

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

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

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 17 | No. 7 | July 2023

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Photos courtesy of Cupertino Electric

FROM THIS DESERT TO YOUR LOCAL

The Energy Project of the Future Rises in California

THE IBEW'S 2023 PHOTO CONTEST
Deadline: Nov. 1 • Details on pg. 13

Stretched out nearly a mile into the heat and haze of the Southern California desert is Desert Peak Energy Storage. On the site are 459 identical shipping containers stacked floor to ceiling with lithium-ion batteries, enough to provide power to more than 265,000 homes for up to four hours.

John Bzdawka, the Sixth District Business Development international representative, was walking the sandy grounds there recently with four business development colleagues and Ninth District International Representative Micah Mitrosky at the invitation of the contractor, Cupertino Electric, one of the IBEW's largest signatories.

Cupertino wanted the team there in person to see it, and therefore see the future. Storage used to be the cherry on top, the nice thing to have wherever renewables were cheapest and most efficient, like Southern California. No more. Grid-scale storage is ready for its close-up, and it's coming everywhere.

This 400-megawatt project, built by Riverside Local 440, will be the largest battery storage facility in the country, replacing the Crimson Energy

BATTERY STORAGE = JOBS

Storage project, also built by 440, which claimed the record at 350 MW when it opened in October.

Nearly all of the 5,000 MW of installed grid-scale storage in the U.S. can be found in Local 440's jurisdiction or that of its neighbors, San Bernardino Local 477, Bakersfield Local 428, Fresno Local 100 and San Diego Local 569.

"This Southern California land is the perfect place for storage because it is close to load — power demand — and plenty of sun and wind and land to site it," Bzdawka said. "But projects in other places that were not viable even just a year ago now look like no-brainers. States are demanding it, and the Inflation Reduction Act and the Infrastructure Investment and Jobs Act are helping it. This work is coming. It's ours if we can man it."

The Desert Peak project in California will be the largest battery facility in the country. Similar projects are on the way across the country. "This work is coming," said John Bzdawka, Business Development international representative for the Sixth District.

The impact storage can have on IBEW jobs can't be overstated, said Local 440 Business Manager Jim Rush.

Over the last two years, the local has worked on six projects larger than 100 megawatts. Two more are breaking ground this year, including a 640-megawatt project that will be the next record holder when it opens, Rush said.

Primarily in response to the growth in renewable generation, Southern California locals have added well over a thousand new members over the last decade. Local 440 alone has doubled to 1,400 members. And, Mitrosky said, many clean energy projects will combine generation and storage, increasing labor demand for each new project.

DESERT PEAK continued on page 4

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FROM THE OFFICERS

Freedom in Union



Kenneth W. Cooper
International President

July is a celebration of the birth of both of our nations here at the IBEW, so I'd like to start by wishing our Canadian members a happy Canada Day and a happy Independence Day to all our members in the United States.

For both of our countries, these holidays embrace the freedoms we hold dear as citizens of two of the world's leading democracies: things like religious freedom, free speech, freedom from tyranny and oppression — and, yes, the freedom for working people to stand together and fight for better wages and working conditions.

But that word “freedom” seems to mean different things to different people these days. Some folks seem to want to lay claim to the idea of freedom to promote all sorts of ideas that have little or nothing to do with being free.

They use freedom as a battle cry for culture wars and dividing people, implying that if they're for freedom the other side must be against it.

Well, let me tell you, nothing could be farther from the truth.

As someone who's dedicated my whole life to the labor movement and the fight for fair treatment and respect on the job, freedom means something different to me.

And it starts with the freedom to organize.

From the beginning of the labor movement, companies tried to restrict working people's freedom to come together in a union. And they're still doing it, with things like right-to-work laws, union-busting law firms and scare tactics.

The freedom to organize, which is codified in a piece of pending legislation here in the U.S. you've all heard me talk about before, the PRO Act, is essential to protecting workers and leveling the playing field between employers and employees.

So, if you're feeling patriotic this July 4, call up your representatives in the House and Senate and tell them to vote the PRO Act into law. President Biden is waiting and ready to sign it.

For our Canadian brothers and sisters, you can do the same by telling your Member of Parliament to finally get anti-scab legislation written into law.

The freedom to organize is the starting point for so many of the other liberties I hold dear: freedom from corporations limiting our ability to feed our families, freedom from the whims and grudges of supervisors, the freedom to speak up when you're asked to do something unsafe.

These are all freedoms brought to you by a collective bargaining agreement, and they're the reason the IBEW and unions like ours exist.

