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From 'Third World' to First Class:

## THE NEW LAGUARDIA



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**T**he new LaGuardia Airport in Queens, N.Y., is one of the most complicated construction projects in American history and it is being completed two years ahead of schedule and 100% union built.

"Building a modern, world-class airport while maintaining and operating the existing one — one that served New York but unfortunately had seen better days and needed an upgrade — was certainly a challenge. The IBEW and the NYC Building Trades have accomplished something extraordinary that will honor former Mayor Fiorello H. LaGuardia's legacy for decades to come," said New York Local 3 Business Manager and International Executive Council Chairman Christopher Erikson.

The new LaGuardia is a gleaming jewel on Flushing Bay: two soaring terminals that tower above the decrepit, low-ceilinged mishmash of terminals they

replace, six new concourses with more than 70 gates, two sky bridges, two miles of new taxiway, two substations, two new centralized utility buildings and 1 megawatt of solar panels worth every bit of the budgeted \$8 billion, split evenly between the new Terminal B and the Delta Terminal.

At peak in 2018 there were 650 Local 3 members on site from more than 25 contractors, an average between 300 and 400 at a time, said third-generation Local 3 member Tom McCann, who has been a steward at both terminals since construction began in 2016.

"Something like a quarter of Local 3's Construction Division has been through this project at some point," he said. "You walk down the concourses, you've got Delta, Port Authority and TSA security, the cameras, the Wi-Fi; don't forget about the lights and the runways and the screens, kiosks and substations ... just the quality across the board and the pride in our work is tremendous."

Not only is it the first entirely new airport — runways excluded — to open in the U.S. since the Denver International in 1995, but for the four years of construction before COVID-19 struck, 30 million passengers and hundreds of flights per day moved through the construction site.

"I don't think there will be another project any-



*The gleaming new LaGuardia Airport stands in stark contrast to the 1930s-era facility that President Joe Biden once compared to a developing country.*

where near as challenging anytime soon. The highly skilled craftspersons of the NYC Building Trades have built many modern wonders in our city, and this successful project, 100% union-built under a PLA, is a testament to why every job should be union-built," Erikson said.

### The Old LaGuardia

Until very recently, LaGuardia was the worst airport in America.

This is not an opinion. LaGuardia finished dead last in the J.D. Power 2017 airport satisfaction study. Not coincidentally, that same year, LaGuardia experienced the worst delays for arriving flights in the U.S., according to the U.S. Bureau of Transportation Statistics.

THE NEW LAGUARDIA *continued on page 4*

## FROM THE OFFICERS

## A Rich History



**Lonnie R. Stephenson**  
International President

**W**hen the IBEW's founders conceived the idea of a union for electrical workers back in 1891, they couldn't have imagined what we'd have become today. At the time, the industry was still new. The technology and the work were extremely dangerous — deaths on the job were far too common.

So, one of the first orders of business was to create a death benefit for members so their families could afford to give fallen brothers a dignified burial. That alone was groundbreaking at the time, and it nearly bankrupted the union at first.

As time went on, the union gained stability, but the electrical field was still exceedingly dangerous. No insurance company would take on a person working in our industry. So, 100 years ago, leaders of this union took matters into their own hands, creating the Electrical Workers Benefit Association in Jan. 1922.

It was an early example of an insurance program organized by labor for labor, and its benefits carried forward the legacy of our founders, including Henry Miller, who died after being electrocuted on the job in Washington, D.C. The EWBA merged with our Pension Benefit Fund in 1996, but its benefits are still felt whenever any member's family receives a death benefit from the IBEW.

You can read more about the legacy of the EWBA and the tremendous foresight of our founders and early leaders in this month's "Grounded in History" article on Page 19 of this issue.

For a year now we've been bringing you snippets of the IBEW's rich history in this monthly feature. It started as a way to connect the dots between this brotherhood's past, present and future, and I think it's been successful.

As we approach our 131st anniversary and celebrate our 40th International Convention later this year, remembering where we came from and why this union exists is more important than ever.

It's why leading up to the last convention in 2016, we worked with Local 1 and others in St. Louis to preserve the boarding house where our very first convention was held in 1891 and convert it into a museum honoring our founders and their vision for the IBEW.

Over the last five years, thousands of you have passed through the doors of the Henry Miller Museum in St. Louis, and many more of you have donated to help preserve and maintain that history. The museum still needs your help, and you can learn more about how to support it at [nbew-ibewmuseum.org](http://nbew-ibewmuseum.org). If you or your local have pitched in already, thank you!

We continue to make new history every day in the IBEW, and it's my greatest honor to serve each and every one of you as we write the next chapter of this great union. ■

## Living Our Values

**L**ast month, I wrote to you about the incredible wave of worker action over the past year, when workers from companies like John Deere, Nabisco, Kellogg's and many more stood up and demanded to stop being treated as replaceable parts in an endless profit machine.

From meatpacking plants to powerhouses, construction sites, manufacturing lines and delivery trucks, working men and women have borne the brunt of the COVID-19 pandemic these last two years, and it's no shock that they're tired of being rewarded with the faint praise of an "essential worker" label while not seeing a lot of the respect and gratitude that ought to come with that.

This massive undervaluation of labor coincides — not uncoincidentally, I think — with some of the highest approval numbers for unions and the labor movement in decades. And that presents us with an amazing opportunity to welcome more working people to the security of a collective bargaining agreement.

So, this month I want to talk about how we support this movement not just with our voices, but with our actions, with our wallets and in our daily lives.

One of the easiest ways to support workers is to buy union-made products produced in the U.S. and Canada. The AFL-CIO maintains a helpful list at [unionlabel.org](http://unionlabel.org) and publishes regular updates especially around holidays. Whether it's food, drinks, vehicles or other products, buying from companies that bargain with their workers instead of fighting them is a major way we flex labor's financial muscle.

The second, and probably the most obvious, is to honor strikes and resist buying products from companies where the workers are on strike. This can be tough, I know. Companies like Kellogg's and Nabisco make a lot of our favorite cereals and snacks, but when their workers were fighting for fair treatment, avoiding those products was the least we could do as union sisters and brothers. There's a comprehensive list of properties and products to avoid on [unionlabel.org](http://unionlabel.org) as well.

We can also show up on picket lines or donate to strike funds to show our support. When IBEW workers are out, it's not just IBEW members who support our Unity Fund. Donations come in from across labor, and we can do the same.

And finally, we can use our voices, whether in person or on social media platforms, to lift workers struggling against their employers and to call out companies that are acting in bad faith. We're labor allies, but we're also customers, and companies pay attention when customers aren't happy.

If we live our values as members of the labor movement, then others will want to join us and we'll be stronger for it. Thanks for doing your part to show solidarity with all working people during these unprecedented times. ■



**Kenneth W. Cooper**  
International Secretary-Treasurer

## My IBEW STORY

**Daniel Montelbetti**, Journeyman Wireman/Foreman  
Sacramento, Calif., Local 340



“I was working for a nonunion residential contractor making far less than what I was worth before I made the decision to join the IBEW. A good friend of mine who I had worked with left to join the union, and he told me it was the best thing he'd ever done. I trusted him, so I turned in my 2-week notice.

It was the best decision I've ever made.

There was work when I joined, so the process was fairly easy. Within days, I was working my first call at a solar field, and I had no idea how much my life was going to change.

Working in the private sector, I had no health care benefits, no retirement. My wife owns her own business, so we were paying out-of-pocket for medical. Just the health care alone would have made it worth it, but the benefits of joining the IBEW were so much more. More than the money itself, being paid what I was worth was such a breath of fresh air. And the retirement — knowing that we have that security — is the icing on the cake.

When I was working nonunion, I remember thinking I was doing OK. But it became clear to me what I was missing one night when my wife and I bought tickets to a concert. We were sitting in the nosebleed seats watching the band, and I looked down at the people close to the stage. I remember thinking, 'I want that. I work hard, I deserve a shot at front-row seats.'

The IBEW has given me that opportunity to be a front-row person. With the union, I'm valued as a worker, and my employers have recognized that and given me opportunities I'd never have gotten before. I've never felt more comfortable financially or confident that I'll be able to retire when the time comes.

I appreciate being a union brother. I love what I do. And I love my Local 340!”

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

[ibew.org/MyIBEWStory](http://ibew.org/MyIBEWStory)

## IBEW MERCHANDISE

**WOMEN'S LOGO WATCH \$100.00**

Women's gold-tone watch embossed with IBEW logo on face, expansion band, stainless steel backing and water resistant. Watches have a two-year manufacturer's warranty.

**CHARCOAL MOISTURE MANAGEMENT POLO SHIRT \$35.00**

5.75oz 96% polyester / 4% spandex polo shirt featuring lay flat collar, basket weave pattern and open cuffs. Fist and lightning bolts embroidered on right sleeve as well as IBEW initials on collar.

**IBEW WALLET \$10.00**

Slim Black leather wallet with magnetic money clip. Features embossed IBEW logo on front and strong magnet action to hold bills.

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

[www.ibewmerchandise.com](http://www.ibewmerchandise.com)

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

## Manitoba Member Wins National Indigenous Coaching Award

It's not every day that someone wins recognition for doing what they love, but that's exactly what happened to Winnipeg, Manitoba, Local 2034 member Patrick Leask when he won the National Indigenous Coaching Award.

"It meant so much just to be nominated. I was really surprised, and then even more so to receive the award," said the Manitoba Hydro store keeper. "Coaching doesn't feel like work to me. It's so rewarding on its own, to be able to teach the game I love and work with amazing kids."

Leask won the award for his work with Oji-Cree Softball, a program he started about a year ago to provide more softball opportunities to Indigenous youth in Manitoba. As a member of the Sapotaweyak Cree Nation, he knows firsthand how sparse the options can be for those living on-reserve.

"There are really only two sports I ever played, as options were limited where I'm from: ball in the summer and outdoor hockey in the winter. And we didn't even get an arena until after I moved away," Leask said.

Leask's parents were survivors of the residential school system, a dark period in Canada's history that involved forced assimilation and abuse of Indigenous people. Both suffered from addiction, including gambling and alcoholism, and couldn't always support their son's interests. So, he moved away at age 14 and paved his own path where sports would play a major role in keeping him from slipping into those same traps.

"I had some negative feelings, missing out on opportunities and feeling stuck, but I did what I could on my own and with help from others in the community," Leask said. "I really loved sports. It helped me forget some of the struggles I was facing at home."

Like a lot of people who grow up around addiction, Leask says he was tempted too, but the games and the community kept him on track.

"I was starting to show addictive behaviour," he said. "But playing with the right people and teams helped me live a healthier lifestyle and make better choices."

It's those choices and chances to play that Leask works to impart on his young softball players.

"I really enjoy working with all the kids. They're always so respectful and eager to learn," Leask said. "And I'm so proud of the Indigenous youth for how talented they are as athletes as well as how close they are with their community."

It's no surprise to Local 2034 Business Manager Mike Espenell that Leask is being honored for his mentorship. It's an IBEW value too.

"It's about having a strong sense of community and pride in your work and instilling that in others," Espenell said.

"Patrick really exemplifies that. He's a true IBEW brother."

While the program is open to boys and girls, as well as non-Indigenous youth, Leask says he chose to focus on softball in part because his son was interested but didn't have many opportunities to play. For boys, it's usually hardball. But when Leask would play with his team, the Layne's Stars, he noticed a lot of boys playing off to the side, clearly interested and having fun, just without the structure of a team.

"I really wanted to start this to help spark that interest again, as it used to be big back when I was younger," Leask said.

For Leask, the award isn't just about teaching kids softball. It's about teaching them how to thrive.

"It means a lot for me to share where I'm from and encourage others with their goals and dreams, and to pursue them because it will pay off one day," he said.

Leask even created the logo. It has two softball bats and a thunderbird that represents his son's spiritual name, Strong Thunderbird Man. And Oji-Cree



Winnipeg, Manitoba, Local 2034 member Patrick Leask won the National Indigenous Coaching Award for the softball clinic he started, Oji-Cree Softball, that works with Indigenous youth.

Membre de la section locale Patrick Leask de Winnipeg, Manitoba, a gagné le prix national d'entraîneur autochtone pour l'école de balle molle qu'il a mise sur pied, Oji-Cree Softball, pour les jeunes autochtones.



itself comes from his children's Indigenous heritage, a mix of Ojibway from Waywayseecappo First Nation and Cree from Sapotaweyak Cree Nation.

"Brother Leask truly embodies the spirit of the IBEW," said First District International Vice President Thomas Reid. "His story is one of strength, perseverance and

compassion and he's clearly been able to pass that on to the young people he coaches. I look forward to seeing what else he accomplishes." ■

## Un membre du Manitoba remporte le prix national d'entraîneur autochtone

Ce n'est pas tous les jours qu'une personne est reconnue pour avoir fait ce qu'elle aime, mais c'est exactement ce qui est arrivé au membre du local 2034 à Winnipeg au Manitoba, Patrick Leask, lorsqu'il a gagné le prix national d'entraîneur autochtone.

« C'était un grand honneur juste d'avoir été mis en nomination. J'étais vraiment surpris, et je l'étais encore plus quand j'ai remporté le prix », déclare le magasinier d'Hydro Manitoba. « L'entraînement n'est pas une corvée pour moi. C'est gratifiant en soi de pouvoir enseigner le sport que j'aime et de travailler avec des enfants incroyables ».

M. Leask a gagné le prix pour son travail avec Oji-Cree Softball, un programme qu'il a mis sur pied il y a un an pour offrir davantage de possibilités à la jeunesse autochtone du Manitoba de jouer à la balle molle. Étant membre de la Nation crie de Sapotaweyak, il sait à quel point les possibilités offertes aux gens qui vivent sur les réserves sont rares.

« Comme les options étaient limitées où j'habitais, je n'ai pratiqué que deux sports : la balle durant l'été et le hockey extérieur durant l'hiver. Et il n'y avait même pas d'aréna, elle a été construite après mon départ », mentionne M. Leask.

Les parents de M. Leask sont des

survivants du système de pensionnats autochtones, une période sombre de l'histoire du Canada qui comprend l'assimilation forcée et le mauvais traitement infligé aux peuples autochtones. Ils n'ont pas pu toujours appuyer leur fils dans ses activités, car les deux ont souffert de problème de dépendance qui inclut le jeu et l'alcoolisme. Il a donc déménagé à l'âge de 14 ans pour ainsi forger son propre destin où les sports ont joué un rôle important pour l'empêcher de tomber dans les mêmes pièges.

« Je vivais des moments sombres, car j'avais l'impression de faire du surplace et d'avoir manqué des occasions, mais grâce à l'aide des personnes dans la communauté et ma force de caractère j'ai fait du mieux que je pouvais », a dit M. Leask. « J'aimais vraiment les sports et ils m'ont permis d'oublier les moments difficiles que je vivais à la maison ».

Comme beaucoup de gens qui sont entourés de personnes souffrant de dépendance, M. Leask a été tenté par les vices, mais le sport et la communauté l'ont gardé sur le droit chemin.

« Je commençais à démontrer des comportements de dépendance », dit-il. « Mais en jouant avec les bonnes personnes et de faire partie de bonnes équipes m'ont aidé à vivre une vie plus

saine et à faire de meilleurs choix ».

Ce sont ces choix et ces occasions que M. Leask essaie d'inculquer aux jeunes joueurs de balle molle.

« J'apprécie vraiment travailler avec tous les jeunes. Ils sont respectueux et ils ont une soif d'apprendre », dit-il. « Et je suis vraiment fier que la jeunesse autochtone soit aussi talentueuse en tant qu'athlète, mais aussi fier de voir comment ils sont proches de leur communauté ».

Mike Espenell, gérant d'affaires de la section locale 2034, n'est pas surpris que M. Leask soit honoré pour son mentorat. C'est une valeur que partage la FIOE.

« Il s'agit d'avoir une forte appartenance à une communauté et d'être fier de son travail et de l'inculquer aux autres », déclare M. Espenell. « Patrick en est l'exemple parfait. Il est un vrai confrère de la FIOE ».

Comme le programme s'adresse aux garçons et aux filles, ainsi qu'aux jeunes non autochtones, M. Leask a dit qu'il a choisi de se concentrer en partie sur la balle molle parce que son fils démontrait de l'intérêt, mais il n'avait pas beaucoup de possibilités pour jouer. C'est habituellement le baseball pour les garçons. Quand M. Leask jouait avec son équipe, les Layne's Stars, il a remarqué que plusieurs garçons jouaient un peu plus loin,

ils étaient clairement intéressés et avaient du plaisir à jouer, mais ils n'avaient juste pas la structure d'une équipe.

« Je désirais vraiment commencer ce projet pour aider à créer un engouement comme dans mon enfance », dit M. Leask.

