

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

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

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 16 | No. 6 | June/July 2022

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Convention Delegates Make History, Renew Commitments in Chicago

International President Lonnie R. Stephenson closed the 40th IBEW International Convention in Chicago on May 13, an historic occasion marked by a visit from the sitting president of the United States and the election of the first woman to international office.

The Convention was a celebration of working-class power. Delegates took stock of a string of political, organizing, and public relations victories that have opened extraordinary possibilities for the brotherhood.

Day after day, there were reminders of the importance of taking challenges head-on, the rewards for working families when their efforts succeed and the steep costs when they fail.

It was also a time to rebuild bonds that had been stretched thin by the years-long public health crisis brought on by COVID-19.

The Convention began with a weekend of volunteering and good times.

A day of service brought hundreds of IBEW brothers and sisters to clean up parks around the city and a picnic and concert brought everyone to the iconic Soldier Field on the Lake Michigan waterfront and nearby Wintrust Arena.

Over the weekend prior to the Convention, the RENEW/NextGen, Government Affairs, Women's and Electrical Workers Minority Caucuses held their meetings. They shared ideas, networked and set ambitious goals for expanding the IBEW and increasing members' influence on policies that affect working people.



International President Lonny R. Stephenson, left, and International Secretary-Treasurer Kenneth W. Cooper, center, were sworn in with international vice presidents and members of the IEC on May 12.

On May 9, the work of the Convention began in earnest. The leadership team of Stephenson, International Secretary-Treasurer Kenneth Cooper and International Executive Council Chairman and New York Local 3 Business Manager Chris Erikson were all returned to office by acclamation of the nearly 2,000 delegates.

Canadian Prime Minister Justin Trudeau appeared by video to praise the good work the IBEW/FIOE does building both his nation's middle class and the infrastructure that makes Canada work. Illinois Gov. J.B. Pritzker, Chicago Mayor Lori Lightfoot, Sixth District International Vice President Paul Noble and Chicago Local 134 Business Manager Donald Finn all welcomed the IBEW to the heartland of American organized labor.

District caucuses then broke out across McCormick Place to hold elections for international vice presidents and International Executive Council representatives.

On Tuesday, the crucial and technical work of updating the laws and Constitution began and the results of the district elections were announced.

The Convention welcomed AFL-CIO President Liz Shuler, one of the IBEW's own, who is breaking new ground in the labor movement as the first woman to preside over the federation.

Paddy Kavanagh, general secretary of Ireland's Connect Trade Union, brought greetings from sisters and brothers overseas and spoke about the

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CHARTING THE COURSE *continued on page 2*

FROM THE OFFICERS

Renewed and Recommitted



Lonnie R. Stephenson



Kenneth W. Cooper
International Secretary-Treasurer

In May, delegates from nearly 550 local unions gathered in one of America's great union towns, Chicago, for our 40th International Convention.

Words like "historic" get thrown around a lot, but the truth is that this convention lived up to the billing. We've simply never had one like it.

For starters, the IBEW has never hosted a sitting president before.

We've never elected a woman as International Vice President, the Fourth District's Gina Cooper.

And we've never welcomed the first woman to head the AFL-CIO, Portland, Ore., Local 125's own Liz Shuler.

Amid all its history-making, our 40th Convention charted the course for the next four years. And we heard from speaker after speaker in Chicago that the next few years are ours for the taking if we capitalize on this moment we're in.

We've never had more powerful political friends than we do in this moment. President Biden made that clear when he came to our convention to thank us in person. "I would not be in the White House were it not for the IBEW. Period," he said.

And as he reminded delegates, he has returned our faith with actions, from passing a historic infrastructure bill and strengthening project labor agreements to nominating a union member, Marty Walsh, as Labor Secretary and appointing a pro-worker NLRB that stands with organizing workers rather than putting up obstacles to joining in union.

But it's not just the U.S. president who's standing with us. Prime Minister Justin Trudeau sent a message supporting our cause, and he's backed it up with a pro-worker government in Canada since the day he took office.

Elected officials from every level of government lined up to stand with us in Chicago, and we couldn't be happier to count them as allies in our fight.

Even more significantly, there's a generation of workers ready and eager at this moment to hear the union message. They see through the corporate lies that have dominated our national conversation for decades. From baristas to warehouse workers, working people are learning that it's a union, not the boss' empty promises, that makes a job a good job.

They want the power and protection of a union. And delegates in Chicago pledged to open the door to them.

We renewed our efforts to reach out to the rising generation of worker activists. We sharpened our message. We fostered a new cohort of leaders through caucuses for young workers, women and people of color, and we expanded our umbrella, committing through our IBEW Strong program to growing anywhere workers in the electrical industry want to come together in union.

We know that to survive, we need to grow, and we don't do that by closing our doors and pulling up the ladders of opportunity.

And while we celebrated labor's legislative wins and pledged to seize the opportunities available to us, we also prepared for the coming fight.

In the Government Affairs Caucus and throughout our week in Chicago, we hammered home the message that nothing we have now is permanent. Nothing is written in stone; no victory is forever.

Unions remain under attack from weapons like right-to-work laws and other assaults on organizing and collective action. Corporations and their political allies are determined to suppress workers' voices by any means necessary, and that starts with limiting their access to unions.

Fighting back means doubling down on our efforts to elect labor allies to office this fall.

It means recommitting to organizing and increasing market share and to living by the values embodied in our Code of Excellence.

Fighting back means sharing our successes so that more of our local unions can repeat them and learn from them, laying the groundwork for more growth.

I'm proud to say we did all of these things in Chicago, and we're ready to face the challenges that are coming – together.

It was a historic week for so many reasons, and we know that the next four years will bring even more IBEW victories as we work together to build a bigger, stronger and more inclusive union.

Whether you were with us in Chicago or not, thank you for everything you do for the IBEW, and thank you for staying in the fight. ■

CHARTING THE COURSE



International President Lonnie R. Stephenson opened proceedings on May 9, top. Above, AFL-CIO President and Portland, Ore., Local 125 member Liz Shuler fired up the crowd.

► **Continued from page 1**

bonds of international brotherhood. Delegates also heard from David Long and Kirk Davis, CEO and president of the National Electrical Contractors Association, the IBEW's construction management partners.

Illinois Senate President Don Harmon spoke and delegates heard from an old friend, International Secretary-Treasurer Emeritus Salvatore "Sam" Chilia, and U.S. Sen. Tammy Duckworth, both by video.

No matter how important the work was, when everything else at the 40th International Convention has passed out of memory, the third day will live on in the IBEW's history.

For the first time, the IBEW hosted a sitting president, Joseph R. Biden, who repeated his belief that he simply would not be in the White House without the IBEW.

It was a tangible demonstration of what working people can accomplish when they organize, in union and politically. The president came to the IBEW in gratitude and with a list of his administration's accomplishments that will improve working peoples' lives, safety and job prospects. And he pledged that his landmark infrastructure law will be built union.

A handful of proposed resolutions

About This Issue

The articles in this double issue are adapted from our coverage of the 40th International Convention in Chicago, which can be found at ibew.org/ibew-40thconvention/news. Full convention proceedings will be available at a later date.

Local Lines for Local Unions scheduled to publish in June and July can be found with the electronic version of this issue, at ibew.org/media-center/EW-Online.

More photos, including IVP district photos, can be found at flickr.com/IBEW_IO. ■



Electrical Workers Minority Caucus President Emeritus Robbie Sparks inspired a new generation of leaders.



Fourth District International Vice President Gina Cooper made history, becoming the first woman elected an international officer in the IBEW.

were voted on by the delegates, but it was a day for speeches, with appearances from North America's Building Trades Unions President Sean McGarvey, Speaker of the Illinois House of Representatives Chris Welch and Helmets to Hardhats Executive Director Martin Helms, among others.

The visit from the president was extraordinary, but it left a mountain of work for Day 4. Nearly 60 constitutional amendments and resolutions were debated and voted on. The International Executive Council and newly elected international vice presidents accepted their districts' nominations, and their elections were ratified by the delegates, including Fourth District IVP Gina Cooper, who made history becoming the first woman ever elected an international officer in the IBEW.

The podium was visited by a parade of friends from across the international labor movement, including

AFL-CIO Secretary-Treasurer Fred Redmond, Canadian Labour Congress Executive Vice President Larry Rousseau and Allen Hicks, National Secretary of the Electrical Trades Union of Australia.

Stephenson then held a fascinating sit-down conversation with Pro Football Hall of Famers Larry Kramer and Mike Singletary, honoring them for their work with the IBEW supporting the National Child Identification Program, which offers parents a simple kit to provide to authorities in the event of a child abduction.

The final day of the Convention completed the set of Illinois political leaders with an appearance from Illinois Sen. Dick Durbin. President of the Danish Union of Electricians Jørgen Juul Rasmussen completed the roster of international guests who spoke to the Convention.

IBEW General Counsel Jon Newman delivered a scorching assessment of the Trump administration record on labor policy and how things have changed for

the better under President Biden.

Final duties were dispatched by the delegates, including wrapping up grievance and appeals hearings, a handful of resolutions and appointing delegations to other international labor conventions.

Stephenson wrapped up the convention late Friday morning, thanking delegates for their diligence and announcing San Diego as the host city for the 41st International Convention in four years' time.

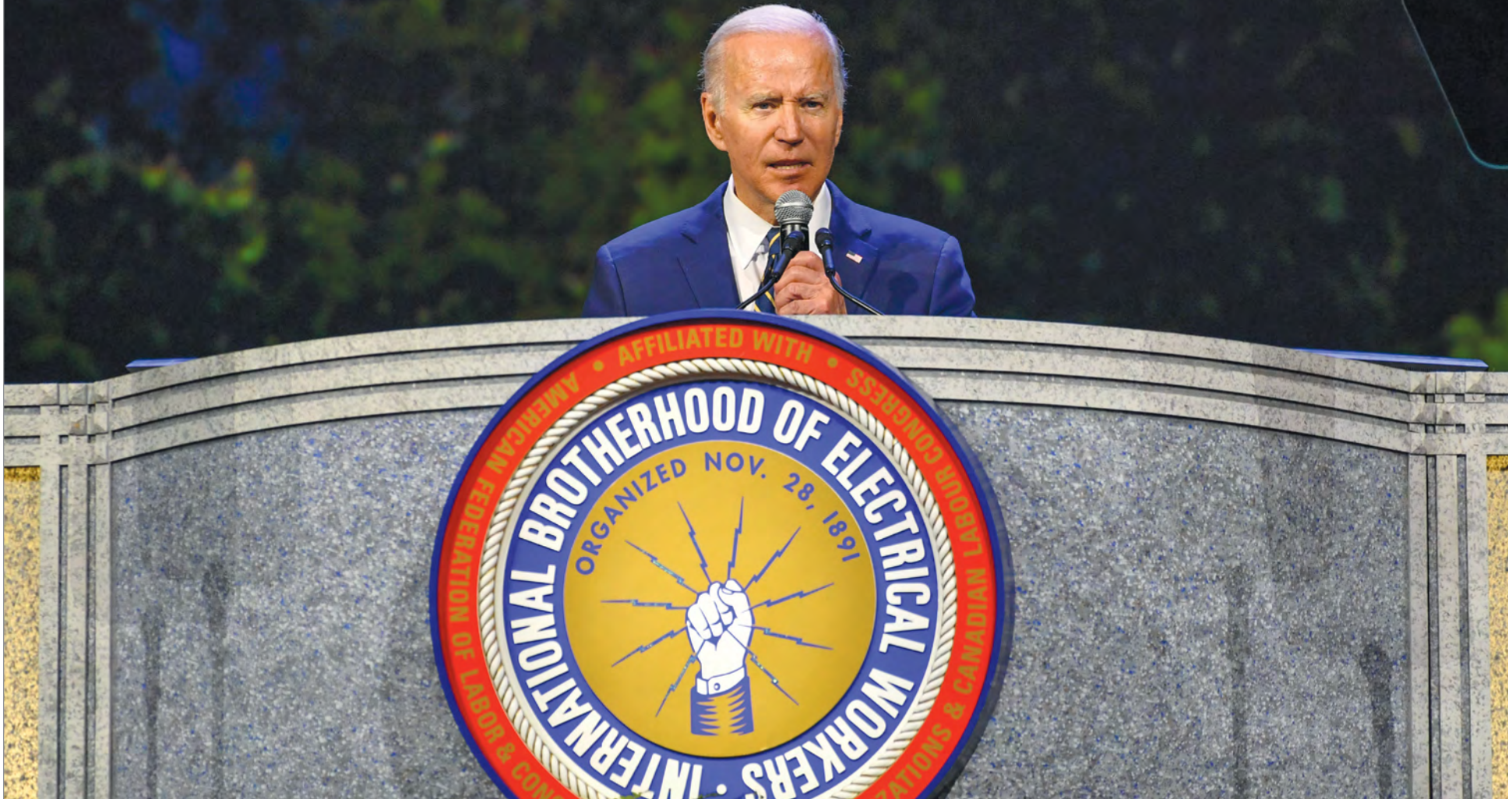
In closing, he also reminded the assembled delegates and guests why

they'd come to Chicago in the first place and where their priorities lay.

"Without you and your members, we would not be an IBEW," Stephenson said. "I'll never forget that it is our members working out there each and every day, regardless of what branch they're from. That's the strength of the IBEW, and that's why we're able to do the things we do."

"So, please go home and thank your members for me for everything they do each and every day." ■

MAKING HISTORY

‘You Literally Built This Country’

Biden Lauds the IBEW, Touts Infrastructure Jobs in Historic Convention Speech

Biden is the first sitting U.S. president to attend an IBEW International Convention.

In an electrifying midweek address to the 40th International Convention, President Joe Biden drew thunderous cheers for greenlighting infrastructure projects that will employ IBEW members far into the future, championing unions like none of his predecessors, fighting to cut taxes for working families and other historic progress and plans for a better, more just America.

“The only reason I’m standing here now as president of the United States is because the IBEW came on with me early,” Biden said after walking on stage to a raucous standing ovation.

“I’ve never forgotten not only what you’ve done for me, but what you’ve done for America. I’ve said this before, I’ll repeat it again: You literally built this country,” he said.

“If every investment banker in America would go on strike, not a whole hell of a lot would happen. But guess what? If you all went on strike nationwide,

the country would shut down — shut down.”

Biden, who arrived to Chicago’s McCormick Place convention center in his iconic green and white Marine One helicopter, is the only sitting president to speak at an IBEW convention.

His May 11 appearance builds on an already impressive record of visits to IBEW union halls and workplaces and shout outs to the union and its members everywhere from road speeches to the State of the Union.

Introducing him, International President Lonnie R. Stephenson detailed the IBEW’s exhaustive efforts to put Biden in the White House — and why.

“Joe Biden always makes sure that the IBEW’s agenda is his agenda,” Stephenson said. “He has our back, and we have his.”

Biden harkened back to a campaign promise that his audience knew by heart. “I said early on that I was going to be the most pro-labor union president

we’ve ever had, for a simple reason: you allow workers to maintain their dignity, you allow them to hold their heads up high.”

He repeated his mantra that without unions, there would be no American middle class, and that labor is the key to rebuilding it.

“With your help we’re seeing the strongest job creation in modern times,” Biden said. “Look at the economy today: 8.3 million jobs my first 15 months in office, a record. The unemployment rate now stands at 3.6 percent.

“Jobs and companies are coming home again. We’re making ‘Buy American’ a reality, not just a slogan.”

He touted the success of the bipartisan American Rescue Plan that jumpstarted the economy in the wake of the COVID-19 pandemic, putting money in the pockets of desperate families and revitalizing hard-hit cities and states.

“And now, not only has infrastructure week finally arrived after four years of the other guy, we can look forward to an infrastructure decade,” he said, bringing his audience to its feet. “I know you’re all over the country. The projects are coming to you.”

The crowd cheered as he listed some of the American Jobs Act investments, starting with \$5 billion “so the IBEW can get to work building a national

network of 500,000 [electric vehicle] charging stations all across America.”

Another \$20 billion, Biden said, “so IBEW workers can modernize our electric grid, building larger and more resilient transmission lines that can withstand storms and get new and clean energy to our homes.”

“Think about it, folks,” he said. “Who the hell but you crazy guys climb up poles in the middle of a storm to try to replace a transformer? We have to tell people know more of what you actually do.”

Next was \$65 billion “so that highly skilled and certified IBEW members can deliver affordable high-speed internet everywhere — rural, urban, suburban.”

Two days earlier, the White House announced that 48 million low-income families — representing nearly 40% of U.S. households — will get high-speed Internet installed in their homes for free.

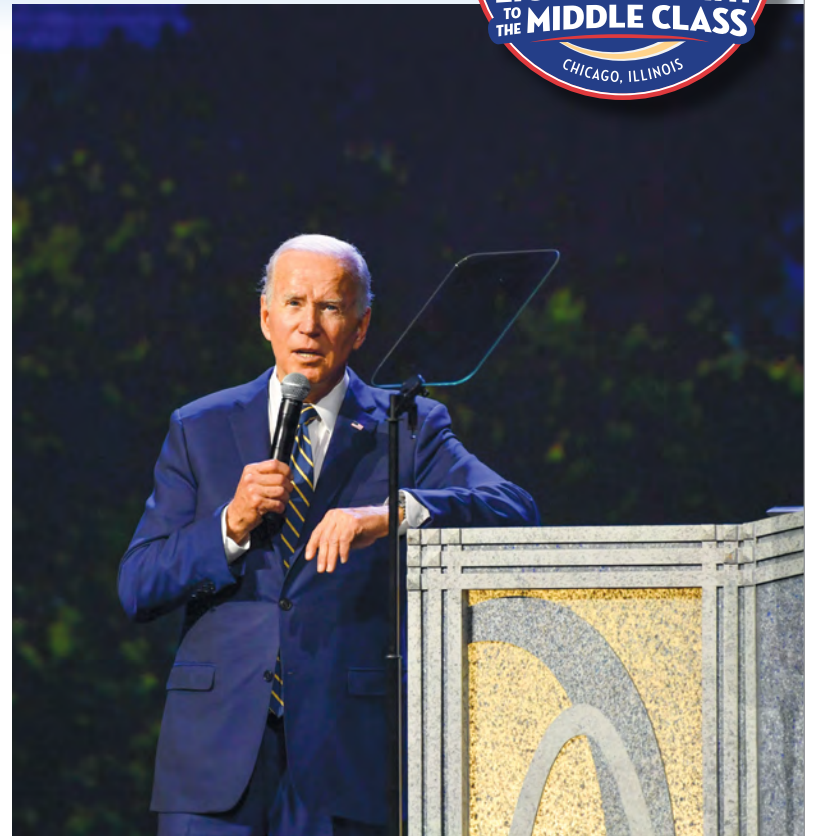
“We worked it out with the internet companies,” Biden said. “We can’t be a country where a mother has to drive up to a McDonald’s parking lot in the evening with her child just so he can get on the internet to do his homework.

“And what this means to all of you is good-paying union jobs. Jobs you can raise a family on. Jobs that can’t be outsourced.”

Delegates applauded Biden for workers’ rights language in the new law, including prevailing wages



Above: President Joe Biden greets International President Lonnie R. Stephenson before addressing delegates and guests to the 40th International Convention.



Biden's 40-minute speech felt at times like a friendly chat as he roamed the stage and talked about the importance of government and labor working together to achieve great things.

on the projects it funds, and for throwing his weight behind the Protecting the Right to Organizing Act that is pending in Congress.

"Look, when Congress passed the National Labor Relations Act in 1935, it didn't just say that we should 'allow' unions," he said. "Everybody forgot this for a long time. What it said is: We, the federal government, should 'encourage' unions and collective bargaining.

"You all know why this matters. Union members get higher wages, better benefits and health insurance, paid leave; protections against discrimination and harassment; and safer and healthier workplaces."

He outlined his administration's agenda to help all working families by reducing the costs of health care, prescription drugs, and childcare, along with specific savings that involve work for IBEW members.

"Folks, there's no reason why we shouldn't get a tax credit for weatherizing your homes. My plan does

that," he said, referring to a meeting with nearly a dozen CEOs from the nation's largest utility companies.

"They confirmed that if we pass the investments allowing families to weatherize their homes [and] write it off as a tax credit, it will immediately lower the bills of these families an average of \$500 a year."

That and other relief for working and low-income families — including the long-term health of Social Security and Medicare — is possible, he said, if the richest Americans and corporations start paying a fairer share of the nation's taxes.

"No one making under \$400,000 a year, I promise you, will pay an additional penny in federal taxes," Biden said.

"Meanwhile, right now, the average billionaire — there's about 790 of them or so in America — you know what their average tax rate is? Eight percent. E-I-G-H-T. Eight percent in federal taxes," he said. "Most of you

are likely paying two to three times that much."

He lamented that his lockstep opponents on Capitol Hill have made bipartisanship all but impossible, a value hard-wired in him from a half-century of service as a senator and vice president.

But he warned that their animus goes far beyond obstruction, angrily calling out a scheme to shift even more of the tax burden onto middle-class and lower-income Americans.

He told delegates they'd "think I'm making it up" and that he wouldn't believe it himself if he hadn't seen the document with his own eyes.

"Republicans in Congress have proposed a plan that will make working families and American families poorer," he said. "Here's what it does. It raises taxes on 75 million American families, over 95% of whom earn less than \$100,000 a year in combined income. It would raise taxes by nearly \$1,500 per family.

"I've proposed a minimum tax for billionaires," he said. "Congressional Republicans have proposed a minimum tax for teachers, firefighters

and electricians."

He stressed that it will take strong unions to balance the political and economic scales. "The only way to match power is with power," he said. "Unions provide, in one word, democracy."

Wrapping up his 40-minute speech, he told a story about meeting an IBEW apprentice on a trip to the Pacific Northwest.

"Last month, I visited the main airport in Portland, Ore., which is undergoing major renovations being funded by the bipartisan infrastructure law," he said. "I met a woman named Lauren [Heitzman] of IBEW Local 48.

"She came up to me. She shared what the job meant to her, how she grew up poor and was raised by a single mom, how she bounced around in different careers until she became an apprentice with the IBEW," he said. "She's putting in her years and the thousands of hours that she needs to put in to become a journeyman electrician.

"Lauren told me that the airport will symbolize the crown jewel of the Pacific Northwest, but it will also symbolize something else: a better life — a better life for an IBEW member.

"And it'll be a symbol for a better America, because the IBEW is just getting started." ■

CELEBRATING THE MOMENT



The sounds of drums, electric violins, guitars and bagpipes filled the hall, kicking off the 40th International Convention in Chicago.

Spectacle of Light & Sound Kicks Off 40th Convention

IBEW convention delegates and guests were treated to a musical extravaganza to open the convention that left ears ringing with the sounds of pipes, drums, violins and custom rock vocals.

After a warm welcome from Chicago Local 134 Business Manager Donald Finn, Illinois Gov. J.B. Pritzker and Chicago Mayor Lori Lightfoot, the opening ceremonies of the IBEW's 40th International Convention got underway the morning of May 9.

Two pipe and drum bands presented their respective nations' colors, one from New York Local 3's "Sword of Light" and the other from the Toronto Highlanders Band, each followed by live performances of the national anthems. Local performer Jim Cornelison sang the "Star Spangled Banner" as he has for 20-plus years at Chicago Blackhawks home games, and Ottawa Local 586 member Brett McClean sang "O Canada" while playing guitar.

The IBEW LED Drummers, a group of about 15 musicians decked out in yellow safety vests and playing on drums glowing blue with LED lights, dazzled first from the stage and then from the floor for the remainder of the opening show.

"It was very exciting," said Newark, N.J., Local 1158 member George Serio. "It got the members motivated and really woke them up."

The drummers were joined by Bella Electric Strings, a four-woman violin group that has performed worldwide, including with Beyoncé, Shakira and Andrea Bocelli. They did an instrumental version of Journey's "Don't Stop Believing" wearing hardhats and other safety gear.

"It was nice to see the violinists, especially since they were all women," said Judith Hermosillo, a convention guest. "And the drummers added a little swag." She described the ceremony as, "bright, neon, fun and diverse."

The Milwaukee Toolshed Band's lead singer Alyson Harms, who performed a few days earlier at the convention picnic and has been a mainstay at IBEW events over the years, joined the violinists on stage for a version of Starship's "We Built This City" that changed some of the lyrics to give the song more of an IBEW theme.

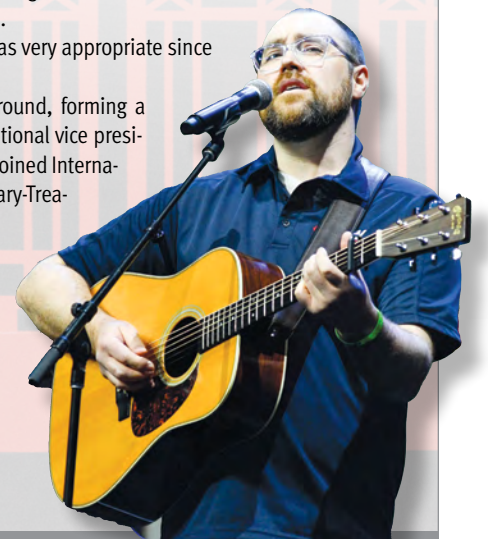
"It was a good blend of rock-and-roll," Hermosillo said.

Serio said the IBEW version of "We Built This City" "was very appropriate since Chicago was, in fact, built on union labor."

Following the performances, the drummers stuck around, forming a guard of honor for the introductions and entrance of international vice presidents and members of the International Executive Council, who joined International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper onstage.

And with that, the spectacle ended and the work of the 40th International Convention began. ■

Right: Ottawa Local 586 member Brett McClean sang and played the Canadian National Anthem as part of the opening ceremony.



LEADING THE CHARGE



Staying the Course: IBEW Leaders Returned to Top Posts

Lonnie R. Stephenson, Kenneth W. Cooper and Christopher Erikson were unanimously elected by acclamation May 9 to the offices of International President, International Secretary-Treasurer and International Executive Council Chairman, respectively.

The elections on the first day of the 40th International Convention were the first order of business and marked a return to normalcy after a nine-month delay forced by the public health crisis due to the COVID-19 virus.

Stephenson's re-election was for a second full term as International President. He first took office in 2015 when the IEC appointed him to fill the unexpired term of Edwin D. Hill, and he was elected to his first full term at the 39th International Convention in 2016.

In accepting delegates' trust in him for another term in office, Stephenson took the opportunity to shine the spotlight on others and express his deep gratitude to the membership for supporting his re-election.

"Leading this union has been the honor of my life. This truly is the greatest union in the world and being part of it means everything to me," he said. "Thank you for believing in me and giving me a chance to lead this great union once again as we continue to light the path to the middle class."

Stephenson then called back to the IBEW's founding, noting the distance the brotherhood has traveled, but also what hasn't changed.

"When Henry Miller and our founders gathered in St. Louis, they didn't have money. They didn't have resources. They didn't even have an office. All they had was each other," he said. "If Henry Miller was alive today, I'm sure he couldn't believe what he would see at this convention, the resources we have."

"But despite how much things have changed, we're still the same union," he said. "Our power doesn't flow from money or resources. It flows from worker solidarity. That is my lodestar."

Stephenson's first term spanned some of the most eventful and challenging years in recent memory, but the strength of the IBEW has only grown, he said.

"We're a flesh and blood community that brings together workers from all walks of life to fight for a better workplace, a better community, and a better nation. If we stick with each other, we can do anything," he said.



"Leading this union has been the honor of my life."

— International President Lonnie R. Stephenson



Lonnie R. Stephenson, top, and Christopher Erikson, right, were re-elected International President and International Executive Council chairman, respectively. International Secretary-Treasurer Kenneth W. Cooper, left, won his first full term in office after being appointed in 2017.



Stephenson closed with a promise.

"I pledge to you here and now. I will continue to give my all and my everything to ensure that this union remains the greatest union in the world," he said to a standing ovation.

He was renominated by Cory Bergfeld, business manager of Stephenson's home local, Rock Island, Ill., Local 145.

"Lonnie is one of the nicest guys you will ever meet, but he will fight like hell for what he believes in," Bergfeld said. "No matter what title Lonnie has before his name, he never forgets who he is or where he comes from."

Cooper, who was appointed International Secretary-Treasurer in 2017 to replace the retiring Sam Chilia, won his first full term, also with the unanimous support of delegates.

Second District International Vice President Michael Monahan opened nominations for each of the offices, and Cooper's name was put forward by

Business Manager Carl Neutzling of his home local, Mansfield, Ohio, Local 688.

"We all know that being a labor leader isn't always easy, but any time I get the chance to talk to Coop, it boosts my spirits and gets me ready to get back in the fight," he said.

Cooper spoke to the delegates about his own gratitude and the honor of serving the IBEW.

"There are no self-made men or women in the IBEW. Everything we do as a union is a group effort. We all owe something to our brothers and sisters," he said. "I know I do."

He recalled growing up in a family that struggled for — and many times lacked — the basics.

"My mom worked hard. Very hard. But making ends meet on her wages was tough. I remember sometimes going to bed hungry. I remember waking up with snow on my blankets because we didn't have proper insula-

tion. That's because she didn't have a union," he said. "So, I cherish what the IBEW has done for me."

It was in part why he also cherishes the opportunity now to be the guardian of the IBEW's financial resources, the pension and health and welfare funds that provide the safety net he did not have growing up.

