisés accordera davantage de respect à nos métiers, ce qui se traduit par de meilleurs salaires. »

Cette certification sera instaurée par

étape une fois le processus de consultation publique sera terminé. Dès la désignation d'un métier en vue de la certification, les personnes disposeront d'au moins un an pour soit de s'inscrire en tant qu'apprentis ou soit de passer un examen pour obtenir la certification de compagnon, ce qui permettra aux travailleurs non certifiés de continuer à travailler tout en ayant accès à toute mesure de soutien additionnelle dont ils pourraient avoir besoin.

« Les travailleurs spécialisés construisent la Colombie-Britannique, surtout en cette période où la province a procédé au plus important investissement de son histoire, a déclaré le premier ministre John Horgan lors d'une conférence de presse qui a lieu en juin en annoncant la nouvelle norme. Il s'agit d'une solution britanno-colombienne qui garantit qu'une main-d'œuvre hautement qualifiée est à l'origine de notre reprise économique, tout en procurant de bons emplois, bien rémunérés, sur lesquels les gens de métier peuvent compter. Grâce à nos efforts conjugués, nous ferons en sorte que la Colombie-Britannique sorte de la pandémie plus forte et que sa reprise profite à tous les habitants de la province. »

La nouvelle norme doit aussi passer par un processus législatif, dont Venoit est certain qu'elle sera adoptée, grâce en partie à l'influence de la FIOE.

«Il ne s'agit pas d'une question à savoir si cette certification va avoir lieu, il s'agit plutôt à savoir quand elle va avoir lieu, déclare Venoit, Beaucoup de membres ont fortement défendu l'idée et elle ne manquera pas à l'idée d'avoir lieu. »

# THE FRONT LINE: POLITICS & JOBS

# Whitmer Reinstates Michigan's Prevailing Wage Amid Nonunion Outcry

Thanks to a new order from Michigan Gov. Gretchen Whitmer, prevailing wage has been reinstated on certain state-funded construction projects, a move that largely undoes a Republican-led repeal of the wage standard in 2018.

"By reinstating prevailing wage, we are ensuring working people can earn a decent standard of living, saving taxpayers money and time on crucial infrastructure projects, and offering Michigan a highly-trained workforce to rely on as we build up our roads and bridges, replace lead pipes, install high-speed internet and more," Whitmer said in statement on Oct. 7. "As governor, I am proud to stand shoulder to shoulder with working people and unions who built the middle class."

The order reverses a Republican-driven effort from three years ago to remove the requirement that workers are paid a prevailing wage on state-funded construction projects. In 2018, the GOP-controlled Legislature voted to undo the fair wage standard in a little-used maneuver that didn't allow for a governor's veto. At the time, then-Governor Rick Snyder, also a Republican, supported prevailing wage.

"The action of Gov. Whitmer means a lot to our IBEW members," said Sixth District International Representative Joe Davis. "Prevailing wage for state projects is huge for our members because it levels the playing field for securing work through our signatory contractors."

Without prevailing wage laws, large government-funded projects can be a race to the bottom, with low bids from unqualified and low-wage nonunion contractors considered on equal footing with higher bids from reputable, established contractors who use local workers and pay fair wages and benefits.

The order only applies to projects that go through the state's Department of Management, Technology and Budget, which does not include certain projects like those bid out by local school districts. Still, it's a significant move in the right direction, Davis said.

"Schools and public buildings throughout the state will have projects that will pass through the DTMB. This means those projects will need to be bid by companies and contractors that submit their bids using prevailing wages, thus leveling the playing field for our contractors," Davis said. "As the state looks to modernize its infrastructure the DTMB will play a major role. The electrification of roads and rest areas is just the tip of the iceberg."

Numerous studies have shown the benefits of prevailing wage, as well as the negative consequences of removing it. A study in West Virginia found that a repeal of the state's prevailing wage law in 2016 led to lower wages, no cost savings and a 26% increase in on-the-job injuries. According to an Economic Policy Institute



Michigan Gov. Gretchen Whitmer, center, issued an order on Oct. 7 reinstating prevailing wage on certain projects.

report, in states without prevailing wage, median wages are almost 22% lower than those with one.

"The removal of prevailing wage forces wages to circle the drain, yet the cost to the customer often remains the same or even increases at some point," Davis said, alluding to the fact that poorly done work by the lowest bidder often has to be redone, increasing the overall project cost.

Conversely, as the Center for American Progress noted, prevailing wages not only provide solid middle-class wages, they also expand health insurance coverage and increase the share of workers with pension plans. They also promote quality work and help to close racial pay gaps.

A study from the Illinois Economic Policy Institute found that prevailing wages also promote homeownership. According to the study, the policies extended homeownership to more than 61,000 blue-collar construction workers and boosted the value of those homes by more than \$42 billion.

"The actions that have been taken ... restore confidence by workers and employers alike," said Michigan Building and Construction Trades Council President Steve Claywell, who is also a member of Battle Creek Local 445. "The restoring of prevailing wage provides a fair and equal bidding process allowing for highly trained men and women to be paid a good wage. We appreciate the courage of this governor and stand ready to build Michigan with her."

Michigan's Associated Builders and Contractors, an anti-prevailing wage organization that was behind the 2018 repeal, has already pledged to fight Whitmer's order in court.

"The ABC and other groups suing in the courts is to be expected," Davis said. "The hill that they and others have to climb is how does this harm their contractors? Paying the prevailing wage to your employees does not harm a healthy and responsible contractor, union or nonunion. It only affects employers that survive by underpaying those that work for them every day and actually do the work."

While Whitmer's order is undoubtedly a positive move, Davis warned that the fight is not over.

"It's a good start but there are a lot

of groups that will fight this effort and attempt to tie it up in the courts for years. The best way to fully and more permanently institute prevailing wage is to make the order a law," Davis said. "And the only way to make this a law is to vote for candidates that support workers and unions."

# Union Support is Up and Women are Major Beneficiaries

New studies show that support for unions continues to rise and that the benefits are particularly strong for women.

Gallup's most recent poll on labor unions found that 68% of Americans approve of them, the highest that figure has been since 1965. Last year, the overall number was 65%. The polling organization has measured the public's rating of labor unions periodically starting in 1936 and then annually since 2001, with more Americans expressing approval than disapproval in every reading.

"It comes as no surprise that public support for unions continues to rise across the country," wrote AFL-CIO President Liz Shuler on Twitter. "Union members have delivered for our communities throughout the country, as workers have finally been recognized as essential to our economy and society during the coronavirus pandemic."

Shuler, who is also a member of Portland, Ore., Local 125, continued, "This polling data should send a clear message to Congress that union jobs are vital as we re-emerge from this pandemic with a stronger economy that is built upon the principles of fairness and equality."

According to the poll, which was conducted in August, approval has increased among nearly all major demographic subgroups since 2016 and has been trending upward in recent years. Support among Democrats, which registered at 90%, has risen over the past year as President Joe Biden has built on his pledge to lead the most pro-union administration in history.

Gallup also noted that union members tend to have higher incomes than their nonunion counterparts, a finding in line with numerous other studies. Breaking it down further, the Institute for Women's Policy Research recently found that unionized women earn higher wages than their nonunion counterparts, on average about \$195 more per week. This tracks with another finding that unions are associated with a narrower gender wage gap. According to IWPR, women covered by a union contract earn 87.3 cents for every dollar paid to union men, compared to nonunionized women who earn 82 cents for every dollar paid to nonunionized men.

While women's union membership varies by state. IWPR found that unionized women in all of them outearn their nonunion counterparts, calling it "an essential wage advantage that would increase women's economic security following the pandemic-induced 'she-cession,'" a nod to the fact that the pandemic and its accompanying recession has hit women workers particularly hard. It can also be the difference between making rent and not. In 43 states, the study found, at least half of the yearly average rent costs could be paid with the yearly union wage advantage, and in 12 states that advantage pays for a full year or more of average rent.

"The role of unions and collective bargaining are especially critical to secur-

ing women's prosperity now, as the United States seeks to recover from the pandemic and its resulting 'she-cession,'" the study authors wrote. "COVID-19 has made clear: Workers in unions fare better in economic crises."

IWPR also found that women experience the largest union wage advantage in male-dominated occupations. The advantage is largest in natural resources, construction and maintenance jobs, with unionized women earning more than 1.5 times as much as nonunionized women in those sectors.

Backing up other studies, IWPR also found that wages are lower for workers in right-to-work states, regardless of gender or union membership. Additionally, women covered by a union contract are more likely to have access to benefits like paid sick leave, health care and retirement plans, all crucial benefits at any time, but especially so for surviving the pandemic recession. Regarding pensions, the percentage of union women who participate in such a plan is almost twice as large as that of women who are not unionized.

More over, because hiring, pay and promotions are more transparent in unionized workplaces, gender and racial bias is minimized. Women, and especially women of color, who are either affiliated with a union or whose job is covered by a union contract, earn higher wages and are much more likely to have employer-provided benefits than nonunion women.

Based on the report's findings, IWPR's policy recommendations include increased support of collective bargaining and other worker protections, and investments in jobs and infrastructure done with an eye toward gender and racial equity goals. And since the union wage advantage is particularly high in fields like construction and manufacturing, more should be done to recruit and retain women, who currently account for a small percentage of workers in these areas. The authors also state that unions should make a concerted effort to promote more women into leadership roles.

"What these new numbers show is what we've known all along, that most people support unions because they level the playing field," said International President Lonnie R. Stephenson. "This is also why we started our IBEW Strong initiative, to be intentional about recruiting and retaining more women and people from historically marginalized groups. By doing so, we not only help those new members, but we make the IBEW stronger. Now we have even more data on our side."



New data point toward increased support of unions and how the benefits of membership are particularly meaningful for women.

# How Unions Close the Racial Wealth Gap

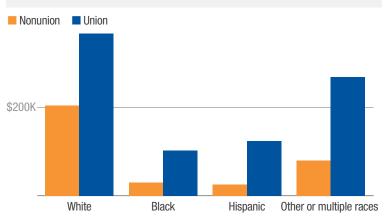
A new study by the Center for American Progress shows how unions increase wealth for everyone in a union household, but especially for Black and Hispanic families.

"All told, unions have a significant impact on the financial stability of workers," the authors wrote. "This new analysis provides additional evidence that policymakers must take steps to strengthen

# **CIRCUITS**

# **Union Membership Narrows the Racial Wealth Gap**

Median household wealth by race or ethnicity and union membership, 2010-2019



New research finds that unions help close the gaping racial wealth gap and may contribute to financial security for generations to come.

unions in order to narrow the racial wealth gap and increase the economic power of the working class."

The United States is home to profound income and wealth inequality, with wealth skewing even farther apart, CAP reports. The top 5% of families hold about 250 times as much wealth as the median family. Also, according to the study's findings, the median white family has about 10 times the wealth of the median Black family and more than eight times the wealth of the median Hispanic family.

Unions play a key role in redressing these wealth gaps by raising incomes, increasing benefits, and improving the quality and stability of jobs, all components of accruing wealth. And while they do this for all households regardless of race or ethnicity, unions tend to provide larger increases for Black and Hispanic households than for white ones, thereby closing the gap while still helping all union families. This is, in part, because Black and Hispanic families often have more ground to make up to reach financial parity with their white peers.

While CAP's findings are in line with other studies showing how the decline in unions is associated with rising income inequality, for this analysis the report looked at wealth as opposed to income. CAP defines wealth as the sum of all marketable assets — such as checking accounts, real estate, stakes in firms and vehicles — less all debt, including mortgages, credit card debt and student loans.

Building on a 2018 report, CAP's new analysis released in September found that, for all those covered by a collective bargaining agreement, the median union household has more than twice the wealth of the median nonunion household. The benefits become even more significant for union households of color. Black households with a union member have median wealth that is more than three times that of nonunion Black households. For Hispanic union households, the median wealth is more than five times the median wealth of their nonunion counterparts. White households with a union member have nearly two times the median wealth of nonunion white households.

CAP also noted that unions' ability

to increase household wealth may explain why they help boost economic mobility for future generations. According to previous research by the think tank, children growing up in union households tend to have better outcomes than those who grew up in nonunion households, especially when the parents are blue-collar workers. For example, children of non-college-educated fathers earn 28% more if their father was in a labor union.

Additionally, benefits like pension plans help to grow wealth, while others such as health and life insurance reduce the amount union members need to spend from their own savings during periods of illness or income loss. The analysis also noted how those making a union wage tend to have more savings, which can then be spent on a house or a child's college tuition, not to mention the tax incentives that come with saving. It also helps cushion families' savings against downturns like the recent COVID-19-induced recession, which hit Black and Hispanic families disproportionately hard.

The study noted that strong union contracts create more stable jobs, with protections such as dispute resolution that give workers the ability to stay with the same employer for a longer period of time, a form of stability that itself can lead to greater wealth generation by allowing for increased access to benefits, including those not always offered to new hires.

CAP concluded its paper with a call to strengthen unions by supporting legislation like the Protecting the Right to Organize Act, which calls for some of the biggest labor reforms to level the playing field between employees and employers since 1947. The bill passed the House of Representatives in March and has the support of President Joe Biden, but has stalled in the Senate.

"Structural racism remains an obstacle in this country and it's good to see that unions are a proven way to alleviate some of that inequality, while also providing for a brighter future and a voice on the job — universal rights that every working person deserves," said International President Lonnie R. Stephenson. "This is one more reason to do all we can to get the PRO Act on President Biden's desk."

# The Code Is Turning an Up-and-Down Relationship Around at This Southern Maryland Electric Co-Op

Waldorf, Md., Local 1718's relationship with the Southern Maryland Electric Cooperative has had its ups and downs over the years, not dissimilar to many local utility unions. But Business Manager Rick Mattingly and others noticed the local's 270 members at SMECO were consistently getting hit hard by disciplinary issues.

Instead of direct communication between management and labor, emails were traded back and forth, and too often instead of having a conversation that could rectify the situation in a few minutes, both sides hardened their positions. Grievances were filed and bad feelings were the order of the day, Mattingly said.



Waldorf, Md., Local 1718 members at Southern Maryland Electric Cooperative are using the Code of Excellence to improve working conditions.

But things are changing thanks in part to the Code of Excellence, which was implemented over the last three years between Local 1718 and the cooperative. Today, those miscommunications are increasingly rare, Mattingly said.

"Now, we schedule a meeting with the supervisors who are involved and anyone else who needs to be there," he said. "We schedule that meeting before we file a grievance.

"With email, you're just stating the facts. It's very factual but you can come off as a jerk without that human element. The other side can get defensive and upset as well."

The Code of Excellence is an IBEW initiative where members are accountable to themselves and one another and charged with setting the high standards that skilled union employees bring to any job. The second part of that responsibility falls on employers, who pledge to work with the union and employees and not approach issues from a starting point of mistrust. Part of doing that is developing mechanisms that deal with conflicts and issues on the job before they escalate.

The Code was originally designed for the Construction branch but has now been expanded to meet the needs of other branches, including Utility.

Mattingly was Local 1718's vice president when initial conversations began with the cooperative about a Code of Excellence. He was part of the negotiations and took over as business manager earlier this year. He credits Sonja Cox, who was promoted to SMECO's president and chief executive officer in January 2020, for making it a priority. Cox has been with the company for 22 years.

"Bringing the COE into the organization has helped to strengthen the relationship between management and the bargaining unit," Cox said. "We work together on issues to try and reach a resolution. I care about all of the employees and am pleased to see our relationship improve. I know this program will keep us on track."

