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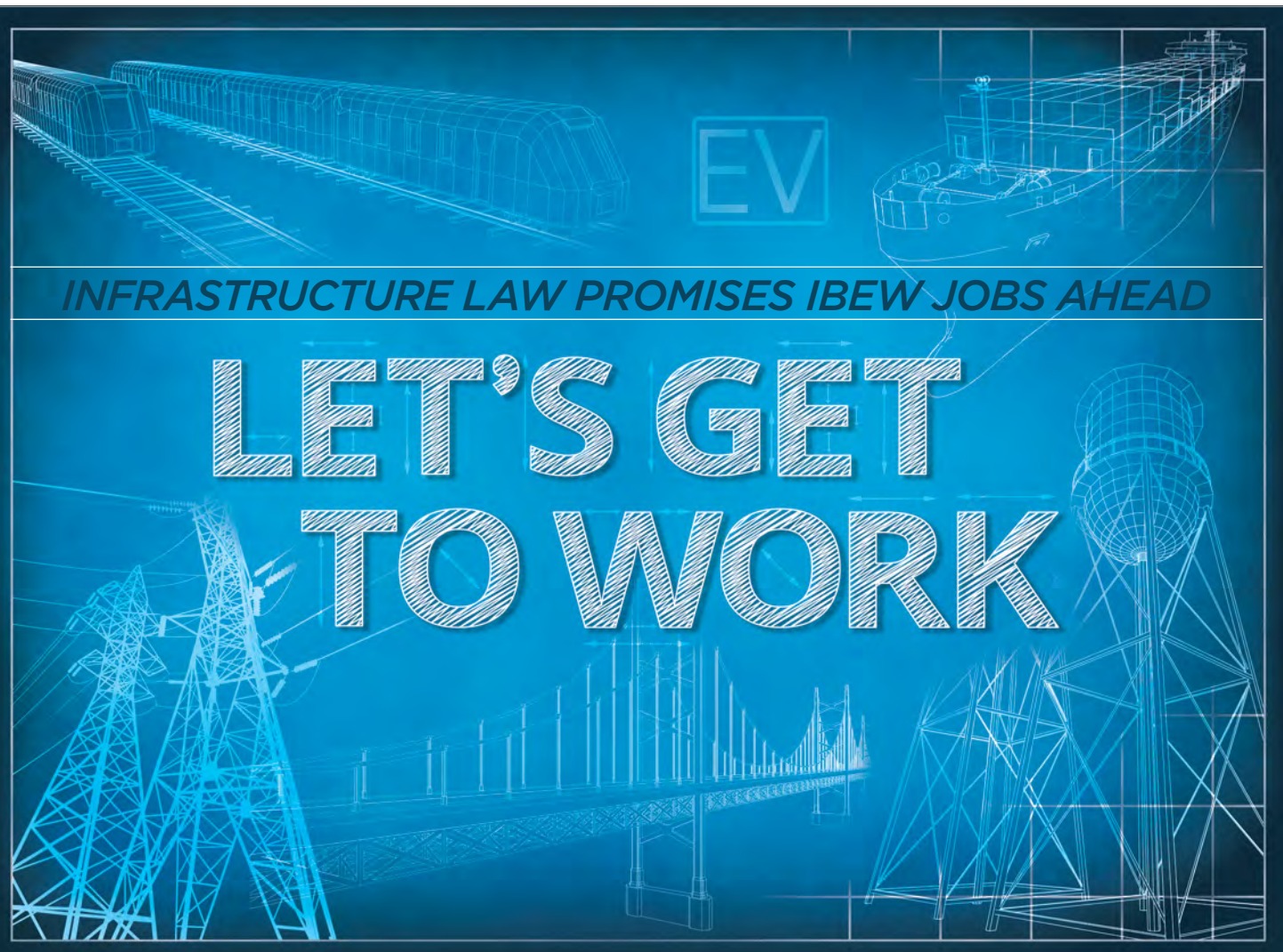
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My IBEW STORY

We asked you to share what IBEW membership
has meant in your life. See what you had to say.

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A top priority for the IBEW and the AFL-CIO became reality Nov. 15 when President Joe Biden signed the historic \$1.2 trillion Infrastructure Investment and Jobs Act into law. International President Lonnie R. Stephenson and 11 other IBEW members attended the White House ceremony, which fulfilled Biden's campaign promise to address America's pressing infrastructure needs while using skilled union workers to do it. It will be the nation's largest infrastructure investment since at least the construction of the federal interstate highway system, which began in the 1950s.

BUILDING IT UNION

Roads will be improved. More Americans will have access to high-speed internet. Fewer will have to worry about unsafe drinking water. And those projects just touch the surface.

IBEW members will be there every step of the way, in construction, utility, telecommunication, railroad and wherever there is a need. The wave of work will open the brotherhood to more American workers and make it an even stronger union.

"I could not be prouder of the IBEW members who have long called for transformative investments in infrastructure and are now ready to get to work rebuilding this country," Stephenson said.

"Our IBEW brothers and sisters will lead the way in modernizing our nation's electric grid, building out the charging infrastructure needed for the wide-scale

adoption of electric vehicles, buses, trains and trucks, ensuring that broadband reaches every corner of this country, and continuing our critical work as the power professionals who build and maintain the grid that makes life in America possible."

Stephenson thanked members and allies for contacting senators and representatives urging them to vote for the bill. It passed in both the House and Senate with bipartisan support, a rarity in today's national politics.

"We will be leaders in building a cleaner, stronger, safer country that includes more good-paying union jobs and allows more Americans to move into the middle class and strengthen our economy," he said.

Added AFL-CIO President Liz Shuler, a member of Portland, Ore., Local 125: "Victories like this are why we campaigned so hard for President Biden. ... [The] final passage of the Infrastructure Investment and Jobs Act is a monumental political and legislative accomplishment. After decades of delay and decline, America's workers stand ready to rebuild our country."

INFRASTRUCTURE LAW *continued on page 4*

FROM THE OFFICERS

Building Paths to the Middle Class



Lonnie R. Stephenson
International President

The recently passed Infrastructure Investment and Jobs Act is critical to restoring America's economic competitiveness and transitioning towards a modern electrical grid and clean energy future. This legislation will mean millions of jobs, especially energy jobs. And while all this new work is good news, it means we must take the growing skilled blue-collar jobs shortage seriously.

In both the construction and utility industries, the baby boomer generation is on its way out of the workforce without enough workers from younger generations to fill the gap. The Center for Energy and Workforce Development found that more than half of the electric and natural-gas utility workforce could retire within the next decade.

There are many reasons for this, but one of the biggest is the cultural bias against blue-collar jobs promoted by our schools and policymakers. Too often depicted as low-skill, dead-end jobs, we IBEW members know that this couldn't be further from the truth. A union wireman or lineman enjoys a salary and benefits package that rival many white-collar professions. Many times they even exceed them. And unlike many college graduates, our members start their professional careers debt-free. Every day we're working with our heads and hands performing

critical work powering North America.

As IBEW members, every single one of us must play our part in creating pipelines to connect workers to futures in the construction and energy industries. From talking to high school students to promoting pre-apprenticeship programs, we must be out in our communities talking about all the good things a career in the IBEW brings.

This looming labor shortage is why our diversity and inclusion efforts are especially critical. Despite all the progress we've made in the last decade, the construction and utility industries are still predominantly white and male. Today, only 6% of all construction workers are Black; just 3% are women. That means a big part of the workforce remains outside our ranks. We're not going to fill the growing skills crunch without ensuring that our industries represent the full diversity of North America as a whole. Diversity is not just a moral imperative but an economic one as well.

That is why the IBEW Strong program focuses on creating a welcoming atmosphere for new workers and being proactive about reaching out to women and workers of color who might have never considered a career in the trades.

We are not going to rebuild our infrastructure without rebuilding our energy workforce. More than ever, investing in our economy and a clean-energy future means investing in recruiting and training the next generation of energy workers. For 130 years, the IBEW has fought to ensure that energy jobs are good, middle-class jobs that support families and uplift our communities. We are committed to working with our employer partners and lawmakers to meet future workforce demands and open pathways to the middle class for tens of thousands of working people. ■

The Year of the Worker

Happy New Year, sisters and brothers.

As we close the books on another year and look to 2022, I couldn't be more enthusiastic about the direction the IBEW and the labor movement as a whole are heading.

After weathering the worst of COVID-19's first year, the last eight months of 2021 saw unprecedented growth in IBEW membership amid a national wave of workers standing up and demanding to be valued appropriately by their employers.

Lonnie and I are proud of the way IBEW membership roared back from its 2020 ebb, but we weren't surprised. Because as long as workers want careers that will provide for themselves and their families, the IBEW will always have a strong appeal.

But the appeal of a union extends far beyond just the IBEW.

Last fall, we were proud to stand with workers from Nabisco, John Deere, Kellogg's and many more who, like our own sisters and brothers, worked tirelessly during the worst of the pandemic to keep North America's economy going. When their sacrifices went unrecognized, they stood up for themselves and exercised their right to strike to win the concessions they'd earned.

Some called it "Striketober," but it was so much more than a catchy name. With more than 100,000 workers either on strike or preparing for one, it was the single largest wave of union action this century.

There are lots of opinions about why so many workers chose to rise up when they did, but I think it had a lot to do with the pandemic. The term "essential workers" got thrown around a lot in the early days of March and April 2020. But what I believe working people realized is that we're all a lot more essential than we may have realized before. And we're tired of being treated as expendable.

It's why I believe unions are in a position to organize like we've never organized before. Just look at the latest polling on unions. Two in three Americans approve of labor unions, the highest it's been in more than 50 years. Among young people and people of color, three in four support unions, and nearly 50% say they'd join a union tomorrow if they had the chance.

Still, just fewer than 11% of Americans and 30% of Canadians belong to a union. For some, that's disappointing, but I see opportunity.

This year is the year when labor stops playing defense and starts going on the offense. Let's keep our momentum growing and continue to organize and stand in solidarity with workers who are fighting to organize or battling for fair wages and better working conditions.

Let's make 2022 the year of the worker. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS TO THE EDITOR

What a Union is All About

I just finished reading the December issue of *The Electrical Worker* and the article about utility workers in Puerto Rico becoming part of Local 222 in Orlando, Fla. What a great story! To me, belonging to a union is what it is all about, providing a good life for yourself and your family while making successful employers and communities.

As unions we need to build and expand upon that foundation. Being a retiree after 32 years in the trade, I am thankful for the opportunities being a union electrician gave me. I would suggest any young journeyman or journeywoman to not be too proud to ask questions or for help if you aren't familiar with a work assignment. I should have practiced that more often. Our trade skills are too varied for a person to know it all. Also, I would recommend to work outside your local within your state or out-of-state to appreciate the diversity and skill of the IBEW membership. There are lots of good people. I'm looking forward to the next issue.

*Philip Heim, Local 343 retiree
Rochester, Minn.*

Verse for the Brotherhood

My late brother, Henry J. "Hank" Weston wrote this poem in June 1993. He was a proud 40-year member of Nashville, Tenn., Local 429. He traveled all across the country from New York to California and Florida, Texas to North Dakota, and loved meeting new brothers along the way. He'll be missed.

'We Care'

We are the UNION
You and I
The things we fight for
Some wonder why
Some say we are lazy
And don't want to work
Others know the truth and
Don't listen to those folks
If you screw a brother
You best beware
Because we are the IBEW
And we care.

*William H. "Billy" Weston, Local 429 retiree
Nashville, Tenn.*

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

Matthew Ostrowski, Inside Apprenticeship

Detroit Local 58



"Before joining the IBEW, I'd worked for nonunion contractors since I was 19, and I thought I'd never learn how to be a better electrician. For three years, I did what I was told and didn't get much proper training.

I'd learned about the union in a vocational class in high school, and I knew that's where I wanted to be. After five years of applications and interviews, I finally got the call from a business agent the same day I got engaged to my wife and put in an offer on my house. It was a triple victory!

In the year since I've been a Local 58 apprentice, I've been to different jobs I would never have experienced without the IBEW. I've learned skills faster and

better, and I've gotten to experience being left completely on my own with blueprints and a task. The IBEW has taught me how to do work in a better and proper way.

Before the last year, I was worried I'd never get in, I'd never get the training I needed to become the best electrician I could be, and I'd never make enough money to buy a house and support my family. Joining the IBEW has made my life so much better."

Share your story at ibew.org/MyIBEWStory

Stronger Together: Washington Utility, Workers Embrace Code of Excellence

The Grant County Public Utility District already had a reputation as an enviable place to work: a strong union contract, increasingly open lines of communication between employer and employees, and relatively few grievances. Not to mention its scenic perch along Washington state's majestic Columbia River.

But management and labor both believed it could be even better.

Last fall, after several years' work and pandemic delays, a Code of Excellence agreement between the PUD and Seattle-based Local 77 made it official.

More than 550 employees — nearly all full-time managers, staff, and crew — attended the virtual rollout Sept. 30, where speakers included a slate of Local 77 members.

"When we started this endeavor, I think we saw each other as union and management," said Scott Elliott, a journeyman lineman, foreman and COE team member with 22 years on the job at Grant PUD.

"As the team has met and planned over the last two years there's been an increased feeling of cohesion," he said. "I think I can speak for all and say that we now feel more like 'Team Grant' than union and management."

The IBEW launched the Code of Excellence in 2007, a shared commitment to high standards and mutual respect that's been lauded by utilities, manufacturers, and other participating employers.

"Grant County is one of those contracts now," Local 77 Business Manager Rex Habner said, praising the leadership of CEO Kevin Nordt and reflecting on the Code's core humanity.

"We're not robots. We're not meant to be robots," he said. "We can improve the experience of everyone here. I speak on behalf of the represented folks, but this is an opportunity for every last employee at Grant. There is no separation."

Nordt agreed, introducing Habner and Assistant Business Manager Brian Gray — who has represented the Grant PUD unit since 2014 — as "two good friends."

"I can't tell you how excited I am to talk about (the Code)," he told his employees. "As I always like to say, 'One team, one family, better together.'"

The pandemic strengthened those bonds, as well as the shared pride in being essential workers. Some even volunteered to sequester at the PUD's dams for days or weeks during quarantine to ensure customers didn't lose power.

It's one way the crisis led to greater flexibility and teamwork, key elements of the COE, as Local 77 member Bross Holland observed.

"Just because things have worked in the past, that doesn't mean those same things are going to work now or in the future," said Holland, a fleet utility technician and Local 77 steward for most of his 15 years at the PUD. "As a company we



Labor and management alike are excited about a new Code of Excellence agreement at the Grant County Public Utility District in central Washington, which employs hundreds of members of Seattle-based Local 77. Pictured clockwise from top: Wanapum Dam, one of the PUD's hydroelectric projects; IBEW linemen at work; and steward and fleet utility technician Bross Holland, a COE committee member and one of many workers actively involved in bringing the Code to life.

need to be able to adapt and evolve.

"We've seen this work over the last year and a half or so with COVID-19 as an example. Everyone came together to come up with creative solutions on how to stay safe while still performing our duties in an efficient manner."

He said it underscores "that the best ideas usually come from those that are closest to the work. We need to have a culture where all employees have the ability to identify solutions and influence positive outcomes."

For years leading up to the 2020 rollout, Nordt had heard International President Lonnie R. Stephenson and others talk about the Code of Excellence. "It was something that came on my radar screen being out and about in the industry," he said.

But it wasn't until December 2017 that he and Gray discussed it. "It was the

proverbial dark and stormy winter night," Nordt said, recalling a late-day knock at his office door.

Gray had been out in the bitter weather visiting worksites at the PUD, where everyone from outside linemen, service technicians, office staff, dam maintenance, fishery workers, and more — more than 30 units in all — are covered by the Local 77 contract.

"Brian had some concerns," Nordt said. "Morale could be better. Safety could be better, other things. I was saying kind of the same."

Had their dynamic been different, "We could have easily fell into, 'Your guys could do better, and I got it right, or vice versa,'" he said.

Recognizing their common goals, the conversation turned to the Code. Each credits the other with being the first to bring it up.



making progress for several years under new ownership. An era of high tension and endless grievances was giving way to better communication, less micromanagement and more trust.

"What struck me most was the enthusiasm I saw coming from the management side," Gray said.

"They gave us a foundation of why they wanted to do it, where they are today with employee engagement, settling disputes at the lowest level possible. ... It's been very proactive for them."

By all accounts, the challenges were never as steep in Grant County. But a near-fatal accident at a hydro plant in 2015 was a clear sign that they needed attention.

Holland said it was a turning point. Management brought in safety consultants and involved workers in what they call Continuous Improvement Teams.

"Every team was assigned a different topic — safety-related issues that needed fixing," he said. "It gave members, being front-line employees, a say in how things needed to be done. That was a huge improvement."

It opened the door to other progress, laying a solid foundation for the Code.

"We can make this an awesome place to work," Nordt said. "This isn't just a program that got rolled out with some doodads, it's not the flavor of the month. This is something that's going to last."

With any new initiative, there are skeptics. Holland, who is expected to take on a COE-related position as a training specialist, is committed to winning them over.

"We've had a little bit of pessimism about it, a lot of questions," he said, citing virtual break-out sessions the day of the rollout and ongoing efforts to talk one-on-one with workers who have concerns.

"For the most part, people are optimistic. They see it as a good thing, and why wouldn't they?" Holland said.

"The biggest thing we have to do is continually talk about it. We have to bring it up in everyday conversation to keep it alive and relevant and keep moving forward." ■



Continued from page 1

Let's Get to Work

Infrastructure Law Promises IBEW Jobs Ahead

What's in the Infrastructure Law?

Without a doubt, IBEW members across nearly every branch will be central to the wide-ranging upgrades paid for by the historic package.

"Every aspect of infrastructure has an electrical component, if not the major component," Business Development Director Ray Kasmark said. "The whole thing involves us."

That includes a massive role in one of the bill's most publicly recognizable features: the construction of about 500,000 charging stations for electric vehicles across the country by 2030 at a cost of \$7.5 billion. There are currently about 43,000 charging stations nationwide, according to the Energy Department.

The additional stations will make it more convenient for consumers to purchase environmentally friendly electric vehicles and accelerate the widespread adoption of EV technology. Public transportation systems and school systems will have more incentive to purchase electric buses.