"The IBEW's finances are sacred because it's your hard-earned money, our members' money, and we're ensuring that it's used prudently," he said. "Our retirement funds are stronger than ever. And we're putting those investments into projects that are creating IBEW jobs today."

Cooper said his rise in the IBEW was an unlikely journey, one he compared to the main character in the film *Forrest Gump*, who inexplicably found himself at the center of great events. But Cooper gave credit not to fate, but to the brotherhood he now helps to lead.

"When I first started out in this union, I could have never imagined I'd be standing here today. But the IBEW makes great things possible, and I can't think of any honor greater than serving all of you," he said.

New York Local 3 Business Manager Chris Erikson was re-elected to chair the International Executive Council, his second election after being appointed to the post in 2015.

Erikson was nominated by his sons, Local 3 Assistant Business Manager Christopher Erikson Jr. and Local 3 shop steward Robert Erikson.

"[Dad's] empathy for working people knows no bounds. He is always asking what can be done to improve the lives of the members of the IBEW and then goes and fights for it," Christopher Erikson Jr. said.

Chairman Erikson said he would continue to do his best for the membership and as a continuation of his family's unbroken service to the IBEW for nearly a century.

"What has been instilled in me by both my grandfather, Harry Van Arsdale Jr., and my uncle, Thomas Van Arsdale, was that the only purpose of the union is to serve the membership. My family has done that with distinction since 1933 in New York as Local 3's business managers and as international officers," he said.

He ended his speech with a fiery call to action. The IBEW has a great friend in the White House now, he said, but the reality is that inside that opportunity is a threat that has not gone away.

"We lose the majorities, and we will have an obstructionist Republican majority that will do nothing for President Biden or the majority of Americans that voted for him, including us," he said. "It is imperative that we come away from this convention united, fully engaged and laser-focused on the job that must get done."

He urged local union leaders to challenge members to put nothing ahead of the basic economic security of their families and all the progress working people have made.

The future of democracy and the freedom to associate in unions are on the ballot, he said.

"National right-to-work is absolutely in play. We are in their crosshairs, make no mistake about it," he said. "It is the commonsense Americans in the middle that need to save our democracy, to save our country." ■

INVESTING IN GROWTH

Delegates Vote to Strengthen the IBEW, Invest in the Future

The delegates to the 40th International Convention approved an increase to the general fund May 10, giving leaders the resources requested to accelerate organizing and place the IBEW on solid footing for the years ahead.

Starting in January of 2023, per capita will increase by \$2 per month, an additional \$1 per month starting July 1, 2024, and a final increase of \$1 one year after that.

The modest increase will allow the IBEW to capitalize on unprecedented receptiveness to the power of unions both among workers and political leaders in Washington and Ottawa.

“That is less than a cup of coffee at all of those Starbucks that are organizing,” said International Secretary-Treasurer Kenneth W. Cooper as he presented the IST report on the finances of the union before the vote on the amendment. “We owe it to the next generation to leave the IBEW better than we have it.”

Before the convention, the Finance Committee came together to consider the future financial needs of the IBEW. The North American workforce has never been more receptive to coming together and forming and joining unions, but at the same time, too few have personal experience working in or with unions.

“We owe it to the next generation to leave the IBEW better than we have it.”

— International Secretary-Treasurer Kenneth W. Cooper

At the same time, electrification and decarbonizing the economy will permanently and radically increase the demand for electrical workers.

But while there are opportunities in the future, enormous opportunities that will require investment in organizers and campaigns today there are challenges that need to be addressed.

Many of them can be traced to the pandemic which, according to Cooper’s presentation, marked a slowing and then a reversal of organizing successes



Above: Law Committee Chairman and Chicago Local 134 Business Manager Donald Finn.

since the last convention, chiefly in telecom, utility and other professional and industrial members.

While “A” membership grew by about 33,000 members with another 10,000 “BA” members switching to “A” membership to take advantage of the Pension Benefit Fund, “BA” membership fell by about 20,000 members, excluding the 10,000 who converted.

In addition, Cooper said, the IBEW expects to lose nearly 60,000 “A” members in the next four years to various forms of retirement.

Projecting out, the Finance Committee set a conservative target of 0.5% growth because economic uncertainty may well be the new normal. The pandemic taught us that, if nothing else, Cooper said. With no change to the per capita, projected operating losses quickly rose into the millions each year.

Cooper urged passage of the per capita increase, saying anything else would be a betrayal of future generations of IBEW members and an historic failure to seize the opportunities at hand.

“How do we move forward and plan to do all the things we have talked about so far?” Cooper asked. “No one thinks we should stay at the status quo.”

Law Committee Chairman Donald Finn, business manager of Chicago Local 134 and Secretary Lou Antonellis, business manager of Boston Local 103, introduced the amendment, which was approved by the convention.



International Secretary-Treasurer Kenneth W. Cooper delivered a report on the state of the IBEW’s finances and argued that a modest per capita increase was necessary to both keep pace and to invest in the growth and strength of the brotherhood. Delegates to the Convention agreed, and also voted to increase both payments into and retirement benefits from the Pension Benefit Fund for ‘A’ members.



‘A’ Member Pension Benefit Fund Boosts Benefits for Future Retirees

Cooper delivered an update on the Pension Benefit Fund, considered one of the safest and best funded supplementary pension plans in the country, on Day 2 of the 40th International Convention.

“It’s pound-for-pound one of the best pension plans out there,” Cooper said. “Any time I talk about a pension plan, I say it’s one of the best things we have.” Cooper began his remarks with a look back to 2016, at the 39th International Convention.

“If we didn’t have the courage to [increase the PBF contribution] and stayed where we were, what would have happened to our pension benefit plan? However, at the time, the dele-

gates of the convention had enough wisdom and courage to increase the contribution rate,” he said.

In 2016, IBEW leaders implemented a modest increase to “A” member contributions, starting with \$2 per month additional in 2017 and another \$1 in 2019.

Today, the PBF is 96% funded, Cooper said, adding that in 2021 it had a return of 26.64% on its investments, the highest since 1986.

“It was a good thing, it was a great thing,” he said. “But we know we cannot sustain those kinds of returns. In fact, this year has been an up and down road.”

If we do nothing, Cooper went on, we could be fully funded by 2025 if things continue to go the way they are.

“However, the IBEW is never happy just watching things stand still,” he said. “We are charged with leaving it better than we found it. We owe it to the next generation. Someone gave it to us that way.”

So, leaders sat down and took a deep dive to see what to do. The recommendation by the Law Committee, which combined elements of different proposals, was ultimately to change the benefit accrual rate from \$4.50 to \$5.50 beginning with years of service earned after January 1, 2023, and moving forward. They also made a recommendation for increasing contribution rates from \$19 to \$21 beginning January 1, 2023 and to \$23 on January 1, 2025.

Cooper said that in just four years and three months following retirement, a member would receive 100% of the money they put into the PBF. The average member draws from it for 20 years.

“That’s quite the accomplishment,” he said. “If we can find more investments out there like that we all should go to them because it truly is a great investment.”

The amendment was adopted by the convention as recommended. ■

A MORE INCLUSIVE UNION



Strength Through Diversity

EWMC Touts IBEW Strong, DEI Initiatives as 'Bridges' to the Middle Class

On May 7, hundreds of convention delegates gathered to support one another and a shared vision for a more diverse and equitable IBEW through the Electrical Workers Minority Caucus.

"Unions have long struggled with inclusion," said EWMC Vice President Grace Smith, a member of Tampa, Fla., Local 824. But because of the work of the EWMC, "the IBEW has a natural life link to grow the organization."

The EWMC was established in 1974, after a group of primarily Black members threatened to form an informational picket at the union's 30th International Convention in Kansas City, Mo., over the underrepresentation of minorities in the union and on staff at the International Office.

"Back in the day, we were exclusive, not inclusive," admitted Chicago Local 134 Business Manager Don Finn. "But change is coming. When we go out to the jobsite, we see the union of the future."

One of those protesters in Kansas City was EWMC President Emeritus Robbie Sparks, a retired Atlanta Local 2127 business manager. "It's so important that we recognize what we're up against," Sparks said. "Ask yourselves: 'What are you doing to organize?' We need to go organize and tell our story."

"Organizing is difficult enough without adding barriers," said EWMC President Keith Edwards, both a retired Ninth District international representative and the first Black business manager of a construction local: Portland, Ore., Local 48.

And when workers from all backgrounds can see their reflections in IBEW faces, International President Lonnie R. Stephenson said, it makes us stronger.

"I don't think most of us intend to discriminate, but we all have biases," Stephenson said. "We need to keep that in mind when we're meeting new people. It's not easy; it takes a lot of work."

Senior Executive Assistant to the International President Sherilyn Wright, along with Director of Civic and Community Engagement Tarn Goelling and Education Department Director Amanda Pacheco, spoke in detail about the union's new IBEW Strong program, which was launched last year. Its guiding principles, Wright said, are organizing, education and training, membership activism, leadership advances and replicating best practices. It's now being implemented across North America.

IBEW Strong would not be the program it has become without the EWMC, said International Secretary-Treasurer Kenneth Cooper. "EWMC is such a crucial organization to the IBEW and to the



Above: EWMC attendees raise their phone flashlights to remember lost leaders.

future of the union movement," he said. "It's exactly what we need to achieve what we want for the future."

"The labor movement got us to where we are, and the EWMC continues to move this organization forward,"



said International Executive Council Chairman Chris Erikson, business manager of New York Local 3.



EWMC President Emeritus Robbie Sparks, above center, and President Keith Edwards, left, sent attendees back home inspired to continue the work of creating a more inclusive IBEW.

Representatives of nearly a dozen of the EWMC's chapters delivered reports covering many of their activities since the last convention, and Goelling mod-

erated a panel on diversity, equity and inclusion, where panelists shared personal stories about how the EWMC can help members deal with issues such as retention, mentorship and on-the-job training. ■

Women's Caucus Brings Women, Allies Together to Increase Representation

More than 300 IBEW delegates and guests to the 40th International Convention came together for the Women's Caucus on May 6 to discuss topics ranging from maternity leave to mentoring to "mansplaining."

"The state of women and the state of women workers is not where it should be," said Director of Civic and Community Engagement Tarn Goelling as she kicked off the event that included discussions of the scarcity of women in construction and how family and care work still fall disproportionately on women.

International President Lonnie R. Stephenson noted that this convention would be the first one to elect a woman as an international officer, Vice President Gina Cooper from the Fourth District. He also spoke about IBEW Strong, the union's diversity, equity and inclusion initiative, and how with the skilled-trades shortage, there's a very real need to get more women and people of color into the trades.

"Women are going to play a significant role in the next chapter of the IBEW history and I look forward to continuing to work with all of you as we write that history together," he said.

Mentoring was a recurring topic throughout the caucus and one that Cooper talked about.



The IBEW's first woman international officer, Fourth District Vice President Gina Cooper, addressed attendees to the Convention's Women's Caucus.

"Every single one of us should be a mentor to the new members that are coming into the IBEW every single day," she said.

Another recurring theme was maternity leave. Portland, Ore., Local 48 Business Manager Garth Bachman spoke on a panel where he shared how his local and others in Oregon were able to provide the benefit, which allows for six months off for women around the birth of a child.

"I know this doesn't solve all the problems that we have, but it's a start," Bachman said.

The caucus included two "Herstory" sessions, where members shared their

personal stories. Melissa Reyes from Charlotte, N.C., Local 379 told the audience how she had a rough start in life but turned it around with help from the IBEW.

"I faced a lot of hardships growing up, but I wouldn't change one bit of it if it meant not being where I am today," Reyes said. "The IBEW gave me a sense of purpose. I've flourished into a responsible adult with a sense of economic independence I never thought I could achieve."

The other "Herstory" speaker was Sixth District International Representative Cheri Stewart. She said that attending the Sixth District Women's Conference many years ago was where she

realized she belonged. From there she got involved in her union, Kalamazoo, Mich., Local 131, eventually becoming the first woman on staff. Now Stewart hosts the conference.

"Please be that journeyman who brings the new workers to their first union meeting," Stewart said. "She may one day run that meeting."

The women's caucus wasn't just attended by women. Many of the tables were filled with men, like Vacaville, Calif., Local 1245 Business Manager Bob Dean.

"For us to thrive and get stronger, we have to be inclusive. It can't be a club," Dean said. ■

SERVING THE COMMUNITY

Chicago Parks, Beach Sparkle After Day of Service

Delegates and guests give back to kick off Convention week.

One refrain summed up the good will as gloved hands cleared debris from acres of parkland and beach on Chicago's South Side: "It's what we do."

Nearly 300 volunteers took part in the 40th International Convention's Day of Service on a chilly May 5 morning, including many young members representing the RENEW and NextGen programs.

"It's an honor to be here," said Rick Hockworth, a Riverside, Calif., Local 440 foreman working along Lake Michigan beach. "This is a way to give back to the community."

At Dunbar Park across the street from Chicago Local 134, where the days' outings began with coffee, donuts, and gratitude from International President Lonnie R. Stephenson and International Secretary Treasurer Kenneth W. Cooper, the green-space was spick-and-span in a couple of hours.

"It's a way to let the city know we're here and

to leave it better than we found it," said one of the park crew, retired journeyman electrician Ronnie Jimmerson of Portland, Ore., Local 48.

The cleanups at two parks and two beach areas were organized by Local 134 journeyman and Chicago Park Department electrician Joe Wells after Business Manager Don Finn suggested beautification efforts as a good way to engage a large number of volunteers.

Wells worked out the details with his boss in the park department's trades division, and SEIU Local 73, which represents city landscapers, had to sign off.

As volunteers noted, the locations were in pretty good shape to begin with. "Our SEIU brothers and sisters do a great job, but they were apprecia-

tive of the IBEW's help keeping up with the debris," Wells said. "No matter how many paid employees there are, keeping the parks cleaned up is a big job."

Wells thanked the Day of Service captains, eight from Local 134 and six from Detroit Local 58, all of whom walked through their project areas with him a day or two earlier.

"We'd been planning this, going back and forth, for a month and half, two months," he said. "I think it all went very smoothly. We'd scheduled four hours for the cleanups, and it was more like two to three hours at each location."

One of many IBEW sisters at the beach was Charlotte Reed, a journeyman wireman at Indianapolis Local 481. She said volunteering for cleanups like the Day of Service changed her.



International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper speak at the start of the Day of Service.

"I don't throw my cigarette butts on the ground anymore. I was cleaning up one day and was like, 'Who are all these [jerks] throwing their butts everywhere?' and then I thought 'Me! I'm one of the [jerks]!'" she said laughing. "I'm not a jerk anymore."

Up on a grassy area, a neighbor walking his dog smiled at the teams of volunteers.

"I love that the IBEW is doing this," said Jeff Epton, who takes 12-year-old Jetta to the beachfront park several times a week. "My hope is that cleaning up the debris helps people value the park, and maybe next time they'll take their trash with them when they leave." ■



Chicago's parks and beaches benefited from the generosity of IBEW members from across North America in May.

PREPARING FOR THE FUTURE



Government Affairs Caucus Celebrates Wins, Cautions ‘No Time to Rest’

Leaders and presenters during the May 6 Government Affairs Caucus celebrated the election of President Joe Biden and gains made by working people and the labor movement during his tenure.

They warned, however, that momentum will be lost if members aren't mobilized to elect pro-working family candidates later this year — not just in Congress, but in local and municipal elections as well.

“Right now, as we sit here, there's never been a labor union closer to the president of the United States than the IBEW is now,” Assistant to the President for Government Affairs Austin Keyser said. “It's been said that President Biden is the most pro-union president of our lifetime. That's not true. There's never been a more pro-union president ever.”

International President Lonnie R. Stephenson served on Biden's transition team, the first union head to serve in such a role.

“There are so many things this president has done that a lot of our members out in the field don't realize. We must get to those folks,” Stephenson said. “We have to educate them about who is going to be the best candidate for them and their jobs. We can't give up on them.”

New York Local 3 Business Manager and International Executive Council Chairman Chris Erikson put it more bluntly: “I don't understand how an electrician can make the argument that the wall [along the Mexico and U.S. border] is more important than the economic security of my family.”

The caucus also included a panel on how unions can best secure work coming from the infrastructure bill and an address from Daniel Blaikie, the only IBEW member serving in Canada's Parliament.

Blaikie, a Red Seal electrician and member of Winnipeg, Manitoba, Local 2085, represents the Elmwood-Transcona Riding as a member of the New Democratic Party. He was re-elected to a third term last year, receiving 49.7% of the vote in a five-candidate field.

The NDP is traditionally Canada's most-pro labor party. It has taken on added importance in recent years because the Liberals, who also are generally pro-labor, hold the most seats in Parliament but not a majority. Both parties have come together to pass legislation favorable to workers, and Blaikie's influence in the House of Commons has grown.

“To use what seems like the theme of [the caucus], when you're properly grounded, you can't be neutral,” Blaikie



Left, Winnipeg, Manitoba, Local 2085 member Daniel Blaikie is the only IBEW member in Parliament. Right, Rep. Hakeem Jeffries of New York.



said. “You've got to run hot.”

Later in the day, Rep. Hakeem Jeffries of New York, the chair of the House Democratic Caucus, addressed delegates and friends of the IBEW at a separate event held at Chicago Local 134's hall.

“For decades in Washington, it has been infrastructure week every other week,” Jeffries said. “Nothing ever happened. But then Joe Biden came to town and the Democrats in the House and Senate came together to pass that

historic agreement.

“The American Dream fundamentally is that if you work hard and play by the rules, you should be able to provide a comfortable living for yourself and your families,” Jeffries added. “Educate your

children. Own a home and retire with grace and dignity. That is the American dream. Two entities have delivered that in the United States of America: Organized labor and the Democratic Party.” ■

RENEW/NextGen Caucus Energizes Young Members in Chicago

Hundreds of young, and not so young, members of the IBEW came together at the 40th International Convention's RENEW/NextGen caucus to talk, think, share and learn how power works in the IBEW.

They heard from one of the IBEW's newest members, a volunteer organizer from a local coffee chain, and one of the most powerful, International President Lonnie R. Stephenson.

They shared a common message: this generation of union workers has the opportunity and responsibility to reach out to people their age who are more union positive than any generation in recent memory.

RENEW and NextGen are the U.S. and Canadian programs for members 35 and younger. As Civic and Community Engagement Department Director Tarn Goelling, who oversees the program, put it, “Henry Miller would have been a RENEW member. We have always been led by young workers.”

Panels included a political issues roundup, financial rules for running local committees, and a conversation with an organizer from a successful organizing drive at a Midwest coffee chain.

The members also heard from Stephenson, International Executive Council Chairman and New York Local 3 Business Manager Christopher Erikson as well as senior members of the International staff who talked about their path through the IBEW ranks, including Senior Executive Assistant to the International President Sheryl Wright.

“I never thought I would be up here, and there is no reason someone in this room can't be standing here one day too,” Stephenson told more than 300 attendees.

All speakers addressed the challenge and the opportunity of organizing a generation that is more diverse, more union positive and, perhaps not coincidentally, facing a more uncertain economic future than its predecessors.



Young members came together at the RENEW/NextGen caucus in Chicago to celebrate wins, share lessons and best practices, and to prepare to be the next generation of IBEW leaders.

“We have more opportunity to grow the IBEW since I don't know when and the doors of the IBEW have to be open to all people; that wasn't always the case,” Wright said.

The session on best practices produced dozens of ideas that were collected on flip charts around the room including a virtual blood drive where members sent in pictures donating blood in IBEW shirts which were shared on social media, virtual book clubs and game nights.

During the politics roundtable, Sixth District RENEW representative Jeff Cooling discussed his decision to run in the 77th district for the Iowa state House.

The afternoon closed with a conversation with Hillary Laskonis, one of the organizers that successfully won an election at Midwest coffee roaster and café chain Colectivo.

Laskonis described the change in mindset she needed to see that her job — all jobs really — can be careers with dignity, decent wages and benefits.

Nearly two years later, Laskonis and her brothers and sisters won by the narrowest of margins — seven votes out of a possible 490.

“To win even by seven votes after such a brutal union-busting campaign was one of the best moments of my life,” she said before leaving the stage to a standing ovation. ■

GUEST SPEAKERS

'Be Bold:' Labor Allies Challenge Delegates to Embrace Opportunities

Leaders from across North America's labor movement came to Chicago with a unified message: This is labor's moment. Don't let it go to waste. Citing friendly political allies and an unprecedented embrace of the union movement by young people, each speaker — starting with one of the IBEW's own, AFL-CIO President Liz Shuler — implored delegates to reach out to unrepresented workers, to offer the opportunities and stability that come with a union contract and to grow the IBEW in ways that would have seemed impossible even a few years ago.

Liz Shuler, President — AFL-CIO



"I'm home," Portland, Ore., Local 125 member Liz Shuler told her IBEW siblings on May 10 in her first address to an International Convention since being named president of the AFL-CIO.

Shuler is the first woman and first IBEW member to hold the post in the federation's 66-year history. She served as the AFL-CIO's secretary-treasurer for 12 years before being named president by its executive council following the death of Richard Trumka in August 2021.

Shuler's father was a longtime Portland, Ore., Local 125 lineman at Portland General Electric, a job which provided dignity on the job and financial security for their family. Her mother worked for the company in a clerical job, but it was a nonunion position, which did not offer her near the respect or compensation.

That showed their daughter the power of union membership, and Liz Shuler joined Local 125 when hired as an organizer after graduating from college in 1992.

"Electricity is in my blood," she said. "What I experienced and what I saw over those years is what I carry with me every single day in my work across the labor movement. I saw the union difference. I lived it."

Shuler praised the IBEW for several initiatives, especially IBEW Strong for opening membership opportunities to traditionally underrepresented groups such as women, people of color and the LGBTQ community.

She added, however, that the brotherhood and all other unions need to seize the momentum of recent organizing wins at employers that conventional wisdom held couldn't be organized, such as Starbucks and Amazon. Those wins have largely been driven by younger workers.

"People are fed up with the corporate greed and they're fired up," Shuler said. "They're organizing unions and we have a wave of activism not seen in decades. Young people are stepping up to organize in places we haven't seen before."

And they're doing it in creative new ways, too.

"That should be our charge as activists and leaders in our movements," Shuler said. "Let's try new things. Let's be bold. Let's take some risks and not be held back by the way we used to do things or fearing that something might not work. When we try new things, we bring people in."

She also encouraged convention delegates and attendees to reach out and have more one-on-one conversations with members of their local unions. That is so critical during these times of hyper-partisanship and rampant disinformation, she said.

"We, the labor movement, are the only institution in the country that can actually bring people together," she said.

Fred Redmond, Secretary-Treasurer — AFL-CIO

AFL-CIO Secretary-Treasurer Fred Redmond addressed delegates to the 40th International Convention, echoing the week's other impassioned calls that this moment is ripe for union growth.

"When we're together, there's nothing — nothing! — we can't do," Redmond said. "IBEW, you are members of a great union with a rich history of changing the lives of ordinary people. And you all have a role to play."



The AFL-CIO's first Black secretary-treasurer, he told of his parents — the children of sharecroppers — making the journey to South Side Chicago from Mississippi in search of a better life.

"My father took every kind of job he could find," he said. "My mother was a domestic worker. ... No complaints. No

excuses. We lived on food stamps. We didn't have health care, so we had to go to the free clinic.

"But we didn't know we were poor. The school used to collect money for the local orphanage and one time my brother came home and asked my mother for 25 cents to give to the poor folks. She said, 'You are the poor kids!'"

"And we were," Redmond said. "But all that changed when my dad caught a break and got a good union job at the Reynolds aluminum mill.

"We had more security. More opportunity. We got off food stamps. We stopped going to the free clinic. Food on the table. Access to health care. My parents were able to save enough to purchase a home and they lived a solid middle-class life."

"My story is a story that is not different to many of you in this hall," he said. "It is a testimony to the power of holding a union card and working under a collective bargaining agreement.

"It is the story of the creation of the Black middle class. And the story of European immigrants who arrived at Ellis Island seeking a piece of this thing called the American Dream. The labor movement connects us all."

Sean McGarvey, President — North America's Building Trades Unions



While many are forecasting economic and political headwinds, North America's Building Trades Unions President Sean McGarvey took an opportunity to celebrate.

Speaking to the IBEW's 40th International Convention, McGarvey recited an emphatic list of victories, hard work that paid off in jobs and market share, and predicted bright

prospects for the North American trades worker.

McGarvey lauded unprecedented successes signing agreements: \$80 billion with Amtrak, \$30 billion in small modular reactors, \$20 billion for carbon capture storage, and a first of its kind, \$40 billion national offshore wind agreement.

The result, he said, is a generational opportunity to organize, including in communities that had been historically excluded from the trades.

"Because of your hard work at the grassroots level, we have registered an average of 75,000 new apprentices annually in the last five years — and that is just in the United States," he said. "Our Apprenticeship Readiness Programs have placed over 25,000 participants into a registered apprenticeship in just the last five years, with 80% being people of color and 25% being women."

Larry Rosseau, Executive Vice President — Canadian Labour Congress



One of Canada's top union leaders celebrated IBEW workers in a speech that highlighted the shared values of working people on both sides of the border.

"It's not power lines that keep the lights on. And it's not cables and electronic technology that keep communications flowing," said Larry Rosseau, executive vice president of the

Canadian Labour Congress speaking on the fourth day of the 40th International Convention. "It is the hard work, dedication, devotion, and diligence of the members of the IBEW."

Rosseau reported on the state of politics in Canada, where political lines aren't so sharply drawn as in the U.S., and lauded the pro-worker majority in the House of Commons thanks to the alliance between Prime Minister Justin Trudeau's Liberals and the New Democratic Party.

"I am very happy to say that this agreement will lead to the advancement of many of our key priorities," he said, listing "childcare, pharmacare, dental care, just transition legislation, anti-scab legislation — both for strikes and for lockouts — affordable housing, and the list goes on."

In Canada, Rosseau said the relationships that unions have built with the majority government and broad-based public support for their agenda will lead to more and stronger unions — to the betterment of everyone.

"As we grow our movement, our voice gets louder and we take up more space," he said. "This allows us to push a worker-centered agenda, benefitting all workers and their families.

"That's not socialism, my friends," Rosseau said. "It simply [means] that when you pave the way for workers to enter the middle class, that's when we get policies and services that help ensure we stay in the middle class."

Salvatore 'Sam' Chilia, Secretary-Treasurer Emeritus



International Secretary-Treasurer Emeritus Salvatore "Sam" Chilia spoke with authority when he told delegates and guests there's never been a better time to be an IBEW member.

"In my more than half a century in this union, I've seen the IBEW change a lot, change for the better," Chilia said in a video message on the conven-

tion's second afternoon. "We're a smarter, more engaged and a more inclusive IBEW than ever before. And that's a good thing."

While he couldn't make it to Chicago, he told delegates, "I am with you in spirit."

Connecting politics with organizing and collective bargaining, Chilia said, "We are very, very lucky today. We have an American president who is not afraid to say 'organized labor' or 'union.'"

"President Biden stands with us shoulder to shoulder. The public-at-large is more supportive of unions than ever, so the opportunity to organize is greater than ever."

And when that window is open, he said, "you go through it, because



Solidarity Across Borders: Global Labor Leaders Renew the Bonds of Brotherhood

when it shuts you don't want to be on the other side looking in. As someone who's dedicated a lot of sweat and tears into this union, let me say this: This is a historic moment for the IBEW. Don't let it pass us by."

Martin Helms, Helmets to Hardhats



Martin Helms, an inside journeyman wireman and former training director from Akron, Ohio, Local 306, addressed the convention on May 11 about the importance of opening doors for veterans. An active-duty U.S. National Guardsman, Helms last October became the first IBEW member to serve as executive director of Helmets to Hardhats,

established by the NABTU in 2003 to connect those leaving military service with construction-industry careers

"When I returned home [from a deployment] ... my plan was to go to school in the evening and work full-time during the day. Unfortunately, I was burning the candle at both ends," he said. Learning about H2H, "I was told that the building trades had registered apprenticeship opportunities, and ... I went on to be a successful foreman and to complete my college education. This is what this Helmets to Hardhats program does: It changes lives."

Jon Newman, IBEW General Counsel



With the clock ticking down to the U.S. presidential election in 2016, anxiety was high the last time an IBEW general counsel addressed the International Convention.

Speaker after speaker in St. Louis warned of the storm ahead if a fiercely anti-union candidate followed President Barack Obama into the White House.

"We know how that story ended," said General Counsel Jon Newman, whose law firm, Sherman Dunn, has represented the IBEW for 75 years. "Every single prediction, warning, and siren came true, and then some."

How things have changed, he told delegates on the final morning of the 40th International Convention, lauding their tireless efforts to elect President Joe Biden and ignite a new era for American workers and unions.

"It's a new day because politics matters when it comes to labor law," Newman said.

Starting with a 180-degree change at the National Labor Relations Board, he ran through some of the unprecedented advocacy for workers since Joe Biden took office in January 2021 and began building an administration that shares his values.

He also reminded his audience how precarious the progress is.

"The pro-labor developments of the last 16 months could vanish in a heartbeat depending upon the upcoming mid-term elections in November," he said. "I know you are tired of politics. We are all exhausted from it. It's hard to hear over and over that this is the most important election in your lifetime. I get it.