Pour M. Leask, le prix ne consiste pas seulement à enseigner la balle molle aux jeunes, il s'agit aussi de les aider à s'épanouir.

« J'attache beaucoup d'importance à partager d'où je viens et encourager les autres à poursuivre leurs objectifs et leurs rêves parce qu'un jour ils pourront les atteindre », dit-il.

M. Leask a même créé le logo. Il comporte deux bâtons de balle molle et un oiseau-tonnerre qui représente le nom spirituel de son fils, Strong Thunderbird Man. L'héritage autochtone Oji-Cree de ses enfants vient d'un mélange des ojibway de la Première Nation Waywayseecappo et de Crie de la Nation crie de Sapotaweyak.

« Le confrère Leask incarne parfaitement l'esprit de la FIOE », déclare le vice-président international du premier district Thomas Reid. « Son histoire en est une de force, de persévérance, de compassion et il a réussi à les enseigner aux jeunes qu'il entraîne. J'ai hâte de voir qu'elles sont les autres choses qu'il va accomplir ». ■

# From ‘Third World’ to First Class: The New LaGuardia

► **Continued from page 1**

President Joe Biden famously shamed LaGuardia in 2014 when he was still vice president, telling a Philadelphia audience, “If I took you and blindfolded you and took you to LaGuardia airport in New York, you must think, ‘I must be in some Third World country.’”

Biden thundered on over some nervous laughter.

“I’m not joking,” he said. “It’s embarrassing, and it’s stupid. It’s stupid.”

Why was LaGuardia so uniquely bad? First, like all things, airports get worse as they get older and at just over 40 years, American airports are, on average, the oldest in the world.

But LaGuardia was also uniquely bad because it kept adding infrastructure just before momentous changes in the airline industry.

The first terminal, Terminal A, opened in 1939 and wasn’t even built for planes. The so-called “Marine terminal” was built to handle Pan Am’s flying boats, clippers that landed in Long Island Sound. Unfortunately, transatlantic sea planes were phased out about a decade later.

Terminal B, the main terminal, was rolled out in 1964, just before airplanes doubled in size, leaving gates with too little seating and inefficient spacing for the bigger aircraft. The runways are surrounded on three sides by water and so notoriously short that pilots have called it USS LaGuardia and compared landing there to plonking a jetliner on the deck of an aircraft carrier in the middle of New York City.

Terminal C opened in 1992, less than a decade before 9/11 upended security requirements, leaving the Port Authority of New York and New Jersey scrambling to cram checkpoints where they were never meant to be.

LaGuardia was also stuffed between the Grand Central Parkway and Flushing Bay, leaving no room to grow. Airport access was limited to cars, cabs and buses, and terrible traffic often spilled into the surrounding neighborhoods. LaGuardia sat stranded without a rail connection, one of only two major airports on the East Coast without one.

That problem has been partially resolved with the new roads and traffic patterns, however public transportation will eventually improve it dramatically.

What was left was too many people in too little airport, each facility not fit for purpose, disconnected one from the next.

And yet, LaGuardia was also indispensable. The same year it was ranked worst it was also the 12th busiest airport in the U.S.

*The early stages of the Terminal B headhouse in 2017 show the scale of the project, with passengers still arriving and airplanes loading in the background.*

It was obvious that LaGuardia had to be torn down and just as obvious it could never close. It stumbled along, updated but never improved.

The Biden roast put an end to half measures. In 2015, then-Gov. Andrew Cuomo, at the peak of his power, killed a four-year-old public-private partnership mired in delays and small thinking. He announced an audacious plan to build a completely new airport right on top of the old one.

“One of the most hated airports in the U.S. will be transformed into one of the best,” said Port Authority of New York and New Jersey Executive Director Rick Cotton when the rebuild was announced.

## One Bite at a Time

How do you build a new airport on top of the most densely used airport in the U.S., serving 166,600 travelers per acre of passenger facility?

Every step would seem to make things worse, and you can’t fly in the more than 7,000 80- to 20-foot piles and 40,000 tons of steel. The nearest available space for a layup yard was three miles away.

The first major project was the 3,100-space, 7-level parking garage — the largest precast building of its kind on the East Coast, according to signatory contractor Allan Briteway.

They broke ground within weeks of the plan announcement and the garage partially opened in 2017. It has a 5kv substation with enough power to build out a promised 600 electrical vehicle charging stations.

“Just that garage was 200 sisters and brothers,” said Terminal B Steward Joe Magel, a 40-year member of Local 3.

Before the new parking garage even opened, the existing 1960s-era parking deck next to Terminal B came down and initial work began on the new 850,000 square-foot headhouse, which combines ticketing, baggage and security.

Construction of a temporary concourse also began in 2016, a handful of gates that would allow some of the eastern most concourse of Terminal B to come down to make room to begin the new Concourse B.



*Left to right: Local 3 A-Telephone Division member Anthony Trusso works on the fiber backbone of the Delta Terminal; A-Telephone member Mario Zumbo with one of Terminal C's security data racks; and Foreman Scott Wing checks terminations in the Delta Terminal's E concourse.*

One of three historic hangars then made way for the CHIRP, the consolidated HVAC and utilities building and a substation.

Construction on the 1.3 million square foot Delta headhouse began two years later in 2018.

## A Ballet of Steel and Glass

Progress continued stepwise. A replacement for something was built and then the original was knocked down, making space for the next new facility and the demolition of what it replaced.

For example, half of Concourse B opened with access from a temporary pedestrian bridge, allowing a portion of Terminal B to come down where the rest of Concourse B was built.

The Terminal B redesign not only made it more pleasant for people to get to planes, it made the airside more efficient. The old Terminal B was a “finger” style airport where the main headhouse served as the palm of a hand and the four concourses spread out like fingers, with gates on both sides. Airplanes were pushed back to a single taxiway.

The new LaGuardia connects the main headhouse to twin L-shaped island concourses with 400-foot-long pedestrian bridges that rise nearly 60 feet over the former terminal. When the old headhouse comes down, planes from both concourses will have a second path to the runways under the skybridges and can use their own power to get there.

For some travelers, the highlight of Terminal B when it opened in spring of 2020 might have been the 25,000 square foot mural of clouds and New York icons or the 5-ton sculpture hanging from the ceiling.

But for the electrical work connoisseur, it would have been the ocean of low voltage work on display from the LED screens and variable lighting or the power outlets and USB ports at every one of the thousands of seats in the terminal and concourses.

Both terminals have the kind of advanced, energy-saving building control systems that have become common, including auto-dimming windows and adjustable LED lighting.

Also brand new in both terminals is the latest and greatest in baggage handling automation, with permanent magnet motors and motor controls that allow parts

of the system to run only when a bag is present. Routing is handled by an array of optical readers, sensors, even robots that grab bags if they need human inspection. Not only is it faster, it is less likely to break down and uses almost 40% less power.

“We had 75-100 members on the baggage projects the whole time,” McCann said. “And all that low voltage work was paid at the same A-rate as all other work.”

## COVID-19's Challenges and Opportunities

And then a catastrophe hit. New York felt COVID before any other place in America. Hospitals and then morgues filled. New York City closed. It was a traumatic beginning to an era-defining crisis that isn’t over.

Airports are usually noisy places, McCann said. That ended in March 2020.

“It was eerie. Normally, you walk in, you can hear the whine of the engines. They’re always warming up. For a month you didn’t hear anything. There wasn’t a sound,” he said.

Safety protocols on the job site slowed work down in some limited ways at first, but



*One of LaGuardia's new external skybridges connecting the Terminal B headhouse to the concourses.*

## TRANSITIONS

in others, the silent terminals and empty runways made unthinkable progress possible.

“A lot of projects shut down in the first days, but when they were deeming construction projects essential, this was essential. It didn’t skip a beat,” Magel said. “There may have been one or two areas where there have been some cases, but after the first few days, we never stopped.”

The lack of passengers solved nearly every logistical problem, including the daily nightmare of bringing 2,400 professional and trade workers represented by more than two dozen unions into an already difficult-to-reach airport. When COVID shut down travel, Magel’s commute time went down by more than an hour. Each way.

The Delta Terminal went from a few months behind schedule in 2019 to nearly two years ahead of schedule, though plans to build four all-new concourses have been scaled back. One of the new Delta concourses is already open, two more will be built from the ground up, but the fourth is now only a gut rehab. All the work there is scheduled to wrap up by 2025.

### A Bright Future

The second skybridge from Terminal B was scheduled to open in January, nearly finishing work there. The Delta headhouse is scheduled to open this spring and at that point the new LaGuardia will be substantially complete.

The only major project left is the construction of the Central Hall connecting the two terminals.

The \$2 billion rail link to the subway

system may not survive Cuomo’s abrupt resignation from office last August. It was already controversial when Gov. Kathy Hochul put the whole thing on hold just days after taking over.

This isn’t necessarily bad news. One of the alternatives, extending the existing N-line subway, is not only more popular with local residents, the \$10 billion project would put a lot of electricians to work.

**“[The new LaGuardia] is a testament to why every job should be union-built.”**

— *New York Local 3 Business Manager Christopher Erikson*

New LaGuardia is part of a national airport construction boom with more than 50 airports starting reconstruction between 2010 and 2015, including Orlando, O’Hare, Los Angeles International and Salt Lake City. The other two major airports serving New York City, John F. Kennedy International and Newark International, are both undergoing significant transformations as well.

But none was as ambitious as LaGuardia, and there won’t be anything like it again for a very long time, if ever.

“Some jobs have a lot of people, and some jobs go on for a long time, but I’ve never seen anything like this for length, for number of brothers and sisters on the job and for complexity,” McCann said. “That’s how big the challenge was.” ■

#### APPOINTED

#### Al Davis



Al Davis, a former Las Vegas Local 357 business manager who moved to the International Office in 2019, was appointed Director of Inside

Construction Organizing on Jan. 1.

In his new role, Brother Davis works closely with IBEW leadership and organizers across North America to grow membership in the Construction Branch. He reports to Assistant to the International President for Membership Development Ricky Oakland.

Davis thanked Oakland and International President Lonnie R. Stephenson for the appointment.

“Any effort I’ve ever put in to grow the brotherhood has given me great satisfaction,” he said. “I wouldn’t be here without it. I wouldn’t have food on the table. My dad [also a journeyman wireman named Al] would not have lived to be 90 and enjoyed a long retirement if he had not been part of the IBEW.

“[Organizing is] always a challenge, but you are building bonds and brotherhood with people who have not been part of the IBEW in the past and have not been given the opportunities we’ve had.”

A Las Vegas native, Davis moved around the country as a young child while his father worked as a traveling wireman. His parents returned and settled in Las Vegas when he was 4, but he still spent time on the road with his father during summer vacation and holiday breaks from school.

He loved every minute of it, but the elder Davis wanted his son to attend college. With the help of a Local 357 scholarship, the younger Davis enrolled at the University of Nevada-Las Vegas in 1981, but left after three years. “My grades were not conducive to graduating,” he said with a laugh.

After that, Davis worked as a laborer at the Tonopah Test Range, about 140 miles from Las Vegas. He later worked as an inspector there after earning his inspection license. In 1987, the Culinary Union called a strike for workers it represented at the facility and Davis refused to cross the picket line.

Then-Local 357 Business Manager Cecil Wynn came up with an idea. He had known the younger Davis almost from the time he was born; as an apprentice, Wynn had worked under the guidance Davis’ journeyman father.

He asked Al to return to work as a “pepper” — a nonunion member who relays management plans back to a union.

The project didn’t get too far. Davis’ position was eliminated not long after that. But in January 1988, Wynn told him he would get a spot in Local 357’s apprenticeship program if he agreed to work as a salt for Desert Valley Electric at the Riviera Hotel, which was being built with primarily nonunion construction.

Davis took him up on the offer and became a Local 357 member. Over time, the IBEW and other trade unions began landing more of the work there, Wynn said.

“You could not find a better person for

this job,” said Wynn, who went on to a long tenure as a Ninth District international representative and lead organizer. “Al has always been up front in everything we’ve asked him to do.”

Davis, in turn, found a lifetime passion. He became a member of Local 357’s organizing committee during his apprenticeship — and ended up co-chairing it. He made a point of seeking out nonunion electricians and contractors, no matter where he was working in the field, and tried to convince them to work with the IBEW.

“I was a young apprentice and had already been out and seen conditions on nonunion sites and knew what the brotherhood could bring to working men and women,” he said. “I wanted to make sure we did organizing correctly and were able to reach out to as many people as possible.”

He went on to work as an instructor at Local 357’s apprenticeship training center before being hired on staff as an organizer in 2003. He was named organizing director one year later, appointed business manager in 2011 and was re-elected to the position three times.

In 2019, he accepted an offer to join the International Office in Washington, D.C., first as an international representative in the Construction & Maintenance Department and later in the CIR/Bylaws and Appeals Department.

Wynn said Davis will be a good fit for his new role because he has long understood the importance of recruiting nonunion workers to the IBEW and its training programs. Davis did an especially good job making sure solar installation was done by union workers when it came to Las Vegas, he said. That work has proven difficult to unionize in other parts of the country.

“Whenever I talked to his dad, Al was always right there with him,” Wynn said. “He’s always known what is going on since he was a kid. That’s made all the difference in his career.”

Davis said he assumes his position at a particularly good time. Polls show public support for unions is at its highest point since the 1960s and workers are demanding more rights and protections on the job. The infrastructure bill signed by President Biden gives IBEW organizers a major tool in growing membership, he said.

“We have not seen a dynamic like this in my lifetime, where workers are demanding to be recognized for what they contribute to society,” he said.

Davis and his wife, Vicki, have been married for 22 years. They have one daughter, Lauren, a junior at the University of Nevada-Reno who is majoring in computer science. His father died in 2017.

He replaces Virgil Hamilton, who had a strong desire to return to the field as a full-time organizer. Hamilton has been assigned to the Fourth District staff.

“The brotherhood made huge leaps and bounds in organizing during his seven years [in the position],” Davis said. “The fact that he wants to go back in the field tells you he is a true organizer. That is a huge commitment to the IBEW and the brotherhood.”

The officers and staff congratulate Brother Davis and wish him much success in his new position. ■

#### DECEASED

#### Richard J. Panagrossi



Richard Panagrossi, a retired Second District international representative from a family steeped in the IBEW, died Nov. 19. He was 82.

Just six years after being initiated into New Haven, Conn., Local 90, Panagrossi followed in his father’s footsteps and became business manager.

“The IBEW has been a family tradition,” he said upon retiring decades later, naming not only his father, Dominic, but his brother, Don, and uncles and cousins as Local 90 members.

Despite that legacy, Panagrossi didn’t jump into electrical work. He earned a political science degree from Providence College in Rhode Island in 1961 and attended law school for two years at Boston University.

Educated and with a desire to serve, his family said, he felt the pull of Local 90 and began his apprenticeship in 1968.

He was an active member from the start, serving on various committees, the Executive Board and as a business agent before rising to business manager in 1974. He was appointed to the international staff seven years later.

For 28 years, Panagrossi serviced inside and outside construction and manufacturing locals in New England, as well as a major shipyard in Groton, Conn.

“He loved his work,” said Frank Carroll, retired Second District international vice president. “Dick’s mission was to make people’s lives better, and that’s what he did.”

Friends and colleagues said Panagrossi’s smile and positive attitude put people at ease, and his knowledge and common sense impressed inside the union and beyond.

He served 34 years on the Connecticut Board of Occupational Licensing, appointed by governors of both parties. After retiring, he was asked to serve on the Connecticut State Arbitration and Mediation Board.