"This opportunity to build more of an electric vehicle charging infrastructure, which this bill supports and invests in, is an opportunity for our members to put our skills to work," said Micah Mitrosky, a Ninth District international representative who specializes in renewable energy and clean transportation.

Kasmark noted the IBEW has been an enthusiastic supporter for nearly a decade of the Electric Vehicle Infrastructure Training Program, which educates electricians on the installation of electric vehicle charging infrastructure. It has been especially critical in the Ninth District — which includes California, Nevada, Oregon, Washington, Alaska and Hawaii — as more public agencies and state governments adopt clean air mandates to address climate change, Mitrosky said.

"In California, our members have already built thousands of charging stations and the supporting infrastructure," she said. "We are ready to build more. The IBEW is on the leading edge and best positioned to deliver this work."

The push toward electric vehicles will pay off in other ways as well. The Ford Motor Co. is building a \$5.6 billion campus 50 miles northeast of Memphis, Tenn., to build electric trucks and batteries. The electrical piece of its construction belongs to members of Memphis Local 474, some of whom will stay behind when it is finished to carry on maintenance work.

Construction & Maintenance Director Mike Richard noted Ford likely would not have committed to the project earlier in 2021 if it did not feel strongly that an infrastructure bill was on the horizon.

"It's going to be a huge boost to our membership," Local 474 Business Manager Paul Shaffer said. "We're going to have to do some recruiting to meet that kind of work. Typically, a job like that demands hundreds of electricians, and like most places around the country, we don't have hundreds of electricians available."

The vehicle charging station construction is a portion of \$73 billion designated to upgrade the nation's electrical grid, including modernizing it to better distribute renewable energy. IBEW members across the country in construction and utility will be on the forefront of those efforts.

"The grid upgrades are tremendously needed," Construction Organizing Director Al Davis said. "That is going to expand our work both for both inside and outside construction members. It's long overdue."

IBEW members also will be on the forefront of updating electrical systems at airports and ports, which have been neglected for so long in many areas that they are viewed as a security risk. A little more than \$17 billion will go towards improvements at ports, with White House officials estimating about 68% of that figure being for new construction.



President Joe Biden signed the Infrastructure and Investment Jobs Act in front of hundreds of supporters, many of them union members, during a White House ceremony on Nov. 15.

"We will be leaders in building a cleaner, stronger, safer country that includes more good-paying union jobs."

— International President Lonnie R. Stephenson

The shipping delays prior to this holiday season have highlighted inadequacies in the system that have been left unchecked for some time. Now, the Biden administration and Congress are taking steps to deal with them while also making them more environmentally sustainable.

No other organization is ready to meet the moment quite like the IBEW.

"It is mind-boggling the amount of activity that goes on at major sea ports," Richard said. "The logistics and the electrification of that process is going to be big for us as well. This is really unprecedented."

IBEW members are also expected to take a leading role in upgrading the nation's water service infrastructure. White House officials noted that about 10 million Americans and 400,000 schools and child care centers lack safe drinking water — from rural towns to urban areas to tribal nations. The bill provides \$55 billion to address that.

"You wouldn't think water systems



for solar work and are doing lots of it now, much of it utility-scale.

"Solar power is one of the solutions to address climate change and reduce carbon emissions and we do it better than anyone else," Halsey said. "The IBEW is on the front lines in doing work like this."

A Long-Overdue Investment in Rail and Broadband

Public transportation and freight rail also get a major boost from the new law, and again, IBEW members will be helping to lead the way. The bill includes \$66 billion in additional rail funding to eliminate Amtrak's maintenance backlog, upgrade the busy Northeast Corridor and build out rail service in other parts of the country.

But once that work is finished, in many areas, the IBEW's railroad members will oversee maintenance and making sure the trains run smoothly. That prospect is just what Jamaica, N.Y., Local 589 General Chairman Ricardo Sanchez wants to hear.

Local 589 members have been busy with the extension of the Long Island Rail Road in recent years. But as more rail is built, companies will have to hire more workers, which will give all IBEW railroad locals additional chances to organize, Sanchez said.

"This bill is going to be good for unions for the foreseeable future," he said. "Money is going to be raining out of the sky. At the end of the day, if you're going to go to a green economy, you're thinking mass transit."

"There's so many possibilities. A lot of states have had all this infrastructure they wanted to do, but how were

would be big for the IBEW," said Richard, who was business manager of Detroit Local 58 when the water crisis in nearby Flint, Mich., became public in 2014. "But when you get into the plants that deal with water treatment and waste, there's a significant amount of work there. A lot of water systems in this country are not too far away from what happened in Flint, and that can't be understated."

Solar work is expected to provide additional work opportunities, especially as technology improves the efficiency and cost-effectiveness of battery storage. Las Vegas Local 357 Business Manager James Halsey noted that many of his members are going through or have completed training

Amtrak and other commuter rail services will see additional investments of \$66 billion, meaning more work for IBEW members in both construction and railroad.





Credit: Creative Commons / Flickr user Candice Harris



Ports will see significant upgrades thanks to the infrastructure bill, leading to more work for IBEW members.

Left, Massachusetts Rep. Katherine Clark (center) visited Boston Local 103 apprentices after the bill's passing.

programs. That is a huge part of meeting the work but not the only one.

Richard said this is also the time for the IBEW to recruit nonunion electricians into the brotherhood. The more it can meet the calls of contractors, the better it is for all members.

“Our training centers can only bring in so many apprentices,” he said. “Mathematically, we can’t apprentice ourselves out of what is coming. If our members know of any friends or family working in the electrical industry on the nonunion side, now is the time to have conversations with them and introduce them to their local union.”

Many local unions will continue to open doors to alternative classifications — construction wiremen and construction electricians, commonly called CWs and CEs. They are not journeyman wiremen but can perform less complex electrical tasks on the job. Many eventually begin apprenticeships. This could be especially crucial in making inroads in solar installation, which requires less technical skill than battery storage.

Virgil Hamilton, former construction organizing director, said the IBEW is at risk of losing opportunities to nonunion contractors or to unions that rely on less skilled labor if it doesn’t add CWs and CEs. They have been increasingly welcomed in recent years but that process needs to continue at a faster rate, he said.

“If we are going to meet the need and not have the work pulled away from us, we have to use CWs and CEs for the lesser-skilled work,” said Hamilton, who recently took an opportunity to return to the field in the Fourth District.

they going to pay for it? Now, the money is there. We have to take advantage of this opportunity.”

Members in telecommunications will benefit from \$65 billion in the bill to build out the nation’s broadband and provide more people with access to high-speed internet, primarily in traditionally underserved areas.

Broadcasting & Telecommunications Director Robert Prunn said IBEW members should perform maintenance work on many of the new systems, which could provide additional job security in an industry that has changed rapidly in recent years due to technological advances.

The IBEW primarily has agreements with private companies in the telecommunications branch. Most have showed little interest in accepting money from the federal government in the past. A potential exception is Frontier, where officials have said they plan to bid for money provided in the bill to build out service areas.

Because of that reluctance to accept federal funding, Prunn isn’t sure how much of an impact the legislation will have on telecom members just yet. Much of that

\$65 billion will go through local governments, which then will decide what companies or contractors to partner with. That is where an opportunity to add work might be had, he said.

“Local unions and signatory contractors need to follow the money,” Prunn said. “There could be opportunities in jurisdictions that are building out [broadband systems] themselves. We have to be ready for that.”

Meeting Workforce Demands

Such a massive infusion of cash into the nation’s infrastructure won’t come without its challenges as well. The IBEW and other trades have dealt with a skilled worker shortage for many years, a situation that may be exacerbated by the bill’s passage. The demand for skilled workers will be at its highest point ever.

With the assistance of partners and the International Office, many local unions will continue to expand apprenticeship

Building America Better

IBEW members will play important roles in implementing the Infrastructure Investment and Jobs Act, which President Biden signed into law on Nov. 15. Here are some key areas:

High-Speed Internet

The White House estimates more than 30 million Americans do not have access to reliable high-speed internet, a problem made more acute during the COVID-19 pandemic. The majority are in rural areas. The bill includes \$65 billion for broadband construction and maintenance. IBEW members will help build and maintain the upgraded systems.

Bridge and Road Repair

About one in five miles of major roads and 45,000 bridges are in poor condition. The bill includes \$110 billion to address that, with much of it expected to repair smaller bridges that have been particularly neglected. More than 20,000 Americans were killed on the nation’s roads and highways in the first half of 2021. The IBEW will help make driving safer.

Public Transportation

The infrastructure act includes \$89.9 billion in public transit funding, which will address a multi-billion-dollar backlog of infrastructure improvements and upgrade transit options. That will be especially welcome in communities of color, where people are twice as likely to use public transportation. IBEW members’ work will help build stronger communities.

Ports and Airports

Most of the country’s major transportation hubs are congested. The U.S. supply chain is a mess, due in part to years of underinvestment. The infrastructure act includes \$37 billion to improve ports and airports, which will make the U.S. more competitive in the global economy and get goods and services to consumers more efficiently. IBEW members will play a key role in doing that.

Power Infrastructure

The Energy Department estimates power outages cost the U.S. economy about \$70 billion annually. The bill includes \$65 billion to upgrade the power infrastructure, including the construction of thousands of miles of new and resilient transmission lines and other new technologies, such as energy storage facilities. IBEW members will be leaders in this effort.

Pollution Cleanup

Hundreds of thousands of former industrial sites sit idle around the country, creating a major source of pollution. The infrastructure act provides \$21 billion to clean up these sites, reclaim abandoned mine land and cap orphaned oil and gas wells. IBEW members will play a role in ensuring a cleaner environment. ■



International President Lonnie Stephenson attended the White House signing ceremony with Folsom, N.J., Local 351 member Rep. Donald Norcross (center) and Assistant to the President for Government Affairs Austin Keyser.

LET’S GET TO WORK *continued on page 6*

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Let's Get to Work

Infrastructure Law Promises IBEW Jobs Ahead

Increased use of the lower job classifications also would make the IBEW more competitive in solar installation, which is largely performed by non-union workers.

"A very large percentage of solar work does not require the skills of a journeyman," Hamilton said. "If we are going to meet the need for manpower and keep it away from others, we're going to have to understand the right job classifications."

Due to Republican demands, particularly in the closely divided Senate, some union protections were removed from earlier versions of the bill — although federal Davis-Bacon Laws, which guarantee prevailing wages are paid to construction workers on federal projects, were maintained.

Austin Keyser, assistant to the international president for government affairs, said those changes will not be a major problem as long as a strong union supporter like Biden is in the White House. Cabinet agencies will ensure the IBEW and other unions get the work they are entitled to by the law.

But if a Republican, especially one hostile to labor, is elected in 2024, it could mean trouble.

"Once these rules are issued, they are incredibly difficult to reverse," Keyser said. "We know we have strong allies in the cabinet agencies and the White House



Credit: Dublin, Ohio

There are about 43,000 electric vehicle charging stations now in the U.S. The Biden administration wants to raise that to 500,000 and the IBEW will be a leader in that effort.

that are going to make sure this is union work. We need to make sure that rules are put in place quickly to protect union workers and make sure they get those jobs."

Danielle Buchanan, a professional and industrial organizer in the Fourth District, thinks the bill will have a positive impact even in areas not readily noticeable, especially when it comes to recruiting new members.

"This is something that is good for everyone, no matter what political side of the fence you're on," she said.

Buchanan was in attendance when Biden signed the bill.

"I was around people from other unions and we knew this was going to be a turning point," she said. "To see someone like the president putting the focus on the worker was awesome."

Time to Get to Work

The work passing the bill is finished. Now, it's time for IBEW members to get to work in

the field and reap the benefits. Many politicians recognize the importance the brotherhood will play. Senate Majority Whip Richard Durbin visited Chicago Local 134 four days after Biden signed the bill into law. Business Manager Don Finn thanked him for his work in getting it passed.

"The IBEW is leading the effort to train the next generation of skilled workers to build and install new electric infrastructure and throughout the state, companies and Illinoisans are stepping up to ensure our transition to a cleaner, stron-

ger economy," Durbin said.

And, in the end, it will make for a stronger union.

"Anything that the light shines in, on or through is electrical work," Davis said. "Anyone who does work that relates to that belongs in the IBEW. All you have to do is take a look at strong market shares with low nonunion markets and you see the bargaining strength we have. You see wages, you see the pension packages we have, the health care, and it's the difference between growing and withering away and dying on the vine.

"If we have the right attitude, and we're accepting of people who haven't had these opportunities, and that includes contractors, we can grow from this. In this instance, this prevailing wage work and technology work that involves renewables, we have a small pool of contractors that do it. This is a chance to go out and prove ourselves to those contractors and show them we have the training and ability to provide a workforce and that we want their workers." ■

A New York-Sized Bottleneck

The Portal Bridge spanning the Hackensack River in northern New Jersey opened in 1910 to connect the Pennsylvania Railroad to New York City. Its ability to swing open to allow for shipping traffic was a marvel of early 20th-century engineering, but in recent years the bridge has become a glaring symbol of America's crumbling infrastructure.

For nearly 20 years, the decaying bridge has been deemed obsolete, and rail traffic — including the 150 mph-rated Acela Amtrak service — has been limited to just 60 mph. In that time, the Portal Bridge has served nearly 450 trains per day and up to 200,000 passengers, making it the busiest rail bridge in the Western Hemisphere.

Part of Amtrak and New Jersey Transit's \$15 billion Gateway Project, which includes the future construction of a new tunnel beneath the Hudson River, electrical work on the \$1.6 billion Portal Bridge replacement project will be done by members of Jersey City, N.J., Local 164. In total, the bipartisan infrastructure bill signed by President Biden allocates \$8 billion to Gateway as part of a larger \$66 billion investment in Amtrak.

"Replacement of the Portal Bridge and completion of the new Hudson tunnel is going to be a game-changer for Amtrak in the Northeast Corridor," said Railroad Director Al Russo. "We've been waiting so long for this funding, watching as these routes get busier and busier while they fall deeper into disrepair. Our members at Amtrak and New Jersey Transit and the hundreds of thousands of passengers they service every day are grateful that President Biden finally got this done."

Work is expected to begin on the Portal Bridge replacement in the next year, and the Hudson tunnel is expected to start in August 2023. ■



The 111-year-old Portal Bridge over the Hackensack River is set to be replaced with a new \$1.6 billion span that will transform rail travel in the northeast.

Credit: Gateway Project

Organizing the Work: PLAs Create Jobs, Job Security for Northern California Local

Members of Martinez, Calif., Local 302 are getting ready to tackle one of the biggest mixed-use development projects in the local's history. The upcoming transformation of the massive Naval Weapons Station Concord is expected to translate into career-spanning work for scores of current and future IBEW electricians across northern California.

"I'll be long gone, and our members will still be working on it," Local 302 Business Manager Tom Hansen said of the 30-year project that is expected to run into the tens of billions of dollars. The area building trades signed a project labor agreement with the developer prior to the contract being awarded in October.

A longtime local landmark, NWSC was set up by the U.S. Navy in 1942, shortly after the United States entered World War II, as an annex to the Mare Island shipyard. The station initially consisted of a 7,600-acre section on the shore of Suisun Bay. The Navy later bought nearly 5,200 acres of inland property and built on it rows of bunkers, a small airfield and railroad connections to the bay, as well as buildings to house base administrators and support personnel.

In 2005, under the Department of Defense's Base Realignment and Closure process, responsibility for the station's coastal portion was transferred to the U.S. Army. The inland part was gradually closed under BRAC, and the Concord City Council was designated to take charge of determining how to redevelop the site for civilian use.

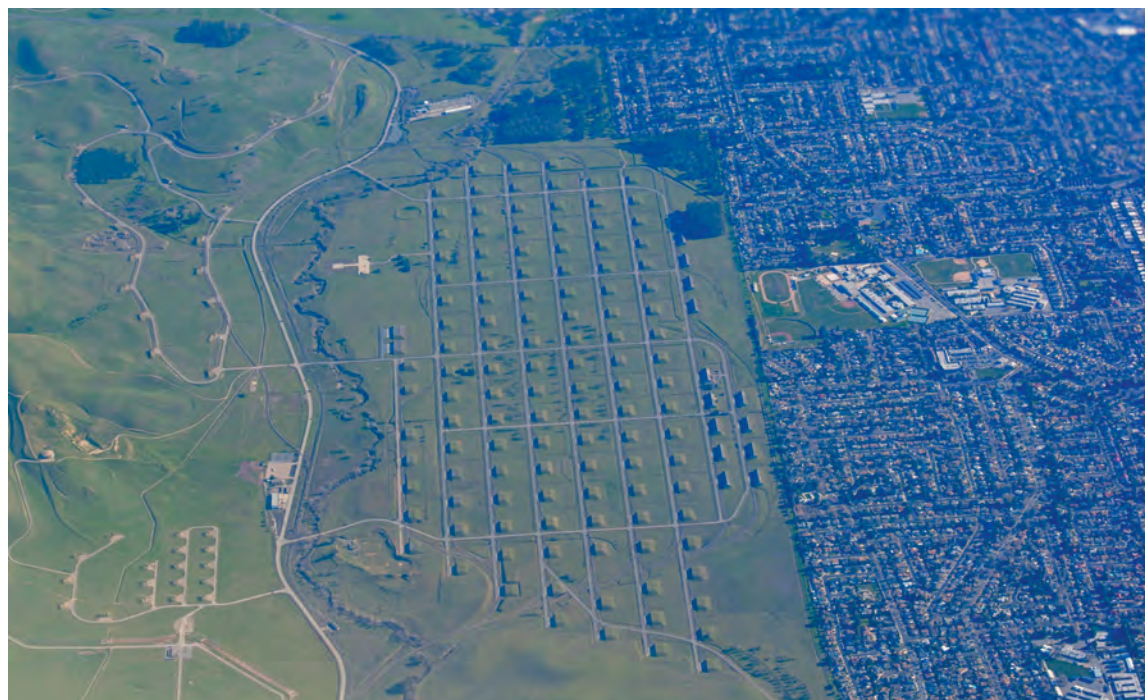
"This project is enormous and will be in progress for many years to come once they begin construction," said Ninth District International Vice President John O'Rourke. "I cannot recall any larger PLA or multi-use new construction site in northern California in my career."

Besides its size, one thing that makes IBEW leaders so confident about the project's anticipated longevity is the project labor agreement negotiated between the building trades and the selected developer, Concord First Partners, covering all of the work performed on the site.