"But you know what? As Secretary-Treasurer Cooper said this week, Henry Miller sacrificed it all for the IBEW and died penniless. All we have to do is get out the vote and educate our members." ■

Leaders of electrical unions from around the world descended on Chicago to show solidarity with the IBEW during the 40th International Convention. Representing Australian, Irish and Danish tradesmen and tradeswomen, the leaders of their respective unions showed that the struggle for workers' rights is universal and that the language and bonds of union solidarity know no borders.

Allen Hicks, National Secretary — ETU Australia



The leader of Australia's Electrical Trades Union traveled half-way around the world to address IBEW members, but there was nothing distant in what he shared about the battles workers are waging back home.

Allen Hicks, national secretary of the ETU, told his North American audience of fights for jobs and safety during the

COVID-19 pandemic, for economic and political justice, and other hot button issues such as the transition to clean energy.

Describing the ETU as one of Australia's biggest unions, with more than 65,000 members, he said, "Though it may seem small in comparison to your strong brotherhood, we punch well above our weight."

International President Lonnie R. Stephenson welcomed Hicks on the convention's fourth afternoon, saying, "ETU's members represent the best of Australia's electrical trades, and we couldn't be prouder to call them our sisters and brothers."

Hicks profusely thanked IBEW members for their generosity as he described how Australians have suffered from "major weather disaster after disaster."

"We were hit with unprecedented bushfires that burned 880 million acres of land, floods, storms and drought that have threatened most corners of the country," he said. "I know that here in America and in Canada you have also faced severe weather events."

"When times are tough, you learn who has your back," he said, saluting the IBEW for aid that helped working people recover from the devastating 2019-2020 megafires.

"The donations from the IBEW and individual locals was a massive gesture, and it reinforced in my mind, that solidarity knows no borders, and that our community is also your community," he said.

Paddy Kavanagh, General Secretary — Connect Union, Ireland



Paddy Kavanagh, the general secretary of Ireland's Connect Union, called for continued cooperation between his union and the IBEW and paid tribute to Irish immigrants who were instrumental in the U.S. labor movement when he spoke to the convention on May 10.

"Unions around the world must work together more and more on both a practical and strategic level to deliver for their members and workers generally," Kavanagh said. "Connect Trade Union is willing to play their part in whatever way they can."

"These work and political issues along with common social issues which affect how our members work and earn their living are what brings us together as workers and trade unionists," he said.

In celebration of his union's 100th anniversary, Kavanagh pointed to the many contributions of Irish immigrants around the world, particularly in the U.S. labor movement. P.J. McGuire, a second-generation Irish American, was a co-founder of the American Federation of Labor in 1886.

"It is well established that immigrants arrived on these shores determined to make a better life for themselves and party to that was a resolve to create a better society as opposed to the unequal ones they had left behind," said Kavanagh, thanking Second District International Vice President Mike Monahan and International Representative for Business Development Tiler Eaton for their help in his research.

"One avenue where [the Irish] could have a say and where they could have influence is through the trade union movement as that movement is the true voice for workers," he said. "I am very proud of the role the Irish have played in the U.S. and here in Chicago. Long may it continue."

Jørgen Juul Rasmussen, General Secretary — Danish Union of Electricians



The head of the Danish Union of Electricians addressed convention delegates on May 13 with a message of international solidarity.

"Thank you for inviting the Danish Union of Electricians to visit your 40th convention," General Secretary Jørgen Juul Rasmussen said. "We are all ... having a fantastic week we will

never forget."

Heaping praise on the IBEW for its influence and solidarity, he noted that despite the distance between Denmark and the U.S., he learned at the convention and talking with delegates just how much we have in common.

"Brothers and sisters, we are the only ones to fight for justice and fair conditions for electrical workers," he said. "I'm hopeful that step-by-step we will win more and more fights for organizing, for justice and for fair conditions, and an even for a more fair society."

Rasmussen went on to note the increased globalization of the world and what it means for global workers' rights. "When we want more victories, we must also fight together, in solidarity, over the borders, over the Atlantic and over the Pacific Ocean," he said.

We live in a world with multinational companies, Rasmussen said, which makes us even more connected.

"As you know, when the multinational companies move across borders to do jobs and score profits and push for nonunion jobs and low paid jobs, we must as electricians and trade unions, we must be even more connected," he said.

Rasmussen also noted that Danish companies like Ørsted are building offshore wind in the U.S., having recently signed a project labor agreement with North America's Building Trades Unions.

"I know Ørsted very well. They are a well-behaving company back in Denmark. They have a collective agreement in Denmark, so I told them there is no need to behave different when you go to the States."

We must live with cross border work and companies going abroad, Rasmussen said, but we should never tolerate the lack of agreements. ■

GUEST SPEAKERS

Friends in High Places: IBEW Political Allies Deliver for Working Families

It wasn't just President Joe Biden who took time away from his busy schedule to thank the IBEW and its members for their contributions to the U.S. and Canadian economies or to point to the incredible things that can be accomplished when union members and like-minded political allies work together.

Justin Trudeau, Canadian Prime Minister



Canadian Prime Minister Justin Trudeau addressed IBEW delegates by video on Day 1 of the 40th International Convention, telling them that "Canada's workers and labor unions have built this country.

"You turn big, ambitious infrastructure ideas into reality," said Trudeau, who spoke in both English and French. "You

maintain and create vast telecommunications networks that keep us connected with the world. And you modernize the cities and towns we call home.

"But as always, there is more to do."

One bit of good news that looks to be coming is a federal tax deduction for Canada's construction workers, which will allow them to deduct up to CAN\$4,000 per year for travel expenses when filling jobs around the country.

The IBEW and other trades have pushed for the change for decades and it was included in this year's federal budget. It provides relief for men and women working in the trades and corrects an inequity issue. Working professionals in Canada such as doctors, lawyers and accountants have long been able to deduct travel expenses.

"Like many of our peer countries, Canada is facing a significant labor shortage and it is threatening the ambition we share," Trudeau said. "That is why our government is working in lockstep with organizations like yours to strengthen our labor market and the people at the heart of it. A union-led advisory table will support the government offering priority investments to help workers navigate the changing labor market."

J.B. Pritzker, Illinois Governor



Illinois Gov. J.B. Pritzker welcomed delegates to one of America's greatest union cities in a speech that kicked off the IBEW's 40th International Convention.

"The people of this city and state are thrilled once again to host your international convention," he said May 9. "It is a city and a state rich in the history of the struggle for labor rights.

Chicago workers have been at the forefront of fighting for fair wages, reasonable hours, and safe working conditions for all people."

Pritzker thanked the IBEW for being on the front lines of those battles and more, including his election in 2018 that put an end to the previous governor's union-busting.

"The men and women of the IBEW were instrumental in helping me to defeat the Republican administration of former governor Bruce Rauner, who tried to strip away your right to organize," he said. "By the way, we didn't just win, we beat him by the largest margin against any incumbent in state history."

Together with supermajorities in the House and Senate — and the exhaustive efforts of the IBEW — Pritzker successfully banned local right-to-work laws, signed a massive energy and jobs bill, and passed Rebuild Illinois, a \$45 billion capital bill that he said is creating and supporting hundreds of thousands of union jobs.

Lori Lightfoot, Chicago Mayor



Chicago Mayor Lori Lightfoot thanked the IBEW for staging its 40th International Convention in the city, reminding delegates during an opening session speech of the area's labor history and that her city remains the national leader in union construction.

"Ladies and gentlemen, it's a good time to be a tradesman or tradeswoman in the city of Chicago," Lightfoot said.

"I cannot think of a better city for you to meet and renew your values. Our economy is booming. Chicago is rated the No. 1 destination in the country for new construction jobs."

"Chicago has always been a great union town and Lori Lightfoot is committed to keeping it that way," Chicago Local 134 Business Manager Don Finn said while introducing Lightfoot, the first Black woman to serve as the city's mayor.

Lightfoot was among the earliest backers of striking Chicago Local 1220 technicians, who walked off the job for three weeks against public television station WTTW earlier this year before agreeing to a fair contract. She appeared at a Local 1220 rally in front of the station during the walkout.

Speaking of the many legendary labor struggles that occurred in Chicago, such as the 1894 Pullman Strike and the 1886 Haymarket Massacre, Lightfoot highlighted the host city's importance to the labor movement for so many decades.

"More than 100 years after the rise of the labor movement, the fight for dignity and equitable treatment of all workers across all industries continues regardless of race, ethnicity and nationality," Lightfoot said. "As mayor, I am proud to defend and protect the talented and skilled workers in the [construction] industry."

Dick Durbin, U.S. Senator — Illinois



Sen. Dick Durbin delivered a speech to the convention on its final morning, where he updated gathered delegates on the ongoing fight on Capitol Hill for working men and women.

"Senator Durbin is my home state senator, and I've gotten to know him well over the years," said International President Lonnie R. Stephenson, a

native of Rock Island, Ill. "He knows, like President Biden, that unions built the middle class. His door has been always open to the IBEW members."

During his remarks, Durbin was equally complimentary of Stephenson. "Lonnie really speaks for you, and we listen in Washington, D.C.," said Durbin, the second-ranking Democrat in the Senate.

Recalling his childhood in East St. Louis, Ill., Durbin said his father's union helped his mother and brothers get by after his father died of lung cancer at age 53. "We made it because we were a union family," he said. "I thought every family was a union family."

What kept his mother going, he said, "was a union pension from my dad that made sure there was food on the table and every son got a chance to go to college." He noted that he and his brothers also joined unions during their own work experiences.

"I think focusing on working families like those represented in your union is the way to build a strong America," Durbin said, "focusing on a

union movement that gives everybody a pathway to success in life."

Durbin applauded the union's IBEW Strong program, which works to increase diversity in the ranks and leadership. "More and more we are moving in that direction as a nation. It is a healthy thing," he said. "Let's make sure the union movement continues to look like America."

Tammy Duckworth, U.S. Senator — Illinois



U.S. Senator Tammy Duckworth, one of Capitol Hill's strongest voices for veterans in addition to her advocacy for workers, was elected to the U.S. House in 2012 and the Senate in 2016. She spoke via video, apologizing for not being able to join the delegates in person.

"As a senator, I'm working to make it easier, not harder, to

join unions like the IBEW because all Americans and their families deserve access to a safe working environment and fair employment practices," she said.

Duckworth is up for re-election in Illinois in 2022. Praising her track record, Stephenson said it "includes her stalwart support for the bipartisan Infrastructure and Jobs Act, which is bringing \$17 billion in federal funds to Illinois for roads, bridges, public transit and airports, clean water, broadband expansion, and EV charging stations."

"Every day, millions of people across America rely on the hard work, skills, and expertise of workers like you," Duckworth told delegates and guests. "So know this: you have an ally in me, and day or night I'm going to keep working for you in the Senate, supporting policies that protect American jobs and don't put corporate profits over hard-working Illinoisans and Americans."

Don Harmon, Illinois Senate President



Illinois Senate President Don Harmon delivered brief but moving remarks on the second day of the 40th International Convention, highlighting his IBEW roots and his state's support for labor.

"I'm proud to say that my family is part of your history," said Harmon, who has spent 20 years in the state Senate and is up for re-election this year.

"Harmon Electric is no more, but for years it was the economic lifeblood of the Harmon family," he said. "Founded by my grandpa and my uncle on the west side of the city in 1924, Harmon Electric helped build the old Chicago Stadium. It also secured the Harmon family's place in the middle class."

Harmon said he'd always been told that his family's business was a strong union shop, but recently he found proof in a World War II-era Chicago Tribune article.

"The story goes like this. Harmon Electric was the low bidder on a South Side water plant.

It was a quarter-million-dollar project, which was certainly a lot of money then. But my Uncle Art refused to sign the contract.

"He refused because the terms were changed, and it didn't include paying workers overtime. Uncle Art stood with his union workers and the terms of his contract with them.

"So it is an honor for me to be able to stand before all of you today as an ally in our fight to protect the rights of working men and women all across this great nation," Harmon said.



Emanuel 'Chris' Welch, Illinois Speaker of the House



Illinois Speaker of the House of Representatives Emanuel "Chris" Welch delivered a rousing speech that fired up the crowd on Day 3 of the 40th International Convention.

"What I cherish about the IBEW is your pride in union heritage and the firm belief in the

institutions of democracy in the workplace," he said.

Welch, the first Black lawmaker to hold the position of speaker, talked about the importance of unions and collective bargaining and the strong role that the IBEW has played in Illinois.

He also complimented attendees on not being strangers to hard work and sacrifice.

"You literally keep the world running," he said.

Without unions, Welch said, employees would have little to no say in wages, benefits, working conditions and workplace safety.

"The freedom for workers to join together in union is a fundamental right that should always be protected," he said.

Welch also reminded the room of the importance of being at the

table and pointed to the IBEW's role in banning right-to-work in Illinois at the local level.

"Keep pulling up those chairs to the collective bargaining table," he said. "We need you at the table, we need your voice, we need you to stay visible, we need you to stay proud and we need you stay alive, because the labor movement is a win for the people." ■

Industry Partners Praise IBEW Members, Highlight Code of Excellence

Industry leaders from multiple IBEW branches made the trip to Chicago to shine a light on the positive relationships between their industries and the working people who make them run. Each one highlighted their ability to work with their well-trained workforce to solve problems and address issues before they become obstacles to success, a key component of the IBEW's Code of Excellence.

David Long, CEO — NECA Kirk Davis, President — NECA



On May 10, National Electrical Contractors Association Chief Executive Officer David Long and President Kirk Davis addressed the 40th International Convention, each emphasizing the critical need to find enough skilled, unionized workers to meet the ever-increasing demands of a modern electrical revolution.

"The stronger we make our contractors, that we make our IBEW union, the more we can grow, the more work that we can accommodate in our industry," said Davis, who spoke first.

Joint apprenticeship training centers, Davis said, are "one of the best paths people have to get into the industry. This is one of the best things that I think

that our two groups do together, to provide the education and the training to apprentices. We need to share what it means to be an electrician and the quality of life that we can have."

"If anything keeps us up at night as leaders, it's about where we go to get the people," Long said. "For the first time in 60 years, the traveling worker cannot bail us out of this problem.

"People that have not been allowed to work in this industry because we would not open our doors to diversity, equity and inclusion, they deserve what we've got," Long said. "That is our destiny."

Michael Davies, Sr. Vice President — Fox Sports

Thousands of IBEW broadcast members work each year for Fox Sports, one of the largest partners of the Broadcast branch of the IBEW.

On Day 4 of the 40th International Convention, Senior Vice President for Field and Technical Management and Operations at Fox Sports Michael Davies spoke to the assembly to celebrate that relationship.



For the last 15 years, Davies and his team have overseen all aspects of production planning for Fox Sports' national broadcast and cable productions including soccer, NFL, MLB, college and motor sports and many others.

"Your brothers and sisters power some of the biggest events on the planet with Fox

Sports, in the trucks and on the field," he said. "These men and women make up our camera and audio people, our video engineers and replay operators, the technical directors, graphics operators, and fiber optics technicians, just to name a few disciplines. And our family of IBEW members are Hall of Famers, Emmy Award winners, and industry legends. These are the 'magic' women and men who work their butts off to bring the sports to the country that bring us together as a nation."

IBEW members will broadcast the Super Bowl, World Series, Daytona 500, the All Star Game, and the Westminster Kennel Dog Show. "The Super Bowl of dogs," he said.

Davies celebrated what he called the "partnership" between Fox Sports and the IBEW, citing the close work the two organizations did throughout the pandemic and in solving the labor shortage in the industry that it made worse.

"I know Lonnie believes this, and it has been proven at Fox — we can do many more things working with each other than working against each other," he said. "I feel badly for those companies who see it any other way."

Maria Korsnick, CEO — Nuclear Energy Institute



Nuclear Energy Institute President and CEO Maria Korsnick told the convention on May 11 that enthusiasm for nuclear energy as a carbon-free solution to the climate change crisis continues to rise — and that is very good news for IBEW members.

"It is the key to a carbon-

free energy future," Korsnick said, drawing applause from delegates and others at McCormick Place. "We need to invest in every carbon-free tool at our disposal to bring these emissions down to zero.

"But make no mistake, nuclear energy isn't just one of those tools. Nuclear technology is the tool that makes it all possible," she said.

Nuclear looked to be the energy source most likely to be phased out for most of the last 40 years. Plants across the country were closed due to safety and cost concerns. Other opponents thought their presence took away from investments in solar and wind.

But public officials have re-thought that stance recently. Nuclear has proven to be as clean as other non-fossil fuel sources and more reliable.

Korsnick noted there are now more than 100 pieces of legislation at the state and federal levels calling for investments in nuclear. Even West Virginia, where the coal industry has been a dominating force for more than a century, passed into law a bill earlier this year doing away with the state's longtime prohibition of nuclear power plants.

"We don't talk enough about what makes nuclear itself possible," Kornick said. "And that's all of you. Our industry has a long, fruitful history with organized labor, including with this brotherhood. Generations of electricians, welders, engineers and operators built the current fleet of nuclear reactors.

"This generation, you here today, and young people in training programs starting their careers, are going to build the nuclear fleet of tomorrow."

Garan Chivinski, HR Manager — Ingeteam



A human resources manager may seem an unlikely guest on a union stage, but Garan Chivinski of Ingeteam USA got a warm reception May 11 as he touted his company's Code of Excellence pact with Milwaukee Local 2150.

About 70 IBEW members work at Ingeteam Milwaukee,

which Chivinski said "is proud to be the only place where wind turbines are built right here in the United States."

New employees and managers learn about the Code of Excellence at orientation, he said, adding that Local 2150 Assistant Business Manager Mike Bruening, who services the unit, "insisted that the Code training is mandated in the union contract."

Summing up Ingeteam's understanding of the Code's values, Chivinski said, "Focus on quality. Don't fear change. Keep each other honest and efficient. It is simple, profound, and true. If the product's quality does not impress the customer, everybody, union and non, will lose." ■

Convention Ratifies IVP and IEC Members

The IBEW's 40th International Convention unanimously ratified the choices of the district caucuses, officially electing the IBEW's slate of vice presidents and International Executive Council members. Among the new officers was Fourth District International Vice President Gina Cooper, who made IBEW history as the first woman to be elected an international officer.

The 19 officers, plus International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper, were sworn in by former Third District Vice President Donald C. Siegel.

Excerpts from each international vice president and International Executive Council member's acceptance speech are included below:

First District International Vice President



Vice President Russ Shewchuk
Halifax, Nova Scotia, Local 625 Business Manager Thomas Griffiths nominated Vice President Shewchuk

"We will always be one team moving in the right direction. The IBEW has always upheld democracy. ... Democracy is what makes our two countries the greatest in the world. I am so very proud to be associated with you. I will not let you down. We will always be stronger together."

Second District International Vice President

Vice President Michael P. Monahan
Boston Local 103 Business Manager Lou Antonellis nominated Vice President Monahan

"To the delegates of the Second District, thank you. Thank you for selecting me to serve and lead you during these times with so much opportunity. ... We have a lot more work to do and I'm looking forward to the challenges that face us over the next five years."



Third District International Vice President



Vice President Michael Welsh
Johnstown, Pa., Local 459 Business Manager Barry Hixson nominated Vice President Welsh

"With the re-electrification of America, there will be many opportunities for the skills in all of our branches. ... We must be ready to take advantage of the opportunities when they arise. We have some of the most skilled craftspeople in the world and I know they are up for any challenge."

Fourth District International Vice President

Vice President Gina P. Cooper
Columbus, Ohio, Local 71 Business Manager Bryan Stage nominated Vice President Cooper

"It is my greatest honor to accept the nomination of vice president ... and to officially be elected as the first female international officer in the IBEW's 131-year history. ... Movements are made by moments and this, brothers and sisters, is a moment. It is a time to celebrate our differences and recognize that every race, gender, sexual orientation, and classification have something to offer to this great union."



Fifth District International Vice President



Vice President Brian Thompson
Tampa, Fla., Local 915 Business Manager Randall King nominated Vice President Thompson

"I am humbled and honored that all of you have put your trust and faith in me to guide the Fifth District into the future. A future that looks brighter than it ever has in my career. ... I'm confident the next generations of IBEW members will look back on us, just as we look back to our forefathers and they will say ... This generation did all the right things when we had the opportunity."

Sixth District International Vice President

Vice President Paul Noble
West Frankfort, Ill., Local 702 Business Manager Steve Hughart nominated Vice President Noble

"I know in my heart that no matter what I ask, you will always have my back, and you always have. That's what brothers and sisters do. ... I have always believed that a person's legacy is not only what they accomplish on the job, but also ... how they influence the next leaders."



Seventh District International Vice President



Vice President Steve Speer
Phoenix Local 769 Business Manager Mark Cunningham nominated Vice President Speer

"I never could have imagined that a day would come when I would be chosen to serve my brothers and sisters as an international officer of the IBEW. I am more grateful than I can explain. ... I promise to work every day until I pass into the great hereafter, trying to repay the debt I feel in my heart for the IBEW."

Eighth District International Vice President

Vice President Jerry Bellah
Cheyenne, Wyo., Local 415 Business Manager Jeff Morrow nominated Vice President Bellah

"I can't thank the IBEW enough for the many opportunities that this organization has given me and my family ... Over the next several years we will have unprecedented opportunities for growth that will come with many challenges both old and new. ... I am confident that we will meet those challenges with the same determination and grit that got us through COVID in better shape than we began."



Ninth District International Vice President



Vice President John J. O'Rourke
Diamond Bar, Calif., Local 47 Business Manager Colin Lavin nominated Vice President O'Rourke

"I am immensely proud of the great work that we have all done in growing our district ... That is a direct result of our willingness to embrace change, adapt to current market conditions and initiating programs that meet the needs of our evolving industry. ... I will continue leading the district with honor and integrity, and I am committed to excellence in serving the local unions and the membership of our great district."

Tenth District International Vice President

Vice President Brent E. Hall

Nashville, Tenn., Local 316 Business Manager Collin Hall nominated his father, Vice President Hall

“When I climbed on the back of a line truck in 1984, I never dreamed I would be standing here today. ... We must go back to the words of Henry Miller and organize all electrical workers in this industry. We should strive to ‘light the path to the middle class’ for all electrical workers, give them the same opportunity that we were given, and welcome them into this great union.”



Fourth District International Executive Council

IEC member William W. Riley

Fort Lauderdale, Fla., Local 728 Business Manager Zac Cassidy nominated IEC member Riley

“I stand before you today humbled, honored and proud to be a member of the greatest labor organization in the world, the IBEW. I promise to continue dedicating myself to the IBEW for the benefit of all our brothers and sisters. I thank you from the bottom of my heart for this honor.”



Eleventh District International Vice President

Vice President Mark Hager

Minot, N.D., Local 714 Business Manager Robert Wolf nominated Vice President Hager

“This is truly an incredible honor, and it is only with the help of many people that I stand here today. ... We have before us an opportunity for unprecedented growth in the 11th District and the IBEW overall. ... Our continued success only happens with the support and commitment of all of you here and our members back home, and I look forward to working with all of you as we secure the future of the IBEW.”



Fifth District International Executive Council

IEC member Frank J. Furco III

Lisle, Ill., Local 701 member Frank Furco nominated his father, IEC member Furco

“I would ... like to give a special shout out to the delegates, members, officers and staff of IBEW Local 701. Without their continued support I could not do what I do. ... Thank you for your patience and your vote of confidence. I will continue to be your eyes, ears and most important, your voice on all International Executive Council business.”



Sixth District International Executive Council

IEC member Dean Wine

Phoenix Local 640 President Delbert Hawk nominated IEC member Wine

“I believe in servant leadership, and I have had the privilege of working with many IBEW leaders over the years who are not only great union leaders, they are outstanding people. It’s been an honor to serve beside them and continue to learn from them.”



First District International Executive Council

IEC member Joseph P. Calabro

New York, Local 3 Assistant Business Manager Joseph Santigate nominated IEC member Calabro

“Serving the members of the IBEW has been the greatest privilege of my life. ... I am eternally grateful for the opportunity you’ve all given me to continue to work for the greatest union in the world. This is an exhilarating time to be in the labor movement. And an exceptional time for the IBEW. We are leading the way in rebuilding our middle class. We’re showing just how crucial we are to our economy and to our communities.”



Seventh District International Executive Council

IEC member Leroy J. Chincio Jr.

Honolulu Local 1260 President Edwin Nakazato nominated IEC member Chincio

“I ... am humbled by your trust and support. I accept the position in honor of, and on behalf of, the amazing members of Local 1260 in Hawaii and Guam. Thank you to President Stephenson, Secretary-Treasurer Cooper, and the international vice presidents for your continued leadership and inspiration. Because of your vision and guidance, we’ve come through 2022 with increased opportunities, stronger than ever.”



Second District International Executive Council

IEC member Myles J. Calvey

Boston Local 2222 Vice President Kevin Holland nominated IEC member Calvey

“To the leadership and the members of [Local] 2222, thank you for allowing me to do this job. ... I commit to all of you delegates in the Second District to continue to work on your behalf on any issue. ... So, thank you to the entire delegation.”



Third District International Executive Council

IEC member Daniel L. Shirey

Paducah, Ky., Local 816 Business Manager Jimmy Evans nominated IEC member Shirey

“There are no words to describe the honor that has been bestowed upon me by the delegates of the IEC Third District. I never dreamed I would be serving in this capacity, but know that I will take this incredible responsibility seriously, and in humble regard. I commit to you here and now, to serve your interests to the best of my ability.”



Eighth District International Executive Council

IEC member Tom Griffiths

Thunder Bay, Ontario, Local 402 Business Manager Glen Drewes nominated IEC member Griffiths

“It is an honor of a lifetime to stand here to accept my election to the office of IEC representative for District Eight Canada. ... I promise before the members of this convention to represent all the members in Canada and the rest of this great union to the best of my ability. I thank you very much for the opportunity to serve the IBEW in this important position.”



HONORING SERVICE



International President Lonnie R. Stephenson held court with two NFL legends, Mike Singletary, left, and Jerry Kramer, right, both of whom were being honored for their work with the National Child Identification Program, which the IBEW has long supported.

Hall of Famers Singletary, Kramer Excite Convention While Accepting IBEW Award

Football fans at the 40th International Convention were treated to an appearance by two Pro Football Hall of Famers on May 12, who proved that worthy causes can tie even fierce rivals to one another.

tion kits to parents, who fill out personal information about their children and have it ready for law enforcement if they face the unthinkable terror of them going missing or being abducted.

“We have our Code of Excellence,” Stephenson said. “Both of these individuals exemplify that in what they do for their communities and what they continue to do in many ways.”

Kramer was an offensive guard and 11-year member of the Green Bay Packers, playing for five NFL championship teams and two Super Bowl winners before retiring after the 1968 season. Singletary played for the Chicago Bears from 1981 to 1992 and is regarded as one of the best middle linebackers in NFL history.

Kramer is a long-time spokesman for the ID program and appeared with Stephenson at a Pack-

ers game in December 2019, during which the IBEW was honored for its commitment.

“I’m a lineman. Like most linemen, I’m a man of few words,” Kramer said, which drew a hearty round of applause from the journeyman linemen in attendance.

“Most of my life, I’ve tried to be a better person tomorrow than what I was yesterday. I want to close the gap between where I’m at and what I want to

become. I’m still doing that at 86 years of age.”

Singletary got involved with child ID during the COVID-19 pandemic, when he learned from Kenny Hansmire, the program’s executive director, that children of color are disproportionately abducted.

“There are 10 million families that have received ID kits because of the IBEW,” Singletary said. “To me, that’s outstanding. That’s excellence.”

Both men presented Stephenson with autographed helmets from their respective teams. Stephenson grew up a Green Bay fan. At the age of 11, he watched the Packers beat the Dallas Cowboys in the legendary Ice Bowl game in his hometown of Moline, Ill., making him a lifelong fan, he said.

Stephenson added, however, he developed an affinity for the Bears during the Super Bowl-winning 1985 season, which he spent working in the Chicago area as a journeyman wireman.

“I can’t tell Mike and Jerry how much I appreciate their friendship,” he said. “It’s an honor to be on the stage with them.” ■

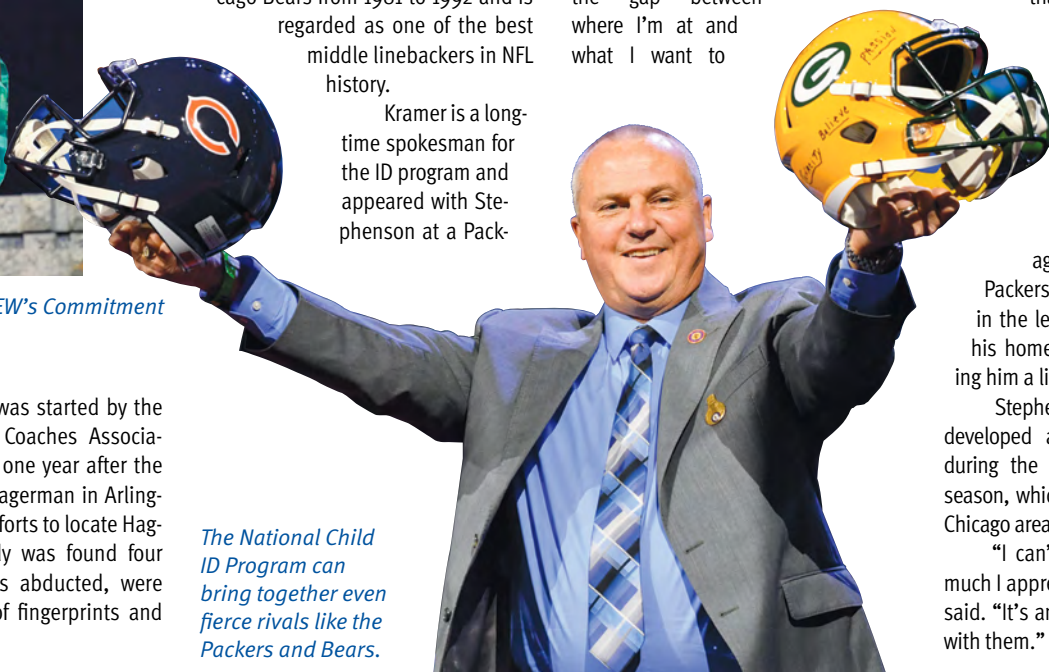


Stephenson presented Singletary and Kramer with the IBEW’s Commitment to Excellence award.

