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2022 PHOTO CONTEST WINNER

Your Work, in Focus

FIRST PLACE

Richard Przybylowicz |
Detroit Local 17

For a quarter-century, The Electrical Worker has asked you to send in pictures that showing how we are all bound together, and then vote on your favorites.

The editors looked at hundreds of submissions and picked out just a few that we believed were visually interesting and told us something important about the Brotherhood in 2022.

Most years, there is a balance in the submissions: members at work; IBEW events, such as parades; or beautiful places with no one around, framed by transmissions lines or turbines built and maintained by IBEW members.

Not this year. Every picture selected as a finalist, and most of the ones submitted, held a member at work in its frame.

This year's finalists showed members working alone and together, in the air and underground, sometimes in stunning landscapes and sometimes in a dusty concrete cube, but always at work.

One other truth told by our finalists, and especially the winner you chose, was that the work never ends. There is no minute of the day or night when the members of the IBEW are all at rest.

Detroit Local 17 journeyman outside lineman Richard Przybylowicz (pronounced sheh-va-LO-vitch) was working the "afternoon shift" for utility DTE.

He was reporting for work at 3:30 p.m. for a 16-hour shift that didn't end until 7:30 the next morning. That's a lot of time to look at the moon.

PHOTO CONTEST WINNERS *continued on page 2*

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THE IBEW'S 2022
Photo Contest
See All the Winners
pages **2-3**

FROM THE OFFICERS

Bringing Chip Plants Back Home



Kenneth W. Cooper
International President

Look around, and you'd probably struggle to count the number of microchips within arm's length. So many devices have them: not just computers, cars and smartphones, but headphones, charging cables and credit cards, to name a few. Chips are crucial for a stable and secure economy. But not many are made here anymore.

The U.S. still leads the world in designing and developing microchips. But bad trade deals over the last couple of decades made it too tempting for U.S.-based chipmakers to move their plants overseas. The supply-chain issues we've had here over the past few years show how bad those deals turned out to be, not to mention the loss of thousands of good union jobs for hardworking families.

That tide's turning, though, and the IBEW can take some credit. We were part of a coalition that lobbied hard to get Congress to pass the \$280 billion CHIPS and Science Act, a bill that, among other things, uses tax incentives and grants to encourage chipmakers to bring their plants back to the U.S.

Last summer, after President Joe Biden signed the act into law, major manufacturers couldn't wait to take advantage of the tax credits. They broke ground on plants all over the U.S. within months, and you've read here in *The Electrical Worker* how billions of CHIPS Act dollars have already been committed to building many of those plants, putting to work thousands of members of the IBEW and other union construction trades.

Just two of those projects, Intel in Ohio and Micron in New York, are projected to spend \$100 billion each before every construction phase is complete. That's not including all the suppliers who'll pop up around those facilities to keep them running.

The Biden administration understood that some chipmakers might need a push to build plants here, so it included nearly \$40 billion in grants to sweeten the deal. In February, it released details on how these businesses would have to treat both construction and manufacturing workers to be eligible for funding.

Most important, chipmakers that accept grant money will have to pay construction workers the prevailing wage on their building projects. They'll also be expected to use project labor agreements.

This month's newspaper contains many examples of how President Biden keeps demonstrating his solid commitment to unions and to all working people, whether it's by nominating Julie Su as labor secretary or choosing Washington, D.C., Local 26 for a major speech on the economy.

The CHIPS Act promises to bring good, long-term jobs for thousands of our members for decades. We need business managers and training centers to be ready to answer when manufacturers need highly skilled, highly trained electrical workers.

After decades of fighting losing battles as America's manufacturing shipped overseas, this is our chance to bring it back and reshape the American economy for working people. We can't let it pass us by. ■

Julie Su: A Workers' Champion for Labor Secretary

In late February, President Joe Biden nominated Deputy Secretary of Labor Julie Su to replace outgoing Labor Secretary Marty Walsh.

Her long track record on behalf of working people is one that fills me with confidence for the job she's going to do leading the Labor Department, and that's why the IBEW is proud to support her nomination.

Picture this: Workers in permanent debt to their employer, only able to buy basic supplies from the company store. The day begins at sunrise, and workers are bent over sewing machines until far into the night, watched by guards like it's a prison.

It wasn't that long ago. This happened in 1995.

Su got her start as a lawyer in California going after these modern-day slavers in the "fast fashion" industry who condemned nearly 80 men and women to this life in El Monte, Calif.

She used a federal law that had been written to go after drug traffickers to find safety for the freed workers.

Su also went after the companies that used this contractor. Her lawsuit laid the groundwork for state and national anti-sweatshop legislation.

If Su is approved by the Senate, it will be yet another demonstration of why I call this the most labor-friendly presidency ever.

As California labor commissioner, Su created and then used innovative tools to recover millions of dollars in stolen wages for working Californians.

Su would replace Biden's first labor secretary, Marty Walsh, former mayor and head of the Boston Building Trades and a lifelong union member who is leaving to run another union, the NHL Players' Association.

Together, Walsh and Su oversaw a dramatic turnaround in the Department of Labor, which for four years attacked protections for workers under President Donald Trump.

Walsh led the Task Force on Worker Organizing and Empowerment that issued a report with 70 recommendations to promote worker power through organized labor. He modernized the prevailing-wage laws, reinstated the National Apprenticeship Advisory Committee and finally put a stake through the heart of the deceptively named Industry Recognized Apprenticeship Programs, which would have converted many apprenticeships into little more than internships.

Like Walsh, Su understands that the role of government is to protect people and to promote the democratic right to organize a workplace.

She has our full support, and we encourage the Senate to act quickly in confirming her to her new role. ■



Paul A. Noble
International Secretary-Treasurer

THE IBEW'S 2022 Photo Contest Winners



FIRST PLACE

Richard Przybylowicz | Detroit Local 17

Your Work, in Focus

► *Continued from page 1*

It was one day after the full moon, called the "waning gibbous" phase. "I'd heard somewhere that there was some kind of a weird deal with the moon that night," he said.

When he pulled up to the job — a truck had clipped a cable line, and the primary had fallen off a cross arm near Newport, Mich. — his partner, Local 17 member Jerry Tarjeft, was already up in his bucket to get an overview.

"I had my eye out for something special," Przybylowicz said. "And with the moon how it was and the field how it was, I just thought it was super cool."

He also thought capturing that scene might make his wife, Sunshine, smile. (He said she's an excellent photographer.)

It did, and it made thousands of other members of the IBEW happy, too, winning the most votes in the 25th annual Photo Contest.

"I always looked at the pictures and thought I would try and see what people think about mine," he said. "I did not see this happening."

Look for the launch of the 2023 IBEW Photo Contest in the May *Electrical Worker* and on IBEW.org. In the meantime, keep capturing the best of the IBEW at work. ■



SECOND PLACE

Misty Thomas |
Anchorage, Alaska,
Local 1547

Anchorage, Alaska, Local 1547 member Misty Thomas' photo is a study in contrasts with the winner. Where Przybylowicz's picture is a dark and mysterious meditation on the sedimentary flatlands on the coast of Lake Erie, Thomas' picture fairly glows off the Chugach range in the bright Alaskan summer sunshine.

Thomas was part of a crew from CCI Electrical Services on a multiyear runway renewal job at Ted Stevens Anchorage International Airport. As planes buzzed above them, Thomas snapped this picturesque scene of journeyman Alex DeRocher, left, and his apprentice Cole Philips using a 10-foot stick of 2-inch rigid pipe as a cheater bar to break off a problematic and stubborn ground bushing, with Thomas' journeyman, Karl Koene-man, working next to them.

"It's something to experience when a 747 flies right overhead," Thomas said, though it must be said that for those not blessed to work in their shadow, it's the glory of the Chugach mountains looming nearby that gives this picture that something special that pushed it nearly to the top of this year's contest.

HONORABLE MENTION



Victor Lopez | New York City Local 3

Like Baum's picture, New York City Local 3 maintenance technician Victor Lopez's is perfectly framed, perfectly lit, perfectly focused on a single member deep in his work. Here, Lopez captures Local 3 journeyman electrician Lawrence Wright were doing routine maintenance on a high-voltage charger at The New York Times' printing plant in Queens.

A maintenance technician, Lopez typically works a swing shift at the plant, which operates 24/7 to print not only the Times but the New York Post, Wall Street Journal and other newspapers. Lopez began schooling himself in photography a decade ago and has become a serious hobbyist. He finds beauty in the work that fellow technicians and electricians do around the clock to keep the presses running. While most submissions come from the entirely adequate cameras on mobile phones, Lopez used a mirrorless Sony camera with a prime (non-zoom) lens, a setup ideal for low-light situations.

"I went to YouTube University," he said with a laugh. "While a good-quality phone can produce a good-quality picture, I know what I can get out of a camera." See more of Lopez's work on Instagram at @vlozo.



THIRD PLACE

Corey Baum |
Austin, Texas, Local 520

After second place's image of light and air so crisp you feel like you can see forever, third place takes us underground to a room you can smell just by looking at it.

Anyone who has been on a construction jobsite can instantly recall the familiar mix of drying concrete, cement dust and dirt in Austin, Texas, Local 520 member Corey Baum's picture.

Baum and second-generation IBEW member Byron King were running conduit through what Baum called a "no-man's-land crawlspace" where there was no room to work.

Luckily for them, and us, just nearby was a bay lit by green tinted skylights 20 feet up where King could bend pipe freestyle like he was on a stage.

Baum titled the image "Weird Bends in Strange Spaces."



Ryan Shea | Orlando, Fla., Local 606

Orlando, Fla., Local 606 member Ryan Shea's image has striking similarities to Przybylowicz's first-place winner. The bend of the eroded sandy bank and the crane echoes the bend of the boom and bucket, and both are set off by a roof of distinctive clouds.

Shea took this picture on Sanibel Island off Florida's southwest coast where he was on storm duty after Hurricane Ian.

"How big this thing was, was amazing," Shea said of the storm. An Army veteran who also teaches part time at his local's JATC, Shea brought his Canon camera along so he could document some of the devastation. In this photo, Shea captured one of the first forays by members of Local 606 and Jacksonville, Fla., Local 177 onto Sanibel — a trip that had to be taken by barge since the only bridge to the island collapsed in the surge.

Spotlight on the Next Generation

Mentorships Build Solidarity and a Stronger IBEW

Years ago, New York Local 3 member Lowely Cheung had a problem. She had to do some wiring and was under a strict deadline. She needed a 10-foot ladder and was told they didn't have any that day, so she should just use the shorter ladder, which she would have to stand on top of, risking her safety.

Not sure what to do, she called her mentor, Mary Au.

"Mary told me that I didn't have to work like that," Cheung recalled. "She reminded me of what's important, and it gave me the courage to call the boss and demand a 10-foot ladder. It can be easy to get intimidated in situations like that."

Cheung got the correct ladder, but she also got something more: a reminder that people were looking out for her, that she wasn't alone. She got a sense of solidarity.

For those new to the trade, having that mentorship connection, whether informally or through an IBEW program, can be a lifeline, especially for historically underrepresented groups like women and people of color.

"Mentoring makes you feel like you belong," Cheung said. "It's usually a father-son club, but that's not the case for everyone now."

As the U.S. and Canada build out infrastructure and construction projects proliferate, there is a growing need for more electricians and other tradespeople. By casting a wider net and bringing in people who have traditionally been left out, the IBEW can not only meet industry demands but also grow stronger as a union through its increased diversity.

"The IBEW is about all of us," said Nashville, Tenn., Local 429 journeyman wireman Caiden Droscha. "With the union, we're able to bring in a diversity of people, and that makes us stronger, even when we don't all have the same experiences."



AFL-CIO president and fellow IBEW member Liz Shuler, second from the left, met New York Local 3 sisters (from left) Erin Sullivan, Racquel Hazlewood and Desiree Camacho during the Monumental Women awards ceremony in Central Park.

Cheung, a member for 11 years, has since gone on to be a mentor herself and said it's a great way to give back to the union. She said she calls her mentees at least once a month and makes sure to contact them on holidays, too.

"You have to be generous with your time and give respect to your apprentices," Cheung said. "Mentees are their own people. You have to give them space to grow."

'Someone You Can Turn To'

As a member of Local 3, Cheung is part of its formal mentoring program, where every new apprentice is paired with someone more seasoned.

"It's important that every member coming in has every opportunity for success," said Erin Sullivan, a Local 3 journey wirewoman and Third District International Women's Advisory Committee representative. "Having a person who is willing to give you those tools is an invaluable resource."

Sullivan also noted the benefits of Local 3 leadership's official endorsement of the program.

"It sends a clear message that this is important to the local," Sullivan said. "It's not only important to have the knowledge and traditions passed down, but it also tells the new members that they are valued and important. Local 3 is saying that we are committed to the success of every apprentice coming in, not just those who already have family in the business."

As more first-generation workers join the IBEW, mentoring can play a crucial role in bridging the knowledge gap facing many newcomers.

"The culture was vastly different than anything I had been in before," said Droscha, who previously worked in social services. "Friends outside of construction don't really understand the struggle. Having someone who gets it and is interested in you, who will help you walk through it, is invaluable."

It's a sentiment shared by Local 3



New York Local 3 member Lowely Cheung, right, was joined by her mentor, Mary Au, for a ceremony for apprentices who had advanced to the journey level.

apprentice Desiree Camacho, who is also a first-generation member and appreciates the ability to have a source of accurate information so she's not relying on "shanty talk," or the things you hear word-of-mouth that may or may not be true.

"The apprenticeship can get a bit overwhelming, so it's good to feel like there's someone you can turn to with questions about benefits, what the local has to offer and to help keep you motivated when you start to doubt yourself during the process of learning the trade," said Camacho, who counts Sullivan as a mentor.

Mentorship goes beyond learning the skills of the trade. It helps solidify new members' connections to the IBEW

and to the labor movement.

"On-the-job training is one thing, but mentoring takes on something completely different. It teaches you the expectations of what it means to have a career and about the union itself. It teaches you that you have rights on the job," said Director of Civic and Community Engagement Tarn Goelling.

Rewards for Everyone

Mentoring is also a two-way street, with rewards for both the mentee and the mentor. Boston Local 103 Business Agent Renee Dozier has been on both sides and said it's



New York Local 3 sisters Erin Sullivan, left, Shauna Irving and Desiree Camacho cut loose at the Third District progress meeting.



Credit: Maryland Electric Co.

Above: Nashville, Tenn., Local 429 sisters (from left, Denise Furgeson, Heather Tatum and Mern Sanders) at work at the city's Major League Soccer stadium.



New York Local 3 sisters (from left) Erin Sullivan, Diana Cabrera, Desiree Camacho and Racquel Hazlewood.



Above: New York Local 3 members Desiree Camacho, left, and Erin Sullivan at Citi Field, home of the New York Mets.

helped her professionally and personally.

"I've had the opportunity to learn from some great men and women who have achieved a level of expertise that I aspire to attain," said Dozier, who also co-chairs the IWAC. "And my mentees teach me to examine and reevaluate my ways and to see things from different perspectives."

The teaching aspect of mentoring can often be a reward in itself, says San Diego Local 569 member Kevin Gorman.