"We now have a 30-year project of 2,350 acres and 13,000 homes with 6 million square feet of commercial space, and it's all covered by a PLA," Hansen said. "They've also set aside about 3,000 acres under East Bay Regional Parks system, with lots of open space."

The key benefit of PLAs is that they help ensure that fair wages and benefits will be granted to everyone employed on construction projects governed by such agreements. Persistent contact between the Contra Costa Building Trades Council — of which Local 302 is a member — and the city's leaders also has helped reinforce that PLAs benefit the businesses where workers covered by the agreement live and purchase goods and services, Hansen said.

"Citywide, any work over \$750,000



Building long-term, long-lasting relationships with local leaders has helped Martinez, Calif., Local 302 and other building trades unions negotiate a project labor agreement on what could possibly be the area's largest mixed-use development ever. This upcoming transformation of more than 5,000 acres of the former Naval Weapons Station Concord, pictured, has the potential to generate career-spanning work for dozens of current and future Local 302 electricians.

Credit: Creative Commons / Flickr user Ting Chen



Credit: Creative Commons / Flickr user Greenbelt Alliance



Credit: Concord First Partners

now has to be under a PLA," he said. "Concord is big on PLAs." With infrastructure upgrades alone estimated to cost at least \$2 billion, the NWSC project more than qualifies for such an agreement, and in 2016, the council started talks with a company called Lennar for an exclusive negotiating agreement, with PLA negotiations beginning quickly.

"Lennar promised there would be a PLA, but then they started playing games during negotiations," said Hansen. In response, Local 302 orchestrated a social media campaign called "A Better Deal for Concord" to publicly present the union's case and to press Lennar to honor its promises.

Unfortunately, talks with Lennar failed to yield an agreement, leading the city council to start the bidding process from scratch last April. "This time around, there were three bidding developers that signed PLAs with the trades," Hansen said.

In October, the council voted 3-2 to award a development contract to Concord First Partners, a decision that pleased the members of Local 302. "We've been work-

ing with CFP for 20-plus years," Hansen said. "We're working on the construction plan with them right now." The plan should be ready for city council review and consideration in the coming months, he said.

There's a great deal to consider: On the drawing boards are residential developments consisting of single-family homes and apartment and condominium high rises. Plans also call for at least one hotel, various recreational and educational facilities, a golf course and possibly even a campus for a four-year college.

But because of decades of its use as a military installation, the land is not 100% shovel-ready yet. "The Navy's still cleaning up the site, and it'll be another year or so before they're totally done," Hansen said.

Under the supervision of the Environmental Protection Agency, the Navy is wrapping up the removal of tons of spent munitions and related debris, as well as residue from a variety of chemicals, including pesticides used decades ago. "They once kept ground squirrels away from their bunkers using arsenic," Hansen said.

Some remediated sections of the

old base, though, are ready for infrastructure work to start, he said, especially near the base's western edge, close to the Bay Area Rapid Transit system's North Concord/Martinez station.

Hansen cites Local 302's many successes negotiating PLAs like this one for NWSC as a key reason why IBEW members, regardless of political party allegiance, need to be politically active.

"We've been helping friends of labor get elected for over 30 years, and kept working with the council members," he said, with Local 302 and the other building trades unions continuing to educate the city council on the benefits of PLAs for the entire community.

Keeping workers happy on the pay-and-benefits front leads to increased productivity, he said. In turn, that helps to ensure projects get completed on-time and right the first time, metrics important to contractors and developers.

"This is the power of organizing the work," Hansen said. "For the next 30 years, we won't have to worry about our members finding jobs on this project."

For now, Hansen said there are enough men and women in the 1,400-member local to handle all of the work on its plate plus what's on the way at NWSC. Some of that current work falls under agreements with several of the area's petroleum refineries, including the conversion of oil-producing plants owned by Phillips 66 and Marathon to renewable diesel production, each of which are 4-million-hour projects, Hansen said.

"Phillips will be the largest renewable diesel plant in the world when it's done," he added.

It means there can be no letup in Local 302's recruiting and organizing, Hansen said, especially as the 30-year NWSC project moves forward.

"It's going to be a challenge," he said. But Hansen also believes large numbers of open calls can be helpful for organizing and for increasing market share, especially as more workers get exposed to the generous benefits and better pay that union membership can guarantee.

"That's what makes this a huge organizing opportunity, too," he said. ■



All Photos Credit: Crosslinx Transit Solutions

Light Rail Project Transforms Midtown Toronto with an Eye to the Future

In early January, two tunnel boring machines arrived to start the second phase of one of the largest infrastructure projects in Toronto history, the union-built Eglinton light rail.

It was the latest milestone for the city's light rail system, which will see the opening of the first phase, the Crosstown LRT, later this year.

“We are talking about a monumental project.”

— Toronto Local 353 Business Manager Lee Caprio

When the East and West extensions finish sometime in the next decade, Toronto will have a new, midtown light rail that runs from the east end of Toronto more than 20 kilometers west into the neighboring city of Mississauga.

Like nearly all light rail systems, it is fully electric, meaning lots of work for members of Toronto Local 353.

The Eglinton West and Crosstown phases will cost around CA\$16 billion and come as part of a decades-long expansion of the public transit network in the Greater Toronto Area worth nearly CA\$30 billion. The master plan includes nine other light rail lines, four subway lines and nine com-

muter and intercity rail projects.

“All of them will be union,” said Local 353 Business Manager Lee Caprio.

Caprio said up to 1,000 members of his 10,500-member local were working on the project at its peak and he expects there to be similar demand on rail expansion projects throughout the next decade.

The Crosstown phase has been

underway since 2011 and, when it opens later this year, will add 18 km of track, including 10 km that will run underneath the dense midtown of central Toronto.

In addition to the track and electrified cable infrastructure, Toronto union trades workers are building 25 stations and stops, including three that connect to existing subway lines. Stations will include the latest in smart LED controls with automatic dimming based on ambient light.

“Eglinton Avenue is a major artery through the center of town. This project not only provides good jobs for union trades workers, it is linking communities that have been getting farther apart as

more people move to the city and traffic gets worse and worse,” Caprio said.

While the Crosstown section begins welcoming riders next year, tunnel boring is already underway for the next phase of the project, the 9.2 km Eglinton West extension and its seven stations.

The project owner, Metrolinx — formerly the Greater Toronto Transportation Authority — said it expects the western extension to be complete by 2031.

“We had 40 or more contractors on the Crosstown alone and up to 30 people at each station and I expect the number will be similar on the West extension,” Caprio said.

The Toronto City Council also approved an East extension in 2016, but construction has not been scheduled for that project. Yet.

While the Eglinton project is big news and important on its own, Caprio said, these local projects are being wrapped into an even grander vision to update and upgrade Canadian rail infrastructure.

Soon, he said, eastern Canada will be interconnected with layers of high speed, intercity, commuter and light rail with no equal in North America. GO Transit, the commuter rail system, for exam-

ple, said it will quadruple the number of weekly trips on the system to 6,000, although there is no timeline at present to reach that goal.

In July, the Canadian intercity rail system VIA Rail announced plans to separate passenger and freight rail lines and upgrade tracks and motors to create a new, high-speed train corridor.

“There could be another CA\$30-60 billion of electrified high-speed rail from Windsor near Detroit through Toronto, Montreal, Quebec City, and then up and around to Barrie, Smith Falls and Ottawa,” Caprio said. “This will be more like Europe with high-speed downtown-to-downtown rail unlike anything we’ve seen in North America. It will be a game changer.”

Up to 90% of the new service would run on electricity, Transportation Minister Omar Alghabra said when he announced the plan over the intercom of a Toronto-to-Montreal train. VIA Rail said construction would begin immediately and could take up to 10 years.

Caprio said the local has already started training journeymen and apprentices on the catenary system that holds the electrical power system that the high-speed trains will use.

Photos above: The Crosstown Eglinton light rail in Toronto is one of Canada’s largest infrastructure projects and is 100% union.

“We are beginning to see the direct impact that the electrification of the economy will have in the transport sector in Canada,” said First District International Vice President Tom Reid. “As we transition to greater electrification of the economy we must remain diligent not to leave any jobs or workers behind and I applaud Local 353 for taking progressive steps on training to keep the green jobs of the future union.”

There will be some uniquely Canadian challenges to the project.

Unlike the densely populated urban areas of Europe, China and Japan where most high-speed rail is built, the spaces between Canadian cities are more spread out.

“We are going through rural and forest-dense areas where no man has gone before,” Caprio said. “It will require field crews, communication cabling tech, ICI techs. We are talking about a monumental project.” ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Upgrades to Ontario War Memorial Were Professional, Personal

For nearly a century, a statue representing a World War I Canadian Army soldier — affectionately known as “Tommy” — has famously stood at attention and largely undisturbed in Sarnia, Ontario’s Veterans Park. But after someone vandalized the statue last year, IBEW members from this city on Lake Huron’s southern shore took charge of the effort to protect the beloved sculpture from future damage.

“When we first heard about the vandalism, the IBEW decided to lend a hand to improve the lighting and install new cameras,” said Frank Harris, business manager of Sarnia Local 530.

Added to the memorial a year after it was dedicated in 1921, Tommy stands atop a monument that honors the city’s military veterans who died during World Wars I and II and in conflicts in Korea and Afghanistan.

Last spring, an attendee at a Sarnia Historical Society gathering near the memorial noticed that the statue’s replica rifle, made of copper, had been stolen from Tommy’s left shoulder. Further inspection determined that someone had almost successfully removed the massive bolts that had held the statue in place atop the stone memorial for decades.

Word of the crime spread instantly throughout the region, and Sarnia-Lambton (County) Building and Construction Trades Council President John Swart polled his organization’s members, gauging their interest in volunteering to perform the work.

“We said, unanimously, that we should do it,” Harris said.

Working alongside their brothers and sisters from Sarnia Local 1802, who represent workers at the region’s Bluewater Power utility, Local 530 members and workers from the other building trades unions completed security upgrades at the memorial over several weeks last summer. The Joint Electrical Promotional Plan, a partnership between the IBEW Construction Council of Ontario and the Electrical Contractors Association of Ontario, donated \$25,000 to also help pay for materials for the job.

“We installed nine new light poles, did all the trenching, all the new wiring, conduit, wire for the cameras, you name it,” Harris said.

At least a dozen active Local 530 members volunteered their days off to work at the memorial, often joined by members of the local’s retirees club. Local 1802 members’ contributions to the project came at the direction of Bluewater, which provided materials to the site as well as whatever power the upgrades called for.

“A lot of people here [at Bluewater] helped organize the project and worked hard to help make this happen,” said Local 1802 Business Manager Tyler Gray. “With the new lighting and cameras, the park should now be much safer and more secure.”

The IBEW members brought a combined wealth of experience to the project. Dozens of Sarnia’s chemical plants and oil refineries were built by Local 530 members, including one of Canada’s largest natural gas co-generation plants as well as one of the world’s biggest photovoltaic solar power generation facilities.

But this smaller and relatively simpler project was a personal one for Harris, because the name of his great uncle and namesake, Hugh Francis “Frank” Hegarty, is one of the many carved into the memorial.

Hegarty was a pilot during World War II. “His was one of the first planes shot down in the North Sea,” Harris said.

Hegarty had enlisted in the Royal Canadian Air Force in 1940 and trained to be a pilot. Eventually, he was assigned to the 407th “Demon Squadron” and

deployed to England’s North Sea Coast. In 1941, Hegarty and his crew became the first reported losses by the RCAF coastal command in Britain when their Hudson AN586 bomber failed to return from a raid on German positions in the Netherlands.

Since Hegarty’s family had no gravesite to visit, the Sarnia Veterans Memorial became an important place for them to gather and remember his sacrifice.

Over the summer, Tommy was gently removed and sent to Georgetown, Ontario, for storage while the security upgrades were made to the memorial’s site. A company in London, Ontario, performed a rendering of the original rifle and used a 3D printer to craft its copper replacement, along with special pins to make it harder for the gun to be stolen again.

In late October, IBEW members were



After a local war memorial was vandalized, active and retired members of Sarnia, Ontario, Local 530, pictured, volunteered to work on security upgrades, with help from Sarnia Local 1802 workers at Bluewater Power.

well represented when the modernized memorial and its restored Tommy statue were rededicated, just in time for the city’s Remembrance Day commemoration on Nov. 11.

“This is a sacred space for families to gather and remember their loved ones

who fought and died to protect what we Canadians have today,” First District International Vice President Tom Reid said later. “We’re all very grateful for the role our IBEW members played in providing better security and lighting for this important and necessary memorial.” ■

Les bénévoles de la FIOE restaurent un monument commémoratif de guerre en Ontario

Depuis près d’un siècle, une statue qui représente un soldat canadien de la Première Guerre mondiale connue affectueusement sous le nom de « Tommy » est au garde-à-vous et pratiquement intacte dans le parc commémoratif des anciens combattants situé à Sarnia en Ontario. Mais lorsque quelqu’un a vandalisé la statue l’année dernière, les membres de la FIOE de cette ville située sur la Rive-Sud du lac Huron ont pris en main l’effort pour protéger la sculpture bien-aimée contre les dommages futurs.

« Lorsqu’on a entendu parler du vandalisme, la FIOE a décidé de prêter main-forte pour apporter des améliorations à l’éclairage et installer de nouvelles caméras, » déclare Frank Harris, le gérant d’affaires de la section locale 530 situé à Sarnia.

Ajouté au monument commémoratif un an après son inauguration en 1921, Tommy se trouve au sommet d’un monument qui rend hommage aux anciens combattants de la ville ayant perdu la vie au cours des deux guerres mondiales ainsi que ceux qui ont péri dans les conflits en Corée et en Afghanistan.

Au printemps dernier, un participant à l’occasion d’un rassemblement de la Sarnia Historical Society a remarqué que la réplique de la carabine en cuivre de la statue a été volée de l’épaule gauche de Tommy. Une inspection plus poussée a déterminé que quelqu’un avait presque réussi à enlever les boulons massifs qui tenaient la statue en place au sommet de la pierre commémorative depuis des décennies.

La nouvelle du crime a instantané-

ment répandu à travers la région, et le président John Swart du Building and Construction Trades Council de Sarnia-Lambton (comté) (conseil des métiers de la construction) a consulté les membres de l’organisation pour évaluer leur intérêt à se porter volontaire pour effectuer le travail.

« Nous avons dit d’une voie unanime que nous devons le faire, » mentionne Harris.

En travaillant aux côtés de leurs consœurs et confrères du local 1802, qui représentent les travailleuses et travailleurs au Bluewater Power utility (le fournisseur d’électricité de la région), les membres du local 530 et les travailleurs des autres syndicats des métiers de la construction ont terminé les améliorations apportées au système de sécurité du monument commémoratif au cours de plusieurs semaines l’été dernier. Le Joint Electrical Promotional Plan, un partenariat entre l’IBEW Construction Council of Ontario (le conseil de la construction de la FIOE de l’Ontario) et l’Electrical Contractors Association of Ontario (l’association des entrepreneurs-électriciens de l’Ontario), a fait un don de 25 000 \$ pour aider à payer les matériaux pour effectuer le travail.

« Nous avons installé neuf nouveaux poteaux d’éclairage, on a creusé toutes les tranchées, on a installé du nouveau câblage, on a fait l’installation des conduits, on a installé le câblage pour les caméras, et j’en passe, » informe Harris.

Au moins une douzaine de membres actifs du local 530 ont offert leurs journées de congé pour travailler au parc commémoratif, souvent accompagnés par les membres du club des retraités du local. La

contribution des membres de la section locale 1802 relevait de la direction de Bluewater, qui a fourni les matériaux nécessaires au projet ainsi que l’électricité nécessaire aux améliorations.

« Beaucoup de gens ici [à Bluewater] ont contribué à la mise en place du projet et ont fait de sérieux efforts pour le réaliser, » déclare Tyler Gray, le gérant d’affaires de la section locale 1802. « Grâce au nouvel éclairage et aux nouvelles caméras, le parc devrait maintenant être plus sécuritaire et plus sûr. »

Les membres de la FIOE ont apporté au projet leur richesse en matière d’expérience. Une douzaine d’usines de produits chimiques et de raffinerie de pétrole à Sarnia ont été construites par les membres du local 530, y compris la plus grande usine de production conjointe de gaz naturel au Canada ainsi que l’une des plus grandes installations d’énergie solaire photovoltaïque au monde.

Mais ce petit projet relativement simple était personnel pour Harris, parce que le nom de son grand-oncle et qui tire du même nom, Hugh Francis « Frank » Hegarty, se trouve parmi l’un des nombreux noms gravés dans le monument.

Hegarty était pilote pendant la Seconde Guerre mondiale. « Son avion était l’un des premiers qui avaient été tirés dans la mer du Nord, » mentionne Harris.

Hegarty s’était engagé dans l’Aviation royale canadienne en 1940 et avait été formé pour devenir pilote. Il a éventuellement été affecté au 407e « Escadron Demon » et a été déployé sur la côte de la mer du Nord en Angleterre. En 1941, Hegarty et son équipage deviennent les

premières pertes signalées par le Coastal Command (Commandement de l’aviation côtière) de l’ARC en Grande-Bretagne lorsque leur bombardier Hudson AN586 n’est pas revenu d’un raid sur les positions allemandes aux Pays-Bas.

Comme la famille de Hegarty n’avait pas de sépulture à visiter, le parc commémoratif des anciens combattants de Sarnia est devenu une place importante pour se rassembler et se souvenir de son sacrifice.

Au cours de l’été, Tommy a été retiré en douceur et envoyé à Georgetown en Ontario pour être entreposé pendant que les améliorations au site étaient apportées. Une compagnie à London en Ontario a réalisé une réplique de la carabine originale et a utilisé une imprimante 3D pour fabriquer son remplacement de cuivre, ainsi que des fixations spéciales pour empêcher davantage le vol de la carabine.

Vers la fin du mois d’octobre, les membres de la FIOE ont été bien représentés lorsque le monument commémoratif modernisé et sa statue de Tommy restaurée ont été à nouveau inaugurés, juste à temps pour la commémoration du Jour du Souvenir de la ville le 11 novembre.