Larry Neidig, an international representative in the Education Department, led 14 training classes with Local 1718 members. All SMECO employees — no matter if they were part of the bargaining unit — attended at least one class.

"The people who are involved have to actually embrace it and do the work that makes it a success," Neidig said. "I think that is what has happened here.

"The company was on board with training and getting it set up. Then COVID hit and kind of slowed it down a little bit. But Sonja is committed to making this work."

Mattingly cautions that Local 1718 still is in "baby steps" working with SMECO to ensure the Code works for both parties. But the initial signs are positive, he added.

"I feel like it is giving my stewards a little more authority," said Mattingly, who credited his predecessor, Robin Parisi, for getting the program started. "The bargaining unit employees are starting to use them more instead of going to myself or whoever. It sets the blueprint for how the chain of command works and how we're accountable to each other."

Parisi now works for SMECO as a liaison between management and labor.

"I think it just sets up a good framework for basic communication and it can work anywhere in any situation," Mattingly said. "You have levels of management on their side. You have levels of the bargaining unit on our side. With the Code of Excellence, it sets those levels and a framework on how to communicate."

# Illinois Member Joins All-Woman Crew for 'She Build' Volunteer Project

Tina Burd, like a lot of women in the building trades, isn't used to seeing other women on a job site. So it was a bit of a culture shock when she showed up to the area's first-ever "She Build" event where everyone on the crew was a woman.

"I've never seen so many women working together," said the Peoria, Ill., Local 34 member. "The sisterhood of the day was really wonderful."

She Build's all-women crew was part of Peoria's Rebuilding Together Day where members of different building trades team up to do repairs in the community. The event, which took place on Sept. 25, included nine construction projects, on homes and community buildings. And one all-women crew.

Burd was joined by women from a multitude of other crafts including insulators, carpenters, masons, painters and more to repair the home of an older disabled couple, who had union roots of their own. The husband was a Teamster.

"It's nice to know there are so many other women in the trades out there," Burd said. "And it's great to be able to help a family in need."

For her part, Burd replaced a receptacle and two very old lights with LEDs, and updated some similarly old wiring.

"One of the lights almost fell apart in my hands," she said.

Burd, who will get her 15-year member pin this year, also helped replace a drop ceiling and pitched in on some much-needed yard work as well.

"Most of us were winging it, but we got it done," Burd said. "Everybody was laughing and having a good time. It was a really good day."

The all-women crew came about after a group of tradeswomen attended the Women Build Nations conference in Minneapolis in 2019, said Sharon Williams, who works for the West Central Illinois Building and Construction Trades Council and heads up the Union Sisters of Central Illinois, which helped put on the She Build event. Upon returning home,

CIRCUITS continued on page 10



Peoria, Ill., Local 34 member Tina Burd was part of an all-woman crew that volunteered their skills for the city's Rebuilding Together Day.

# **CIRCUITS** continued

the women got together to create a local group to keep up the momentum of the conference and give tradeswomen a chance to get together.

"Many of these women go to work every day and never see another woman on their projects. This group has given them an opportunity to network and talk about challenges, as well as meet women from other trades," Williams said.

As for the inaugural day, which was delayed due to the coronavirus pandemic, Williams says it was a success.

"This was one of the best-run projects I have seen," Williams said. "These women know their stuff. It was great to see them working together as a team to complete these much-needed repairs."

The day went so well, in fact, that the women decided to make it an annual event, and they may even have enough women for two teams next year.

"We got tons of publicity and since the news reports ran, we've had a lot of contact from women who want to help on the next project," Williams said.

Burd and Williams both noted the added benefit of an all-women crew as a recruiting tool to bring more women into the construction industry.

"Part of bringing these women together is to promote women in the trades," Williams said. "We have several who attend events at high school career fairs just to put a face out there for girls to see. They want to promote the fact that these are great middle-class jobs with great benefits and that women can, in fact, do these jobs."

The women aren't waiting for the next Rebuilding Together Day either. Williams says they've got two other volunteer projects lined up. One involves installing new bike racks at area parks and the other is the installation of a monument for the Moffatt Cemetery Freedom and Remembrance Memorial Park.

"I have been given a wonderful opportunity to work with some amazing women in the trades," said Williams, who is a member of the Communications Workers of America and runs the building trades newspaper. "These women go to work every day to provide for their families and work in some very dangerous situations. They are highly skilled, organized and work for the betterment of the construction industry. I am proud to know every one of them."

# 'Brotherhood Outdoors' Features Colorado Member's First Whitetail Hunt

Brian Bradley, business manager of Colorado Springs, Colo., Local 113, was a natural choice to be featured on a recent episode of the Sportsman Channel's "Brotherhood Outdoors" program.

"I started hunting when I was old enough to walk," said Bradley, a Colorado native and the latest IBEW member to appear on the television show, which is produced by the Union Sportsmen's Alli-



A recent episode of the Union Sportsmen's Alliance's "Brotherhood Outdoors" tracked Colorado Springs, Colo., Local 113 Business Manager Brian Bradley on a whitetail deer hunt in Wyoming.

ance. The IBEW is one of the founders of the Alliance, a union-dedicated nonprofit whose members help improve public access to the outdoors, conserve wildlife habitats and educate young people in outdoor activities.

Bradley, who was initiated into Local 113 in 1998, started out hunting rabbit and other smaller animals with his father, he said, graduating to larger game such as deer when he turned 13.

"I love anything outdoors — hiking, camping, hunting, playing sports," Bradley said. He took a short break from hunting to start a family and pursue a career in electrical work but took it up again about six years ago, he said.

"I got a link to register for the show, and they contacted me for an interview," Bradley said. He lasted through three separate phone interviews, he said, as producers whittled the list of 10 prospective episode subjects down to the business manager.

Bradley's episode follows the experienced hunter as he tried his hand at bagging his first-ever whitetail deer nearly 500 miles away from home, in the Bighorn Mountain foothills of northeastern Wyoming, near the town of Buffalo.

This hunt took place during the first week of November 2020, which sadly followed an especially tough time for Bradley and his family. "The month prior, my old man passed away," he said.

Bradley was accompanied on his Wyoming adventure by a guide from Big Horn Outfitters, the hunting club where he stayed during the shoot, plus a two-person video crew from "Brotherhood Outdoors." Like most people, being followed by a camera crew was a new experience for Bradley. "It was pretty cool," he said. "Fun times."

After settling into Wyoming's rugged terrain, Bradley and his party quickly staked out locations where they could spot a potential prize and mimicked the rustling sounds that deer make to try to attract one their way. The hunt was scheduled to last for four days, but thanks to Bradley's skill, he was able to bag a large buck by Day 2.

Bradley said he was surprised to learn that his episode was about to run on the Sportsman Channel almost a year after the shoot. "I didn't really remember what I said or did," he said with a laugh.

The episode also covered Bradley's passion for conservation, noting his role in starting up the annual Colorado State Conservation Dinner, which brings union members together to raise funds to support local conservation projects and community outreach events, such as a "Take Kids Fishing" event.

"We take the money raised at the dinner and do positive things in the community with it," he said. The fifth annual dinner, which raised nearly \$60,000, was held Oct. 9.

Bradley, who has served as business manager of the 1,000-plus-member Local 113 since 2017, also enjoys fishing on Monument Lake in his spare time. "It's nice up there," he said, "and my daughter can enjoy it as much as me."

You can watch how well Bradley did on his first whitetail hunt on the Union Sportsmen's Alliance YouTube channel. Learn more about "Brotherhood Outdoors" at **thesportsmanchannel.com**, and check out past episodes of the program at **myoutdoortv.com**.

Get details about the Union Sportsmen's Alliance at unionsportsmen.org. ■

# Seattle Local 46 Invests in the Next Generation of Union Leaders

Great union leaders aren't born with the skills to rally working people, fight for fair contracts or navigate the challenges that come with leading large organizations. Those skills are learned over time, and an innovative approach to developing future leaders is helping to speed up the education process at Seattle Local 46.

Since 2004, the local has put time and resources into leadership education, but after a dormant few years, the local has relaunched its leadership classes and internship program to better prepare future generations of members for the challenges of union governance and activism.

"It's greatly important that we accelerate our leadership development, because our youth are our future," said Local 46 Business Manager Sean Bagsby. "It's very important that we have the highest levels of representation available for all members, all classifications, now and into the future."

IBEW members who pursue and take on leadership roles in their locals often seek the training they need, on their own outside of the union, usually from a nearby college or institution. The missing ingredient, of course, is an IBEW perspective, something Local 46's program provides.

"I like that Sean highly believes in education," said Laura Robinson, a Local 46 business representative who, as the local's assistant educational coordinator, heads up the leadership training effort. "He really wants to get people moving through the program."

The idea for some sort of leadership development curriculum at Local 46 first emerged in 2004 under then-Business Manager Gary Price, Robinson said. "Gary felt very strongly about training replacements and leaders," Robinson said.

Shifts in leaders' priorities over the years brought a few stops and starts to the program, she said. But after his election as business manager in 2020, one of the first things Bagsby brought back was the leadership program.

From the very start, Local 46 has developed and maintained relationships with labor educators, labor historians and other experts with similar backgrounds, such as the University of Oregon's Labor Education and Resource Center and the former National Labor College and its George Meany Center in suburban Washington, D.C.

With their assistance, Robinson and her team have developed a comprehensive and IBEW-focused training course that consists of 12 topics, beginning with a review of labor unions through history. Trainers and lecturers also cover a variety of subjects, from parliamentary procedures for local meetings to negotiation fundamentals, from representation and grievance handling to economic justice and legislation, and from effective communication and ethics to trustee duties and funds.

Supplemental lectures are provided by local leaders and subject matter experts, with Robinson and Bagsby keeping a close watch on how things are going throughout the process. "Our goal is to help more members get interested in activism in their union and learn how it's all done," Robinson said.

In class, participants regularly hear stories that illustrate real-life situations, and then, during small group and breakout sessions, they further discuss what they've learned and use their newly gained knowledge in role-playing exercises.

It's from this pool of class participants that Bagsby then chooses individuals to work as Local 46 staff interns. "This gives members who have completed our leadership classes an opportunity to really learn how our local operates," he said.

In addition to their leadership class participation, Bagsby said, internship candidates also must be active on the local's committees and have working relationships with business representatives and organizers. "We're looking for a genuine desire to build our local for all our members," he said.

For example, Bagsby described one of this fall's interns, Local 46 inside wireman Wayne Horton, as "extremely" active and dedicated. Horton has served as a shop steward and organizer and has worked with several Local 46 committees. The other, residential wireman Dave Camden, has a similar breadth of committee and activist experience.

Each intern must commit to working in the local's offices for three months, spending about a month in each of the primary functions of the local: dispatch, representation and organizing. They work closely and directly with the business agents and representatives in those offices, with regular updates provided to Bagsby and Robinson.

Among those who participate in the leadership classes, "My goal is to bring as many through as possible [as interns] over the next few years," Bagsby said. "We have so many dynamic young people across our membership that we need to pull them through the business office so they can learn the intricacies of how everything works, so they can carry the baton forward for future generations."

"It really has been beneficial to

developing leaders," Robinson said, adding that more than half of the local's business representatives and organizers have also attended leadership classes over the years, as well as a handful of executive board members



members, outside of the leadership and internship programs, include advanced training for business representatives and organizers. "Even if they have experience, it never hurts for them to have a refresher," Robinson said. "It's just amazing the different perspectives people bring with them."

"This is a high priority for us," Bagsby added. "We are extremely proud of our training programs, and we think it can benefit the entire IBEW."

To learn out more about Local 46's leadership training efforts, find Business Manager Bagsby's contact information at **ibew46.com.** 



Labor attorney SaNni Lemonidis leads a course on building more inclusive unions for participants in Seattle Local 46's innovative leadership training program.

"It's really an eye-opener," Robinson said, especially when participants get to experience how a typical negotiation might go, for example. "We want their experience [in the breakouts] to be as realistic as possible."

Open to all active members of Local 46, the leadership courses are conducted at the union's hall in Kent, with class sizes kept to a manageable 30 participants. With a membership of more than 6,000, interest in the program far out paced available spots, Robinson said, so Bagsby selected 30 to start and placed the remainder on a wait list for future opportunities.

# TRANSITIONS

DECEASED

# James F. Mulloney



James F. Mullonev, who represented the Second District on the International Executive Council for two decades while leading a power-

ful manufacturing local in the second half of the 20th century, died in April. He was 97.

Mulloney was appointed to the IEC in 1970, and elected four times, rising to be its secretary. He retired from the Council and from his legendary 35-year stewardship of Waltham, Mass., Local 1505 in 1991.

During his tenure as business manager, the local represented as many as 17,000 Raytheon employees at multiple plants whose work included major defense contracts.

"He was larger than life," said Frank Carroll, retired Second District international vice president. "He was absolutely passionate, and he took no prisoners. He worked very hard, he was well respected, and he was very well connected politically.'

So much so that Carroll recalled a joke told by an IBEW brother nominating Mulloney for a third term on the IEC at the 1982 Convention.

"He said, 'This gentlemen, he's got more connections... the president of the United States calls him every other day. The governor doesn't make a move without talking to limmy."

That may have stretched the truth, but Mulloney built strong decades-long relationships with Sen. Ted Kennedy, Speaker of the U.S. House Tip O'Neill and other political leaders in his state and region who had the power to make IBEW members' lives better through legislation and federal contracts.

As impressive as Mulloney's network of VIPs was, he was a union man in the truest sense, his friends and family said.

"Jim was a very, very brilliant individual and a great asset to the IBEW," said former Scranton, Pa., Local 81 Business Manager Jack McNulty, who served with him on the IEC for 13 years.

"I was elected in 1978 and we became instant friends," McNulty said. "He had that great sense of Irish humor. As IEC members, we traveled all over the country and Canada and he always kept me laughing."

Mulloney's talents and connections opened doors to lucrative job offers, but he wasn't interested, said his son, Brian Mulloney, one of several siblings who followed their father into Raytheon and the union.

"He had opportunities to take jobs that would have paid him a lot more, but he truly believed in the union movement." he said "He kept his own wages tied to the workers' wages that he negotiated. If they did well, he did well."

The son of a milkman, James Mulloney grew up in the Boston suburb of Somerville. He overcame polio as a child, going on to be a star high school athlete and earning a basketball scholarship to Boston University.

He served on a destroyer warship in

the Pacific during World War II and was living in veterans' housing in Massachusetts with his wife, Louise, when he started work at Raytheon as a precision mechanical inspector in 1951.

Brian Mullonev said his father had a sharp mind for math and science, with a gift for sophisticated calibrations before there were calculators or other advanced tools. But he also had a wealth of people skills.

He quickly became involved in the union, rising from steward to president to business manager of Local 1505 in 1966.

Mulloney pushed Raytheon to set up training programs that gave workers new skills and upward mobility, a process that also involved streamlining an unwieldy number of job and pay grades.

"The company resisted at first, but then realized that, 'Yes, this is a great thing for us,' because they were promoting better-qualified people," Brian Mulloney said. "Thousands of people availed themselves of those classes, including a lot of women. He was especially proud of that."

He described his father as champion of women in the workforce who also "was really blind to colors" in a way that made him an outlier in his era.

Mulloney had no patience for the "old boys club" on the job or in the union. From stewards on up, "he wanted people promoted based on their abilities," his son said.

He held annual retreats for his 100plus stewards, making sure they knew how to write grievances, understood Robert's Rules of Order and were otherwise well prepared to serve their units.