"There is not a more satisfying experience for a craftsman than to share the knowledge of their particular craft," said Gorman, who is also vice president of Local 569's Electrical Worker Minority Caucus chapter. "This helps to ensure that our industry does not just continue to survive but thrives."

There's also an exchange between

individuals that isn't necessarily the older generation teaching the new, said Vancouver, British Columbia, Local 213 Business Representative Manny Randhawa.

"It doesn't always have to be from older to younger because with the rapid advance of technology, there are a lot of situations where the younger generation is now teaching the older one," he said.

While some mentoring programs are formal, other locals do it more informally, like Houston Local 716. Business Manager and Financial Secretary Stephen Gonzales said the local has an open-door policy available to all members at their office. Anyone can walk in at any time and have a conversation with a staff member, no matter the topic. There are also dinners at the JATC each month with a quick meal and a raffle of Local 716 apparel for apprentices, construction wiremen and

construction electricians.

"It's nothing official or fancy," Gonzales said. "We just talk and listen to what they have to say. We answer questions they may have but don't feel comfortable coming into the office to ask or don't want to ask in front of a big group at our union meetings."

EWMC vice president and Tampa, Fla., Local 824 member Grace Smith noted that mentoring can even help with mental health. She said that at the EWMC conference this year, a speaker was scheduled for a one-hour plenary on the topic that ended up lasting three hours because so many members wanted to share their experiences.

"This is the kind of safe and secure space that has only been achieved by the EWMC," Smith said. "And as a testament to our success, other trades like the

"It won't be all peaches and cream," said Local 429 President Kim Sansom, who also serves on the IWAC. "You might get mad at a foreman or have issues at home, but we're here for you."

Delivering on IBEW Strong's Promise

Tatum said she has seen the atmosphere become more welcoming during her time in the union.

"It can be uncomfortable at times, but things are getting better," she said. "We even had some guys throw a baby shower for a pregnant co-worker, and it was the best shower I have ever been to."

The benefits of mentorship can also be seen in how active members are in their locals.

"Although women are a very small minority in our local, proportionally we show up more for the union meetings," said Local 429 second-year apprentice Mern Sanders. "I think that's largely because we're committed as a group to participating in the democracy of our union and fighting for change so that we can see more women and gender-nonconforming people feel welcome in our community."

For Gonzales at Local 716, mentorship helped give him the incentive to get more involved in the local and even enter leadership.

"If it weren't for the mentors that I had throughout the years believing in me, rooting me on, boosting my confidence, I would've never had the guts to run for office," he said. "I would have never become the first person of color to hold the position of business manager and financial secretary of Local 716."

Having active and engaged members also helps with retention.

"When people feel supported and valued, they are more likely to stay and contribute to the union in the long term," said Local 213 member Rajan Sanghera.

Indeed, mentoring, whether formal or informal, is a way to deliver on the goals of IBEW Strong, the union's diversity, equity and inclusion initiative.

"It all rolls into how we treat each other as human beings. And it builds stronger networks of members," said IWAC member and new Ninth District International Representative Marcie Obremski, formerly business manager of Anchorage, Alaska, Local 1547.

And by building a stronger membership, one where everyone feels welcomed and valued, the union itself will only grow stronger.

"This is the greatest organization in the world. Our union model works. Our apprenticeship programs work. To ensure that we continue to be the best, we must tap into our resources that are in our membership," Dozier said. "And when we show the membership that we're committed to investing in and developing them, it will pay back tenfold." ■

Biden Praises IBEW in Economic Address at Local 26

When fourth-year apprentice B. Travis Brown got the call from Washington, D.C., Local 26 to introduce the president of the United States for a major speech at the hall, he almost didn't pick up. He's glad he did.

"It was surreal," Brown said of the experience. "I've met many state officials and congresspeople before, but the office of president has a certain gravitas to it. From the time I spent with the White House communications department right up to the team that does the stage production, it was wild to see the steps that go into place to make an event such as the one at the hall happen."

Brown introduced President Biden at Local 26's training center in the Washington suburb of Lanham, Md., on Feb. 15. The president spoke to the crowd of Local 26 members, elected officials and national media about economic issues ranging from infrastructure to the debt ceiling and working with a divided Congress. And as he's done before, he made sure to thank the IBEW in his remarks.

"One of the reasons I'm standing here as your president is because of the IBEW, and that's no malarkey either," Biden said. "I want to thank Kenny Cooper, president of the IBEW, who is doing a great job for this union, and for all American workers."

Local 26 Business Manager Joe Dabbs said hosting the president is a lot of work, but it's nothing new. The local hosted Barack Obama when he was president, as well as other elected officials over the years. This time around, Dabbs said he got a text message from Biden's advance staff the Saturday before the event asking if they could stop by, but also mentioning that they were looking at other halls.

"I told them don't bother. We've got the best place," Dabbs said. "We've done all this before."

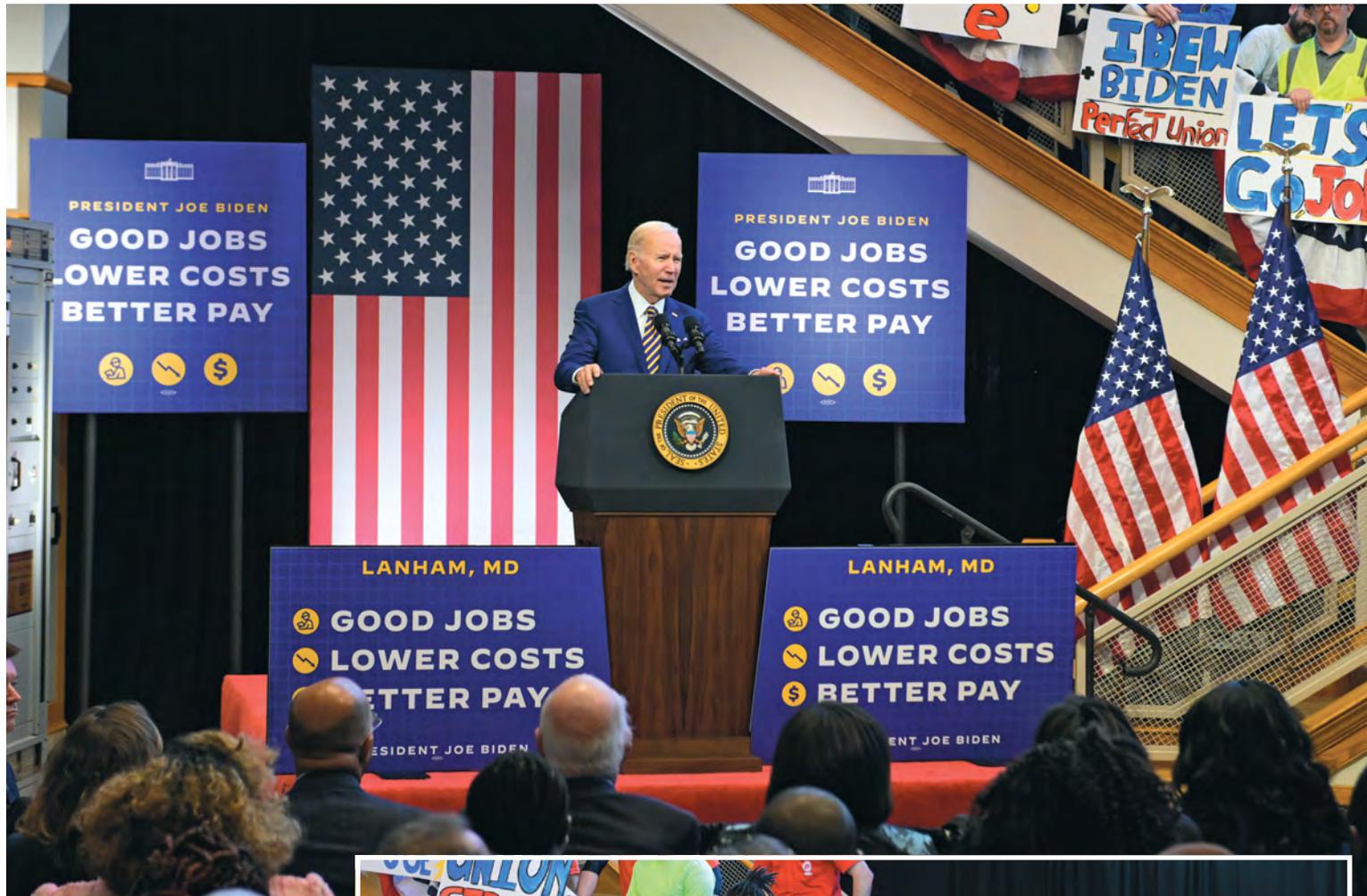
After a few more visits and having to undergo background checks and shut down the fire systems and elevators, the local was ready for the visit.

"You've got to put in a lot of work, but it was fun for everybody," said Dabbs, who estimated there were several hundred people in attendance, from members of Local 26 and other unions to numerous press outlets. "Our members love Biden. He's such a down-to-earth president."

Dabbs noted that having legislators visit isn't just good for publicity, but it's also a way to show in person what the IBEW does and to build relationships. On one occasion, Dabbs said, Sen. Ben Cardin of Maryland even tried his hand at bending conduit.

"It's a good teaching process and exchange of knowledge," Dabbs said. "They understand us better by having the experience of getting together. It lets you get to know people."

Dabbs and Brown both said that having a president who doesn't just talk about things like infrastructure and job creation, but actually does the work to get



President Joe Biden spoke to IBEW members as he addressed the nation on his administration's economic initiatives at Washington, D.C., Local 26's training center in suburban Maryland on Feb. 15.



the legislation passed — and does so with union protections included — makes a real difference.

"That means the world to us," Dabbs said of Biden's support for the IBEW and other unions. "We haven't had anybody like this in decades."

Brown said he got a chance to talk to Biden before introducing him, and they talked about the importance of trade apprenticeship programs.

"He said the general public really doesn't understand the amount of training we as union electricians, steamfitters or elevator mechanics go through in order to become journeymen," Brown said. "He said a well-trained union workforce means a stronger United States, that in order to be pro-business, we have to be pro-worker first."

Biden even mentioned IBEW apprenticeships in his speech, saying it's harder to get into an IBEW apprenticeship than it is Harvard University in terms of the number of people applying and the number of people accepted.

"The average person out there thinks you just show up and say, 'I want to be an IBEW worker,' and you go to

work. You essentially ... go back to school. You go to college. Four years or more of apprenticeships," Biden said.

Dabbs said Local 26 usually receives about 4,000 applications a year and, due in part to space issues, it accepts about 350 to 400 people for its five-year program. He also noted that the retention rate is about 80%.

"The industry is really demanding. You don't just walk right in, but we do everything we can to help them," Dabbs said. "We want them to be successful."

In Brown's case, Local 26 even helped him when he ran for town council in Culpeper, Va., something that he learned about in his apprenticeship

when the local had someone come out and speak to his class about how politics can support working families.

"They spoke about how important it was to have folks at all levels of government who were union-friendly, and who better than an actual brother or sister of the local?" Brown said.

Brown won his race in November 2021 with the help of his IBEW brothers and sisters.

"We can put boots on the ground quickly," Dabbs said of the local's election efforts.

Dabbs also noted how Brown is the go-to person for others on the council about construction issues since he has

the experience.

"He can tie it all together," Dabbs said. "He explains how it's a career, not a job. And he gives them a better understanding that union contractors build better communities. He's a good voice to have out there."

Indeed, the benefits of unions was something Biden spoke about, as well.

"I spoke ... to the Business Roundtable, and ... they asked why I was so pro-union. I said, 'Because they save you a lot of money.' No, seriously. You pay more to get the work done, but the work gets done right. The work gets done by the best people in the country. And I really mean it." ■

PRO Act Returns With Bipartisan Support for Workers' Rights, Strong Unions

A bipartisan group of lawmakers reintroduced a federal bill Feb. 28 to strengthen workers' organizing and bargaining rights and steepen penalties against law-breaking employers, including personal liability for violations by corporate directors and officers.

Informally known as the PRO Act since it was first introduced in 2019, the updated bill is called the Richard L. Trumka Protecting the Right to Organize (PRO) Act of 2023, named for the AFL-CIO president who died suddenly in 2021.

Drawing a direct line between strong unions and a strong middle class, the bill's provisions mark the most significant progress for workers since the badly eroded National Labor Relations Act became law in 1935. The NLRA, which codified workers' rights and directed the federal government to facilitate the growth of unions, has been under attack by Congress and the courts ever since.

Rep. Bobby Scott, ranking member of the House Committee on Education and the Workforce, said the new legislation would go a long way toward repairing the damage and putting more money in workers' pockets.

"Over the last year, the American economy has recovered at a record pace, thanks to the hard work and resilience of our nation's workers," Scott said, stressing that unions are essential to ensure that workers reap their fair share of the rewards.

"We must focus on building our economy from the bottom up and the middle out," he said. "As a historic number of Americans put their support behind labor unions, Congress has an urgent responsibility to ensure that workers can join a union and negotiate for higher pay, better benefits and safer workplaces."

Scott, a Virginia Democrat, and Rep. Brian Fitzpatrick, a Pennsylvania Republican, jointly introduced the bill (H.R. 20), which had 205 co-sponsors within a week. A Senate version was introduced by Vermont independent Bernie Sanders.

"The PRO Act will protect American workers and ensure that employers are held to fair standards," Fitzpatrick said. "I'm proud to support this landmark legislation that bolsters American workers' right to organize."

Among the PRO Act's provisions are:

- **Meaningful penalties for violating workers' rights.** The National Labor Relations Board finally would have the authority to levy fines on employers for breaking labor law, with penalties up to \$100,000 for repeat offenders in cases of illegal firings and serious economic harm. The bill also would allow the board to hold corporate executives and officers personally liable if they participate in violating workers' rights or are aware of violations and fail to prevent them.

- **Removing roadblocks to initial bargaining.** The bill would set a timeline for negotiations and, as needed, mediation and arbitration. Employers would no longer get away with dragging their



AFL-CIO President Liz Shuler, an IBEW member of Portland, Ore., Local 125, champions the PRO Act at a news conference on Capitol Hill after the bill was introduced for a third time in the U.S. House and Senate.

feet on first contracts — delays aimed at derailing new unions.

- **Ending captive-audience meetings.** Employers would risk major backfire for forcing workers to listen to anti-union rhetoric or otherwise interfering with a representation election. In those cas-

es, the bill would empower the NLRB to set aside an election defeat, certify the bargaining unit and order the employer to negotiate.

- **Clearing the path to justice.** Unfair labor practice charges can take months or even years to resolve when workers

are fired or otherwise punished for exercising their rights. The bill would require the NLRB to seek immediate injunctions in federal court to reinstate workers while their cases are pending — action that the current board, led by President Joe Biden's appointees, has been taking on its own since 2021.

- **The power to override right-to-work laws.** On the books in 28 states, these laws allow freeloading workers to benefit from representation without paying dues, draining unions of the resources they need to fight for members. Under the PRO Act, unions could bargain with management for the right to collect dues from all workers in a unit.

- **Bolstering the right to strike and to support outside acts of solidarity.** The bill clarifies that workers taking part in intermittent work stoppages have the legal right to do so, and it prohibits employers from permanently replacing striking workers. It also reinforces the First Amendment rights of workers to join outside strikes and boycotts without penalty.