« Il s’agit d’une place sacrée où les familles peuvent se rassembler et se souvenir de leurs proches qui se sont battus et ont perdu la vie pour protéger ce que nous, les Canadiennes et Canadiens ont aujourd’hui, » déclare plus tard le vice-président international Tom Reid. « Nous sommes tous très reconnaissants du rôle que nos membres de la FIOE ont joué pour assurer une meilleure sécurité et un meilleur éclairage pour ce monument commémoratif important et nécessaire. » ■

THE FRONT LINE: POLITICS & JOBS

Union Apprenticeships Rival Four-Year Degrees, Says New Study

A new study by the Illinois Economic Policy Institute found that a union apprenticeship may be a better ticket to the middle class than a traditional four-year degree.

“College is a great option for some, but it’s not the only path to a family-sustaining career, nor is it necessarily the best,” said International President Lonnie R. Stephenson. “For a lot of people, a union apprenticeship is the smarter, more fulfilling way to go — and it doesn’t come with thousands of dollars in student loans.”

The study analyzed 10 years of data from the Current Population Survey’s Annual Social and Economic Supplement, which is released by the U.S. Department of Labor and the U.S. Census Bureau. Among its findings was that, on average, graduates of joint labor-management, or union, apprenticeship programs in the construction industry can achieve near wage and benefits parity with other types of workers with four-year college degrees.

“The data reveals that broad stigmas that have long been associated with vocational training alternatives to college are simply not grounded in fact,” said study co-author and ILEPI Policy Director Frank Manzo IV to the construction publication Contractor. “Compared with two- and four-year colleges, joint labor-management apprenticeships in construction deliver a more robust training regimen, similar diversity outcomes, competitive wage and benefit levels, and comparable tax revenue for states and local governments, while leaving graduates entirely free of burdensome student loan debt.”

The study stresses the importance of the apprenticeship being run through a union in order to truly rival a bachelor’s degree. A nonunion program tends to produce outcomes more on par with just a high school diploma. Regarding wages, union construction workers earn \$58,000 per year on average, compared to just \$39,700 for nonunion workers. And almost 90% of union construction workers have private health insurance compared with just 55% of non-union workers.

With the increased income also comes higher contributions in federal income taxes, payroll taxes and state income taxes, with union members paying more than their nonunion counterparts as well as more than those with an associate degree.

“The data unequivocally shows that attending college is not the only pathway into the American middle class,” Manzo told Contractor. “However, it is clear that the most viable such pathway in construction runs through the joint labor-management apprenticeships and the unionized side of the industry.”

The report also found that union apprenticeships are more racially diverse than nonunion programs and that they typically require 27% to 41% more hours of training than public four-year universities. And a union apprenticeship doesn’t come with the nearly \$40,000 in debt that is the average loan obligation for college students.

The study backs up similar findings regarding what it takes to earn a living wage. A recent study from Georgetown University’s Center on Education and the Workforce found that a growing number of people without a bachelor’s degree are now out-earning those with one.

The Georgetown report suggests that a student’s field of study, the type of job they’re training for and where they live can affect their earnings more than their choice of degree.

“Your specific education has its value and the value varies enormously,” said Tony Carnevale, one of the report’s authors, to NPR. “That’s why somebody



A new study shows how a union apprenticeship rivals a four-year degree.

who can do air conditioning will make more than somebody who becomes a schoolteacher.”

Portland, Ore., Local 48 member Isis Harris told NPR that no one ever talked about apprenticeships when she was in high school and that she wishes she had found her way to becoming an electrician sooner.

“I think there was always a misconception about trade workers and skilled trades and the viability of that career and how it could actually provide the same type of lifestyle that a bachelor’s [could],” Harris said.

A way to correct that misconception, say the Georgetown authors, is to employ more career counselors who can let students know about all of their options, not just college.

“The simple advice to high school students to ‘go to college’ no longer suffices,” the authors wrote.

Harris graduated from her apprenticeship in December and now has a job where she’s earning about \$100,000 a year, enough to support herself and her son. And with the skilled worker shortage, she’s all but guaranteed to get as much work as she wants. Some 321,000 construction jobs went unfilled in July, reported the New York Times. And with the recent passage of the infrastructure bill, even more workers will be needed to fill the growing demand. And those workers, if they’re union members, will also have a proven path to the middle class.

“Having a decent wage or a nice income, you can do some financial planning,” Harris told NPR. “You can save some money. You can plan for emergencies. You can do all those things that may not be tangible when you’re living paycheck to paycheck.” ■

New Federal Worker Guidelines Announced on Union Rights at Work

New guidelines to encourage federal workers to join unions were announced by Vice President Kamala Harris and Labor Department Secretary Marty Walsh in October, continuing an administration-wide effort to promote union membership in the workplace.

The two executive actions from the Office of Personnel Management center on educating members of the federal workforce about their bargaining rights at work. The federal government is the country’s largest employer, with more than 2.1 million non-postal employees, but only 20% of them belong to a union.

“Being the largest employer in the nation — I think people sometimes forget that — the federal government has a responsibility to lead by example when it comes to labor rights and to make sure that all federal jobs are good jobs,” OPM Director Kiran Ahuja said at the event announcing the new guidelines.

One of the executive actions focuses on new and prospective hires. Under the guidance, agencies are urged to inform them about the collective bargaining status and union affiliation associated with each position, and to include that information in job

announcements. Agencies should also provide these details to new hires during the orientation process and make information available on how employees can become dues-paying members.

“We want to ensure that job applicants and new employees receive this information about their rights on day one,” Ahuja said.

The other action urges agencies to remind current employees of their rights under the Federal Service Labor-Management Relations Act on a quarterly or biannual basis. The information should explain how employees can become active union members and include contact information for their local bargaining unit representatives.

“Every federal employee should know their bargaining rights, how to contact their union and where to find this information,” Ahuja said. “I know this sounds all very basic and straightforward, but these are things we want to make sure are happening across federal government.”

The new actions stem from an executive order President Joe Biden signed in April that created a White House Task Force on Worker Organizing and Empowerment to encourage collective bargaining. Both Harris and Walsh are co-chairs.

Government Employees Director Paul O’Connor says that the IBEW is already doing much of what these new actions call for.

“The IBEW does a much better job than most other unions when it comes to organizing new employees

in federal sector open shops,” O’Connor said. “Federal employees need to know their rights. They need to know how and where to access information. And it is always helpful when a president’s administration understands the value of labor unions and takes steps to educate employees on those values.”

However, O’Connor also noted the less-than-direct language in the orders and how limiting that can be.

“I see words like ‘urging agencies’ and ‘strongly encourage agencies.’ Nothing in the executive order or OPM guidance requires agencies to do anything. The successful implementation of the order will correlate directly with the quality of the labor-management relationships at the local level. That is historically how this type of language plays out.”

Another aspect of the executive actions is that they only last as long as a president’s prerogative.

“It’s easy for agencies to wait out such passive language until the next administration comes along and changes things back,” O’Connor said. “This is actually a huge issue in the federal sector. Executive orders are invoked and revoked at the drop of a hat, including labor-management partnerships, dramatically changing rules and policies with such regularity it is all but impossible to maintain a workplace where employees are respected and valued, where employee motivation and morale remain positive.

“Real, substantive change needs to be institutionalized. It needs to be codified by Congress where it cannot be so easily revoked by future administrations. Anything short of that continues to expose our federal-sector brothers and sisters to unscrupulous future administrations. We need look no further than the previous administration to understand the damage which can be imposed without strong, decisive legislation designed to protect our highly trained, highly skilled federal employees.”

O’Connor says the IBEW, through its membership with the Federal Workers Alliance, is spearheading an initiative to do just that and strengthen existing legislation in the Federal Service Labor-Management Relations Act.

“Executive orders have become the easy, immediate fix, but without legislation to codify these actions, those fixes will remain fleeting,” O’Connor said. ■



Credit: The White House

New federal worker guidelines were announced in October to promote union education and participation, led by Labor Secretary Marty Walsh and Vice President Kamala Harris.

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CIRCUITS

California Local Delivers Thanksgiving Feasts to Families in Need

John McEntagart sounds like a general — a decidedly cheerful one — as he reels off the who, where and how of feeding more than 1,000 people in Sonoma County, Calif. on Thanksgiving.

“I’m heading right now to our first stop today. Want to make sure all the i’s are dotted and t’s are crossed,” the Santa Rosa, Calif. Local 551 Business Manager says almost breathlessly Wednesday morning, Nov. 24, as he lays out his game plan for the next 24 hours.

“In about an hour we’re picking up 100 meals, full turkeys with all the sides, each one feeds six to eight people ... picking them up at a grocery store, Raley’s, in Windsor, and driving them north to Healdsburg. Half are going there for a drive-thru pickup. The other half, we’re loading in volunteers’ cars and they’ll drive them to families’ houses. And tomorrow...”

By which McEntagart meant the holiday itself, when he and IBEW volunteers would pick up and distribute a fresh round of meals — enough to feed another 365 people, including teenagers and young adults in a foster youth program at Santa Rosa Junior College.

A restaurant would prepare the young people’s meals; families would need only to warm the cooked turkeys and trimmings and set the table.

Local 551 ran the operation on a small-

er scale in 2020 and picked up the entire tab. McEntagart said they set the same goal in 2021 — 50 full turkey dinners — but NECA partners came aboard and allowed them to double their efforts. Except for desserts donated by Raley’s, the labor-management committee funded it all.

Organizers also had hands-on help from community volunteers and civic leaders, who were essential to creating a list of recipients. Many were families who’d fallen on hard times during the pandemic.

“John reached out and said, ‘We have dinners we’d like to donate to people in need. Can you find 50 families?’” said Healdsburg City Council member Ariel Kelley, who met McEntagart at a labor-candidate training event in 2020.

“I said, ‘John, I could find you 500 families by tomorrow, the need is so great.’”

IBEW members happily pitched in, inspired by their business manager’s energy and spirit, and their local’s tradition of giving back year-round.

“It’s like John is the Thanksgiving Santa Claus,” fourth-year apprentice wireman Leah Edwards said a few days after the whirlwind events. “He would make trips nonstop all day. It’s obviously a challenge and a huge endeavor. I knew I wanted to be part of it.”

McEntagart is quick to say he couldn’t have done it alone, thanking his many volunteer elves and the invaluable aid of business representatives Joe Tremaine and Jared Mumm.

Edwards worked a midday shift at a drive-thru site on Thanksgiving, check-

ing off cars while her 14-year-old daughter prepared their own family’s multi-generation meal.

“A lot of families had small children with them,” she said. “There was an overall feeling of gratitude and maybe relief, because they didn’t have to worry how they were going to give their kids a nice family dinner.”

Joe Cimino, a past member of the local’s executive board and project manager at R. McClure Electric Inc., hauled the boxed turkeys and trimmings from Raley’s to various hubs in one of his company’s flatbed trucks.

“Pretty much every single person was super happy and appreciative — ‘Thank you, thank you,’” he said, though he also could feel the effects of nearly two years of social distancing.

“Because of COVID, it wasn’t as personable as you’d think. Some people were hesitant in their interactions,” Cimino said. “But they definitely had big smiles on their faces.”

The surge of families in need in Sonoma County, 90 minutes north of San Francisco, is another casualty of the pandemic.

“Unfortunately, in our community we have a lot of workers who are not unionized. We saw so many of them left in the lurch,” Kelley said, citing the region’s vineyards, wine-making operations, and hospitality sector, all hit hard by the shutdown.

While jobs and tourism are springing back, the councilwoman said, “People have been economically devastated, and when you’re in an economic hole, it doesn’t go away overnight.”

IBEW locals don’t do good deeds for the publicity but Local 551’s efforts made a splash anyway, from a story in the Santa Rosa Press Democrat to social media.

Kelley posted a photo online that pictured her and other volunteers at a distribution site in front of an IBEW banner. “That got shared an insane amount of times,” she said.

She also encountered curiosity about the union while delivering IBEW-marked food boxes to individual homes.

“It lit up people’s lives — little faces coming to the window peering out at us, tears of joy, knowing they were going to have a feast,” Kelley said. “When they saw the insignia they’d ask, ‘What is IBEW?’ And we got to tell them who the IBEW is and what they represent.” ■

Newfoundland and Labrador Local Donates \$30,000 to Afghan Refugees

An Afghan refugee family will soon be the recipient of a very generous donation from St. John’s, Newfoundland and Labrador, Local 1620.

“This is an excellent example of the spirit of the IBEW and its commitment to be not just the best electrical workers but true community partners,” said International First District Vice President Thomas Reid. “I couldn’t be prouder of Local 1620 and their compassion toward the Afghan



St. John’s, Newfoundland and Labrador, Local 1620 donated CA\$30,000 to an organization helping refugees resettle from Afghanistan. The funds should be enough to help a family of four for about one year.

people who can now call Canada home.”

The Afghan refugees, 116 of whom landed in St. John’s in late October, were forced to flee their homeland when the Taliban overtook the government last summer. The majority worked with Canadian and NATO partners as translators or embassy staff and as a result of this work, they and their families have been targeted by the Taliban.

“As we are aware, during the course of the war against tyranny in Afghanistan, extremely brave and principled Afghan people chose to stand up and work cooperatively with Canadian and NATO-led efforts to create security, to help educate children, including girls, to build infrastructure to improve the quality of life within Afghanistan and to bring greater social justice to everyone in that country,” Gerry Byrne, minister of immigration, population growth and skills said in a statement. “They did so knowing that this would place them in direct harm’s way from those who opposed these efforts.”

The Association for New Canadians, a refugee resettlement organization, has been helping the families get settled. And due to the benevolence of the community, they have been flooded with donations, including more items like clothing and furniture than they know what to do with.

“Even before the doors opened, there was a lineup of cars in the parking lot and there has been every day that we’ve been open. ... I don’t recall ever having experienced anything like this before,” Alice Keough, the association’s community connections coordinator, told the CBC.

But the CA\$30,000 donation from Local 1620 stands out as particularly significant because it could potentially take care of an entire family of four for the next year.

“It may take someone years to raise the amount of money to sponsor family members,” Megan Morris, executive director of the ANC, told the CBC. “This money will mean that [process] is expedited completely and can be put in place almost immediately.”

The Local 1620 membership has done very well over the past number of years because of the Lower Churchill Project, a massive hydroelectric job that

employed some 1,400 members in the province. After seeing a news story on television about Afghan refugees coming to Newfoundland and Labrador, Jeff Fahey, an executive board member, called Business Manager Don Murphy with the suggestion to help. So, they brought in the ANC for a presentation and the board approved the contribution.

“Local 1620 members are ecstatic about having made such a generous donation,” Murphy said. “The Afghan people need help as did Canadians when they were in Afghanistan. And the ANC needed funding to support the Afghan people. It’s not a hand out, it’s a hand up.”

The money came from earnings from general revenues, Murphy said, including the funds received from the Lower Churchill Project, which are strategically invested by Local 1620. Currently, the local’s membership stands at around 570 members who work in outside construction, utility and building maintenance.

Those investment revenues allow Local 1620 to effectively operate as well as give them the ability to make such a gift to the ANC. That said, this is the first time they’ve given such a substantial amount.

“We have made donations before, certainly, but nothing of this magnitude,” Murphy said.

While they didn’t do it for the attention, Murphy says they are nevertheless thankful for the spotlight their local has gotten.

“We’re just trying to elevate who we are, what we do and how we can be the union of choice in this province,” Murphy said.

There’s also a need for more workers that could potentially be aided by the influx of new Canadians.

“If we can assist immigration then immigration can assist labour and help address the shortage of workers in the province,” Murphy said.

At the end of the day though, Murphy says the donation was the right thing to do for the right reason — helping those in need.

“They’re starting a new life. They’ve landed on a new land, in a new country, on a new continent, so I can’t even imagine what that must feel like,” Murphy said. ■



Union and community volunteers helped Santa Rosa, Calif., Local 551 distribute full Thanksgiving dinners to families in need. Christmas meals were next on the list, said Business Manager John McEntagart, pictured bottom left with his wife.

TRANSITIONS

DECEASED

Charles “Bob” Davis



The Officers regret to announce the death of former International Organizer Bob Davis on Nov. 2. He was 81.

Brother

Davis was born in Jellico, Tenn., in 1939. He was initiated into Norwood, Ohio, Local 1198 when he was 20 years old and went to work at General Electric’s Blue Ash manufacturing plant in the Cincinnati suburbs.

Brother Davis served at all levels of Local 1198, including a term on the Executive Board from 1966-1967, then recording secretary, serving for a year. In 1968 he took over as business manager.

“He was a trade unionist through and through and just a very good man.”

— Former Fourth District International Vice President Paul Witte

The Blue Ash plant manufactured busways and distribution systems for commercial and industrial buildings.

“Anything with an elevator,” said former Fourth District International Vice President Paul Witte. Witte was business manager of Local 1198 until 1966 when he joined the International staff.

“Bob was one of my stewards and I never had to worry about him or his department. He was a trade unionist through and through and just a very good man,” Witte said.

At its peak, Local 1198 had more than 800 members.

In his first year as business manager, Davis was asked to assist in a Fourth District organizing drive. He made such an impression he was appointed full time to the Manufacturing Department at the International Office by then-International President Charles Pillard in 1970.

In April 1971, Davis was transferred to the newly created Organizing Department and for the next 16 years he helped the brotherhood bring in thousands of new members.

Davis led or took part in the successful campaigns at Western Electric, the John Oster Company, the New Orleans Public Service and Toshiba America’s plant in Lebanon, Tenn.

But then in the late 1980s, the manufacturing base of the Midwest was dismantled and jobs moved south and overseas.

The Blue Ash plant closed and Local 1198 dissolved about the time Brother Davis retired in 1987.

“He was a born organizer and I got along with him really well,” Witte said. “He was just really sharp.”

Brother Davis is survived by his wife, Margareta, and son Charles Steven Davis.

On behalf of the IBEW’s members and staff, the officers offer our deepest sympathies to Brother Davis’ family. ■

DECEASED

Harold Ebersole



Retired Fourth District International Representative Harold Ebersole, a respected IBEW leader who was instrumental in the career of

International Secretary-Treasurer Kenneth W. Cooper, died on April 9. He was 91.

Known as “Harvey” or “Harv” by friends and colleagues, Brother Ebersole served as business manager for Mansfield, Ohio, Local 688 before moving to the district staff in 1981. The local is also home for Cooper, who took over as business manager in 1993.

“Harvey was a great guy, a good person and always direct on any issues you had,” Cooper said. “A few months after I became business manager, we lost our office manager and were down a person. From writing out dues tickets to doing per capita, I had never done that on my own. Harv came in and helped me with all of it and taught me a lot about the job. As a young business manager, you remember those things.”