Mulloney always had command of a room, and impressed people on both sides of the bargaining table, his son said, something he got to see firsthand as a steward and eventually an assistant business manager.

"I had the good fortune to be in negotiations with him. He never tried to hurt the company. He fought for what was fair and deserved."

Mullonev led one strike at the beginning of his era as business manager. He did so reluctantly, his son said, but knew it was necessary, laying a foundation for a stronger union going forward, and respect from the employer.

"When we were in bargaining, the chief negotiator would pull me aside and he couldn't speak highly enough about my dad," Brian Mulloney said.

His father was sharp until his final days, tapping his steel-trap memory to recount generations-old tales. "He could recall what people said in a meeting," Brian Mulloney said with a laugh. "I'd say, 'Dad, we're not re-litigating that.' This was like two days before he passed away."

Mulloney and his late wife were married 57 years. During his long retirement. they spent winters in Florida. They enjoyed traveling and spending time with their large family, including numerous grandchildren and great-grandchildren. In addition to them, Mulloney is survived by four of his six children.

The IBEW sends its sincere condolences to Brother Mulloney's family and friends, with deep appreciation for his half century of dedicated service.

DECEASED

# Jack J. Bove



lack I. Bove, a retired international representative who worked for 12 years in the Railroad Department. died on Oct. 2.

Born in Jamaica, Queens, N.Y., Bove came from a long line of Long Island Rail Road workers: His father worked as a LIRR trackman, and his brother was a career LIRR engineer. Later, his daughter, Frances, worked for the railroad as a steno-typist while her husband served as a gang

After attending what was then known  $as\,Woodrow\,Wilson\,Vocational\,High\,School$ in Queens, Bove began his own career with the LIRR as an electrician in the agency's maintenance of equipment department in 1948, the same year that he was initiated into Jamaica, N.Y., Local 589.

Bove became active with Local 589 early on, pausing in 1951 to serve a twoyear commitment in Korea with the U.S. Army's Signal Corps. After returning to the states, he served on his local's safety committee and then as a local chairman. From 1959 to 1962. Bove was Local 589's treasurer; from there, he moved into a nine-year role as financial secretary before becoming the local's general chairman, a position he held until 1982.

"He was a gentle giant at work, very humble," said Bove's son John, a retired LIRR engineer. "Everybody knew the man. He was a well-respected union man, and he was instrumental in a lot of agreements."

In the early 1900s, for example, LIRR's work rule book was four pages thick, John said. "Now it's about 206 pages." he said, largely thanks to his father's efforts to codify things. "My dad knew how dangerous railroad work can be."

Today, John said, a variety of memorandums and affidavits that were drafted and signed by his father are appendices to Local 580's collective bargaining agreement with the LIRR, including a historic agreement he helped negotiate to change the railroad's seven-day work week to five days. However, one contribution that Bove may be remembered for most is one he made in retirement.

For decades, John said, the LIRR's unions and management had informally agreed that, as conditions allowed, workers could request to be released a few hours early on Christmas Eve, Christmas Day or New Year's Eve or New Year's Day. and sometimes both. Over time, the practice became an accepted tradition, but a few years ago, new leaders at the railroad attempted to end it. Grievances were filed in protest by shop organizations.

"So we went to lack, who signed an affidavit stating that the practice went back to 1947," John Bove said. "The arbitrator ruled in our favor and now [the poli-

Current Local 589 General Chairman

Ricardo Sanchez said that a story like this indicates the level of respect that Bove commanded. "He was the epitome of a union man," Sanchez said. "He really knew the history of the local, and he felt it was an honor to be someone I could always talk to."

Today, when younger workers say things like, "The railroad takes care of us," Sanchez reminds them that it's not because the LIRR is benevolent. "It's because of people like Jack and his lifetime of work," Sanchez said.

In addition to his IBEW duties, Bove served on the Central Labor Rehabilitation Council of New York. He also took courses on negotiations and arbitration from the State University of New York at Farmingdale, and he handled IBEW railroad member cases before the Public Law Board and the Special Board of Adjustment.

In 1982, then-IBEW International President Charles Pillard appointed Bove as an international representative with the union's Tenth District, which covered the IBFW's Railroad business at the time. As a rep, "He was always on the road for the IBEW, dedicated to making workers' lives better," John Bove said. "Many times, I would go to work, and people would hear my name and then tell me good things about my dad. It meant a lot to me, and it made me a better worker."

During and after Bove's active service with the IBEW, he was also a Fourth Degree member of the Knights of Columbus, and he was appointed by the national president of the Sons of Italy as his local lodge's principal trustee.

Bove and his family also were well known for their passion for traveling, with favorite destinations ranging anywhere from nearby Atlantic City to Italy. Even after he retired in 1994, Bove remained physically active, bowling, gardening and playing cards as well as traveling and spending time with his grandchildren and great-grandchildren.

One granddaughter, Jackie Bove, recalled that when she was in school, her grandfather often watched her play lacrosse even in other states. "He was always the biggest family man," said Jackie, who now works as chief administrative support to the LIRR's Maintenance of Equipment Department. "He was the most giving and generous grandfather. It took me a few years to understand the magnitude of his impact at work. It was kind of cool that I got to kind of share working for the railroad with him.'

Bove was preceded in death by his daughter, Rose, in 2013, and his wife of 64 vears. Angelina. in 2018.

"Jack lived his life in the service of the men and women who work in the rail industry every day to make their lives better," said Sanchez, "He was part of a group of labor leaders who changed our very lives. Many of us were lucky to have known him and call him a friend."

"It's always sad to see the old-timers pass," said John Bove, "but Jack was a special old-timer, a great role model and my father. He loved the IBEW. A great man, right to the very last."

The brotherhood sends its deepest condolences to the entire Bove family.

# **IBEW MEDIA WORLD**

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

# www.ibew.org

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

# YouTube & Vimeo

The latest short-andsharable news clips alongside long-form features about what uour union and uour fellow members across North America have been up to can always be found at YouTube.com/

The Electrical Worker or at Vimeo.com/IBEW.

### **HourPower**

As a supplement to this month's

**Electrical Worker** 

cover story, visit IBEWHourPower.com to

find out more about how Orlando, Fla., Local 222 members are helping a Puerto Rico utilitu build a modern and more storm-resistant island power grid.

### **ElectricTV**

Following up on a piece in last



December's Electrical Worker, ElectricTV.net looks at how members of Warren, Ohio, Local 573 are helping a batteru manufacturer meet the accelerating demand for batteries to power all-electric vehicles.

# **LOCAL LINES**

# Sisters' Committee Builds with Habitat for Humanity

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — In early fall, members of our local's Sisters' Committee completed work on another all-Women's Build with Habitat for Humanity. This is the third home in which our sisters have volunteered their already shortened weekends — and for such a worthwhile cause. Way to go, sisters!

Local 8 will need certified instrumentation techs and welders for a few industrial outages this upcoming winter. Techs can be ISA or EPRI certified. If interested, please call our referral office to leave your contact information.

Did you know five times as many construction workers will die by suicide than from a work-related injury? In fact, the construction industry has the second-highest rate among all other industries.

Even worse, these are pre-pandemic statistics. Mental health is the elephant in the room, a common issue, yet least talked about. Let's all step up and be vigilant of one another's well-being, as we're all in this together. Take a moment to know your company's Employee Assistance Program, and be aware of the national suicide prevention lifeline: 1-800-273-8255.

Business Manager Roy Grosswiler and the staff of Local 8 would like to wish all IBEW brothers and sisters a most joyous holiday season and prosperous new year. Merry Christmas, everyone!

Mike Brubaker, P.S.



Local 8 Inside Apprentice Sydney Boisselle, Residential Apprentice Geionna Hollingsworth and Residential Journeyperson Candice Snead worked together at the all-Women's Habitat for Humanity project.

### The Heartbeat of America

L.U. 16 (i), EVANSVILLE, IL — The 135th Labor Day Association's celebration was held in Princeton, Ind. The theme for 2021 was "Unions, the Heartbeat of America." This well-established tradition of honoring working people included carnival rides, a bierstube, contests, meals and another outstanding parade, allowing everyone there to enjoy the holiday. Many thanks to all who worked so hard

# **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.

to make this festival possible, especially Brothers Brandon Gretler and Ricky Rush and Sister Kim Musgrave.

Several volunteers stepped up to make the local's family picnic a great success. This event offered excellent food, games and door prizes. Younger family members liked the pedal tractors. Pins for years of service to the union were awarded. COVID-19 safeguards were observed; and, after a year's hiatus due to the pandemic, it was a great opportunity to make new friends and build the bonds of brotherhood that were enjoyed by all.

Local 16 would like to wish Brother Chris Thorsen the very best in his new position of "Retired JATC Training Director." Chris readily demonstrated his selfless devotion to the program through more than 40 years of service to the IBEW and the JATC. Thank you!

Donald P. Beavin, P.S.



Local 24's President Sam Curreri (left) and Business Manager Michael McHale (right) awarded a 60-year service pin to Brother Dennis O'Brien (center).

# Local 24 Retirements and New Appointments

L.U. 24 (es,i&spa), BALTIMORE, MD — We congratulate Brothers George Marshall and Rico Albacarys for their recent appointments to the Executive Board and Miles Morris for his appointment to the Examining Board, filling the vacated spots of Brothers Jerome Miller (appointed financial secretary), Tony Decint (retired), and Rico Albacarys (appointed to Executive Board). I look forward to working with them as we continue to advance Local 24.

We wish Brothers Tony Decint and Jack Ryan well in their retirements. Over his 43-year career Tony has served on the Entertainment Committee, at the Children's Christmas Party and as steward, foreman, assistant business manager and Executive Board member. Over his 44-year career, Jack has served the local by teaching our apprentices since 1988, becoming a full-time instructor in 2007. Jack's high energy and knowledge of controls and their application has helped hundreds of apprentices not only understand these systems but also succeed in the field. Thank you both for making our local union stronger.

The local's annual picnic and 6oth-anniversary celebration was a huge success with over 1,400 attendees, the largest ever. Thanks to all the volunteers that took time to get involved, making the day great for everyone else.

Live Better — Work Union!

Michael J. McHale, B.M.

# Congratulations, Local 26 Retirees!

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Happy Holidays! We hope everyone had a blessed and safe Thanksgiving. We wish everyone the best in 2022 and hopefully we can get back to our annual events as soon as possible.

The Retired Members' Club was able to hold its annual crab feast in October, but it was held at a different location this year. The event was held at the Knights of Columbus in College Park, Md., at their outdoor pavilion.

Please continue to check our website (www.ibewlocal26.org) or the quarterly magazine for all of the most up-to-date information.

Best wishes to the following new retirees: Freddy S. Bautista, Bradley H. Behm, Luis A. Aranguren Belandria, Michael J. Brunelle, James J. Carroll, Owen G. Carroll, Louis D. Chevalier, Stanley K. Clum, Nicholas B. Corts, Jeff W. Henry, Charlie D. Johanning, Garth A. Kelly, James K. Kieffer Jr., Robert B. Klopfer, Glenn G. Martin, Charles R. McClay Jr., James M. McDonough Sr.; Dennis E. Murphy; Michael L. Rethford, Kirk E. Riner, Richard J. Stenberg, Michael C. Whittington and Robert B. Wood Jr.

The following member has passed away since our last article: Clarence L. Lewis.

George C. Hogan, B.M.

# Wishing all a Prosperous New Year

L.U. 34 (em,i,rts&spa), PEORIA, IL — As we wrap up another year, our local has much to be thankful for. The year 2021 has been prosperous for Local 34 and its members. Despite the pandemic, work remained strong, and we don't anticipate any slowdown in 2022.

Thank you to our traveling brothers and sisters who manned work; we hope to have more available for you in 2022.

Congratulations to all Local 34 members who received a years of service pin or retirement watch at this year's awards banquet. The yearly banquet is a great opportunity to celebrate the local, its membership and their many years of dedicated service. Mem-

bers were happy to see the event return after a year off and enjoyed reuniting with familiar faces and catching up. All those in attendance also took time to remember those members who have gone before us; see "In Remembrance" on **ibew34.org** for a complete list of names.

On behalf of the officers, boards and staff of Local 34, we extend our most sincere holiday greetings to the entire IBEW and wish you a happy and prosperous New Year.

Marc Burnap, Treas.

# **Construction Projects Thriving in Cleveland**

L.U. 38 (i), CLEVELAND, OH — Several smaller contractors have been doing some hiring including Wolf Creek, D.E. Williams Electric, ANR, VIP, South Shore Electric and J. Lombardo Electric. Sherwin-Williams is planning on breaking ground in January on their downtown building. The new owner of the ArcelorMittal Steel Mill, Cleveland-Cliffs, plans to start several construction projects after the first of the year. There is a large remodel coming for the Celebrezze Federal Building that is under a PLA, and Einheit Electric has the electrical and VDV contract. The Library Lofts, a \$65 million-dollar job that is being financed by union-pension dollars, was awarded to Gateway Electric.

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



Local 38 Business Manager Dennis Meaney presented Daniel Welsh, a 75-year member and WW-II veteran, with his pin and certificate at the Local 38 scroll party.

### **Trade Classifications** (as) Alarm & Signal Electronic Technicians (mps) Motion Picture Studios Radio-Television Service (rts) (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 Sound Technicians (lpt) Lightning Protection Technicians (ptc) Cranemen Telephone (t) Professional, Technical & **Electrical Equipment Service** Clerical Transportation Manufacturing Maintenance (tm) (mt) Railroad Utility **Electrical Inspection** (mo) Maintenance & Operation (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.

# Season's Greetings, Apprenticeship Update, Leadership Classes

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Greetings and Happy Holidays! Our local has been blessed with a lot of work these past few years. COVID-19 did cause us to stall for a moment, but we are back in the swing of things.

Our apprenticeship program paused on accepting applications or doing interviews at the start of the pandemic. That too has returned to full force. We are currently at a record high for the number of apprentices in our programs. We have 1,432 apprentices across our three programs: Inside Wireman = 1,207; Limited Energy = 205; and Residential = 20. Of those, 114 are women and 181 are veterans.

This year we've had 15 inside wireman and seven limited energy bootcamps. We've received 1,701 applications and have conducted 772 interviews. For September and October 2021 alone, we conducted 179 interviews.

We were fortunate to have our two annual local picnics this year, one in Kitsap County and one in King County. We had a great turnout by members with their friends and families.

We restarted our leadership classes and our intern program! Our leadership classes are a series of 16 courses that cover topics from negotiations to organizing and everything in between, and are open to all our members. Our first interns are Brothers Wayne Horton and Dave Camden. They will rotate through organizing, representation and dispatch to get a feel of how the union functions from within. It is a great way to find and promote leadership amongst the members.

In short, Local 46 is open for business! We have open journeyman calls and welcome travelers who want to come and enjoy our beautiful cities.

Together We Stand!

Stephanie McPherson, P.S.

[Editor's Note: See our story on Local 46's leadership classes and intern program on Page 10 of this issue.]



Local 46 welcomes new interns (left to right) Brothers Wayne Horton and Dave Camden.

# **Working to Prevent Suicide**

L.U. 48 (c,em,i,ptc,rtb,rts,st&tm), PORTLAND, OR — The construction industry has among the highest rates in any industry for suicides. Our local has joined forces with other local unions to address this serious concern. The project is called "Construction Suicide Prevention Partnership." It's coordinated by the local non-profit Lines for Life. We joined after learning that several apprentices and IWs took their own lives.