- **Closing loopholes in labor law that erode workers' rights.** Many employers routinely misclassify workers as independent contractors to avoid paying fair wages and benefits, or as supervisors to dodge overtime. The bill would make those practices illegal. It

also would establish a "joint employer" standard so that workers employed by franchises or subcontractors would have the right to bargain collectively with all companies that control the terms and conditions of their jobs.

While passing the bill without a pro-worker majority in the U.S. House will be a steep uphill battle, International President Kenneth W. Cooper said he welcomes the debate.

"This is a conversation that needs to be on the table at all times because we know that people are listening," Cooper said. "Polls show that nearly three out of four Americans today support unions — a record number — because they understand how much unions can change the lives of workers and their families for the better."

"But the enemies of unions have been chipping away at our rights for generations, and they're going to keep at it until America's labor laws have real teeth again, which is what the PRO Act would do," he said. "It is the roadmap to better lives for millions more Americans."

AFL-CIO President Liz Shuler, a member of Portland, Ore., Local 125, put it this way:

"The PRO Act is how we level the playing field. It is how we stop the intimidation, the lies. This is how we let workers, not wealthy corporations, decide for themselves if they want the power of a union," she said. ■

IBEW Technicians Again Responsible for Super Bowl's Sights, Sounds

They aren't seen or heard from directly, but IBEW members often play a large role in the Super Bowl. That was the case again this year, when the Kansas City Chiefs beat the Philadelphia Eagles 38-35 on Feb. 12 in Glendale, Ariz.

Fox Sports televised the game, meaning IBEW technicians employed by the network were responsible for pictures and sounds seen and heard by more than 113 million viewers in the United States and hundreds of millions more around the world.

It is the 10th Super Bowl televised by Fox Sports since the network's inception in 1994. CBS, which the IBEW has had a professional relationship with since it was a radio company in 1939, has televised the game 21 times. That means IBEW technicians have worked more than one-half of all the Super Bowls played, 31 of 57.

A total of 231 IBEW technicians worked this year's game for Fox Sports. That number does not include IBEW members working for local television stations and other broadcasters covering the



IBEW technicians working for Fox Sports provided the sights and sounds for this year's Super Bowl from State Farm Stadium, seen here before an Arizona Cardinals home game in 2021.

game and events leading up to it in the Phoenix area.

Fox Sports used 94 cameras at State Farm Stadium during the game. A typical

NFL game uses 20 to 25.

It was a big day all around for IBEW technicians. Earlier in the day, CBS televised the Waste Management Phoenix Open PGA

tournament from TPC Scottsdale, about 25 miles from State Farm Stadium. The event is generally considered one of the top non-majors on the golfing schedule.

To top it off, Fox Sports televised three college basketball games the day before the Super Bowl. CBS televised one that day and one the day of the game.

The IBEW has helped both CBS and Fox Sports meet the demand for technicians by hosting utility training sessions for prospective new members and current members working in other branches interested in broadcast work. One such session was held at State Farm Stadium last September.

"Super Bowl Sunday is always a little more enjoyable for me knowing our broadcast members are responsible for putting together such a terrific broadcast," International President Kenneth W. Cooper said. "They are the best at what they do. It's another example of the historical importance of our relationships with national broadcasters like Fox Sports, which we've worked so hard to maintain over these many years." ■

NEBF
National Electrical Benefit Fund

NEAP
National Electrical Annuity Plan

FMCP
Family Medical Care Plan

401(k)
NATIONAL ELECTRICAL 401(k) PLAN



IBEW Benefit Funds Get New Leader Focused on Growth



“I have the absolute privilege to deliver on the promises I made back when I was an organizer.”

— Darrin Golden, new head of the NEBF, NEAP, FMCP and NEFP

The IBEW’s benefit funds had a change in leadership March 1, but members can be forgiven if they missed it.

For years, Larry Bradley was the steady hand behind the funds managed jointly by the IBEW and the union’s partners at the National Electrical Contractors Association: the National Electric Benefit Fund, or NEBF; the National Electrical Annuity Plan, or NEAP; the Family Medical Care Plan, or FMCP; and the National Electric 401(k) Plan, or NEFP.

Now, he’s stepping down, replaced by Darrin Golden, the IBEW’s former — and first ever — chief of staff.

“Your hard-earned benefits are a promise that we’ll take care of you and your family in sickness and retirement,” said International President Kenneth W. Cooper. “You trust us to make sure the people managing your benefits have your best interests at heart, so we worked hard to make this transition go as smoothly as possible.”

Bradley announced his intent to retire eight months ahead of time, allowing Golden the opportunity to get up to speed.

“Larry’s been a great teacher during this transition,” said Golden, a member of Rockford, Ill., Local 364 who has worked at the International Office in Washington, D.C., for nearly 10 years. “He’s always on the other end of the phone when I call.”

For almost eight decades, the NEBF has been a traditional pension, or defined-benefit retirement plan, for

inside wiremen. Through wise investments, the fund has become one of the most robust multi-employer plans in the U.S. The latest figures show more than 648,000 IBEW members participating, with just over 164,000 retirees or surviving spouses receiving benefits.

Established in 1973, the defined-contribution NEAP, geared primarily to outside wire and utility members, helps the IBEW provide supplemental retirement, disability and other benefits. Recent figures show that the NEAP has almost 153,000 participants.

The FMCP was launched in 2006 to help give members and their families comprehensive, low-cost health care benefits, providing locals and signatory contractors an alternative to offering the benefit themselves. At last count, the FMCP represents 185 locals, 254 bargaining units and 437 single-employer organizations — including seven Fortune 500 companies. This translates to just over 106,000 member and family participants from all 50 states and the District of Columbia.

Guaranteeing a secure future requires multiple tools and strategies, so the IBEW inaugurated the NEFP in 2008 as a way for members and signatory employers to boost their retirement savings through a traditional 401(k) plan.

Golden has an impressive resume. After serving four years in the U.S. Navy, he followed his father into the IBEW. He was initiated into the union in 1991 but spent another four years in the Navy Reserve during his apprenticeship, using

the G.I. Bill to help pay for night classes.

He held several leadership roles at Local 364, including 16 years as a trustee and chairman of Local 364’s benefit funds. In 2007, Golden became business manager; the following year, he was appointed to serve on the Council on Industrial Relations, the IBEW-NECA body that facilitates the resolution of labor disputes in the electrical trade. Golden’s exemplary performance on the panel caught International President Edwin D. Hill’s attention, and in 2013 Hill appointed him as an international representative with the CIR/Bylaws and Appeals Department. A year later, Hill promoted him to director of the department.

In 2017, International President Lonnie R. Stephenson appointed Golden as senior executive assistant to then-International Secretary-Treasurer Cooper, whose office, among other things, manages billions of benefit-fund dollars.

“I got to know Larry and the funds that way,” Golden said. “I also worked really closely with Kenny, and we became good friends.”

In 2020, Golden was appointed senior executive assistant to both Stephenson and Cooper. A year later, he was named chief of staff.

Golden now works closely with International Secretary-Treasurer Paul Noble, a fellow Illinoisan who was business manager of West Frankfort Local 702 around the time that Golden led Local 364.

“Because Darrin comes from an

IBEW family, he knows how important these plans and funds are to every participant,” said Noble, noting that Golden’s younger brother, Alan, is now Local 364’s business manager. “I worked with Darrin a lot back in Illinois, and I’m looking forward to working with him here to serve IBEW members across the country.”

Bradley worked with the NECA chapter that covers IBEW locals and contractors in Pennsylvania, Delaware and New Jersey for 27 years, the last 18 of those as executive director.

“I started in the mailroom, right out of high school,” Bradley said. “I grew up in the business.”

At NECA, Bradley had some measure of oversight on more than 40 benefit funds. His careful stewardship prompted leaders of the IBEW and NECA who serve as each fund’s trustees to tap him in 2002 to head up the NEBF and the NEAP and to be executive secretary-treasurer of the FMCP, and later the NEFP. In 2011, he became the health plan’s executive director.

“The first thing we did was work on the culture, to create a culture of caring and to remember what we do and who we do it for. We brought in electrical workers and business managers and told our people: ‘This is who you’re working for,’” Bradley recalled. “We made care a priority. We said, ‘It’s not about paper; it’s about people.’”

Golden praised his predecessor. “We’ve had a great leader in Larry,” he said, calling Bradley “a living legend” who commands equal respect from the

Top: Larry Bradley, who for nearly 20 years had a hand in managing IBEW-NECA benefit funds, was made an honorary IBEW member prior to his retirement March 1.

IBEW and NECA.

Bradley likewise had good things to say about Golden. “Darrin is quite a visionary,” said Bradley, who was granted honorary IBEW membership by International President Cooper in January during the union’s annual benefits conference. Bradley plans to spend his retirement with his wife, Nancy, and their four children and seven grandchildren, and to hone his craft as a magician.

Golden holds bachelor’s degrees in union leadership and administration and a master’s degree in public administration. He and his wife, Tracy, have three children.

While Golden understands that tens of thousands of IBEW members and their families are depending on him, his new role still retains a personal element.

“I have the absolute privilege to deliver on the promises I made back when I was an organizer,” Golden said. “And my dad was a longtime member; I would never do anything to jeopardize his or anyone else’s benefits.”

For more information, visit nebf.com, nebf.com/neap, nebf.com/fmcp or ourbenefitoffice.com/nefp/benefits.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

In Ontario, Electrified Ferry Offers Glimpse of Future Marine Work

The conversion of an airport ferry from biodiesel to electric power could help carry more marine-based work to the members of St. Catharines, Ontario, Local 303 and beyond.

“There’s a whole opportunity to electrify the marine industry and to be a leader in that, to be able to tie the IBEW to it,” said Mark Cherney, the local’s business manager.

In 2021, about a dozen of the local’s electricians working for Canal Marine & Industrial completed a five-week refit of the 30-metre MV Marilyn Bell I, a ferry that since 2010 has shipped passengers, vehicles and supplies to and from Toronto Island’s Billy Bishop Airport. The ferry went into full operation in 2022 as the first of its kind in North America.

Local 303 electricians replaced the ferry’s biodiesel generators and engines with an electric propulsion system plus a bank of lithium-ion batteries. The \$3.8 million conversion cost was covered by proceeds from an airport improvement fee added to departing airline passengers’ ticket prices.

The now-electric Marilyn Bell I also has a first-of-its-kind automatic shore charging system, installed by Local 303 members at the foot of Toronto’s Bathurst Street.

According to PortsToronto, which operates the ferry, the electricity that powers the boat is derived entirely from wind and solar generation. The upgrade should eliminate about 530 tonnes of greenhouse gas emissions per year, equivalent to the annual exhaust output of more than 100 gasoline-powered cars.

The popular ferry’s 90-second, 122-metre route, which supplements a tunnel under the Western Channel, is one of the shortest in the world — a tiny fraction of the 51 kilometres covered in 1954 by the actual Marilyn Bell, the first recorded person to swim across Lake Ontario from the mouth of the Niagara River to Toronto.

Even so, the boat provides a crucial connection, carrying up to 200 passengers and 15 island-service vehicles on each trip. It makes four round-trips an hour, 19 hours a day and seven days a week, and its batteries get a quick, automatic top-off charge while the boat is docked.

Cherney said it helped that a new owner at Canal Marine and a subsequent reorganization a few years ago helped turn things around for the company. “It also changed the way we deal with the marine industry,” he said.

Canal designed, developed and maintains the Marilyn Bell I using workers from the local, Cherney said, with potential for more work in the marine space. “The opportunity to do that one



A ferry that connects travelers with a Toronto airport is now 100% electric, thanks to members of St. Catharines, Ontario, Local 303.

Credit: PortsToronto

opened up opportunities for more here in Ontario,” he said.

“The marine industry used to be a major part of this local’s work,” said Cherney, who recently was elected to a fourth term as business manager. But beginning in the late 1980s, that work

almost completely dried up, he said.

Over its 113-year history, Local 303 has more than managed to roll with changing times and keep members working, adapting in recent years to take on more industrial and commercial work.

“We’ve had lots of history in a lot of different areas,” Cherney said. “Our apprentices get a lot of different perspectives of what’s out there.”

Local 303 also is getting ready for work on a hospital project and new apartments. Cherney said his mem-

bers are seeing opportunities from the growing tourism industry and power generation projects.

“Our area here will change drastically” in the coming years, he said.

Even so, marine projects will always hold a special place for Local 303, Cherney said. There’s been talk about upgrading and manufacturing similar electric ferries for other clients, he added.

First District International Vice President Russ Shewchuk said projects like this help create opportunities for IBEW members that could only be dreamed about even 10 years ago.

“It’s a real chance for our hard-working men and women across Canada not only to capture the work but to demonstrate that the coming electrification of transportation and other industries to reduce our greenhouse gas emissions can provide an abundance of opportunities for the IBEW,” Shewchuk said. ■

Le traversier électrifié en Ontario donne un aperçu du travail maritime à venir

La conversion du biodiesel à l’énergie électrique d’un traversier de l’aéroport pourrait aider les membres de la section locale 303 de St. Catharines en Ontario à travailler davantage dans le domaine des maritimes et au-delà.

« Il s’agit de toute une occasion d’électrifier l’industrie maritime et d’en être le chef de file, de pouvoir y lier la FIOE », déclare Mark Cherney, le gérant d’affaires de la section locale.

En 2021, environ une douzaine d’électriciennes et d’électriciens de la section locale qui travaillent pour Canal Marine & Industrial ont travaillé pendant cinq semaines sur une remise en état du MV Marilyn Bell I, un traversier de 30 mètres. Depuis 2010, il a transporté des passagers, des véhicules et de la fourniture du départ et à destination de l’Aéroport Billy Bishop de Toronto. Le traversier, le premier du genre en Amérique du Nord, était pleinement opérationnel en 2022.

Les électriciens du local 303 ont remplacé les génératrices et moteurs diesel du traversier par un système de propulsion électrique en plus d’une série de batteries au lithium-ion. Le coût de la conversion de 3,8 millions de dollars a été couvert par le produit provenant des frais d’amélioration aéroportuaire ajoutés au prix des billets d’avion de départ des passagers.

Le Marilyn Bell I, désormais électrique, est également muni d’un système de charge automatique à quai, le premier en son genre, installé au pied de la rue Bathurst de Toronto par les membres du local 303.

Selon PortsToronto, qui assure l’activité du traversier, l’électricité qui alimente le bateau provient entièrement de l’énergie éolienne et solaire. L’amélioration devra éliminer environ 530 tonnes d’émissions de gaz à effet de serre par an, soit l’équivalent des gaz d’échappement annuels de plus de 100 voitures à moteur à essence.

Le parcours de 90 secondes et 122 mètres du traversier, qui est l’un des plus courts au monde, est complété par un tunnel piétonnier sous le Western Channel (entre Toronto et l’Aéroport Billy Bishop); une petite fraction des 51 kilomètres parcourus par Marilyn Bell, la première personne à avoir traversé le lac Ontario à la nage de l’embouchure de la rivière Niagara jusqu’à Toronto.