A native of Fredericktown in central Ohio — where he lived his entire life — Brother Ebersole served in the U.S. Army during the Korean War before joining Local 688 when he started his apprenticeship in 1953. Topping out five years later, he was active in the local from the start, serving on Local 688’s examining and executive boards before becoming business manager in 1968, a position he held for the next 13 years.

Dave Yetzer, a former Local 688 president and longtime member of its executive committee, said Ebersole left a lasting mark by fully implementing the local’s defined-benefit pension plan while maintaining strong relationships with Local 688’s signatory contractors.

“He never spoke badly of anyone and I don’t think I ever heard him swear,” Yetzer said. “You could tell when he was upset sometimes, but just a real gentleman.”

After being elected business manager three times, Ebersole moved to the Fourth District office, where he serviced inside and outside construction locals and later added telephone and utility locals to his portfolio. He spent most of his time in his native Ohio but traveled throughout the Fourth District, which also includes Kentucky, Maryland, Virginia, West Virginia and the District of Columbia.

Ebersole also served on the Council

of Industrial Relations, a joint venture between the IBEW and the National Electrical Contractors Association that peacefully mediates disputes between local unions and signatory contractors. He was a licensed pilot and often flew his own plane when traveling on IBEW business.

“Harv loved to fish,” Cooper said. “He told me once: ‘Let me give you a little advice. Take a little time to get out to the lake, put a lure on the end of the line, throw it out there and just sit and watch it. You’re going to need your sanity. That will help you keep it.’”

Cooper, another avid outdoorsman, said he took his advice. Fishing continues to be a stress reliever to this day. He stayed in touch with Ebersole until his death.

“I never knew anyone who had a bad thing to say about Harvey,” Cooper said. “He just kind of had a positive personality and he reflected that every day. He used to say our goal is to leave it better than we found it and that really sunk in for me. I think about that every day when I get up in the morning.”

Ebersole retired in 1994 and remained active in his community. He was a lifetime member of the Masonic lodge and also a member of the Veterans of Foreign Wars and Moose International.

He is survived by Doris Anne, his wife of 67 years, and son Gregg, who had a long career in the Coast Guard and now is a civilian Navy employee in Panama City, Fla. Gregg said his mother and father lived in the same house in Fredericktown throughout their marriage.

“I never knew anyone who had a bad thing to say about Harvey. He just kind of had a positive personality and he reflected that every day.”

— International Secretary-Treasurer Kenneth W. Cooper

Gregg said it’s unclear where his father picked up his nickname but he proudly answered to it. “Harv” or “Harvey” was emblazoned on some of his IBEW shirts, his son said.

“No one could believe how old he was,” Gregg said. “Up until about seven or eight months before he passed, he would get out his snow blower every year and clear his neighbors’ driveways.

“He loved helping people. Anything he could do for you, he would do it.”

The officers and staff send their condolences to Brother Ebersole’s friends and loved ones. ■

DECEASED

Steven R. Moulin



Retired Seventh District International Representative Steven Moulin, who believed organizing is the lifeblood of the union, died

Sept. 19 in Topeka, Kan. He was 72.

Moulin was born in Emporia, Kan., and initiated into Topeka Local 304 in 1969, shortly after graduating from nearby Osage City High School.

Active from his earliest days in the local, Moulin served over the next 12 years on its joint safety and apprenticeship committees as well as on its Executive Board. He later held the offices of vice president, president and assistant business manager.

“He was very dedicated to the local,” said former Local 304 Business Manager Doug Fisher, who had known Moulin since 1970. “You didn’t come into the line department and not be union.”

In 1982, then-International President Charles Pillard recognized Moulin’s talents and appointed him to work in Washington, D.C., as an international representative in what was then called the union’s Organizing Department (now Membership Development). Although he was based at the International Office, Moulin worked on numerous organizing campaigns throughout North America, particularly in the manufacturing, utility and telephone sectors and among service contract workers.

“The thing I always remember about Steve is what a great organizer he really was,” said current Local 304 Business Manager John Garretson. “He would have your attention.”

Fisher agreed. “He was really good with people,” he said. “They’d listen to him.”

“I just went out and did my job,” Moulin told The Electrical Worker when he retired in 2005. “I met thousands of good, down-to-earth people, a lot of nasty companies and I had a lot of fun.”

During the 1982 International Convention, he also met his wife, Kathy, who survives him along with his two daughters, Kerri and Kellie.

In 1988, then-International President J.J. Barry tapped Moulin to work for the office of the union’s Seventh District, which covers Arizona, New Mexico, Oklahoma and Texas in addition to Kansas.

Estimating he spent more than 200 days a year on the road, Moulin continued to lead efforts to organize workers in utilities, gas companies and industrial plants as well as service contract employees.

Fisher was still a Local 304 business agent when Kansas’s first nuclear power plant, Wolf Creek, was commissioned in Burlington in 1985. When Fisher told then-Seventh District Vice President Orville Tate that his local was aiming to organize nearly 70 workers at the plant, Fisher recalled Tate telling him, “I’ll have Steve on the next plane there.”

“Steve was a good rep,” said Tate. “Always upbeat, cheerful, well liked. He did lots of work for locals across the district.”

“Wolf Creek went through two elections,” noted Todd Newkirk, a current Seventh District international representative. Local 304 lost the first ballot by a heart-breaking four votes, Newkirk said.

“Steve kept at it and eventually won,” Fisher said.

“His hands-on approach made a difference,” Newkirk added.

His fellow linemen often kidded him about finishing the workday as clean as he started, but everyone knew Steve gave eight-for-eight and sweat as hard as anyone on his crew. “Steve just worked smart and clean,” Newkirk said.

“The thing I always remember about Steve is what a great organizer he really was. He would have your attention.”

— Local 304 Business Manager John Garretson

After retirement, Moulin moved back to Topeka, where Garretson noted how his friend and colleague once made local news headlines — not as an IBEW member, but as something of a hero.

According to a story in the Topeka Capital-Journal, in 2012 a sprinkler installation contractor working near Moulin’s house struck a natural gas line, and the resulting fumes leaked into the home of an elderly woman. She had been outside of her house when it exploded. Moulin, rushing outside to investigate what he had just heard, spotted the 81-year-old away from the burning rubble.

“I said, ‘Oh my God, there’s a lady lying on the ground,’” Moulin told the newspaper. “I went over and jumped the fence, along with a Kansas Gas Service guy” who was there to investigate the reported leak. The two men carried the woman to a nearby front yard to wait for an ambulance.

“It just shows what kind of guy he was,” Garretson said.

In his spare time, Moulin had been active with his local chapters of the Fraternal Order of Eagles and the American Legion, and he enjoyed swimming as well as playing golf and racquetball. Newkirk also noted that Moulin was a longtime Kansas University sports fan.

“When he retired, he stayed really healthy,” Newkirk said. “Cancer just snuck up on him.”

The IBEW sends its deepest condolences to Moulin’s family and many friends. ■

ORGANIZING WIRE

The Drive to 100% Market-Share: One West Virginia Local's Push to Take Back Residential Work

When Jeff Burge was elected business manager of Parkersburg, W. Va., Local 968 in 2019, his local had almost complete control of the large industrial base found winding along the Ohio River in the state's midsection. Burge's plan was nothing less than 100% market share — every wire, lightbulb and plug in their six-county jurisdiction.

"We were doing all the industrial and powerhouse work, but the residential was where we needed to grow and we saw an opportunity," Burge said.

He had the tools: mixed classifications. About half a dozen signatory contractors were using construction electrician and construction wireman classifications to win most of the larger apartments and housing complexes. Together, though, they were only doing about 40% of residential work.

Burge also had Mike Sigler, an organizer just as skilled at finding residential developers who wanted more productive electrical contractors as he was at finding hard-working young men and women looking for a career.

What Burge needed was a partner.

In 2018, Ed Powell wanted to run his own shop, be his own boss. After 17 years as an inside wireman and member of Local 968 it was time, he said, to go out on his own.

The appeal of putting out your shingle is undeniable. Chart your own destiny. More money, more independence. And Powell had a lot going for him.

Parkersburg is not much more than a large town, about 31,000 residents, but it's been

one of the most important industrial centers on the Ohio River since the second World War. And unlike much of the American industrial heartland, Parkersburg was never abandoned to rust away.

Wiremen can stay close to home and still be the complete electrician at Solvay and DuPont Chemicals, Constellium Steel and coal powerhouses. They have everything but skyscrapers, really.

There's work, and even though West Virginia recently imposed right-to-work and repealed the prevailing wage, this part of the state hasn't forgotten that whatever wealth a working person built up over a lifetime got there because of a union contract.

But however ambitious Powell is, and he is plenty ambitious, he had to start small. Powell wired up a new house he was having built for his family, looked at what it cost him, then looked at what he saved.

"Where this country is right now, you can't start up a business as an IBEW member and do industrial," he said. "But there's money to be made here."

He reached out to the local, picked up a construction wireman, did some service calls and started business studies where he realized that he could take that kid off the street — if they have some skill and work ethic — and could get them working independently but supervised



Parkersburg, W. Va., Local 968 members like Nicholas Alt are taking back residential market share with signatory Powell Electric with high productivity and mixed classifications.

within three houses.

In six months, Powell said, he had a guy rated as a CW-3 running a crew of two and outperforming his competition.

"We don't see a lot of nonunion electrical contractors doing residential here. What we see is a contractor with a pretty good carpenter who gets \$5 more an hour, takes three weeks to do the electrical and gets it kind of right," Powell said.

The reality, he said, is that there is no inspection for 80% of residential work and the attitude is, "If it's works, its good."

Powell's pitch is that a contractor can make more money putting that carpenter back to work banging nails into trim work as God intended.

"You might pay me \$5,000 more than the carpenter, but it takes me three days, you have no headaches. I provide material. I have all the liability and you don't lose your best guy," he said. "You can build two more houses a year."

The question was, would the local take him seriously enough to let him grow.

In the past, Burge said, he got the sense that if Powell called the hall for a CW-1, he never heard back.

When Burge took over, he told Powell those calls would be filled. Not only that, Organizer Mike Sigler, who was always swinging past residential jobs on the hunt for some hands to strip, would be

the No. 1 evangelist for the Powell Electric value proposition.

One time, Sigler stripped half of the workers off a contractor doing a small apartment complex called the Avington. The contractor had to call the developer and pull out of the job. The developer found Sigler's card at the local electrical supply store, called and he sent her to Powell. Powell isn't the only contractor who will do small residential jobs, he said, but he is the only one specializing in it.

"In the residential, we can continue to grow the way Eddie is going after it," Sigler said. "Before, I walked onto a job to talk to the contractor. Now I look for the developer to flip the whole job."

Powell has doubled the number of houses he's doing each year since 2018. He now has two crews doing houses, a third doing service calls, a first-step apprentice doing troubleshooting and his son is a CW-2 specializing in service entrances and service upgrades.

The IBEW may cost him more per hour, he said, but the business service he gets is worth it.

"People don't value their time correctly," Powell said. "As a master electrician, if I am not billing \$75 to \$90 an hour for my time, I'm better off back turning tools. I use the IBEW for the same reason I use an accountant."

With the IBEW, he said, he doesn't have to find workers, drug test them, shop for health benefits or negotiate a wage every time someone new comes on board. He can also hand off his workers to the JATC for the mandatory 10 hours of training and offers everyone \$1 more an hour if they take it.

"All I have to do is write a check, I can be out bidding work and I don't have to fight those battles. Being union is smart business," Powell said.

For Burge, the CE/CW program is also the best screening process there is for the apprenticeship, and the apprenticeship is the best marketing tool for organizing.

"They know they will be a journeyman wireman in six or seven years if they do a good job," he said.

The result is exactly what Burge hoped. In less than two years, he believes they have gone from that 40% market share in residential to at least 70%, and an even better 90% of apartment buildings.

"I wouldn't be surprised if it is higher," Burge said. "That is an easy big win. A brother is growing a new signatory contractor. We're capturing back an old market we used to have, and we are funneling good hands into a lifelong trade. On top of that, we're proving that unions are good for workers and business owners. This is how it is supposed to work." ■

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 the latest IBEW news, including an electronic version of this and previous newspapers, at IBEW.org.

YouTube

A handful of IBEW linemen at a small utility successfully faced down an employer determined to outsource their jobs. Visit [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker) to find this and many other shareable shorts.

Vimeo

Watch social media-friendly videos — such as the one about the IBEW's largest-ever coordinated organizing campaign for construction work — at [Vimeo.com/IBEW](https://vimeo.com/IBEW).



HourPower

Visit IBEWHourPower.com

to find out how the National Electrical Benefit Fund's



investments create electrical worker jobs while also growing and securing the pension fund covering nearly 625,000 IBEW members.

ElectricTV

Prefabrication is helping members of Seattle Local 46 save developers time and money



while still performing high-quality, long-lasting work on the city's new Waverly residential building. Learn how at ElectricTV.net.

LOCAL LINES

Annual Health Fair Brings Wellness to Local 1 Members

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,ptc,rts,s,se,spa,st &ws), ST. LOUIS, MO — Congratulations are in order for Brother Shawn Levin for succeeding retiring JATC Training Director Dennis Gralike. Shawn, a 25-year member, brings knowledge gained from the many hats he has worn in our industry: steward, foreman, general foreman and many years as a member of our JATC.

More plaudits are in order for our Business Manager Frank Jacobs. He is the newest member of the St. Louis Lambert International Airport Commission. It is composed of a broad spectrum of regional business, civic, and labor leadership. The board provides guidance to overall airport operation, including construction, ongoing maintenance and general services.

Our annual health fair, sponsored by the trustees of the IBEW Local 1 Health and Welfare fund, was a huge home run. Following health guidelines by the city health department, members and their family were able to take advantage of the wellness screenings, flu shots, COVID-19 vaccinations, mammograms and information to help them make better decisions for a healthy lifestyle.

Happy holidays to all!

Kyle Hunter, P.S.

Celebrating 2020-2021 Apprentice Graduates

L.U. 41 (i,se,es,em&spa), BUFFALO, NY — Happy New Year, sisters and brothers! Last year we were finally able to hold graduation ceremonies for our 2020 and 2021 apprenticeship classes. It was great night to celebrate the graduates. Top-average awards were given to Steven Duda for 2020 and Jeff Shaffer for 2021. Perfect-attendance awards were given to Cole Huston for 2020 and Nikolay Kolev for 2021. Congratulations to all; you are the future of our IBEW!

We continue to upgrade our buildings and grounds by paving our parking lot and installing new lot lighting. It was much needed and looks terrific!

2022 looks to be an exciting year for Local 41. We are looking forward to constructing a new hydrogen

manufacturing facility, the University of Buffalo is remodeling another building on the South Campus and we will continue to have suburban school work. Stay safe and remember that every hour counts.

Gregory R. Inglut, P.S.

Local 43 Builds Amazon Warehouse

L.U. 43 (em,i&rs), SYRACUSE, NY — The brothers and sisters of the IBEW are building the Amazon Warehouse in Clay, N.Y. The warehouse is one of the world's largest distribution centers, standing at five stories and 3.8-million square feet.

Thank you, brothers and sisters, for your world-class work and craftsmanship!
#IBEWLocal43OnTheMove!

Jeff Cassano, P.S.



Local 43 members at the Amazon warehouse in Clay, NY, which they helped to build.



Local 41 held postponed ceremonies to celebrate its 2020-2021 apprenticeship graduates.



Local 55 officers (left to right): A.B.M. Shane Nelson, A.B.M. Cody Eigenheer, Office Assistant Rhonda Fucaloro, B.M. Mike Sawyer, Office Manager Terri Vitiritto and A.B.M. Rusty McCuen.

Local 55 is Here to Help

L.U. 55 (c,lctt,o&u), DES MOINES, IOWA — Hello, brothers and sisters: I would like you to take a moment of silence for Richard (Dick) Snyder of Early, Iowa. He was a member for 60 years, working for L.E. Meyers for most of his career.

I took a picture of our office staff this month because a lot of people may call in but have no idea of who they talked to. Staff are very dedicated and go above and beyond for our membership. Any time you have a question just pick up the phone and call one of them!

Our local is still very blessed and has a lot of work! I remember back in the late '70s and early '80s when the local did not have much work, so save your money for a rainy day!

Local 55 will have a recognition dinner on Feb. 5 at Prairie Meadows in Altoona, Iowa. Save the date and let's

have a good time! The local will also celebrate its 125th year of existence. Look forward to hearing much more about it in the coming months!

By the time you get this, I am sure we will have had a lot of snow and cold, so wear some warm gloves and get good, insulated boots. Drive safely and watch those fingers. Know where you're putting them! See ya later!

Myron Green, P.S.

Sixth Annual Solidarity Ride Raises Thousands

L.U. 99 (govt&i), PROVIDENCE, RI — In 2021, our local and Local 2323 held the sixth annual Solidarity Ride. While the event was canceled in 2020 and rescheduled this past year from May to Sept. 19 due to COVID-19, the run was our best yet. Riders from locals all over the northeast and as far away as Illinois attended.

The proceeds from the ride benefit local charities. The beneficiaries of the most recent run

included Day One, Nico's Tree and the Greater New England Chapter of the National Multiple Sclerosis Society. Day One is a Providence non-profit dedicated to helping survivors of sexual abuse. Nico's Tree provides emotional and financial support for patients and families undergoing treatment for long-term pediatric illness. The MS Society works to improve the quality of life for people affected by multiple sclerosis and raises funds for MS research.

With donations from 2020 rolling over to this year's charities, we are proud to report that we raised over \$42,000 to benefit these worthy causes! You can find updates and info on next year's ride as it becomes available by following IBEW Local Union 99 Providence on Facebook.

Nicki Kent, P.S.



Locals 99 and 2323 held the sixth annual Solidarity Ride in October to benefit multiple charities, a run that was the best to date.

Submitting Local Lines Articles

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

Trade Classifications

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

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

Empower DEI Launches to Diversify Electrical Firms

L.U. 103 (cs&i), BOSTON, MA — With diversity, equity and inclusion being foremost on all of our minds, our local and its NECA partners have launched the Empower DEI program to significantly increase women and minority-owned electrical contracting firms. This program combines an advanced training program with mentoring, resources and support for experienced, licensed minority and women-owned NECA contractors as well as Local 103 electricians seeking to open their own businesses. Participants will have access to experienced industry leaders and business supports designed to ensure their success.