The effort starts by teaching union reps, supervisors and co-workers to recognize the warning signs of suicide; then it focuses on how to get help for someone in crisis. We use a training program called QPR, which stands for Question, Persuade and Refer. Similar to CPR, this training can turn bystanders into lifesavers. The training isn't intended to make anybody a therapist. Instead, it prepares participants to have a

conversation that can connect a person in crisis to necessary resources that will help them.

The subject has been elevated to the IBEW leadership level by International Representative Jim Watson in the Education Department. "Mental Health — A Labor Perspective," a mental health workshop, was also presented at the Ninth District Progress Meeting. September was Suicide Prevention and Awareness Month.

The business manager is eagerly wanting to see you all again face-to-face, but it looks like the holiday banquet and awards luncheon at the Hilton Downtown Vancouver, Wash., will be canceled again this year. Please stay safe. Stay well and question, persuade and refer.

Donna J. Hammond, B.R.

# BeneSys Session and Onsite Diversity Training

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters: On Aug. 17, our local hosted five leaders from BeneSys to explain to our members 1) how to maneuver around the website to access their different accounts; 2) some of the different applications for the pension and annuity funds; and 3) a few of the health and welfare issues that they were dealing with. Eighty-seven members and spouses attended the roughly two-hour session, which was well-received by those who attended. We try to schedule one of these sessions every year, so watch for the next one and get your questions ready.

Agent Robert Delgado, along with International Office Reps. Dean Grinstead and Mike Ham, have been conducting onsite diversity training for our members. To date, 338 members, 14 contractor staff and 24 non-bargaining staff have been through the training.

Local 68 held its annual picnic on Aug. 21. Because of the pandemic, we were not able to do some things, but brotherhood and fellowship were still on full display. Approximately 515 members and their families were able to attend, 115 of them children. As usual, the horse-shoe tournament was one of the highlights of the picnic, and it was won this year

by Brother Joe Duran. Thanks to all the volunteers who helped to make the picnic a success. The Christmas party is scheduled for Dec. 11.

We extend our deepest sympathy to the families of our recently deceased brothers: James Barclay Jr., Jerry Hansen, Alan Koch, Laurence F. O'Neill, Lloyd Sayer, Felix C. Trinidad and Thomas Tyler.

Morgan J. Buchanan, Pres.

# **Making Gains in Waco**

L.U. 72 (i&u), WACO, TX — The summer here has been very busy and looks to

stay that way for quite some time. We are currently still working at the Amazon Fulfillment Center with Electrical Corporation of America (ECA), employing more than 90 members. Also, East Penn Battery Factory with Big State Electric is still adding members. We are very thankful to the traveling brothers and sisters who are helping us man this work. [*Photo top, right.*]

With this work picture, we have welcomed many new members to our local, which has resulted in growing our membership by 25%.

As 2021 comes to an end, we look forward to a prosperous new year with membership growth through organizing and our apprenticeship, giving us the ability to support our growing local contractors and welcome traveling contractors.

Craig Miller, B.M./F.S.



IBEW members help to complete the Amazon fulfillment center in Waco, TX.

# Local 80 Welcomes Apprenticeship Director Molly Spencer

L.U. 80 (i,o,&govt), NORFOLK, VA-We would like to welcome our new Apprenticeship Director Molly Spencer. Molly has taken on this role and has hit the ground running.

Our work picture remains strong, and we are still in need of manpower. A majority of the labor force is working overtime. This includes two Amazon projects, Microsoft and some local contractors with spotted

overtime. We have some upcoming projects that will need to be manned up as well

Organizing has been one of our primary goals. Even with the pandemic still present, we have been successful, bringing in over 100 new members since January through advertising, radio ads and job fairs. Work safe, brothers and sisters.

Wil Morris, A.B.M.



Rowe and Charles Turner.

communities.

Each year our brothers and sisters of Local 82

march in Kettering, Ohio's annual Holiday at Home

Parade to honor those who stood before us. Members

and their families will meet to pound the streets in

solidarity showing union pride and support. It is an

honor to be part of the parade as the crowds watch,

cheer and thank you for all that you do for their

brothers who passed this month: John Bair, Michael

I would also like to take a moment to honor the

Members of Local 82 march in the Holiday at Home Parade in Kettering, OH.

# NORI

New Apprenticeship Director Molly Spencer and Retired Apprenticeship Director Mike Iacobellis of Local 80.

# Celebrating the American Worker

L.U. 82 (em,i,mt&rtb), DAYTON, OH — Labor Day is a time to celebrate the American worker and to reflect upon how far this nation has come. During the peak of the Industrial Revolution, the average American would work twelve hours a day, seven days a week, and children as young as 5 years old would do the same labor-intensive work.

# IBEW Linemen Take Action in Hurricane Ida Recovery

L.U. 130 (1&ptc), NEW ORLEANS, LA — Hurricane Ida reminded us to never let your guard down during the season. The New Orleans area was spared the flooding that Katrina brought, but the winds proved to make twigs of our trees and utility poles. The city was without power in some cases for weeks while others were more fortunate.

Our members in the surrounding areas, however, were less fortunate, enduring flooding and major wind damage; and, as of this writing, many are still without basic utilities.



Local 130's Business Manager Paul Zulli with his son Jordon, a fourth-generation IBEW member, after an apprenticeship orientation meeting.

### **LOCAL LINES**

The response and professional actions of many of our IBEW brother linemen can be credited for our quick recovery. It was like watching a well-orchestrated event: Dozens of trucks cut trees, erected poles and built a grid in days. It made me proud to see their dedication and devotion to their craft. Thank you, brothers and sisters, for your help.

We would also like to thank all IBEW members who contributed supplies, foods and funds for our members in need. It is time like these when you know you belong to one of the greatest organizations in the world. Special thanks to our sister locals who arrived early with assistance and support.

Billy Buckel, P.S.

[Editor's Note: See our story on the Gulf hurricane recovery effort in last month's issue of The Electrical Worker and at IBEW.org.]



Local 134 took an interactive truck outfitted with tools and corresponding workstations to visit local schools on Career Day.

# **Local 134 Amps Up Career Day**

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — Powering Chicago and our local hit the road in an eye-catching interactive truck to visit local schools on Career Day. The truck is outfitted inside with tools and corresponding workstations so that students can engage in the role of an actual electrician. Students participate under the guidance of EJATT teachers and are introduced to the electrical industry as a career through this technical outreach program. The next generation of potential electricians is given a glimpse of the types of jobs a Local 134 electrician will encounter throughout their professional career. The goal is for students to look beyond high school and realize the opportunities that the electrical industry has for them. This interactive vehicle has quickly become our No. 1 recruiting tool as we travel throughout the Chicagoland area. Local 134 remains dedicated to being at the forefront of recruiting a highly skilled workforce for many generations to come.

Donald Finn, B.M./F.S.

# The Green Bay Packaging Project

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI — Our local has had a busy summer and work will continue into fall. This was good news, especially coming off the banner year we had in 2020.

Two of our larger projects that ended this year, the new paper machine and ancillary work at Green Bay Packaging Company and two solar farms at Point Beach Nuclear Plant, were large sources of work hours in 2020.



Local 158's work on the Green Bay Packaging Company project was completed earlier this year.

one being a 150-MW and the other a 100-MW project.

Besides these two projects, we had work at six schools, at the Marinette Marine, the Point Beach Nuclear Plant and a large-number apartment complex and multiple-story office building at Titletown Village, part of the Lambeau Field experience. Our local negotiated lucrative three-year agreements with multiple contractors this June, and we have the largest five-year cycle of apprentices the local has ever seen — a pretty good year so far.

Donald C. Allen, B.M.



Local 212's VEEP graduate Samuel Gunther, a veteran of the U.S. Air Force, stands with Apprenticeship Director Charlie Kenser.

# **VEEP Program Brings New Members to Our Industry**

L.U. 212 (i), CINCINNATI, OH — Work remains steady in our area. At the time of this writing, there were six on Book 1 and Book 2 is clear.

Our RENEW committee has rebounded after a lull due to COVID-19. They have many opportunities for outreach planned. The Women's committee celebrated its second anniversary and is still going strong.

Apprenticeship Director Charlie Kenser congratulates new apprentice Samuel Gunther (both pictured) on his many accomplishments thus far. Samuel is a local graduate of Oak Hills Local School District and a veteran of the U.S. Air Force. Prior to transitioning from active duty, Samuel completed the Veteran's Electrical Entry Program, or VEEP, which enables members of the U.S. Armed Forces to take the first-year curriculum and enter into an apprenticeship with advanced academic standing. We are proud to be a part of this partnership and pathway that leads veterans to our industry. Samuel is the second veteran to come to us through VEEP; prior to Samuel, Nathan Spicer, originally from Columbus, Ohio, and a veteran of the U.S. Navy, also joined us this year. Thank you both for your service, thanks for choosing our industry and welcome to the brotherhood!

Phil Bovard, P.S.

# **Local 292 Supports Pro-Worker Legislation**

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — As we head towards winter, calls have been few but steady, and the number on the out-of-work book has been stagnant.

Local 292 members have been involved in negotiations throughout the summer and fall for several contracts that affect an overwhelming majority of our membership. The majority of the contracts have now been settled. Altogether the negotiation teams did

quite well, considering the current economic situation we are all in.

A proposed 460-MW solar generating facility has been on the minds of many Local 292 members. This facility would be installed in Sherburne County near the city of Becker. Though there are many regulatory hoops to jump through, construction is predicted to begin in the late summer/early fall of 2022. We are providing updates on the project on our website, **ibew292.org**.

As the 2022 Minnesota Legislative session nears, we will be at the Minnesota Capitol to remind legislators to keep intact supervision ratios, licensing, inspection and Minnesota electrical standards and regulations. We will be supporting work-creating legislation like prevailing wage, EV-infrastructure, energy efficiency and building electrification.

Andy Snope, P.S.

# **Annual Picnic and Pin Ceremony**

L.U. 294 (ees,em,i,rts,spa&u), HIBBING, MN — Our local celebrated our annual summer picnic with a pin ceremony that included a 70-year pin to Brother Don Brown. We also gave a 65-year pin to James Knight; 60-year pins to Mark Blagoue and John Nivela; and 55-year pins to Gary Bautto, Al Bozicevich, Ed Bozicevich, Larry Depaulis, Wayne Dubbin, Vic Koivisto, Elmer Lahde, Loren Larson, Ralph Nelson,

Ron Nessett, Bill Pariseau, Robert Pratt, William Spelts and Vern Tuomela.

Local 294 is very busy and can use all the help we can get, and 2022 looks to be another busy year with a variety of commercial and industrial jobs.

May the rest of 2021 be safe and prosperous.

Dan Hendrickson, B.M./F.S.



Brother Don Brown received his 70-year service award at Local 294's annual picnic earlier this year.

# Concord City Council Backs Agreement with Trades

L.U. 302 (i,rts&spa), MARTINEZ, CA — In 2005, discussions started about taking part of a military base, closing it down and converting it for civilian use. So started our story with the Concord Naval Weapons Station and our efforts to sign a Building Trades PLA for the property. After many years of planning, the city began the process of choosing a master developer. In 2016, the

city began negotiations with Lennar, and we engaged in getting a PLA with them for the project. After 2 years of efforts. Lennar refused to enter into a PLA.

Thankfully, our friends on the Concord City Council would not allow Lennar to do the project without an agreement with the Trades. Because of this, the city again started the process of choosing a developer, and this time there were three developers that signed PLAs with the Contra Costa Building Trades. We now have a 30-year project of 2,350 acres and 13,000 homes with 6-million square feet of commercial space. It is all covered by a project labor agreement. This proves that developers can build their projects and pay union wages. See <a href="https://www.concordreuseproject.org/148/">www.concordreuseproject.org/148/</a> Overview-of-the-Reuse-Project for more information.

Tom Hansen, B.M./F.S.

# **Happy Holidays**

L.U. 540 (i,t&r) CANTON, OH — Wishing all our brothers and sisters a Merry Christmas and a joyful New Year. Hopefully, as we look towards 2022, work will be plentiful and everyone will be healthy. We would like to wish our retired president, Fred Miller, a well-earned and enjoyable retirement. Also, we would like to welcome Erik Hann as our new president, wishing him the best of luck in his new role.

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

# As Manpower Needs Increase, Apprentices Help Meet the Demand

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Our local is extremely grateful to say at this time that work is still plentiful in our jurisdiction. With the Mazda-Toyota Manufacturing facility winding down, the Facebook Data Center in Huntsville, Ala., is steadily increasing manpower every week, with over 300 IBEW members currently working at the facility.

Due to the increased work in the jurisdiction, the Electrical Training Alliance has taken on another large class this year, consisting of 84 apprentices. This newly welcomed class increased the total tally to 340 future inside journeyman wiremen.

Other work in the jurisdiction is due to the building of new combustion turbines at the TVA/Colbert Steam Plant site. This is another welcome long-term project in the area for our membership.

Best wishes throughout the brotherhood for a safe and happy holiday season!

Mac Sloan, Pres./Mem. Dev.

# Strong Work Outlook for Local 640

 $\mbox{L.U.}$  640 (em,govt,I,mo,mt,rts,spa&u), PHOENIX, AZ - Hello, brothers and sisters: Our local work picture is very good. We welcome our traveling brothers and



Local 558's Business Manager Tony Quillen with the Foremen/General Foremen at the Facebook Data Center in Huntsville. AL.

sisters to come and help with the work.

The weather is great, and there are several customers adding incentives for their projects.

Due to the latest COVID-19 surge, we have postponed our local picnic and apprentice graduation for this year. Please follow the CDC's COVID-19 guidelines and stay safe and healthy.

Tim Wilson, P.S./B.R.

# Building Back Better with Richmond Joint Apprenticeship Training

L.U. 666 (i,m&o), RICHMOND, VA — The work outlook in our jurisdiction continues to be strong with several large projects. Thank you to all of the travelers who helped man the work during the summer and fall.

In mid-August, Energy Secretary Jennifer Granholm and U.S. Rep. Abigail Spanberger took a tour of the Richmond Joint Apprenticeship Training facilities as part of the Build Back Better plan proposed by President Joe Biden. Special focus was placed on the Electric Vehicle Infrastructure Training program, which offers valuable training in electric-vehicle charging station installations.

Please contact the apprenticeship for more information on future training opportunities.

We extend a warm welcome to the newly sworn in officers of our local, especially incoming President Chris Ball. The new Executive Board members have their work cut out for them as they extend the proud tradition of Local 666 into the future. We also thank the outgoing board and past President JD Jenkins for all of their hard work in bringing us this far.

As the weather gets colder and COVID-19 uncertainties abound, look out for your fellow brothers and sisters in the field and finish 2021 stronger than ever.

I. Davis, P.S.

[Editor's note: See our story on Energy Secretary Jennifer Granholm's visit to Richmond in the October issue of The Electrical Worker.]

# **Welcome to Local 756 Apprentices**

L.U. 756 (es&i), DAYTONA BEACH, FL — We would like to welcome our first-year apprentices who completed orientation at Daytona State College in August.

We are very proud of these apprentices, and we are very excited for their new endeavors. Welcome to Local 756's Electrical Training Alliance Apprenticeship program!

Robert Cruz, Training Dir.

Go Green

Get your

ELECTRICAL

WORKER delivered

each month via email.

It's convenient & helps cut down
on paper waste. Go to

www.ibew.org/gogreen

and sign up today!