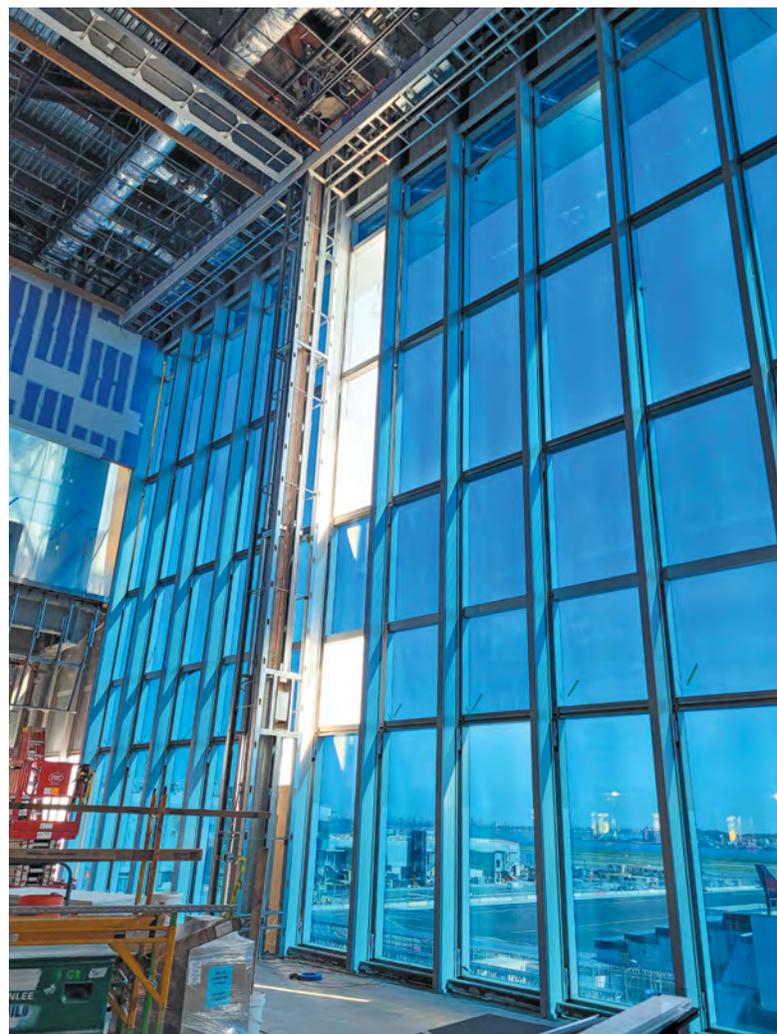
“He was fair, organized, and clear in his decisions — always viewing matters through the lenses of all parties involved,” his family wrote in his obituary.

Panagrossi was a devoted father who became a single parent to three teenagers when his wife, Barbara, died unexpectedly in 1982. “The best dad one could ever imagine ... and an even more remarkable grandfather,” his children said.

“As ‘Poppy’ he assumed the greatest role in life,” they wrote. “Whether as the loudest cheerleader at sporting events, a respectful observer at school functions and academic milestones, or a coach on the basketball court, he was always there, bringing his unique flavor of enthusiasm and support.”

His survivors include a son and two daughters, 11 grandchildren, two great-grandchildren, and his companion, Elaine Simons.

The IBEW sends its sincere condolences to Brother Panagrossi’s family, with deep gratitude for his decades of service. ■



The infrastructure of the new LaGuardia is a sea of low-voltage wiring, including electronically shaded windows looking onto the runways.

# LOCAL LINES

## Fantasy of Lights

L.U. 16 (i), EVANSVILLE, IN — This fall saw several dozen members of our local sacrificing their weekends and evenings to make the 28th annual Fantasy of Lights possible. Fantasy is the premier fundraising event for the Easterseals Rehabilitation Center. It is a time when over a mile of city park lane is decorated with beautiful lighting displays. The proceeds are used to help underwrite physical, occupational and speech therapy sessions for local children and adults who otherwise could not afford these life-changing services. Thanks to all who make this happen.

The IBEW Cook Committee once again did an outstanding job with their latest benefit. Brothers spent many days and a very long weekend preparing pork butts, loins and turkeys. The food was excellent, and the monies raised will be a blessing to the sick and needy.

Thanks to Mr. Brandon Wonggamnit and staff for being in the forefront when it came to protecting the integrity of this area's skilled-trade licensing. Proposed legislation that would have allowed unqualified workmen to operate here could have put both the workmen and the citizens of Vanderburgh County at risk; the ordinance was stopped in its tracks.

*Donald P. Beavin, P.S.*

## Local 24 Apprentices Celebrate Graduation

L.U.24 (es,i&spa), BALTIMORE, MD — We hope that everyone had a safe and happy holiday season. This year's Children's Christmas Party saw many changes due to the ongoing battle with COVID-19; however,



*Local 24 Business Manager Mike McHale (center, kneeling) celebrates with the class of 2020.*

everyone enjoyed the day. Thank you to all the volunteers who made the day possible.

Brother Michael Ayers has been appointed by the Executive Board to fill the vacated Examining Board position of Brother Michael Pace. We thank Brother Pace for his service to the local.

Our new sign is literally a sign of things to come for our local. We are getting our name out there more than ever. We have been very busy meeting with community leaders, politicians and contractors alike, all in an effort to secure work opportunities for our membership and contractors. We will also be advertising on radio and television with few sports franchises in our jurisdiction.

Congratulations to our JATC's classes of 2020 and 2021. Two ceremonies were held this year since the class of 2020's had been canceled last year due to COVID-19. We are excited to have you help us move the local forward in your new role as the best-trained journeyman in the industry.

Live Better — Work Union!

*Michael J. McHale, B.M.*

## Hello 2022!

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Plans are underway to get back to some great brotherhood/sisterhood events this year, and we hope everyone had a wonderful and safe holiday. If you would like to mark your calendars ahead, here are some key dates:

- JATC Graduation — Sat., June 4
- Dollars Against Diabetes Golf Outing — Mon., June 6
- Virginia Picnic (Manassas) — Sat., June 25
- Maryland Picnic (Edgewater) — Sat., August 20
- Poker Run for Special Love — Sat., September 17

It's scholarship time! Be sure to visit the local's

website ([www.ibewlocal26.org](http://www.ibewlocal26.org)) for information about this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. The deadline to submit applications is March 31.

The Retired Members' Club had their annual raffle in November and the winners were Sam Beachy Jr., Mike Brawner, Roy Pilkington and Bob Sylvia. Congratulations and thank you to everyone who bought tickets to help keep the Retired Members' Club Medical Equipment Fund going strong!

Best wishes to the following new retirees: Charles E. Alexander Jr., Mark A. Bailey, Scott A. Bates, John H. Blankenship, Michael L. Brookman, James E. Cockrell Jr., Robert J. Goodwin, Robert E. Gosheff, Jeffrey L. Green, Jeffrey A. Lampe, Donald T. Morgan Jr., William H. Noel, Michael A. Passmore, Joe B. Sabha, Thomas E. Smith, William T. Weiss Jr., Danny E. Wheeler, Thomas B. Winslow and Angel C. Zeballos.

The following members have passed away since our last article: Carl R. Garrett, Roger E. Golden, Mark A. Herring, Jonathan L. Kanagy, Joe L. Koonce, James R. Lewis, Charles McKeithan, Andrew E. McLean Richard A. Meaney, Clarence I. Meiggs, Earl E. Otten, Dedra Raddie; Joseph A. Ruby, Louise Salsbury, James D. Smith, Thomas R. Steadman; John L. Waltman; Carl H. Weiland Jr. and Albert B. Williams.

*George C. Hogan, B.M.*

## Brother Todd Holzinger Retires

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — This past December, our local had the privilege of honoring retiree Todd Holzinger for over 40 years of service and dedication to not only our local but the entire community labor movement. Todd exemplifies what it means to be a union member. Over the years, he has served Local 34 at every possible opportunity in varying roles. Todd has served the local as an election judge, convention delegate and Executive Board member, to name a few. He worked as Peoria business representative and assistant business manager to the local while simultaneously serving the Labor Council of West Central Illinois, the Peoria Labor Temple Association and Tazwell County Democrats. Todd has done everything from negotiate contracts to inspiring members to donate blood at our annual Red Cross blood drive. Over his career, Todd has answered the call from business managers as well as fellow brothers and sisters to help in any way he could. With more members like Todd Holzinger, there would be nothing our union couldn't do. Thank you, Brother Holzinger! Enjoy retirement. You have earned it and then some.

*Marc Burnap, Treas.*

## Local 38 Business Manager Dennis Meaney Retires

L.U. 38 (i), CLEVELAND, OH — After writing articles in Local Lines for more than 20 years, this will be my final article before retiring on Dec. 31st. I started my apprenticeship in 1978, and it has been an incredible journey. I got to learn an amazing trade and work on landmark projects in my 21 years in the field. As an officer, I helped organize contractors and many members who we are now able to proudly call our brothers and sisters. I have been able to go to Washington, D.C., to help lobby Congress for IBEW causes, including helping to kill the anti-pension bill when President Stephenson called us to go to Capitol Hill on a moment's notice. Some of the best people I have ever met are in the IBEW; I have been glad to know you. It has been my honor to be the business manager of Local 38.

*Dennis Meaney, B.M.*



*Local 38 Business Manager Dennis Meaney on Capitol Hill, lobbying Congress to protect IBEW pensions.*

## That's a Wrap! Is Back

L.U. 40 (em,i&mps), HOLLYWOOD, CA — Our annual That's a Wrap! holiday party returned this year. After having to cancel last year's party due to the pandemic, we were excited to welcome the members and their families back to this year's holiday party. On Dec. 4, the local gathered to celebrate a busy year in the industry and our graduating apprenticeship classes of 2020 and 2021 as well as to recognize members' years of service.

Our Outstanding Apprentice award for 2020 went to Thomas Klohn and for 2021 it went to Joshua Geller. Brother Geller also received the Top Gun Apprentice award from Southwest Industrial Tools. In addition, Brother Jerry Green received the local's Pio-

## 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](mailto: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](http://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.*

neering award for his dedication in mentoring the future generations of Local 40. Brother Shayan “Mike” Reodica received a Steward Appreciation Award, Brother Rob Siminoski received a Recognition award and Brother Barry Faucet received a Longevity award.

International Representative Tim Dixon was in attendance and received his 35-year pin. He took a few minutes to speak about the local’s history, the achievements the local has made and the local’s bright future.

As we have all made adjustments to our lives with the pandemic, it was great to see the members at this event. This event has served as a bridge between the future generations and the generations that paved the way before them. Seeing the members receive service pins for decades of service in the IBEW has been a reminder of the bonds of brotherhood and created connections with members across the local.

*Stephan Davis, A.B.M.*



Local 40’s (left to right) President Jesus Barron; Ninth District International Rep. Tim Dixon; Brother Jerry Green, who received the Pioneering Award; and Business Manager/Financial Secretary Marc Flynn at the local’s holiday celebration, *That’s a Wrap!*

### Sister Sue Simpson Retires from Local 46

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,rtb,rtb&st), SEATTLE, WA — Sister Sue Simpson retired on Nov. 30 after serving our membership for 29 years. Sue, a member of OPEIU Local 8, was always willing to go the extra mile in assisting members. The members, officers and staff of Local 46 wish Sue all the best in her retirement!

The holiday season at Local 46 was filled with festive activities and events that we were unable to have last year due to the pandemic. Our annual Retirees’ Christmas Luncheon was held on Dec. 9 and was well attended by almost 100 people.

Local 46’s Women’s Committee hosted a Holiday Bazaar on Dec. 11 that included over 20 vendors. Members were able to do some holiday shopping while supporting our Women’s Committee at the same time. There were drawings and raffles throughout the event, and the Women’s Committee raised over \$2,000.

The Unity Committee held a Holiday Extravaganza on Dec. 18 for members’ families that included stocking stuffing activities, keepsake photos for the kids and special guests Super Santa & Union Claus. A great time was had by all that attended!



Local 46 members celebrate at the 2021 Retirees’ Christmas Luncheon.

Our local hosted an Angel Tree program to make sure that the kids of any member in need had presents. We also had a Meals for Members program to make it a little easier for all of our members to have a holiday meal.

The challenges of the pandemic have only made us stronger in our solidarity. Stay safe and best wishes to all!

*Warren Shill, Pres.*

### Bringing Safe, Reliable Energy to Customers

L.U. 58 (em,govt,i,rtb,spa&t), DETROIT, MI — In promised efforts to reduce carbon emissions and improve regional air quality, DTE Energy has made good on its promise to phase out and eventually shutter its coal-burning facility in St. Clair. Partnering with Kewit, signatory contractors and Local 58, DTE started construction of the 1,150-MW Blue Water Energy Center in Feb. 2020. This state-of-the-art natural gas plant will be used in conjunction with solar and wind technology to create safe, reliable energy 24/7 to its customers. The energy generated is 70% cleaner and 40% more efficient than current coal-fired operations, with a ramp-up rate of 100-MW/minute, which is approximately 50 times faster than current utilization. With 90% less nitrous oxide and sulfur emissions as well as 99% less water usage, this cutting-edge technology also offers secondary conserva-

tion to the area by addressing the need to reduce out-of-state shipments of coal. The cost of this project is roughly \$2.5 billion, and it has put out hundreds of calls employing local hands and our traveling brothers and sisters. The Blue Water Energy Center is scheduled to be turned over this month.

*Kimberly Lheureux, Pres.*

### Local 66 Business Manager Greg Lucero Retires

L.U. 66 (o,t&u), HOUSTON, TX — Greg Lucero was initiated into our local on May 5, 1977, as a helper with Houston Lighting & Power. He became an apprentice and topped out as a lineman on Dec. 5, 1980. Brother Lucero passed his journeyman test with Local 66 in March of 1981 and became a head lineman in 1983.

While he was at HL&P, Greg was a delegate at several AFL-CIO Conventions. He was a lead steward and an instructor for the apprentice program.

Greg was elected business manager of Local 66 on Aug. 20, 1992. He was appointed to IBEW’s Sixth District International Executive Council seat in 2005 and served until 2011.



Local 90 held its annual retirement dinner on Oct. 21 in Branford, CT.

Brother Lucero has served on several committees, including as trustee to the Family Medical Care Plan (FMCP). He has been the president of the Texas State Association of Electrical Workers, served on the Executive Board of the Harris County AFL-CIO, the National Outside Construction Task Force and the Electrical Workers Minority Caucus.

Greg’s dedication to his members has truly made a difference for Local 66. He plans to continue to pursue his hobbies, travel and enjoy time with his family.

*Rick Schwartz, B.R.*



Former Local 66 Business Manager Greg Lucero holding an award commemorating his retirement.

### Officer Elections Coming Soon

L.U. 68 (i), DENVER, CO — Along with Local 111’s RENEW “crews,” we sponsored a “Trunk or Treat” for our members and their families on Oct. 30 in the parking lot at the hall. Awards were given for best decorated vehicle, adult costume and, of course, kids costume. There were games and refreshments provided, including lots of candy!

The local has hosted four vaccination clinics with more scheduled for the future, so watch the website ([ibewlu68.com](http://ibewlu68.com)) for future clinics and times.

Election of officers will be coming up soon. Nominations will be at the general membership meeting on May 3, and the election will be held in June. Please ensure that the hall has your accurate mailing address and watch the mail for notices. I would also like to encourage anyone who is considering running for an office or position to do so. Talk to someone who is in or has held the position that you’re interested in so that you have an understanding of the responsibili-

ties that come with it.

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Bill G. Barnes, Michael W. Edge, Dennie A. Fowler, Randolph M. Halverson, Gerald E. Hale, Richard E. Hammer, Joshua C. Jackson, Thomas A. Layton, James Reasoner and James Rutter.

*Morgan J. Buchanan, Pres.*

### Local 90 Celebrates With New Retirees

L.U. 90 (i), NEW HAVEN, CT — On Oct. 21, our local held its annual retirement dinner at the Woodwinds banquet facility in Branford, Conn. [See photo, above.]

Thirty retirees were honored that evening: Dave Asplund, Dave Buonome, Dave Capertino, Mario Capozzo, Jim Carew, Nick Ciampini, Tom Claus, Joe Dibartolomeo, Robert DiCaprio, Jim Drury, Don Dumaine, Joe Fagan, Joe Fernicola, Ron Gosselin, Bob Grayeck, Bob Hamel, Jere Lacoske, Randy Laporte, Mike Lonardo, Tim Moore, Jon Perrotti, Jim Piscitelli, Peter Reilly, Peter Serrano, Greg Shadle, Andrew Simonow, Kurt Startz, Paul Tobias, Andrew Tokarski and John Vitale.

The following members were acknowledged with 25-year pins: Ben Acampora, Dominic Borelli, Russ Cooper, Shannon Cozza, Sal Cretella, Mike Crisci, Mike Cyr, Fulvio Grandetti, Rob Landry, Charles Larkins, Stanley Macmillan, Nick Maio, Gene McDonald and Greg Myerson.

Congratulations to all the retirees and 25-year pin awardees!

Business Manager Sean Daly and the officers at Local 90 would like to wish the retirees a happy and healthy retirement!

*John Bellemare, Pres.*

### Giving Back at Christmas

L.U. 102 (em,govt,l,mt,o,ptc&ws), PATERSON, NJ — Santa’s helpers were hard at work this past December. Christmas 2020 led us to pivot to a drive-thru event, so everyone was excited to see the smiling faces of members and children at this year’s in-person event. Face painters, balloon makers, magicians and a visit from Santa himself made for a great time.

The giving did not stop at the close of this year’s Christmas party. As our Activities Committee cleaned up after 200 or so sugar-filled kids, they began phase 2



Local 102’s Activities Committee gather together after setting up for the annual Children’s Christmas party.

## LOCAL LINES

of our holiday tradition. All of the extra gifts were loaded up for the journey to Project Help, a support system for veterans and their families who need help transitioning from military to civilian life. All of us at Local 102 were happy to support our heroes and help their families enjoy a holiday filled with smiles and hope.