Local 103 has also engaged Alex Willis of Leadership Surge to conduct corporate training and development leadership training. This training focused on effective communication, problem-solving and conflict-resolution skills to develop awareness and proficiencies in diversity, equity and inclusion, for our officers, stewards and members.

Best wishes for a happy, healthy and prosperous New Year!

Jimmy Fleming, P.S.

Annual Day of Service a Great Success

L.U. 111 (em,govt,lctt,mt,o,ptc,rtb,spa&u), DENVER, CO — As 2021 ends, I would like to thank the membership for their hard work and unwavering sense of duty to their communities and fellow man during these unprecedented times. You continuously kept the lights on, the gas flowing and the plants generating. I would like to express my very sincere thanks to all of those who braved unsavory conditions as you restored the grids after the devastating hurricanes, fires and other weather events throughout our state and the country.

The annual Day of Service was a great success. Board member Kevin Smith, President Quinn, Business Manager/Financial Secretary Meisinger, along with other business agents and members from the Pueblo units, joined with Xcel Energy and Humana in a food bank for the Center for American Values. We assembled over 800 food care packages for disadvantaged veterans throughout nine counties in southern Colorado — some as far as the Kansas border — once again proving our membership shows up and volunteers when they are needed.

Please attend your unit meetings, be kind to one another and keep safety your No.1 priority.

Patrick S. Quinn, P.S.

Local 125 Resumes Saturday School

L.U. 125 (lctt,o&u), PORTLAND, OR — 2021 has wound down, and it's time for apprentices to start another year of Saturday school.

VOLTA Instructor Brian Williams, who is in his first



Local 125 Business Representative Dave Rondeau and VOLTA Instructor Brian Williams at launch of second-year Saturday School in Portland, OR.

year as an instructor at NW Line JATC, joined Business Representative Dave Rondeau to kick off this class. Like many journeymen, the responsibility of giving back to the trade was a motivation for Rondeau: "I joined Local 125's staff, which was my way of giving back. I never thought I'd become an instructor," he said.

Local 125's Business Manager Travis Eri supported Rondeau's interest in being an instructor: "This gives Dave a different type of exposure to the next generation," he explained. "We all take pride in our trade; this is another way to pay it forward."

"This trade has been good to me and my family. I'm committed to helping apprentices get the knowledge needed so they can support their families — and go home safely every day," Rondeau said.

If you are interested in teaching Saturday school, VOLTA or Camp Rilea, call NW Line JATC at 360-816-7100. Thanks to all the instructors who are giving back!

Marcy Grail, A.B.M.

Work on the Horizon for Spring

L.U. 141 (ees,i,o&u) WHEELING, WV — Greetings, brothers and sisters. Work in our area remains slow, with 90 members on Book 1.

A coal-fired power plant in our jurisdiction, AEP's Mitchell Power Plant, recently received some good news from the Public Service Commission of West Virginia. The plant had been slated to close as early 2024, but a recent ruling by the PSC has extended that closure to 2040. This will mean continued work for our members at this facility for many years to come, with substantial upgrade work to begin hopefully as early as spring 2022.

Also, a project that has been deemed all but dead, Moundville Power, may be receiving new life as of this writing. The project developers have recently applied for the project permits to be reissued. This will be a new gas-fired power plant to be built within our jurisdiction, and it will provide many jobs for our members.

Local 141 is currently planning our holiday festivities as of this writing, with a kids' breakfast with Santa, members' Christmas party and local Christmas parades, to name a few.



Congratulations to Local 111's newly sworn in members: Jonah Morgan, Jairn Arteaga, David Emch, Darren Stewart, Joshua Kahn, Brad Ruble, Dane Fuller, John Noe, Garrett Doolittle, Garrett Kite, Chris Carter, James Vazquez, Roger Korrell, Kevin Esterbrook, Brittany Polich and Kyle Warmath.

Local 141 is mourning the passing of Brother Steve Finney. He will be greatly missed.

Please stay safe and healthy.

Kurt "Bug" Reed, P.S.

Hope for Better Times Ahead

L.U. 159 (i), MADISON, WI — We are fortunate that the work outlook remains strong into and through 2022. We are grateful to be in a better place with COVID-19 than we were last year. This fall, thanks to public health measures and vaccines, members attended in-person continuing education classes, and apprentices returned to in-person day school.

We just took down our 33rd annual Holiday Fantasy in Lights display. We thank everyone who helps make it happen. We especially thank our retirees (and some active members) for all their hours volunteered since June, building, repairing and prepping displays and equipment. We couldn't do it without them! We enjoy seeing them at the hall.

Act 10 rocked Wisconsin's public-sector unions in 2011. Our state workers took a pay cut, due to increased costs for benefits. They can negotiate only for raises, and those are capped at the rate of inflation. They must vote yearly to re-certify, to negotiate for even those raises. The university recently gave workers a better rate on insurance, but it may be too little too late, as many UW trades workers have left for greener pastures. We hope the strikes of autumn were a sign of better times ahead for all workers.

Sue Blue, B.M.



Local 159's industrious retirees (left to right) Mike Stassi, Joe Legris, Jim Virnig and Tim May attach lights to displays before November's Lights On celebration.

Stay United in 2022!

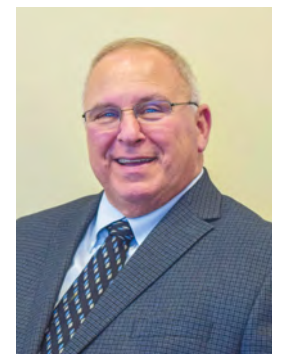
L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH — Happy New Year, brothers and sisters! We hope you and your families had a safe, healthy and enjoyable holiday season.

We would like to express our gratitude to Larry Tscherne for his years of dedication and service to the membership of Local 245 and the IBEW. Larry retired officially Oct. 1, 2021, after a combined four years as an assistant business manager and 24 years as the business manager/financial secretary. Larry, enjoy a long, healthy retirement and congratulations — it's well deserved. For a full dedication to Larry, please visit our website (www.ibew245.com) and our Facebook page.

As of this writing, negotiations with Energy Harbor, Walleye Power LLC, Nelson Tree Service and Rossford Fire & Rescue Department are ongoing, and we hope to reach agreements soon. We recently reached a tentative agreement with Henkels & McCoy for Fourth District teledata work.

As 2022 gets underway, we want to encourage all of our members and their families to help raise awareness about the importance of unions and all of the benefits that go along with being a part of the IBEW. Now more than ever, we need to STAY UNITED.

Brian Gendaszek, P.S.



Local 245's Larry Tscherne celebrated his retirement after 20-plus years as business manager and financial secretary.

Local 309 Helps With Songs 4 Soldier Benefit Concert

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — On Sept. 17 and 18, volunteers from our local assisted with the eighth annual Songs 4 Soldiers benefit concert. Since the event's inception, our retirees' volunteer group, the Electric Pros, and countless other Local 309 volunteers have helped this charity with site power distribution. Songs 4 Soldiers is a 100%-volunteer-run organization with all of the proceeds going to combat veterans and their families who have limited resources. A special thanks goes to event organizer Jason Pulse and volunteer Gary Queen — both Local 309 inside wiremen.

It is with a heavy heart that Local 309 reports the passing of Brother Chris Weir. Even though we mourn his early departure from this world, we find comfort in honoring his legacy. To many, Chris was a mentor and confidant. To all, he was kind, compassionate and generous. As an inside wireman, he took pride in his work and teaching apprentices. As an assistant business manager, Chris was an expert communicator and a passionate defender of workers' rights. As a person, Chris had a heart of gold, which he shared with everyone. Put simply, Brother Weir exemplified the best of Local 309, and we will not forget him. Love you, Brother.

Carlos S. Perez, R.S.

Memories of Brotherhood

L.U. 313 (i&spa), WILMINGTON, DE — Our local's former president, Ricky Crawford, had a masterful idea of holding a service to remember those who had passed since the beginning of the pandemic. Current President Darren Scott and his Assistant Peggy Burgess turned this concept into a tribute ceremony that took place after the October retirees meeting at the union hall.

Business Manager Bobby Murrian offered heartfelt greetings to all followed by the draping of our charter. A tribute to Local 313 fallen military proceeded with a moving rendition of "Amazing Grace" by Scotty Mauchin Jr. on the bagpipes. Brother Marty Wilson offered a prayer for the prepared meal and the rest of the reception.

Family members expressed deep appreciation for the chance to come together and once again celebrate the lives of those lost. Invited guests, along with good brothers and sisters, shared memories and stories of our close friends and co-workers, while laughter and tears became medicine for heavy hearts.

Stay safe for the new year, on and off the job. There are a lot of people counting on you.

If by chance you do not stay well, we are trying to "up our game" with how the Health & Welfare benefit is standing by to help. Stay tuned!

Bruce W. Esper, P.S.

LOCAL LINES

More Than A Yellow Ticket

L.U. 343 (i,spa&st), LE SUEUR, MN — As of November, the work picture remains strong with several calls reaching Book 2. The Conagra corn-packing plant in Waseca is currently the largest project, pushing 100 journeyman and apprentices with two signatory contractors on site.

Union journeymen have the freedom to choose whom to work for. We can move from shop to shop. The pay, benefits and working conditions do not change. The collective bargaining agreement protects us. A nonunion journeyman must negotiate his pay and possible benefits with the boss each time, more often if work slows down. A nonunion electrician must wonder: Will I get vehicle and phone reimbursement? What tools do I supply? What holidays are non-work days? When is quitting time? Is overtime paid or do I bank it? Is there a lunch break?

As union journeymen, we have the power to control our careers. We have a yellow ticket and a journeyman's license in our pocket. Our dues fund the hall that works for us and represents us. Union members have the power to direct how the local does that.

Attend union meetings, get informed, be active in the local and pay your dues. Don't know what the yellow ticket is? Ask your steward.

Avoid the cargo ship backlog — Buy Made In USA.

Tom Small, P.S.

Local 449 Celebration for JW Graduates

L.U. 449 (i,o,u,rtb,rts&spa), POCATELLO, ID — Our local recently held a graduation dinner and celebration for our thirteen new JW graduates. We had two sisters and eleven brothers who showed us they had what it takes to persevere and turn out as part of the next generation of journeymen. Congratulations to the graduates and their families.

We made it through another year of COVID-19 and were able to hold our holiday party that we had to forgo last year. It is always great to be able to get together and catch up with everyone away from work for a change. We are looking forward to an even better year in 2022. Local 449 would like to wish you all a happy and prosperous New Year.

Congratulations to our recent retired Brothers Michael Smith and Steven Cobbley. We wish you both a long and enjoyable retirement.

In memoriam: Brothers Gordon Hudson and Virgil Price will be sorely missed. Our heartfelt condolences go out to their families and friends.

Ned Jones, B.M.

Veterans Committee Oversees First Service Project

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN — This past October, our local's newly formed Veterans Committee came together for their first service project. Our members got together early on a Saturday morning



Local 481's Veterans Committee volunteers oversaw its first service project in October.



Local 569 members building 100 MW of new solar at the Drew Solar Project in Calexico of Imperial Valley, a project that employs forty-five Local 569 members with green jobs.

to help a Vietnam veteran whose house needed some electrical work to make it safer for him and his wife. At the end of the day, the group of volunteers had accomplished a significant amount of work and the veteran was more than pleased with the result. To be able to sleep knowing his house was now safe and up to code was wonderful feeling, and the veteran expressed his gratitude to the volunteers for their time and talents. A special thanks to Local 481's Veterans Committee for bringing this project together and for making it such a successful first project. We look forward to seeing what the committee has in store.

Blake A. Andrews, Treas./B.R.

Lighting the Way Forward

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — Throughout the past year, we made much progress on business development and securing more work for our members — including multiple project labor agreements on downtown high-rise buildings, battery-storage projects and new solar developments — and signing new contractors to put more members to work. Additionally, major projects with PLAs broke ground last quarter, including the \$3-billion Pure Water project.

And the biggest wins came when two of our regional transit agencies, SANDAG and MTS, both voted affirmatively to enter into PLA negotiations with the Building Trades unions for future work valued at more than \$163 billion of transit construction and infrastructure.

In 2022, we are going to continue focusing on our members, providing better service; strengthening our jobsite steward program to ensure safe, quality workplaces; focusing on accountability and transparency; pursuing more top-down organizing to add more contractors and therefore increase work opportunities for 569 members; and gearing up to enter into sound contract negotiations to fight for better wages and benefits.

We're hoping this year will be even bolder and brighter than 2021! Stay safe and thank you for keeping our union strong.

Gretchen Newson, Political Dir./Organizer

Inside Agreement Ratified for Local 611

L.U. 611 (catv,es,go,t,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — As most of you know by now, the inside agreement has been ratified after going to CIR. The final decision was a 3-year contract totaling \$4.65 and 45 cents in our annuity. Each year will have \$1.55 on the check and 15 cents in our annuity beginning Jan. 1.

Our NEBF will increase by 50 cents.

Over the years I have been asked what CIR is, so I will take this opportunity to attempt an easy explanation. The Council on Industrial Relations, or CIR, is cosponsored by the IBEW and NECA as a means to settle labor disputes peacefully within the electrical industry. With a CIR clause in the collective bargaining agreement, all disputes between labor and management that have come to an impasse must be brought to CIR to be settled. The decision determined by CIR is legal and binding between both parties, which will prevent a strike. The panel is made up of six IBEW and six NECA representatives. All decisions by the CIR must be unanimous before it can become official. I hope that gives everyone some understanding of what the CIR does for our industry.

Abi Mendoza has left as an assistant at the hall and is being replaced by Cheryl Largo; congratulations to Cheryl on her new position.

On behalf of the local, I would like to send condolences to the family and friends of Leo Crank, Thomas D. Lindsay, William Long and Arville Sullins.

Don't forget the inside meetings are on the 3rd Saturday of each month.

Darrell J. Blair, P.S.

Local 625 Welcomes Newly Organized Contractors

L.U. 625 (c,ees,em,i,it,mar&mt), HALIFAX, NOVA SCOTIA & PEI, CANADA — We have recently lost the following members: On Sept. 22, David Bremner (71); Aug. 10, David Coldwell (72); Oct. 7, Bill Logan (68).

The following members have recently retired: J. Fred Chilsholm, John Hamilton, Richard A. Morrison and Clive Wood.

Local 625 would like to welcome newly organized contractors P.T. Industrial and Twins Electric Inc.

Our local had its annual Golf Tournament on Sept. 19 at Penn Hills golf course, with 67 members in attendance.

Brad Wood, B.R./Organizer

Local 697 Celebrates 110 Years of Brotherhood

L.U. 697 (c,es,i,mt&se), GARY/HAMMOND, IN — Our local has been ready for much needed in-person events. Late summer/early fall events were in abundance for the membership and their families. The Lowell Labor Day Parade brought many eager people. They were ready to take the parade route on, handing out candy and Powering America bags to the parade crowd of onlookers. We then followed that up with our local picnic, held at the Lake County Fairgrounds. There were over 600 members and their families that came out for the day's camaraderie, activities and good food.

We also want to thank all those who came out for the fall blood drive. There were 102 units collected by the American Red Cross that day.

This is the 110-year anniversary of Local 697, and

bringing our retirees and active membership to our awards night was a welcome site. The time to celebrate our past and acknowledge our future brought together in one event allowed many to recognize the long-standing history and pride of the IBEW and Local 697. We had the honor of acknowledging our 70-year member Gene Brown, who spent over 40 of those years as an active member before retiring.

As you can see, it has been it a busy time, and there are so many worthwhile events that I can't fit them into one article. We have been amidst hectic work schedules and project deadlines, like so many locals across the country. I appreciate all of you who take the time to participate in our local events and volunteer opportunities.

Joree Richards, B.M./F.S.



Gene Brown celebrates his 70 years as a Local 697 member with Business Manager Joree Richards.

Union Appreciation Night at Amalie Arena

L.U. 915 (i&mt), TAMPA, FL — Greetings, everyone: We hope everybody had a happy holiday season. Our local continues to have steady employment with more work on the horizon. In September, Business Manager King led the pack in the ninth annual Labor Day Ride for the St. Jude Children's Hospital along with Locals 222 and 756. Since 2013, we have collectively raised \$59,600 for this great cause.

Our negotiating committee was able to come to an agreement with NECA and it was ratified at the October general membership meeting. Also in October, there was a union appreciation night (an anomaly



In October, Local 915 members got a shout out for union appreciation night at Amalie Arena during the Tampa Bay Lightning game.

in the south) at Amalie Arena for the Tampa Bay Lightning game. Business Manager King seized the opportunity to purchase tickets in an all-inclusive section and hold a raffle for interested members. There was only one requirement to enter the raffle: The member had to show his/her vaccine card as well as a card for their guest. There were also reduced tickets for sale for others who wished to attend. We had two members who got the vaccine just to be able to enter, and a great time was had by all.



Plumbing Apprentices John Desimas and Leo Sheridan with B.M. Mike Zagami and Electrical Apprentices Matt Hogg and Dionisio Susana.

Shawn McDonnell, Mem. Dev.

New Chairman for Local 1347's Executive Board

L.U. 1347 (ees,em,ptc&u), CINCINNATI, OH — Members of the Executive Board (pictured below) for Local 1347, Cincinnati, Ohio, worked late into the night to bring resolution to issues being faced by their local and many others around the globe today. The fight for worker's rights during plant closures, a nationwide labor shortage, grievances and improving the working relationship with our various companies has become part of the daily grind. These board members and union officers have stepped up to sacrifice their time, and we are grateful for the work they do every day to help lead Local 1347 to a better future.

Local 1347's very own Executive Board Chairman Patrick Kallahaer has accepted a new position within the International organization as the Fourth District organizer. He will be bringing his years of experience from his home local into service for the good of all IBEW members. Thank you, Pat!

Since Patrick has accepted his new role, we are happy to announce that Don Scott Smith has stepped up as the new chairman of our Executive Board. He is very excited for an opportunity to help lead his local going forward and make it stronger and more resilient. Thank you, Don!

All of these officers have stepped into these roles knowing they are here to help the local grow and leave a stronger future for all union members. Thanks to you all again, and here's to making 2022 the best year yet for our members and everyone within the IBEW!