So, this July 1 and July 4, while you're celebrating the birth of our two nations, take a moment to celebrate the freedom you all enjoy not only because of where you live, but because of the choice you made to stand up for yourself and join a union.

Then, go out and spread the word to others ready to enjoy the freedom of a union contract. Every working person deserves to have what we do, and it's our responsibility to make sure they know it.

Happy Canada Day, and Happy July 4th to each of you, and thank you for all you do for the IBEW. ■

Welcoming Our Vets

Honoring our servicemembers is something we think a lot about on holidays like July 4, Canada Day, Memorial Day and Veterans/Remembrance Day, but together with our training partners at NECA, improving veterans' lives is work we're undertaking every day.

Over the past few years, the Veterans Electrical Entry Program, or VEEP, has provided a path into the IBEW for more than 250 members of America's military, and hundreds more are enrolled as I write this.

A program like this is so important to the IBEW, not just because it's a real commitment from us to the servicemen and women who sacrifice so much for us, but because it grows and strengthens our ranks at the same time.

You've heard President Cooper and me say it time and time again: Our veterans are among the best of us, and the IBEW is better for every one of them who chooses to join our union.

VEEP is our way to help smooth that transition back to civilian life, and after years of getting it off the ground, the program is growing rapidly.

In the last year, we've added inside training centers across the Ninth District, and there are more to come as we work to expand across the U.S. On the outside, all of our AJATC training centers participate in VEEP.

But as we celebrate Independence Day this July, I want you to ask yourself what you and your local can do to welcome our nation's veterans.

Here's a start: Accept direct entry of VEEP graduates into your apprenticeships.

VEEP provides a head start to active-duty military members, allowing them to complete the first year of classroom work before their separation from the armed forces. And many of them plan to return home after their service. All your local has to do is welcome these heroes with open arms.

If you'd like to do more and there is a nearby military installation, think about hosting a class. And if you're not near a base, consider having your instructors participate online. There may even be state money you could seek to cover the costs. Get in touch at in2veep.com if you want to learn more.

Finally, as we expand the program, we receive a lot more applicants than we have spaces for, so we're working with Helmets to Hardhats (helmets-to-hardhats.org) to make sure no veteran gets turned away. Post your opportunities for apprenticeships and entry points into alternative classifications on the H2H website. That goes for our Canadian locals, too, where Helmets to Hardhats has long been instrumental in getting servicemembers into our local unions.

The IBEW has always been a union that honors our veterans, and I know there are so many of you out there who served your country and were lucky enough to find your way into this Brotherhood.

But not every serviceperson knows of the opportunities in the trades, and for my money, there's no better way to honor their service than to welcome them among us and offer them the opportunity for an incredible civilian career. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Gabrielle Saylor-Moore, journeyman wireman
Atlanta Local 613



“The IBEW has always been a part of my life, with my father a member of Local 98 in Philadelphia, so I knew lots of members growing up. They were like my family, showing up for all my important life events, including my high school and college graduations and my wedding.

But before joining the IBEW myself, I was a C-suite executive doing asset management for a developer. I attended undergrad at Boston University and received my master's degree from New York University. I had an excellent career path ahead of me.

When I was an asset manager, I looked to find contractors who were minorities or women, and I wasn't successful in finding them. My dad suggested that I become a contractor, but he added that a contractor without the work ability was worthless. I kept that idea in the back of my head, but my income at the time was pretty high and I didn't want to backtrack to intro-level work.

I eventually became a mother and stayed home for my son's first couple of years. My dad, who completed his apprenticeship when I was 2 years old, saw this opportunity and said to me, “Right now you make \$0 per hour — why not try the apprenticeship?” I applied, tested and graduated as apprentice of the year in 2020.

I came into the IBEW with experience on the client side of construction but without hands-on experience as an electrician. As I developed these new skills, I tried to evaluate who the high performers were on any job and adopted a perspective of “I don't know the process yet, but I want to know.” This outlook has been successful for me, and I now bring a unique viewpoint to electrical contracting work having managed the entire construction project timeline.

The IBEW has given me the training I need to be an asset to the biggest companies in the world. Within its leadership channels, I have learned how to navigate contract language, run official meetings and do effective outreach. Marrying my previous experience with asset management to my current work as an IBEW electrician has allowed me to use my theoretical knowledge to create real-world infrastructure, which many people cannot claim.

I am passionate about expanding women's roles in all sectors of construction, and being an active IBEW member demonstrates how it can be accomplished. As president of the Electrical Workers Minority Caucus in Atlanta, I join my fellow members in giving back to our community and encourage pathways to leadership through Local 613's apprenticeship programs.