De plus, le bateau établit un lien essentiel, car à chaque voyage, il peut transporter jusqu’à 200 passagers et des véhicules de service insulaire. Il effectue quatre trajets aller-retour en une heure, 19 heures par jours, 7 jours sur 7. Et une fois le bateau est à quai, ses batteries se rechargent aussitôt et rapidement.

Cherney mentionne que l’arrivée du nouveau propriétaire à Canal Marine

et la réorganisation qui été effectuée par la suite, ont contribué à renverser la situation pour la compagnie. « Ce changement a aussi changé la manière dont nous faisons affaire avec l’industrie maritime », dit-il.

Canal a conçu, élaboré et entretenu le Marilyn Bell I en faisant appel à des travailleuses et travailleurs du local, formule Cherney, ayant comme potentiel d’attirer plus de travaux dans le domaine maritime. « L’occasion d’avoir travaillé sur ce projet a ouvert la porte à d’autres occasions d’emploi en Ontario », dit-il.

« L’industrie maritime était une partie importante des emplois de cette section locale », exprime Cherney, qui a récemment été élu pour un quatrième mandat à titre de gérant d’affaires. Mais à partir de la fin des années 80, en raison de la mondialisation, ce type de travail a presque complètement disparu, dit-il.

Depuis plus de 113 années en existence, le local 303 a plus que réussi à s’adapter aux changements et de garder les membres à l’emploi. Dans ces dernières années, il s’est adapté en acceptant plus de travaux dans le domaine industriel et commercial.

« Nous avons eu beaucoup de vécu dans plusieurs différents secteurs », mentionne le gérant d’affaires. « Une plus grande vision s’offre à nos

apprenties et apprentis sur ce qui est disponible sur le marché du travail. »

La section locale 303 se prépare également à travailler sur un projet hospitalier et sur la construction des immeubles d’habitation. Cherney exprime que ses membres voient des possibilités d’emploi provenant de l’industrie du tourisme en évolution et des projets de production d’énergie.

Dans les années à venir, « notre région va changer considérablement », dit-il.

De même, les projets maritimes occuperont toujours une place particulière au local 303, dit Cherney. Des discussions ont aussi eu lieu concernant la modernisation et la fabrication des traversiers électriques similaires pour d’autres clients, ajoute-t-il.

Le vice-président international du premier district Russ Shewchuk dit que ces projets aident à créer des occasions pour les membres de la FIOE que l’on n’a pu s’imaginer il y a dix ans.

« C’est une chance véritable pour nos femmes et hommes qui travaillent d’arrache-pied à travers le Canada, pas seulement le fait d’obtenir le travail, mais de démontrer que l’électrification du transport à venir et aux autres industries de réduire nos émissions de gaz à effet de serre offrent des possibilités en abondance pour les membres de la FIOE », a déclaré Shewchuk. ■

IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out lots of other IBEW-related content online.

www.ibew.org

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

YouTube

Memphis, Tenn., Local 474 is working on its largest project ever in Blue Oval City, Ford's electric truck plant. Visit [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker) to check out that and other videos from the Media Department.

Vimeo

Get the inside story on the birth of San Juan Local 787 and plans to modernize Puerto Rico's electrical grid at [Vimeo.com/IBEW](https://vimeo.com/IBEW).

HourPower

National Real Estate Advisors' partnership



with Catalyst Healthcare is paying off for members throughout the country and leading to gains in market share. Visit IBEWHourPower.com for more.

ElectricTV

See what transmission projects the IBEW and NECA have been working on at ElectricTV.net.



POLITICS & JOBS

IBEW Sister Shines as Ambassador for Pre-Apprenticeships at State of the Union

A budding electrician had the hottest ticket in D.C. as President Joe Biden delivered a sweeping State of the Union speech that reported on record-breaking job growth and other unparalleled progress for American workers.

Andrea Kelly, a newly initiated member of Decatur, Ill., Local 146 and graduate of the pre-apprenticeship program run by her city's building trades, was among the youngest guests watching from the gallery of the packed U.S. House chamber the evening of Feb. 8.

"It was just very exciting to be there and hear him speak and to see all the congressmen and -women react," said Kelly, 20, who was struck by the thunderous ovations, as well as less civil reactions, from the floor. "I liked that he's good on job training and helping not just our program but every trade and all working people when and where he can."

Kelly was invited by Illinois Rep. Nikki Budzinski, a pro-labor freshman lawmaker who has pledged that her first bill will seek tax incentives for small businesses that hire apprentice and pre-apprentice workers.

She signaled her commitment by giving her lone guest ticket to Kelly, who was selected by Local 146 Business Manager Josh Sapp.

"I'm excited to be joined by Andrea Kelly for my first State of the Union address — a young woman who shows us just how important apprenticeship and pre-apprenticeship programs are to the economic mobility of our communities," Budzinski said.

"At a time when too many Americans struggle to find good-paying jobs, thousands of well-paid positions lie unfilled due to a persistent job skills gap," she added. "We must do more to connect folks with training opportunities that will help them get ahead."

From the House podium, Biden saluted the IBEW, the Ironworkers and other trades — shoutouts that were nothing new for a president who talks about union apprenticeships and good, union jobs every chance he gets.

He heralded the 12 million jobs created during his administration's first two years — more job gains than in any president's full four-year term and a large factor in the nation's 3.4% unemployment rate, the lowest in a half-century.

Millions more jobs are on the way, Biden said to cheers, made possible by the \$1.3 trillion infrastructure bill and other legislation that is putting people to work building and improving everything from roads, bridges and tunnels to schools and airports. Not to mention explosive growth in U.S. computer chip manufacturing and high-tech rest stops.

"We're going to build 500,000 electric vehicle charging stations, installed across the country by tens of



As President Joe Biden delivered his State of the Union speech in February, reporting on explosive job growth and other groundbreaking progress for workers, guests in the balcony of the U.S. House chamber included Decatur, Ill., Local 146 member Andrea Kelly, pictured at left in the adjacent photo. Rep. Nikki Budzinski, center, invited the pre-apprentice graduate as a show of support for union training programs. Earlier that day, Kelly and Local 146 Business Manager Josh Sapp, right, made the rounds on Capitol Hill advocating for funding for pre-apprenticeship and apprentice programs.



thousands of IBEW workers," Biden said in the address.

Each of the 535 members of Congress is allowed to invite a plus-one to the annual address. Kelly was surrounded in the gallery by members' spouses and Washington insiders, but also guests like her representing a cross-section of Americans.

Her business manager didn't have quite as good a seat. Sapp, who traveled with Kelly to Washington, laughed as he described attempting to watch the speech on his phone in a noisy Capitol Hill restaurant.

Sapp met Kelly during a career fair at her high school when she stopped by the IBEW's booth. "She said she always wanted to be an electrician," he said.

Or at least since she was 10 or 11, Kelly recalled, when she watched in fascination as technicians tackled a lighting problem at a glass manufacturing plant run by her grandfather.

"The lights kept tripping, and they were trying to figure out why," she said. "It was pretty cool. They had to pull some wires out and seeing all those different-colored wires go here and there, seeing the workers flip that switch and the light goes off and this switch and the light goes on. It was like 'Wow!' I'd never seen that before, and

I'd always wondered what would happen if I flipped the switch."

Sapp steered her toward the Illinois Works Pre-Apprenticeship Program, a partnership of the Decatur Building & Construction Trades Council, Workforce Investment Solutions and local nonprofit One Level, that provides 120 hours of training, including on-the-job experience.

For Kelly, who had been working at McDonald's, a stint with Bodine Electric turned into a life-changing job with the signatory contractor.

Kelly has applied for an IBEW apprenticeship and was anxiously awaiting interviews in March. But with a year under her belt as a construction wireman at Bodine, she's already an IBEW sister, initiated into Local 146 on Valentine's Day.

Growing up, she made trips to see an aunt in Washington but had never stepped inside the Capitol until the day of Biden's address — a speech that won rave reviews, even earning praise from some of his critics.

Earlier that day, Kelly and Sapp visited with Budzinski and other members of the Illinois delegation, including Sens. Dick Durbin and Tammy Duckworth and Reps. Sean Casten and Lauren Underwood. They even met with House Democratic Leader Hakeem Jef-

fries and bumped into other politicians as they trekked the halls of House and Senate office buildings.

"She was introduced to dozens of people of importance," Sapp said. "She recognized it as an awesome opportunity, but I think some of it was also overwhelming."

He was proud of how she navigated it all, recalling her perfect response to a reporters question.

"One of them asked her what she was hoping to hear from President Biden," he said. "She answered it really well — she said funding for job training to help people like her get into the trades." ■

IBEW Members Answer Call for National Electric Vehicle Program

Approximately 20,000 IBEW members have been certified to install electric vehicle charging stations across the United States after completing the Electric Vehicle Infrastructure Training Program, the White House said Feb. 15 in finalizing standards for its expansive EV initiative.

The training milestone is a big

My IBEW STORY

Michael Rollerson, heavy equipment operator
Denver Local 111



“The IBEW saved my life, literally. Before I became a member, I was incarcerated. I wasn’t living my best life. I couldn’t find employment that paid me enough to support my family. My son was hired at Pizza Hut before I could even get anything.

Then one day I was arguing with my parole officer. He said I needed a job. I told him I was looking but I couldn’t find anything. Fortunately, a lady at Denver Works happened to be there, and she understood what

I was saying. She handed me a paper, and the first name on the list was Local 111. I went in and said I wasn’t looking for a job, I was looking for a career. The woman there said, ‘You’ve come to the right place.’

I needed to get some things in order first, like paying fines and getting my driver’s license. So, I went to Second Chance career center, and they helped me get my flagger certification so I could make enough money to pay the fines and get a license. I haven’t looked back since.

First and foremost, being an IBEW member gave me a sense of pride. I was able to show my younger son that this is what I do. I became a true citizen. And I got involved in the union. I’m involved in committees with the Denver Area Labor Federation and the Electrical Workers Minority Caucus. I’m learning ways to better myself and my community and actually build structures. And I’m able to be a positive role model for my sons and financially support my family and have health insurance and benefits. I’ve learned that there’s a better way for us to be a part of something that’s really big and important.

Being an IBEW member gives you the chance to change your life and to give support to those who might not have any. It means brotherhood and sisterhood, and having someone who makes sure you have the right representation. I plan to be an impactful part of the future of Local 111. I feel like I have the responsibility of educating people who don’t know about unions and the trades, people who don’t know we’re the ones who come out in the snowstorms.”

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

ibew.org/MyIBEWStory

step toward President Joe Biden’s goal of building a national network of 500,000 charging stations and having at least half of new car sales be electric vehicles by 2030.

Last June, the Department of Transportation recommended the EVITP as the preferred national training program for installing the stations. The program was developed more than 10 years ago by the IBEW, the National Electrical Contractors Association and other partners.

That proved to be a wise move. After the Bipartisan Infrastructure Law was passed and signed in November 2021, then-International President Lonnie R. Stephenson pledged that the IBEW would certify 10,000 electricians by August 2022.

The union met that goal and now has doubled down on its success.

“Skilled IBEW electricians helped lead the first energy revolution, electrifying America from coast to coast,” said International President Kenneth W. Cooper. “We are proud to do our part in leading today’s energy revolution, building a modern low-carbon infrastructure that will combat climate change, boost our economy and rebuild the middle class.”

The White House cited about 20 private companies — including automakers, energy companies, restaurants and grocery stores — that have invested in installing charging machines nationwide.

“The rapidly expanding industry is ramping up production to make high-quality, Build America-compliant chargers, creating good jobs and helping the United States strengthen its leadership in clean energy manufacturing,” the White House said.

The final rules comply with requirements that charging station assembly is done domestically. For instance, final assembly and manufacturing for iron and steel charger enclosures must be done in the United States, effective immediately. By July 2024, at least 55% of all components must be manufactured domestically.

That’s welcome news for IBEW members and all American manufacturing workers, who have seen jobs sent overseas for decades.

“Strong labor standards like these are crucial to creating a pipeline of electricians and other skilled construction labor needed to build a low-carbon energy infrastructure, while Buy American requirements are helping to jumpstart our nation’s manufacturing sector,” Cooper said. ■

TRANSITIONS

RETIRED

Frank Cloud



Fourth District International Representative Frank Cloud, a fixture in southwest Ohio labor circles for more than

four decades and a leader in the IBEW’s construction organizing, retired April 1.

Born and raised in Fairfield, Ohio, Brother Cloud was a good enough high school running back that he received offers to play for some small colleges and universities.

His father, journeyman wireman Doug Cloud, was a member of Hamilton, Ohio, Local 648. He reminded Frank that he wasn’t exactly a stellar student.

“He knew me too well,” Frank Cloud said with a laugh. “He said you can go to school close to home or you can go into the apprenticeship. He kind of steered me in the right way.”

Doug Cloud went on to become Local 648’s business manager. The younger Cloud began his apprenticeship in 1977, joined Local 648 in 1979 and later topped out as an inside wireman.

He didn’t envision following his father into union leadership. “It just evolved over the years,” Frank Cloud said. “Everything fell into place.”

He began by serving as a Local 648 steward on major construction projects. In 1992, he was elected to the executive committee. Next he was hired as a project manager by signatory contractor Wagner-Smith.

“You have to learn how to deal with the different personalities and different types of people,” he said. “As a

project manager, you learn how the contractors work and how they think.”

Cloud was elected Local 648’s president in 2004 and was appointed to replace retiring Business Manager Gary Corbin two years later. He went on to be reelected twice.

During his tenure, he was responsible for administering an \$8 million Labor Department grant that provided training to IBEW members working on alternative energy sources, particularly wind.

“Younger people are coming in, and I’m old school to a certain extent. Time to pass the torch on to someone else.”

— Fourth District International Representative Frank Cloud

In 2012, Cloud was asked by then-Fourth District International Vice President Kenneth W. Cooper — now the international president — to join the district staff as the state organizing coordinator for Kentucky.

“I said: ‘Hell yeah, why not? Anything I can do to help the IBEW, I’ll do it,’” Cloud recalled.

At the same time, he serviced locals in his home state, and in 2017 was appointed as an international representative. Cloud said he’s proud that membership numbers are strong in Kentucky and Ohio, as are relationships with signatory contractors.

Another career highlight was

assisting in a successful organization of workers at Asplundh, a tree-trimming company, across four states in the mid-2010s. Cloud worked closely with Louisville, Ky., Local 369, adding about 350 members to its rolls.

“The Cloud name has been around here for a long time,” said Local 648 Business Manager Jeff McGuffey, who was brought on staff by Cloud and has known him for more than 30 years. “Just a good union family that cares about Local 648 and its members.”

McGuffey said Cloud didn’t seek to interfere with people working under him, with a philosophy to hire the best people and only get involved when necessary.

“He didn’t dictate what needed to be done,” said McGuffey, who also worked with Cloud on the jobsite. “He just let me do my job.”

In addition to his IBEW duties, Brother Cloud served on the Butler County Board of Elections, as vice president of the county’s Building & Construction Trades Council and as chairman of the Butler County Democratic Party.

His brother, also named Doug, was a journeyman lineman and Local 648 member. He died in 2015.

In retirement, Cloud plans to travel with his wife, Lisa, and “maybe hit a few casinos,” he said. He has four adult children.

Cloud is a lifelong Cleveland Browns fan and hopes to follow them more closely in the years ahead.