Brad Evans, Exec. Board



Members of the Executive Board for Local 1347 (left to right): Brad Evans, B.M. Andrew Kirk, Exec. Board Chairman Don Scott Smith, Lee McIntosh, Steve Harms, Jimmy Bell and Fourth District Rep. Patrick Kallahaer.

Local 1505 Apprentice Programs Secured

L.U. 1505 (em), WALTHAM, MA — Our local secured its first apprenticeship programs with Raytheon Technologies (RTX) as part of the 2021 contract signed in September. This was a fight waged by Business Manager Mike Zagami and the negotiations team dating back

20 years. At many levels, we were told this could not be done. But through hard work, these programs are now officially part of our contract. This new program should also stem some of the vending issues we have experienced with the company.

This important win creates a clear path for our members to achieve rewarding, high-paying careers in the plumbing and electrical trades. The apprentice programs also help RTX fill positions that have proven challenging over the last few years. Brother Zagami is hopeful the company will see the value in these programs, with the goal of expanding into all building trade positions within our local.

John Donald, P.S.

2022: Another Great Year

L.U. 1579 (i&o), AUGUSTA, GA — Our local is looking forward to another great year for our members. Units 3 and 4 at Plant Vogtle are still going strong. This project should decrease in manpower numbers over the year, but it should maintain over 1,000 IBEW members.

Although the Vogtle project will be downsizing, we have another project that will be kicking off: The plutonium pit production facility at the Savannah River Site is expected to start hiring in the spring. This project will start out slow as a lot of demolition and prep work is needed before the major construction can begin. Once this project gets started, it is expected to have about 400 IBEW members at its peak and will take several years to complete.

What is the purpose of the plutonium pit production facility? The plutonium pits are critical components to nuclear weapons. The United States has a stockpile of pits that were produced from 1978 to 1989, and our government now must produce more pits to replace the aging stockpile. Under federal and national security requirements, the federal government must produce a minimum of 80 pits per year by 2030.

Local 1579 is also looking forward to other projects in the jurisdiction. Although many of these additional projects are small, they all add up. There is no project too small or too large for the IBEW.

I would like to thank all our traveling brothers and sisters that assisted us with our work. I know 2022 will be a time for many of you to move on to the next job. I hope that you leave with a good, satisfied feeling, and I hope Local 1579 members treated you with much hospitality.

Until next time, God bless!

Will Salters, B.M./F.S.

In Memoriam

Members for Whom PBF Death Claims were Approved in November 2021

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	George, M. P.	12/5/20	26	Vest, C. D.	7/30/21	103	Baker, R. L.	11/11/20
1	Kriete, J. H.	7/28/21	26	Weiland, C. H.	8/15/21	103	Collins, F. M.	10/9/20
1	Ryan, D. L.	8/5/21	32	Webb, J. K.	2/5/21	103	Crowley, J. P.	7/29/21
1	Simpson, D. E.	1/27/21	34	Mundle, R. C.	8/23/21	103	Kimball, W. T.	7/1/21
3	Ayala, C. R.	9/8/18	38	Bozic, F. F.	8/21/21	103	Marmai, M. H.	12/27/20
3	Braff, S. B.	7/2/21	38	Ellis, R. J.	9/8/21	103	Merrill, S. P.	6/25/21
3	Cordier, R. A.	8/11/21	38	Way, G. T.	8/16/21	103	Murphy, S. P.	5/13/20
3	Daidone, J. J.	9/13/21	41	Adolf, R. A.	8/26/21	103	Rinaldi, P. A.	5/6/21
3	Depusoir, W. V.	8/24/21	42	Bosely, T. R.	9/6/21	104	Geremia, J. E.	2/4/21
3	Diamond, J. T.	9/10/21	42	Ulinskas, T. V.	6/12/21	105	Cameron, A.	7/22/21
3	Dunn, R. M.	1/13/21	43	Alexander, J. J.	8/19/21	105	Davis, R. J.	10/30/21
3	Fink, R. A.	9/12/21	43	Paniccia, A. J.	8/5/21	110	Behrend, T. G.	3/27/21
3	Ganelli, D. R.	9/29/21	44	Mitchell, J. D.	9/1/21	110	Sadowski, J. A.	7/26/21
3	Garcia, A.	12/20/19	44	Smith, D. H.	6/8/21	110	Steingruebl, S. R.	6/13/21
3	Goldenberg, S.	9/22/21	46	Martens, C. E.	7/29/21	110	Yarusso, J. P.	8/30/21
3	Green, J. E.	5/14/21	46	Pitkanen, V.	4/10/21	111	Morris, L. I.	7/4/21
3	Karabaic, M. P.	8/18/21	46	Rutherford, C. L.	9/5/21	112	O'Connor, M. B.	6/15/21
3	Lamb, S. A.	9/5/21	48	Dryer, P. G.	8/29/21	115	McCallum, C. S.	8/2/21
3	Lia, J. P.	10/7/21	48	Magoon, J. O.	8/11/21	117	Averaino, J. L.	8/21/21
3	Mancini, A. A.	9/16/21	48	Sierra, D. F.	6/7/21	120	Mather, R. D.	7/24/21
3	Maugeri, J. T.	8/25/21	55	Snyder, R. F.	10/25/21	120	Porter, J. E.	10/1/21
3	McCann, D.	8/12/21	56	Shufan, A.	7/28/21	124	Garies, J. J.	4/10/21
3	McKofke, R. J.	8/15/21	57	Johnson, E. O.	9/24/21	124	Morgan, D.	9/8/21
3	Morenz, H. M.	4/12/20	58	Blessington, R. C.	9/7/21	124	Winnie, B. L.	7/23/21
3	Moro, R. W.	8/3/21	58	Deaton, J. H.	8/24/21	125	Barnes, D. T.	8/12/21
3	Nelson, W. C.	9/1/21	58	Harlan, J. M.	5/22/21	125	Brown, D. K.	12/15/20
3	Soriano, R.	8/25/21	58	LaVallee, P.	9/12/21	125	Hampton, L. S.	10/13/20
3	Votke, C. A.	7/29/21	58	Moore, G. V.	5/25/21	125	Shepherd, J.	7/27/21
3	Weissberg, M.	7/25/21	58	Seeling, M. L.	8/15/21	125	Wiege, H.	3/2/20
5	Bachner, G. B.	8/3/21	58	Tannous, A. W.	8/20/21	126	Drass, M. D.	7/30/21
5	Snyder, H. J.	1/22/21	60	Reyes, P. A.	5/15/21	127	Schwer, M. T.	7/7/21
5	Stockdill, T. W.	7/14/21	66	Carey, A. W.	7/15/21	129	Henes, E. E.	7/15/21
5	Waugaman, J. G.	9/9/21	66	Jones, R. W.	9/13/21	129	Stuck, T. L.	4/13/20
6	Edwards, J.	7/27/21	66	Schmidt, R. P.	8/3/21	130	Del Rosario, A.	6/2/21
8	Fountain, C. K.	8/28/21	66	Tondera, D. W.	7/5/21	130	Hemelt, L. R.	12/23/20
8	Kipplen, M. W.	8/17/21	68	Barclay, J. R.	4/21/21	130	Scheible, F.	6/24/21
8	Lightfoot, R. W.	9/15/21	68	Compton, C. R.	3/15/20	130	Tedesco, J. A.	9/5/21
8	Puls, J. H.	7/3/21	68	Fowler, D. A.	10/29/20	134	Arbogast, J. E.	8/21/21
9	Capozziello, A. D.	3/23/21	68	Ramsey, J.	1/31/21	134	Crooks, G. D.	6/30/21
9	Wallis, F.	5/25/21	68	Riney, J. R.	7/3/21	134	Fitzgibbons, E. F.	9/3/21
11	Bacon, C.	7/4/21	68	Trinidad, F. C.	7/30/21	134	Gernady, J. H.	9/15/21
11	Favarote, M.	8/24/21	70	Kimble, S. G.	8/29/21	134	Kemnitz, K. H.	6/4/21
11	Horn, J. M.	8/23/21	71	Kelly, P. J.	7/6/21	134	Kratochvil, J. J.	8/15/21
11	McIntosh, D. R.	2/12/21	71	Thrash, R. C.	7/16/21	134	Mahoney, D. L.	9/1/21
11	Orosco, A. E.	8/26/20	77	Dubbin, M. R.	8/29/21	134	Mouflouzellis, J.	10/6/21
11	Pearce, R. A.	8/17/21	77	Jonas, R. G.	7/8/21	134	Ocampo, P.	5/30/21
11	Peterson, H. R.	7/26/21	77	Kennedy, I. O.	7/17/21	134	O'Hare, J. T.	8/17/21
11	Petrick, J. A.	7/18/21	82	Bair, J. C.	8/22/21	134	Paleka, J.	9/14/21
11	Torres, S.	8/20/21	82	Byrd, G. T.	8/11/21	134	Reid, S. C.	4/25/21
13	Schmidt, T. J.	8/12/21	82	Christian, D. M.	6/29/21	134	Smith, D. J.	8/16/21
17	Downing, R. C.	4/8/20	82	Langhardt, F.	8/9/21	134	Wall, R. M.	9/22/21
17	Standley, R. D.	7/2/21	86	DiPasquale, P. A.	10/1/21	136	Edwards, M. J.	7/23/21
18	Heatherly, J. D.	5/7/21	86	Maher, M. J.	5/24/21	136	Tyson, I.	9/7/21
18	Patterson, R. E.	4/17/21	86	Warner, E. M.	7/22/21	139	Rockwell, J. R.	7/20/21
18	Saunders, L.	4/15/21	95	Campbell, J. L.	2/2/21	143	Keefer, C. A.	6/20/21
20	Beall, J. C.	8/11/21	97	Bellor, R. F.	12/19/19	145	Kuklok, B. K.	6/2/20
20	Garcia, J. H.	10/23/20	97	Durand, T. J.	7/22/21	146	Allard, D. L.	10/4/21
20	Niblett, J. M.	8/5/21	98	Bright, M. J.	9/10/21	146	Wendt, A.	9/26/21
22	Lorence, J. L.	8/1/21	98	Cahill, T. J.	6/20/21	150	Dell, T. R.	8/25/21
22	McCutcheon, G. G.	8/14/21	98	Chambers, E. J.	6/15/21	150	Larsen, R. E.	7/13/21
24	Anderson, B. E.	7/25/21	98	Costello, M. F.	6/26/21	150	Sleyster, R. L.	7/10/21
24	Pasta, S.	5/28/21	98	Fornara, J. H.	3/27/21	153	Krieg, R. A.	10/12/21
25	Malin, N. G.	7/18/21	98	May, S.	9/13/21	153	White, H. M.	8/7/21
25	Oleksiak, R.	8/22/21	98	Ramotowski, D.	2/27/21	160	King, C. H.	8/31/21
25	Sullivan, T. D.	6/13/21	99	Dillon, E. T.	7/24/21	164	Elgert, A. L.	7/6/21
25	Vinciuillo, A.	8/18/21	99	Hall, H. M.	5/13/21	164	Faber, J. J.	8/6/21
26	Lay, S. S.	4/17/21	99	Williams, M. P.	7/15/21	164	Schwarz, W. C.	7/3/21
26	Lewis, C. L.	7/19/21	100	Coentino, J.	5/25/21	175	Knight, G. K.	8/5/21
26	Schaefer, R. M.	7/8/21	102	Greene, R. L.	7/7/21	175	Lackey, S. L.	8/6/21
26	Smith, J. D.	8/20/21	102	Palmieri, M. E.	7/24/21			
26	Sweitzer, C. W.	7/21/21	103	Adams, L. A.	7/1/21			