The IBEW has opened up so many avenues for my career, but it also gives me the intangible benefits of my son having a mother who is a tradesperson. Having a skill set that ensures equitable employment and benefits as a single mother has been transformative for me.”

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

THE METER

\$1.44

The **amount businesses earn** on average for every dollar invested in registered apprenticeship programs, according to the Department of Labor.

See “Bipartisan Efforts Bolster Building Trades, Union Apprenticeships” on page 7 for more information about efforts to expand access to apprenticeships.

Wisconsin Local Turns Tribal Solar Project Into Hands-On Workshop

When the College of Menominee Nation needed a solar installation, it also wanted it to be an opportunity for the community to learn about green jobs. The school knew just who to call: an IBEW signatory contractor.

The college was working with Indigenized Energy, a nonprofit that helps Native American tribes move toward energy independence. The project was a chance to increase the college's use of solar power while teaching community members about the job opportunities provided by the renewable source. That's where contractor Eland Electric and Green Bay, Wis., Local 158 came in.

"Whenever we can help the community out, we do," said Eland project manager Jesse Michalski. "Climate change is a big issue for the Menominee, and this was our way to play a role, by doing the install and showing them the career opportunities that are available."

Eland has done other projects at the college, including another solar installation at the library, and Local 158 has run electrical trades classes for the tribe before, but this was going to be different. With funds provided by a grant from Grid Alternatives, a nonprofit that promotes solar energy, the college and Indigenized Energy developed a weeklong workshop. The classroom and hands-on elements covered the myriad benefits of solar energy, from cost savings to its ability to get the tribe off fossil fuels and closer to energy independence.

"The reservation system created a lot of government dependency. The opportunity to use renewables, which are more sustainable and provide more independence, is something that tribes like and want," said David Riley, director of strategy for Indigenized Energy.

The educational component also included an emphasis on the growing job prospects in solar and how a union job in particular can lead to a family-sustaining career.

"The intention was to show them the opportunities available and get them excited about being a part of it, to get them to say, 'I can do this,'" Riley said. "Eland and the IBEW played a terrific part in it. There aren't many contractors that would take the time to open up a jobsite like that just to teach the community. They were teachers just as much as they were electricians."

While Eland handled the installation, Local 158 President Scott Evenstad spoke to workshop attendees, who included a number of young tribal members. He told them about the construction wireman program, the steps to apply for an apprenticeship and the top-notch education they'd receive, along with what wages and benefits look like for a journeyman electrician.

"Anytime you can reach a group of youth and provide them with information that could benefit their future, it's a



Students of the College of Menominee Nation in Wisconsin attended a solar energy workshop that included classroom instruction and hands-on work opportunities on a 40-kilowatt installation on campus, all with help from IBEW signatory Eland Electric and Green Bay Local 158 members.



win," said Evenstad, who has also spoken to Menominee high school students and other community members.

Evenstad reflects on his own experience when doing outreach. Like a lot of high school students in recent decades, he was led to believe that a four-year college degree was the only path to a well-paying and fulfilling career. But he couldn't afford to go to college, so he applied for the apprenticeship after working for Eland for three summers in high school.

"It truly has been one of the best decisions of my life," he said. "I believe that I can relate to many of the youth I speak to at high schools throughout the jurisdiction, and that may be even more true for those coming from a more rural area."

The solar installation itself wasn't that big, only 40 kilowatts, but that allowed for a better learning experience, said Local 158 Business Manager Jesse Jacques, since the students were able to touch on every aspect over the

course of the week.

"It was the perfect size for the group," Jacques said. "If it was a big project, they would only have time for one post and digging a trench. This way, everybody got their hands dirty. It was like a micro-apprenticeship."

By all accounts, the project was a success, with more than 40 members participating. Climate advocacy organization Climate Power even came out to film it. And Riley said Indigenized Energy is looking to replicate the project with other tribes across the country.

"It's a great way to get the community oriented around what's possible, and it will create opportunities for more electrical jobs, which will add interest in apprenticeships like the IBEW's," Riley said. "These communities don't always get a lot of opportunities like this presented to them."

In fact, a couple of the workshop attendees said they were going to look into Local 158's apprenticeship.

"The journey of getting tribal

members into IBEW apprenticeships can be an ambitious goal, but you have to start somewhere," Riley said. "If we get even one every time, that's a win."

Riley said that he looks forward to working with the IBEW more as Indigenized Energy continues to work with tribes across the country.

"I appreciate what the IBEW does and how active the union is in clean energy and offering good jobs," he said. "I definitely wouldn't call this a one-off."