“I’m going to be 65 years old in April,” Cloud said. “Regimes change, people are changing. Younger people are coming in, and I’m old school to a certain extent. Time to pass the torch on to someone else.”

The officers and staff thank Brother Cloud for his many years of service and wish him a long and happy retirement. ■

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CIRCUITS

IBEW Joins Landmark Labor Deal to Help Build and Run High-Speed Rail From L.A. to Vegas

The IBEW has joined a coalition of labor unions to sign an agreement to build and run what is billed as the first truly high-speed passenger rail line in the U.S.

The Brightline West project aims to connect the Los Angeles area's Metrolink system with the Las Vegas Strip via high-speed rail. The agreement between the coalition and the company commits Brightline to employing union members on every aspect of work to build, operate and maintain the line as a condition of securing a \$3 billion grant from money made available by the trillion-dollar 2021 Infrastructure Investment and Jobs Act.

"Thanks in part to the men and women who work in our Railroad and Construction branches, millions of people who drive between Los Angeles and Las Vegas could soon be making that same trip on a comfortable train in half the time," said International President Kenneth W. Cooper. "Brightline knows that they can count on the members of our union coalition to get the job done safely and efficiently."

The High-Speed Rail Labor Coalition unions represents more than 160,000 highly skilled freight, regional, commuter and passenger railroad workers in the U.S.

"The coalition met with Brightline several times and gave them a few of our concepts of how high-speed rail should be done," said Railroad Department Director Al Russo. Had the company tried to do the project without using organized labor, he said, it would have set a dangerous precedent for some of its planned projects in other parts of the U.S.

High-speed rail is generally considered to include trains that travel at least 155 miles per hour on tracks that have been built specifically to handle such speeds. Brightline West is planned to operate on new tracks along a 218-mile route that mostly uses the median strip of the Interstate 15 right of way via trains capable of achieving speeds up to 200 miles per hour.

The \$10 billion investment promises to have far-reaching economic benefits, including the creation of thousands of jobs during construction — about 1,100 of which would be under the HRLSC's jurisdiction. The system is expected to generate hundreds of permanent union jobs, including IBEW work, once the line is operational.

"That's crucial, because our members understand that keeping the work is just as important as getting the work," said Construction and Maintenance Department Director Matt Paules. "This type of infrastructure investment will employ thousands of



IBEW members from the Construction and Railroad branches are part of a coalition of unions gearing up to build the all-electric Brightline West, the U.S.'s first truly high-speed rail service for passengers traveling between Southern California and Southern Nevada.

our members. This is only the beginning for high-speed rail in the U.S., and the IBEW intends to be part of the construction, operation and maintenance of these rail systems of the future."

In February, the coalition wrote Transportation Secretary Pete Buttigieg in support of Brightline's application for an IJA grant from his department. Once funding is secured and construction is underway, Brightline estimates that the line could be ready for full revenue service as early as 2027.

Brightline also estimates that the fully electric and emission-free system will take 3 million cars off the road each year, preventing the generation of about 400,000 tons of carbon dioxide. Brightline West promises a journey time of just over two hours from a planned Metrolink light rail station to the Strip, operating at a top speed near 180 mph. Drivers on I-15 along the same route have speed limits that top out at 70 mph.

The memorandum of understanding sets Brightline West as an official rail carrier as defined by the Railway Labor Act, and it specifically spells out the rights of workers on all aspects of the project to be represented by a labor union.

"The IBEW was the last to sign the MOU," Russo noted. "President Cooper wanted to make sure that the project labor agreements fully protect workers."

Having RLA jurisdiction also helps ensure that Brightline will remain neutral during any organizing campaigns during the project, Russo said.

Joining the IBEW on the High-Speed Rail Labor Coalition are the Brotherhood of Maintenance of Way Employees Division; the Brotherhood of Railroad Signalmen; the International Association of Sheet Metal, Air, Rail and Transportation Workers' Transportation Department and Mechanical and Engineering Department; the National Conference of Firemen and Oilers, represented by Service Employees International Union Local 32BJ; the Transportation Communications Union; the International Association

of Machinists and Aerospace Workers; the Brotherhood of Railway Carmen; the International Brotherhood of Boilermakers; the Transport Workers Union of America; the American Train Dispatchers Association; and the Brotherhood of Locomotive Engineers and Trainmen.

Meanwhile, Russo, Paules and their staff members continue to work alongside their counterparts in the coalition to work out the necessary agreements among the various locals and trades organizations in Nevada and California.

"Once America sees this, governors will flock to see about implementation in their states," Russo said.

Paules concluded: "When that happens, our reputation for success on this rail line will go a long way toward securing future projects on similar new construction all over the country." ■

Federal Labor Report Shows Union Strength, Growth Opportunities

The Bureau of Labor Statistics' annual report on union membership showed overall numbers on the rise, good news for America's working families. It also demonstrated again that union members continue to earn more than their nonunion counterparts.

Unions' opponents and many media outlets, however, emphasized that the same report showed that the percentage of unionized workers actually fell slightly. But digging into the details of the report and the context of the labor market reveals a lot to be enthusiastic about. Leaders from the IBEW and the National Electrical Contractors Association, the Brotherhood's longtime management partner, reminded observers that both groups continue to add members.

"The [IBEW] reports 11 consecutive years of construction membership growth," the two groups said in a joint

statement. "[NECA] shares this upward trend of membership over the last several years."

The BLS also reported that the average weekly pay for a union construction worker was \$1,319, 26% more than a nonunion counterpart.

"NECA and the IBEW are able to provide good family-sustaining wages all while still representing some of the largest and most successful union contractors in the country," the statement said.

The BLS report, which was released in February, stated that the number of U.S. workers belonging to unions increased 1.9%, to 14.3 million. But the union membership rate — which is defined as the share of wage and salary workers who are members of a union — was 10.1% in 2022, down from 10.3% one year earlier.

The reason? A red-hot job market,

which added 5.3 million salaried workers throughout the year. Most of those jobs were not unionized, which is typical of most jobs when they are created.

But some will present organizing opportunities. The booming 2022 job market was good for workers overall, allowing them to be more selective and force employers to improve working conditions to attract employees.

Plus, there is evidence that the number of unionized workers will continue to rise.

The National Labor Relations Board reported that requests in union election petitions between October 2021 and September 2022 increased 53% over the previous fiscal year. That is the largest increase since 2016.

Major strike activity — defined by the BLS as a strike that affects 1,000 or more workers and at least one work shift — increased 50% in 2022.

The American public continues to support unions at a historic rate. A Gallup poll conducted last year found unions' approval rating at 71%, the highest since 1965. Most workers say they would join a union if given the chance.

Plus, the passage of the Bipartisan Infrastructure Bill and the CHIPS and Science Act will provide more good-paying union jobs. Much of that is spelled out in the language of the two laws, which will help add to the IBEW's rolls, especially in construction.

"It's an exciting time for the IBEW and all unions," International President Kenneth W. Cooper said. "Despite what our detractors say, we have some powerful tailwinds at our back: a strong job market, a presidential administration that is one of the most supportive in our nation's history and, perhaps most importantly, the support of the American public. I am confident the IBEW's membership numbers will continue to grow." ■

IBEW Membership Growth



Total active IBEW membership has been on a steady upward trajectory in recent years, even accounting for the toll of the beginning of the pandemic.

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GROUND^{ED} IN HISTORY

Local 1 and the Wings of Brotherhood

The link between patriotism and unionism has always been part of the IBEW story. It is a principle of our union that to lift up your brothers and sisters is to lift up your community, and thereby your nation. While this may seem aspirational, there are times when a day's labor is a true patriotic act.

Never was that more apparent than when the IBEW's original local bought a warplane.

As soon as Japan attacked the U.S. naval base at Pearl Harbor on Dec. 7, 1941, launching America into the Second World War, Americans stepped up in great numbers to buy defense bonds.

Just one month later, a census conducted by the IBEW estimated that local unions had purchased \$2.8 million in defense bonds, with an additional \$4.9 million in bonds bought by individual members. Several local union efforts were highlighted in the census, such as Local 481 in Indianapolis, whose entire membership purchased \$6,075 in bonds in a single day. The census also noted the AFL's campaign to raise \$1 billion in bonds, enough to pay for 4,000 heavy bombers.

Inspired by this outpouring of patriotic generosity, Local 1 in St. Louis announced an ambitious goal: Their members would donate one Saturday's pay to raise \$50,000 in war bonds, enough to pay for one P-51 Mustang fighter plane. At the time, a Saturday's pay amounted to \$28 when using overtime rates. With over 2,800 members in the local, a majority of whom were employed in ordnance plants, it was estimated that it would take six months to reach their goal. They did it in four.

James A. Morrell, business manager of Local 1 at the time, published updates in *The Electrical Worker* throughout 1942, detailing his negotiations with the U.S. government, which authorized the local to



U.S. Army meets Local 1 in a photo published Dec. 12, 1942, in the *St. Louis Globe-Democrat*. From left: Local 1 Business Manager James Morrell; 2nd Lt. Larry D. Tootle; Joseph Votruba Jr., the plane's painter; and Capt. Frank B. Fisher.



The *St. Louis Spirit* was a P-51 Mustang purchased with \$50,000 in war bonds Local 1 members bought.

sell defense bonds directly to members. In the April issue, he announced that the local had reached its goal of \$50,000 and urged other locals to do the same.

"There can be no doubt concerning the patriotism of electrical workers, for there is no group which stands to lose as much as does organized labor," wrote Morrell. "The blessings of the right to organize, and to use those organizations to obtain a fair wage for a fair day's work, are things our democratic form of government guarantees to us and are the very foundation of our American ideals. For that reason, I am sure you will join me in the unqualified desire to lend every effort within our power to assist our armed forces and insure ultimate victory for Old Glory."

In November 1942, after months of coordination with the U.S. War Department, Local 1 presented a check for \$50,000 to Walter Edwards, assistant internal revenue collector for St. Louis. In attendance was a Local 1 member who had lost a leg in the First World War. Upon seeing the check change hands, the member gave a "whoop of joy," saying, "I've been wondering how I could get in there, and now I feel that I am back fighting again."

On Dec. 7, 1942, one year to the day after Pearl Harbor, a dedication ceremony was scheduled at Lambert Field in St. Louis where a fully operational P-51 Mustang was to be flown in. Leading the ceremony was Army 1st Lt. Charles L. McClure of University City, Mo., who flew in Gen. Jimmy Doolittle's raid on Tokyo on April 18, 1942. Unfortunately,

bad weather prevented the P-51's arrival, but the assembled crowd still held a banquet dinner. There, McClure enthralled the audience with the story of his top-secret mission over Tokyo, which ended with a dramatic crash landing on the China coast, followed by 30 days of recuperation in various Chinese villages.

The P-51 arrived a few days later, and the dedication was rescheduled for Dec. 12. McClure once again presided and officially accepted the plane on behalf of the Army. The wife of the business manager swung a bottle of champagne against its propeller, saying, "I christen you *St. Louis Spirit*." This name, as well as the IBEW seal, was proudly emblazoned on the side of the plane.

A flying demonstration of the P-51 was conducted by 2nd Lt. Larry D. Tootle of Dayton, Ohio, who said to the crowd, "I'm not going to talk very much; I'm just going to show you." According to an article by the *St. Louis Post-Dispatch*, Tootle "powered up the fighter, skimmed down the runway and was soon 15,000 feet above the field; he then gave the spectators a thrill with a series of dogfight maneuvers followed by a power dive that ended a scant 100 feet from the ground."

IBEW research has revealed that the *St. Louis Spirit* was one of 150 Mustangs ordered by the British in 1941 as part of the Lend-Lease Act. This was a government program that allowed U.S. allies to lease war materiel produced in America for use overseas.

However, after the attack on Pearl Harbor, the U.S. decided to keep 58 Mustangs for its own forces. The first batch of planes rolled out of the factory in July 1942. They had a 37-foot wingspan, a liquid-cooled Allison engine and 20-millimeter cannons on both wings. By December, 35 of these planes had been sent to North Africa to fight. The remaining 23 stayed in the U.S. for combat training and further modification. As of this writing, the fate of the *St. Louis Spirit* is unknown, but further research is ongoing.

No matter what became of this IBEW fighter, the principles it represented were clear. "The IBEW has made a great contribution to the welfare and progress of our nation; it has set the pace in creating the highest living standard on earth," Morrell wrote in his June 1942 article. "The spirit of loyalty, duty, and cooperation by union members demonstrates that organized labor is an indispensable force to defend and protect our democratic way of life, and is one of the impervious pillars of our American republic."

While we continue to strengthen that force of unionism today, let us remember the day when it took to the skies for the world to see. ■

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

December 2020 International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 11:00 a.m., by Chairman Erikson, on Tuesday, December 15, 2020, via audio/video conference call. Other members of the council in attendance were Calvey, Burgham, Riley, Furco, Wine, Lavin and Galbraith. Brother Calabro was excused to attend to business of his local union.

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.

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 3 member

Ante Ljubicic, card number D733542, and it is the decision of the IEC to deny Brother Ljubicic's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 236 member Daniel J. Cooke, card number D530629, and it is the decision of the IEC to deny Brother Cooke's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 915 member David M. Davis, card number D499593, 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 266 member Quido J. Iannacone, card num-

ber D113302. The trustees previously acted, and that decision was a final determination.

Local Union(s) Under International Office Supervision

Local Union 416 was placed under trusteeship on July 6, 2020. The trusteeship remained in place until November 16, 2020. Effective November 16, 2020, the local union was amalgamated into Local Union 532 and trusteeship was lifted.

Local Union 2330 was placed under trusteeship on June 3, 2019. The trusteeship has been extended for an additional six (6) months.

Article XX and XXI Cases

There were no new Article XX or XXI cases during the fourth quarter of 2020.

Retirement of International Representative

James A. Dotson, District Organizing Coordinator, Sixth District Effective — November 15, 2020

This regularly scheduled meeting was adjourned, on Tuesday, December 15, 2020, at 1:36 p.m. The next regular meeting of the International Executive Council will commence at 11:00 a.m., on Tuesday, February 16, 2021, via audio/video conference call.

For the International Executive Council

Patrick Lavin, Secretary
December 2020

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. ■

Annual Funding Notice for the National Electrical Benefit Fund

Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the Plan” or “NEBF”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the Plan has substantially rebounded. As a result, the Plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2022 and ending December 31, 2022 (“Plan Year”).

How Well Funded Is the NEBF?

The law requires the administrator of the NEBF to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. NEBF’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

Funded Percentage			
	2022 Plan Year	2021 Plan Year	2020 Plan Year
Valuation Date	January 1, 2022	January 1, 2022	January 1, 2020
Funded Percentage	90.93%	86.51%	84.38%
Value of Assets	\$17,201,772,836	\$16,003,545,120	\$15,225,779,442
Value of Liabilities	\$18,918,349,371	\$18,499,097,563	\$18,044,256,213

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out these fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

	December 31, 2022	December 31, 2021	December 31, 2020
Fair Market Value of Assets	\$16,477,835,621	\$19,010,466,830	\$16,772,535,473

Endangered, Critical, or Critical and Declining Status

Under federal pension law a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

NEBF was not in endangered, critical, or critical and declining status in the Plan Year.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2023, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 617,921. Of this number, 288,903 were current employees, 161,597 were retired and receiving benefits, and 167,421 were retired or no longer working for a covered employer and have a right to future benefits.