# RETIREES

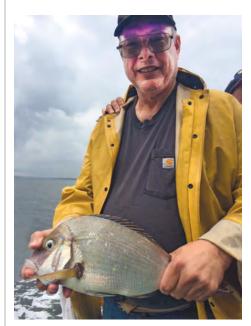
# **Fishing Long Island Sound**

RETIREES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER — On Sept. 9, a few members and many friends got together for a fishing trip on Long Island Sound. The weather was not very cooperative, with intermittent rain all day. However, we were able to catch a ton of porgies and a few weakfish, despite the inclement weather.

We had hoped that our regular monthly meetings would resume a normal schedule in September, but, unfortunately, that did not happen. We are still operating with a very limited (20 members) attendance. Thanks to the efforts of retiree Bill Hightower, we were able to incorporate our October meeting with a Zoom session online, allowing for a dozen or more additional members to join.

We are trying to revive our annual Christmas/ Hanukkah Party, which was canceled last year; but with the limited access to our membership, it's proving to be a more difficult task than ever. A few of our board members will meet next week to finalize plans and arrange to contact members with details.

Dick Mills, Treas.



Local 3 retiree Luis Delleguis caught porgies on a fishing trip on Long Island Sound.

# The Benefits of IBEW Membership

RETIREES CLUB OF L.U. 35, HARTFORD, CT — Retirees Club President Dennis Machol and myself were pleased to meet with the first-year apprenticeship class to explain to them the benefits of being an IBEW member. We also emphasized what a wonderful career can be had as an IBEW electrician, including the many benefits we receive such as pension, annuity and excellent health care. We also met with the second-year apprenticeship class because we were unable to last year due to COVID-19. We enjoy meeting with the new apprentices each year to show them that eventually they will be as fortunate in their retirement as we are.

Local 35 held our annual members' outing at the end of August. We had a great turnout with a lot of retirees in attendance. At the outing, we presented a plaque to retired Business Manager Ken Leech, thanking him for his many years of leadership.

We hope to see our retired members at the annual holiday Retirees Club meeting on Dec. 8 at the Elks Lodge in Rocky Hill.

Best wishes for a safe and healthy holiday season.

Kenneth R. White, P.S.

# Getting Back Together and Continuing the Work

RETIREES CLUB OF L.U. 58, DETROIT, MI — We held our annual picnic (a month late) on Sept. 22. The weather didn't cooperate; we expected 50, but the official attendance was 31, with some hardy souls coming out and braving the rain and cold weather. We had a fire, which kept us comfortable enough to have a good time. It was great to get together after 17 months. Board meetings have resumed, and we started having luncheons again in October. We will have our Christmas party in December.

Things have been wild politically these days, with voter suppression, women's issues and folks refusing to vaccinate. Those in power who are working to control women's bodies but themselves refuse mandates to be vaccinated or be masked: Can they have it both ways? Where do the rights of one individual mean something? In our Constitution. Why are some of our elected officials having such a difficult time keeping their oaths to our Constitution? We must stop appeasing the opposition and suggest they get on the same page with our founding fathers and those of us who love our democratic country. America has always been great! Support those who support us! Let's continue the work! Happy Holidays!

Pat Nuznov, P.S.

# As Reported Cases Diminish, Meetings Resume

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX — The meetings for club members remain on hold until the coronavirus variant rates greatly decrease in San Antonio. At the time of this writing, the number of reported cases is diminishing. Club President Coy Rogers is very hopeful the start-up date will be in Jan. 2022. The presentation of service pins will be the first order of business for club members once the meetings resume.

Currently, the practice of in-person brotherhood is not possible, and members receive news and happenings through email. You might call it the practice of "cyberbrotherhood."

If you are not one of the 40 members on our email list and would like to be included, please send a request to **sandyrogers24@hughes.net**.

Keeping our members and families safe and well is the first order of business for this club. The pandemic has taken away some members of Local 60 and

some of the members' loved ones; our prayers and thoughts are with each and every one of you.

Sandy Rogers, P.S.

# **Looking Toward a Brighter Future**

RETIREES CLUB OF L.U. 105, HAMILTON ON — Merry Christmas to each and every one of you, and all the best for 2022! These last two years have been very challenging for all of us due to the pandemic; and as I write this, I have no idea where we'll be and what will be going on at the time this is published. We give thanks to all health and essential workers who have contributed so much to keep us safe. We truly are grateful for your sacrifices. We pray that this pandemic will end and that we'll all be healthy and celebrating with each other once again.

Sadly, due to the pandemic, we here in Hamilton at the IBEW Retirees Club have still not been able to participate in any group gatherings and consequently there isn't any news to report.

During these difficult times, please remember that all the events we have been able to enjoy in the past and look forward to enjoying in the future are made possible by our tremendously hard-working local members and Executive Board, past and present. Our heartfelt thanks to all of you!

Eden McLean, P.S.

# **Season's Greetings**

RETIREES CLUB OF L.U. 134, CHICAGO, IL — Season's greetings to all of you from all of us. Since our meetings have resumed as of July 2021, we have been working hard to catch up. By the end of last September, our lives have felt almost back to normal. Our Sept. 8 luncheon meeting was held to honor our members with 50 to 75 years of service with the IBEW. A delicious lunch was served and there were two guest speakers: Jean Ryan from the Electrical Insurance Trustees, who touched on insurance benefits for retirees; and Jim Valleyfield, who pointed out how donations of clothing and other items needed for homeless veterans are important and can help a great deal.

On Sept. 15, the John Cummins Annual Golf Outing was a huge success, with a record number of 56 players in attendance. On Sept. 30, Drury Lane Theater reopened for the first time since the COVID-19 shutdown, and we



Local 134 honorees for years of service, 2020: (front, left to right) John Armstrong (55 years), Edward Bacher (50), Rich Leonatti (55), Ted Malo (55); (back, left to right) Robert Fitzgerald (50), Daniel Meyer (55), James Martin (50), Jerome Koch (65) and Jake Dowling (50); and 2021: (front, left to right) Richard Schmitz (60 years), Richard J. Connolly (65), James North (50); (back, left to right) Richard Kanaszyc (60), Bill Wignot (65) and Tom Bohn (50).

### **Retirees**

were entertained with an enjoyable lunch and play, "Forever Plaid." Mask mandates were in place, but it was still fun to enjoy a good play once again.

With heavy heart, I bring to our attention the loss of two of our Executive Board members, Donald Leo Mahoney passed away at 93 on Sept. 1. Don served as an IBEW representative for decades. He dedicated his life to helping families through his skills as a union organizer. He spent almost 70 years with the IBEW, including 25 years on the pension and retirement committees, and his passion was serving others in the interests of fair working conditions, pay and benefits. Don retired in 1993 and was the secretary for the Retirees Club for more than 20 years, and he remained on the Executive Board through this year. RIP, Don.

Richard J. Connolly passed away at 85 on Sept. 27. He attended our Sept. 8 meeting and was honored for his 65 years of service with the IBEW. He served on the Retirees Executive Board for eight years. Rich was a former coach, serving the board of directors for youth sports and as a member of the Bulldog Athletic Association in Tinley Park, Ill. He enjoyed going up to his cottage in Wisconsin. Rich was a kind man, saving an old dog from a shelter, caring for the pet and enjoying walks until the dog's life ended. RIP, Rich.

We have our Holiday Party to look forward to on Dec. 8. We will also have an outing to the play "Holiday Inn," featuring the song "White Christmas," at Drury Lane Theater on Dec. 16 to end our year. Wishing all a healthy and safe holiday.

Sue Kleczka, P.S.



Local 136 Retirees Club honored legendary NASCAR driver and IBEW member Red Farmer (left) at its September meeting.

# **Outstanding Participation and Red Farmer Visit**

RETIREES CLUB OF L.U. 136, BIRMINGHAM, AL — Participation in the Retirees Club has been outstanding. We have staved outside in the pavilion during the pandemic. We want to encourage all retirees to attend. The meeting is on the first Wednesday of each month.

We have had two fish fries and a BBQ with all the trimmings over the last four months. Thanks to Harold (Frog) Blankenship in July and Gary (Sky) King in September. Also, thanks to all our wives for their help and desserts.

At our September meeting, we had NASCAR Hall of Famer and past member of Local 136 Red Farmer as our guest. He has won over 700 races in his career and still races at the short tracks at 89 years of age. We presented Red with a 25-year pin, local cap and T-shirt.

Brother Perryman also appointed Brother Otis Graham as the chaplain for the Retirees Club. If needed, contact Brother Perryman or the local union. We appreciate the support from Business Manager Bill

Blackman, President Ross Roberson and the Executive Board.

Bill Roberson, P.S.

# It's Never Too Late to **Become Who We Should Be**

RETIREES CLUB OF L.U. 212, CINCINNATI, OH - Well, Thanksgiving is behind us and, hopefully, we all have plenty for which to be thankful. Family, friends, good food and drinks, traveling: These are fun yet sad times when remembering friends who are no longer with us but still live in our memories.

The blessed time of Hanukkah has come and soon will be gone. Christmas and Kwanza are waiting in the wings: a time of giving and receiving, get-togethers to party, laugh and share; a time for spiritual reflection: a time to consider the plight of others less fortunate. Every year we are given an opportunity to be generous to both those we love and strangers.

Soon, another celebration will be knocking on our door, New Year's! Time to re-evaluate our lives and find ways to improve ourselves and become the person we want to be, the person we should be. At our stage of life. with more past than future, we should take advantage of the time we have left to correct the mistakes of our past. It's never too late as long as we have time.

Wishing you the best of happiness and health in 2020!

Bob Schaefer, P.S.

# **Service Pins Presented at Annual Picnic**

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO - The Retirees Club met Tuesday, Sept. 28, at the American Legion in Jefferson City, Mo., for its monthly meeting. It was so nice to be able to meet and enjoy everyone's company again. Our next meeting was held Oct. 26 at one of our favorite places, the Claysville Store Restaurant in Claysville, Mo., which is owned by one of our Local 257 members and his wife, Mark and Laura Hooibrink.

We want to thank the Local 257 members for again hosting the annual BBQ picnic for all members and guests on Saturday, Aug. 14. As usual, the food was great and we enjoyed bingo, drawings and visiting. A big thank you to all the apprentices for their hard work in making the picnic a success. Service pins



Bill Lang, member of Local 257's Retirees Club, received his 70-year membership pin at the annual picnic on Aug. 14.

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**HAVE YOU MOVED?** 

were presented at the picnic, and several Retirees Club members were recognized: 70-year member Bill Lang, 65-year member Wendell Davidson, 60-year member Dan Schroeder, 55-year members Charles Bates and David Cook, 50-year member Jim Winemiller and 45-year members Carol Brown and Monte Nevins. Congratulations to you all!

Everyone stay safe and healthy, and we hope to see everyone at our annual Christmas luncheon on Dec. 14.

Delores Melloway, P.S.

all Ontario IBEW retirees to rise up and join the fight of their working members to fight to keep the Ontario IBEW whole and strong. Robert Rynyk, Pres.

# **Watching State Mandates** for Masking

RETIREES CLUB OF L.U. 649, ALTON, IL — The Retirees Club meets each month at 9:00 a.m. on the last Thurs-

> day of each month for breakfast at the Eagles Nest in Bethalto, Ill.

latest The COVID-19 state mandates at this writing are in progress, which will require possible masking when our retirees attend the gathering on Thursday.

Terry Wilhite,



Members of Local 317's Retirees Club at their monthly luncheon: (front, left to right) Truman Jarvis, Jim Smith, Pete Boggs, Bob Fischer, Dale Simmens, Jim Woods and Jerry Booth; (back, left to right) Buzz Hatten, Paul Clary, James Hall Jr., Charles Mitchell, Hermitt Stover and Paul Roush.

# **Welcome Back to Meetings**

RETIREES CLUB of L.U. 317, HUNTINGTON, WV - Our club has excitedly resumed our monthly luncheon on the first Tuesday of each month. In September, the following members were awarded pins for years of service: Jim Woods and Paul Clary, with 50-year pins; Truman Jarvis and Jim Smith, 55-year pins; and Pete Boggs, 70-year pin. We congratulate all recipients of service pins and welcome everyone back to meetings and our shared brotherhood.

Jerry Booth, Pres.

# **Keeping Local 353 Whole and Strong**

RETIREES CLUB OF L.U. 353, TORONTO, ON, Canada — As our local's Retirees Club members continue to follow Ontario COVID-19 guidelines, members' meetings and events continue to be suspended due to the number of people allowed to meet indoors. We are holding retiree Executive Board meetings to plan for future opening.

We have submitted a budget for 2022 and hope to start events early in 2022 as conditions continue to improve.

If the pandemic was not a big enough problem to cope with, now the Greater Toronto Electrical Contractors Association has served notice that they wish to carve out sections of our principal agreement. which will weaken and segregate our membership

(high rise, apprenticeship ratio, and hiring hall) and could affect our benefits as retirees. These are benefits that we as retirees fought for that our present and future retirees should enjoy.

We realize that these unionized employers are driven by and listening to the greedy nonunion and merit contractors.

Our 2,500 Local 353 retirees and their condemn spouses these tactics and urge

# **Helping Seniors in Need**

RETIREES CLUB OF L.U. 1245, VACAVILLE, CA, RENO/  $SPARKS\ CHAPTER-In\ what\ has\ become\ an\ annual$ tradition, our Retirees Club collected and donated 39 fans for Washoe County's senior citizens in need.

Club President Ron Borst started the fan drive back in 2015 after hearing a radio ad about lowincome seniors suffering during the hot summer months. (Temps often exceed 100 degrees in Reno during the summer, and many seniors are unable to afford air conditioning.) Borst issued a challenge to the fellow members of the Retirees Club to collect as many fans as they could, and an annual tradition was born. Since the drive began, the club has donated a total of 241 fans — and counting.

Additionally, Local 1245's Reno/Sparks Retirees Club made a \$350 donation to support the Washoe County Meals on Wheels program, using matching funds from the fan drive.

Meals on Wheels is dedicated to addressing senior isolation and hunger. This network serves virtually every community in America and, along with more than two million staff and volunteers, delivers the nutritious meals, friendly visits and safety checks that enable America's seniors to live nourished lives with independence and dignity. Learn more at www.mealsonwheelsamerica.org.

Ron Borst, Pres.



Local 1245 Reno/Sparks retirees (from left) lim Lappin, Bob Vieira, Ron Borst and Frank Istrice delivered donated fans to Washoe County Senior Services in early luly.