Stephenson presented Green Bay Packers legend Jerry Kramer and Chicago Bears icon Mike Singletary with the IBEW Commitment to Excellence Award for their work as goodwill ambassadors for the National Child Identification Program, a long-time IBEW-supported organization. The program distributes identifica-

The program was started by the American Football Coaches Association in 1997, about one year after the murder of Amber Hagerman in Arlington, Texas. Police efforts to locate Hagerman, whose body was found four days after she was abducted, were slowed by a lack of fingerprints and DNA information.

The National Child ID Program can bring together even fierce rivals like the Packers and Bears.



BROTHERHOOD



Miracle Cure: Grateful IBEW Family Marks 10 Years Cancer-Free



Johnstown, Pa., Local 459's Tom Whitehead gave an update by video on his daughter, Emily, left, who celebrated 10 years cancer-free during the convention week and was declared the first child ever cured of childhood leukemia. Whitehead said his family wouldn't have made it through the ordeal without the support of his IBEW sisters and brothers.

Johnstown, Pa., Local 459 lineman Tom Whitehead appeared before the convention on its final day, giving an incredible update to the inspiring story of his daughter, Emily, who was diagnosed with leukemia as a 5-year-old in 2010.

Emily was near death when her parents took her to Children's Hospital of Philadelphia, where doctors began an experimental treatment that never had been used on children.

Ten years later, she is a healthy high school junior with a 4.0 grade point average and has become something of an international star. Her story has been told in major media outlets and the family released a book, with the forward written by filmmaker Ken Burns.

The week of the 40th International Convention marked 10 years to the day that Emily had been cancer-free, and researchers behind the unique treatment marked the occasion by declaring her the first person in the world to be officially cured of childhood leukemia.

Shortly after her initial battle with cancer, the Whiteheads began a foundation in Emily's name and the family will be the subject of an upcoming documentary film that premiered at New York's Tribeca Film Festival in June.

All the while, Tom has continued to work a full-time schedule for his employer, Penelec, and remained an active IBEW member.

"When we got her home and got her better, I said to her and my wife Kari that I'm going to work the rest of my life paying it forward while continuing to work as a lineman and help other families have the same outcomes that we did," he said, appearing by video.

Whitehead, who has spoken at the last three International Conventions, again thanked members for donating vacation hours during the early days of Emily's ordeal. That, along with donations from Kari's colleagues at Penn State University, allowed them to be by their daughter's side without missing a paycheck.

"I wanted to put a positive message out there to never give up when times are the hardest and stick together," he said. "I always felt like being a part of the IBEW and having the support back then to keep me at the hospital while still being paid allowed me to make those decisions that saved her life. I'm very thankful I'm still working in the IBEW and proud to be a lineman."

Whitehead also pointed to a new use for the revolutionary treatment that saved Emily's life: melanoma, a form of skin cancer familiar to many members of the trades who work outside for a living.

"Anybody in the IBEW that might need help with cancer care for themselves or a loved one can reach out to me at any time," he said. "I've been fortunate enough to meet some of the best oncologists in the world. We have connections to find these experimental trials that are hard to find when standard treatment isn't working for you." ■

"I always felt like being a part of the IBEW and having the support back then to keep me at the hospital while still being paid allowed me to make those decisions that saved her life. I'm very thankful I'm still working in the IBEW and proud to be a lineman."

— Tom Whitehead, Johnstown, Pa.,
Local 459 lineman

Credentials Committee Report

The IBEW Constitution provides that the International Executive Council shall act as the Credentials Committee for IBEW conventions.

Updated reports of the Credentials Committee were presented throughout the convention by Sergeant-at-Arms Committee Chairman James Bua from New York Local 3 to International Executive Council Chairman Christopher Erikson.

Erikson's final in-person report of the convention's Credentials Committee stated that, as of the close of registration on Thursday, May 12, the committee reported that **1,750 delegates** from **539 local unions** had registered and were present for the convention, representing a total membership of 605,535. ■

Delegates to Federation Conventions Appointed

On its final day, the Convention appointed delegates to labor federation conventions:

AFL-CIO:

Leticia Marcum, El Paso, Texas, Local 583
Travis Eri, Portland, Ore., Local 125

Canadian Labour Congress:

Jabez Lane, St. John's, Newfoundland and Labrador, Local 1615
Jim Lofty, Vancouver, British Columbia, Local 213

North America's Building Trades Unions:

Joree Richards, Gary and Hammond, Ind., Local 697
Patrick Wells, Des Moines, Iowa, Local 347

Metal Trades:

Glen Sell, Portsmouth, N.H., Local 2071
Clinton Ellison, Tullahoma, Tenn., Local 2113

Maritime Trades Department:

Chickie McCombs, Groton, Conn., Local 261.

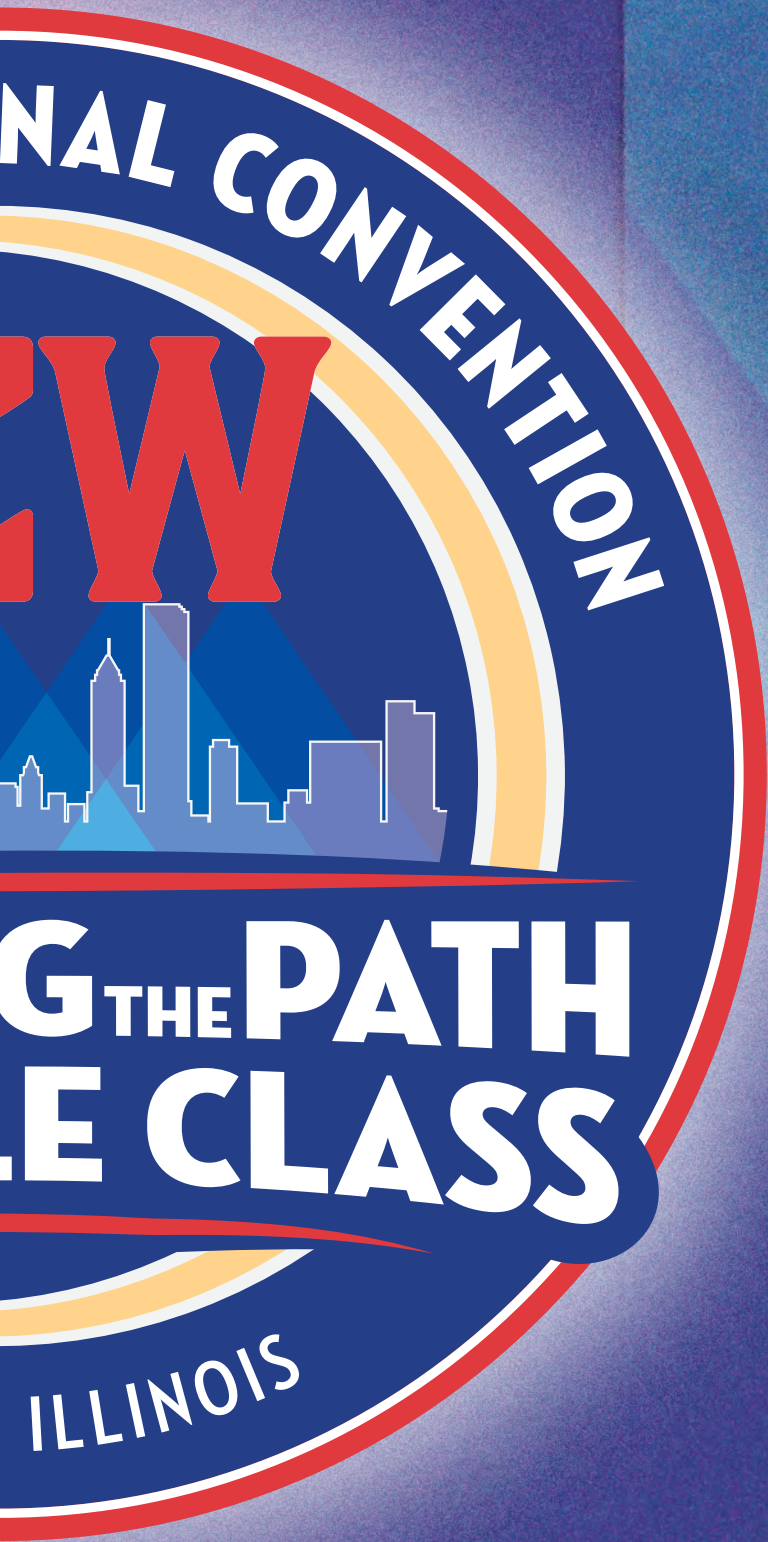
Union Label and Services Department:

Sam Fratto, New York Local 363 ■

Additional Reports and Appeals:

Convention delegates unanimously approved the reports of the International Executive Council, the International President and International Secretary-Treasurer and acted on a number of appeals. More information on these will be available in the Convention Proceedings. ■





To order the panoramic photo, scan this QR code with your phone's camera or visit SegalPhoto.com/ibew-2022.

International President Lonnie R. Stephenson's **Keynote Address To the 40th International IBEW Convention**



IBEW delegates, friends, families, and guests. After more than two years of being apart, today, we are finally back together again.

We've come together in this great union city to chart the course for the next five years of the IBEW.

We've come here to Chicago to write the next chapter in our union's history. To build the future we want to see for working people.

Believe me, we're going to make labor history this week. And there is no better place to make labor history than here. Because Chicago is one of the greatest union towns in the world. Home to some of the greatest union struggles in our movement's history:

Birthplace of International Workers Day, and the movement for the 8-hour day. Home to 300 unions and half a million proud union members.

Chicago really is labor's hometown.

So, to every hard-working member of the Chicagoland labor movement, and to every IBEW member throughout the Windy City, thank you for being such gracious hosts.

I especially want to thank those union members here at McCormick Place and at our hotels for all the work they're doing for us. Let's give them a round of applause.

Again, I want to thank the delegates for their pledge of support for Coop and me. As I said earlier, serving the IBEW and its members has been the greatest honor of my life.

And I promise, as your International President, to always give everything I've got to the job. To always live up to the values of our founders. To always put our members first.

One of the greatest things about being your president is the great people I serve with. First off, my partner, my friend, and a great IBEW leader, our International Secretary-Treasurer Kenneth Cooper.

Coop has been there with me every step of the way as we took on the challenges of the pandemic. Thank you, Coop.

I want to thank my Chief of Staff, Darrin Golden, and Senior Executive Assistant, Sherilyn Wright, for all they do for me and the IBEW each and every day.

I especially want to thank someone very important in my life, someone who's helped me maintain my sanity over the last couple of years, my wife Dawn. I say it all the time, and I will say it again. I could not do what I do without her support.

And I must thank the greatest leadership team in the entire labor movement, our International Vice Presidents and IEC members. I look forward to continuing to work with you as we grow the IBEW to new heights.

Delegates, I'm here to report on the state of the IBEW. And to review the progress we've made since our last convention. And let me say simply and with great pride that the state of this union is strong.

We are a bigger IBEW. We are a stronger IBEW. And we are a more inclusive, diverse, and equitable IBEW than we were in 2016.

When we last met, the IBEW had finally started digging out of the hole left by the 2008 recession. Union-busting on all levels of government kept us under constant siege. Labor was still stuck playing defense, trying to hold on to what we had.

How things have changed.

We're not playing defense anymore. We've gone on offense. We're taking back what's rightfully ours. And we're not going to stop until every worker in the electrical industry enjoys dignity, respect, and a voice at work.

We've faced significant challenges since our last convention. And we will continue to face substantial challenges in the years to come.

But the truth is I'm more optimistic about our future than I've ever been in my entire IBEW career.

First off, more than ever, working people are ready for a change. They're fed up after everything they've gone through with the pandemic.

Fed up with risking their lives for low-wage, no-benefit jobs.

Fed up with managers praising them as essential and then treating them as expendable.

Fed up with an economy where they do all the work, but the profits go to the top 1%.

After years of taking it on the chin, workers from all sectors of the economy are taking action. We saw it in the more than 100,000 workers who went on strike last fall to demand humane working hours and livable benefits.

We see it in the record number of workers demanding better treatment. We've all heard of the Great Resignation. More than 47 million Americans have left their jobs since last year.

Meanwhile, in Canada, a recent survey found that nearly 20% of workers said they expected to quit their current job in the next 12 months. And the main reason they're quitting their jobs is that they want better ones. And who can blame them?



Among workers without a college degree, just one in five have what economists consider to be a secure job that pays a living wage and provides adequate health benefits.

The truth is, as one business reporter put it, we're not seeing a great resignation. We're seeing a great renegotiation.

Working people want to change the rules of the game. They want a new social contract, an economy that rewards work, not just wealth. They want jobs that actually pay the bills. And they want some dignity and respect.

So, it's not surprising that workers are turning to unions in numbers we haven't seen in half a century. Employees at some of the biggest companies in the world, from Amazon to Starbucks, are organizing.

Just last summer, right here in Chicago and up through Wisconsin, workers at the Colectivo Coffee chain voted to join the IBEW, and we couldn't be happier to have them. So, if you get a chance, stop by and say hello.

Public support for labor is at a record high. According to researchers at MIT, 60 million Americans would join a union if given a chance.

And here's the best news: The generation coming into the workforce now are our biggest supporters. Among workers between the ages of 18 and 24, 75% say they'd join a union if they could. I don't have polling from Canada, but I know support for labor is still strong there as well.

Public opinion is on our side. The economy is stronger than ever, giving workers the power to demand change. And as I'll talk about later, we've got friends in high places.

President Biden is the most pro-union president we've had since FDR. And Prime Minister Trudeau has made it clear that he's on our side as well.

This is an unprecedented moment for the IBEW. A once-in-a-generation chance to grow this union in ways we haven't seen in decades. The power to light a new path to the middle class for millions of working families.

The opportunities are endless. But it's on us to seize them.

And believe me, I know you can, because for the last five years, on every level of the IBEW, you've been out there building this union back better and stronger than before.

Our officers, staff, leaders and activists have shown they've got the will. But as I know from my days on a construction site, you need more than will to finish a job. You need a plan.

And that's just what we'll be doing this week, drawing a blueprint for building IBEW power.

Over the next few days, we're going to debate and vote on many resolutions. They might seem like just words. But let me tell you, these resolutions aren't just for show. They're a call to action. They're our battle plan to unleash IBEW power.

Let's look at what we voted for back in St. Louis [at the 39th International Convention in 2016], and see what we did with them. First, let's start with Resolution No. 2: rededication to organizing.

We unanimously pledged that "organizing continues to be the highest priority of IBEW international officers, local union officers and the entire membership."

From the I.O. down to the local level, every one of you took those words to heart. Because just look at our numbers: In 2016, we had around 362,000 "A" members. Today it's well over 402,000.

I know that organizing "BA" members is a tougher go. But even still, we're holding even when it comes to "BA" membership. And this means our total membership continues to grow.

Despite the challenges of COVID-19, hostile politicians, and our low-road competition, the IBEW is growing at a faster rate than it has in decades.

Just look at some of our victories since 2016: Baltimore Gas and Electric. Atlanta Gas Light. JCR Construction, one of the largest nonunion outside line contractors in the Northeast. Hundreds of new energy workers in Puerto Rico.

And I know we're not going to stop until Berg Electric is 100% IBEW.

You're all working hard. But you're not just working harder, you're working smarter. You're embracing new tools and technologies. You're using our resources in a coordinated fashion to maximize success.

We've beefed up our Membership Development staff, including hiring a director of outside line construction organizing and an international representative focused on workforce development.

KEYNOTE ADDRESS *continued on page 24*



We developed new online tools like “We Power America,” a national website that connects us to nonunion electricians. And Action Builder, which streamlines data gathering for organizing campaigns so you can spend more time talking and listening and less time doing paperwork.

COVID-19, in particular, forced us to get creative about reaching out to workers online.

Take virtual job fairs, for example. Pre-COVID job fairs were labor- and money-intensive. Now we can interview workers and connect them with NECA contractors all online.

Face-to-face meetings remain critical, but we’re finding that online tools have made it easier to communicate with potential members, and we’re going to keep using them.

We’ve embraced the digital membership application in Professional and Industrial organizing. Instead of chasing down paper cards, organizers are now collecting authorization cards digitally.

But we can’t just focus on recruiting new members. We also must expand the pool of available workers.

As we all know, we face a historic shortage of skilled energy workers. If we can’t recruit more workers into the electrical industry and the IBEW, the shortages we already see in many areas will only get worse. And if we don’t have the workers, we don’t get the work. Period.

This issue is of critical importance to our contractor partners and us, so we’ve formed a workforce recruitment taskforce with NECA.

But rebuilding IBEW power isn’t just about adding more members. It’s about growing a bigger market share. That’s why business development continues to be a priority.

If we wait for the ground to break, it’s too late. We need to be talking to the customer now about what we have to offer. We must double down on our support for business development.

Brothers and sisters, by recommitting to organizing this week and taking that commitment back to our locals, we can and we will top 700,000 active members by the end of this year.

So, I ask you to join me in continuing to ensure that organizing remains our top priority as a union.

But organizing isn’t just about building a bigger IBEW. It’s about building a stronger one as well.

That’s why in 2016 we pledged to make diversity and inclusion a top priority. We pledged to make our culture inclusive for people of color, women, and LGBTQ workers.

We still have a long way to go regarding diversity, inclusion and equity. We still have a lot of work to do before we can say that we genuinely represent the full diversity of the workforce at large.

But I couldn’t be prouder of the real progress we’ve made in just the last five years. We’ve put that commitment to diversity into action through the IBEW Strong program.

IBEW Strong is a proven plan for building a more diverse, more inclusive, and more united union. That’s because it’s based on actual success stories from locals that have managed to not only recruit but retain workers from underrepresented communities.

Like Local 993 in Kamloops, British Columbia. They’ve made outreach to women and indigenous communities a priority. They didn’t wait for those workers to come to them. They reached out first, one conversation at a time.

The results speak for themselves. In Canada, about 5% of tradespeople are women. But more than 20% of Local 993’s apprentices are women.

They are also the third-largest sponsor of indigenous apprenticeships in the province, with 18% of all apprentices coming from native communities. Last summer, the British Columbia government even recognized their work tackling racism and exclusion.

Now, we don’t control recruitment in P&I like we do in construction. But our commitment to diversity has inspired many of our employers to partner with the IBEW in engaging underrepresented communities.

Like in Detroit. There, Local 17 is working with the utility DTE, local nonprofit Focus Hope and city officials to open pathways for area residents to connect with union careers.

The Tree Trimming Academy is a six-week training program meant to equip residents — many of whom are people of color — with the skills they need to move into Local 17’s apprenticeship program.

It’s not only diversifying the workforce. It’s providing a steady stream of talent to an industry short on skilled labor.

So, diversity, equity and inclusion aren’t just the right thing to do morally. They’re the right thing to do economically as well. Because North America is facing a major blue-collar skills shortage, especially in

the energy industry. And there is no way we’re going to fix it without recruiting women and people of color into our industries.

Some loudmouths out there like to turn diversity into a political shouting point. So, let’s be clear.

IBEW Strong isn’t about wokeness. It’s about solidarity. It’s about building IBEW power the only way we can: By bringing together workers from all backgrounds to stand together for a better life.

Diverse locals are strong locals. And believe me, while the program may be new, the idea isn’t. Back in the 1950s and 60s, one of the IBEW’s most visionary leaders, Local 3’s Harry Van Arsdale Jr., understood the importance of inclusion.

As a union leader in one of the most diverse cities in the nation, he knew that a primarily white local in a city as diverse as New York was a recipe for disaster.

Not only did Local 3 support the Civil Rights movement and striking Black and Latino hospital workers, Harry opened up Local 3’s ranks to workers of color, working with the NAACP, the Urban League and other civil rights groups to recruit new apprentices.



So, what we're doing isn't all that new. We're just carrying out the legacy of one of our greatest leaders.

And this week, we're going to make it clear: Carrying out this legacy isn't just the I.O.'s job. Or the EWMC's. Or the Women's Caucus. It's all our jobs.

Every one of us must make promoting diversity, equity and inclusion a top priority. It's no longer just a good idea. It's imperative.

IBEW Strong is working. Let us commit to keep putting it into action.

Now there is another section of the workforce we also need to reach out to — folks who know something about working with their hands. And their heads.

I'm talking about our veterans.

And one of the best programs for getting vets into the IBEW is VEEP. That stands for Veterans Electrical Entry Program. It allows service members to complete a pre-apprenticeship program in their last six months of service.

This is not only a good tool for recruiting new members, it's a great way to thank our vets for their service. So please make VEEP part of your growth efforts.

This brings me to another critical tool for building IBEW power. I'm talking about the Code of Excellence.

Back in 2016, delegates unanimously recommitted the IBEW to the Code. And that's because it works. It turns confrontation into cooperation. It results in safer, more productive workplaces. It shows the value of union labor in practice.

Like at Entergy's Arkansas Nuclear One station. Just a few years back, labor-management relations were in the basement. Private auditors ranked it as one of the worst-run nuclear plants in the nation.

Safety violations were a particular problem, which is the last thing you want to hear in a nuclear plant. Local 647 members knew they needed to get things back on track.

So, they turned to the Code. And Entergy sent in new managers willing to listen. The message was straightforward: Everyone must do their best to get this place back on track.

The Code of Excellence helped labor and management realize they wanted the same things: Safety. Professionalism. Accountability. Relationships. Quality.

And that turned things around.

A couple of years back, the same auditors that ranked the plant at the bottom of the list released results from the plant's most recent inspection. And Arkansas Nuclear One was now one of the top-performing facilities in the nation.

The Code of Excellence worked there, and it's worked in every branch we've implemented it.

It's helped attract some of the biggest construction customers in North America to the IBEW. It's gotten our foot in the door on projects, and at companies, we might never have had a chance of getting. It cuts down on accidents and boosts morale.

Most of all, the Code tells the world who we are: power profession-

als committed to our craft and to doing the job right the first time.

That's what the IBEW has been about since 1891, and we're never going to retreat from our commitment to excellence.

The Code of Excellence is fundamental to who we are as the IBEW and will remain so well into the future. This week, we will ask you to recommit the IBEW to the Code. I ask you to join me in giving it your unanimous support.

Five years ago, we also pledged to recommit ourselves to grassroots political action, to ensuring that our members in both the United States and Canada were fully engaged in the political process.

Not to support any single party. Not to support any single candidate. But to ensure that labor's voice is heard at all levels of government.

Because when it comes to our jobs, our rights, and our union, politics matter. Just look at the last two years if you need proof of that.

Joe Biden promised to be the most pro-worker, pro-union president in recent history. And that's just what he's done. He's made clear in deeds, not just words, that he's on our side.

He proposed an updated federal Davis-Bacon regulation to protect good wages in the construction industry.

He cleaned house at the National Labor Relations Board, clearing out the union-busters and bringing in folks who believe in a worker's right to collectively bargain.

He passed the biggest infrastructure bill in history. This means hundreds of thousands of good union jobs in nearly every IBEW branch, doing everything from modernizing the electrical grid to building out a network of electric vehicle charging stations.

And as President Biden has said many times, IBEW members will be the ones to do it.

Look, politicians can't do our job for us. But it makes our jobs a hell of a lot easier when politicians want to work with us, not against us.

Our members in Canada can also testify to that.

Since first coming to office, Prime Minister Trudeau has ensured that the IBEW has had a place at the table, especially regarding energy legislation. He listens to what we have to say, and that's been critical to protecting our jobs.

Of course, politics isn't just about the big offices. Lawmakers on the local level are just as critical to our future.

So, please, educate your members. Make sure they know the issues. Make sure they know the candidates. Make sure they know who's on our side.

And make sure they vote. Because when IBEW members vote, IBEW members win.

In conclusion, I want to take this moment and thank you.

These last two years have been tough. The COVID-19 pandemic impacted every part of our lives — our jobs, our families and our communities.

For many, it meant missing out on seeing friends and family. For front-line workers, it meant long shifts risking their health to keep the economy running.

For others, it meant losing loved ones. The IBEW alone has lost 854 of our members to COVID that we know of.

If there was a time in history that called on us as IBEW members to come together, take the lead and show North America just what this union could do, it's been these last two years.

And I couldn't be prouder to say that the IBEW rose to the challenge.

We saw IBEW members committed to keeping our economy moving and the lights on. We saw IBEW members committed to revamping factories to produce vaccines and powering up new hospitals to treat the sick.

But I'm not just proud of the work you did. I'm proud of what you did for your fellow members and communities.

I'm proud of the locals that organized food drives and donated face masks and hand sanitizer. And I'm proud of all the times IBEW members stepped up to help their fellow brothers, sisters and siblings in need.

Any one of us can fall on hard times. Illness. Unforeseen financial trouble. Or unexpected tragedy.

During trying times like those, it's nice to know you've got folks you can lean on. We do this for each other in the IBEW. We don't turn away from a member who needs a helping hand.

That principle is something we in the labor movement call solidarity.

Sometimes when we talk about solidarity, we think strikes and picket lines. But for the IBEW, solidarity means something more profound.

It means we're a family. It means we recognize each other as brothers, sisters, siblings. And we work for the common good of all of us.

One brother I'm proud to call a member of my family is John Harriel out of Local 11 in Los Angeles.

He's known as Big John to his friends. And if you meet John, you'll know why.

Now, John didn't grow up with much of a family. He was born in a tough neighborhood in South Central Los Angeles. His father left him when he was seven. His mother was addicted to drugs.

At a very early age, he was on his own. He sold cocaine on the street to survive. And carried a 357-magnum pistol in his pants. Eventually, he landed up in prison.

For many kids like John, the only family they had were gangs. John was still only in his twenties, and his future looked to be either a life sentence or a violent death.

But John got lucky. An IBEW electrician who mentored prisoners took him under his wing. And soon, John had a new family. A 775,000-member strong family: the IBEW.

For John, the IBEW didn't just mean a paycheck. It meant respect. It didn't just mean a job. It meant a calling.

It didn't just mean a contract. It meant solidarity.

Today he's a successful electrician who became a committed dad and homeowner with a secure spot in the middle class. As John said, "The IBEW grew me as a man. A family took me in and treated me as one of their own."

Now he's working to make sure folks in his community enjoy the same opportunities he did. Through a community program called Second Call, John is helping at-risk residents of some of L.A.'s toughest neighborhoods prepare for careers in the trades.

As he said at a recent congressional hearing on the challenges faced by ex-offenders: "I've been able to get thousands of young men and women to pick up tape measurers instead of guns."

John's growing our IBEW family every day. And that's what I'm asking you to do when you get home. Grow our family.

As I said earlier, the hunger is out there. Working people across this continent want what we have.

Not just the higher wages or better benefits, as important as those are. They want to get out from behind their screens and join a real flesh-and-blood community.

They want to be part of something meaningful and inspiring, something bigger than themselves. They're looking to join a family in a world characterized by increasing fragmentation and alienation.

Some folks in the media and politics are good at dividing people against each other. Well, the IBEW is good at bringing them together.

Assembled delegates, look around this hall. Everyone here is your brother, your sister, your sibling.

We are one family. We are one union. We are the IBEW. And we're growing bigger, stronger, and more inclusive every day.

And soon, every hard-working American and Canadian will look to the IBEW and say, "They're my family too."

Thank you all. God bless you, and God bless the IBEW. ■

Summary of Convention Action

On All Amendments to the IBEW Constitution & Resolutions at the 40th International Convention

Constitutional Amendments to Increase Pension Benefits, the General Fund and Condemn Discrimination

Delegates to the 40th International Convention voted on 31 proposed amendments to the IBEW's constitution addressing everything from streamlining internal self-governance processes to addressing fundamental questions of human dignity on the job and in our nations.

Among the most significant actions by the delegates was an increase in the pension benefit and per capita dues and adding language to the IBEW declaration opposing racism, sexism, and fascism. Delegates rejected changing the name of the IBEW, replacing Brotherhood with "Union," and a proposal to change how International officials are elected.

You can read more about the per capita and Pension Benefit Fund changes on Page 8 of this issue.

The work of considering proposed amendments began on the second day of the convention and continued the fourth and fifth.

Since 1958 members of convention committees received a \$50 per diem and reimbursement for expenses.

And while times have changed, **Article II, Section 4** had not.

International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper proposed an amendment that would double committee members per diem to \$100. They also approved removing now redundant language in **Article XXVII, Section 2** which specified the per diem for the Law Committee separately from the others.