Funding and Investment Policies

Every pension plan must have a procedure for establishing a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to ensure that the employer contributions to the Plan, coupled with long-term investment returns, will keep the Plan financially secure and permit the Plan to meet all current and future liabilities. The Trustees have determined that the 3% of gross labor payroll contribution rate will continue to satisfy this funding policy.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments are prudent and that the individual investment funds and managers are achieving the goals established by the Plan.

Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	0.20%
U.S. Government securities	5.64
Corporate debt instruments (other than employer securities):	
Preferred	3.87
All other	6.23
Corporate stocks (other than employer securities):	
Preferred	0.01
Common	16.37
Partnership/joint venture interests	25.88
Real estate (other than employer real property)	0.01

Loans (other than to participants)	0.77
Participant loans	—
Value of interest in common/collective trusts	26.84
Value of interest in pooled separate accounts	1.71
Value of interest in master trust investment accounts	—
Value of interest in 103-12 investment entities	—
Value of interest in registered investment companies (e.g., mutual funds)	4.59
Value of funds held in insurance co. general account (unallocated contracts)	—
Employer-related investments:	
Employer securities	—
Employer real property	—
Buildings and other property used in plan operation	—
Other	7.88

For information about the Plan’s investment in any of the following types of investments — common / collective trusts, pooled separate accounts, or 103-12 investment entities — contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300.

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the U.S. Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20220, or by calling (202) 693-8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where to Get More Information.”

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the plan’s monthly benefit accrual rate, plus 75 percent of the next \$33.00 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$600.00, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$600.00 / 10), which equals \$60.00. The guaranteed amount for a \$60.00 monthly accrual rate is equal to the sum of \$11.00 plus \$24.75 (.75 x \$33.00), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200.00, the accrual rate for purposes of determining the guarantee would be \$20.00 (or \$200.00 / 10). The guaranteed amount for a \$20.00 monthly accrual rate is equal to the sum of \$11.00 plus \$6.75 (.75 x \$9.00), or \$17.75. Thus, the participant’s guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan’s termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at www.pbgc.gov/prac/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information,” below.

Where to Get More Information

For more information about this notice, you may contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300. For identification purposes, the official plan number is 001 and the plan sponsor’s name and employer identification number or “EIN” is Trustees of the National Electrical Benefit Fund, 53-0181657.

Paul A. Noble NEBF Trustee	Kenneth W. Cooper NEBF Trustee	David Long NEBF Trustee	Dennis F. Quebe NEBF Trustee
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Summary Annual Report for Int'l Brotherhood of Electrical Workers' Pension Benefit Fund

This is a summary of the annual report for the INT'L BROTHERHOOD OF ELECTRICAL WORKERS' PENSION BENEFIT FUND, (Employer Identification No. 53-0088380, Plan No. 001) for the period July 1, 2021 to June 30, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$199,338,863. These expenses included \$14,459,991 in administrative expenses and \$184,878,872 in benefits paid to participants and beneficiaries. A total of 543,189 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$2,312,357,606 as of June 30, 2022 compared to \$2,619,379,456 as of July 1, 2021. During the plan year the plan experienced a decrease in its net assets of \$307,021,850. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$107,682,987, including employee contribu-

tions of \$91,859,215, gains of \$84,132,608 from the sale of assets, earnings from investments of \$-283,318,371 and other income of \$-356,439.

Your Rights to Additional Information

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

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the plan assets; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator,

Paul A. Noble
International Secretary-Treasurer
900 7th Street, NW
Washington, DC 20001-4089
82-4445797 (Employer Identification Number)
(202) 728-6200

The charge to cover copying costs will be \$14 for the full report, or \$0 per page for any part thereof.

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

You also have the legally protected right to examine the annual report at the main office of the plan:

International Brotherhood of Electrical
Workers' Pension Benefit Fund
900 7th Street, NW
Washington, DC 20001

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

Paperwork Reduction Act Statement

According to the paperwork reduction act of 1995 (PUB. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays

a valid office of management and budget (OMB) control number. The department notes that a federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to the collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_public@dol.gov and reference the OMB control number 1210-0040

OMB control number 1210-0040 (expires 06/30/2022)

Note: for small pension plans that are eligible for an audit waiver, see the department's regulation at 29 CFR 2520.104-46 For model language to be added to the summary annual report. ■

August 2022 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 1:45 pm, by Chairman Erikson, on Wednesday, August 31, 2022, in Austin, Texas. Other members of the council in attendance were Calvey, Shirey, Furco, Wine, Chincio, and Griffiths. Council members Calabro and Riley attended via audio/video conference call.

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 — Darrin Golden

The members of the International Executive Council adopted a resolution regarding Darrin Golden's transition from Chief of Staff of the International Brotherhood of Electrical Workers to the National Electrical Benefit Fund to serve as Executive Secretary-Treasurer. The resolution clarifies Darrin Golden's entitlement to relocation benefits under the IBEW's policy at the time of his retirement from NEBF, and authorizes the International Secretary-Treasurer to take steps to amend the Officers Plan to allow for continued participation in the Plan while working for NEBF.

Resolution — Reimbursement of a Portion of Travel Costs for the International Convention

The members of the International Executive Council adopted a resolution supporting the International President's authorization to pay delegates to the 40th IBEW International Convention who were seated by the IEC, but not paid mileage or reimbursement pursuant to Article II, Section 11 of the IBEW Constitution because their credentials were not received or in the mail on time, seventy-five percent (75%) of the amount paid under Article II, Section 9 of the IBEW Constitution to delegates to the 40th IBEW International Convention whose credentials were received or in the mail on time.

Resolution — To Make Technical and Conforming Changes to New Constitution

The International Executive Council, as authorized under Article XXVII, Section 3 of the IBEW Constitution, directs the International Secretary-Treasurer in his compilation and editing of the new IBEW Constitution, to correct article, and section designations, punctuation, cross-references, and to make such other technical and conforming changes as may be necessary to reflect the intent of the changes adopted at the 40th IBEW International Convention.

Resignation and Retirement of Frank J. Furco III, Fifth District, IEC

Pursuant to the retirement of Frank J. Furco III, Fifth District, IEC, effective September 1, 2022, International President Lonnie R. Stephenson appointed Donald B. Finn to fill the unexpired term. The IEC unanimously confirmed his appointment to be effective September 1, 2022.

The IEC would like to thank Brother Furco for his service and wish him well.

Acknowledgement from The International Executive Council to the IBEW Information Technology Department

The International Executive Council would like to acknowledge the tremendous work at the 40th IBEW International Convention by Information Technology Director Darren DeMarco and his team. Their work allowed the IBEW 40th International Convention to be

done paperless with minimal problems. On behalf of all the delegates to the 40th IBEW International Convention, the IEC wants to say, "Thank You."

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 429-member Thomas J. Arp, and it is the decision of the IEC to deny Brother Arp's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 353-member Robert L. Menzies, and it is the decision of the IEC to approve Brother Menzies's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 25-member Susan E. Wienands, and it is the decision of the IEC to deny Sister Wienand's appeal.

Article XX and XXI Cases

There were no new Article XX or XXI cases during the second quarter of 2019.

Trusteeship

There are two local union under trusteeship, Local Union 2330, St. John's Newfoundland and Labrador, Canada and Local Union 1501, Baltimore, Maryland. The IEC authorized a six-month extension to both trusteeships for Local Union 2330 and Local Union 1501.

IBEW Consolidated Balance Sheet ending June 30, 2022

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Balance Sheet ending June 30, 2022

Reviewed and Filed

Retirement of International Vice Presidents

Thomas M. Reid, International Vice President, First District
Effective — June 11, 2022

Michael D. Welsh, International Vice President, Third District
Effective — October 1, 2022

David J. Ruhmkorff, International Vice President, Sixth District
Effective — July 1, 2022

Retirement of International Representatives

Mark D. Brueggenjohann, Director, Media Department
Effective — July 1, 2022

David A. Hoque, International Representative, Business Development Department
Effective — June 1, 2022

Gary D. Osborne, International Representative, Fourth District
Effective — September 1, 2022

Robert O. Wratschko, International Representative, Research Department
Effective — July 1, 2022

International Office Employees

Liz M. Boyd, Data Control Clerk, Pension Department
Effective — May 1, 2022

William P. Zell, Engineer, Building Services
Effective — July 18, 2022

Rubina J. Allred, District Secretary, Ninth District
Effective — September 1, 2022

Vested Pension

Ruth A. McGlew
Effective — June 30, 2022

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 13, 2022.

For the International Executive Council

Myles J. Calvey, Secretary
August 2022

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. ■

LOCAL LINES

Fantasy Fundraiser, RallyPoint Rodeo and Busy Retirees

L.U. 16 (i), EVANSVILLE, IN — In early January, volunteers from our local wrapped up the 29th Fantasy of Lights fundraiser for the Easterseals Rehabilitation Center. Despite being slowed by weather-related closures and subzero temperatures, this year's event still brought in \$219,470, the third-highest amount ever raised. This money will pay for 4,400 therapy sessions and brings the total money raised since inception to more than \$4.3 million! Thanks to all who came out and proved what a great community partner we have in the IBEW.

RallyPoint, an organization that aids military veterans, has planned several events in conjunction with the union crafts of southern Indiana. Together they will sponsor the Professional Bull Riders Challenger Series, which will be May 27-28 at Evansville's Ford Center. Much appreciation is due to Brother James Stidham, who faithfully serves on the RallyPoint board and as a Local 16 agent. Everyone who enjoys the opportunities this nation provides should be deeply thankful for all who have defended it.

The retirees are keeping busy with monthly meals, outings and volunteer activities. Check with the hall (812-867-9670) to learn more about what is scheduled.

Donald P. Beavin, P.S.

Lights On at Baltimore's CFG Bank Arena

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City. As part of Baltimore's push to bring more events and entertainment to our city,



Baltimore's CFG Bank Arena under construction.

over 300 of our local's members logged hours on the newly named CFG Bank Arena. Starting in February 2022, members with A/C Power Inc., Calmi Electrical, Freestate Electrical Co., Glenelg Construction Inc. and Spirit Electric worked on the electrical renovations. In addition, members with ConCor Networks Inc. and Plexus Group installed the low-voltage systems. Less than a year later, the arena was open for operation, hosting the 2023 CIAA men's and women's basketball tournaments.

Marylanders and visitors are now able to see Bruce Springsteen and many more headliners at this arena thanks to our hardworking brothers and sisters. It's good to know that companies are continuing to invest in Baltimore, as we have a skilled workforce that can deliver these tough projects on time.

This past February, our JATC hosted ELECTRI International's Industry Connect. Multiple area schools attended to receive hands-on experience with some of the cutting-edge technology that is now used in construction. Both Local 24 and NECA's Maryland chapter continue to express our commitment to showing the next generation that joining the IBEW is the right choice!

Live Better/Work Union.

Michael J. McHale, B.M.

Local 26 Celebrates Spring, Plans for Summer

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — It's finally springtime in Washington, D.C.! Final preparations for our annual golf outing June 5 and our Virginia picnic June 24 are underway. Please visit our website, www.ibewlocal26.org, for up-to-date information under the "Events" tab for further details and registration information.

The Local 26 Scholarship Committee is reviewing applications. The four winners will be announced in our quarterly magazine, In Charge, as well as in the next Local Lines in June.

Best wishes to the following new retirees: Douglas K. Bailey, Alfred D. Ballew, Demarco B. Bell Sr., William E. Beltz, Charles H. Bruch, Donald N. Bruch, Michael F. Byrne, George T. Crown Jr., Steven R. Curtis, David A. Daube, George R. Dean, Pietro S. Deperte, Charles W. Groenthal, Wilson Hernandez, Lawrence C. Hogan Jr., Theresa L. Jack, Barry L. Jenkins, Mike M. Johnson, Christopher L. Kendall, Vincent D. Mack, Darrell E. McNair, Frank B. Nealis, David G. Rohr, Jeffery P. Shazer, Christopher L. Thomas, Charles W. Vernon Jr., Mark E. Wiley and Kenneth J. Wilson.

The following members have passed away since our last article: Jose A. Buitron, Patrick R. Mills, George E. Morris, Robert C. Rogers Jr., James S. Tobin and Alfred Lee-Young.

Joseph F. Dabbs, B.M.



Local 34's Pat Field at a Red Cross blood drive in January.

Local 34 Gives Back

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — The winter chill did not slow down our local's spirit. We kicked off the year with Peoria's annual New Year's Eve Ball Drop, put on by area commerce and organized labor. Thank you to our Local 34 members who prepared the ball and made sure all the LED lights were working, as well as those who assisted in rigging up the ball with the operating engineers and oversaw the event. This yearly kickoff is a great family event that community members always enjoy.

Our membership gathered in good numbers Jan. 11 to allocate March 1 wages. A reminder for all members: Attend your monthly union meeting to stay current on local union happenings and topics affecting our membership.

Local 34 brought back our annual Red Cross Blood Drive on Jan. 19 for the first time since its suspension due to COVID. We successfully collected 19 pints of blood and had many first-time donors. Thank you to all participants; we hope to see this event grow.



Local 38's business manager and president, along with business agents and organizers, met with Cleveland Mayor Justin Bibb.

As winter turns to spring, the local work outlook remains steady and book numbers are good considering any weather- or material-related slow-downs. Stay safe, brothers and sisters. We are looking forward to warmer weather and longer days.

Terry Smith, Bus. Rep.

Local 38 Negotiates Multiple PLAs

L.U. 38 (i), CLEVELAND, OH — Working in conjunction with the Cleveland Building and Construction Trades, Cleveland Mayor Justin Bibb is committed to economic development, renewable energy and community benefit agreements, and the IBEW has already provided man-hours for the members of Local 38.

Several city-owned electric vehicle charging stations have been installed in accordance with plans for using green technologies throughout the city. Earlier this year, Mayor Bibb worked with the Cleveland Building Trades to negotiate a project labor agreement for the city of Cleveland's new police headquarters on Superior Ave. The Cleveland Building Trades is negotiating several PLAs worth an estimated \$4 billion of construction throughout northeast Ohio. The PLAs will encompass major hospital systems, convention centers, ballparks and museums.

The Cleveland Guardians will begin a \$200 million renovation of Progressive Field at the end of next season, hopefully not until late October.

Cuyahoga County has approved the development of a county-owned microgrid utility and has chosen a utility partner to move the project forward. The microgrid utility will be broken up into various districts throughout the county and incorporate a variety of energy sources, including renewables, battery storage and natural gas. The developer has committed to use union labor, which creates many hours for the IBEW in the utility and inside branches.

Dan Gallagher, B.M.

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd local number schedule. They can be submitted by designated press secretaries or union officers via our online form. For deadlines and questions, please visit ibew.org/media-center/submitting-local-lines or email locallines@ibew.org.

We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are made by our editorial team. Please adhere to a 200-word limit.

If you have an idea for an Electrical Worker story, please contact the Media Department at (202) 728-6219 or media@ibew.org.

Trade Classifications

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

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



Local 46 delegates with EWMC founder Sister Robbie Sparks.