# -In Memoriam -

# **Members for Whom PBF Death Claims were Approved in October 2021**

	Local	Surname Date of Death	h Loca	I Surname Date of Death	Local	Surname Dat	te of Death	Local	Surname Date of Death	Local	Surname Date of Death	Local	Surname Date of Death
1									•		*		3,
Person S. A. 1987   6   Picked J. L. 1972   38   Serriga V. 1932   65   Mink T. T. 2027   100   100   247		<u> </u>											•
L. Lang, R. F. 19002   G. Fiel, W. F. 19002   S. Salo, R. S. Salo, R. S. 19002   S. Salo, R. Sa		English, S. A. 6/9/2	1 8	Bicknell, J. L. 9/29/21	38	Sprenger, W.	1/13/21	86	Miller, T. T. 6/2/21	130	Schiro, A. C. 1/13/21	213	Holst, R. 5/28/21
1									· · · · · · · · · · · · · · · · · · ·		· ·		•
1		Means, M. D. 6/4/2				Blanks, S. L.	6/20/21				Mortimore, C. L. 8/30/21		<b>,</b>
1.		•				*			· ·				• *
2		<u> </u>							· ·				* '
Segret P.   170		•		· ·							The state of the s		• •
Seguel A. P.		The state of the s				•							<b>'</b>
3 Bynkam, E. N. (19202) 11 Hunter, H. W. 201521 14 Bynkam, H. S. (1921) 15 Bynkam, J. M. (1921) 15 Bynkam, J. M. (1921) 15 Bynkam, J. M. (1921) 16 Bynkam, J. M. (1921) 17 Bynkam, J. S. (1921) 17 Bynkam, J. M. (1921) 18 Bynkam, J. M. (1921) 18 Bynkam, J. M. (1921) 18 Bynkam, J. M. (1921) 19 Byn	3	Bayer, R. P. 7/31/2	1 11	Gallegos, M. R. 3/9/21	46	Henline, W. H.	1/15/21	99	DiPinto, E. R. 8/7/21	134	Carlson, H. W. 3/16/21	233	Frankovich, J. M. 12/29/20
Septimal Name   Septimal Nam		• •							•				•
Carmins, L. W.   Strict   Carmins   L. W.   St	3	Byrnes, J. W. 6/2/2	1 11	Le Duff, G. 8/4/21	46	O'leary, K. T.	11/26/20	102	Curtis, S. R. 5/16/21	134	Dagian, R. A. 8/28/21	234	Wallace, J. R. 5/3/21
Control, A. S.   22862  11   Microbroad, J.F.   107/19   47   Supton, C. S.   94/19   102   Software, G. B.   69/27   134   Morrow, D. G.   59/27   245   Software, G. B.   69/27   134   So		• ,				•					·		• •
Courtes, A.   B, 427   11   Resin, J.   Shift   45   Dough, B. W.   47172   102   Supér, C.   3.1472   134   Korlés, D. I.   114420   245   Courtes, E.   772731   30   Courtes, F.   Supér, C.   S	_		1 11	MacDonald, J. F. 10/7/19		Sugden, C. S.	9/4/19		·		Henniges, L. E. 5/30/21		Sekurski, K. 3/27/21
Dest. J. 1.   Sept. 1.   Sept. 2.   1.   Paddock S. E.   71/200   48   Buttly J. E.   Sept. 2.   103   Southern S. J.   1.   Sept.						• .			•		**		· · · · · · · · · · · · · · · · · · ·
Depart   Compute   Compu		· · · · · · · · · · · · · · · · · · ·									· · · · · · · · · · · · · · · · · · ·		**
Debt. SM			1 11	•		• •			· · · · · · · · · · · · · · · · · · ·			252	*
Decks S. M.   47/10/21   11   Yanger T. L.   37/18/21   46   Scripptor, L.   5.79/21   130   Decks D. M.   57/20/21   34   South D. M.   5.79/21   37   South D. M.   5.79/21   37   South D. M.   5.79/21   38   South D. M.   5.79/21   39   South D	_	•				0 /			•		· · · · · · · · · · · · · · · · · · ·		
Famelia F. N.   Second P.   1985	3	Dietz, S. M. 4/10/2	1 11	Yaeger, T. L. 3/18/21	48	Kempker, L. E.	5/18/21	103	Dacko, D. M. 5/20/21	134	Nowak, A. D. 6/15/21	252	Root, H. C. 5/30/21
Parling of Proper   Parl		•							· · · · · · · · · · · · · · · · · · ·				
Septimide No. 1.	3	Flanagan, P. C. 5/25/2	1 14	Berg, E. J. 2/25/21	48	Olsen, G. W.	4/14/21	103	MacDougall, R. A. 7/11/21	134	Pedersen, C. E. 7/24/21	258	Stadnyk, J. 2/18/21
September   Centrol   Ce	_					•			•				
Gorozalez, R. R. S. 6/6/21         17         Cibinon, B. R. S. 6/6/21         5/6/21         5/6/21         5/6/21         58         Rechange, J. S. 27/21         34         Sosphin, A. J. 1/26/21         134         Sosphin, A. T. 5/31/21         269         Kenneme, W. B. 5/27/21         47/22/11         34         Sumpn, R. J. 3/31/22         269         Kenneme, W. B. 5/27/21         34         Kenneme, W. B. 5/27/21         136         House, J. B. 6/30/21         136         Mores, E. B. 7/31/21         176         Mores, E. B. 7/31/21         176         Mores, E. B. 7/31/21         176         Mores, B. B. 7/31/21<	3	Gettys, H. L. 8/22/2	1 16	Koressel, R. 3/11/21	53	Vaughan, D. G.	6/28/19	103	McDonough, T. F. 8/24/21	134	Rigg, E. R. 6/13/21	269	Cella, R. E. 4/3/21
Separate   Harris, M.   Separate   Separat		·											•
Series   May   T. E.   57/72   20   Alarez   A.   44/21   58   Casad   R. F.   4/29/21   59	_	· ·		•		·			· · · · · · · · · · · · · · · · · · ·				• · ·
Starling	-			The state of the s		′			•				
Sample   Lajara, R.   4739/21   20   Dunlag, K. D.   8/21/21   58   Gullotno, A. J.   7/8/21   10   Lawrence, M.   4/15/20   20   Fallace, M. M.   4/15/20   20   Harrison, J. M.   8/18/21   58   Iris, M. A.   6/9/21   10   Evelyn, D. M.   3/10/21   143   Sneteke, C. C.   3/26/21   280   Bollo, O. M.   7/39/21   28   Lawrence, M.   4/15/20   20   Harrison, J. M.   8/18/21   58   Iris, M. A.   6/9/21   10   Evelyn, D. M.   3/10/21   143   Sneteke, C. C.   3/26/21   280   Bollowth, C. 6.   8/32/21   280   Moloroth, C. 6.   8/32/21   280   Moloro				•		•					· ·		*
Lawrence, M.   4/15/20   20   Harrison, J. M.   8/18/21   53   Iris, M. A.   6/9/21   100   Bretoi, J. R.   5/15/21   145   Whitney, J.   7/23/21   280   Nicol, T. R.   7/10/21   31   Maresca, R. M.   8/28/21   20   Jones, B. D.   5/21/21   53   Lamphier, M.   2/21/21   100   Jose, C. D.   7/5/21   105   Sheffleid, A. V.   2/20/21   292   Bellcour, F.   5/26/21   34   Marks, M. A.   2/19/20   20   Moore, D. P.   3/10/21   58   Maisrarcyk, J. C.   5/18/21   101   Joirman, D. G.   6/14/21   53   Bellcour, F.   5/26/21   33   Marks, M. A.   2/19/20   20   Moore, D. P.   3/10/21   53   Maisrarcyk, J. C.   5/18/21   101   Joirman, D. G.   6/14/21   53   Bellcour, F.   5/26/21   32   Jones, R.   8/4/21   34   Morton, J. A.   8/19/21   20   Shutterf M. B.   8/4/21   58   Maisrarcyk, J. C.   5/18/21   101   Joirman, D. G.   6/14/21   53   Joirnal, M.   5/14/21   34   Morton, J. A.   8/19/21   20   Horiston, M.   4/28/21   53   Bellcour, F.   5/18/21   101   Joirman, D. G.   6/14/21   53   Joirnal, M.   5/14/21   34   Morton, J. A.   8/19/21   20   Horiston, M.   4/28/21   53   Marks, M.   4/28/21   53   Maisrarcyk, J. C.   5/18/21   101   Joirman, D. G.   6/14/21   53   Joirnal, M.   5/14/21   54   Joirnal, M.   5/14/21	3		1 20	Dunlap, K. D. 8/21/21	58						Irwin, S. R. 2/6/21	280	
Marine, R. M.   R.   Marine, R. M.   R.   Marine, R. M.   Ma													
3         Marino, F. J.         8/3/21         20         McNole, S. M.         6/16/21         58         Mans, F. A.         7/12/21         10         Hunt, R. C.         11/25/20         13         Blackburn, E. E.         6/13/21         292         Hagfors, C. C.         7/25/21           3         Morton, J. A.         7/12/21         20         Shurtleff, M. B.         8/4/21         58         Phillips, R. F.         5/19/21         110         Kuschenmeister, R. A.         1/3         Scellers, J. H.         7/26/21         292         Lange, R. W.         5/14/21           3         Morton, J. A.         8/19/21         22         Holthos, D. L.         6/4/21         58         Phillips, R. F.         6/19/21         110         Werner, E. L.         5/29/21         19         Amundson, H. E.         3/14/21         292         Lange, R. W.         5/14/21           3         Petaky, K. R.         12/26/20         22         Schulstyr, A. R.         12/26/21         38         Malczak, D. R.	3	Ludwig, K. F. 5/23/20	0 20	Hernandez, R. A. 7/6/21	58	Kirsch, R. G.	7/18/21	110	Carver, J. E. 2/3/21	146	Jones, E. J. 2/3/21	280	Wisecup, W. C. 1/27/21
3         Marks, M. A.         2/19/20         20         Moore, D. P.         3/10/21         58         Masiaczyk, J. C.         5/18/21         110         Jorinan, D. G.         6/14/21         13         Cornett, D. M.         7/25/21         292         Jones, R.         8/14/21           3         Morton, J. A.         8/19/21         22         Hothba, D. L.         6/14/21         58         Proknow, R. E.         5/19/21         4/17/21         159         Ammundson, H. E.         3/14/19         292         Jange, R.         5/14/21           3         Pataky, K. R.         12/26/20         22         Schuster, A. M.         4/25/21         58         Rischusk, D. R.         4/29/21         110         Werner, E. L.         5/29/21         159         Paske, J. J.         6/32/21         292         Smith, K. M.         4/8/21           3         Pesce, F. R.         6/18/21         22         Vadowski, P. J.         5/18/21         58         Stachuski, R. G.         1/12/20         110         Williamson, F. A.         6/2/21         159         Virue, R. E.         6/3/21         292         Suith, M. B.         3/14/21         3         All						•			•		•		
3 Morton, J. A. 8/19/21   22 Hobbs, D. L. 64/21   58 Procknow, R. E. 6/24/21   10 Werner, E. L. 5/29/21   159 Amunufson, H. E. 3/14/19   292 Merrifield, M. R. 4/8/21   37 Petaky, K. R. 12/26/20   22 Schuster, A. N. 4/25/21   58 Slachurski, R. C. 11/20/20   110 Werner, E. L. 5/29/21   159 Paske, J. J. 6/3/21   292 Smith, K. M. 6/23/21   293 Smith, K. M. 6/23/21   293 Smith, K. M. 6/23/21   294 Morton, M. N. 5/17/21   37 Petaky, K. R. 6/18/21   294 Smith, K. M. 6/23/21   294 Smith, K. M. 5/17/21   37 Petaky, K. R. 6/18/21   294 Smith, K. M. 5/17/21   38 Petaky, M. M. 5/20/21   294 Corpor, H. C. 3/28/21   111 Forbers, J. T. 7/25/21   164 Anderson, R. H. 6/25/21   292 Van/Werk, L. 5/11/21   112 Scott, P. 3/72/21   112 Scott, P. 3/72/21   113 Potens, J. T. 7/25/21   114 Scott, P. 3/72/21   115 Potens, J. T. 7/25/21   116 Potens, J. T. 7/25/21   117 Scott, P. 3/72/21   118 Potens, J. T. 7/25/21   119 Potens, J. T. 7/25	3	Marks, M. A. 2/19/20	0 20	Moore, D. P. 3/10/21	58	Masiarczyk, J. C.	. 5/18/21	110	Joriman, D. G. 6/14/21	153	Cornett, D. M. 7/25/21	292	Jones, R. 8/4/21
3         Navas, J.         3/25/21         22         Hoffman, J.W.         5/17/21         58         Riley, G. D.         3/11/19         Howere, E. L.         5/29/21         159         Paske, J. J.         6/32/1         292         Smith, K. M.         6/23/21         139         Pesce, F. R.         6/18/21         22         Vadovski, P. J.         5/18/21         58         Statzhurski, R. C.         11/20/21         159         Holker, M.         160         Haukedahl, E. A.         8/22/21         292         Stark, C. E.         4/18/21           3         Pesce, F. R.         6/18/21         24         Caprinolo, D.         5/17/21         66         Driver, T. L.         7/25/21         110         Chapman, C. L.         7/12/21         44         Anderson, R. H.         6/25/21         292         Van Weet, K. J.         5/17/21         295         Stark, C. E.         7/25/21         16         Haukedahl, E. A.         8/22/21         292         Van Weet, K. J.         5/27/21         295         Van Weet, K. J.         5/27/21         295         Moley, B. G.         8/17/21         112         Area, M. H.         6/25/21         295         Moley, B. G.         8/17/21         12         Area, M. J.         8/28/21         295         Moley, B. G.         8/17/21<								110					
3         Pesse, F. R.         6/18/21         22         Vadovski, P. J.         5/18/21         58         Walczak, D. R.         4/29/21         11         Chapman, C. L.         7/17/25         160         Haukedahl, E. A.         8/22/21         292         Sutton, M.         5/17/21           3         Pespikick, A.         5/5/21         24         Crovo, H. C.         3/28/21         66         Dirver, T. L.         7/27/21         112         Arend, M. E.         6/24/16         164         Anderson, R. H.         6/25/21         292         Sutton, M.         5/17/21           3         Roy, A.         5/7/21         24         Crovo, H. C.         3/28/21         66         Butto, D. L.         3/28/21         112         Scott, P.         3/7/21         164         Belotino, N.         6/7/21         295         Jones, P. W.         7/22/21           3         Sagrestano, M. A.         1/13/21         4         Mozer, K. M.         5/22/16         66         Butto, D. L.         1/12         Scattan, D. B.         1/25/21         164         Cenovel, R. B.         2/295         Jones, P. W.         7/22/21           3         Sagrestan, M. A.         1/13/21         68         Abeyta, P. E.         1/17/21         112         Scat			1 22	•									
Pollack, M.													Sutton, M. N. 5/17/21
3         Rey, A.         5/7/21         24         Douglas, D. R.         7/16/21         66         Gonzales, A.         3/4/21         112         Scott, P.         3/7/21         164         Bottino, N.         6/7/21         295         Jones, P. W.         7/24/21           3         Saarenas, J. T.         6/29/21         24         Hadden, R. P.         5/22/16         66         Walding, B. G.         8/1/21         112         Stelle, L.         1/3/21         164         Connelly, R. W.         6/3/21         295         Pierce, C. R.         5/21/21           3         Sagrestano, M. A.         1/1/3/21         24         Mooney, T. L.         5/18/21         68         Abeyta, P. E.         7/17/21         112         Washam, G. R.         4/9/21         164         Gemosk, R. C.         4/3/21         304         Riggle, R. A.         5/20/21           3         Sandser, R. P.         10/20/20         24         Wall, E. R.         7/12/21         68         Bernhardt, D. B.         6/22/21         113         Prime, R. L.         7/4/21         164         McMillan, D. G.         10/11/20         304         Riggle, R. A.         5/20/21           3         Saylor, J. J.         7/19/2124         Walsh, N.         1/14/20		•											
3         Saarenas, J. T.         6/29/21         24         Mazer, K. M.         5/22/16         66         Walding, B. G.         8/1/21         112         Steele, I. D.         5/3/21         164         Connelly, R. W.         6/3/21         225         Pierce, C. R.         5/19/21           3         Sagrestano, M. A.         1/13/21         24         Mooney, T. L.         5/18/21         68         Beylar, F. P.         7/17/21         112         Washam, G. R.         4/9/21         164         Gemoski, F. C.         4/3/21         304         Jackson, J. J.         5/17/21           3         Sanders, S. S.         8/8/21         24         Wall, E. R.         7/12/21         68         Bryant, A. C.         3/10/21         113         Orrine, R. L.         7/4/21         164         Gemovesi, M. A.         4/25/21         306         Biorrieter, F.         6/7/21           3         Saylor, J. J.         7/19/21         24         Walsh, N.         1/14/20         68         Bryant, A. C.         3/13/21         115         Best, E. H.         9/20/21         164         Rober, C. A.         5/30/21         306         Biorrieter, F.         6/7/21           3         Separd, J. P.         6/28/21         25         Lyackson, J. J.	3	Rey, A. 5/7/2	1 24	Douglas, D. R. 7/16/21	66	Gonzales, A.	3/4/21	112	Scott, P. 3/7/21	164	Bottino, N. 6/7/21	295	Jones, P. W. 7/24/21
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3 Williams, S. L. 4/18/20 26 Saunders, K. M. 9/25/20 77 Gerrer, D. L. 10/29/20 125 Roth, N. J. 3/31/21 176 Easton, R. D. 6/5/21 313 Toppin, T. F. 12/23/20 125 Simms, A. H. 5/28/21 176 Gilley, C. O. 6/2/21 317 Bright, L. M. 5/27/21 176 Gilley, C. O. 6/2/21 317 Bright, L. M. 5/27/21 176 Gilley, C. O. 6/2/21 317 Bright, L. M. 5/27/21 176 Gilley, C. O. 6/2/21 317 Bright, L. M. 5/27/21 176 Peterson, D. R. 4/9/21 317 Loan, L. W. 1/30/21 176 Bidwell, C. R. 6/5/21 35 Murphy, D. M. 2/21/21 80 Rolfe, W. F. 6/2/21 126 Robinson, R. C. 6/16/21 177 Guyot, M. D. 2/15/21 332 Goodman, D. E. 9/30/21 176 Shaull, M. W. 7/27/21 177 Mickler, S. J. 1/27/21 332 Rudd, R. S. 4/29/21													
5 Hohman, W. J. 3/31/21 31 Jay, D. J. 1/27/21 77 Stallings, S. L. 8/1/21 125 Twenge, J. 5/21/21 176 Peterson, D. R. 4/9/21 317 Loan, L. W. 1/30/21 176 Osborne, W. B. 5/9/21 34 Snyder, K. C. 3/15/21 77 Villers, G. A. 8/23/21 126 Johnson, M. C. 7/1/21 176 Whitlow, D. J. 6/8/21 317 Marnix, J. H. 1/28/21 126 Robinson, R. C. 6/16/21 177 Guyot, M. D. 2/15/21 332 Goodman, D. E. 9/30/21 126 Shaull, M. W. 7/27/21 177 Mickler, S. J. 1/27/21 332 Rudd, R. S. 4/29/21	3	Williams, S. L. 4/18/20	0 26	Saunders, K. M. 9/25/20	77	Gerrer, D. L.	10/29/20	125	Roth, N. J. 3/31/21	176	Easton, R. D. 6/5/21	313	Toppin, T. F. 12/23/20
5 Osborne, W. B. 5/9/21 34 Snyder, K. C. 3/15/21 77 Villers, G. A. 8/23/21 126 Johnson, M. C. 7/1/21 176 Whitlow, D. J. 6/8/21 317 Marnix, J. H. 1/28/21 16 Bidwell, C. R. 6/5/21 35 Murphy, D. M. 2/21/21 80 Rolfe, W. F. 6/2/21 126 Robinson, R. C. 6/16/21 177 Guyot, M. D. 2/15/21 332 Goodman, D. E. 9/30/21 16 Shaull, M. W. 7/27/21 177 Mickler, S. J. 1/27/21 332 Rudd, R. S. 4/29/21													
6 Forrest, R. J. 3/3/21 38 Chrisopulos, N. 2/15/21 80 Slade, G. D. 7/19/21 126 Shaull, M. W. 7/27/21 177 Mickler, S. J. 1/27/21 332 Rudd, R. S. 4/29/21	5	Osborne, W. B. 5/9/2	1 34	Snyder, K. C. 3/15/21	77	Villers, G. A.	8/23/21	126	Johnson, M. C. 7/1/21	176	Whitlow, D. J. 6/8/21	317	Marnix, J. H. 1/28/21
	6	Long, C. 8/1/2	1 38	Horvath, T. J. 5/19/21	81	Lavelle, T. W.	8/5/21	126	Shope, R. W. 4/25/21	191	Begley, S. L. 4/14/21	332	Snyder, T. J. 7/24/21
6 Nurss, C. E. 12/22/20 38 Mladek, W. R. 6/18/21 82 Rowe, M. J. 9/5/21 127 Verzal, R. A. 7/26/21 191 Latimer, W. H. 6/18/21	6	Nurss, C. E. 12/22/20	0 38	Mladek, W. R. 6/18/21	82	Rowe, M. J.	9/5/21	127	Verzal, R. A. 7/26/21		Latimer, W. H. 6/18/21	340	Deusei, J. J. 3/12/21
6 Outsen, D. H. 3/14/21 38 Monday, A. R. 5/2/21 84 Ward, S. J. 8/23/21 130 Blue, R. D. 5/18/21 193 Schumacher, R. E. 8/23/21													