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In Memoriam continued

Members for Whom PBF Death Claims were Approved in November 2021

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
175	Mullins, L. P.	7/6/21	340	Beard, C. H.	8/20/21	498	Koscielniak, S.	7/13/21	716	Cudd, K. W.	9/4/21	1105	Cavanaugh, J. R.	2/11/21	I.O. (134)	Byrd, J. O.	1/26/20
176	Dorsey, R. H.	9/1/21	340	Murry, T. J.	9/23/21	499	Beaver, M. K.	7/23/21	716	Forest, H. L.	7/13/21	1141	Cotton, J. R.	2/11/21	I.O. (134)	Rentz, G. F.	5/13/21
176	Enz, W. M.	9/30/21	343	Petersen, K. A.	7/13/21	505	Ivey, B. H.	9/10/21	716	Gibson, H. W.	8/18/19	1141	French, T. J.	9/13/21	I.O. (245)	Gushea, P. A.	7/25/21
194	Cox, T. W.	7/31/21	343	Roberts, S. L.	8/3/21	505	Ross, W. H.	8/14/21	716	Hamrick, G. W.	1/11/18	1186	Aoyagi, H.	6/20/21	I.O. (532)	Lesh, J. E.	9/29/21
196	Walraven, R. L.	8/13/21	347	Sewell, G. E.	6/5/21	508	Lewis, R. M.	9/10/21	716	Wilmoth, J. D.	8/9/21	1186	Araki, L. S.	5/5/21	I.O. (1788)	Gowing, K. W.	8/30/21
197	Conder, J. W.	8/23/21	349	Cortada, I.	7/27/21	508	Reynolds, L. E.	9/1/21	716	Yates, H. M.	4/3/21	1186	Deleonardis, D.	10/4/18	Pens. (46)	Anderson, L. E.	7/23/21
197	Williams, R. L.	7/19/21	349	Dewey, J. M.	12/30/20	520	Bohls, R. A.	7/2/21	728	Caulfield, J. J.	8/10/21	1186	Iwamoto, G. K.	5/7/21	Pens. (193)	Pflug, G. T.	3/13/20
212	Blaney, J. P.	6/25/21	351	Cerino, J. J.	9/6/21	532	Duncan, M.	8/7/21	728	Gage, F. H.	7/6/21	1205	Bastanzi, J. A.	10/8/21	Pens. (686)	Cusanelli, P. E.	8/7/21
212	Corbett, R. E.	8/1/21	351	Duncan, K. P.	3/23/21	532	Lombardozi, P.	7/21/21	731	Winter, R. L.	8/23/21	1205	Edwards, J. D.	6/26/21	Pens. (I.O.)	Berryman, J. J.	8/2/21
212	Denney, M. J.	8/20/21	351	Kinsell, E.	3/22/21	540	Berner, S. M.	8/27/21	756	Driggers, W. J.	8/21/21	1245	Dunbar, C. G.	10/3/21	Pens. (I.O.)	Boone, R. H.	5/22/21
212	Schneider, E. D.	9/5/21	351	Neal, A. F.	7/29/21	540	Ferguson, R. T.	9/15/21	760	Bedwell, J. E.	8/19/21	1245	Woodruff, T. M.	9/18/21	Pens. (I.O.)	Borden, K. J.	1/2/21
212	Sturm, G. E.	8/6/21	351	Pellegrini, A. A.	10/4/21	540	Kettering, G. C.	9/30/21	760	Toth, F. R.	8/16/21	1340	Ramsey, R. D.	7/3/21	Pens. (I.O.)	Buck, J.	11/1/20
213	Anderson, E. J.	6/29/21	353	Barker, J. R.	5/29/21	540	Page-Wood, D. D.	9/4/21	760	Williams, R. W.	8/16/21	1340	Wood, H. E.	10/13/21	Pens. (I.O.)	Buckland, R. L.	8/29/21
213	McNay, I.	3/22/21	353	Changoor, R.	9/16/21	545	Schellhorn, W. J.	8/29/21	767	Altazin, J. I.	4/5/17	1377	Molnar, D. G.	8/30/21	Pens. (I.O.)	Conley, C. E.	8/7/21
213	Oliver, A. J.	1/30/21	353	Di Diomede, A.	9/12/21	551	Burnett, R. R.	10/3/21	773	Fitzgerald, G. M.	10/15/21	1379	Langen, E. G.	8/3/21	Pens. (I.O.)	Dohy, D. D.	5/14/21
222	Lindsay, W. J.	9/4/21	353	Fissenden, D. W.	8/19/21	551	Lappin, J. J.	9/7/21	773	Jessop, G. F.	7/30/21	1391	Jordan, L. D.	3/10/21	Pens. (I.O.)	Drumm, M. E.	8/13/21
222	Thomas, J. F.	8/16/21	353	Flanagan, E. P.	7/29/21	551	Wasson, F. L.	6/7/21	804	Isaac, D. A.	10/17/21	1393	Henry, R. L.	8/2/21	Pens. (I.O.)	Edmunds, W. G.	7/13/21
223	DaSilva, J.	8/7/21	353	Kerecki, D.	8/29/21	553	Hartz, S. B.	6/18/21	804	Rennie, S.	5/21/21	1393	King, S. T.	8/5/21	Pens. (I.O.)	Eide, J. A.	8/2/21
223	Reale, E. J.	12/24/18	353	Manion, J. S.	8/29/21	557	Payk, K. H.	8/15/21	804	Wilhelm, B. J.	1/25/21	1439	Rone, J. T.	6/8/21	Pens. (I.O.)	Gordon, R. V.	7/13/21
230	Faganello, R. F.	6/18/21	353	Moreira, J.	8/8/21	558	Brown, R. H.	7/10/21	876	Auger, I. R.	8/22/21	1531	Coston, H.	5/21/21	Pens. (I.O.)	Harding, T. O.	9/6/21
230	Umphrey, J. P.	8/7/21	353	Preston, V.	9/8/21	558	Cabaniss, M. W.	7/24/21	876	Beechler, C. M.	9/28/21	1547	Brown, L. D.	4/15/21	Pens. (I.O.)	Higgins, R. F.	8/30/21
231	Mercure, J. A.	6/2/21	353	Trimble, R. B.	8/29/21	558	McGovern, C. G.	10/1/21	903	Little, H. G.	7/5/21	1547	Cunningham, R. E.	7/7/21	Pens. (I.O.)	Holladay, H. D.	6/27/21
231	Tomlinson, J. D.	10/8/21	353	Ward, K. D.	10/20/21	569	Cioffe, A. C.	8/25/21	903	Mitchell, J. P.	8/7/21	1547	Lundgren, S. J.	8/1/21	Pens. (I.O.)	Kavana, C. G.	6/6/21
233	Frankovich, J. M.	12/29/20	354	Inskeep, M. E.	6/21/21	569	Monge, J. G.	8/23/21	915	Bragg, C. G.	9/7/21	1579	Edwards, D. B.	9/8/21	Pens. (I.O.)	Kirch, H. A.	10/14/21
236	Bielkiewicz, J. J.	9/13/21	354	Oman, G. C.	9/21/21	575	Goebel, R. L.	7/16/21	915	Seibel, T. A.	8/6/21	1579	Gillespie, W. R.	8/22/21	Pens. (I.O.)	Levitsky, D.	8/22/21
236	Murphy, R. J.	9/1/21	354	Smith, H. M.	5/17/21	577	Becher, W. D.	4/7/21	915	Stoodt, C. E.	6/26/21	1620	Warren, A. L.	6/9/21	Pens. (I.O.)	Ley, R. B.	10/1/21
236	Newell, R. C.	8/15/21	357	Papke, C. J.	9/9/21	583	Rodriguez, W. T.	6/15/21	915	Tennant, R. J.	9/7/21	1687	Fragomeni, P.	8/22/21	Pens. (I.O.)	Lieberman, C.	11/21/20
237	Parkhill, W. H.	1/25/21	357	Sears, F. R.	10/4/21	584	Hewitt, E. E.	8/27/21	917	Grantham, T. H.	6/12/21	1701	Bradley, F. L.	8/22/21	Pens. (I.O.)	Markee, R. D.	8/27/21
241	Bascom, R. C.	3/4/21	357	Taylor, W. A.	5/23/21	584	Johnson, K. D.	6/14/21	917	Guin, R. E.	12/17/18	1701	Musgrave, A.	7/17/21	Pens. (I.O.)	May, J. H.	3/16/21
245	Richardson, D.	7/5/21	363	Van Etten, J. F.	8/17/21	584	Lairmore, J. R.	10/2/21	934	Courtney, R. K.	1/13/21	1749	McCormack, T. H.	6/5/21	Pens. (I.O.)	Murphy, J. F.	7/8/21
245	Wofford, B.	8/27/21	364	Bressler, W. W.	7/19/21	584	Thompson, J. L.	9/9/21	934	Hodge, M. D.	8/8/21	1984	Walker, M. L.	7/26/21	Pens. (I.O.)	Pendroy, C. P.	6/7/21
252	Trevillian, D.	9/4/21	364	Hoover, A. R.	8/11/21	586	Levesque, L.	6/24/21	949	Aker, L. G.	7/29/21	2085	Murray, D.	8/26/21	Pens. (I.O.)	Rescigno, J. J.	9/28/21
257	Towner, V. R.	7/1/21	364	McMahan, J.	7/16/21	595	Gray, B.	8/13/21	952	Funston, K. G.	8/5/21	2150	Joski, C. J.	8/24/20	Pens. (I.O.)	Richard, N. J.	10/12/21
269	Keating, J. J.	8/9/21	369	Gibson, T.	8/18/21	595	Patrick, L. P.	4/26/21	968	Dale, G. A.	12/10/20	2150	Putzke, J. A.	6/19/21	Pens. (I.O.)	Strandberg, E. A.	2/9/21
278	Garza, R. G.	8/13/21	369	Holbrook, C.	8/13/21	595	Washington, W.	11/17/17	985	Jones, R. G.	8/12/21	2150	Richter, G. W.	8/5/21	Pens. (I.O.)	Whitley, R. C.	4/22/21
278	Johnston, N. R.	8/1/21	375	O'Connor, R. J.	5/13/21	596	Adams, H. B.	6/14/21	995	Langlois, E. J.	9/24/21	2150	Suhling, M. W.	9/20/21	Pens. (I.O.)	Williamson, C. R.	9/29/21
278	Manasek, J. J.	7/3/21	375	Sweigard, C. B.	9/1/21	606	Conklin, T. C.	8/12/21	995	Russell, F. O.	3/12/21	2166	Macoomb, J. A.	8/9/21	Pens. (I.O.)	Ziemendorf, R. J.	9/6/21
280	Ball, D. M.	10/30/20	379	Davis, B. W.	4/26/21	607	Sock, J. C.	8/16/21	1002	Mauldin, B. R.	9/12/21	I.O. (68)	Rutter, J.	4/2/21			
280	Carlile, K. R.	7/2/21	387	Murphy, J. J.	8/16/21	611	Bossard, R. L.	3/5/21	1003	Rausch, A. J.	7/4/21	I.O. (97)	Neville, R. D.	7/27/21			
280	Mathiasen, R. L.	7/22/21	400	Baker, B. E.	7/7/21	611	Sanchez, A. G.	8/4/21									
292	Clem, L. J.	5/30/21	400	Wolchko, P. M.	4/19/21	611	White, L. J.	7/19/21									
292	Ganzer, B. E.	9/2/21	401	Johnson, J. E.	4/2/21	613	George, C. F.	8/23/21									
292	Johnson, G. E.	10/4/21	402	Grant, R. W.	7/21/21	613	Jones, J. S.	9/8/21									
292	Mickelburg, D. K.	8/3/21	405	Scherbaum, L. D.	8/10/21	613	McCurry, B.	7/12/21									
292	Rief, F. D.	5/10/21	412	Martin, V. D.	9/28/21	613	Miller, J. D.	7/17/21									
292	Sherrard, R. G.	8/13/21	413	Meese, J. D.	10/1/21	625	Bishop, J. E.	5/7/21									
292	Waldemar, G. L.	8/7/21	424	Hammond, A. G.	7/6/21	625	Coldwell, D. M.	8/10/21									
294	Mistic, A. M.	9/4/21	424	Maude, G. H.	8/20/21	633	Eaton, W. D.	8/25/21									
295	Lewis, M. R.	8/23/21	424	Rapai, J. M.	4/27/21	640	Blanton, C. E.	8/30/21									
295	Porter, J. M.	10/3/21	429	Hampton, R. D.	6/30/21	648	Baker, H.	8/7/21									
300	Rozell, J. A.	8/17/21	429	Hay, G. H.	8/27/21	648	Carter, G. L.	8/17/21									
301	Armitage, R. G.	9/14/20	429	Weston, H. J.	5/28/21	649	Ewing, W. T.	5/22/21									
301	Cornelius, T.	9/16/21	457	Blais, N.	8/3/21	654	Simeone, A. A.	7/2/21									
301	Luke, W. E.	7/30/21	466	Straight, J. A.	6/25/21	659	McClure, D. W.	8/22/21									
302	Harris, G. L.	8/4/21	474	Brannon, C. D.	8/14/21	659	Thiring, D. C.	10/19/21									
302	Heatherly, H. E.	8/5/21	474	Carroll, B. A.	9/12/21	665	McCrackin, R. J.	7/7/21									
302	Nelson, M. L.	5/28/21	474	Keep, M. J.	3/20/16	666	Burk, D. W.	9/8/21									
302	Shaffer, F.	7/27/21	474	Norris, E. O.	7/30/21	666	Spain, K. R.	8/22/21									
303	Coultas, B.	8/15/21	479	Blanchard, M. P.	4/7/21	673	Gambatese, A. A.	8/11/21									
304	Mason, D. J.	12/27/20	480	Brooks, B. D.	8/14/21	682	Baisden, J. E.	5/22/21									
305	Claxton, W. H.	10/6/21	480	Comfort, O. C.	7/23/21	683	Arndt, J. A.	8/26/21									
306	Justice, M. R.	9/6/21	481	Parsons, J. R.	8/26/21	684	Perdue, M. A.	9/23/21									
309	Williams, J. C.	6/2/21	483	Aubry, R. A.	10/7/21	688	Ebersole, H. E.	4/9/21									
313	Davis, P. W.	6/23/21	483	Bowen, W. L.	6/18/21	692	Hauff, K. H.	3/29/21									
313	Mauchin, J. J.	8/11/21	488	Brown, N.	6/30/21	692	Snyder, G. D.	8/27/21									
313	Smith, D. J.	8/4/21	488	Korzenko, S.	8/23/21	697	Carr, R. D.	9/9/21									
317	Workman, J. R.	4/27/21	488	Spodnik, K.	6/6/21	697	O'Brien, A. C.	9/22/21									
325	Edwards, R. T.	8/6/20	490	Upham, T. H.	9/21/21	702	Mandrell, E. D.	9/16/21									
332	Carney, B. S.	7/9/21	494	Fowle, C. J.	8/11/21	712	Gourley, J. H.	8/2/21									
332	Dampier, D. G.	8/21/21	494	Haerle, J. J.	9/5/21	712	Zicarelli, L. J.	9/7/21									
332	DeCarlo, A. L.	8/6/21	494	Jeske, O. F.	9/2/21	716	Burton, J. M.	6/2/21									
332	Morin, R. A.	2/13/21	494	Karniewski, J. J.	8/22/21	716	Coleman, J. E.	7/5/21									

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GROUND^{ED} IN HISTORY

Remembering Brother James T. Kelly

January marks the 129th anniversary of The Electrical Worker, and one man was instrumental in its creation and in the union's very survival in its earliest years: the IBEW's founding Secretary-Treasurer James T. Kelly.

Brother Kelly was born on a farm in Overton, Pa., on March 29, 1860. After graduating from the Susquehanna Collegiate Institute in Towanda, Pa., he stayed on as a teacher until moving west in 1885 to pursue a career as a wireman. He settled in St. Louis around 1889 and soon met Henry Miller.

Together, the two men were the driving forces behind organizing the city's electricians. They chartered American Federation of Labor Local 5221 in 1890 with Kelly elected as vice president and Miller as president. While Miller traveled the country garnering support for a national convention, Kelly remained in St. Louis preparing the necessary infrastructure should the convention be successful. On Nov. 21, 1891, Kelly served as one of the 10 delegates at our founding convention and was elected the National Brotherhood of Electrical Workers' first secretary-treasurer. His last action as an officer of AFL Local 5221 was to oversee its transition into IBEW Local 1.

Kelly served as secretary-treasurer from 1891 to 1897. He was responsible for drafting the first IBEW Constitution and ritual books, procuring all necessary supplies, maintaining per capita receipts, and overseeing the engraving of all charters and seals from his small office on 903 Olive St. in St. Louis. In 1893, he served as the first editor of The Electrical Worker, a year that was

later rocked by a stock market crash followed by an unemployment crisis. Many of us have heard how Kelly mortgaged his house and sold his building association stock to help keep the IBEW afloat. What is not widely known is that Kelly had only just celebrated his marriage to Sarah Deppen in May, a few months before facing the barrage of crises.



The IBEW's founding Secretary-Treasurer, J.T. Kelly, mortgaged his own home to keep the brotherhood afloat in its earliest days.

Like Miller, Kelly never wasted an opportunity to organize while on the road. On his way to and from the 1894 AFL convention in Colorado, he organized locals in Denver; Butte, Mont.; Salt Lake City; Spokane, Wash.; Tacoma, Wash.; Seattle, San

Francisco and Los Angeles. He did the same at the 1895 AFL convention in New York City, where he organized the first local in Schenectady, N.Y. Finally, he organized Cincinnati in 1896, also while attending the AFL Convention.

In 1897, at the Fifth Convention of the IBEW, the secretary-treasurer's report revealed that the brotherhood now operated with a substantial balance in the treasury, instead of a deficit. This was due in large part to the tireless efforts and personal sacrifices of Brother Kelly.

Unfortunately, it was not enough for him to secure re-election and Kelly, like Miller before him, returned to the tools. He found work as a journeyman wireman and was the electrical superintendent on several construction projects in St. Louis. It was during this time that his son John remembered how he "decorated a horse and buggy for several Labor Day parades in St. Louis."

Brother Kelly continued to attend IBEW conventions as a delegate from Local 1. Upon his retirement in 1930, the IBEW approved a monthly \$50 pension. His earthly work over, Kelly died on March 27, 1930, after receiving his very first check. He was survived by wife, Sarah, and sons Eugene, James, John, Richard, Ambrose and Vincent. There is no question that without his vigorous determination, unflinching judgment, and wise counsel the IBEW would not stand as tall as it does today. ■

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



International Brotherhood of Electrical Workers

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

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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:

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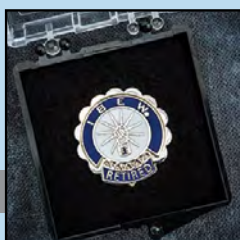
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WHO WE ARE

‘A Sense of Purpose’

Work, Brotherhood and Resolve Give Injured Lineman a Fresh Start

John Pruitt clung with his one good hand to the steel frame of the transmission tower. His right arm was throbbing as it held his weight 70 feet above West Virginia; his left arm limp, in agony, torn from its socket.

Barely a heartbeat earlier, he was scaling the unfinished tower to reach and release the site’s crane, happily working a Sunday overtime shift in August 2018.

Fresh out of his apprenticeship with Huntington Local 317, Pruitt never stopped marveling at the bumpy road and lucky breaks that led to his unexpected career.

He loved being an IBEW lineman.

Then his left leg slipped.

As Pruitt’s arms gripped the beam, momentum shifted his body weight and sent searing pain through his left shoulder.

His mind raced, calculating in microseconds what he’d have to do to survive. He risked slamming into steel if he engaged his safety and let himself fall. Could he keep his balance if he dropped on his own to the beam a foot below?

He had no idea that he’d never climb a tower or pole again. No idea that he was seeing the world from a lineman’s bird’s-eye view for the last time.

No idea of the anguish ahead — physical, mental, financial — or the indignity of contractor after contractor turning him away. Until the day that one didn’t.

Shane Allison met Pruitt in January 2021 after taking over a difficult transmission line project in the mountains of West Virginia.

“Some of the guys on the job knew John,” said Allison, a T&D Power construction manager and journeyman lineman out of Orlando Local 222. “Everything I heard about his prior work ethic is what got me to think that I may have a spot for him.”

It had been 2½ years since the accident, and Pruitt, his wife, Kelli, and their son, now 13, were living in a low-income apartment in Huntington.

They’d lost their house and two vehicles and struggled with bouts of depression and anxiety, troubles he mentions but doesn’t dwell on.

“It wasn’t all roses,” he says, a favorite refrain. “I got down in the dumps sometimes, but I never gave up.”

He was tested mightily, not least by six months of “insane physical pain” due to undiagnosed trauma to his left arm.

Hanging seven stories in the air that fateful day, he’d chosen to let his right hand go, sticking the landing on the beam a foot below.

His screams brought his union brothers running. They maneuvered the crane to lower him to safety, then rushed him to a hospital in Charleston.

“They put me to sleep to reset my shoulder and released me to go home that night,” Pruitt said. “No one even men-



After one month as a journeyman, a life-changing injury grounded West Virginia lineman John Pruitt (at right, both photos). But pain, financial hardship and grief at losing the line life he loved didn’t break his spirit. His resolve paid off with a 2021 job offer from IBEW brother and project manager Shane Allison (bottom photo, left), who steered him toward a new career as a certified utility safety professional. Now working in Illinois, Pruitt performs roadside-crew safety audits, as pictured above.

tioned a CAT scan.”

It took months of torment in physical therapy before a doctor finally did, ordering a scan of the left arm that revealed a mass of shredded ligaments — damage far more severe than a dislocated shoulder.

Surgery helped but it couldn’t fully repair his arm, leaving Pruitt with limited strength and range of motion. His pain is manageable but enduring. “If I could describe it,” he said, “when you hear about people having bad arthritis, that’s how I feel.”

He had no interest in a life on disability. He continued with physical therapy, took a \$9-an-hour call center job, and

relentlessly followed up on referrals from Local 317, determined to put his skills to good use and get back to work alongside his IBEW brothers and sisters.

“I feel so connected to them,” Pruitt said. “It’s a sense of belonging I can’t even put it into words.”

He braced for a “no” every time he met with a contractor and was honest to a fault about his limitations. As Allison put it, “John gave me a terrifyingly long list of things he could not do.” But it didn’t scare him away.

“I needed help bad, and I needed good help,” Allison said. “He’d had some bad luck. And I had something I could put him to work doing that would be cost-

effectively to the project, and where he’d feel wanted and needed.”

Allison charged him with the essential first step, pinpointing where the crew could safely dig. Armed with an iPad and a journeyman’s understanding of the job, Pruitt gathered and analyzed data to steer clear of underground telecom and utility lines.

“Shane told me, ‘Your job is crucial because without your job being done, we can’t do our job,’” he said. “I was ecstatic.”

A decade or so earlier, Pruitt didn’t know anything about linemen or their work.

He laughs about the day in his early 20s when he stopped by a beauty school to pick up a girlfriend.

“I heard some woman talking about her husband being a lineman,” he said. “I thought she meant he played football.”

Growing up in Wynne, Ark., Pruitt seemed destined for a vastly different career — professional tap dancing.

He and his identical twin, David, were enthralled from the moment they saw Sammy Davis Jr. tapping on TV. Their mother enrolled them in tap class, leading to a decade of lessons and competitions. The matched set of dancers with clever routines was always a hit.

But again, Pruitt says, “It wasn’t all roses.”

A teenage father twice over, he moved to West Virginia after graduating high school to be near his children. He worked various jobs to help support them, often homeless and without a car.

Gradually he fought his way out of poverty. One day while working at a steel mill, a coworker had exciting news.

“He said, ‘I got the call from the hall!’ He was going to be an IBEW apprentice,” Pruitt said.

“We kept in contact, and he kept showing me his paychecks and talking about his travels and the experiences he was having. I was like, man, I want that, too.”

From five years’ training to his lone month as a journeyman, every day was exhilarating. But the grief of being grounded didn’t break his spirit.

“He’s so full of life,” Allison said. “John could have taken the easy way out; he had the legitimacy with his injury to do that. But that’s not who he is.”

Knowing the transmission line project would end eventually, Allison urged Pruitt to think about a steadier career in safety. He dove into classes and tests, becoming a Certified Utility Safety Professional last spring.

Sooner than anticipated, he had an offer from a Springfield, Ill., Local 51 signatory contractor. Allison told him, “Dude, I don’t want to lose you, but you need to take this.”

Pruitt started his new job in July, visiting roadside utility crews in Illinois to perform safety audits and meet with crew members.

While he still longs for the line life, he’s profoundly grateful for his new role, one that helps protect others from life-changing injuries.

“It gives me a sense of purpose,” Pruitt said. “So does the brotherhood. I have so much pride in it. You see an IBEW sister or a brother out there in the world and you don’t feel alone.”

It’s a feeling he hopes to pass down.

“I may be the first person in my family to be part of the IBEW, but I don’t want to be the last,” he said. “I’m looking forward to continuing the legacy of the IBEW in the lives of my children and my children’s children.” ■

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