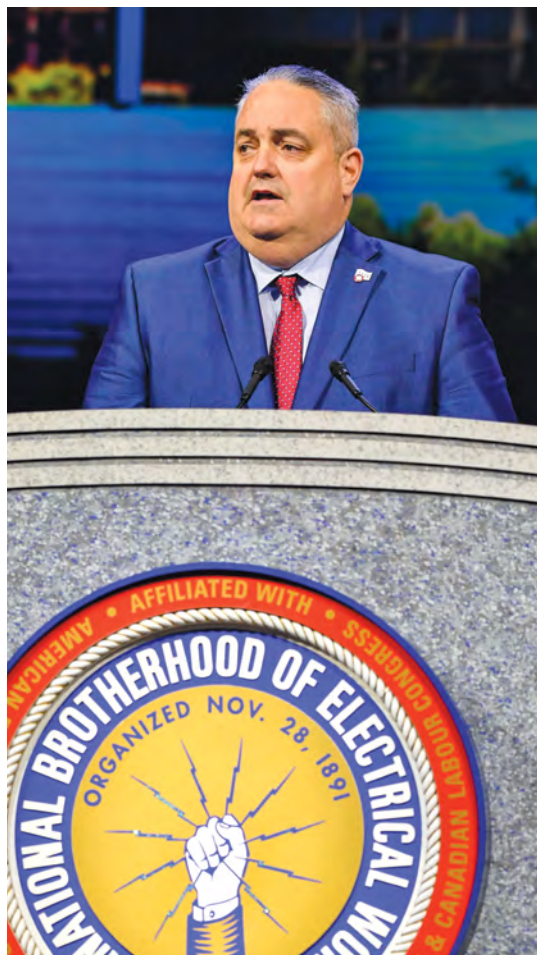
Delegates also approved a change to **Article II, Section 9**, increasing payment to future convention delegates for travel and per diem. Delegates to the convention have been reimbursed 90 cents per mile for travel to and from the convention and received \$1,000 for convention related expenses since at least 1998, even as costs have risen.

Those will now be raised to \$1.00 per mile and \$1,250 for future conventions.

Article XX, Sections 4 and 5 were then amended to allow an applicant for membership to make a written Oath of Admission outside the physical presence of IBEW members where it is impractical to do so. Permission would have to come from the international president. If granted, applicants could sign a modified Oath that removed traditional opening "in the presence of members of the" IBEW.

Delegates approved a change to **Article XVII, Section 4** that requires locals to use electronic payment of the per capita tax to the International Office.

Any exceptions would require a spe-



Law Committee Chairman and Chicago Local 134 Business Manager Don Finn, left, and Secretary and Boston Local 103 Business Manager Lou Antonellis, top right, presented recommendations from the committee for changes to the IBEW Constitution.



cial arrangement with the international secretary-treasurer.

The Law Committee concurred with the proposal, noting that nearly all locals already use electronic payments and the few that don't greatly reduce the efficiency of International Office operations. The amendment was approved by acclamation.

The convention then considered two amendments that sought to clarify the eligibility requirement for delegates to the convention.

The convention approved a change to **Article II, Section 10** that requires delegates to be in good standing not only for 24 months before nomination, but also that they remain in good standing through the convention unless special permission was granted by the international secretary-treasurer.

The law committee recommended rejecting a competing amendment on good standing that only required a 24-month continuous good standing requirement after a delegate was nominated.

By acclamation, the delegates agreed with the law committee's recom-

mendation of nonconcurrence on the competing amendment.

To close the second day of the International Convention, delegates approved a change to **Article II, Section 10** to codify what had been long-standing IBEW policy. The offices of business manager and/or president may be automatic delegates if the local union bylaws so provide and depending upon the number of delegates the local has for the convention.

Delegates were then presented three proposals to alter the **IBEW Declaration**, which stands apart from the rest of the Constitution as more of a statement of principles as opposed to laying out the rules and procedures on how the brotherhood functions.

The three proposals sought to change the list of movements opposed by the IBEW in its Declaration; two added racism and sexism, and a third added fascism. Debate on three proposed amendments was combined and the Law Committee concurred with the only one that also added fascism to the list.

"The events in the United States on Jan. 6, 2021, show that authoritarianism

and anti-democratic movements such as fascism are on the rise," wrote the Law Committee in support of the change. "Your committee believes that fascism is just as subversive as communism or Nazism" (both of which are already included in the Declaration).

No delegate spoke in opposition and a unified delegation approved the proposal by acclamation.

Four amendments were proposed to amend **Article XXV, Section 1** to expand the list of member misconduct that is punishable by the IBEW to include bullying, harassment, or discriminatory conduct.

Because of the similarities between the amendments, the Law Committee combined debate and concurred with the proposal that created a standalone section to the Constitution.

The final proposal, which was adopted by the full Convention without opposition, authorized the IBEW to punish harassment, bullying or discriminatory conduct at work or work activities and at union facilities or activities because of race, color, religion, age, creed, national

origin, sex, gender, sexual orientation, veteran status, disability or any other legally protected class.

The assembled delegates then rejected a proposed amendment that would have changed the name of the IBEW to the International Union of Electrical Workers after a spirited debate.

Delegates also rejected by voice vote several proposed amendments to **Article III, Section 1, 2, 3 and 4** to directly elect international officers.

A proposal to amend **Article XV, Section 14** to restrict construction wiremen (CWS) from holding union office was ruled out of order because it violated federal labor law. It was not put to a vote.

Since its founding, the IBEW has understood the value and necessity of producing an official publication to keep in contact with the membership and keep them connected to the IBEW.

Article IV, Section 3 requires "monthly" publication of *The Electrical Worker* and Stephenson and Cooper proposed giving more flexibility regarding the timing and manner of producing *The Electrical Worker*.

In addition to allowing more or less frequent publication, the change would allow the international president to make *The Electrical Worker* a purely digital publication.

The delegates approved the committee recommendation by voice vote.

The Law Committee recommended concurrence and the delegates approved by acclamation a proposal from Stephenson and Cooper that would clear up an ambiguity in the Constitution about how a member resigns from the IBEW.

Article XX, Section 2 is clear about how one joins the IBEW, but there was nothing about leaving. The proposed amendment adds a new section to **Article XX, Section 2** that requires a member wishing to resign to notify their local president or recording secretary in writing to the local hall.

The Law Committee recommended concurrence. Stephenson could not determine the decision from the voice vote and called for a standing vote, with each faction standing in turn. The majority approved the Law Committee's recommendation, and the amendment was passed.

Delegates considered two proposed amendments affecting how delegates to the International Convention are elected.

Article II, Section 10 requires that delegates and alternates to the convention be elected by secret ballot, but the Constitution is silent about the form of election for alternates. Some simply use

the highest vote getters who were not selected as a delegate. Others hold a separate election specifically for alternates.

A proposed amendment, which passed without opposition, added a single sentence to Section 10 clarifying that either method is valid.

Next, a proposed amendment was considered that would add language to **Article II, Section 10** of the Constitution. Local union delegation size is based on the membership numbers of local unions, specifically the average monthly membership for the 12 months prior to March 31 of the year of the International Convention.

Locals can and do hold elections for delegates at many different times, in some cases, months or even years before that March 31 deadline. The result is that the number of delegates elected may not match the size of the official delegation the local is entitled to.

Official delegates may have to resign, or new delegates must be added, but there is no existing procedure in the Constitution to adjust the size of a delegation once delegate elections have taken place. Stephenson and Cooper proposed an amendment to fill that gap.

If a local union has too few delegates, under the proposed amendment, the local would promote the delegate candidate that won the most votes without being selected and so on until the delegation is full. If the local has too many delegates, the election winner with the least votes would be demoted, again, until the delegation is correctly sized.

If there were no more candidates to choose from, the amendment proposal empowered the Executive Board to appoint a delegate, but that delegate would be ineligible to vote in elections for international officers.

The Law Committee concurred, no one rose in opposition and the committee's recommendation of concurrence was approved by acclamation.

Delegates then considered a proposal to amend **Article XVI, Section 11**, which requires local unions to select a judge and as many tellers as are required to conduct and oversee elections.

The Constitution is silent, however, on when they need to be chosen.

This amendment proposal from Stephenson and Cooper requires judges be in good standing for at least two years and be chosen 60 days before nominations are due.

The Law Committee concurred, noting that, today, judge selection some-

times occurs after the election process is already underway. By putting election judges in place early, they will have time to attend training sessions from the International Office to ensure the election is run appropriately.

No one rose in opposition and the committee recommendation was approved by acclamation.

A similar proposed amendment sought to add a timeframe for filling positions.

Article XVI, Section 16 requires that vacancies in local union offices and positions as well as seats on the Executive Board be filled, but it doesn't say when.

Stephenson and Cooper proposed an amendment requiring locals to fill those positions within 10 days.

The Law Committee wrote that it believed 10 days was insufficient and submitted a substitute amendment setting the requirement at 15 days.

No one rose in opposition and the committee recommendation was approved by acclamation.

Article XXVII, Section 2 allows amendments and resolutions for the International Convention to come from two sources: local unions and international officers. No matter the source, they must be submitted to the international secretary-treasurer at least 45 days before the International Convention.

This shared deadline creates at least two problems that officers hoped to solve with a proposed amendment.

First, it wastes time when local unions and international officers work separately to craft nearly identical amendments, as happened more than once this year.

Second, it doesn't give the international officers sufficient time to research and analyze proposals from local unions that affect the use of international funds.

The proposed amendment would keep the 45-day deadline in place for local union amendment and resolution proposals but would allow international officers to propose amendments or resolutions any time prior to the start of the Convention.

The Law Committee concurred, writing that the new procedure would be both more efficient and would give the international officers time to consider and respond to local union proposals.

No one rose in opposition and the committee's recommendation was approved by acclamation.

Only one proposed amendment was altered on the floor.

The proposal altered **Article III, Section 1** requiring anyone who intends to be nominated as a candidate for constitutional office to provide a "Notice of Intent to Be Nominated" 90 days prior to the start of the International Convention.

Several reasons were offered in support by the Law Committee, including ensuring compliance with rules prohibiting campaign donations from non-members. Further, tens of thousands of dollars are spent to procure and program voting machines, no matter how many or even if no elections are contended.

The Law Committee urged concurrence, noting that several large international unions have similar provisions including UA, LIUNA and the Ironworkers.

During debate, a question was raised about what would happen if a candidate was ruled ineligible to run after the 90-day cut off and an amendment to the proposed amendment was offered from the floor. The amendment created a procedure to reopen the nominations for that race only.

First, the floor approved the amendment by voice vote and then approved the Law Committee's recommendation of concurrence by a standing vote.

Finally, the delegates considered an amendment to ensure the fiscal integrity of local unions.

Article XVI, Section 5 forbids local unions from combining the offices of treasurer and financial secretary. The positions have separate roles managing local finances and act as a check on each other.

This amendment adds a section to Article XVI prohibiting local unions from combining the roles of president, treasurer and recording secretary, the other positions that oversee how local assets are used.

The recording secretary and the president direct how money should be spent. The president and treasurer sign the checks. Where the positions are combined, a single person could disburse funds without oversight.

For those local unions who have combined offices, a vacancy would open, and it would be filled through the normal process.

The Law Committee concurred that keeping them separate was a critical step to keep faith with the membership. No one rose in opposition and the committee recommendation was approved by acclamation. ■

Delegate Action on Resolutions



Speakers rose to debate and offer support for more than 40 resolutions, ranging from supporting veterans in the trades to backing mentorship and inclusion efforts across the IBEW.

The Resolutions Committee was chaired by Tacoma, Wash., Local 483 Business Manager Alice Phillips. Folsom, N.J., Local 351 Business Manager Daniel Cosner was the committee's secretary.

Delegates began work on resolutions on Tuesday, May 10, and concluded on Friday, May 13.

Resolutions are non-binding, but they articulate the delegates' beliefs on important issues and influence IBEW policy going forward.

The following actions were taken:

Concurrence

Delegates approved the committee's recommendations of concurrence for the following resolutions:

Resolution 1: Reaffirms the support of past conventions to a rededication to organizing. Calls on the international president to continue developing strategies and policies that strengthen locals' ability to organize workers and employers in all branches throughout the U.S. and Canada. Recommends that organizing continues to be the highest priority of the entire IBEW.

Resolution 2: Strongly encourages all locals in every IBEW branch — outside of the Construction Branch, which already must employ at least one full-time organizer — to appoint a member who, to the greatest extent possible, can focus on organizing.

Resolution 3: Strongly encourages all local unions to implement a policy that provides that apprentices working in the local's jurisdiction shall, on Day One of their work or as soon as possible afterward, be admitted into the IBEW through the local union.

Resolution 4: Calls for convention delegates and the entire IBEW to recommit to implementation of the Code of Excellence program and the program's core values to realize the objectives of the IBEW Constitution. Encourages each local to implement the Code by using updated tools and training materials.

Resolution 5: Urges and authorizes the international president and international secretary-treasurer to work diligently to open negotiations with NECA to seek an increase in the contribution rate to the NEBF, and to seek an increase in the pension rate paid to beneficiaries.

Resolution 6: Urges convention delegates to go on record in support of continuing to foster and enhance the working relationship with NECA.

Resolution 15: Calls on the IBEW, through the IBEW Strong initiative, to reaffirm its commitment to full participation and involvement in, and to leadership opportunities for, its diverse membership. Urges the union to be united in the fight to improve the lives of all workers and their families and to lead the labor movement by example.

Resolution 16: Reaffirms the IBEW's commitment to full participation and inclusion in, and to equality of opportunity for, all members by continuing to support the RENEW/NextGen, Women's, Veterans and Retiree committees at every local. Calls on the union to continue engaging with the Electrical Workers Minority Caucus to encourage the development of chapters at locals. Asks the union to reaffirm its commitment to full participation and opportunities for leadership and involvement of its diverse membership by recognizing affinity committee leadership development.

SUMMARY continued on page 28



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Summary of Convention Action continued

Resolution 17: Urges the IBEW to continue to identify, support and mentor women and to challenge itself to identify how to build on the successes of the Women's Committee and Women's Conference to ensure that the union reflects the membership's diversity. Calls on the IBEW to encourage locals to establish women's committees.

Resolution 18: Calls on the IBEW to continue supporting the RENEW/NextGen initiative and to preserve its mission through young workers' participation at IBEW meetings. Urges the union to recommit to establishing and supporting RENEW/NextGen committees at every local and to engage young workers for help with a variety of efforts to recruit workers into the electrical industry.

Resolution 19: Calls for every local to identify a member to act as an advocate to help newly organized veterans and conduct community outreach. Urges every local to form a veterans committee. Recommends that each state and province appoint a chairperson to support their district's international veterans committee member.

Resolution 20: Urges the IBEW, NECA and the Electrical Training Alliance to keep developing and implementing programs designed for veterans' admission into apprenticeships through the Veterans Electrical Entry Program. Calls for the ETA to work with locals and the military to provide appropriate training and procedures. Recommends that the IBEW Convention goes on record for the continued full support of VEEP.

Resolution 21: Urges the IBEW to work with NECA and the ETA to develop and coordinate relationships with Helmets to Hardhats. Asks delegates to the convention to go on record in full support of H2H and make efforts to increase awareness and participation within the IBEW.

Resolution 24: Urges the convention to go on record encouraging all locals



Delegates carefully considered each resolution over several days of debate, considering recommendations from the Resolutions Committee as well as offering amendments from the Convention floor.

to affiliate with and participate in the IBEW Safety Caucus.

Resolution 25: Calls on the convention to go on record affirming that each local shall use the web-based accident reporting system to report all serious lost-time accidents and fatalities to the International Office as outlined in the IBEW Constitution.

Resolution 26: Recommends that the convention go on record in support of continuing to work with the National Safety Council in its effort to improve workplace safety for our members and encourages locals to join the National Safety Council to use the resources available to members.

Resolution 27: Recommends that all construction locals continue to fully participate in local business development practices. Calls for these locals to

encourage members to participate in these efforts and urges them to market their training facilities to existing and potential customers and contractors. Encourages these locals to work closely with contractors to help create sustainable employment in all IBEW branches.

Resolution 28: Calls for all construction locals to continue full participation in the Sustainable Project Information Resource Inventory and Training (SPIRIT) program. Asks all these locals to participate in SPIRIT training and to actively pursue business opportunities. Encourages these locals to work closely with the IBEW's project information resource vendors to create sustainable work across the union.

Resolution 29: Urges locals to coordinate with their Joint Apprenticeship

Training Committees to actively market their superior electrical training curricula, programs and facilities to customers, elected officials and educators to foster better understanding of the availability, importance and necessity of a community-based, world-class electrical training program and facility.

Resolution 30: Calls on the convention to go on record for the continued support and promotion of our industry's National Training Institute and to encourage full participation in NTI.

Resolution 34: Encourages locals to use all available political tools provided by the AFL-CIO and IBEW International Office.

Resolution 35: Notes that the IBEW encourages all U.S. locals to cultivate fundraising programs to strengthen members' participation in political action and to build the union's national political fund. Seeks these locals' commitment to raise at least \$12 per member, per year, for the national IBEW PAC. Encourages all U.S. locals to negotiate a payroll deduction or political "check-off" with their employers with donations forwarded to the IBEW PAC for use in helping to elect candidates supported by locals. Discourages U.S. locals from operating their own PACs because of reporting requirements and the possibility of duplicate contributions, which could result in fines, and instead send contributions to the federally registered IBEW PAC. Notes that having one federally registered IBEW PAC shows IBEW members' determination, strength, commitment and wish to create a U.S. where working people's needs are prioritized over corporations, where millions have access to good, living-wage jobs, and where family-sustaining careers are the rule.

Resolution 36: States that the IBEW encourages all locals in Canada to cultivate fundraising programs designed to

strengthen members' participation in political action and to build up the union's national political fund in that country. Urges all locals in Canada to recommit to raising at least \$10 per member, per year, to the IBEW First District PAC Fund.

Resolution 37: Encourages all IBEW members to receive The Electrical Worker newspaper electronically, and the International President to implement a policy requiring that all new IBEW members receive The Electrical Worker electronically.

Resolution 38: Calls on convention delegates to strongly support the Bipartisan Infrastructure Law's commitment to developing a state-of-the-art national electric vehicle charging network in the U.S. as well as Canada's investment in electric vehicle charging and EVITP training. Encourages all construction locals in both countries to explore opportunities to implement EVITP to ensure that the IBEW can provide skilled workers to perform this work. Urges construction local unions in Canada and the U.S. to encourage signatory contractors to bid for electric vehicle infrastructure projects to ensure that we perform this critical work.

The committee noted that the IBEW and its signatory contractors have an unprecedented opportunity to lead the buildout of electric vehicle charging infrastructure across the U.S. and Canada. The focus of the original resolution was on electric vehicle charging in the U.S., so the committee recommended a substitute resolution that recognizes electric vehicle infrastructure is providing work opportunities in Canada as well.

Resolution 39: Urges convention delegates to recommit support for and defense of the Davis-Bacon Act. Calls on locals to participate in Davis-Bacon prevailing wage surveys in cooperation with the Department of Labor and supports the department's proposed updates to outdated Davis-Bacon regulations.

Resolution 40: Urges convention delegates to strongly support the Bipartisan Infrastructure Law's commitment to expanding broadband internet infrastructure to create equal access to broadband for communities across the U.S. Encourages utility, telecommunications, and construction locals to work with employers and contractors to ensure that IBEW members build and maintain the expanded broadband network.

Resolution 41: Calls for all locals to commit to requiring all newly elected officers to participate in New Officers Training.

Resolution 42: Recommends that all locals commit to requiring all election judges to participate in Election Judge Training.

Combined Resolution, Mixed Concurrence

Resolutions 12, 13 and 14: Calls on amending the IBEW Constitution and future publications to use gender-neutral language. Encourages the use of gender-neutral language at IBEW meetings,



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Resolutions Committee Chair Alice Phillips, business manager of Tacoma, Wash., Local 483, top, and Dan Cosner, Committee secretary and business manager of Folsom, N.J., Local 351.



parliamentary proceedings, presentations, videos and other communications.

The committee combined Resolutions 12, 13 and 14 because all three recognize the importance of using gender-neutral language. The committee said that Resolution 12 could result in a significant cost to the IBEW because it appears to call on the union to reprint all existing publications using gender-neutral language, and that Resolution 13 does not specifically require the next printing of the IBEW Constitution to include gender-neutral language. Because Resolution 14 captures the intent of Resolutions 12 and 13 and provides clear direction on which documents should be modified on their next printing, the committee recommended nonconcurrency with Resolutions 12 and 13 and concurrency with Resolution 14.

Nonconcurrency

The following resolutions were not passed, with delegates approving the committee's recommendations of nonconcurrency:

Resolution 8: Called for allowing email to be used in combination with or in place of postal mail. The committee supports the use of email to communicate with members, but federal labor law in the U.S. continues to require that election notices be mailed to every member.

The committee recognized that Canadian law may permit election notices to be sent by email, but as written, the proposed resolution would have impermissibly allowed notices to be sent by email across both nations.

Resolutions 9, 10 and 11: The committee combined its reports on Resolutions 9 and 10 (to allow for unlimited use of virtual meetings) with its report on Resolution 11 (to require that votes cast by members attending virtual meetings be treated the same as votes cast in person).

The IBEW permits meetings to be held virtually, as appropriate and with prior approval. The committee saw no reason to expand the policy to allow for unlimited virtual meetings, citing grave concerns about the ability to ensure attendance at such meetings is private and limited to members. Further, the committee believed attending meetings in person builds solidarity in a manner that cannot be replicated through virtual meeting attendance.

Resolutions 22 and 23: The committee combined its report on Resolutions 22 and 23, which urged the IBEW to establish an Office of Diversity, Equity and Inclusion to be used by all branches and locals.

The committee stated its agreement with the goal of developing a more diverse and inclusive workforce and noted its recommended concurrences with Resolutions 15 through 19. The IBEW actively supports IBEW Strong and other affinity groups through the Civic and Community Engagement Department, which focuses on DEI, community services, and the needs of underrepresented workers. Also, International President Stephenson has assigned a senior executive assistant the additional duties of promoting DEI throughout the IBEW. Given that the functions called for by Resolutions 22 and 23 are already performed within the IBEW, and that the inter-

national president has the exclusive authority under Article IV, Section 3(c) of the IBEW Constitution to "establish such departments in the organization or in the I.O. as in his judgment are necessary..." the committee recommended nonconcurrency with the two resolutions.

Resolution 31: Called on the International Office to establish a working group to create a system for a union-wide Book II that would allow out-of-work members to sign the book at their home local, to indicate the areas in which they are willing to work, and to handle re-signing at their home local.

The committee stated its belief that the existing system properly balances the interests of members who wish to travel for work opportunities with each local union's responsibility to maintain the integrity of its own referral system. Accordingly, the committee did not see a sufficient need to modify the referral system and recommended nonconcurrency.

Resolutions 32 and 33: The committee combined its report on Resolutions 32 and 33, noting that they contained similar language urging the convention to compel the International Office to amend the Category One language of "right to reject" to "right to reject for just cause" and to include this new language in all collective-bargaining agreements.

The committee noted its understanding that some members and locals are frustrated by the "right to reject" provision. The committee is concerned that negotiating a provision that would allow contractors to reject only with just cause could have unintended consequences. In instances where contractors may be abusing "right to reject," the committee recommends that locals work with NECA to curb such abuse. The committee recommended nonconcurrency with Resolutions 32 and 33.

Out of Order

The following resolution was ruled out of order by the chair of the convention after consultation with the parliamentarian:

Resolution 7: Called on the International Office to offer the same health plan benefits to state organizing coordinators and international lead organizers that are received by international representatives. After consultation with the convention's parliamentarian, the resolution was found to conflict with Article 4, Section 3(d) of the IBEW Constitution. Because the international president's authority and powers provided by the Constitution cannot be changed by resolution, the resolution was ruled not in order and unable to be considered. ■

THE IBEW'S 2022 Photo Contest

Enter Today!
Deadline: Nov. 1

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

Honorable
Mention: \$50

The 2022 IBEW Photo Contest is here, and with it a chance to show your union sisters and brothers what being a member of the greatest union in the world means to you. So, grab your cameras and smartphones and get to it! We want to see your best shots of 2022.

See below for rules and details, and as always, contact us at media@ibew.org for more information.

Photo Contest Rules:

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

Convention Committees

Finance Committee



Finance Committee members are, from left: Smith, Carson, Neutzling, Dawkins, Leonard, McKay, Newman, Townsend, Salters, Morrow and Talbott.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|--------------------------------------|-------------|-----------------|---------------------|-------------|-------------------|-------------------|-------------|------------------|
| Doug S. McKay, <i>Chairman</i> | 258 | Vancouver, B.C. | Micheal B. Leonard | 444 | Ponca City, Okla. | George W. Salters | 1579 | Augusta, Ga. |
| Thomas W. Townsend, <i>Secretary</i> | 704 | Dubuque, Iowa | Carl W. Neutzling | 688 | Mansfield, Ohio | Daniel R. Smith | 270 | Oak Ridge, Tenn. |
| Barbara K. Carson | 2213 | Syracuse, N.Y. | Jesse C. Newman | 396 | Las Vegas | Jonas Talbott | 275 | Muskegon, Mich. |
| Julie L. Dawkins | 2327 | Augusta, Maine | Jefferson S. Morrow | 415 | Cheyenne, Wyo. | | | |

Grievance & Appeals Committee



Grievance and Appeals Committee members are, from left: Helgeson, Mauro, Keyes, Telesz, Neitzel, Grube, Burge, Wilson, Cherney, Blackman and Treadwell.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|----------------------------------|-------------|---------------------|-------------------|-------------|-------------------------|--------------------|-------------|-----------------|
| Frank E. Telesz, <i>Chairman</i> | 712 | Beaver, Pa. | Mark Cherney | 303 | St. Catharines, Ontario | Jeffrey M. Neitzel | 532 | Billings, Mont. |
| Charles Grube, <i>Secretary</i> | 570 | Tuscon, Ariz. | Jamie A. Helgeson | 1426 | Grand Forks, N.D. | Michael Treadwell | 42 | Hartford, Conn. |
| William M. Blackman | 136 | Birmingham, Ala. | Will T. Keyes | 31 | Duluth, Minn. | Roy E. Wilson | 700 | Ft. Smith, Ark. |
| Jeffrey D. Burge | 968 | Parkersburg, W. Va. | David M. Mauro | 617 | San Mateo, Calif. | | | |

IEC Report Committee



IEC Report Committee members are, from left: Richards, Mumford, Habner, Brown, Spor, Zaleski, Sponagle, McMurry, Perkins, Keating and Speer.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|-----------------------------------|-------------|------------------|--------------------|-------------|------------------------|-------------------|-------------|--------------------|
| Aaron M. Brown, <i>Chairman</i> | 540 | Canton, Ohio | Brian S. McMurry | 903 | Gulfport, Miss. | Robert W. Speer | 827 | East Windsor, N.J. |
| Mark A. Zaleski, <i>Secretary</i> | 291 | Boise, Idaho | Earl V. Mumford | 495 | Wilmington, N.C. | James F. Sponagle | 1928 | Halifax, N.S. |
| Rex R. Habner | 77 | Seattle, Wash. | Bradley J. Perkins | 1002 | Tulsa, Okla. | Michael L. Spor | 1464 | Kansas City, Mo. |
| David S. Keating | 2325 | Worcester, Mass. | Joree A. Richards | 697 | Gary and Hammond, Ind. | | | |

IP Report Committee



IP Report Committee members are, from left: Briegel, Bradley, Fraser, Evans, Golden, Adams, Muttik, Watkins, Sebren, Stover and O'Brien.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|-----------------------------------|-------------|-------------------------|-------------------|-------------|----------------|-------------------|-------------|---------------|
| Abraham L. Adams, <i>Chairman</i> | 234 | Castroville, Calif. | James R. Evans | 816 | Paducah, Ky. | Dianna M. O'Brien | 2366 | Lincoln, Neb. |
| Gary M. Watkins, <i>Secretary</i> | 175 | Chattanooga, Tenn. | Charles N. Fraser | 1253 | Augusta, Maine | Damon Sebren | 716 | Houston |
| Brian D. Bradley | 113 | Colorado Springs, Colo. | Alan R. Golden | 364 | Rockford, Ill. | Drew R. Stover | 84 | Atlanta, Ga. |
| John F. Briegel | 254 | Calgary, Alberta | Richard I. Muttik | 126 | Philadelphia | | | |

IST Report Committee



IST Report Committee members are, from left: Ferrell, Frank, Davis, Obremski, Brenneman, Zulli, Malcarne, Meisinger, Hilton, Thrower and Hogan.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|----------------------------------|-------------|-------------------|-----------------|-------------|------------------------|--------------------|-------------|------------------|
| Marcie Obremski, <i>Chairman</i> | 1547 | Anchorage, Alaska | Troy L. Ferrell | 972 | Marietta, Ohio | Joseph A. Malcarne | 420 | Waterbury, Conn. |
| Paul J. Zulli, <i>Secretary</i> | 130 | New Orleans | Jason C. Frank | 1593 | Hazen, N.D. | Richard Meisinger | 111 | Denver |
| Ben Brenneman | 520 | Austin, Texas | Glen Hilton | 993 | Kamloops, B.C. | Leland S. Thrower | 379 | Charlotte, N.C. |
| Michael L. Davis | 840 | Geneva, N.Y. | Thomas A. Hogan | 906 | Upper Peninsula, Mich. | | | |