Our sincere gratitude goes out to our entire membership for making this a reality. A special thank you to our partners at Project Help; we appreciate all that you do every day for our veterans and for providing us the opportunity to support their families in a special way.

*Bernie Corrigan, Pres.*



Currently in the making, the Golden Plains Technology Park in Kansas City's Northland will be one of the largest data centers in the United States.

## Full Steam Ahead!

L.U. 124 (ees,em,i,mar,ptc,rts,se,spa&t), KANSAS CITY, MO — Work in Kansas City is going to be full-steam ahead at the beginning of 2022! Before the infrastructure bill passed, Local 124 already had plans to be a walk-through for the next decade. Now with the bill's passing, the work outlook could last even longer.

Currently in the making, a 767-acre and multi-billion-dollar investment in Kansas City's Northland is the Golden Plains Technology Park. It is an even bigger investment than the new Kansas City International Airport terminal. The Golden Plains Technology Park will be the second largest data-center complex in the United States.

Multiple other projects in the area are upcoming as well. Everything from commercial jobs downtown to industrial sites are in the works, including a potential 2,000-acre solar farm at the Kansas City International Airport. This project would generate up to 300 megawatts. This would be 10 times more capacity than the solar farm at Denver International Airport.

All in all, Kansas City looks to be busy going into mid-summer of next year, and we will definitely need help from our traveling brothers and sisters. Hope you all have a Merry Christmas and a blessed new year!

*Wade Kiefer, B.R.*

## 2021 on the Positive Side

L.U. 130 (i&ptc), NEW ORLEANS, LA — Another year has come and gone. Work has been steady as the coronavirus seems to have settled down in our area. Some mandates have been lifted, allowing some normal behavior.

Waterford 3 and Day & Zimmermann will begin their nuclear refuel outage in February. It is my understanding that they will be requesting about 90 journeyman. Ordes Electric will be busy with a turnaround at PBF Energy refinery and preparing for a major expansion shortly after in the same plant. It is also my understanding that Frischhertz Electric will begin work on a major project at the old Charity Hospital converting it into retail, schools and housing.

Work in 2022 looks promising, not to mention the infrastructure projects on the horizon. With that said, our workforce needs to be prepared for the criteria these projects request for employment. Our members need to update their city license, TWIC cards, OSHA and First-Aid/CPR training to accept employment.

Our business manager, Paul Zulli, and his negotiating committee were successful in getting us an increase of \$2.45 on a 2-year contract, bringing our total package to \$47.23 by Dec. 2022. Paul and his team have been successful in each contract since he took office. We are fortunate that we have such a formidable group of members doing our bidding during negotiations. They have proven time after time that their members' needs are represented and met.

Our apprenticeship was well-represented in our state competition for Outstanding Apprentice. Sister Kristin Cortez, who was victorious in our local competition, also won the state competition in Louisiana last June. Kristin is the niece of President Corky Cortez, a very proud uncle. She is a very serious member who has the skills and temperament for a great future.

Thanks again to all the IBEW members who contributed their time, effort and donations to our members affected by Ida.

*Billy Buckel, P.S.*



Local 130 President Corky Cortez stands proudly with "Louisiana State Outstanding Apprentice" Kristin Cortez.

## Pro-Union Consulting Class Helps Members Open Shop

L.U. 136 (ees,em,i,rtb&u), BIRMINGHAM, AL — In November, we hosted the first PRO-UNION Consulting Contractor Class in the state of Alabama. This 3-day class is for IBEW members interested in going into business. It was presented by Pro-Union Consulting's owner and Local 212 Brother Matt Kolbinsky. It gives a journeyman wireman the right path to follow as well as support from Pro-Union to become a successful union electrical contractor. Thanks to Cahaba Electric owner Cory "Tex" Parsons for sharing with the class the lessons he has learned after opening his shop four years ago.



Local 136 thanks each participant of the first Pro-Union Consulting Contractor Class for dedicating your time to strengthen your local union.

Thank you to Brother Corey Jackson for stepping up to become the assistant director of the Birmingham Electrical JATC. We know you will do a great job in providing a bright future to our apprentices with a tuition-free education.

U.S. Secretary of Labor Marty Walsh visited with Birmingham's newly reelected Mayor Randall Woodfin and the business managers that make up the Central Alabama Building Trades Council in November to promote union apprenticeships.

*Bill Blackman Jr., B.M./F.S.*



New Jersey Governor Phil Murphy and Bergen County Century Labor Council President Mike Schneider speak at a rally hosted by Local 164. Photo Credit: Tom Hokenson, Local 164

## Local 164 Rallies for Friends of Labor

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — First, the local would like to wish all our brothers and sisters a happy, healthy and prosperous 2022. In October, during the run up to the New Jersey gubernatorial election, Business Manager Dan Gumble, President Tom Sullivan and Local 164 members were proud to again welcome New Jersey Governor Phil Murphy, as well as many other state, county and municipal elected officials and candidates who support union labor to our union hall. In attendance were the Bergen County Central Labor Council, with approximately 400 brothers and sisters from various North Jersey labor unions, including almost 100 members of Local 164. Also among those in attendance were AFL-CIO President Liz Shuler, American Federation of Teachers President Randi Weingarten and New Jersey AFL-CIO President Charles Wowkanek. It was a great day of solidarity and support for labor and for those who support it.

*Warren M. Becker, Training Dir.*

## Local 230 Members Excitedly Welcome New Sick Leave Law

L.U. 230 (c,catv,em,govt,i,mar&u), VICTORIA, BC, CANADA — There are almost 200 countries around the world that offer some kind of paid sick leave. There doesn't seem to be a consistent way to calculate the benefits; but no matter how it's calculated, paid sick leave can reduce employee turnover, increase productivity and reduce the spread of diseases like COVID-19 in the workplace and community.

Workers shouldn't have to choose between paying rent, bills and groceries or going to work sick knowing they will infect their coworkers. Some businesses will say, "it's not the right time" or even "they will have to close their doors," but this is the direct result of 20 years of wage and workers' rights suppression by the anti-union British Columbia liberal government (conservatives in every way but name).

This is the right humanitarian action for a civil, just and progressive society. All Canadians need sick pay to begin to bring us back to an empathetic nation where we don't have to make "choices" that workers can't afford to make.

Local 230 member and BC Federation of Labour President Laird Cronk and all affiliate unions were instrumental in developing this new benefit.

*Phil Venoit, B.M./F.S.*



Local 230 members rally for paid sick leave outside of the legislature buildings in Victoria, BC.

## Steady Work on the Horizon

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — We hope that everyone had a great holiday season and a Happy New Year! Local 236 was pleased to hold our December union meeting and holiday party at the Desmond Hotel this year. The facility is staffed by union members and their contract work is performed by our members, so it is great to see their continued success.

Our members and contractors were part of bringing the holiday spirit to Albany this year. A state contract transformed Albany's Empire State Plaza into a festive display for everyone to enjoy.

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Local 236's members and contractors helped bring the holiday spirit to Albany this year, transforming Albany's Empire State Plaza into a festive display of lights.

2022 is already shaping up to be a good year with another healthy work picture. GlobalFoundries, Wadsworth Laboratories, several solar fields and offshore wind turbine construction at the Port of Albany are just a few of the larger projects expected to need lots of manpower this year.

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

Mike Martell, A.B.M.

## Sister Jean Watkins Retires From Local 300

L.U. 300 (govt,i,lctt,mo&u), MONTPELIER, VT — For over 30 years, our local's construction unit members have had the privilege and honor of working with Benefits Administrator Jean Watkins. Jean's tireless devotion to the membership and her amazing stewardship of the benefits programs bestow credit toward her legacy at the IBEW. Jean was also instrumental during her brief but productive stint as apprenticeship director, when she secured state and federal training grants to kickstart the local's renewable energy curriculum and hands-on training center for both wind and solar. Jean has decided it is time to write a new chapter in her life — retirement. She will be retiring at the end of February, following in her husband Tim Watkins's footsteps, who retired as business manager from Local 300 on Nov. 7. We wish them both a safe and enjoyable retirement.

We would also like to welcome into the fold Erin Flanders and Lindsey Brown, who will have their opportunity to continue moving forward with the benefits programs. We wish them well and know they will do an amazing job.

We hope everyone had a safe and happy holiday season and look forward to seeing everyone in the NEW YEAR!

Jeffrey C. Wimet, B.M./F.S.



Local 300 wishes both Tim and Jean Watkins a safe and enjoyable retirement.

## Local 302 Welcomes New Inside and Sound Apprentices

L.U. 302 (i,rts&spa), MARTINEZ, CA — We would like to welcome our new inside and sound apprentices to the local: Matthew Crosley, Jarod Del Chiaro, Brennan Garcia, Brandon Henderson-Gilkes, Joshua Jacobs, Van Monson, Arturo Morfin, Steven Rodriguez, Luis Suarez and Spencer Weberski. We wish them the very best as they start their careers with the IBEW.

With the new year beginning, we are looking forward to a couple of signature projects. We have two refineries converting from oil to renewable fuels. Both projects are covered by a PLA and are projected to provide 4 million hours

each. They are looking to start the third quarter of this year and to last between 18 and 24 months.

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

## Thankful, Grateful and Optimistic

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA — As I write this article, we are wrapping up the year. It's during this time that we truly see how the brotherhood of our local assists our members and the community. It has been a long-standing tradition of our local to hold an annual fundraiser towards the end of the year to help not only our members but the community, too. This fundraiser started over 40 years ago with two members who found copper on a jobsite and decided to turn it in for money to help members in need during the holiday season. This long-running tradition has since expanded. It has helped members with holiday meals and presents for their family as well as donating funds to local charities.

We all know the current pandemic has affected many: not just union members, but the world as a whole. It is such an amazing sight to see not only members but contractors come together to support one another. We are grateful for the partnerships that have been cultivated throughout the years, and we are optimistic to see this new year unfold.

Robert D. Ward, B.M.

## Local 364 Primed for a Banner Year

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Our local held its annual Kids Christmas party on Dec. 11, and, as always, it was a fantastic time for all our members and their families. A big special thanks to Local 364's very own SanTY Claus (Brother Ty Hillman), who thrills the children who attend every year. This is Local 364's largest event each year and always has a large turnout, and this year was no exception.

2021 will go down as one of the busiest on record for Local 364, but 2022 is shaping up to be what could be the busiest that our local has ever seen.

Our Facebook project is rolling along with over 600 IBEW members onsite. This project has hit major milestones, including the turnover of several buildings with zero punch-list items, which has never been done before according to Facebook. This is a testament to the focus and hard work that has been put forth by not only Local 364 members but the numerous brothers and sisters from across the country. We couldn't have done this without all of their hard work and support; so once again, thank you.

Our New Hard Rock Casino project is moving forward with the temporary casino opening in mid-No-

vember. At this time, we have no specific details on when the project should begin but were hoping for early spring. This project, along with our normal work outlook, has our local primed for a banner year.

Brad Williams, Mem. Dev.

## Local 486 Gives Back to Hasbro Children's Hospital

L.U. 486 (u), WORCESTER, MA — While working at Franklin Square Substation in Providence, our local's members looked out into the distance at Hasbro Children's Hospital. They thought about the many children undergoing medical treatments this holiday season and reflected on how they often take things for granted.

After deciding to organize gifts for the children, the crew connected with a staff member from the hospital in charge of donations.

In the days that followed, individuals began to load up the donation site with toys — Lego sets, puzzles, craft kits, action figures, Barbie dolls and more. Word eventually spread to other crews in the area who made sure to drop off gifts as well. After a few weeks of collecting, the site was jam-packed with toys.

During a visit for Safety Leadership Day, management employees, including the COO of U.S. Electric New England Chris Kelly; and Manager of In-House Substation Construction John Burke, met with the crew at Franklin Square for a discussion on safety and a walkthrough of the site. When they made it to the crew's job trailer, they were blown away by the number of toys inside and inspired to donate more toys to the collection.

Burke shared that the crews at Franklin Square have worked hard over the past year for our customers — from energizing a new transformer early, despite days of storm restoration, to energizing a mobile substation ahead of schedule, which enabled an increase in load capability within the network. Although these are great examples of how the crews work hard for our customers, John said he was so impressed with the toy drive they started.

On Tuesday morning, the Local 486 crew visited Hasbro Children's Hospital to donate the toys. Micaela Materne, Manager of Child Life Services at Hasbro Children's Hospital, said the crew showed up with boxes upon boxes of toys decorated in festive holiday wrapping paper.

The toys will mainly be gifted to children for the holiday season and will also be used throughout the year for birthday presents, according to Materne.

We often forget about how lucky we are when caught up in day-to-day life," said Local 486 President Neil Fitman. "It makes me happy that the crews were able to think about others and found a way to give back. With all the incredible work done by Hasbro Children's Hospital, it's great to be able to support them."

John Callahan, B.M./F.S.

## Local 540 Celebrates Member Milestones

L.U. 540 (i&r), CANTON, OH — As 2022 starts, our local would like to congratulate all members who have reached milestones in their years of service through 2021.

Local 540 would like to make special acknowledgement to the following members: Finis Norris for 60 years; Donald Artman, David Brody, Richard Conaway, Terry Hykes, Frank Icardi, Lloyd Price and John Young for 55 years; Gary Hanna, Alden Ickes Sr., Dino Kennard, David McKnight, Donald Miller, Thomas Norris, Danny Seal, Greg Snyder and Donald Whaley for 50 years.

Thank you for your dedication to IBEW.

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

## Local 558 Looks Back on a Phenomenal Year

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Our local experienced a phenomenal year in 2021, and the start of 2022 looks to be an even busier year with the ratification of a new 3-year NECA contract and a 3-year contract with the TVA. The work outlook in the jurisdiction projects positively with our signatory contractors awarded the next phase at Facebook, which is 1.1-million manhours of work for IBEW members.

Projections for spring 2022 have groundwork beginning for a new 300-MW solar farm, built in our jurisdiction, as well as an enormous expansion project at Toyota engine plant for a new engine design.

Outside work in the jurisdiction has taken a major positive step with the local signing Sparks Unified as a signatory outside contractor; this development makes Sparks one of the biggest outside contractors to partner with the IBEW in the country.

Local 558 Business Manager Tony Quillen would like to extend his gratitude, saying thank you to all the hard-working IBEW brothers and sisters who made 2021 such a great success.

We look forward to an even more prosperous 2022.

Mac Sloan, Pres.



Local 558's Business Manager Tony Quillen swears in Sparks Unified owner Jay Sparks as a newly organized IBEW member.

## Strong Work Outlook for 2022 and Beyond

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — Our calls have slowed a bit because of Intel and TSMC (Chip Plant) pushing back schedules. We still have calls for data centers, hospitals and commercial jobs. The outlook starting the first quarter of 2022 and extending several years beyond is extremely strong.

We are sad to announce the passing of our longtime Brother Roy Hamilton. Roy served our local faithfully as a steward, agent and Executive Board chairman, and he was loved and respected throughout the IBEW by all who knew him. We love you, Brother! Rest in Peace.

We hope you all had a safe and happy holiday season, and that we all have a great new year!

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

## New Apprenticeship Building Considered for Local 666

L.U. 666 (i,m&o), RICHMOND, VA — Heading into 2022, the work outlook continues to be strong as many large projects take shape across the jurisdiction. Local 666 and the Apprenticeship Committee have taken initial steps toward constructing a new apprenticeship building adjacent to our hall, and organizing efforts continue to expand meetings with new membership.

In October, we lost Brother Emmett Alcock, a 71-year member of our local. He served in the U.S.

LOCAL LINES



Members fill their plates at Local 1340's oyster roast on Oct. 15.

Navy and was the local's last surviving WW-II veteran. We thank him and all of our veterans for their years of service.

Several brothers and sisters attended a highway clean-up organized by the RENEW Committee. Thanks to all who participated.

Stay safe and happy new year!

J. Davis, P.S.

Sister Sharon Williams Retires

L.U. 1116 (em,lctt&u), TUCSON, AZ — Another year is upon us, and it will no doubt be as fractured as the last. With the federal government issuing coronavirus mandates, the unions are doing what they can to support members' choices on vaccinations. Please know that as an organization we are limited to what we can do to resist; however, we can negotiate the consequences of disciplinary action taken by companies in response to the mandate. Please be patient; Sarita is working diligently on these issues. The company is not notifying her of anything in advance before they issue directives. You can get regular updates if you attend meetings. As of this writing, employees are still working remotely when possible.

The employees at Sulphur Springs Valley Electric beat back their employer's attempts to decertify their election results. Congratulations to them for this stunning victory! They are now negotiating on a regular basis, and Sarita reports good progress. Brother Robert Sample is working on organizing additional employees to bring them into the fold.