Local 46 at EWMC Conference

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Hello to our IBEW family. Local 46 is proud to report that we were able to send 20 delegates to this year's Electrical Workers Minority Caucus Conference. Our delegation represented several of our units, including inside wire, limited energy, residential and stockman.

It was many delegates' first EWMC Conference. Brother Frank Woolsey said it was the best conference he has attended! Organizer Shannon Hagen came home feeling energized and excited to share their experience and remarked on the bonds formed with our siblings from across the United States and Canada.

Sister Alejandra Alexander loved that the conference kicked off with a day of service, giving back to the community around them. She also spoke about the importance of mental health and the amazing keynote speaker, Dr. Keith Dempsey.

Dr. Dempsey made such an impact at this year's conference that the first round of workshops was canceled to allow for more time to discuss mental health issues. Business Manager Sean Bagsby remarked to me that Dr. Dempsey is the most powerful speaker he has had the privilege of witnessing.

Mental health issues affect everyone, and it is important that we continue these talks and provide avenues for our members to get the help they need.

Megan Kirby, P.S.

Local Union 50 Participates in Community Event

L.U. 50 (u), RICHMOND, VA — On Dec. 14, Business Representative Doug Williams, Chief Steward Howard Ellis and other members of our local volunteered at the Salvation Army's Christmas Depot in Norfolk, Va. This event was sponsored by Virginia Natural Gas and supported by Local 50 members, who distributed gifts and meals to local families in need of a helping hand. Events like this help sustain a continued positive view of labor unions in our communities.

"Williams and Ellis continue to find ways to support our local communities in so many ways by active union volunteerism," Business Manager John Albert said.



Local 50 Business Representative Doug Williams, left, and Chief Steward Howard Ellis.



Ben & Jerry's maintenance crew recently celebrated another successful negotiation session.

Local 50 represents more than 3,000 employees of Dominion Energy, Virginia Natural Gas, Monongahela Power and Craig-Botetourt Electric Cooperative.

Jason Davis, P.S.

News From Local 68

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters. As is typical, the work slowed down somewhat over the winter months but is fairly steady. The work picture is expected to improve in the coming months, with a few new projects starting up. If you haven't taken your continuing-education units, check with the DJEATC and get them scheduled. This is the license renewal year. And remember, your local is only as strong as its membership! Be active. Get involved. Participate!

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Terrie Beougher, David L. Calkum, Robert P. Dearagon, John L. Larsen, William R. Owen, Laura Standard and Ronald J. Trace.

Morgan J. Buchanan, Pres.

Ben & Jerry's Maintenance Crew Sees Success in Negotiations

L.U. 300 (govt,i,u,mo&lctt), MONTPELIER, VT — IBEW and Ben & Jerry's maintenance crew celebrated another successful negotiation with increased wages, benefits and free ice cream for life — or at least until retirement. I would like to thank the members of the committee for their diligence, passion and ability to communicate with management to achieve what they did. Furthermore, I thank the members for standing in support of the committee when called upon. Congratulations!

Cathy McStocker, P.S.

I would also like to thank the members of the other groups (Green Mountain Power, Vermont Electric Co-Op, Barton, Asplundh) for their support, diligence and commitment to their fellow sisters and brothers during negotiations. Conversations were educational and informational. Some were passionate, but all were fruitful.

I thank all the stewards, the committee members and the stewardship of those who put in the time and energy to keep our union running smoothly. Punxsutawney Phil indicated in February that we would have six more weeks of winter. I hope you all are ready for a beautiful spring. Be well and be safe.

Jeffrey C. Wimette, B.M.

Strong Work Outlook at Local 302

L.U. 302 (i,rts&spa), MARTINEZ, CA — Work for our local continues to be strong. At the time of this writing, a good number of commercial and industrial projects have begun or are preparing to start in the spring. We had our first women's dinner since the start of COVID-19 in February, and after the long absence, our sisters were able to get together and reconnect.

In attendance were (see accompanying photo): Alysia Blakeman, Canada Bryant, Reece Byrd and Mikayla Ducey (apprentices); Carol Larson (JATC instructor); Kimberlee Larson (JIW); Cheyenne Lucero (recording secretary); Amaris Lujano (apprentice); Yesenia Martinez (JIW); Robin Meadows (JIW); Beth Miller (retired), Joanna Perry-Kujala (JATC Committee member); Caitlin Rich (apprentice); Ryan Roos (Inside Wireman Committee, Examining Board member), Linda Schultze (JIW); Rachel Shoemake (assistant business manager); Melissa Vaughn (JATC instructor); and Paola Ward (JIW).

IBEW MERCHANDISE



ENGRAVED MONEY CLIP \$20.00

Hand crafted German silver money clip featuring gold toned fist and lightning bolts. Each money clip is individually crafted by members of IBEW Local Union 401.

I LOVE IBEW DECAL \$1.00

2" x 5" weatherproof, ultra-removable vinyl bumper sticker. IBEW initials with camouflage background.

RETIREMENT PIN \$2.50

Silver lapel pin with "Retired" below the IBEW logo. 3/4" diameter with standard grade clutch.

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

www.ibewmerchandise.com



Local 302's women's group reconnected in person in February: (front row, from left) Rachel Shoemake, Kimberlee Larson, Cheyenne Lucero, Ryan Roos, Beth Miller, Robin Meadows and Paola Ward; (back row, from left) Canada Bryant, Linda Schultze, Mikayla Ducey, Amaris Lujano, Alysia Blakeman, Caitlin Rich, Melissa Vaughn, Joanna Perry-Kujala, Reece Byrd, Yesenia Martinez and Carol Larson.

LOCAL LINES



Local 340 members (from left) Gina White, Brittany Hunt, Mary Min Vincent, Stefanie Crockett and Michelle Stoffel.

Stronger Together

L.U. 340 (i,rts&spa), SACRAMENTO, CA — Recently, our local women's committee received a certificate of recognition from retired International President Lonnie R. Stephenson. The group held nominations for some positions in their committee, and Erin Gibbens was elected president and Michelle Stoffel vice president. Congratulations to those two sisters for their diligence and eagerness to help head this group.

Our local recently sent them, along with a few more members, to a conference in Washington, D.C., where they gained valuable knowledge and shared that at our local joint executive board meeting in January. The group plans to set up future events for the local and create space for them to flourish. We applaud the work they all have done in helping to jump-start the group, and we wish them much success in their future endeavors. As we all know, together we are stronger.

Robert D. Ward, B.M.

Here We Go, 2023!

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Our Byron Nuclear outage began in February and was completed March 24. This was once again another successful outage. The outage lasted 18 days with 60 IBEW members onsite, most of them traveling brothers and sisters. We thank them, as well as all those who have helped us man our work through these busy times.

The Hard Rock Casino has been moving forward, with most of the site and foundation work complete. Bids for this project should be awarded tentatively by the end of April, and work should commence shortly thereafter. This project is 30 years in the making, and our anticipation for this project is palpable. Local 364 has been a major player in this project from the beginning, so we are very excited to get it up and running.

The Facebook data center project continues to move forward. This project has seamlessly transitioned from one phase to the next, and we have to thank all the brothers and sisters from all across the country who made this project a success, now and going forward. As of this writing, we have up to 800 IBEW members on this project, but that number will fluctuate based on project completion dates.

Brad F. Williams, P.S.



Local 424 Business Manager Michael A. Reinhart and Electrical Contractors Association of Alberta Labor Relations Chair Brian Halina.

Tentative Agreement Reached With Contractors Association

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa,u), EDMONTON, AB — Hello, brothers and sisters. IBEW Local 424 resumed bargaining with the Electrical Contractors Association of Alberta in January and reached a tentative agreement. This agreement was ratified March 8. Before the vote, Local 424 held an informational session to answer any questions from the membership.

Scott Crichton, P.S.

Happy New Year From Local 540

L.U. 540 (i), CANTON, OH — Our local would like to congratulate all members who have reached milestones with their years of service throughout 2022.

We would like especially to recognize the following members whom have reached significant milestones: Paul McDonald, Jack Miller and Raymond Noll (65 years of service); David Brown and Richard White (60 years); G.D. Gregory (55 years); and Robert Blanc, John Bolitho, Dean Burky, George Christopher, Paul Clapper, William Critchfield, Richard Davis, Herold Downing, Daniel J. Haren, Howard Irwin, Wayne Lepley, Augie Mastroine, Daniel Murray, Richard Parker, Steven Richard, Michael Scott, Dale Shockling, Lester Stark, Les Wiley and Harold Williams (50 years).

Congratulations, everyone, and we wish you the best for many more years.

Rick Waikem, P.S.

Phoenix Work Picture and Great Weather

L.U. 640 (em,govt,i,mo,mt,rts,spa,u&ptc), PHOENIX, AZ — It's a very busy start to the new year for our local! The work picture is still very strong, and several large projects are scheduled for the near future. We appreciate all our traveling brothers and sisters who have come to help out and enjoy

the mild winter weather.

In September, we hit a record 3,000 members at Local 640. On Jan. 20, our numbers went to 3,500 members, and we're still growing, thanks to a great organizing effort! Welcome to all our new members and to the future members on the way. And special thanks to our organizing team and to our long-time members who are welcoming these new members to the IBEW!

Work is still brisk here in the desert. We have a lot of huge projects, and many are paying over-scale incentives. The work picture looks strong for the near future. Brothers and sisters, come and help out and enjoy the weather in Phoenix! All we need is a travel letter and paid dues receipt.

Stay safe, brothers and sisters!

Tim Wilson, Bus. Rep.

January Apprentice Graduates

L.U. 728 (em,i,rts&spa), FT. LAUDERDALE, FL — Pursuing a goal requires motivation, consistency and discipline. Our local celebrates its graduates, who possess these traits. These students are bright bulbs who shine! From Local 728 to the January 2023 graduating class of the Florida East Coast JATC: Congratulations on your hard-won success! And a special shout out to top apprentice Chad Thomas!

Effie Cruz, Bus. Rep.



Local 728 graduates, from left, Christopher Jones, Chad Thomas (top apprentice), Robert Christensen, Omari Coley, Akil Adejola, John Everett, Justin Edelstein, Sean Huzell and Loogens Laurent.

News From Local 1340

L.U. 1340 (i&o), NEWPORT NEWS, VA — At our regular meeting in January, the body authorized our annual picnic to be held in late May or early June.

At the time of this writing, the specific date has not been set, so be on the lookout for a mailed announcement when the details are firm. This is a popular family event, well attended by active and retired members and their families, so we look forward to seeing you there!

Construction work remains steady, with several contractors adding to the workforce at Newport News Shipyard and Joint Base Langley-Eustis. Employment at our maintenance contractors is also steady, so the work outlook for 2023 is good.

Local 1340 has accepted the following brothers into membership since November: Brandon Boulais (apprentice); Keith Liggins, Steven Lockhart and Philip Martin (JW); Brennan Masterson and Zachary Mohajerin (apprentices); and Jorrell Skipper (CW). Please welcome them to our local.

We regret to report the passing of retired Brother Louis Wayne Bradshaw of Brunswick, Ga., on Tues., Dec. 13.

Jeff Rowe, B.M./F.S.

U.S. Labor Secretary Visits Ingeteam

L.U. 2150 (lctt,o,u,em&rtb), MILWAUKEE, WI — On Oct. 27, Managing Director Mark Obradovich of Ingeteam Inc., Business Manager Bob Stone and Assistant Business Manager Mike Bruening welcomed U.S. Secretary of Labor Marty Walsh, Sen. Tammy Baldwin and Rep. Gwen Moore to the Ingeteam manufacturing plant in Milwaukee.

Walsh visited the Ingeteam plant for a number of reasons. Ingeteam is the only U.S. manufacturing plant that builds wind turbine generators. Also, it's the future manufacturing plant of Ingeteam's electric vehicle chargers and, of course, an IBEW-represented plant. Walsh was impressed with the very close partnership between Ingeteam's management and Local 2150's leadership.

Assistant Business Manager Bruening pointed out to Walsh that Ingeteam is an IBEW Code of Excellence-certified manufacturing plant, which includes eight hours of work for eight hours of pay. Secretary Walsh said that Ingeteam will directly benefit from the

Inflation Reduction Act, which invests U.S. money directly to renewables and infrastructure across the United States.

Jaime Walls, R.S.



Labor Secretary Marty Walsh, Mike Bruening, Sen. Tammy Baldwin, Bob Stone, Mark Obradovich and Rep. Gwen Moore at the Ingeteam manufacturing plant in Milwaukee.