Law Committee



Law Committee members are, from left: Warwick, King, Gumble, Brown, Finn, Woodman, Antonellis, Hogan, Cameron, Cunningham and Petznick.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|---------------------------------------|-------------|-----------------|-----------------|-------------|-------------------|------------------|-------------|---------------------|
| Donald B. Finn, <i>Chairman</i> | 134 | Chicago | Mark Cunningham | 769 | Phoenix | Glen E. Petznick | 1525 | Omaha, Neb. |
| Louis J. Antonellis, <i>Secretary</i> | 103 | Boston | Daniel Gumble | 164 | Jersey City, N.J. | Alvin M. Warwick | 342 | Winston-Salem, N.C. |
| Kenneth D. Brown | 73 | Spokane | George C. Hogan | 26 | Washington | Steve Woodman | 354 | Salt Lake City |
| Paul Cameron | 2228 | Ottawa, Ontario | Randall K. King | 915 | Tampa, Fla. | | | |

Resolutions Committee



Resolutions Committee members are, from left: Conner, Garretson, Murphy, Caprio, Ross, Phillips, Jacobs, Cosner, French, Beal and Niesman.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|------------------------------------|-------------|-------------------|-------------------|-------------|-------------------|--------------------|-------------|---------|
| Alice A. Phillips, <i>Chairman</i> | 483 | Tacoma, Wash. | Thomas L. Conner | 141 | Wheeling, W. Va. | Brian T. Murphy | 104 | Boston |
| Daniel P. Cosner, <i>Secretary</i> | 351 | Folsom, N.J. | William E. French | 295 | Little Rock, Ark. | William W. Niesman | 9 | Chicago |
| Shawn P. Beal | 2088 | Cocoa Beach, Fla. | John L. Garretson | 304 | Topeka, Kan. | Jeremy S. Ross | 68 | Denver |
| Lee Caprio | 353 | Toronto, Ont. | Frank D. Jacobs | 1 | St. Louis | | | |

Sergeant at Arms Committee



Sergeant-at-Arms Committee members.

| Name | Local Union | City | Name | Local Union | City | Name | Local Union | City |
|----------------------------|-------------|--------------------|----------------------|-------------|----------------------|---------------------|-------------|-------------------|
| James Bua, <i>Chairman</i> | 3 | New York | Michael F. Harris | 530 | Sarnia, Ontario | Jerry Payne | 322 | Casper, Wyo. |
| Evan H. Allardyce | 557 | Saginaw, Mich. | Thomas R. Henchey | 229 | York, Pa. | Robert E. Porter | 820 | Sarasota, Fla. |
| Walter R. Axford | 553 | Raleigh, N.C. | Daniel Hendrickson | 294 | Hibbing, Minn. | Harold A. Quillen | 558 | Sheffield, Ala. |
| Garth Bachman | 48 | Portland, Ore. | Corey Hester | 1288 | Boston | Ronald Ramsey | 500 | San Antonio |
| Sean L. Bagsby | 46 | Seattle | James M. Horton | 70 | Washington | Daniel Raposo | 1465 | Fall River, Mass. |
| Ansylem P. Bartholomew | 362 | Washington | Charles S. Hughart | 702 | West Frankfort, Ill. | Jean-Marc Ringuette | 502 | Saint John, N.B. |
| Troy J. Benevides | 1357 | Honolulu | Brian T. Jacobs | 804 | Kitchener, Ontario | Sean Roberts | 747 | New Haven, Conn. |
| Cory J. Bergfeld | 145 | Rock Island, Ill. | Thomas A. Kelley | 12 | Pueblo, Colo. | Ricardo Rollins | 3 | New York |
| George A. Bland | 768 | Kalispell, Mont. | Michael J. Leda | 153 | South Bend, Ind. | Sergio A. Salinas | 1015 | Weslaco, Texas |
| Casey L. Blood | 667 | Pueblo, Colo. | Andrew S. Lindsey | 280 | Salem, Ore. | Joseph F. Santos | 1499 | Chelsea, Mass. |
| Todd L. Bruer | 241 | Ithaca, N.Y. | Alan W. Marzullo | 43 | Syracuse, N.Y. | Eric C. Stewart | 1737 | Manassas, Va. |
| Christopher A. Callihan | 265 | Lincoln, Neb. | Barry W. Mayfield | 22 | Omaha, Neb. | Raymond L. Taylor | 2284 | El Dorado, Ark. |
| Kevin B. Casey | 25 | Long Island, N.Y. | David R. McChesney | 2359 | Circleville, Ohio | Sandra A. Tumosa | 2326 | Montpelier, Vt. |
| Richard Duva | 3 | New York | John P. McEntagart | 551 | Santa Rosa, Calif. | Dean A. Warsh | 494 | Milwaukee |
| Michael L. Espenell | 2034 | Winnipeg, Manitoba | Scott D. McKenzie | 1516 | Jonesboro, Ark. | Patrick H. Wells | 347 | Des Moines, Iowa |
| Steven S. Ferguson | 596 | Clarksburg, W. Va. | Jamie M. McNamara | 110 | St. Paul, Minn. | George White | 3 | New York |
| Charles M. Fortenberry | 1077 | Bogalusa, La. | Richard McSpedon | 3 | New York | David E. Wilkinson | 106 | Jamestown, N.Y. |
| Jason C. Frank | 1593 | Hazen, N.D. | Craig W. Miller | 72 | Waco, Texas | J. Eric Williams | 53 | Kansas City, Mo. |
| Michael J. Gaiser | 41 | Buffalo, N.Y. | Tyler J. Moran | 717 | Boston | Keith C. Williams | 801 | Montgomery, Ala. |
| Dean D. Gilbert | 2144 | Rumford, Maine | Timothy K. O'Donnell | 76 | Tacoma, Wash. | Brandon Wongngamnit | 16 | Evansville, Ind. |
| Anthony G. Gratti | 607 | Shamokin, Pa. | Murray S. Palmer | 529 | Saskatoon, S.K. | Stacey Yates | 1638 | Colstrip, Mont. |

Lively Expo Hall Features Union-Friendly Vendors

From T-shirts to technology, tools, health care, investment funds, protective gear, and more, there was something for everyone among the nearly 80 vendors filling the 40th International Convention's Expo Hall.

"I want to thank all of our exhibitors. We count on you," said International President Lonnie R. Stephenson as he and Secretary-Treasurer Kenneth W. Cooper opened the weekend exposition on Friday, May 6. "You're always there supporting our activities — all of our conferences, all across the United States, Canada as well."

With a jumbo pair of ribbon-cutting scissors in hand, Stephenson noted that it had been more than five and a half years since the 2016 St. Louis convention. "As you know, because of COVID we had to delay things a bit, but here we are. I couldn't be prouder to be in Chicago, my home state, my home district, and, really, I've adopted Chicago as my hometown. I'm very excited about being here."

Cooper also thanked the exhibitors, many of whom already provide vital services to IBEW locals and the International.

"Not only do you do work for us and help us do our job," he said, "but you help the brotherhood every day out there because you believe in what we believe in: the union movement."

He and Stephenson urge locals and members to check out the many union-friendly products and services from the vendors listed below.



International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper cut the ribbon to open the 40th International Convention's Expo hall.



- Activate by Everside Health**
eversidehealth.com
Specializing in union health care plans
- AFL-CIO Building Investment Trust**
aflcio-bit.com
Fund investing primarily in equity real estate
- AFL-CIO Housing Investment Trust**
aflcio-hit.com
Investment company run by a labor-management board
- Allen Bates Technologies, Inc.**
allenbates.com
Union-related software development
- American Income Life Insurance**
ailife.com
Life insurance for working families
- American Realty Advisors**
aracapital.com
Real estate investment managers
- American Roots Wear**
Americanrootswear.com
Union-made custom apparel and more
- American Technical Publishers**
atplearning.com
Training materials and resources for electrical apprentices and contractors

- American Time Company**
atc-ny.com
Union-made watches, clocks, and other promotional products
- ASB Capital Management, LLC**
www.asbcm.com
Institutional investment management
- Awards & T-Shirts Specialists, Inc.**
awardsandtshirts.com
USA/union-made apparel, awards, decals, and other promotional products
- BeneSys, Inc.**
benesys.com
Administrative services for pension funds
- Blackout Tees**
blackouttees.com
Custom apparel made by and for IBEW members
- BMA Media Group**
bmamedia.com
Union marketing, communications, video production, website design, and special events
- Cementex Products, Inc.**
cementexusa.com
Personal protective equipment and insulated hand tools

- CIGNA Healthcare**
cigna.com
Global health care insurer
- Columbia Partners Private Capital**
cprivatecap.com
Investment advisory services
- Cornerstone Benefits Management**
unioninsurance.com
Group insurance plans for unions
- Delta Dental**
deltadental.com
Nation's largest dental benefits provider
- Eberts & Harrison, Inc.**
ebertsandharrison.com
Union insurance by union agents
- Electrical Training Alliance**
electricaltrainingalliance.org
IBEW-NECA's unparalleled training for electrical construction workforce
- Electrical Workers Minority Caucus**
ibew-ewmc.com
Encouraging minority members to become IBEW/community activists and leaders
- Employer Health Services**
employerhealthservices.net
Workplace health care services
- Empower**
empower.com
Savings and investment managers
- EnTrust Global**
Entrustglobal.com
Specializing in pension plan investments

- Foster & Foster, Inc.**
foster-foster.com
Actuarial consultants focusing on benefit/retirement plans
- Frank Doolittle Company**
frankdoolittle.com
Custom, union-made promotional products
- GCM Grosvenor**
gcmgrosvenor.com
Diversified independent asset management
- Hello Heart**
helloheart.com
Smartphone app for blood-pressure management
- Helmets to Hardhats**
helmetstohardhats.org
Nonprofit connecting military service members with careers in the construction industry
- Henry Miller Museum**
nbew-ibewmuseum.org
Preserving the birthplace of the IBEW
- HGK Asset Management, Inc.**
Hgk.com
Equity fund managers focusing on union benefit plans
- Humana Group Medicare Advantage**
humana.com/medicare
Medicare Advantage plans for employer groups offering retiree coverage
- IBEW Education Department**
ibew.org/education
Training and engaging members to become activists and leaders
- IBEW Hour Power**
ibewhourpower.com
Stories of construction projects committed to gender inclusion, diversity, and best practices
- IBEW Political Department**
ibew.org/political
Improving members' lives through legislative and political action
- IBEWmade**
ibewmade.com
Consumer and industrial products manufactured by IBEW members



Representatives from Blackout Tees, an IBEW-represented screenprinter, greeted delegates and guests.



Vendors at the Expo ranged from tool and personal protective equipment manufacturers to financial and health care services.

Image Pointe
imagepointe.com
USA/union-made apparel and promotional products

Included Health
includedhealth.com
LGBTQ health care resources

Invesco
invesco.com
Asset and investment management

J.P. Morgan Asset Management
am.jpmorgan.com
Asset manager handling defined benefit pension plans

John Hancock Life Insurance Company
johnhancock.com
Investment, insurance, retirement, and financial services

Klein Tools, Inc.
kleintools.com
Toolmaker since 1857; focus on electrical and utility applications

Labor First
laborfirst.com
Retiree health care services

Milliman Company
milliman.com
Risk-management, benefits, and technology firm

Milwaukee Electric Tool Corp.
milwaukeetool.com
Cordless hand tools, jobsite lighting, accessories, and more for construction professionals

MWG Apparel
mwgapparel.com
Canada-based unionized manufacturer of flame-resistant clothing and promotional apparel

National Real Estate Advisors
natadvisors.com
Large-scale real estate investments; subsidiary of National Electrical Benefit Fund

National Sisterhood United for Journeymen Linemen
nsujl.org
Nonprofit assisting fallen or injured IBEW linemen and their families

NC Media Services
ncmediaservices.com
Media consultants/advertising

NEBF
nebf.com
National Electrical Benefit Fund information

NEP Services
nepservices.com
Digital fundraising, member organization, and community outreach

Novak Francella CPAs
novakfrancella.com
Accounting services for labor organizations and union benefit plans

Product Safety Consulting, Inc.
productsafetyinc.com
Advice and testing services for product safety

Progyny
progyny.com
Fertility and family-building benefits

RCS Union Software
rcsunionsoftware.com
Cloud-based software and financial service solutions for union locals

Runkle Law Firm, PLLC
hotzerunkle.com
Injury and medical litigation specialists

SAV-RX Prescription Services
savrx.com
Managed-care prescription services

Scarborough Alliance Group.
scarboroughalliance.com
Custom investment plans for union members' retirement

Seminole Promotional Products, LLC
seminolepromo.com
Union-made custom apparel and other promotional products

Southern Company
southerncompany.com
Major energy producer serving utilities and more

Stanley Black & Decker, Inc.
stanleyblackanddecker.com
Consumer and industrial tools, products, and services

Stars & Stripes
ss-ink.com
Union-made silk-screened and embroidery promotional products

Transamerica
transamerica.com
Financial and retirement services

Tyndale Company, Inc.
tyndaleUSA.com
Arc-rated, flame-resistant (AR/FR) clothing provider with custom purchase programs

Ullico
ullico.com
Union life insurance and investments

Union Insurance Group
uigins.com
Insurance for locals, pension funds, and other labor clients

Union Plus
unionplus.org
Broad spectrum of benefits for union members

Union Sportsmen's Alliance
unionsportsmen.org
North American hunting and fishing association

Union Strong
unionstrongapp.com
Labor union app for smartphones

UnionActive
unionactive.com
Union-made websites, digital services for unions of all sizes

United Workers Assurance Co.
uwac.com
Gap insurance for medical/injury crisis

Universal Promotions
universalpromotions.com
Custom printing, apparel, and accessories for labor unions

Washington Capital Management
wa-cap.com
Employee-owned investment management firm

Web Connectivity, LLC
webconnectivity.com
Websites and other digital services for union locals

William Blair
williamblair.com
Employee-owned investment management firm

Working Systems, Inc.
workingsystems.com
Dues, payments, dispatch, and member management services

Zenith American Solutions
zenith-american.com
Consultants and administrators for union trusts

Zubie Wear
zubiewear.com
Union-made silk-screen and embroidery promotional apparel

IBEW MEDIA WORLD

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

www.ibew.org

Read all about it: find news for and about IBEW members, including the online version of The Electrical Worker, at IBEW.org.

YouTube

Get a look at what happened each day of the 40th International Convention in a series of videos that capsulize events and celebrate solidarity. Go to YouTube.com/TheElectricalWorker.

Vimeo

With its rich labor history and vibrant union



movement, Chicago is the perfect spot for an IBEW convention. Join our museum curator for a look at Chicago's past at Vimeo.com/IBEW.

HourPower

Meet the 2022 IBEW apprentice of the year, Melenie Zavala of Las Vegas



Local 357. Eager to learn, work, and serve, Melenie says she's embracing all that the IBEW has to offer. IBEWHourPower.com.

ElectricTV

Visit the Hawaiian Islands on ElectricTV.net and discover how the IBEW/NECA Powering America team at Honolulu Local 1186 and Suehiro Electric is building a clean energy microgrid to revolutionize power in paradise.



In Memoriam

Members for Whom PBF Death Claims were Approved in April 2022

| 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 |
|-------|----------------------|---------------|-------|--------------------|---------------|-------|------------------|---------------|-------|------------------|---------------|-------|------------------|---------------|-------|----------------------|---------------|
| 1 | Chafin, G. N. | 11/1/21 | 26 | Ramberg, R. K. | 4/18/20 | 99 | Cronin, F. W. | 11/23/21 | 175 | Thomas, T. E. | 1/23/22 | 340 | Iwanaga, K. | 12/31/21 | 445 | Green, K. E. | 1/16/22 |
| 1 | Collins, R. C. | 1/22/22 | 32 | Bradford, W. H. | 1/1/22 | 102 | Cacchio, R. J. | 1/14/22 | 176 | Boudreau, M. L. | 12/30/21 | 340 | McMaster, R. E. | 3/1/22 | 445 | Haylock, S. D. | 11/30/21 |
| 1 | Moeller, L. R. | 12/26/21 | 32 | Luke, D. L. | 1/24/22 | 102 | Grolly, W. R. | 1/7/22 | 176 | Fritz, E. D. | 9/14/21 | 340 | Sisco, R. D. | 12/21/21 | 449 | Trevey, J. W. | 1/30/22 |
| 1 | Moritz, R. W. | 1/17/22 | 32 | Tschuor, J. E. | 3/11/22 | 102 | Roche, J. J. | 12/28/21 | 176 | Lamore, J. F. | 2/16/22 | 340 | Stone, A. D. | 11/20/21 | 456 | Downey Smith, D. M. | 12/11/21 |
| 1 | Woods, T. E. | 1/17/22 | 34 | Adams, S. W. | 12/23/21 | 102 | Stahl, T. J. | 12/8/21 | 176 | Taylor, D. M. | 12/31/21 | 342 | Addison, A. R. | 1/9/22 | 456 | Prosperi, P. A. | 11/13/21 |
| 2 | Livengood, R. J. | 1/2/22 | 34 | Pesch, R. C. | 3/4/22 | 102 | Valente, J. | 1/6/22 | 176 | Thomas, J. E. | 1/7/22 | 342 | Penn, R. F. | 1/5/22 | 465 | Schuh, G. | 10/2/21 |
| 3 | Austin, R. S. | 9/1/21 | 35 | Bradley, C. C. | 9/20/21 | 103 | Batiste, R. L. | 12/22/21 | 176 | Vanderveen, E. | 10/26/21 | 343 | Bjerkset, M. P. | 1/2/20 | 474 | Pugh, R. H. | 10/18/21 |
| 3 | Barnett, D. H. | 7/12/21 | 35 | Oneil, R. H. | 11/29/21 | 103 | Bruce, R. W. | 12/11/21 | 177 | Boren, W. L. | 1/29/22 | 343 | Lazor, M. S. | 4/22/21 | 477 | Richards, C. R. | 1/3/22 |
| 3 | Cruz, E. | 1/14/22 | 38 | Ellinwood, D. L. | 2/5/22 | 103 | Comley, G. D. | 12/14/21 | 191 | Eidukas, J. K. | 10/29/21 | 343 | Tupper, M. D. | 2/13/22 | 479 | Black, E. B. | 7/5/21 |
| 3 | Cruz, A. J. | 2/12/22 | 38 | Leissa, E. E. | 1/12/22 | 103 | Curtis, E. H. | 11/6/21 | 191 | Jacobson, D. B. | 12/5/21 | 343 | Zernechel, R. N. | 12/19/21 | 479 | Sciarrilla, R. F. | 8/8/21 |
| 3 | DiFede, J. J. | 11/26/21 | 38 | Lesiak, R. | 1/24/22 | 103 | Horrigan, P. S. | 8/2/20 | 191 | Schmidt, W. D. | 12/9/21 | 347 | Thompson, J. | 9/28/21 | 481 | Cameron, R. B. | 1/29/22 |
| 3 | Dobbins, R. | 10/29/21 | 38 | Musacchio, L. J. | 1/28/22 | 103 | Lindsay, J. C. | 11/22/21 | 196 | Peterson, B. G. | 10/22/21 | 349 | Atkinson, A. L. | 12/28/21 | 481 | Fleenor, R. L. | 12/3/21 |
| 3 | Frenke, E. | 12/27/21 | 38 | Ritchey, G. E. | 10/20/21 | 103 | Saunders, A. M. | 10/4/21 | 197 | Elliott, L. D. | 12/13/21 | 349 | Danford, D. D. | 12/26/21 | 481 | Gilliam, M. A. | 1/20/22 |
| 3 | Gabriele, R. P. | 1/1/22 | 38 | Schad, K. E. | 1/5/22 | 103 | Waxman, D. R. | 11/1/21 | 212 | Lanter, R. E. | 12/30/21 | 351 | Mangold, P. N. | 3/23/22 | 481 | Huber, R. A. | 1/19/22 |
| 3 | Gagnon, T. | 2/4/22 | 38 | Woodside, D. A. | 11/17/21 | 103 | Young, W. | 11/12/21 | 212 | Rohrig, D. W. | 9/10/21 | 353 | Brown, L. W. | 1/24/22 | 481 | Leppert, R. P. | 10/24/20 |
| 3 | Grimm, D. R. | 1/6/22 | 40 | Lemaster, M. W. | 9/14/21 | 105 | Cameron, N. | 1/7/22 | 212 | Steelman, W. J. | 12/4/21 | 353 | Gabay, M. | 12/11/21 | 481 | Ruschhaupt, J. A. | 12/24/21 |
| 3 | Gross, P. P. | 2/1/22 | 41 | Fritz, M. S. | 1/28/22 | 105 | Macmaster, R. S. | 12/27/21 | 212 | Wimmer, M. J. | 1/12/22 | 353 | Graham, D. J. | 1/21/22 | 488 | Devincentis, B. E. | 7/20/21 |
| 3 | Hynes, R. | 1/12/22 | 41 | Johnston, C. | 1/16/22 | 105 | Johnston, J. S. | 2/25/22 | 213 | Johnson, P. | 8/11/21 | 353 | Holdaway, D. | 3/9/22 | 488 | Schulze, R. R. | 12/29/21 |
| 3 | Irby, S. L. | 2/21/22 | 41 | Morlock, M. R. | 12/14/21 | 105 | Morris, M. | 2/5/22 | 213 | Phillips, A. T. | 2/27/22 | 353 | Jastrzembki, B. | 4/3/20 | 490 | Johnston, F. D. | 12/20/21 |
| 3 | Jenkins, H. | 8/23/21 | 41 | Morrow, M. H. | 10/6/21 | 108 | Grubb, F. D. | 1/22/22 | 213 | Plese, J. | 8/30/21 | 353 | Jordan, C. | 10/4/17 | 494 | Ahler, C. E. | 4/22/21 |
| 3 | Kenealy, W. J. | 1/16/22 | 42 | Willax, H. V. | 11/4/21 | 110 | Eggen, P. D. | 1/18/22 | 213 | Wiebe, J. R. | 9/9/20 | 353 | Kokkinakis, M. | 2/26/22 | 494 | Bartz, J. A. | 12/18/21 |
| 3 | Koc, A. | 1/2/22 | 43 | Hart, G. L. | 1/12/22 | 110 | Golz, J. F. | 1/11/22 | 222 | Dreggors, D. G. | 10/28/21 | 353 | Liotine, G. | 2/17/22 | 494 | Bellmann, P. | 7/21/21 |
| 3 | LaSardo, S. R. | 1/11/22 | 43 | Hinchman, J. R. | 2/2/22 | 110 | Litz, R. W. | 12/7/21 | 222 | Smith, W. C. | 7/24/21 | 353 | Rolle, O. | 2/23/22 | 494 | Gross, F. W. | 11/23/17 |
| 3 | Lidonna, B. | 1/28/22 | 46 | Clinton, W. C. | 12/30/21 | 111 | Zedicher, L. E. | 6/15/21 | 223 | Frongillo, G. C. | 7/17/21 | 353 | Scott, J. P. | 11/7/21 | 494 | Karpowicz, P. V. | 1/17/22 |
| 3 | Martinez, R. | 6/21/20 | 46 | Duazo, R. | 12/31/21 | 112 | Delgado, F. A. | 1/16/22 | 223 | Jones, R. H. | 12/30/21 | 353 | Thomas, G. W. | 1/2/22 | 494 | Kenngott, R. M. | 1/24/22 |
| 3 | McNamara, M. J. | 9/28/21 | 46 | Little, R. G. | 10/16/21 | 112 | Nicholson, B. J. | 2/11/22 | 229 | Fricke, C. F. | 11/30/21 | 354 | Andersen, B. | 12/23/21 | 499 | Erickson, A. B. | 12/6/21 |
| 3 | Nilsen, F. W. | 1/8/22 | 46 | Noethe, T. S. | 1/29/22 | 113 | Beatty, L. A. | 1/13/22 | 230 | Guyen, D. | 9/28/21 | 354 | Gibson, R. C. | 12/29/21 | 499 | Glau, R. E. | 12/4/21 |
| 3 | Pasquale, G. V. | 3/1/22 | 46 | Sherard, D. R. | 12/10/21 | 113 | Cannella, C. J. | 1/9/22 | 230 | Webster, R. G. | 12/11/21 | 354 | Goffredo, J. L. | 2/18/22 | 502 | Clements, G. J. | 1/11/22 |
| 3 | Petch, S. R. | 8/27/21 | 47 | Bonanno, A. D. | 12/28/21 | 113 | Field, S. D. | 11/7/21 | 231 | Crawford, G. D. | 2/25/22 | 354 | McQuivey, V. R. | 11/9/21 | 502 | Long, L. J. | 12/12/21 |
| 3 | Presti, F. J. | 1/11/22 | 47 | Garcia, G. L. | 10/28/21 | 117 | Mitchell, B. W. | 1/2/22 | 231 | McPherson, R. L. | 1/30/22 | 354 | Schneider, S. J. | 10/24/21 | 518 | French, J. P. | 12/26/21 |
| 3 | Rentas, H. | 1/9/22 | 47 | Godinez, A. I. | 8/8/21 | 124 | Battle, J. V. | 9/30/21 | 233 | Luceford, D. W. | 4/2/21 | 357 | Arreola, J. | 12/22/21 | 520 | Christensen, R. T. | 12/28/21 |
| 3 | Rizzo, I. | 1/26/22 | 47 | Mejia, A. R. | 12/27/21 | 124 | Coney, D. H. | 1/20/22 | 236 | Dicerbo, C. R. | 11/29/21 | 357 | Evans, P. C. | 10/1/21 | 520 | Rodriguez, A. C. | 1/7/22 |
| 3 | Schuffenhauer, W. A. | 2/13/22 | 48 | Barkley, R. K. | 12/24/21 | 124 | Nolte, E. L. | 12/21/21 | 236 | Hurley, R. J. | 6/30/21 | 357 | Mauca, R. C. | 1/19/22 | 540 | Artman, D. E. | 12/26/21 |
| 3 | Shapiro, F. J. | 10/19/21 | 48 | Fischer, J. E. | 9/15/21 | 124 | Shields, C. A. | 1/19/22 | 236 | Parmisani, R. | 1/16/22 | 357 | Milliron, M. G. | 12/20/21 | 540 | Bongini, R. C. | 1/30/22 |
| 3 | Slater, L. | 1/18/22 | 48 | Harnar, L. L. | 12/15/21 | 125 | Corr, G. L. | 3/15/22 | 236 | Potter, R. F. | 9/11/21 | 357 | Porter, K. E. | 9/22/21 | 558 | Carr, G. W. | 2/11/22 |
| 3 | Wallace, W. | 12/5/21 | 48 | Knapp, S. L. | 12/22/21 | 125 | Dudley, E. | 12/28/21 | 236 | Pratt, L. C. | 9/9/21 | 357 | Surowiec, T. J. | 8/15/21 | 558 | Crosswhite, W. F. | 3/23/22 |
| 3 | Wasserman, G. L. | 1/20/22 | 48 | Little, L. E. | 12/22/21 | 126 | Land, D. L. | 12/27/21 | 236 | Walsh, R. A. | 7/14/21 | 357 | Wilkes, T. R. | 8/15/21 | 558 | Fletcher, R. H. | 2/12/22 |
| 3 | Weiscarger, W. R. | 12/25/21 | 48 | Nealeigh, G. P. | 10/28/21 | 126 | Kephart, D. L. | 12/28/21 | 238 | Burnett, R. E. | 11/30/21 | 363 | Gravino, A. | 8/2/21 | 558 | Frye, J. D. | 3/6/22 |
| 3 | Yezza, R. | 2/26/22 | 48 | Rosenlund, T. H. | 12/14/21 | 130 | Begin, C. | 9/27/21 | 242 | Johnson, E. R. | 12/7/21 | 363 | Hicks, R. L. | 11/18/21 | 558 | Goodman, P. L. | 2/23/22 |
| 5 | Bentley, W. J. | 1/25/22 | 51 | Johnson, R. L. | 12/10/21 | 130 | Morris, S. | 12/26/21 | 246 | Shumard, D. R. | 12/7/21 | 363 | Hunter, W. | 10/16/21 | 558 | Holloway, M. W. | 9/12/21 |
| 5 | Gendron, S. M. | 12/19/21 | 53 | Harris, E. C. | 2/2/22 | 130 | Pezold, F. L. | 12/29/21 | 252 | Beuerle, D. A. | 1/16/22 | 363 | Poulin, T. J. | 12/25/21 | 558 | Richey, W. A. | 3/19/22 |
| 5 | Kalogeris, N. | 7/17/21 | 53 | Lindsay, K. L. | 9/2/21 | 130 | Trahan, B. P. | 12/15/21 | 252 | Fieber, K. K. | 2/4/22 | 363 | Turck, F. M. | 11/25/21 | 558 | Roberson, C. E. | 3/8/22 |
| 5 | Klawuhn, W. J. | 12/18/21 | 57 | Boldt, D. C. | 2/18/22 | 131 | Meech, J. G. | 3/25/20 | 252 | Gaylord, R. C. | 11/21/21 | 364 | Austin, J. W. | 12/17/21 | 558 | Tidwell, S. E. | 3/5/22 |
| 5 | Rowland, W. R. | 3/7/20 | 57 | Frahm, R. R. | 8/7/21 | 134 | Andreeff, S. | 2/9/22 | 252 | Parker, C. R. | 2/4/22 | 369 | Brumleve, D. L. | 1/29/22 | 558 | Tidwell, S. E. | 2/12/22 |
| 6 | Miller, L. H. | 11/18/21 | 58 | Bonin, R. T. | 12/29/21 | 134 | Balaja, F. L. | 1/14/22 | 254 | Singbeil, E. A. | 8/30/21 | 369 | Collins, G. J. | 9/1/21 | 568 | Boisvert, G. | 10/24/21 |
| 7 | Groll, W. H. | 1/29/22 | 58 | Cabanaw, D. E. | 12/2/21 | 134 | Beazley, R. R. | 12/20/21 | 258 | Davidson, R. R. | 10/31/21 | 369 | Howard, W. C. | 11/9/21 | 568 | Lainey, B. | 10/13/21 |
| 8 | Davis, P. D. | 11/29/21 | 58 | McGaffey, J. F. | 12/14/21 | 134 | Boyle, T. M. | 11/15/21 | 258 | Grady, D. A. | 1/9/22 | 369 | Loveless, M. G. | 9/11/21 | 568 | Laumonier, R. | 10/12/21 |
| 8 | Garn, W. S. | 1/16/22 | 58 | Pokorski, V. | 12/15/21 | 134 | Coons, E. | 10/4/21 | 258 | Kowall, J. E. | 11/18/21 | 369 | Singer, K. R. | 11/9/21 | 568 | Moorhouse, T. | 10/19/20 |
| 8 | Hoops, M. A. | 1/12/22 | 58 | Pullen, B. R. | 2/4/22 | 134 | Czupryn, J. E. | 2/2/22 | 270 | Powell, P. C. | 3/20/22 | 369 | Whitt, E. | 3/10/21 | 569 | Denton, R. A. | 2/28/22 |
| 8 | Medellin, R. | 11/11/21 | 58 | Reppenhagen, A. W. | 1/23/22 | 134 | Fasano, G. A. | 11/29/21 | 271 | Bates, L. F. | 1/3/22 | 375 | Adams, R. D. | 12/18/21 | 569 | Hackett, B. G. | 12/8/21 |
| 9 | Burns, T. A. | 2/27/22 | 58 | Scofield, M. V. | 1/19/22 | 134 | Goldmyer, T. R. | 1/6/22 | 271 | Kennedy, J. L. | 1/14/22 | 375 | Jagielski, C. | 11/24/21 | 569 | Linzey, F. R. | 12/15/21 |
| 9 | Gernenz, A. | 6/6/20 | 58 | Verona, C. | 12/15/21 | 134 | Goggin, J. F. | 1/22/22 | 271 | Lockard, T. R. | 1/23/22 | 375 | Seyfried, S. M. | 2/16/22 | 569 | Mouillesseaux, E. J. | 11/27/21 |
| 9 | O'Boyle, W. J. | 2/19/22 | 60 | Katz, G. H. | 1/2/22 | 134 | Kassner, E. C. | 2/28/22 | 271 | Ramey, J. B. | 7/13/21 | 379 | Browne, R. E. | 3/22/22 | 569 | Riddle, B. J. | 6/27/21 |
| 11 | Barbarino, M. A. | 1/5/22 | 60 | Mendoza, N. M. | 1/18/22 | 134 | Kelly, J. D. | 2/7/22 | 275 | Freeman, A. E. | 2/20/22 | 387 | Vitt, J. J. | 12/24/21 | 576 | Lavespere, D. R. | 10/3/20 |
| 11 | Guerin, W. R. | 12/23/21 | 64 | Stevens, R. | 9/24/21 | 134 | Kinnear, P. | 10/24/21 | 275 | Rickert, R. R. | 2/13/22 | 400 | McKnight, M. P. | 1/8/22 | 584 | Hanoch, D. L. | 12/27/21 |
| 11 | Hendron, R. G. | 11/28/21 | 64 | Williams, E. J. | 12/23/21 | 134 | Lodding, H. W. | 1/20/22 | 278 | Edison, E. L. | 9/7/21 | 401 | Fairbanks, R. G. | 1/18/22 | 584 | Pollock, W. R. | 12/16/21 |
| 11 | Johnson, R. E. | 12/19/21 | 66 | Hudson, A. K. | 2/5/22 | 134 | Lopez, M. A. | 1/1/22 | 278 | Leal, G. | 1/20/21 | 401 | Freeman, J. M. | 11/2/21 | 584 | Stone, J. K. | 10/22/21 |
| 11 | Legan, R. | 8/9/21 | 66 | Judge, B. E. | 12/13/21 | 134 | Maigler, B. J. | 1/24/22 | 280 | Krassin, D. D. | 12/9/21 | 401 | Proffitt, R. F. | 11/27/21 | 586 | Robert, G. | 1/7/22 |
| 11 | Niles, R. H. | 12/29/21 | 66 | Marmolejo, B. H. | 1/21/22 | 134 | Mansfield, M. | 1/1/22 | 291 | Morris, M. L. | 9/15/21 | 401 | Weese, L. P. | 11/2/21 | 595 | Felton, D. L. | 6/5/20 |
| 11 | Peila, P. A. | 2/24/22 | 66 | Nail, K. W. | 10/14/21 | 134 | Metz, R. R. | 2/25/22 | 292 | Barto, D. F. | 1/6/22 | 402 | Lindgren, B. A. | 12/16/21 | 595 | Jackson, S. D. | 2/24/21 |
| 11 | Ross, C. A. | 7/7/21 | 68 | Barcelon, S. | 1/23/22 | 134 | Pate, B. J. | 2/18/22 | 292 | Carroll, G. E. | 1/20/22 | 415 | O'Neill, M. F. | 8/24/21 | 595 | Syester, G. M. | 2/28/22 |
| 11 | Sams, E. V. | 12/29/21 | 68 | Earley, S. A. | 12/30/21 | 134 | Sipple, R. C. | 1/3/22 | 292 | Glessing, R. W. | 12/1/21 | 424 | Berard, L. E. | 12/26/21 | 596 | Pigott, R. A. | 12/23/21 |
| 11 | Williams, K. W. | 1/25/22 | 68 | Loeffler, E. V. | 8/28/20 | 134 | Smetana, K. J. | 9/21/21 | 292 | Jaakola, C. J. | 2/9/22 | 424 | Bolton, J. R. | 3/25/22 | 596 | White, J. W. | 8/2/21 |
| 16 | Blessinger, T. D. | 12/11/21 | 68 | McCoy, J. A. | 12/14/21 | 134 | Volkman, D. G. | 1/7/22 | 292 | Johnson, W. K. | 1/14/22 | 424 | Bradbury, C. L. | 1/27/22 | 601 | Koch, N. W. | 12/8/21 |
| 16 | Froehle, P. G. | 8/6/21 | 68 | Wilson, K. D. | 12/21/21 | 136 | Glasgow, G. K. | 8/10/21 | 292 | Lattery, T. L. | 1/29/22 | 424 | Gagnon, C. M. | | | | |