By the time this is published, I will be retired. If you are interested in either the press secretary or recording secretary (or both) position(s), please contact President Greg Carter. This is a vital position within the organization, so please consider it. It has been a great honor to work for our members these many years as a steward, organizer, Executive Board member, press secretary and recording secretary.

Thank you for the opportunities and the memories. Joining the union is the right thing to do. Getting involved is even better.

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

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

Local 1340 Hosts Annual Oyster Roast

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our annual oyster roast was held on Oct. 15 at the union hall, and it was a great event for all who attended. Food was provided by Bubba-n-Franks Smokehouse, along with an open bar and beer truck. Of course, a grill was set up for oysters, and steamed shrimp was also served. Many brothers and sisters who are traveling for work took the opportunity to return to renew friendships and catch up

on the latest news. Some IBEW items were offered for raffle to raise money for those in need. Many thanks to Aaron Woodard, Jeff Rowe and the Retirees Club, who assisted in the set-up and clean-up.

The recent election in Virginia was successful for local delegates who were endorsed by the AFL-CIO. Congratulations to Jeion Ward (92st), Mike Mullin (93rd), Shelly Simonds (94th), and Marcia Price (95th) on their reelection to the House of Delegates, and thanks to all who worked on their behalf.

With sadness we report the passing of the following members: James Clifton (Aug. 5), Gene Hall (Aug. 20), Howard Wood (Oct. 13) and James Vandiford (Oct. 16).

Jim Avery, P.S.

Local 2304 Volunteers at Holiday Fantasy in Lights

L.U. 2304 (u), MADISON, WI — For years, our local's members, retirees and families have been volunteering their time to staff the Holiday Fantasy in Lights booths at Olin Park in Madison, Wis. This season, Local 2304 staffed the booths every night from Monday, Nov. 22, through Sun., Dec. 5. Through volunteer efforts over these two weeks, the local was able to donate \$2,500 to Second Harvest Foodbank. Also, we'd like to give a special shout-out to Local 159's electricians, apprentices and retirees, who perform the behind-the-scenes work on the lighting displays to make this 33-year Madison tradition a reality.

Nate Rasmussen, Pres./B.M.



Local 2304 President Emeritus Dave Poklinkoski, member Rob Meeker and retiree Roger Karasek volunteered at the Holiday Fantasy in Lights in Madison, WI.

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In Memoriam

Members for Whom PBF Death Claims were Approved in December 2021

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Freiburghaus, D. J.	6/5/21	35	DiBenedetto, T. A.	7/2/21	96	Birch, P. R.	11/3/21
1	Hults, M. C.	5/23/21	35	Sosin, G. J.	5/24/21	96	Pothier, P. J.	10/7/21
1	Iffrig, D. C.	7/12/21	38	Benevento, A. J.	10/12/21	98	May, S.	9/13/21
1	Murray, H. R.	9/1/21	38	Fried, E. M.	10/12/21	98	Mellor, R. W.	2/17/21
1	Schoemehl, S. P.	7/24/21	38	Haselow, M. C.	8/26/21	98	Murphy, G. R.	10/23/21
1	Uhle, F.	9/23/21	38	LeBlanc, J. E.	9/12/21	98	Stratton, H.	11/1/21
3	Adler, M.	8/28/21	38	Whittaker, T. R.	9/11/21	100	Gilbert, G. A.	10/20/21
3	Alfieri, J. I.	9/5/21	41	Bordner, R. W.	9/24/21	100	Youngberg, B. A.	7/25/21
3	Arone, J. A.	9/29/21	41	Sherlock, H. C.	9/20/21	102	Erikenoglu, A.	6/8/21
3	Burke, J. J.	8/27/21	42	Jackson, R. B.	9/23/21	102	Phalon, V. J.	8/29/21
3	Castaldo, R. M.	9/18/21	43	Graf, L. J.	6/1/21	102	Scisco, R. L.	9/7/20
3	Chandras, G.	8/18/21	43	King, F. A.	9/27/21	103	Amaral, E. J.	1/22/19
3	Colleran, B. C.	9/4/21	43	Ruttan, W. A.	8/2/21	103	Callahan, J. J.	7/26/21
3	Daidone, J. J.	9/13/21	44	Moe, D. D.	10/19/21	103	Caratelli, F. W.	1/7/20
3	DeMarco, N. P.	6/16/21	44	Shows, T. J.	10/31/21	103	Copithorne, R. C.	10/28/21
3	Dianuzzo, R. C.	10/29/21	44	Six, G. L.	8/13/21	103	Czarnowski, M. S.	7/12/21
3	Domijan, A.	8/29/21	46	Russell, M. S.	6/24/21	103	Denault, D. F.	8/24/21
3	Feinberg, L. R.	10/2/21	46	Stibre, A. P.	7/25/21	103	Fay, P. W.	5/31/21
3	Hairston, T. S.	10/28/21	47	Adams, W. A.	9/2/21	103	Kelley, J. M.	10/29/19
3	Healy, T. E.	5/27/21	47	Keplar, A. D.	9/8/21	103	Lauletta, A.	2/23/21
3	Jehle, L. W.	9/6/21	47	Owen, G. C.	9/8/21	103	Leahy, R.	2/25/21
3	Kramer, T. L.	6/20/21	48	Algeciras, J. E.	9/22/21	103	Lombardo, A. R.	5/1/21
3	Lepkofker, H.	7/20/21	48	Arno, L. R.	9/10/21	103	Morgan, W. J.	7/3/21
3	Levinson, M.	8/5/21	48	Hartfeld, G. L.	8/25/21	103	Sarcia, A.	9/15/21
3	Malec, O. L.	10/10/21	48	Lovely, N. G.	10/12/21	103	Willard, R. R.	4/10/21
3	Mennella, C. J.	9/9/21	48	Mesplay, J. C.	6/2/21	105	Antolic, M.	5/8/21
3	Petch, S. R.	8/27/21	51	Kamin, J. B.	9/10/21	105	Ferrusi, N.	10/29/21
3	Robinson, T. C.	1/2/21	53	Hackett, L. V.	3/28/21	105	Setterfield, G. G.	10/23/21
3	Roman, L.	8/30/21	53	Harrison, J. F.	7/31/21	105	Towndrow, L. T.	9/15/21
3	Rouse, C. E.	8/28/21	53	McCully, B. K.	9/6/21	110	Brown, W. F.	8/27/21
3	Saslaw, J.	9/20/21	53	Pettyjohn, J. O.	8/17/21	110	Cassady, C. J.	10/16/21
3	Scheper, R. A.	8/23/21	53	Schock, R. J.	7/1/21	110	Gutz, G. C.	9/22/21
3	Shannon, J.	3/30/21	55	Hodges, T. F.	9/10/21	110	Hunt, R. C.	11/25/20
3	Simmons, M.	7/21/21	55	Houston, D. L.	9/1/20	110	Kutzer, K. W.	7/10/21
3	Smith, H.	4/14/21	57	Brinkerhoff, M. B.	10/8/21	110	Litz, R. J.	5/8/21
3	Stolyarskis, S.	7/1/21	57	Collard, K. R.	11/3/21	110	Millerbernd, C.	8/25/21
3	Washington, W. W.	9/8/21	57	Skroh, W. A.	10/11/21	110	Ridgeway, R. B.	3/2/21
5	Carney, W. F.	10/7/21	58	Birch, W. E.	10/9/21	110	Roush, R. A.	8/18/21
5	Hoffman, B. E.	9/6/21	58	Gorney, W.	7/12/21	111	Kinney, W. B.	10/2/21
6	Hilbert, L. C.	10/8/21	58	Kelso, F. J.	9/17/21	112	Smith, D. H.	1/3/21
6	McDermott, L. E.	10/19/21	58	Price, L. R.	7/20/21	113	Clifton, T. W.	9/1/21
7	Haryasz, E. F.	10/2/21	58	Rosen, H. R.	9/28/21	113	Gonzales, J. D.	8/24/21
7	Newton, R.	10/6/21	58	Wallick, D. M.	9/9/21	117	Eagle, F. G.	9/3/21
7	Provenzano, C. A.	9/29/21	58	Williams, J. L.	8/19/21	117	Samuel, D. W.	10/4/21
7	Schutt, J. E.	10/7/21	60	Cabellos, F. Q.	2/28/21	124	Beck, D. G.	9/17/21
8	Kimball, H. E.	7/29/21	60	Heidemann, W. H.	9/22/21	124	Craig, R. G.	7/8/21
8	Schuck, W. F.	10/20/21	66	Dewalt, F. M.	12/22/20	124	Garies, J. J.	4/10/21
11	Bolduc, B. S.	1/29/21	66	Diaz, L.	6/23/21	124	Mallon, G. H.	9/6/21
11	Brown, B. A.	10/23/21	66	Jackson, W. R.	4/28/21	124	Meade, M.	8/31/21
11	Cosgrove, J. M.	10/14/21	66	Peterson, D. O.	8/17/21	124	Myszka, E. F.	9/19/21
11	Frazer, D. C.	12/31/20	66	Rasmussen, S. W.	9/17/21	124	Sifers, J. C.	1/8/21
11	Mc Guire, D. D.	6/29/21	66	Stahle, D. P.	9/20/21	125	Martin, F. A.	7/30/21
11	Overstreet, J. E.	9/15/21	66	Walters, M. W.	10/23/21	125	Martin, W. J.	9/11/21
11	Randolph, W. A.	1/30/21	68	Harlan, K. K.	3/5/20	125	Olson, C.	7/22/21
11	Rawnsley, M. R.	6/30/21	68	Koch, A. L.	9/4/21	125	Parkerson, D. W.	9/24/21
11	Weber, W.	9/14/21	68	Reasoner, J. W.	8/23/21	125	Rosentreter, D. A.	10/2/21
14	Wolf, G. F.	9/8/21	68	Sayer, L. D.	8/9/21	126	Duvall, R.	9/11/21
17	Meharg, J. R.	2/2/21	68	Yager, G. L.	2/27/21	130	Brown, R.	9/25/21
17	Van Horn, E. D.	9/20/21	70	Rayburn, T. C.	7/25/21	130	Clark, E. C.	5/30/21
20	Grothe, T. M.	9/19/21	70	Stacy, T. L.	11/20/20	130	Hutchinson, G.	9/2/21
20	Jenkins, J. A.	9/15/21	71	Wilfer, J.	8/23/21	130	Lacoste, R. L.	9/5/21
20	Palma, R.	9/15/21	71	Wine, J. N.	9/22/21	130	Mangiaracina, J. L.	9/16/21
20	Pitcher, J. P.	8/19/21	73	Bostrom, R. C.	3/19/21	130	Sanders, B. J.	9/18/21
20	Rogers, R. J.	6/29/21	76	Fry, G. I.	10/15/21	130	Shows, N. A.	10/6/21
22	Opocensky, P. F.	9/24/21	77	Christen, K. H.	6/3/21	130	Videau, M.	1/1/17
22	Timmerman, L.	10/17/21	77	Freitag, M. J.	10/5/21	134	Beiffuss, J. P.	11/1/21
24	Reaney, H. E.	6/4/21	77	Roberts, W. C.	10/1/21	134	Catuara, J. E.	12/11/20
24	Small, J. T.	9/2/21	77	Sitko, R. E.	8/25/21	134	Farris, D. R.	9/3/21
24	Smith, C. A.	9/4/21	80	Murphy, J. L.	9/15/21	134	Gesford, R. W.	9/8/21
25	Breest, R. E.	9/14/21	81	Gaughan, P. J.	10/10/21	134	Gloodt, W. K.	8/21/21
25	Dunn, J. J.	9/20/20	82	Turner, C. E.	9/18/21	134	Glorioso, F. L.	9/4/21
25	Gentzel, T. B.	9/30/21	84	Johnstone, R. H.	5/1/21	134	Kennedy, J. P.	9/16/21
25	Polito, A. J.	9/12/21	86	Blackmer, G. M.	7/12/21	134	Lavelle, J. P.	5/8/21
25	Schuck, E. F.	5/13/21	86	Claycomb, R. H.	5/27/21	134	Lindahl, W. T.	9/14/20
26	Garns, R. L.	11/11/21	86	Effinger, J. B.	6/26/21	134	Mashni, M. M.	12/21/20
26	Herring, M. A.	9/25/21	86	Faso, C. R.	5/29/21	134	McGrew, L. P.	9/27/21
34	Engelbrecht, R. W.	9/5/21	86	Ferraro, D. V.	10/10/21	134	McIntyre, J. D.	9/13/21
34	Kubis, J. K.	9/30/21	86	Lomoglio, J. M.	8/30/21	134	Pagano, J. J.	8/29/21
34	Parson, D. D.	10/30/21	86	Spero, R. M.	9/6/21	134	Paoletti, E. M.	9/30/21
34	Vanderhei, G. L.	9/13/21	86	Welling, K. C.	11/6/21			
35	Amenta, M. G.	8/31/21	90	Porto, J. A.	8/8/21			