# -In Memoriam continued

Local	Surname Date	e of Death	Local	Surname Date	of Death	Local	Surname Date	e of Death
340	Frank, R. W.	7/16/21	424	Hewko, F. J.	4/4/21	586	Parisien, S.	8/19/21
340	McPolin, B. T.	5/16/21	424	Juan, F. N. Kossey, D. A.	4/17/21	586	Selle, K. W.	6/25/21
340 340	Patrick, D. L. Valdes, P.	7/7/21 5/14/21	424 424	Maloney, G. E.	4/24/21 4/19/21	586 595	Tremblay, M. G. Brown, M. F.	5/26/21 1/25/21
343	Anderson, A. K.	6/4/21	426	Mollberg, T. J.	7/22/21	595	Drake, Z. D.	5/16/19
343	Bly, W. J.	5/6/21	426	Rainey, T. R.	6/16/21	595	Jancek, T.	6/22/19
343 347	Ensign, F. J. Cummings, J. A.	1/11/21 8/1/21	429 429	Compton, W. C. Gier, N. J.	4/4/21 4/4/21	595 596	Thompson, J. W. Suplita, R. L.	6/23/21 5/12/21
347	Keul, M.	7/14/21	429	Kelly, D. W.	9/12/21	601	Blacker, G. L.	3/18/21
347	Saf, R. L.	5/9/21	429	Marlin, P. W.	5/24/21	601	Pierce, J. M.	5/21/21
349 350	Terranova, P. A. Oltman, W. L.	6/30/21 2/18/21	429 441	Williams, G. E. Dix, G. G.	6/7/21 7/21/21	601 602	Revell, G. R. Allen, M. M.	3/24/21 5/6/21
351	Conover, W. H.	9/23/21	441	Ziegler, M. H.	5/22/21	602	Preas, G. R.	4/25/21
351 351	Hall, T. L. Price, C.	9/14/21 9/3/21	443 446	Blackmon, H. C. Beard, P. W.	7/22/21 7/13/21	606 606	Fritz, T. J. Word, J. S.	8/27/21 5/30/21
351	Rizzer, J. A.	5/30/21	446	Calvert, J. T.	6/2/21	611	Sanchez, D. A.	2/5/21
351	Sainsott, J. J.	9/24/21	446	Scarbrough, F. T.	5/10/21	611	Sullins, A. W.	3/25/21
353 353	Bell, T. C. Brockhurst, I. R.	8/10/21 5/17/21	449 453	Hargraves, G. L. Morelock, L. W.	11/30/20 5/13/21	611 613	Vernon, J. W. Avers, L. A.	6/22/21 5/30/21
353	Brown, H. J.	5/7/21	453	Tillman, J. R.	12/31/20	613	Barronton, W. C.	5/22/21
353	Corp, G. G.	9/12/21	456	Brusca, J. L.	7/17/21	613	Burroughs, W. D.	6/29/20
353 353	Eccles, W. D. Economou, M.	6/22/21 9/17/21	456 456	Megill, R. A. Probus, R.	11/11/20 4/20/21	613 613	Carden, K. J. Lopez, V. M.	5/26/21 3/4/21
353	Irish, P. L.	3/30/21	456	Troop, B.	5/14/21	613	Munro, B. M.	5/21/21
353	Jackson, G. E.	8/9/21	457	Dubree, S. A.	6/17/21	613	Reeves, H. G.	5/4/21
353 353	Kovacevic, M.	3/17/21	459 461	Huffman, C. E.	2/17/20	613 613	Story, H. W. Williams, R. J.	5/5/21 8/6/21
353	Lahay, J. Rebacz, I. P.	3/20/21 10/14/20	465	Hettinger, R. E. Donavan, G.	6/19/21 5/11/21	617	Jacopetti, R. J.	3/14/21
353	Sakkas, C.	5/12/21	474	Mensi, F. J.	4/13/21	625	Pulsifer, S. R.	6/7/21
353	Scotta, L.	6/25/21	474	Tribble, D. G. Rheinschild, G. W.	11/7/20 7/30/21	640 640	D'Apruzzo, V. L. Fowles, J. D.	6/8/21
353 353	Vella, J. A. Wapshott, J. A.	6/26/20 6/24/21	477 477	Rizzo, A. M.	8/24/21	640	Gabaldon, A. J.	7/8/21 6/14/21
353	Zakarie, H. A.	10/1/20	479	Dubose, D. F.	6/20/21	640	Hall, L. A.	12/11/20
354 354	Clark, R. L.	7/20/21	479 479	Dupuis, R. E.	8/25/21	640	Killman, J. R.	7/7/21
354	Ferre, C. A. Jensen, L. R.	6/22/21 5/13/21	480	Lovelady, H. R. Carpenter, J. A.	4/26/20 6/20/21	640 640	Morado, A. G. Rowland, A. R.	1/16/21 7/5/21
354	Kelly, O. L.	6/8/21	480	Hilton, C. D.	6/10/21	648	Spadafora, M. L.	4/14/21
354 354	Porter, J. R.	9/9/21	481 481	Gross, D. I.	3/22/21 2/13/21	649 654	Titus, W. J. Cook, W. A.	8/20/21 2/20/21
354	Richard, T. A. Yates, K. S.	3/5/21 7/2/21	481	Herman, R. E. Loftus, J. A.	4/2/21	659	Edmiston, W. E.	7/9/20
357	Albright, S.	4/15/21	481	Taylor, D. P.	4/30/21	659	Marvin, K. J.	1/10/21
357 357	Baker, F. P. Dees, P. J.	8/18/21 4/14/21	481 494	White, G. M. Andrews, T. M.	12/1/20 7/28/21	659 661	Phillips, J. W. Davis, R. N.	7/31/21 7/30/21
357	Macias, B. R.	3/24/21	494	Fellerer, H. J.	6/20/21	665	Davis, R. N. Dwyer, T. E.	6/14/21
357	Meile, J. P.	4/27/21	494	Grunert, F. P.	5/20/20	665	Hull, H. G.	6/4/21
357 357	Miller, J. B. Olson, O. P.	8/8/21 8/7/21	494 494	Kahn, W. H. Krueger, B. M.	2/22/21 6/9/21	665 666	O'Brien, P. S. Pickle, M. K.	7/13/21 5/28/21
357	Takeda, R. T.	3/22/20	494	Maus, J. E.	7/23/21	666	Pippin, C. E.	5/18/21
357	Whitfield, M. J.	5/25/21	494	Penneau, A. T.	10/4/20	666	Wilder, R. B.	7/11/21
363 363	Anisky, R. L. Conklin, W. M.	7/6/21 5/21/21	494 508	Staudacher, A. J. Rollins, F. E.	5/17/21 8/28/21	673 673	Furmage, C. N. Swickheimer, J. 6	6/15/21 i. 7/4/21
363	Crispell, D. B.	7/28/21	520	Parham, W. T.	7/23/21	683	Rinehart, L. A.	7/6/21
363	Fischer, H. L.	7/26/21	527	Parker, W. F.	3/12/21	692	LaLonde, R.	5/8/21
363 363	Gerlach, W. A. Roublick, J. A.	6/9/21 9/17/21	529 530	Gaudet, G. J. Lounsbury, R. P.	1/24/21 5/2/21	697 697	Greer, D. A. Killion, R. A.	9/8/21 5/24/21
363	Sylvester, F. M.	5/22/21	530	Pede, D. S.	6/22/21	697	Spurr, J. G.	7/9/21
365	Heiskell, M. J.	6/2/21	530	Pettit, P. M.	4/30/21	700	Foti, M.	2/10/21
369 369	Bailey, G. Barker, J. C.	7/2/21 12/27/20	530 532	Smith, R. L. Schleicher, W. W.	5/2/21 3/13/21	702 702	Browning, J. D. Byers, L. R.	5/7/21 4/4/21
369	Burke, C. D.	5/24/21	540	Babarcik, J. W.	9/20/21	702	Dawson, R. R.	3/28/21
369 369	Foster, D. R. Goss, M. D.	8/16/21 5/23/21	540 551	Klotz, D. D. Mooney, K. E.	5/28/21 2/6/21	702 702	Kimbrel, D. J. McKenzie, R. K.	8/6/21 7/8/21
369	Moody, T. M.	7/3/21	551	Moreno, E.	4/24/21	714	Jundt, C. R.	8/18/21
369	Selter, R. J.	5/9/21	557	Card, R. M.	5/19/21	716	Bognar, J. R.	7/7/21
369 369	Tankersley, R. E. Tilford, L. R.	5/8/21 4/5/21	558 558	Farmer, K. E. Nix, L. K.	5/26/21 1/12/21	716 716	Bright, H. C. Casanova, R. J.	5/17/21 8/16/20
369	Turner, R. L.	10/12/20	558	Wade, N. K.	7/1/21	716	Foley, K. W.	6/2/21
379	Bonderski, C. P.	10/23/20	567	Wisser, S.	6/5/21	716	Gibson, H. W.	8/18/19
379 387	Lindsey, K. Timberlake, R. W.	4/24/21 8/8/21	569 569	Foster, J. W. Paugh, D. L.	6/17/21 5/14/21	716 716	Shumate, S. L. Wilson, J. W.	5/24/21 7/20/21
388	Pierce, W. C.	8/21/20	569	Small, T. D.	6/30/21	723	Johnson, E.	7/20/21
396	Dingman, S. P.	6/1/21	570	Comolli, A.	5/20/21	725	Field, S. T.	6/17/21
400 400	Berry, J. L. Totaro, J.	4/18/21 6/19/21	570 570	Conwell, J. F. Talbot, L. A.	3/10/21 5/10/21	725 725	Hooper, J. L. Tessman, E. K.	5/13/21 5/19/21
400	Upmal, E. A.	7/23/21	573	Faler, B. L.	5/20/21	728	DeLewis, K. A.	6/17/21
401	Bosch, C. G.	5/3/21	573	Whaley, T. A.	5/18/21	728	Dickerson, L. S.	10/2/20
401 401	Potter, D. L. Treptow, W. K.	6/30/21 1/2/21	575 576	Jewett, E. M. Blalock, G. C.	2/15/21 5/6/21	728 743	Hallett, B. F. Beebe, M. L.	5/17/21 3/15/21
413	Blessing, L. R.	7/16/21	577	Gialdella, G. W.	5/19/21	743	Skusa, E. R.	9/2/21
413	Robinson, T. R.	5/12/21	577	Perkins, R. G.	3/10/21	756 756	Hirschi, W. B.	8/1/21
415 420	Morgando, S. E. Osborne, J. R.	6/18/21 4/4/21	583 584	Calvillo, E. B. Berry, N. A.	12/15/20 5/7/21	756 760	Michels, B. S. Calloway, B. M.	10/15/20 6/2/21
424	De Leon, O.	4/21/21	584	Nelson, J. F.	5/21/21	760	Goans, J. O.	5/22/20
424	Flecknor, C. D.	8/3/20	586	Faktor, R. E.	8/9/21	760	Pursiful, T. E.	7/25/21