In Memoriam

Members for Whom PBF Death Claims were Approved in May 2022

| 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 | | |
|-----------------------|---------------|-------------------------------|---------------|----------------------|---------------|----------------------|---------------|------------------------|---------------|-------------------------|----------|
| 659 Haggard, D. W. | 1/14/22 | 1205 Brown, J. A. | 2/7/22 | 1 Brewer, D. | 10/29/21 | 24 Ashburn, D. W. | 4/24/22 | 70 Moore, S. Q. | 2/6/22 | 134 Green, L. D. | 12/4/21 |
| 659 Hannaford, E. R. | 11/17/21 | 1205 Spencer, J. J. | 12/11/21 | 1 Jacobs, R. D. | 3/1/22 | 24 Brittain, K. K. | 12/18/21 | 70 Muhammad, M. | 10/21/21 | 134 Jaroszewicz, G. | 10/9/21 |
| 659 Manning, C. E. | 12/3/21 | 1245 Carter, L. T. | 12/29/21 | 1 McCormack, N. T. | 11/3/21 | 24 Goldberg, D. R. | 2/21/22 | 70 Munson, S. N. | 12/6/20 | 134 Kantor, J. W. | 1/25/22 |
| 659 Oresik, G. C. | 2/21/22 | 1245 Dyer, G. A. | 9/4/21 | 1 Puller, B. R. | 1/25/22 | 24 Neal, D. W. | 2/11/22 | 70 Richards, R. L. | 2/21/22 | 134 Krasnodebski, S. R. | 1/12/22 |
| 666 Barker, S. | 1/22/22 | 1249 Dafoe, G. W. | 11/14/21 | 1 Roberson, J. R. | 3/7/22 | 24 Sinnott, R. I. | 3/29/22 | 70 Wodarczyk, B. J. | 12/18/21 | 134 Kruto, D. S. | 2/20/22 |
| 666 Bell, S. B. | 12/24/21 | 1249 Quarantello, B. | 5/6/21 | 1 Robey, A. F. | 4/12/22 | 24 Solloway, D. H. | 2/17/22 | 71 Boley, W. E. | 3/27/20 | 134 Lany, K. A. | 12/9/21 |
| 673 Renshaw, W. M. | 11/20/21 | 1249 Wiedemann, R. A. | 10/20/21 | 1 Ryder, T. | 12/27/21 | 25 Esposito, J. A. | 2/21/22 | 72 Maddox, J. E. | 4/3/22 | 134 Lichner, E. P. | 3/29/22 |
| 683 Burns, J. P. | 1/16/22 | 1253 Fish, S. A. | 2/18/22 | 1 Schmitt, J. N. | 1/11/22 | 25 Kroger, W. F. | 9/13/21 | 73 Stallinger, J. G. | 2/26/22 | 134 Maples, W. R. | 3/10/22 |
| 683 Carmean, D. W. | 2/20/22 | 1289 Sullivan, P. | 12/13/21 | 1 Snodsmith, D. W. | 1/8/22 | 25 Roppelt, V. F. | 2/3/22 | 77 Cunningham, J. H. | 3/2/22 | 134 Nagy, R. A. | 3/20/18 |
| 683 Daubitz, D. C. | 4/19/21 | 1340 Clifton, J. W. | 8/5/21 | 1 Stout, D. A. | 2/3/22 | 26 Bott, W. E. | 1/11/22 | 77 Dees, S. E. | 3/15/22 | 134 Nemecek, J. | 2/26/22 |
| 683 Grcic, D. T. | 2/18/22 | 1340 Hamlin, R. L. | 1/3/22 | 1 Turnbough, J. E. | 1/10/22 | 26 Davis, J. E. | 1/11/22 | 77 Patrick, W. A. | 1/22/22 | 134 Olson, E. W. | 2/18/22 |
| 683 Macanovic, V. | 1/30/22 | 1340 Narron, J. R. | 12/18/21 | 1 Werner, G. C. | 3/4/22 | 26 Devito, T. P. | 1/31/22 | 77 Preston, H. E. | 2/3/22 | 134 Quatman, L. R. | 2/2/22 |
| 683 Telek, D. E. | 2/17/22 | 1377 Prokay, E. S. | 12/20/21 | 3 Asselin, E. P. | 2/16/22 | 26 Hellmuth, G. J. | 2/24/22 | 80 McAnally, F. P. | 11/15/21 | 134 Roszkowski, J. | 3/29/21 |
| 688 Chessier, C. R. | 11/15/21 | 1393 Ginder, S. D. | 1/6/22 | 3 Barczynski, A. | 1/28/22 | 26 Mical, F. W. | 1/28/22 | 81 Munley, W. F. | 2/14/22 | 134 Schoening, H. G. | 2/20/22 |
| 697 Bukowski, E. R. | 1/29/22 | 1466 Wilson, W. H. | 12/12/21 | 3 Bolten, J. F. | 4/1/22 | 26 Shea, J. C. | 12/25/21 | 84 Monroe, J. W. | 2/9/22 | 134 Schroeder, W. H. | 2/23/22 |
| 697 Gorman, M. J. | 1/19/22 | 1531 Drake, M. | 12/26/21 | 3 Brys, M. | 9/10/21 | 26 Wertz, E. E. | 2/17/22 | 86 Comstock, L. G. | 2/23/21 | 134 Vanella, G. A. | 12/18/21 |
| 700 Burnard, M. | 12/24/21 | 1531 Skipper, R. W. | 2/7/22 | 3 Buchheister, I. | 1/20/22 | 32 Jensen, J. | 12/29/21 | 89 Watters, D. M. | 3/9/22 | 136 Turner, C. | 4/6/21 |
| 700 McAlister, B. J. | 1/30/22 | 1547 Holmes, C. N. | 11/4/21 | 3 Connors, T. J. | 1/4/22 | 34 McGrew, R. E. | 11/12/21 | 90 Panagrossi, R. J. | 11/19/21 | 141 Major, W. W. | 1/19/22 |
| 701 Chenier, M. D. | 12/26/21 | 1555 Cormier, G. | 10/4/21 | 3 Costa, B. J. | 3/13/22 | 35 Broughton, W. D. | 12/2/21 | 98 Buchinsky, R. J. | 2/12/22 | 143 Bair, R. G. | 5/5/21 |
| 701 Frega, R. | 11/20/21 | 1579 Kimberly, K. D. | 2/13/21 | 3 Dimarco, S. | 4/14/22 | 35 Leech, R. E. | 2/13/22 | 98 Kreisher, R. C. | 2/21/22 | 143 Kiss, E. | 1/2/22 |
| 701 Rheintgen, J. J. | 2/18/22 | 1759 Watson, B. R. | 1/1/22 | 3 Divanna, J. P. | 3/11/22 | 35 Manuzzi, V. | 3/9/22 | 98 Liss, E. | 4/28/20 | 143 Moore, D. J. | 1/29/22 |
| 701 Weaver, G. C. | 2/4/22 | 1852 Keagan, J. | 7/10/21 | 3 Drozowski, C. | 3/18/22 | 38 Ferguson, R. C. | 3/10/22 | 98 McAnally, J. G. | 2/13/22 | 143 Yinger, D. G. | 12/25/21 |
| 704 Young, R. J. | 9/22/21 | 1852 Lorway, R. J. | 2/9/22 | 3 Ebba, E. | 1/6/22 | 38 Kish, R. A. | 3/10/22 | 98 Merriken, H. R. | 4/30/21 | 145 Allen, T. P. | 2/17/22 |
| 712 Bollis, W. F. | 11/14/21 | 1925 May, C. L. | 11/17/21 | 3 Edell, P. J. | 1/30/22 | 38 Kistemaker, R. A. | 1/27/22 | 98 Sheridan, R. P. | 3/8/22 | 146 Heise, B. L. | 5/4/21 |
| 712 Thompson, J. M. | 5/12/21 | 2113 Freeze, G. T. | 5/29/21 | 3 Felix, S. | 12/24/21 | 38 O'boyle, P. J. | 3/21/22 | 98 Taylor, R. T. | 1/15/22 | 150 Bartolai, M. X. | 2/7/22 |
| 714 Duckwitz, W. | 12/25/21 | 2113 Moore, V. R. | 1/16/22 | 3 Flores, J. | 3/17/22 | 38 Younger, J. E. | 12/22/21 | 99 Gilbert, R. A. | 12/27/21 | 150 Mahoney, G. D. | 2/2/22 |
| 714 Opp, D. L. | 12/5/21 | 2150 Bahringer, D. P. | 1/2/22 | 3 Genovese, A. | 3/5/22 | 41 Douglas, D. B. | 11/1/21 | 99 Zuercher, T. R. | 2/13/22 | 150 Templeton, D. A. | 2/20/22 |
| 716 Boyd, R. I. | 9/29/20 | 2150 Goehring, D. M. | 9/12/21 | 3 Granata, A. P. | 1/7/22 | 41 Mattina, S. | 4/13/22 | 100 Barry, E. B. | 6/28/21 | 153 O'Connor, K. R. | 3/17/22 |
| 716 Crisp, N. R. | 1/5/22 | 2166 Boudreau, D. I. | 1/9/22 | 3 Hoenig, W. | 3/11/20 | 41 Snipes, A. L. | 11/6/21 | 100 Campbell, W. H. | 10/24/21 | 159 Heshner, T. M. | 12/20/21 |
| 716 Doyle, E. D. | 1/26/22 | I.O. (3) Patterson, M. L. | 12/27/21 | 3 Hoffman, H. | 2/1/22 | 42 Palakewitz, G. | 1/14/22 | 102 Heyn, T. K. | 12/27/21 | 159 Smith, M. J. | 2/5/22 |
| 716 Johnson, A. A. | 6/26/21 | I.O. (134) Dudek, J. W. | 12/14/21 | 3 Imprescia, A. F. | 3/14/22 | 43 Knapp, C. E. | 1/21/22 | 102 McGowan, S. A. | 2/23/22 | 160 Dadds, P. D. | 7/22/15 |
| 716 Martinez, J. G. | 12/23/21 | I.O. (134) Harston, D. W. | 12/27/21 | 3 Jordan, H. G. | 4/17/21 | 44 Dukart, M. J. | 2/5/22 | 102 Winter, G. M. | 6/30/21 | 160 Paeske, D. G. | 11/28/21 |
| 716 Smith, J. A. | 11/16/21 | I.O. (134) Helm, P. W. | 1/10/22 | 3 Kenny, K. A. | 8/5/21 | 46 Bybee, E. C. | 1/17/22 | 103 Camuso, C. | 9/28/21 | 163 Chickson, J. F. | 11/3/21 |
| 721 Bagley, S. T. | 2/1/22 | I.O. (134) Meakim, R. F. | 2/7/22 | 3 Lewin, M. | 3/21/22 | 46 Dawe, C. J. | 6/10/21 | 103 Cleary, W. P. | 2/3/22 | 164 Nelson, E. L. | 12/13/21 |
| 725 Clinton, P. D. | 1/2/22 | I.O. (134) Nelson, F. T. | 1/17/22 | 3 Lowerre, J. A. | 1/20/22 | 46 Freeman, K. D. | 12/11/21 | 103 Darois, M. A. | 11/25/21 | 164 Nordyk, J. | 2/5/22 |
| 728 Gang, C. A. | 1/21/22 | I.O. (134) Romic, R. J. | 2/3/22 | 3 Lucchese, S. P. | 11/17/20 | 46 Goforth, E. H. | 1/28/22 | 103 Dyer, C. R. | 2/10/22 | 164 Pflug, J. E. | 2/1/22 |
| 728 Johnson, D. K. | 1/5/22 | I.O. (354) Matz, S. P. | 10/25/21 | 3 Martino, V. | 3/5/22 | 46 Johnson, M. W. | 1/14/22 | 103 Johnson, R. L. | 2/11/22 | 164 Spina, D. R. | 10/13/21 |
| 728 Tyler, E. E. | 3/8/22 | I.O. (459) Spencer, D. A. | 5/28/21 | 3 McCleary, C. G. | 11/7/21 | 46 Johnson, K. R. | 12/19/21 | 103 Malagrifa, A. G. | 11/13/21 | 175 Dodd, W. E. | 2/26/22 |
| 733 Davis, E. H. | 4/16/21 | I.O. (769) Sanders, J. L. | 12/27/21 | 3 Michilli, G. | 1/7/22 | 46 Miller, L. P. | 5/9/21 | 103 McManus, R. W. | 1/2/22 | 175 Luntsford, R. W. | 4/16/22 |
| 738 Smith, A. R. | 1/18/22 | I.O. (833) Wilson, J. | 12/10/21 | 3 Moxley, F. W. | 2/8/22 | 46 Nevins, J. K. | 3/26/22 | 103 Mietzner, W. R. | 2/13/22 | 175 McGowan, R. O. | 8/31/21 |
| 743 Riedel, T. S. | 2/20/22 | I.O. (1565) Stradeski, J. O. | 12/6/21 | 3 Muller, W. M. | 12/20/21 | 46 Wait, J. A. | 3/11/19 | 103 Stanton, B. J. | 2/13/22 | 175 Raheem, K. | 4/6/22 |
| 756 Fournier, M. L. | 1/15/22 | I.O. (1650) Wood, B. C. | 1/31/22 | 3 Mullin, F. J. | 3/22/22 | 47 Bruce, A. | 11/1/21 | 110 Blomquist, M. F. | 10/16/21 | 175 Wright, B. W. | 3/14/22 |
| 756 Hayes, J. L. | 1/20/22 | I.O. (2262) O'Brien, M. N. | 3/19/22 | 3 Nolan, T. P. | 4/15/22 | 47 Dewoody, D. E. | 1/25/22 | 110 Deeg, R. C. | 1/8/22 | 176 Keast, R. W. | 3/26/22 |
| 760 Armstrong, J. H. | 10/3/21 | Pens. (1) Schopp, R. J. | 10/17/21 | 3 Rantzer, S. | 4/2/22 | 48 Backenstos, J. S. | 1/10/22 | 110 Jambor, F. T. | 2/28/22 | 176 McCarrens, J. E. | 2/24/22 |
| 760 Dockery, R. L. | 1/19/22 | Pens. (576) Miller, R. A. | 3/16/22 | 3 Rose, G. | 11/21/21 | 48 Blair, R. E. | 3/6/22 | 110 Long, J. M. | 2/5/22 | 177 Caruso, A. F. | 10/13/21 |
| 760 Hairston, R. M. | 12/1/21 | Pens. (637) Jessup, T. W. | 12/24/21 | 3 Ryan, J. | 2/1/22 | 48 Browne, D. M. | 1/29/22 | 110 Shearen, T. R. | 12/31/21 | 177 Holton, K. D. | 2/10/22 |
| 760 Phillips, M. W. | 10/13/21 | Pens. (686) Greis, P. J. | 7/17/21 | 3 Siegel, J. | 6/20/15 | 48 Cole, C. T. | 2/18/22 | 111 Stamm, A. V. | 2/11/22 | 177 Murdick, J. R. | 3/28/22 |
| 760 Redmond, J. L. | 2/17/22 | Pens. (1788) Sitnik, J. | 2/15/22 | 3 Slan, F. I. | 3/6/22 | 48 Dickinson, R. L. | 1/10/22 | 112 Marlatt, D. R. | 2/21/22 | 177 Nolan, M. A. | 11/4/21 |
| 768 Bills, J. A. | 3/3/22 | Pens. (I.O.) Aldrich, R. C. | 1/21/22 | 3 Speranza, A. T. | 1/24/21 | 48 Lewis, W. A. | 3/3/22 | 112 Padilla, D. D. | 2/21/22 | 191 Ellis, T. R. | 10/25/21 |
| 773 Loscher, J. | 1/3/22 | Pens. (I.O.) Anderson, R. H. | 12/27/21 | 3 Thiesen, H. J. | 12/2/21 | 48 Mattson, D. J. | 3/1/22 | 113 Maellaro, P. F. | 2/3/22 | 191 White, B. G. | 12/9/21 |
| 804 Athanassiades, P. | 1/13/22 | | | 3 Toich, J. | 3/24/22 | 48 Shird, W. D. | 12/11/21 | 113 Sanders, K. W. | 1/8/22 | 193 Sexton, S. L. | 10/12/21 |
| 804 Hubert, D. | 10/15/21 | Pens. (I.O.) Balzano, J. | 9/18/21 | 3 Valentino, M. J. | 11/15/21 | 48 Shchenko, G. N. | 1/28/21 | 113 Stieber, E. P. | 2/13/22 | 194 Tyler, J. W. | 1/23/22 |
| 816 Lee, C. B. | 1/15/22 | Pens. (I.O.) Buchsdrucker, A. | 2/4/22 | 3 Walsh, J. F. | 3/22/22 | 51 Brue, H. L. | 12/17/20 | 113 Walker, D. L. | 9/1/21 | 212 Kinman, E. L. | 2/6/22 |
| 852 Smith, W. T. | 5/26/21 | Pens. (I.O.) Casillas, B. | 9/27/21 | 5 Bachorski, R. W. | 3/6/22 | 51 Deboer, C. A. | 3/1/22 | 117 Mortimer, L. L. | 12/14/21 | 212 Shope, T. G. | 1/2/22 |
| 855 Jones, C. E. | 11/11/21 | Pens. (I.O.) Cooley, C. L. | 12/18/21 | 5 Beers, H. T. | 11/12/21 | 53 Smith, R. N. | 1/14/22 | 117 Weber, K. H. | 2/7/22 | 212 Wilson, L. J. | 1/20/22 |
| 855 McIntire, P. R. | 2/13/22 | Pens. (I.O.) David, E. | 9/25/21 | 5 Fuhrer, J. F. | 1/1/22 | 55 Nickell, E. D. | 12/12/21 | 120 Hayes, C. H. | 2/28/22 | 213 Ashman, E. W. | 2/26/22 |
| 861 Chiasson, R. K. | 10/5/21 | Pens. (I.O.) Davis, A. L. | 8/23/21 | 6 Drescher, R. M. | 2/14/22 | 56 Cornwell, W. T. | 2/11/22 | 120 Woods, E. A. | 2/5/22 | 213 Proffitt, R. S. | 1/23/22 |
| 876 Schaefer, R. H. | 7/1/21 | Pens. (I.O.) Dockter, H. R. | 10/24/20 | 6 Johansen, P. N. | 1/31/22 | 58 Allen, R. P. | 2/8/22 | 124 Ackerman, J. D. | 1/24/22 | 213 Purkiss, R. T. | 2/14/22 |
| 876 Sparks, L. D. | 12/27/21 | Pens. (I.O.) Dockter, H. R. | 10/24/20 | 6 Lencioni, L. H. | 2/2/22 | 58 An, A. | 1/17/22 | 124 Jackson, D. L. | 2/28/22 | 223 Laidler, W. F. | 1/20/22 |
| 876 Woods, B. L. | 2/13/22 | Pens. (I.O.) Duncan, K. A. | 2/28/22 | 6 Schlesinger, R. F. | 1/14/22 | 58 Brockway, T. J. | 12/3/21 | 124 Lee, F. D. | 1/17/22 | 226 Ferrara, M. A. | 1/31/22 |
| 890 Hopkins, J. E. | 2/13/22 | Pens. (I.O.) Ellis, T. J. | 12/26/21 | 7 Klopfer, R. V. | 1/19/22 | 58 Corteville, W. G. | 2/18/22 | 124 Malensek, W. D. | 3/9/22 | 226 Hrenchir, V. P. | 1/18/22 |
| 903 Martin, W. C. | 11/21/21 | Pens. (I.O.) Gan, W. H. | 1/31/22 | 7 Nietupski, S. J. | 3/8/22 | 58 Hansen, F. R. | 1/14/22 | 124 Pierce, D. L. | 4/2/22 | 229 Stambaugh, L. E. | 1/4/22 |
| 903 Walker, P. W. | 12/25/21 | Pens. (I.O.) Giniat, E. J. | 12/4/21 | 8 Clark, A. D. | 11/7/21 | 58 Jaroneski, L. C. | 2/25/22 | 124 Tuttle, K. W. | 6/19/20 | 230 Gable, D. C. | 1/13/22 |
| 910 Gehring, T. K. | 1/15/22 | Pens. (I.O.) Haney, A. W. | 12/5/21 | 9 Alexander, C. | 1/8/22 | 58 Luker, J. E. | 11/6/19 | 124 Zirkel, J. | 1/5/22 | 230 Prouty, R. | 1/17/22 |
| 915 Gibson, R. J. | 5/24/21 | Pens. (I.O.) Herrick, G. R. | 12/4/21 | 9 Olds, G. M. | 2/6/22 | 58 McCloud, H. G. | 2/8/22 | 125 Bean, A. S. | 12/1/21 | 231 Huisman, D. D. | 1/8/22 |
| 915 Grigg, J. T. | 12/9/21 | Pens. (I.O.) Hoskins, R. E. | 12/16/21 | 9 Williams, C. J. | 1/4/22 | 58 McGahey, T. R. | 3/4/22 | 125 Bowers, S. L. | 1/29/22 | 231 Johnson, J. R. | 1/23/22 |
| 915 Johnson, K. A. | 12/8/21 | Pens. (I.O.) Luneke, K. E. | 2/12/22 | 11 Aguayo, L. E. | 4/7/21 | 58 Penn, J. J. | 2/5/22 | 125 Clark, D. G. | 2/7/22 | 233 Fisher, J. H. | 1/20/22 |
| 915 Lofaro, F. R. | 1/5/22 | Pens. (I.O.) Mahoney, P. J. | 12/21/21 | 11 Blazer, D. V. | 1/20/22 | 58 Pyszynski, J. J. | 12/18/21 | 125 Hendrickson, R. J. | 11/2/21 | 234 Baca, F. L. | 2/17/22 |
| 915 Reid, A. R. | 12/15/21 | Pens. (I.O.) McCarthy, D. E. | 3/21/18 | 11 Connors, T. J. | 12/31/21 | 58 Redd, P. W. | 10/21/21 | 125 McIntosh, J. F. | 12/15/21 | 242 Law, R. B. | 3/11/22 |
| 934 Dykes, B. H. | 2/28/22 | Pens. (I.O.) Mical, T. L. | 2/1/22 | 11 Elliott, J. J. | 11/12/21 | 58 Regiani, W. S. | 2/9/22 | 125 Wirth, W. B. | 1/26/22 | 242 Nyman, D. C. | 1/7/22 |
| 934 Phipps, J. D. | 1/30/22 | Pens. (I.O.) Miller, F. L. | 12/16/21 | 11 Flores, K. G. | 11/15/21 | 58 Sovinski, W. J. | 3/8/22 | 126 O'Brien, C. F. | 12/30/21 | 242 Nyquist, R. J. | 3/13/22 |
| 934 Riddle, J. | 1/22/22 | Pens. (I.O.) Murphy, F. J. | 7/20/20 | 11 Kasparian, D. H. | 1/30/22 | 58 Tanner, R. E. | 7/17/21 | 126 Scott, M. R. | 1/26/22 | 245 Bradburn, K. L. | 1/31/22 |
| 948 LeVasseur, G. L. | 1/31/22 | Pens. (I.O.) O'Connor, J. H. | 7/30/21 | 11 Rodriguez, A. | 1/16/22 | 58 Walters, R. E. | 9/26/15 | 130 Honore, J. N. | 1/6/22 | 252 Pahl, M. W. | 1/19/22 |
| 952 Hammer, C. R. | 12/16/21 | Pens. (I.O.) Parsons, R. E. | 1/17/21 | 11 Young, G. A. | 3/14/22 | 58 Watkins, J. D. | 2/18/22 | 130 Riley, D. R. | 8/7/21 | 258 Drabinasty, G. R. | 10/30/21 |
| 972 Carver, K. N. | 11/8/21 | Pens. (I.O.) Savage, D. W. | 11/23/21 | 12 Davidson, D. A. | 2/16/22 | 60 Koehler, S. R. | 2/27/22 | 131 Ransler, C. L. | 1/13/22 | 265 Langan, B. J. | 3/11/22 |
| 993 Ewers, K. G. | 1/21/22 | Pens. (I.O.) Sinks, D. D. | 1/14/22 | 14 Paremski, M. E. | 2/11/22 | 60 Moraes, F. R. | 2/13/22 | 134 Acuna, H. S. | 3/15/22 | 265 Moritz, D. L. | 12/26/21 |
| 993 Godkin, M. | 2/23/21 | Pens. (I.O.) Stewart, W. S. | 12/4/21 | 14 Sherman, D. R. | 3/22/22 | 66 Conoley, G. R. | 1/26/22 | 1 | | | |