MEMORIAM continued on page 11

*In Memoriam continued*

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
134	Thomas, W.	2/26/21	325	Grant, D. T.	9/24/21	456	Black, J. V.	10/10/21	683	Dorsey, P. G.	9/18/21	965	Robb, H. J.	5/19/21	1701	Henning, C. A.	9/30/21
136	Heptinstall, B. H.	10/19/21	325	Murphy, B. W.	9/22/21	456	Kaminsky, R. J.	9/2/21	683	Sanders, C. L.	10/10/21	985	Algee, C. W.	10/17/21	1701	Hinton, W. B.	8/17/21
136	Kelly, N. J.	5/14/21	325	Scotfield, D. B.	10/1/21	474	Barton, K. A.	9/17/21	683	Walker, L. C.	10/8/21	993	Anderson, B.	8/31/21	1701	Lott, J. E.	9/24/21
136	Robinson, S. D.	6/27/21	332	Abinanti, J. A.	7/27/21	474	Gatlin, J. A.	6/30/21	683	White, J. E.	6/27/21	995	Schwendemann, J. L.	10/11/21	1832	Young, J. C.	10/19/21
136	Satterfield, J. C.	8/23/21	332	Aranda, E. J.	9/11/21	474	Harriss, W. C.	9/25/21	692	Clements, W. D.	9/20/21	995	Vail, J. H.	10/4/21	2077	Mallory, H. H.	7/31/21
139	Currie, D. C.	9/8/21	332	Clifton, J. D.	6/17/21	474	Walker, F. F.	6/26/18	701	Jennison, J. H.	6/23/20	1003	Zeiben, X. G.	6/20/21	2085	Dettman, H.	12/1/19
139	Raymond, J.	4/2/21	332	Hupf, R. J.	10/8/21	477	Ayars, J. L.	10/22/21	701	Menne, M. D.	11/11/21	1141	Barnett, G. E.	10/29/21	2113	Parrish, J. P.	6/18/21
150	Thomsen, K. R.	1/17/21	332	Pray, D. M.	7/20/21	479	DeLord, J. E.	9/1/20	701	Ziegler, G. H.	11/1/21	1141	Burns, L. O.	12/14/20	2286	Osborne, L. J.	9/12/21
153	Crawford, L. L.	11/18/21	332	Sepulveda, R. G.	9/11/21	481	Coers, R. E.	9/16/21	702	Miller, T. H.	9/24/21	1141	Conley, C. E.	10/9/20	I.O. (3)	Spindell, D.	10/3/21
153	Guard, P. V.	11/1/21	332	Tragni, R. V.	10/9/21	481	Cooper, R. L.	9/16/21	714	Henderson, D. M.	7/30/21	1141	Sing, J. P.	10/29/21	I.O. (5)	Gindlesperger, R. D.	10/5/21
153	Overmyer, J. B.	9/24/21	340	Cake, C. E.	10/26/21	481	Monka, J. P.	10/4/21	716	Briskin, L. T.	9/25/21	1186	Yamashita, N. S.	8/6/21	I.O. (41)	Zmuda, J. J.	9/8/21
153	Rerick, P. A.	8/27/21	342	Wood, D. J.	1/6/21	481	Richmond, J. W.	10/8/21	716	Krake, C. R.	7/22/19	1205	Garrett, J. M.	10/18/21	I.O. (76)	Peterson, D. A.	8/10/21
159	Steiner, D. E.	10/3/21	343	Fickert, L. E.	8/18/21	483	Andersen, L. A.	10/31/19	716	Parker, J. R.	10/6/21	1245	Bowman, G. M.	8/27/21	I.O. (134)	Byrd, J. O.	1/26/20
159	Viney, R. F.	6/28/21	343	Mucha, A. J.	9/26/21	483	Peterson, M. D.	9/7/21	716	Smith, H. C.	9/19/21	1245	Carmack, J. G.	6/17/21	I.O. (134)	Cascio, T. P.	9/21/21
163	Kuniega, C. F.	10/9/21	347	Draman, C. C.	8/13/21	494	Barnes, P. J.	9/21/21	716	Sult, M. K.	10/14/21	1245	Freeman, G.	8/1/21	I.O. (134)	Hausmann, L.	H.9/16/21
164	Bea, R. H.	8/31/21	347	Matherly, J. E.	9/4/21	494	Malivarn, S.	8/7/21	721	Johnson, W. A.	9/24/21	1245	Ingle, J. L.	9/9/21	I.O. (134)	Horsch, R. J.	8/29/21
164	Casey, H. J.	9/16/21	347	Pickering, M. E.	9/25/21	494	Maus, J. E.	7/23/21	725	Anderson, J. K.	8/29/21	1245	Isaacson, A. C.	9/1/21	I.O. (295)	Buck, J. M.	7/30/21
164	Meyer, R. J.	10/2/21	347	Wessel, H. W.	9/30/20	494	Molitor, C. E.	10/12/21	725	Champion, J. M.	8/30/21	1245	Simpson, R. D.	9/1/21	I.O. (424)	Smith, D. G.	9/23/21
175	Brock, R. S.	8/29/21	349	Amezola, J. B.	9/23/21	494	Niess, W.	7/16/21	728	Bruton, T. M.	9/26/21	1249	Palmer, C. A.	8/6/21	I.O. (441)	Perkins, M. C.	6/26/21
175	Shirley, L. F.	6/21/21	349	Koepfen, J. A.	11/15/20	494	Preabt, M. H.	10/12/21	728	Dewechter, D. E.	8/24/21	1253	Brown, D. H.	9/14/21	I.O. (932)	Crozier, A. R.	10/1/21
176	Achten, D. R.	10/4/21	349	Starnes, D.	4/4/21	494	Zimmer, L.	9/22/21	728	Johnson, L. S.	10/2/20	1253	Casey, H. C.	7/29/21	I.O. (1205)	Veatch, J. R.	10/28/21
176	Duchene, R. E.	6/21/21	350	Foutes, A. A.	10/30/21	499	Spratt, S. R.	12/1/20	728	Difiore, M. L.	6/1/21	1253	Webb, W. H.	7/13/21	Pens. (3)	Tabakman, J.	8/2/21
176	Senffner, C. L.	11/9/21	351	Abrams, C. M.	11/4/21	520	Cole, S. T.	8/30/21	728	Scarnato, W. F.	9/21/21	1319	Bilza, J. M.	9/3/21	Pens. (323)	Wills, K. A.	7/1/21
176	Smith, K. L.	11/17/21	351	Foster, J. A.	10/26/21	520	Cowan, R. C.	9/5/21	728	Schacht, H. G.	7/10/21	1319	Kavetski, L. M.	8/9/21	Pens. (353)	Lehman, R. J.	10/29/21
177	Gunn, J. C.	7/19/21	351	Riggins, V. F.	9/11/21	520	Dugger, P. R.	10/22/21	728	Whetstone, R. S.	8/20/21	1319	Kinney, R. C.	9/20/21	Pens. (686)	Pogash, S.	10/12/21
177	Hankins, P. C.	9/29/21	351	Scotti, J. D.	4/8/21	530	Titus, J. E.	10/9/21	756	Christian, M. N.	3/3/21	1319	Krawetz, J. M.	9/26/21	Pens. (I.O.)	Alley, G. A.	8/3/20
177	Stowers, R. M.	9/1/21	351	Werden, J. P.	3/12/21	532	Berger, R. A.	8/25/21	760	Flora, C. D.	8/22/21	1319	Shoemaker, E. R.	11/5/21	Pens. (I.O.)	Amos, E. H.	8/27/19
177	Youngblood, J. W.	8/7/21	353	Allen, K. J.	7/4/21	532	Hanson, S. L.	9/19/21	760	Hunley, L. R.	9/12/21	1323	Witt, F. T.	9/1/21	Pens. (I.O.)	Baylis, R. B.	4/4/21
180	Guldenbrein, L. F.	8/30/21	353	Amos, A.	2/27/20	532	Holmes, M. R.	6/29/21	760	Webb, K. F.	11/9/21	1377	Weardon, T. A.	11/26/20	Pens. (I.O.)	Davern, P. J.	9/4/21
191	Shabel, C. L.	6/27/21	353	Biagioni, E.	11/21/21	540	Thomas, E. R.	11/4/21	760	Whittier, J. L.	9/26/21	1393	Smith, C. L.	7/25/21	Pens. (I.O.)	Finley, R. C.	10/8/21
212	Daniel, D. L.	7/10/21	353	Cornobori, I. N.	8/10/21	545	Robison, W. J.	10/12/21	763	Whkert, I.	4/22/21	1412	Hopkins, D. H.	7/27/21	Pens. (I.O.)	Frank, W.	7/8/21
212	Fay, M. M.	8/26/21	353	Dossantos, V. M.	3/23/20	549	Calhoun, T. L.	10/5/21	768	Coleman, R. M.	10/5/21	1426	Tollagson, E. E.	5/6/21	Pens. (I.O.)	Gibson, J. V.	12/27/20
213	Daurie, R. J.	8/25/21	353	Fifield, T. M.	9/29/21	553	Warfield, J. E.	5/1/21	769	Donahue, A. J.	10/26/21	1439	Miller, W. M.	10/5/21	Pens. (I.O.)	Graham, H. L.	11/1/21
213	Kneale, H. A.	3/17/21	353	Gobes, E.	9/8/21	558	Morgan, C. H.	9/9/21	769	Heide, R. E.	9/12/21	1483	Hostetter, K. W.	9/9/21	Pens. (I.O.)	Mortenson, C. R.	10/2/21
220	Austin, G. W.	9/5/21	353	Henderson, R. G.	8/26/21	567	Nadeau, D. A.	6/2/21	769	Moshers, S. A.	4/1/21	1523	Emerson, H. D.	6/25/21	Pens. (I.O.)	Otten, A.	8/29/21
222	Ostroski, J. A.	6/15/21	353	Jurgeneit, M. R.	10/18/21	569	Paugh, D. L.	5/14/21	776	Stevens, S. D.	3/22/21	1547	Bonkoski, F. L.	7/16/21	Pens. (I.O.)	Parker, J. F.	7/27/21
223	MacIntyre, W. G.	5/10/21	353	Lombard, J.	9/23/21	574	Giddings, C. C.	5/10/21	804	Elliott, M. A.	11/20/21	1547	Domke, D.	8/17/21	Pens. (I.O.)	Parry, S. J.	5/3/21
223	Williams, E. L.	2/3/21	353	Lorenz, B. J.	11/5/21	584	Patterson, D. L.	12/29/20	852	Johnson, J.	9/27/21	1547	Dowd, M. S.	8/26/21	Pens. (I.O.)	Rasbury, T. B.	9/26/21
233	Burns, J. D.	4/23/21	353	Ludbrook, D. N.	9/10/21	586	Banfalvi, J. S.	8/21/21	855	Holmes, J. F.	9/21/21	1547	Frost, F. D.	8/17/21	Pens. (I.O.)	Romain, A. L.	8/14/21
233	Ereth, J. I.	10/5/21	353	Mead, D. W.	10/28/21	586	Desrochers, C.	8/21/21	903	Brackett, J. J.	9/26/21	1547	Meyer, D. R.	2/21/20	Pens. (I.O.)	Schmidt, F. J.	1/14/21
236	Bracken, R. J.	3/31/21	353	Parr, F.	10/7/21	589	Bove, J. J.	10/2/21	903	Conn, G. A.	10/4/21	1547	Taggart, L. W.	5/29/21	Pens. (I.O.)	Schoepke, S. W.	8/21/20
237	Jerla, R. E.	8/29/21	353	Russell, R. J.	9/5/21	595	Boyd, J. E.	9/18/21	906	Linjala, T. W.	7/1/21	1579	Clark, M. W.	8/25/21	Pens. (I.O.)	Smith, T. E.	7/2/21
246	Mellington, W. H.	7/29/21	353	Sawyer, D. B.	9/30/21	595	Castaneda, A. E.	3/17/21	910	Dixon, J.	8/28/21	1579	Dyson, P. L.	9/18/21	Pens. (I.O.)	Snyder, L. E.	8/26/21
252	Cochran, R. E.	9/30/21	353	Tubman, K. W.	2/7/21	595	Llewellyn, W. E.	9/21/21	910	Staves, H. P.	9/29/21	1579	Tate, J. M.	11/8/21	Pens. (I.O.)	Stubinger, M. H.	10/4/21
254	Buchleitner, A.	9/19/21	354	Christensen, T.	9/24/21	595	McGaughey, J. F.	3/7/20	910	Wood, C. H.	8/10/21	1583	Williams, C. E.	9/12/21	Pens. (I.O.)	Vander Vate, G. L.	9/4/21
254	Leedham, W. A.	9/1/21	354	Evertsen, G. L.	7/29/21	595	Simmons, C.	9/6/21	915	Bench, J. C.	9/28/21	1701	Bethel, J. V.	8/16/21	Pens. (I.O.)	Westra, N. J.	4/24/21
254	Sanguin, A.	7/31/21	354	Porter, W. J.	9/16/21	596	Adams, H. B.	6/14/21	934	Dillard, J. K.	3/28/20	1701	Greer, C. D.	9/7/21	Pens. (I.O.)	Zalusky, J. L.	1/26/21
257	Stevens, D. G.	9/13/21	357	Barg, D. L.	10/10/21	602	Hall, E. F.	8/18/21									
258	Bourque, C. A.	4/8/21	357	Bradley, V. L.	11/2/21	605	Spillman, F. J.	10/1/21									
258	Lytle, J. F.	12/28/20	363	Feldman, K.	9/17/21	606	Hutton, N. D.	9/23/21									
258	Smiley, H. J.	6/29/21	363	Geisler, B. G.	7/1/18	606	Ledford, J. C.	10/24/21									
258	Temush, W. J.	5/30/21	364	Conklin, B. P.	2/14/21	606	Torrey, H. F.	8/8/21									
265	Boudreau, F. D.	5/21/21	364	Dolan, D. P.	3/10/21	606	Wilson, B. R.	9/2/21									
265	Johnson, G. A.	9/28/21	364	Rockers, R. P.	9/6/21	611	Aragon, G.	6/22/06									
270	Copeland, J. R.	11/13/21	364	Walls, F. H.	9/7/21	611	Lindsay, T. D.	9/19/21									
275	Dake, G. J.	8/29/21	369	Brown, W. L.	9/29/21	611	Long, W. D.	9/30/21									
275	Wood, S.	8/9/21	369	Davis, C.	5/25/21	613	Bevel, K. E.	8/20/21									
278	De Alejandro, P. D.	8/17/21	369	Durbin, C. A.	8/31/21	613	Bradford, R. N.	6/19/21									
278	Garcia, A.	8/16/21	369	Hicks, J.	9/13/21	613	Hambrick, W. D.	7/27/21									
280	Van Dyke, E. J.	10/20/21	369	Risner, P. E.	9/9/21	613	McClure, P. M.	9/1/21									
292	Bonzelet, A. P.	9/14/21	379	Demeraski, M.	8/6/21	613	Neal, B. A.	4/24/21									
292	Erbes, R. D.	9/15/21	379	Lindsey, K.	4/24/21	613	Pilkinton, C. L.	8/22/21									
292	Johnson, R. W.	8/24/21	387	Long, R. L.	6/7/21	613	Walker, J. A.	9/12/21									
292	Kilian, G. J.	7/3/21	387	Small, T. F.	9/13/21	613	Williams, R. J.	8/6/21									
292	Klingberg, W. P.	7/10/21	387	Swaine, K. J.	3/29/21	617	Saunders, D. L.	9/27/21									
292	Lucking, C. A.	11/4/20	401	Brown, R. L.	7/1/21	624	Childress, D. D.	9/26/21									
292	Peterson, F. I.	9/25/21	402	Brown, C. A.	7/3/21	625	Bremner, D. W.	9/22/21									
295	Denton, W. G.	9/30/21	413	Hartman, S. G.	10/13/21	625	Logan, W. J.	10/7/21									
295	Weatherford, H. W.	10/11/21	420	Ciarlo, T. S.	10/6/21	640	Amavisca, J. A.	9/16/21									
301	Brabham, T.	10/1/21	424	Brewer, J. M.	8/17/21	640	Bigelow, V. T.	9/13/21									
302	Davis, J. A.	9/25/17	42														

## Report of Independent Auditors

International Executive Council  
International Brotherhood of Electrical Workers

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2021 and 2020, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

### Management's Responsibility for the Consolidated Financial Statements

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

### Auditor's Responsibility

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

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

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

### Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2021 and 2020, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

*Calibre CPA Group, PLLC*

Bethesda, MD  
October 18, 2021

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

JUNE 30, 2021 AND 2020

	2021	2020
<b>Assets</b>		
<b>Cash and cash equivalents</b>	\$ 12,323,872	\$ 11,068,052
<b>Receivables</b>		
Loans and advances to chartered bodies	406,000	424,000
Per capita tax receivable	9,971,939	12,905,051
Due from Trust for the IBEW Pension Benefit Fund (PBF)	157,275	828,982
Unbilled rent	6,452,356	5,848,580
Accrued interest and dividends	592,009	654,700
Security sales pending settlement	310,115	5,923,535
Other	583,809	621,380
Total receivables	18,473,503	27,206,228
<b>Investments— at fair value</b>	545,544,107	444,228,807
<b>Property and equipment— at cost</b>		
Land, building and improvements	139,086,208	140,128,444
Furniture and equipment	53,768,163	50,120,284
	192,854,371	190,248,728
Accumulated depreciation	(89,003,871)	(83,450,837)
Net property and equipment	103,850,500	106,797,891
<b>Other assets</b>		
Cash held for reciprocity agreements pending settlement	7,462,291	4,425,796
Deferred leasing, organization and financing costs (net of amortization)	2,500,384	2,766,135
Prepaid expenses	3,375,602	1,248,689
Inventory of merchandise and office supplies, at cost	1,484,041	1,522,852
Excess of pension plan assets over projected benefit obligation	5,657,828	—
Other	1,674,799	2,248,906
Total other assets	22,154,945	12,212,378
Total assets	\$ 702,346,927	\$ 601,513,356
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable and accrued expenses	\$ 7,701,798	\$ 6,801,192
Excess of projected benefit obligation over pension plan assets	—	127,400,451
Liability for postretirement benefits	86,921,000	78,496,000
Security purchases pending settlement	8,159,873	11,250,971
Deferred per capita tax revenue	11,721,924	10,814,585
Reciprocity agreement funds pending settlement	7,461,300	4,425,459
Other	5,336,416	5,426,792
Total liabilities	127,302,311	244,615,450
<b>Net assets without donor restrictions</b>		
Appropriated for additional postretirement benefits	176,851,000	173,768,000
Unappropriated	398,193,616	183,129,906
Total net assets	575,044,616	356,897,906
Total liabilities and net assets	\$ 702,346,927	\$ 601,513,356

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

YEARS ENDED JUNE 30, 2021 AND 2020

	2021	2020
<b>Operating revenue</b>		
Per capita tax	\$ 152,914,203	\$ 150,471,290
Initiation and reinstatement fees	1,606,545	1,787,719
Rental income, net	11,737,829	12,065,593
Sales of supplies	570,860	817,109
Other income	1,881,702	2,947,354
Total operating revenue	168,711,139	168,089,065
<b>Operating expenses</b>		
<b>Program services expenses</b>		
Field services and programs	106,146,307	114,460,137
Media relations	9,020,042	11,817,248
Industry trade programs	18,290,391	19,566,449
Per capita tax expense	7,379,281	7,476,115
Legal defense	2,742,178	2,651,624
Total program services	143,578,199	155,971,573
<b>Supporting services expenses</b>		
Governance and oversight	6,928,604	7,506,618
General administration	9,998,592	10,475,086
Total supporting services	16,927,196	17,981,704
Total operating expenses	160,505,395	173,953,277
<b>Change in net assets from operations before investment and other income</b>	8,205,744	(5,864,212)
<b>Investment income</b>		
Interest and dividends	5,844,625	6,234,071
Net appreciation in fair value of investments	77,131,806	3,997,258
Investment expenses	(933,804)	(953,672)
Net investment income	82,042,627	9,277,657
<b>Other income (expense)</b>		
Gain (loss) on sale of property and equipment	(137,332)	(282,609)
Currency translation adjustment	2,177,323	(789,239)
Total other income (expense)	2,039,991	(1,071,848)
<b>Change in net assets from operations after investment and other income</b>	92,288,362	2,341,597
<b>Other components of defined benefit pension and postretirement net periodic benefit cost</b>		
Pension benefits	(681,772)	3,757,845
Postretirement health care benefits	(1,630,000)	(1,656,000)
<b>Defined benefit pension and postretirement benefit changes other than net periodic benefit cost</b>		
Pension benefits	134,292,858	(54,071,581)
Postretirement health care benefits	(6,122,738)	(2,730,142)
<b>Appropriation of net assets to fund postretirement benefits not yet accrued</b>		
	(3,083,000)	(5,856,000)
<b>Change in net assets without donor restrictions, unappropriated</b>	215,063,710	(58,214,281)
<b>Net assets without donor restrictions, unappropriated</b>		
Beginning of year	183,129,906	241,344,187
End of year	\$ 398,193,616	\$ 183,129,906
<b>Net assets without donor restrictions, appropriated</b>		
Beginning of year	\$ 173,768,000	\$ 167,912,000
Appropriation of net assets to fund postretirement benefits not yet accrued	3,083,000	5,856,000
End of year	\$ 176,851,000	\$ 173,768,000