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Go Green

In Memoriam

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Conboy, J. D.	11/24/22	103	Thomas, C. P.	9/21/22	474	Pitts, J. R.	11/5/22
3	Correri, R. P.	11/2/22	110	Carlsted, R. M.	8/31/22	479	Luce, R. F.	6/19/21
3	Daragjati, T.	12/6/22	110	McEnery, D. E.	9/2/22	479	Vanmeter, G. A.	12/9/21
3	Furino, F.	12/12/22	110	Swanson, K. R.	9/5/22	488	Falanga, J. J.	11/29/21
3	Laufman, C.	12/5/22	110	Thill, N. J.	12/28/22	494	Herman, W. A.	10/14/22
3	Mancino, F.	1/8/22	115	Henry, H. W.	3/8/22	494	Kanter, M. A.	11/1/22
3	McGarry, G. J.	1/18/22	120	Kari, D. A.	11/22/22	494	Sobczyk, R. A.	9/29/22
3	Mulligan, J. J.	12/17/22	130	Gaines, R.	3/10/22	502	Willard, G. N.	9/25/22
3	Nelson, J. E.	8/31/22	134	Butler, J. A.	10/23/22	508	Lamb, M. T.	12/14/22
3	Peters, R.	12/2/22	134	Cohen, A. D.	9/20/22	520	Allen, D. D.	11/21/22
3	Rafaelidis, E.	11/20/22	134	Corbett, W. P.	9/28/22	540	Barr, E. N.	10/24/22
5	Cochrane, D. P.	10/5/22	134	Fishback, J. P.	11/5/22	551	Siler, N. G.	9/23/22
5	Paul, S. F.	11/14/22	134	Kavalauskas, A. J.	10/30/22	557	Johnson, D. A.	8/3/22
6	Jennings, M. D.	9/15/21	134	McEnaney, J. M.	7/24/22	558	Abernathy, P. W.	10/29/22
7	Bulat, D. J.	9/30/22	134	Mundzic, Z. Z.	12/9/22	567	Finnerty, R. V.	10/31/22
7	Stratford, D. W.	5/13/22	134	Tobin, N. H.	10/28/22	568	Drouin, G. J.	2/14/22
8	Teszner, J. S.	10/8/22	145	Brack, W. A.	10/26/22	569	Collier, P. H.	9/1/22
9	Destefano, M. F.	12/3/22	145	FreeLove, B. M.	12/5/21	569	Diaz, J. F.	11/3/22
11	Bulger, S. H.	11/11/22	145	Holgate, K. R.	11/23/22	569	McClure, J. A.	8/23/22
11	Harlis, J. F.	9/22/22	146	Lowery, B. A.	9/28/22	569	Morrow, D. D.	9/2/22
11	Montanio, R. L.	8/1/22	150	McCoy, D. W.	9/28/22	570	Goldberg, R.	12/24/22
11	Walters, R. E.	8/27/22	153	Godush, L. R.	8/3/22	573	Greitzer, R. B.	4/16/20
11	Watson, S. T.	9/3/22	160	Voita, J. W.	3/17/22	583	Martinez, L. E.	10/9/22
17	Clementz, R. W.	1/1/22	164	Dwyer, R. A.	11/21/20	583	Sachse, R. N.	8/28/22
20	El-amin, L. M.	1/29/21	164	Twardy, M. J.	10/27/22	584	Warren, T. A.	10/1/22
20	Truelove, P. M.	8/26/22	175	Smith, R. L.	9/25/22	595	Wilson, L. A.	4/14/22
20	White, E. C.	11/19/21	176	McGann, T. M.	11/30/22	596	Thorne, W. H.	10/6/22
22	Regan, D. F.	12/12/22	180	Jerde, M. L.	8/2/21	606	Alford, G. S.	1/11/22
22	Sykora, H.	12/8/22	180	Moody, R. E.	12/25/22	606	Langanke, D. R.	10/13/22
24	Landing, G. V.	9/23/22	191	Gifford, R. B.	10/17/22	611	Maestas, M.	10/27/22
25	Brandoff, D. R.	5/16/22	191	Springhart, T. S.	9/1/22	639	Pettichord, D. L.	2/26/22
25	Buchanan, J. E.	8/21/22	194	Cecil, R. L.	3/10/22	640	Butler, K.	7/14/22
26	Curtin, E. L.	4/15/22	197	Kletz, G. E.	8/23/22	640	Martinez, T. S.	8/21/22
26	Fuentes, J.	4/28/21	213	Polson, J. E.	8/24/22	649	Crouthers, M. R.	9/21/22
34	Schmidt, T. J.	11/18/22	213	Young, D.	4/29/22	659	Owen, J. E.	9/19/22
34	Shelton, R. L.	7/2/22	223	Kostick, R. C.	11/3/22	666	Anderson, E. L.	8/14/22
38	Bitto, J.	11/11/22	226	Erdman, B. A.	11/22/22	676	Harris, A. T.	11/3/22
38	Carollo, V. J.	8/12/22	238	Keenan, L. S.	10/24/22	683	Fabry, G. L.	12/26/22
38	Lipstreu, K. A.	11/10/22	257	Cessna, D. R.	10/24/22	683	Hawkins, D. C.	8/6/22
38	Marsh, E. S.	10/6/22	258	Siegman, A. J.	5/10/22	697	Branas, J. S.	6/22/22
40	Stauffer, C. E.	7/10/22	258	Strache, W.	12/17/21	701	Kozak, F. R.	12/2/22
41	Germann, J. J.	6/17/22	269	Kaiser, M. A.	5/6/22	712	Bradley, C. L.	1/19/22
41	Hunt, W. R.	4/29/22	269	Rinkus, J. M.	5/1/22	714	Nitsch, M. P.	8/28/22
42	Ritter, R. A.	2/28/22	271	Mackey, M. A.	3/15/22	716	Williams, J. E.	12/23/22
46	Herrin, L. T.	10/2/22	278	Faires, M. L.	9/21/22	728	Fike, C. J.	7/29/22
46	Howard, R. W.	9/18/22	291	Mitchell, R. E.	12/14/22	728	Milam, V. L.	11/19/21
46	Maple, W. G.	8/30/22	292	Loftsgaarden, W. J.	8/3/22	743	Singer, D. W.	10/14/22
47	Calderon, M. P.	9/30/22	295	French, R. T.	4/13/22	760	Hoover, B. R.	10/25/22
47	Ensman, K. V.	8/18/22	303	Clement, P. G.	6/18/22	804	Galivan, J. A.	11/16/22
47	Johnson, W. F.	6/14/22	305	Hill, T. H.	10/13/22	855	Jackson, R. L.	10/29/22
48	Cameron, D. S.	11/27/22	309	Cook, P. J.	10/1/22	861	Guidry, T. J.	2/3/22
48	Courtain, E. J.	12/29/22	340	Vanatta, E. R.	8/25/22	890	Thompson, H. G.	6/20/22
48	Howe, B. L.	7/16/22	343	Michel, J. P.	9/22/22	915	Scott, R. A.	7/22/22
57	Lyon, G. L.	7/13/22	343	Nyari, G.	1/7/22	917	Semmes, J. D.	11/14/22
58	Dancey, G. F.	6/1/22	353	Dale, D. S.	7/22/22	948	McAuliffe, T. B.	9/30/22
58	Garvey, J.	9/28/22	353	Stanley, T.	8/12/22	952	Stewart, J. R.	10/3/22
58	Kemezis, P. J.	7/6/22	353	Wodzak, E. L.	2/9/22	972	Holbert, A. L.	11/25/22
58	La Duke, M. R.	9/2/22	354	Kay, S. M.	11/9/22	995	Lee, L. R.	10/3/22
58	Meininger, C. W.	4/11/22	357	Frith, C. R.	10/26/22	1002	Ciinton, M.	5/14/22
70	Baird, D. S.	10/18/22	357	Whitaker, V.	12/18/22	1249	Winn, M. F.	9/5/22
70	Smith, C. A.	8/14/22	363	Carey, R. J.	4/1/22	1319	Hoover, R. S.	6/21/19
71	Richmond, C.	9/30/22	369	Bobbett, R. F.	11/2/22	1547	Platt, C. S.	5/4/22
73	Kopplin, P. L.	10/20/19	369	Estes, J. A.	7/22/22	1547	Willis, E. H.	11/29/22
77	Stewart, R. K.	10/8/22	369	Kamp, R. H.	10/25/22	1579	Jackson, G. W.	10/29/21
84	Lively, R. S.	11/16/22	369	McNew, S. L.	9/15/22	1687	Lafontaine, J. A.	9/5/22
86	Gadra, R. A.	10/21/21	395	Walter, D. G.	12/17/22	1768	Johnson, D. L.	9/11/22
86	Knight, D. M.	9/6/20	396	Raymer, T. L.	11/1/22	1928	White, L. K.	10/12/22
90	Spivey, T. E.	8/19/22	413	Clements, R. L.	10/10/22	2150	Shwaiko, P. J.	6/16/22
96	Hudlin, D. R.	11/27/22	413	Ybarra, S. A.	12/6/22	I.O. (97)	Bussey, J. A.	10/4/22
98	Mariani, P. J.	12/18/22	424	Lodjin, S. K.	8/14/22	I.O. (1049)	Box, R. L.	1/10/22
98	Perri, M. J.	6/10/22	428	Mooney, J. W.	10/1/22	Pens. (I.O)	Elliott, A. G.	3/7/22
98	Rittenhouse, A. L.	11/4/22	429	Jastre, R. A.	10/16/22	Pens. (I.O)	Franchetti, N. E.	10/24/22
99	Marcoullier, R. A.	11/11/22	429	Mangrum, C. F.	11/6/22	Pens. (I.O)	Jewell, D. R.	8/1/22
102	Masanko, V.	7/14/22	429	Walker, J. H.	1/3/21	Pens. (I.O)	Knobloch, J. D.	5/8/21
103	Connell, M. A.	7/7/22	440	Serticchio, J. G.	8/25/22	Pens. (I.O)	Morrison, R. E.	7/11/22
103	Davis, R. F.	8/18/22	441	Adams, D. M.	7/12/22	Pens. (I.O)	Potts, E. M.	7/4/22
103	Duffey, S. C.	5/16/22	441	Blakeman, R. J.	7/22/22	Pens. (I.O)	Stern, B.	7/21/22
103	Ezekiel, M. M.	8/25/22	456	Beltran, J. E.	10/15/22			
103	Fresco, R. M.	11/6/22	456	Macallister, J. B.	10/13/22			
103	Jacobus, W. T.	6/13/22	474	Barmer, D. R.	10/6/22			
103	Kennedy, W. F.	11/14/21	474	Cooley, J. R.	2/1/21			
103	King, D. T.	9/11/22	474	Montgomery, J. L.	10/19/22			

This list shows members for whom PBF death claims were approved in February 2023. ■



International Brotherhood of Electrical Workers

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

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HOW TO REACH US

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

Send letters to:

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WHO WE ARE

Appreciation

Fred Ross Jr.: One of Labor's Great Organizers, One of Our Own

Fred Ross Jr. from Vacaville, Calif., Local 1245 was one of the most celebrated organizers of his generation.

His students fill some of the highest organizing positions in the Brotherhood. Outside the IBEW, he had a hand in some of the most consequential national and state political elections of our time, and he was a critical organizer in one of the most recognized labor movements of the last half of the 20th century.

It is the nature of organizing, which Ross had at one time defined as “providing people the opportunity to work for what they believe in,” that the organizers are never in the spotlight, and the great ones aren’t even on the stage.

When he died in November, just a few months after his 75th birthday and his retirement from Local 1245, most IBEW members had most likely never heard his name.

But Ross’ organizing strategy and tactics, the textbook for empowering poor and working people that he inherited from his father and then developed himself, are now used throughout the IBEW.

“There are many good ways of organizing in and out of the IBEW. Fred’s way of organizing won us so much,” said Jammi Ouellette, assistant to the international president for membership development. Ouellette was a call center worker in Northern California when she took her first organizing training under Ross and his work partner of nearly 40 years, Eileen Purcell.

Jennifer Gray also came up through Local 1245 before becoming the IBEW’s director of professional and industrial organizing. She saw how successful what she called the “Ross playbook” was across the state and country, in political and labor campaigns.

“I don’t know if everyone has caught wind of it yet, but this is a way to success,” she said.

Ross came to his trade the way many people in the IBEW came to theirs — he followed his father.

His father had been away from home working for long stretches of Ross Jr.’s childhood, something many children of linemen and wiremen also share with Ross Jr., along with deciding to go into the family trade after a high school summer as a helper on the job.

He joined Fred Ross Sr. in Guadalupe, Ariz., working with Mexican Americans, migrants and Native Americans to fight segregation, police brutality and the grinding poverty of farm work. It was a continuation of the work his father had done finding jobs for Japanese Americans leaving the World War II internment camps and, during the Great Depression, running a relief camp for displaced Dust Bowl farmers that became the model for Weedpatch in John Steinbeck’s novel “The Grapes of Wrath.”

His father’s greatest impact, though, and where Ross Jr. made his true start in labor organizing, came out of the Community Service Organization, which his father started, again focusing on the poor, usually Latino communities of Southern California. That is where Fred Ross Sr. found his greatest students and partners, Cesar Chavez and



Vacaville, Calif., Local 1245 organizer Fred Ross Jr. (pictured bottom right with his father, Fred Ross Sr.) was one of the most celebrated and successful organizers of his generation in labor and electoral campaigns. The Organizing Stewards program he built at Local 1245 seeded campaigns across the country, and its graduates fill some of the highest positions in the Brotherhood.

Dolores Huerta, who turned the United Farm Workers into one of the highest-profile labor movements of the mid-20th century.

If anything, Fred Ross Sr. may be an even more celebrated organizer than his son, despite his wish to spend a lifetime behind the scenes. Carey McWilliams, longtime editor of *The Nation* magazine, called him “a man of exasperating modesty.”

But it wasn’t just modesty. It was strategy. Ross Sr. had learned from and worked with organizing giants like John L. Lewis and Saul Alinsky. “You don’t develop new leaders, you push people into action by refusing to do it yourself,” Ross Sr. wrote. “You are then providing them with the opportunity to become aware of their own capabilities.”

This is one of the “Axioms for Organizers” collected in a book of that name, a playbook inherited, expanded and updated by Ross Jr. and Purcell over the next 40 years, including nearly 15 years at Local 1245. It is now the beating heart of the IBEW’s organizing strategy.

Ross Jr. came to Local 1245 in 2009 after a decade organizing the workers at Catholic hospitals for the SEIU.

Tom Dalzell was the business manager at Local 1245 when Ross Jr. arrived. He came to 1245 as an attorney in 1981 from the UFW’s legal staff. Dalzell’s mother had worked with Ross Sr. in 1942 in migrant camps, and he grew up hearing stories about the elder Ross. It’s why Dalzell volunteered with the UFW in high school and returned there to work after earning his law degree. The UFW is also where he and Ross Jr. met in the early ’70s.

In 2006, Dalzell was elected business manager, facing, he said, daunting challenges from the local’s main employers — public and private utilities roiled by deregulation and the arrival of investment bankers to the formerly staid industry.

There was little of the energy, the empowerment or the fire that had been so fundamental to the UFW, the fire Dalzell knew would be necessary to thrive in the new era of California utilities. He reached out to Ross Jr., telling him, that if he ever left, he would have an office at 1245 the next day.

Three years later, Ross Jr. finally came to Local 1245, and persuaded Dalzell to recruit Purcell.

“They didn’t come into a small, sputtering organizing department,” Dalzell said. “They came into a nonexistent one, and they just built it.”

Their most effective innovation was the Organizing Stewards program. Rank-and-file members were nominated for the program for their potential, even if many didn’t see that potential in themselves, Ouellette said.

“When he said, ‘You are in this room because someone believes in you,’ I remember thinking: ‘Wow. That’s a lot. I’m just a call center worker,’” she said.

The curriculum was the distillation of nearly 70 years of experience: from his father, from the UFW, from his work on Nancy Pelosi’s first campaign for Congress where Ross ran grassroots and get-out-the-vote campaigns.

The key insight in his work was that the only way to scale up a movement was to constantly return to the individual connection, firing up each person to inspire five more, and each of them, another five more. Scale up and keep it personal, again and again, until you win.

Purcell said that what made Ross so singularly successful was that he was comfortable “inviting people to do the impossible.”

Or as his father put it in “Axioms for Organizers”: “A good organizer is a social arsonist who goes around setting people on fire.”

Gray said the program worked because the stewards were quickly put into campaigns where



the stakes were high — “war conditions,” Dalzell called it — across the state and the country.

They fought so-called right-to-work proposals in Michigan, a Tea Party takeover of the state Senate in Wisconsin and recalls of union allies in California, among many other local, state and national campaigns. By Dalzell’s reckoning, they went to at least 30 states.

When the time came to fight bad contract offers or organize new units, the local had hardened veterans who knew how to run campaigns and a locker full of IOUs from locals and other unions to call in.

Fred was a master at the craft, Purcell said, and while he made it magical, he believed everyone had the potential to dive in. There was no magic to it.

“Fred would insist he wasn’t a hero. He liked victories, and he was incredibly skillful, inspired and relentless. But he understood that organizing is very practical,” Purcell said. “He was the best and he made it fun, but he deeply believed that given the opportunity, everybody can learn it.”

And everyone should, Ouellette said.

“The IBEW is at a crucial, pivotal point, like Local 1245 before Fred,” Ouellette said. “We are committed to grow too.”

Since his appointment, International President Kenneth W. Cooper has said that the IBEW must grow to 1 million members in the next five years, or it will lose ground.

“We won’t be able to indenture our way to maintaining market share, let alone taking advantage of the enormous potential in our industries,” Ouellette said. “We all want the IBEW to grow, and an important part of this organizing plan is educating, empowering and activating the rank and file to tell their story and understand the importance of their voice.” ■