In Memoriam continued

| Local Surname | Date of Death | Local Surname | Date of Death | Local Surname | Date of Death | Local Surname | Date of Death |
|------------------------|---------------|-----------------------|---------------|-------------------------|---------------|-------------------------------|---------------|
| 292 Ecker, R. F. | 1/28/22 | 443 Sandlin, J. E. | 2/4/22 | 648 Crapo, C. A. | 1/9/22 | 1205 Davis, W. J. | 11/27/21 |
| 292 Eyley, S. T. | 7/17/21 | 444 Grimley, G. W. | 2/12/22 | 649 Cox, T. E. | 2/27/22 | 1205 Sparkman, W. L. | 9/23/21 |
| 292 Gratke, L. | 3/22/22 | 446 Sellers, T. A. | 3/31/22 | 650 Benedict, W. R. | 11/28/21 | 1245 Knudsen, L. P. | 10/22/21 |
| 292 Lucking, C. A. | 11/4/20 | 453 Forsyth, J. A. | 1/1/22 | 659 Patterson, J. R. | 1/20/20 | 1245 Labusewycz, B. | 7/2/21 |
| 292 Starbird, C. W. | 1/8/22 | 456 Welstead, E. P. | 2/16/22 | 663 Estep, R. F. | 8/1/21 | 1245 Morse, D. R. | 3/12/22 |
| 292 Woods, C. E. | 7/27/19 | 457 De Pace, F. V. | 1/11/22 | 665 Cole, D. A. | 9/7/21 | 1245 Sarr, D. G. | 10/6/21 |
| 294 Kuttles, S. C. | 1/5/22 | 461 Lee, R. H. | 2/2/22 | 665 Franklin, F. J. | 9/22/21 | 1250 Hannah, R. E. | 1/27/22 |
| 301 Hartley, T. E. | 1/8/22 | 461 Staples, P. E. | 9/15/21 | 665 Rockafellow, E. | 2/11/22 | 1253 Clark, N. C. | 2/2/22 |
| 301 Rathburn, P. L. | 2/25/22 | 464 Humphries, M. E. | 3/7/22 | 666 Luck, J. A. | 9/29/21 | 1253 York, J. L. | 10/25/21 |
| 301 Richardson, J. D. | 1/29/22 | 466 Buckalew, J. C. | 1/21/22 | 666 Williams, K. E. | 11/6/21 | 1260 Wah Yick, W. C. | 2/5/22 |
| 301 Sutton, L. W. | 2/15/22 | 466 Pennington, L. L. | 3/20/22 | 668 Kerkhove, P. D. | 6/27/21 | 1289 Opydyke, W. R. | 1/7/22 |
| 302 Gatto, D. M. | 2/12/22 | 474 Coke, K. C. | 2/14/22 | 668 Nevrlka, E. L. | 2/12/22 | 1289 Sopher, J. J. | 11/3/21 |
| 302 Golden, S. W. | 1/4/22 | 474 McElhaney, R. L. | 3/17/22 | 681 Hamill, J. | 1/3/22 | 1319 Collura, P. C. | 3/3/22 |
| 302 Mecklenburg, J. E. | 3/19/22 | 474 Melear, D. G. | 2/6/22 | 681 Morath, C. R. | 1/20/22 | 1319 Siebel, T. C. | 11/16/21 |
| 304 Thomas, R. W. | 2/5/22 | 474 Patterson, G. C. | 1/19/22 | 681 Peirce, J. | 1/26/22 | 1340 Mugler, G. W. | 1/28/22 |
| 305 Lineback, P. A. | 12/25/21 | 474 Seaton, S. A. | 1/16/22 | 682 Atkins, R. C. | 8/22/21 | 1377 Toncheff, N. J. | 11/18/21 |
| 306 Campbell, W. L. | 4/17/22 | 474 Vestal, M. | 11/29/21 | 683 Maisenbacher, C. F. | 2/26/22 | 1391 Riner, J. W. | 3/9/22 |
| 306 Dias, K. D. | 4/13/21 | 477 Orne, A. E. | 3/4/22 | 683 Zeirrott, T. J. | 1/16/22 | 1393 Sullivan, T. W. | 11/16/21 |
| 306 Douglas, M. H. | 4/6/22 | 477 Shores, D. D. | 1/17/22 | 684 Perry, G. K. | 5/22/21 | 1516 Flemon, B. W. | 9/10/21 |
| 306 Fleet, R. J. | 11/11/21 | 479 Carlson, C. | 1/13/22 | 684 Yordy, J. L. | 2/4/22 | 1525 Taylor, E. T. | 2/7/22 |
| 306 Jackson, B. P. | 1/28/22 | 479 Gannon, D. P. | 1/19/22 | 692 Tiedeman, R. G. | 12/13/21 | 1547 Boswell, R. E. | 11/24/21 |
| 306 May, J. L. | 2/16/22 | 479 Taylor, K. G. | 3/6/22 | 697 Porter, G. L. | 2/10/22 | 1547 Farris, C. | 3/7/20 |
| 306 Monteforte, A. M. | 1/26/22 | 481 Billings, H. | 10/28/21 | 697 Wicinski, T. M. | 3/6/22 | 1579 Andrews, M. F. | 4/12/22 |
| 306 Scafidi, J. M. | 4/5/22 | 481 Earley, S. A. | 4/6/22 | 700 Younger, J. D. | 1/24/22 | 1579 Kelley, G. R. | 2/7/22 |
| 307 Driver, D. R. | 11/19/21 | 483 Pappas, J. J. | 5/4/21 | 701 Alar, W. P. | 3/30/22 | 1687 Cote, J. V. | 11/24/21 |
| 309 Ankrom, T. | 3/13/22 | 494 Anderson, G. M. | 12/30/21 | 701 Mehren, P. J. | 3/31/22 | 1687 Piche, L. | 1/4/22 |
| 309 Hill, R. A. | 2/2/22 | 494 Brown, G. M. | 2/9/22 | 701 Strejch, B. E. | 10/21/21 | 1701 Clary, D. R. | 2/7/22 |
| 313 Matarese, V. A. | 1/17/22 | 494 Hackbarth, G. E. | 2/21/22 | 702 McCullough, M. D. | 9/2/21 | 1925 Morrison, J. B. | 1/27/22 |
| 313 Ruff, A. F. | 11/18/21 | 494 Malecki, R. S. | 4/6/22 | 704 Maas, D. F. | 1/26/22 | 1928 Hickox, D. G. | 1/13/22 |
| 317 Coon, C. E. | 6/13/21 | 494 Scaffidi, J. | 2/16/22 | 714 Thomas, E. R. | 9/17/21 | 1947 Porter, A. G. | 11/28/21 |
| 317 Miller, R. D. | 7/28/21 | 495 Carver, M. D. | 5/24/21 | 716 Bryant, S. C. | 3/5/22 | 2015 Distefano, E. A. | 12/19/21 |
| 325 McLaughlin, P. D. | 2/28/22 | 498 Pouzar, A. G. | 2/14/22 | 716 Jackson, S. T. | 2/6/22 | 2149 Bush, M. C. | 10/22/21 |
| 332 Jackson, W. E. | 10/26/21 | 508 Lancaster, W. V. | 1/13/22 | 716 Ratterman, R. J. | 3/11/22 | 2330 Tucker, L. D. | 1/10/22 |
| 332 Johnston, W. A. | 1/10/22 | 508 Mobley, D. R. | 3/6/22 | 716 Sebren, M. A. | 4/26/21 | I.O. (5) Landefeld, G. L. | 7/28/21 |
| 332 Kennedy, J. J. | 1/26/22 | 520 Dees, J. C. | 3/21/22 | 716 Thomas, J. J. | 4/28/15 | I.O. (5) Olejar, J. P. | 1/9/22 |
| 332 Murray, T. | 3/6/22 | 520 Tucker, R. A. | 2/28/22 | 725 Tucker, R. F. | 1/28/22 | I.O. (76) Showlund, J. C. | 2/2/22 |
| 332 Teeple, S. J. | 1/27/22 | 527 McHenry, L. R. | 5/23/21 | 728 Barrett, A. J. | 5/6/20 | I.O. (134) Adduci, J. J. | 1/24/22 |
| 340 Bezeck, C. A. | 8/1/21 | 531 Servaty, J. L. | 12/5/21 | 743 Pyle, R. H. | 1/2/22 | I.O. (134) Armstrong, R. J. | 1/3/22 |
| 340 Sisk, G. A. | 10/4/21 | 538 Drummond, M. N. | 1/24/22 | 753 Parrish, W. A. | 4/7/22 | I.O. (134) Krueger, R. C. | 1/31/22 |
| 340 Stone, H. R. | 2/7/22 | 538 Mullins, C. R. | 7/16/21 | 759 Kasmer, R. E. | 2/26/22 | I.O. (641) Perry, J. C. | 1/23/22 |
| 343 Lockwood, E. R. | 2/20/22 | 545 Young, S. F. | 2/4/22 | 760 Dalton, R. A. | 4/17/22 | I.O. (852) Robinson, D. A. | 12/23/21 |
| 343 Sandeno, R. B. | 2/21/22 | 551 Beaulieu, J. | 1/12/22 | 760 Looney, R. W. | 3/20/22 | I.O. (866) Sayre, J. R. | 1/10/22 |
| 347 Irving, C. E. | 11/8/21 | 557 Smith, A. A. | 1/31/22 | 763 Schewe, A. E. | 5/4/21 | I.O. (1186) Yomen, T. H. | 2/28/22 |
| 347 Ross, L. L. | 1/30/22 | 558 Blevins, B. R. | 7/26/21 | 769 Carter, C. L. | 2/28/22 | I.O. (1205) Cantin, R. W. | 2/13/22 |
| 349 LaViolette, E. C. | 8/23/21 | 558 Cox, B. K. | 3/11/22 | 773 Jakubczak, A. | 2/2/22 | I.O. (1289) Clare, D. W. | 12/10/21 |
| 349 Lowder, L. A. | 12/26/21 | 558 Crosswhite, W. F. | 3/23/22 | 804 Rosekat, D. | 12/28/21 | I.O. (1474) Jaeger, M. | 1/26/22 |
| 349 Smith, M. A. | 3/9/22 | 558 Erwin, R. H. | 4/2/22 | 812 Brown, W. C. | 1/30/22 | I.O. (1856) Sutter, L. M. | 10/17/21 |
| 351 Barrett, J. J. | 3/21/22 | 567 Hansen, W. R. | 1/6/22 | 812 Hepburn, J. C. | 1/10/22 | I.O. (2223) Johnson, D. V. | 1/31/22 |
| 352 Cullimore, C. | 2/14/22 | 568 Hogueault, J. | 1/5/22 | 816 Houchens, R. | 3/10/22 | Pens. (340) Cox, C. E. | 1/8/22 |
| 353 Cameron, J. A. | 1/26/22 | 568 Fairhurst, K. | 10/4/21 | 816 Nelson, J. E. | 1/7/22 | Pens. (467) City, A. I. | 11/5/21 |
| 353 Forward, H. | 3/13/22 | 568 Rainsforth, W. | 10/15/21 | 816 Raney, J. D. | 2/19/22 | Pens. (637) Wells, J. W. | 10/18/21 |
| 353 Mackie, L. A. | 4/20/22 | 569 Henson, W. L. | 1/16/22 | 852 Brown, R. E. | 12/11/21 | Pens. (686) Greis, P. J. | 7/17/21 |
| 353 Taylor, W. B. | 10/21/21 | 569 Palmer, T. O. | 1/11/22 | 852 Bullard, R. W. | 8/23/21 | Pens. (814) Friedly, E. S. | 11/23/21 |
| 353 Terpstra, R. H. | 4/3/22 | 569 Quinn, T. E. | 2/10/22 | 852 Burcham, B. L. | 1/4/22 | Pens. (840) Cisco, H. R. | 3/14/22 |
| 353 Xekominos, G. | 11/14/21 | 569 Ryan, M. L. | 9/2/21 | 855 Fraga, D. D. | 2/27/22 | Pens. (1788) Brisebois, R. J. | 2/23/22 |
| 354 Biesenbach, D. T. | 9/24/21 | 569 Sawyer, M. J. | 11/30/21 | 861 Byrne, K. F. | 3/4/22 | Pens. (2253) Redhead, W. K. | 2/9/22 |
| 354 Cowan, C. E. | 12/7/21 | 576 Dantin, J. P. | 2/27/22 | 861 Johnson, B. E. | 12/9/21 | Pens. (I.O.) Adelman, G. L. | 2/15/22 |
| 354 Curtis, G. D. | 11/25/21 | 576 Schlenker, J. R. | 3/8/22 | 861 Savoie, G. D. | 1/31/22 | Pens. (I.O.) Balzano, J. | 9/18/21 |
| 354 Graham, G. O. | 2/7/22 | 583 Moreno, H. | 2/25/22 | 876 Carlson, R. L. | 1/20/22 | Pens. (I.O.) Barnett, H. M. | 2/14/22 |
| 354 Walker, C. R. | 1/18/22 | 595 Finuliar, J. C. | 12/28/21 | 890 Francis, R. E. | 4/2/22 | Pens. (I.O.) Brinkley, T. A. | 10/26/21 |
| 357 Bernhard, A. D. | 2/2/22 | 595 Hickey, T. B. | 1/9/22 | 890 Voit, D. F. | 1/22/22 | Pens. (I.O.) Brooks, W. E. | 2/9/22 |
| 357 Friedman, A. G. | 4/19/21 | 595 Holgate, D. D. | 1/21/22 | 906 Taipale, W. A. | 12/30/21 | Pens. (I.O.) Burke, W. T. | 5/24/21 |
| 357 Massey, J. F. | 12/21/21 | 595 Kilmurray, J. G. | 2/18/22 | 910 Wilber, J. S. | 10/20/20 | Pens. (I.O.) Cohen, M. H. | 1/31/22 |
| 357 Medlin, R. W. | 2/22/22 | 595 Little, R. C. | 12/16/21 | 915 Anderson, F. M. | 2/1/22 | Pens. (I.O.) Cooley, C. L. | 12/18/21 |
| 364 Smith, D. A. | 12/12/21 | 595 Richardson, G. R. | 12/11/21 | 915 Brady, T. | 6/8/21 | Pens. (I.O.) Davis, G. D. | 7/12/21 |
| 369 Blackwell, M. O. | 2/2/22 | 596 Martin, E. G. | 11/26/21 | 915 Gibson, J. C. | 2/8/22 | Pens. (I.O.) Diiodato, A. | 10/10/21 |
| 369 Collins, G. J. | 9/1/21 | 601 Lowry, D. A. | 2/4/22 | 915 Shelton, C. W. | 1/2/22 | Pens. (I.O.) Dunkley, J. R. | 1/12/22 |
| 369 Graves, L. R. | 2/13/22 | 602 Hollis, R. C. | 12/10/21 | 915 Stansell, D. R. | 10/13/21 | Pens. (I.O.) Eckert, R. J. | 1/7/22 |
| 369 Mullins, B. K. | 2/18/22 | 602 McHugh, D. E. | 1/21/22 | 915 Woodby, J. Q. | 12/25/21 | Pens. (I.O.) Faust, B. E. | 3/6/22 |
| 369 Rutledge, D. C. | 11/22/21 | 606 Heisey, G. H. | 2/24/22 | 917 Kirk, B. D. | 11/17/21 | Pens. (I.O.) Forsyth, D. F. | 2/14/22 |
| 369 Vinson, D. K. | 1/8/22 | 606 Lange, J. L. | 3/9/22 | 932 Dollar, V. R. | 4/9/22 | Pens. (I.O.) Geoghegan, G. T. | 2/9/22 |
| 369 Zipfel, W. E. | 3/10/22 | 606 McKinnon, S. E. | 2/10/22 | 932 Warrens, R. S. | 1/29/22 | Pens. (I.O.) Greene, L. J. | 2/2/21 |
| 375 Stephens, N. K. | 1/20/22 | 606 Premilien, J. | 12/24/21 | 934 Lashley, D. A. | 3/29/21 | Pens. (I.O.) Heider, A. B. | 1/4/22 |
| 387 Kunselman, M. K. | 2/12/22 | 611 Batchelder, V. B. | 1/17/22 | 948 DuCap, J. G. | 1/21/22 | Pens. (I.O.) Liggett, W. D. | 1/22/22 |
| 387 Marshall, W. R. | 12/17/21 | 611 Withers, G. E. | 9/16/21 | 948 Sparks, L. M. | 2/3/22 | Pens. (I.O.) Miller, C. J. | 3/11/22 |
| 387 Russell, F. W. | 3/13/22 | 613 Barnes, M. L. | 11/14/21 | 952 Graves, F. | 2/11/22 | Pens. (I.O.) Milles, N. E. | 1/13/22 |
| 388 Babl, T. J. | 1/16/22 | 613 Elrod, J. J. | 2/12/22 | 952 Zegers, M. F. | 12/18/21 | Pens. (I.O.) Noeller, P. M. | 7/1/21 |
| 388 Stoltz, T. J. | 2/22/22 | 613 Gunnells, J. E. | 2/20/22 | 953 Trask, M. A. | 12/31/20 | Pens. (I.O.) Price, R. L. | 3/2/22 |
| 400 O'Halloran, F. G. | 1/11/22 | 613 Hall, E. E. | 2/5/22 | 968 Clegg, R. H. | 3/17/22 | Pens. (I.O.) Rouse, L. G. | 1/29/22 |
| 420 Fusco, N. A. | 8/21/21 | 613 Lamay, J. A. | 2/7/22 | 968 Goodno, B. R. | 1/24/22 | Pens. (I.O.) Sauls, D. L. | 2/3/22 |
| 424 Hanna, H. | 1/20/22 | 613 Longdin, J. H. | 3/4/22 | 993 Town, J. | 10/1/21 | Pens. (I.O.) Streit, E. R. | 2/27/22 |
| 424 Jones, E. L. | 1/19/22 | 613 O'Neal, P. J. | 2/12/22 | 995 Carter, J. S. | 4/12/22 | Pens. (I.O.) Sundquist, J. E. | 4/22/21 |
| 424 Paranych, D. C. | 11/12/21 | 613 Rendon, A. | 2/14/22 | 1002 Lockwood, D. J. | 2/9/22 | Pens. (I.O.) Taylor, C. T. | 2/2/22 |
| 428 Navarro, J. | 10/30/21 | 625 Brenton, W. L. | 1/11/22 | 1049 Dupuis, R. L. | 2/27/22 | Pens. (I.O.) Wheatley, W. C. | 2/14/22 |
| 429 Felts, R. W. | 3/9/22 | 632 Lindsey, T. H. | 3/18/22 | 1066 Cornog, T. J. | 1/31/22 | Pens. (I.O.) Ziazaris, A. | 1/26/22 |
| 429 Jordan, R. W. | 2/14/22 | 639 Morehead, H. I. | 11/7/19 | 1141 Eberhardt, T. E. | 3/10/22 | | |
| 429 Weidner, R. G. | 12/23/21 | 640 Celaya, R. H. | 1/22/22 | 1158 Roberts, H. C. | 12/13/21 | | |
| 430 Bauer, R. W. | 3/18/22 | 640 Peirson, R. A. | 2/24/22 | 1186 Tokuhisa, G. S. | 10/16/21 | | |
| 441 Frieze, R. E. | 1/26/22 | 640 Reeves, E. C. | 10/15/21 | 1186 Yoshikawa, A. M. | 2/23/22 | | |
| 441 Pizzata, J. J. | 8/3/21 | 640 Stinton, L. L. | 1/26/22 | 1205 Busby, G. M. | 3/2/22 | | |

August International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 2:00 pm, by Chairman Erikson, on Monday, August 31, 2021, via audio/video conference call. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Chincio, and Venoit.

International President Stephenson

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

International Secretary-Treasurer Cooper

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

Legal Defense

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

Financial Reports

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

Resolution Regarding AFL-CIO Presidency

The IEC passed a resolution endorsing IBEW sister Liz Shuler for re-election to the office of President of the AFL-CIO, and endorsing any slate of AFL-CIO candidates led by Liz Shuler. The resolution authorizes the International President to expend such IBEW funds as he deems reasonable and prudent to achieve the purposes and objects of the IBEW through supporting Liz Shuler's reelection as President of the AFL-CIO, including supporting a slate of candidates led by Liz Shuler.

Appeals Filed with The International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 113-member Everett L. Griggs, and it is the decision of the IEC to approve Brother Griggs's appeal.

Appeals Filed with The International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 405-member Daniel L. Shaffer, and it is the decision of the IEC to approve Brother Shaffer's appeal.

Article XX and XXI Cases

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

Trusteeship

Local Union 2330 St. John's, Newfoundland and Labrador, Canada remains under trusteeship. The IEC authorized a six (6) month extension of that trusteeship.

IBEW Consolidated Balance Sheet ending June 30, 2021

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Balance Sheet ending June 30, 2021

Reviewed and Filed

Retirement of International Representatives

Gregory J. Logan, International Representative, Eleventh District Effective — July 1, 2021

Retirement of International Office Employees

James L. Boyd, electrical training John R. Jordan, Supervisor, ALLIANCE Support Services Department Effective — July 1, 2021 Effective — October 1, 2021

John R. Ceneskie, Supervisor, Support Services Department Effective — June 1, 2021 Carolyn S. Smith, Supervisor, Per Capita Department Effective — September 1, 2021

Vested Pension

Brian R. Groom Michael D. Walter, International Executive Council, Fifth District Effective — August 1, 2021 Effective — May 1, 2021

Willard J. Lacey Effective — June 19, 2021

This regularly scheduled meeting was adjourned, on Monday, August 31, 2021, at 4:19 p.m. The next regular meeting of the International Executive Council is scheduled for Tuesday, December 14, 2021.

For the International Executive Council

Myles J. Calvey, Secretary August 2021

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult www.ibew.org, clicking on the International Executive Council link on the "About Us" page. ■

December International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:30 a.m., by Chairman Erikson, on Tuesday, December 14, 2021, in Washington, D.C. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, and Chincio. Council member Venoit was in attendance via electronic/video conference.

The International Executive Council took a moment of silence, to reflect and remember former Fifth District IEC member Steven Schoemehl.

International President Stephenson

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

International Secretary-Treasurer Cooper

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

Legal Defense

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

Financial Reports

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

Resignation of IEC Third District IEC Member

James Burgham, Third District, International Executive Council, submitted his resignation due to retirement effective January 1, 2022. The IEC thanks Brother Burgham for his service to the IBEW and to his local union.

Appointment of IEC Third District IEC Member

President Stephenson appointed Daniel L. Shirey, business manager of Local Union 575 in Portsmouth, Ohio to fill the unexpired term of Brother Burgham, effective January 1, 2022.

Resolution Dealing with Pension Coverage for Officers, Representatives and Assistants of The International Brotherhood of Electrical Workers

The IEC passed a resolution to amend the Rules and Regulations of the Pension Plan for Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers. The amendment provides a benefit pop up in situations where a retiree and a spouse divorce subsequent to the commencement of the joint and survivor annuity benefit and a court issues a qualified domestic relations order providing that the spouse is no longer entitled to be treated as the eligible spouse for purposes of such benefit.

Resolution Dealing with Pension Coverage for Office Employees of The International Brotherhood of Electrical Workers

The IEC passed a resolution to amend the Rules and Regulations of the Pension Plan for Office Employees of the International Brotherhood of Electrical Workers. The amendment provides a benefit pop up in situations where a retiree and a spouse divorce subsequent to

the commencement of the joint and survivor annuity benefit and a court issues a qualified domestic relations order providing that the spouse is no longer entitled to be treated as the eligible spouse for purposes of such benefit.

Resolution Dealing with Pension Coverage for Canadian Officers, Representatives and Assistants of The International Brotherhood of Electrical Workers

The IEC passed a resolution to amend the Rules and Regulations of the Pension Plan for Officers, Representatives and Assistants of the International Brotherhood of Electrical Workers to preserve compliance with the Canadian pension benefits standards legislation.

Resolution to Amend the Regulations of Article III, Section 12 of the IBEW Constitution

The IEC has the authority to adopt regulations to implement Article III, Section 12 of the IBEW Constitution. The IEC passed a resolution to amend and update the regulations that had been previously adopted.

The amendments and newly adopted regulations under Article III, Section 12 of the IBEW Constitution provide for definition and clarification of terms and make revisions to correct previous clerical errors. The IEC also passed a resolution appointing Paul Greenberg, an independent arbitrator, to serve as the Campaign Contribution Administrator, a position held by Mr. Greenberg for both the 2011 and 2016 Conventions.

Appeals Filed with The International Executive Council

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 2330 member William Doyle, and it is the decision of the IEC to deny Brother Doyle's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 777 member Daniel Craig Linebaugh, and it is the decision of the IEC to deny Brother Linebaugh's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 1249 member Adam Warner, and it is the decision of the IEC to deny Brother Davis' appeal.

The International Executive Council reviewed the request for an appeal from Local Union 46 member David A. Graves, and it is the decision of the IEC to deny Brother Graves' appeal.

Local Union(s) Under International Office Supervision

Local Union 2230 was placed under trusteeship on June 3, 2019, and remains under trusteeship. No action by the IEC on Local Union 2330 is necessary at this meeting.

Local Union 1501 was placed under trusteeship on October 19, 2021. No action by the IEC on Local Union 1501 is necessary at this meeting.

Article XX and XXI Cases

There were no new Article XX or XXI cases during the fourth quarter of 2021.

Retirement of International Representatives

Anthony G. Maghrak, International Representative, Sixth District Effective — February 2, 2022

Retirement of International Office Employees

Janice S. McEvoy, Secretary, Third District Office Effective — January 3, 2022

Wanda E. Prue, Secretary, Safety and Civic and Community Engagement Departments Effective — October 1, 2021

Vested Officer

Gregory A. Lucero, Sixth District International Executive Council Effective — November 19, 2021

This regularly scheduled meeting was adjourned, on Tuesday, December 14, 2021, at 4:00 p.m. The next regular meeting of the International Executive Council will commence at on Monday, January 31, 2022, in St. Pete's Beach, Florida.

For the International Executive Council

Myles J. Calvey, Secretary
December 2021

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

| EXECUTIVE OFFICERS | | THE ELECTRICAL WORKER | |
|---|--|--|----------------------------|
| Fourth District William W. Riley | Third District Michael D. Welsh | Editor Lonnie R. Stephenson | Mark Brueggenjohann |
| International President Lonnie R. Stephenson | Fifth District Frank Furco | Fourth District Gina P. Cooper | Matt Spence |
| International Secretary-Treasurer Kenneth W. Cooper | Sixth District Dean E. Wine | Fifth District Brian K. Thompson | Alex Hogan |
| Chairman Christopher Erikson | Seventh District Leroy J. Chincio | Sixth District Paul A. Noble | Curtis D. Bateman |
| First District Joseph P. Calabro | Eighth District Tom N. Griffiths | Seventh District Steven Speer | John Sellman |
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| Third District Daniel L. Shirey | First District Russell N. Shewchuk | Ninth District John J. O'Rourke | Asifa Haniff |
| | Second District Michael P. Monahan | Tenth District Brent E. Hall | Ben Temchine |
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| | | | Michael Pointer |
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| | | | Joe Conway |
| | | | Emily Welsh |

HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

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The Electrical Worker (print)
ISSN 2332-113X

The Electrical Worker (online)
ISSN 2332-1148

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

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

Paid advertising is not accepted.

Publications Mail Agreement No. 40011756.
Canada Post: Return undeliverables to P.O. Box 122
Niagara Falls ON
L2E 6S8.





Behind the Scenes

Hundreds of IBEW staff and union event staff were responsible for making the 40th International Convention run behind the scenes. Thank you to each and every one of them for contributing to an amazing and historic week in Chicago.