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

YEARS ENDED JUNE 30, 2021 AND 2020

	2021							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 45,882,788	\$ 2,108,657	\$ 8,201,514	\$ -	\$ -	\$ 3,154,849	\$ 5,719,732	\$ 65,067,540
Payroll taxes and employee benefits	41,236,376	1,905,105	7,348,915	-	-	2,857,966	5,255,834	58,604,196
Per capita taxes	-	-	-	7,379,281	-	-	-	7,379,281
Professional fees	1,793,295	57,713	552,403	-	2,742,178	76,067	720,992	5,942,648
Travel and related expenses	1,487,915	4,803	57,772	-	-	34,440	2,305	1,587,235
Electrical Worker printing and mailing expenses	-	4,547,184	-	-	-	-	-	4,547,184
Other expenses	8,451,703	180,674	1,636,676	-	-	341,798	543,519	11,154,370
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,800,000)	(2,800,000)
Building operations	8,965,451	292,711	791,840	-	-	578,395	764,544	11,392,941
Total operating expense	107,817,528	9,096,847	18,589,120	7,379,281	2,742,178	7,043,515	10,206,926	162,875,395
Less: software development costs capitalized	(1,671,221)	(76,805)	(298,729)	-	-	(114,911)	(208,334)	(2,370,000)
Net operating expense	106,146,307	9,020,042	18,290,391	7,379,281	2,742,178	6,928,604	9,998,592	160,505,395
Other components of defined benefit pension and postretirement net periodic benefit cost	1,626,660	75,151	289,894	-	-	112,739	207,328	2,311,772
Total	\$ 107,772,967	\$ 9,095,193	\$ 18,580,285	\$ 7,379,281	\$ 2,742,178	\$ 7,041,343	\$ 10,205,920	\$ 162,817,167

	2020							
	Program Services					Supporting Services		Total
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 45,795,233	\$ 2,171,798	\$ 8,092,744	\$ -	\$ -	\$ 3,067,934	\$ 5,770,636	\$ 64,898,345
Payroll taxes and employee benefits	39,273,268	1,850,509	6,937,931	-	-	2,628,816	4,927,984	55,618,508
Per capita taxes	-	-	-	7,476,115	-	-	-	7,476,115
Professional fees	1,296,750	45,370	513,502	-	2,651,624	60,354	514,259	5,081,859
Travel and related expenses	5,303,122	36,310	505,680	-	-	313,374	17,582	6,176,068
Electrical Worker printing and mailing expenses	-	4,629,742	-	-	-	-	-	4,629,742
Other expenses	13,478,380	2,816,140	2,836,319	-	-	876,032	1,117,058	21,123,929
Administrative reimbursement from PBF	-	-	-	-	-	-	(2,565,000)	(2,565,000)
Building operations	9,313,384	267,379	680,273	-	-	560,108	692,567	11,513,711
Total operating expense	114,460,137	11,817,248	19,566,449	7,476,115	2,651,624	7,506,618	10,475,086	173,953,277
Other components of defined benefit pension and postretirement net periodic benefit cost	(1,484,153)	(69,931)	(262,187)	-	-	(99,344)	(186,230)	(2,101,845)
Total	\$ 112,975,984	\$ 11,747,317	\$ 19,304,262	\$ 7,476,115	\$ 2,651,624	\$ 7,407,274	\$ 10,288,856	\$ 171,851,432

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

YEARS ENDED JUNE 30, 2021 AND 2020

	2021		2020		2021	2020
	2021	2020	2021	2020	2021	2020
<b>Cash flows from operating activities</b>						
Cash flows from						
Affiliated chartered bodies	\$ 158,932,059	\$ 152,594,343				
Interest and dividends	5,907,316	7,219,092				
Rental income	11,314,412	12,732,827				
Participant contributions collected on behalf of PBF	92,318,735	89,557,751				
Reimbursement of administrative expenses from PBF	2,800,000	2,565,000				
Other	1,919,273	2,913,304				
Cash provided by operations	273,191,795	267,582,317				
Cash paid for						
Salaries, payroll taxes, and employee benefits	(110,607,873)	(117,492,792)				
Service providers, vendors and others	(38,373,774)	(47,632,659)				
Participant contributions remitted to PBF	(91,412,028)	(90,327,023)				
Per capita tax	(7,379,281)	(7,476,115)				
Interest	(58,342)	(98,700)				
Cash used for operations	(247,831,298)	(263,027,289)				
Net cash provided by operating activities	25,360,497	4,555,028				
<b>Cash flows from investing activities</b>						
Repayments on loans and advances made to chartered bodies					18,000	59,415
Purchases of property and equipment					(3,330,932)	(3,612,108)
Purchases of investments					(333,451,913)	(182,927,899)
Proceeds from sales of property and equipment					45,475	50,905
Proceeds from sales of investments					296,837,325	166,664,777
Net short-term cash investment transactions					14,953,416	17,562,316
Net cash provided by (used for) investing activities					(24,928,629)	(2,202,594)
<b>Cash flows from financing activities</b>						
Principal repayments under capital lease obligations					(1,353,371)	(880,255)
Net cash used for financing activities					(1,353,371)	(880,255)
Effect of exchange rate changes on cash and cash equivalents					2,177,323	(789,239)
Net change in cash and cash equivalents					1,255,820	682,940
Cash and cash equivalents						
Beginning of year					11,068,052	10,385,112
End of year					\$ 12,323,872	\$ 11,068,052
<b>Supplemental disclosure</b>						
Property and equipment acquired under capital lease obligations					\$ 1,306,386	\$ 1,799,556

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

## International Brotherhood of Electrical Workers and Subsidiaries

# Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2021 AND 2020

### Note 1. Summary of Significant Accounting Policies

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

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

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

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

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

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

As of June 30, 2021 and 2020, the International Union did not have any net assets with donor restrictions.

**Investments** — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are reported as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2021 and 2020 were settled in July 2021 and 2020, respectively.

**Accounts Receivable** — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2021 and 2020.

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

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

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

**Revenue Recognition** — Revenue is derived from both exchange transactions and contribution transactions. Revenue from exchange transactions is recognized when control of promised goods or services is transferred to our members and customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. Except for goods and services provided in connection with per capita tax, which are transferred over the period of membership, all goods and services are transferred at a point in time. Unconditional contributions are recognized upon receipt of cash or other assets, or when a donor promises to transfer cash or other assets in the future. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return or release, are not recognized until the conditions on which they depend have been substantially met.

**Per capita taxes** — Per capita taxes entitle members to a bundle of goods and services that are considered a single performance obligation and provided ratably over the membership period. Per capita tax payments are generally required in advance and amounts not yet recognized as revenue are deferred to the applicable membership period.

**Initiation and reinstatement fees** — Initiation and reinstatement fees are assessments levied and recognized at the time of initiation or reinstatement.

**Sales of merchandise and supplies** — Sales of merchandise and supplies entitle members and customers to IBEW branded goods for which revenue is recognized when goods are shipped to the member/customer.

**Revenue from other exchange transactions** — Event registrations are recognized as revenue when the event is held, and royalties are recognized as revenue as underlying sales are made.

**Contributions** — Contributions received are reported as increases in net assets without donor restrictions unless received with donor stipulations that require the assets be used for specific purposes or in specific time periods. All donor-restricted contributions are reported as an increase in net assets with donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions.

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

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

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

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

**Functional Allocation of Expenses** — The costs of providing the various programs and supporting activities of the International Union have been summarized on a functional basis in the consolidated statements of activities and changes in net assets and functional expenses.

Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort. Other common costs such as occupancy, depreciation and related infrastructure costs are allocated based on salary allocations.

**Reclassifications** — Certain reclassifications have been made to amounts previously reported for 2020 to conform to the presentation in the 2021 consolidated financial statements.

### Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law (there were no unrelated activities during the years ended June 30, 2021 and 2020). IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2018 through 2020 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

### Note 3. Liquidity and Availability of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$176,851,000 as of June 30, 2021 and \$173,768,000 as of June 30, 2020 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated. The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2021 and 2020.

	2021	2020
<b>Total assets</b>	\$ 702,346,927	\$ 601,513,356
<b>Less nonfinancial assets</b>		
Net property and equipment	(103,850,500)	(106,797,891)
Net deferred leasing, organization, and financing costs	(2,500,384)	(2,766,135)
Prepaid expenses	(3,375,602)	(1,248,689)
Inventory	(1,484,041)	(1,522,852)
Excess of pension plan assets over PBO	(5,657,828)	—
Other nonfinancial assets	(1,674,799)	(2,248,906)
<b>Total financial assets</b>	583,803,773	486,928,883
<b>Less amounts unavailable within one year</b>		
Appropriated for additional postretirement benefits	(176,851,000)	(173,768,000)
Reciprocity Agreement funds pending settlement	(7,461,300)	(4,425,459)
Loans and advances to chartered bodies not expected to be collected within one year	(388,000)	(406,000)
Unbilled rent receivable not expected to be collected within one year	(6,452,356)	(5,813,761)
<b>Total financial assets available for general expenditures within one year</b>	\$ 392,651,117	\$ 302,515,663

**Note 4. Investments**

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

	June 30, 2021	
	Cost	Fair Value
Short-term cash investments	\$ 27,568,794	\$ 27,568,794
Government and government agency obligations	40,559,438	41,352,517
Corporate bonds and notes	75,186,592	76,195,883
Preferred stock	190,800	193,406
Common stock	90,262,697	161,254,051
Mortgage loans	1,500,974	1,603,977
Mutual funds	46,423,063	59,008,196
103-12 entities	29,108,604	54,424,588
Other alternative investments	1,500,000	-
INDURE REIT LLC	46,627,454	92,979,492
AFL-CIO Housing Investment Trust	30,773,883	30,963,203
	<u>\$ 389,702,299</u>	<u>\$ 545,544,107</u>

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

**Fair Value Measurement**

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

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

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

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

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

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

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

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2021:

Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term cash investments	\$ 27,568,794	\$ -	\$ 27,568,794	\$ -
Government and government agency obligations	41,352,517	5,647,633	35,704,884	-
Corporate bonds and notes	76,195,883	-	76,195,883	-
Preferred stock	193,406	-	193,406	-
Common stock	161,254,051	136,536,918	-	24,717,133
Mortgage loans	1,603,977	-	1,603,977	-
Mutual funds	59,008,196	59,008,196	-	-
Total	367,176,824	\$ 201,192,747	\$ 141,266,944	\$ 24,717,133
Investments measured at NAV*	178,367,283			
Investments at fair value	<u>\$ 545,544,107</u>			

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

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

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

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

**Changes in Fair Value of Level 3 Assets**

The following table sets forth a summary of the changes in fair value of the International Union's Level 3 assets for the year ended June 30, 2021:

Changes in Level 3 Category	Stock
Beginning Balance – 7/1/2020	\$ 20,826,945
Net gains (realized/unrealized)	3,890,188
Purchases	-
Sales	-
Transfers in/out Level3	-
Ending Balance – 6/30/2021	<u>\$ 24,717,133</u>

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

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

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2021 and 2020.

#### Level 1

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

#### Level 2

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

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

#### Level 3

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

#### Note 5. Investments in Investment Entities

Authoritative guidance on fair value measurements permits the International Union to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV. The net asset value per share is the amount of the investee's net assets attributable to each unit share of ownership interest.

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

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

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2021 by investment strategy:

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a.103-12 investment entities	\$ 54.4	\$ –	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	31.0	–	Monthly	15 days
c. INDURE REIT LLC	93.0	–	Maximum20% redemptions allowed for24 months follow- ing initial investment, daily redemptions after	One day

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

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$41.0 million and another in the ULLICO Diversified International Equity Fund for \$13.4 million. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

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

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

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

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

Description	Fair Value (in millions)	Unfunded commitments (in millions)	Redemption frequency	Redemption notice period
a.103-12 investment entities	\$ 39.0	\$ –	Daily, Monthly	One day, 30 days
b. AFL-CIO HIT	20.9	–	Monthly	15 days
c. INDURE REIT LLC	88.3	–	Maximum20% redemptions allowed for24 months follow- ing initial investment, daily redemptions after	One day

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

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

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

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

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

#### Note 6. Pension Plans

The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006. The annual measurement date is June 30.

The net periodic pension cost for the plans for the years ended June 30, 2021 and 2020 is summarized as follows:

	2021	2020
<b>Reported as part of compensation expense</b>		
Service cost	\$ 25,326,433	\$ 23,014,307
<b>Reported as other changes in net assets</b>		
Interest cost	22,260,945	23,235,903
Expected return on plan assets	(36,069,490)	(35,837,573)
Net amortization of loss	14,490,317	8,843,825
	681,772	(3,757,845)
<b>Net periodic pension cost</b>	<b>\$ 26,008,205</b>	<b>\$ 19,256,462</b>

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2021 and 2020 are as follows:

	2021	2020
<b>Net actuarial loss</b>	<b>\$ (134,292,858)</b>	<b>\$ 54,071,581</b>

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2021 consist of the following:

<b>Net actuarial loss</b>	<b>\$ 69,898,916</b>
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The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	2021	2020
<b>Discount rate</b>	3.50%	4.00%
<b>Average rate of compensation increase</b>	4.00%	4.25%
<b>Expected long-term rate of return on plan assets</b>	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2021 and 2020 are summarized as follows:

	2021	2020
<b>Fair value of plan assets</b>	\$ 681,075,558	\$ 532,793,378
<b>Projected benefit obligation</b>	675,417,730	660,193,829
<b>Excess (deficiency) of plan assets over projected benefit obligation</b>	\$ 5,657,828	(\$ 127,400,451)

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

	2021	2020
<b>Discount rate</b>	3.50%	3.50%
<b>Average rate of compensation increase</b>	4.00%	4.00%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2021 and 2020 were as follows:

	2021	2020
<b>Employer contributions</b>	\$ 24,773,626	\$ 24,641,939
<b>Employee contributions</b>	1,890,552	1,888,925
<b>Benefit payments</b>	31,887,487	29,056,060

Total expected employer contributions for the year ending June 30, 2022 are \$24.7 million.

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

Year ending June 30, 2022	\$ 31,404,449
2023	31,858,554
2024	32,693,158
2025	33,646,126
2026	34,813,276
Years 2027–2031	189,679,222

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

Total pension plan weighted-average asset allocations at June 30, 2021 and 2020, by asset category, are as follows:

Asset category	2021	2020
<b>Cash and cash equivalents</b>	5%	4%
<b>Equity securities</b>	58%	60%
<b>Debt securities</b>	21%	21%
<b>Real estate and other</b>	16%	15%
	100%	100%

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

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2021:

Description	Total Investments at June 30, 2021	Quoted Market Prices for Assets (Level 1)	Significant Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Unitized Pool Investments</b>				
Common stock	\$ 112,237,160	\$ 112,237,160	\$ -	\$ -
Preferred stock	193,406	-	193,406	-
Corporate bonds	28,206,256	-	28,206,256	-
U.S. Government and government agency obligations	22,709,382	8,854,220	13,855,162	-
Municipal bonds	9,036,434	-	9,036,434	-
Registered investment companies	94,813,628	94,813,628	-	-
Common/collective trusts	11,002,994	-	-	11,002,994
	278,199,260	\$ 215,905,008	\$ 51,291,258	\$ 11,002,994
Investments measured at net asset value*	360,086,417			
<b>Total</b>	638,285,677			

#### Non-Pool Investments

Cash and cash equivalents	986,104	\$ 986,104	\$ -	\$ -
Common/collective trusts	23,200,972	-	-	23,200,972
Canadian Government obligations	7,430,036	1,190,950	6,239,086	-
Corporate obligations	6,198,736	-	6,198,736	-
Common stocks	33,648,597	33,648,597	-	-
	71,464,445	\$ 35,825,651	\$ 12,437,822	\$ 23,200,972

Investments measured at net asset value*	2,529,902
<b>Total</b>	73,994,347

#### Other Assets and Liabilities

Cash	295,249
Contributions receivable	145,000
Accrued investment income receivable	703,664
Accounts payable and accrued expenses	(413,569)
Net transactions pending settlement	(10,056,734)
<b>Total</b>	(9,326,390)
Net assets, total	702,953,634
Less: share to other employers	(21,878,076)
<b>Fair value of plan assets</b>	\$ 681,075,558

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

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

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

#### Non-Pool Investments

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

Investments measured at net asset value*	1,966,819
<b>Total</b>	48,971,833

#### Other Assets and Liabilities

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

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

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2021 and 2020:

Changes in Level 3 Category	Common/Collective Trusts	
	2021	2020
Beginning balance– 7/1/	\$ 22,712,158	\$ 20,393,927
Net gains(realized/unrealized)	–	–
Purchases	117,780,442	105,231,432
Sales	(106,288,634)	(102,913,201)
Ending balance– 6/30/	\$ 34,203,966	\$ 22,712,158

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,401,000 and \$1,138,807 as of June 30, 2021 and 2020, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,196,295 and \$1,191,716 for the years ended June 30, 2021 and 2020, respectively.