Local	Surname Da	te of Death	Local	Surname Date	e of Death	Local Surname Date of Death
760	Rice, R. K.	6/29/21	995	LaMotte, A. F.	6/17/21	2150 Oyer, W. A. 9/16/20
760	Sharp, E. L.	8/15/21	995	Parent, T. V.	3/23/21	I.O. (11) Schlemmer, W. A. 7/7/21
760	Stephens, M. L.	8/23/21	995	Simoneaux, M. J.	2/17/21	I.O. (15) Goeckel, R. W. 3/22/21
765	Cooner, J. B.	4/10/21	1049	Agurkis, M. G.	1/29/21	I.O. (84) White, J. J. 5/31/21
768	Doolittle, R. D.	10/31/20	1105	Harlan, S. W.	4/18/21	I.O. (134) Gillette, C. E. 10/2/21
768	Kamrud, R. A.	4/14/21	1105	Johnson, C. M.	3/14/21	I.O. (134) Wolicki, F. J. 6/25/21
768	Person, J. A.	5/27/21	1116	McDaniel, P. E.	1/19/21	I.O. (136) Williams, R. B. 6/28/21
769	Feneley, C. A.	6/13/21	1141	Conley, C. E.	10/9/20	I.O. (208) Gilchrist, C. P. 12/11/20
776	Collins, R. A.	12/5/20	1141	Risenhoover, E. B.	8/23/21	I.O. (233) Wermling, G. A. 12/31/20
776	Dixon, R. H.	1/20/21	1186	Arista, D. V.	12/27/20	I.O. (412) Davis, W. D. 6/14/21
776	Stephens, J. E.	6/24/21	1186	Harada, A.	6/30/21	Pens. (7) Auger, J. A. 3/20/21
816	Collins, W. L.	8/1/21	1186	Nakano, B. T.	5/6/21	Pens. (18) Maupin, T. P. 7/30/21
852	Flanagan, R. J.	5/4/21	1186	Takasawa, A. Y.	5/30/21	Pens. (58) Davis, R. T. 8/23/21
852	Schmidt, L. R.	2/20/21	1186	Uchimura, N. K.	5/21/21	Pens. (223) St. Pierre, M. 2/27/21
861	Benoit, T. B.	8/4/21	1191	Hall, J. J.	8/27/21	Pens. (323) Brandenburg, E. F.5/29/21
861	Broussard, G. O.		1245	Cox, H. E.	8/12/21	Pens. (1788) George, R. G. 4/20/21
861	Corson, D. W.	7/9/19	1245	Everett, H. V.	6/21/21	Pens. (I.O.) Arbogast, J. E. 5/22/21
861	Fox, J. E.	5/18/21	1245	Marttila, L. K.	6/9/21	Pens. (I.O.) Barnard, J. T. 5/17/19
861	Ogea, C. W.	5/30/21	1245	Perkins, J. S.	5/24/21	Pens. (I.O.) Baskin, K. 12/18/19
861	White, J. A.	5/17/21	1249	Millard, W. H.	3/20/21	Pens. (I.O.) Bergquist, C. 2/24/21
873	•	1/10/21	1249	Phillips, C. A.	5/25/21	Pens. (I.O.) Boutwell, S. R. 1/15/21
	Bailey, J. L.	6/1/21	1249	• •	5/23/21	Pens. (I.O.) Bridges, R. D. 6/10/21
873	Geurin, J. W.		1249	Webb, R. I.		, , , ,
873	Turner, L. A.	5/5/21		Quimby, G. E.	7/1/21	Pens. (I.O.) Canovali, D. H. 3/22/21
876	Pagel, R. E.	8/2/21	1316	Bedsole, R. M.	6/4/21	Pens. (I.O.) Clark, A. W. 5/9/21
890	Ponder, T. B.	2/21/21	1319	Kavetski, L. M.	8/9/21	Pens. (I.O.) Cleek, L. 12/16/20
903	Bentz, S. L.	4/6/21	1340	Lund, D. L.	7/12/21	Pens. (I.O.) Culhane, J. 7/11/21
903	Bradley, L.	6/13/21	1362	Kratzer, D. A.	4/10/21	Pens. (I.O.) Dorr, H. C. 11/20/20
903	Murray, T. J.	5/30/21	1391	Donaldson, W. M.		Pens. (I.O.) Fisher, R. S. 6/21/21
903	Sentell, L. E.	5/17/21	1393	Corn, C. N.	7/4/21	Pens. (I.O.) Flynn, W. R. 6/27/21
906	Blomquist, J. A.	7/8/21	1426	Davis, J. H.	6/5/21	Pens. (I.O.) Grenell, L. E. 5/5/21
906	Clairmont, J. A.	5/17/21	1505	Mulloney, J. F.	4/22/21	Pens. (I.O.) Grimaldi, M. 2/24/21
906	Lippens, T.	7/18/21	1531	Coston, H.	5/21/21	Pens. (I.O.) Guck, P. J. 3/23/21
915	Harris, J. J.	7/6/21	1547	Barry, P. J.	5/10/21	Pens. (I.O.) Haub, L. M. 1/19/21
915	Liebman, L.	7/25/21	1547	Bouton, G. D.	2/15/21	Pens. (I.O.) Heller, C. 3/27/21
915	Swilley, E. L.	8/11/21	1547	Dale, G. G.	1/10/21	Pens. (I.O.) Kimmel, C. B. 6/9/21
915	Whitaker, J. D.	7/20/21	1547	Dees, A. D.	6/25/21	Pens. (I.O.) Manson, P. J. 12/12/20
917	Guin, R. E.	12/17/18	1547	James, S.	6/2/21	Pens. (I.O.) Marsillo, P. 8/10/21
934	Jessee, J. M.	6/25/21	1547	Payne, R. L.	3/30/21	Pens. (I.O.) Mollan, V. E. 4/21/21
949	Schluter, J. L.	6/24/21	1547	Schroer, L. R.	6/6/21	Pens. (I.O.) Nectoux, H. J. 7/1/21
952	Dillberg, D.	4/29/21	1547	Snider, L. D.	9/22/20	Pens. (I.O.) Nytchay, W. 8/12/21
972	Radabaugh, K. L	12/14/20	1547	Thomas, J.	7/16/21	Pens. (I.O.) Park, G. E. 3/10/21
993	Jelfs, T. D.	5/24/21	1573	Williams, T. F.	7/28/21	Pens. (I.O.) Singbeil, R. K. 5/17/21
993	Kelly, J. W.	5/14/21	1701	Hardy, M. A.	5/22/21	Pens. (I.O.) Stevens, E. I. 5/6/21
993	Sichert, M.	12/3/19	1701	Turnham, W. S.	6/1/21	Pens. (I.O.) Storie, R. S. 3/4/21
995	Babin, K. J.	5/12/21	1908	Bloom, R. A.	7/18/21	Pens. (I.O.) Thenes, R. F. 12/9/20
995	Breaux, L. J.	10/18/20	1925	Kester, J. F.	6/7/21	Pens. (I.O.) Warnick, E. L. 8/8/21
995	Dixon, A. W.	8/17/21	2085	Kelch, A. G.	9/23/21	Pens. (I.O.) Zuelsdorf, R. D. 6/28/21

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# 2020 Summary Annual Report for the **National Electrical Annuity Plan**

This is a summary of the annual report for the National Electrical Annuity Plan. #52-6132372, for the year ended December 31, 2020. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### **Basic Financial Statement**

Benefits under the plan are provided by a trust. Plan expenses were \$381,827,583. These expenses included \$16,657,718 in administrative expenses and \$365,169,865 in benefits paid to participants and beneficiaries. A total of 140,650 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$11,344,602,540 as of December 31, 2020, compared to \$9,654,750,185 as of January 1, 2020. During the plan year the plan experienced an increase in its net assets of \$1,689,852,355. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had

> Lonnie R. Stephenson **NEAP Trustee**

total income of \$2,071,679,938, including employer contributions of \$866,193,167, gains of \$55,945,999 from the sale of assets, earnings from investments of \$1,145,275,879, and other income of \$4,264,893

### **Minimum Funding Standards**

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

### Your Rights to **Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- · financial information and information on payments to service providers:
- assets held for investment:
- · transactions in excess of 5 percent of plan assets: and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266,

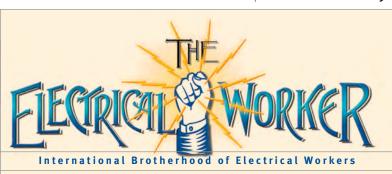
Kenneth W. Cooper **NEAP Trustee** 

David Long **NEAP Trustee**  Dennis F. Quebe **NEAP Trustee** 

### (301) 556-4300. The charge to cover copying costs will be \$18.25 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Boulevard, Suite 500, Research Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210.



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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# Notice to Participants in the National Electrical Annuity Plan **Explanation of Preretirement Surviving Spouse Benefit**

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account: (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account: (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

### **Elections/Consents**

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NFAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

# Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse. vour spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■



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# **HOW TO REACH US**

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

### Send letters to:

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

Or send by email to: media@ibew.org

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The Electrical Worker (online)

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

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

Paid advertising is not accepted.

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

# **WHO WE ARE**

# **18-Year-Old Ohio Member Saves Mother-Son Pair off North Carolina Coast**

ravis Shrout is just 18 but he's a third-generation member of Cleveland Local 1377, having followed his parents and grandparents into the broadcasting industry in northeast Ohio.

It's why he understands community service is a key tenet of IBEW membership — one that showed in a big way during a family vacation in July when he rescued a mother and her 10-year-old son from a dangerous undertow off the North Carolina coast.

Video of the rescue was captured by an overhead drone and shared on social media, leading to national news coverage and numerous honors for Shrout, including the American Red Cross Lifesaving Award.

The college sophomore was honored during a city council meeting in his hometown of Stow, Ohio. He's been interviewed by multiple local Cleveland television stations and the nationally syndicated "Inside Edition."

"It's pretty crazy," said Shrout, who attends Hiram College, where he's a member of the school's soccer team. "A family friend who was there with us said he wanted to put his drone out [over the water] to test its tracking. Had he not done that, no one would have known about it. It's crazy how it came to be."

Before he started working on broadcast crews at Cleveland sporting events, Shrout underwent YMCA lifesaving training and later worked as a lifeguard. He put those skills to use on July 3, the final day of a family vacation in Topsail Beach, N.C.

He was swimming with his boogie board when he noticed Ashley Batchelor and her son, Conner, were struggling about 15 yards away.

when I got to him."

Using that lifeguard training, he was able to get one arm around Conner and use the other to swim back to Ashlev.

"She told me, 'Thank you, thank you, thank you, thank you,'" Shrout said. "'You're my hero.' I told her, 'Let's get back to shore first.'"

They did just that, supporting themselves on the board and using the waves to help push them in. Shrout estimated the entire episode took about four minutes.

Batchelor told "Inside Edition" she told Shrout repeatedly after the incident he had saved the pair's life.

"I told him if I could give you anything in the world, I would give it to you right now," said Batchelor, who embraced Travis' mother when she and her son finally got to shore. "I told her if he has no other purpose in life, he has fulfilled his purpose."

Gretia Shrout, Travis' mother, posted the video shot from the drone on her Facebook page alongside a healthy dose of motherly pride.

A few days later, the family started hearing from reporters from Cleveland television stations and the Akron Beacon Journal.

"This goes back to something [Travis] and his brother learned in Boy Scouts, and really has stuck with our family, that you need to do a good turn daily."

– Gretia Shrout, Cleveland Local 1377 member



Travis Shrout and his grandmother Karen on the field at FirstEnergy Stadium, the home of the Cleveland Browns.

"I just kind of naturally look out and keep my eye on people," he said. "There were two people out farther than me, and I was out pretty far. That was definitely not normal."

Shrout asked if they were OK. When Ashley responded with "no," he swam several yards to her and gave her the board to support herself. He then swam farther out to reach Conner, whose head was slipping beneath the water.

"That was probably the first time I was a little scared," Travis said. "I had given up the thing I could float on, so I didn't really know what I was going to do

"This goes back to something he and his brother learned in Boy Scouts, and really has stuck with our family, is that you need to do a good turn daily," said Gretia, who now works as a media manager for NFL Films. "Whether it is as simple as holding the door open or going to mow the lawn for an elderly person, there's always something to do for someone. Both boys were raised that way."

Travis received a proclamation from the mayor in Stow, Ohio, the city where the Shrouts live near Akron. He also has been nominated for the Carnegie Hero Award, which is awarded to a person in either the United States or Canada who risks their own life while saving the lives of others.

"He's like, 'I don't know why it's that big of a



▲ Cleveland Local 1377 member Travis Shrout (top photo)

Travis and his arandmother. Karen Shrout. who has worked Cleveland Browns home aames since 1999 and also is a Local 1377 member. The two now work the parabolic microphone, which picks up hard-toreach sounds on the field.

deal," Gretia said. "'Anyone would have done that.' I remind him a whole beach full of people were there that day and they didn't know what was going on. That's how heroes are made. Ordinary people doing extraordinary things."

During the NFL season, the younger Shrout works Cleveland Browns home games, where he can be seen carrying the parabolic microphone along the sideline. Often called the sound disk, the microphone looks like a small satellite dish and picks up hard-to-reach sounds on the field. He also works sideline utility.

Shrout usually is employed by CBS or Fox Sports, which qualifies him for IBEW membership.

"It's definitely not glamorous," he said. "You're getting dirty and you're on your feet all day. But it's a lot of fun. It's like a little family that gets together on Sunday. Everyone jokes around but gets the job done."

Working the Browns games truly is a Shrout family tradition. Rick

Shrout, Travis' grandfather, started it in 1994 and worked utility, making sure all the wires and electrical equipment were installed properly before a telecast. He currently operates the sideline cart during Browns' home games.

Karen Shrout, Rick's wife and Travis' grandmother, started working sideline utility in 1999 and, like her grandson, now operates a parabolic microphone on the sideline. Gretia worked in utility during the Browns games from 2012 to 2016.

Jesse Shrout, Gretia's husband and Travis' father, worked utility from 2000 to 2019 and now is a Hawk-eye technician at FirstEnergy Stadium, the Browns' home field. Hawk-eye syncs various camera



Stow, Ohio, Mayor John Pribonic awards Shrout a proclamation issued by city officials. The Shrout family lives in Stow.

angles together and allows NFL officials to view replays of a call on the field as quickly as possible.

"Each time we had a situation where someone retired or left and someone could jump on the crew, we've always had someone step up and say, 'I'll do it,'" Gretia said. "I can't explain the pride we have in saying this is third-generation. It's really kind of a cool thing. Tech managers from the networks come in and jokingly say, 'This is Shrout Stadium."

They're all proud to uphold the high standards their employers have for IBEW members on the job, and they're also proud of the new lifesaver in the family, even if he still thinks anyone would have done the same thing.