#### Note 7. Postretirement Benefits

The International Union provides medical and prescription insurance coverage for both active and retired employees through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union does not report a liability for the excess of the related postretirement benefit obligation over plan assets in connection with the provision of these benefits. However, the International Union does appropriate net assets in an amount sufficient to fund the liability that would be accrued for the medical and prescription insurance coverage were those benefits not funded through a multiemployer plan. The International Union also provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union. A liability is reported for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these additional benefits. Related benefit costs for the years ended June 30, 2021 and 2020:

	2021	2020
<b>Reported as part of compensation expense</b>		
Service cost	\$ 3,335,000	\$ 3,372,000
<b>Reported as other changes in net assets</b>		
Interest cost	2,987,000	3,074,000
Amortization of prior service cost	(1,357,000)	(1,418,000)
	1,630,000	1,656,000
<b>Total postretirement benefit cost</b>	\$ 4,965,000	\$ 5,028,000

The accumulated postretirement benefit obligation and funded status at June 30, 2021 and 2020 are as follows:

	2021	2020
<b>Postretirement benefit obligation</b>	\$ 86,921,000	\$ 78,496,000
<b>Fair value of plan assets</b>	–	–
<b>Excess of postretirement benefit obligation over plan assets</b>	\$ 86,921,000	\$ 78,496,000

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$2,773,000 and \$2,478,000 for the years ended June 30, 2021 and 2020, respectively. Amounts of as June 30, 2021 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Prior service cost	\$ (2,673,000)
Net gain	2,740,000
	\$ 67,000

The amounts that will be amortized from net assets into net periodic benefit cost during 2022 total (\$1,357,000).

During the year ended June 30, 2021, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$15,700,000 for medical and prescription coverage for both active and retired employees.

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

	2021	2020
<b>Discount rate</b>	3.50%	4.00%

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

	2021	2020
<b>Discount rate</b>	3.50%	4.00%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2021, were assumed to increase by 8.0% for medical, 5.5% for green shield, 10.5% for dental/vision, 5.0% for Medicare Part B premiums, and 3.28% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.28% over 20 years. If the assumed rates

increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2021 by \$11,365,000 and \$1,138,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2021 by \$8,953,000 and \$856,000, respectively.

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

Year ending June 30, 2022	\$ 2,968,000
2023	3,121,000
2024	3,296,000
2025	3,490,000
2026	3,688,000
Years 2027–2031	20,841,000

The International Union appropriated investments of \$176,851,000 at June 30, 2021 to pay for future post-retirement benefit costs.

#### Note 8. Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2021 and 2020 are as follows.

	2021	2020	2019
<b>Receivables</b>			
Per capita tax	\$ 9,971,939	\$ 12,905,051	\$ 11,890,498
Merchandise sales	226,381	33,868	421,968
	\$ 10,198,320	\$ 12,938,919	\$ 12,312,466
<b>Deferred revenue</b>			
Per capita tax	\$ 11,721,924	\$ 10,814,585	\$ 10,281,807
Convention income	2,023,486	1,604,904	1,477,601
	\$ 13,745,410	\$ 12,419,489	\$ 11,759,408

#### Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2018, these agreements were extended to December 2025. For the years ended June 30, 2021 and 2020, the International Union recognized as revenue \$588,044 and \$609,618, respectively.

#### Note 10. Litigation

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

#### Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,800,000 and \$2,565,000, for the years ended June 30, 2021 and 2020, respectively.

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

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

#### Note 12. Operating Leases

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

Year ending June 30, 2022	\$ 9,256,329
2023	9,230,215
2024	8,539,765
2025	7,085,348
2026	6,247,179
Thereafter	20,747,459

**Note 13. Capital Leases**

The International Union has entered into a master lease agreement for automobiles that qualifies as a capital lease arrangement. As such, the leased automobiles are capitalized and depreciated over their respective lease terms, and a liability is reported for the net present value of the future lease payments due. Remaining lease payments as of June 30, 2021 are due as follows:

Year ending June 30, 2022	\$ 1,034,267
2023	342,446
	<u>1,376,713</u>
Less amount representing interest	<u>(111,837)</u>
Net present value of remaining lease payments	<u>\$ 1,264,876</u>

**Note 14. Risks and Uncertainties**

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment

securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

The COVID-19 pandemic, whose effects first became known in January 2020, is having a broad and negative impact on commerce and financial markets around the world. The extent of the impact of the pandemic on IBEW's operational and financial performance will depend on certain developments, including the duration and spread of the outbreak and its impacts on IBEW's members, employees, and vendors, all of which, at present, cannot be determined. Accordingly, the extent to which the pandemic may impact IBEW's financial position, changes in net assets, and cash flows is uncertain, and the accompanying consolidated financial statements include no adjustments relating to the effects of this pandemic.

**Note 15. Subsequent Events Review**

Subsequent events have been evaluated through October 18, 2021, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

# GROUNDING IN HISTORY

## One Hundred Years of Security

From its inception, the IBEW has been bound by the principle that brotherhood and benefits are inseparable. It is for that reason that our union has paid death benefits since day one, even when it nearly drove us to bankruptcy. Death benefits for electrical workers were extremely important in the early days, precisely because the work was so dangerous that no company would insure our members at any premium. Union members often passed the hat to ensure a decent burial for their brothers who died on the job. Even the funeral costs for our founder Henry Miller had to be supplemented by two local unions and his employer. This month we celebrate the evolution of this important benefit and its eventual culmination in the Electrical Workers Benefit Association, created exactly 100 years ago.

In 1891, our founding convention established a \$50 funeral benefit for members and \$25 for their spouses, paid for by a per capita tax of 10 cents per month. This benefit was doubled at the 1892 convention to \$100 and \$50 respectively. In 1893, in an attempt to address our growing deficit, the per capita tax was raised to 15 cents per month and conventions were moved to every two years. By 1895, our deficit had not only grown but was made worse by an unemployment crisis which saw a loss of almost half our membership. It was determined that the funeral benefit for spouses was too heavy a burden for the treasury and it was abolished. In addition, our initiation fee was increased to \$5 and the per capita tax was raised to 25 cents per month.

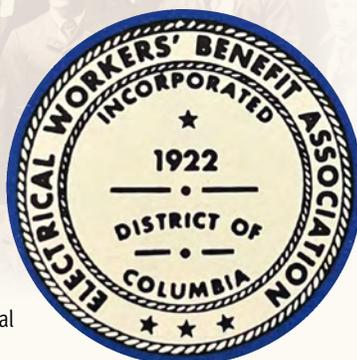
It was at this point that the IBEW entered an era of financial stability. Membership slowly increased, the deficit was eliminated, and benefits remained steady. At the 1909 convention, delegates took the next step and established a graduated system of death benefits starting at \$100 for a member in good standing for one year and capping at \$300 once they reached five years. Over the next decade, with this new system in place, the International Office began a detailed study of fatality rates and their causes within the electrical industry. The results were eye opening: More than half of all electrical worker deaths were caused by electrocution or injuries from hazards associated with the industry. The consequences of this report were threefold: it laid the foundation for a Research Department at the I.O.; it strengthened a growing movement for national safety standards; and it led directly to the establishment of the Electrical Workers Benefit Association (EWBA).

The EWBA was proposed and approved at the IBEW's 16th convention in 1921 and became effective on Jan. 1, 1922. Its purpose, as stated in the proposal, was to answer "the growing demand for insurance protection, because a large percentage of the brotherhood's members are rated as extra-hazardous risks by insurance companies and the opportunity for a member to create an estate for his family and dependents has been exceedingly prohibitive if not entirely so." Paid for by an increase of \$2 to the initiation fee, the EWBA is one of organized labor's first insurance programs still in existence. Benefits started at \$300 for a first-year member and capped at \$1,000 once members reached five years. These amounts allowed the IBEW to compete with the growing rise of "company unions" while raising morale and loyalty amongst rank-and-file members.

The First Convention of the EWBA took place at the 1923 Convention in Montreal the first IBEW Convention held outside the United States. Delegates approved of additional benefits to the program and strengthened feelings of brotherhood between American and Canadian IBEW members. Over the next two years the EWBA would prove a financial success, ensuring that the IBEW would always have sufficient resources to provide a dignified burial when an IBEW member passed away.

The EWBA existed in this form for another 50 years. In 1966, at the IBEW's Diamond Jubilee Convention, delegates voted to strengthen the IBEW Pension Benefit Fund (PBF), established in 1927, by adding a death benefit of \$1,000 for natural causes and \$2,000 for work-related deaths. This was supplemental to the benefit already provided by the EWBA. And after 70 years in operation, the EWBA was merged with the PBF in 1992, by action of the IBEW's 1991 convention. By that time, the EWBA death benefit had been raised to \$2,400 for both active and retired members. Combining the funds resulted in significant administrative cost savings while producing no increase in dues.

The last major change to the PBF occurred at the 2011 Convention in Vancouver where delegates raised the monthly contribution rate to \$16, effective January 1, 2015. This increase ensured that the PBF could continue its mission of providing pension and death benefits, the very first benefit approved by our founders, to IBEW members and their beneficiaries for generations to come. ■



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International Secretary-Treasurer

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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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## WHO WE ARE

### Making the Holidays WARM & BRIGHT

**B**ringing holiday cheer to children and families in need is an IBEW tradition, and 2021 was no different. Here are three stories of the ways our locals spread good will in their communities. Read more about them and see additional photos at [IBEW.org](https://www.ibew.org).

### Real-Life Santas Make Wishes Come True in Alabama

**C**arolyn Granger Jordan was 21 the first time someone asked her to make a Christmas list.

Growing up poor in the South, the future Dothan, Ala., Local 796 member never knew the childhood joy of writing down what she hoped for, let alone waking up to a sprawl of presents under the tree.

But that year, a friend's family lovingly insisted. Jordan listed chinos, a necklace, a purse and other items, not knowing what to expect.

"On Christmas morning, every single thing on the list was filled," she said. "They gave unconditionally to me, just as if I were one of their own children."

For decades now, with the enthusiastic support of her union, employer, and coworkers at the Farley Nuclear Plant in southeast Alabama, Jordan has been paying it forward.

She started with a toy drive in 1985, feeling blessed to be earning a living wage as an entry-level worker at the plant.

What started in her garage soon grew into a union hall operation rivaling Santa's workshop, where everyone pitches in.

"There's no line between us, no union side or management side," said Local 796 member Rhonda Roberts, a Farley mechanic who shepherds the project, from year-round fundraising to a blizzard of shopping and wrapping. "It takes all of us to make it a success."

Business Manager David Richardson noted that Farley managers are flexible about workers' schedules around the holidays so they can volunteer. "We're proud to lead the project every year, but it's a joint effort with all our partners at Southern Nuclear," he said.

Together, they made Christmas dreams come true for more than 60 area children in 2021, names gathered from social service agencies.

"We have them put down whatever their wishes are — clothes, toys, shoes, bicycles, everything," Roberts said. "And we try to fill all of them."

And then some. The generosity extends to grocery gift cards so families can put a turkey or ham on the table. And when parents or guardians arrive at Local 796 to pick up their boxes of presents — for Santa to deliver — there's always something special for older siblings, too.

That's especially important to Jordan, having been a young adult the first time she experienced the magic of Christmas Day.

"We want to take care of them," she said. "Everyone, no matter how old, wants Christmas." ■



A toy drive launched in a member's garage in 1985 is now a Santa-level production at Local 796's hall in Dothan, Ala., bringing Christmas joy to children in need every year.

### New Mexico Local Makes a Good Deed Even Better

**T**hey like to think outside the box at Albuquerque, M.N., Local 611, as a TV news live shot illustrated to perfection over the holidays.

The camera showed Business Manager Pete Trujillo standing behind a donation box stuffed with new coats inside an Albertsons grocery, one of many drop-off points for KOAT-TV's annual "Coats for Kids" drive.

Community members gave generously, as always, but on this day the reporter wanted to know about the special dark-blue coat that one of Trujillo's IBEW brothers was holding above the box.

"Stitched in America, Carhartt-like jackets," Trujillo said proudly. "They're sturdy, durable. These are what we use in construction. They can be handed down generation to generation."

It was one of 200 coats sized for children and teenagers that Local 611 custom-ordered from a union manufacturer in Michigan, with NECA and building trades partners contributing toward the bill.

On top of keeping kids warm, Trujillo stressed to viewers, the coats provided work for American union members.

It was a feat they'd pulled off at lightning speed.

The station had invited Local 611 to be a Coats for Kids sponsor only a few weeks earlier, adding to the union's long list of seasonal good deeds — from turkey



Members of Albuquerque Local 611 show off a sampling of their many donations to a TV station's annual coat drive in 2021. Going above and beyond, the local also special-ordered 200 Carhartt-like jackets for children and teenagers from a union manufacturer in Michigan.

and toy drives to food banks, a major blood drive, and more.

"From adoption to success, we didn't have very much time," said Baudilio Baca, who helped coordinate the project along with fellow assistant business manager Tomas Trujillo.

"You can be a major sponsor or you can be a minor sponsor, and we ended up being a major sponsor," Tomas Trujillo said.

Members eagerly jumped in, contributing cash and new, store-bought

coats on their own.

"One box actually split open, it was so full of coats," Baca said.

Local 611 has been working with the TV station on marketing efforts, getting the word out about the IBEW — its training and career opportunities, but also its heart.

"We want to brand ourselves as partners in the community," Baca said. "Members have commented how good it is to see the IBEW promoting good and promoting union workers and union work." ■

### Coatless Boy Inspires Two Decades of Giving in St. Louis

**O**n a chilly fall day in 2003, Sylvester Taylor arrived at a St. Louis children's home to take the boy he mentored to a Cardinals game.

"Hey, get your coat, it's going to be cold," the Local 1 journeyman wireman told him. "I don't have a coat," the 12-year-old said, hanging his head.

There were never enough coats to go around, and older kids had taken his. When Taylor asked how he stayed warm, the boy lifted his sweatshirt to reveal two more, saying he rotated the layers each day.

Taylor vowed to find coats for all the youth, triggering an IBEW project that's kept thousands of St. Louis-area children warm and dry over the past 18 years.

The first full-fledged coat drive was in 2004, the same year Taylor founded the city's chapter of the Electrical Workers Minority Caucus, comprising members of Local 1 and utility Local 1439.

"We had a goal of around 450 coats this year and we blew right past that," said Taylor, now the director of Diversity, Equity & Inclusion for the Electrical Connection, the local's IBEW/NECA partnership. "We'll top 11,000 new coats since we started."

Between Local 1, the EWMC, and the Electrical Connection, the coat drive is just one of the many ways that IBEW members



Members of the Greater St. Louis Electrical Workers Minority Caucus hold up new coats at a crisis nursery, one of the many deliveries from a thriving coat drive that annually helps keep hundreds of area children warm and dry. Since 2004, the EWMC has distributed more than 11,000 new coats.

bring holiday joy to their community, Business Manager Frank Jacobs said.

Among them, he said, they help fund "Shop with a Cop" programs that pair youngsters with first responders for holiday shopping sprees. Local 1 also hosts the U.S. Probation Holiday Giving Program, providing gifts for scores of families, along with turkeys or hams.

Christmas week, Taylor and his elves had two more carloads of coats to deliver to social service agencies, including a

third trip to a crisis nursery.

Tiffany Jones, a EWMC board member and telecommunications journeyman technician, volunteered at one of the nurseries as a teenager. Now she helps supply them with coats and clothing through annual Minority Caucus fundraisers that include a comedy show and holiday dance.

"It feels like coming full circle, from donating my time to donating things they badly need," Jones said. "And they need everything." ■