Michalski said it was great to see how well the project went and that it was a rewarding experience for everyone involved.

"We don't look at these projects the way a nonunion contractor would. We truly value these opportunities," he said. "It's the community around us that keeps us working locally, so we'll do anything we can to help. And the Menominee Nation gets that. They know there's a good, quality resource right here for them." ■

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

The IBEW has always had a logo, but it hasn't always looked the same. To see earlier iterations and learn about this piece of our history, go to [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker).

Vimeo

Do you know how laws are made? To find out how it all happens — and why it matters to IBEW members of all classifications — go to [Vimeo.com/IBEW](https://www.vimeo.com/IBEW).

HourPower

Before Jack Powell became



HourPower's 2023 Apprentice of the Year, he was struggling. Find out how he got back in and rose to the top at IBEWHourPower.com.

ElectricTV

When St. Louis' Civil Life Brewery added EV charging stations, it



made sure to hire a NECA contractor and Local 1. See how they helped the brewpub at ElectricTV.net.

Continued from page 1

The Energy Project of the Future Rises in California: From This Desert to Your Local



“This is a global transformation, not just a California one. Rapid technological changes are driving investment and federal law is driving it toward unions,” she said. “If you look at it comprehensively, at generation and transmission, border to border, how many new members do we need to deliver on this? Double? Triple? When have we ever had a conversation like we are having today?”

The IBEW’s Work

More than 135 members of Local 440 worked on the \$500 million project. Like many projects last year, it was delayed, and the nine-month timeline was ultimately crammed into six, with one shift turning into two.

“This is the largest-capacity project built in a single phase,” said site superintendent Jimmy Sauer. “It’ll carry that torch for a few more months.”

This is Sauer’s eighth storage project over 100 MW and third over 300 MW, he said, and he has noticed a change in the work over the years.

“The first projects were very labor-intensive because we had to stack the batteries ourselves. Now they come stacked in containers,” he said.

But total man-hours haven’t changed dramatically because the size of the projects keeps growing.

There were other crafts, the operators and laborers, but, Rush said, even though most of the work is underground, the vast majority is the IBEW’s.

“Easily 90% is our work: running underground conduit, pulling wire, running optical cable for data and controls, building the substation, and installing the DC feeders. It’s not up for conversation,” Rush said. “There’s more work for us in the storage than in the straight solar installation.”

Storage is so essential because of an innate challenge of renewable generation: The sun sets every day at an inconvenient time.

As renewable production flags, most people are getting home. Air conditioners blast. More and more electric vehicles fresh from their evening commute will be plugged in. Screens come on, and so do dishwashers and water heaters.

Daylight-driven cheap power and peak demand pass each other like two shifts in a factory. Meeting demand will only get more challenging as renewables take over more generation from always-on but carbon-intensive generation like coal and natural gas.



Since the Inflation Reduction Act was signed in 2022, there has been \$150 billion worth of clean energy investments, according to American Clean Power research.

California required the two main utilities, PG&E in the north and SoCal Edison in the south, to procure thousands of megawatts of storage in the last half decade, driving demand.

Bzdawka said this combination the tax incentives, utility mandates, technical grid demands and load shifting is no longer unique to California.

“They brought us there because they are going to be building this everywhere,” he said. “Indiana and the Mojave Desert don’t have a lot in common yet. But that’s about to change.”

Storage Everywhere

Two long-term and stable trends are driving the push for grid-scale storage. First is the advantage that electrifying everything has in the push to decarbonize the economy.

Second is the 90% drop in the cost of lithium-ion batteries per kilowatt-hour over the last 20 years.

For the better part of a generation, these climate-driven goals conflicted with creating the union blue-collar jobs that built the American middle class a century ago.

But legislative victories at the federal level over the last two years have changed that calculus. Labor and apprenticeship standards and Davis-Bacon prevailing wages are baked into the Infrastructure Investment and Jobs Act and the Inflation Reduction Act — the trillion-dollar bullets aimed at the heart of carbon emissions.

The IRA includes language that finally treats storage like solar and wind, and that ramps up support. All three, plus many other clean energy technologies, receive a base 5% investment tax credit, which gets boosted to 30% if developers follow minimal labor

standards on apprenticeships and prevailing wages.

Building in low-income areas, on tribal lands, or in areas where a coal mine or plant recently shuttered adds an additional 10% tax credit.

“There are enormous benefits for developers and contractors that use workers that look exactly like IBEW members, because we wrote the law,” said Government Affairs Director Danielle Eckert. “We were asked to write them by the president himself, and after we wrote them, he did what no president in generations did: He got them passed.”

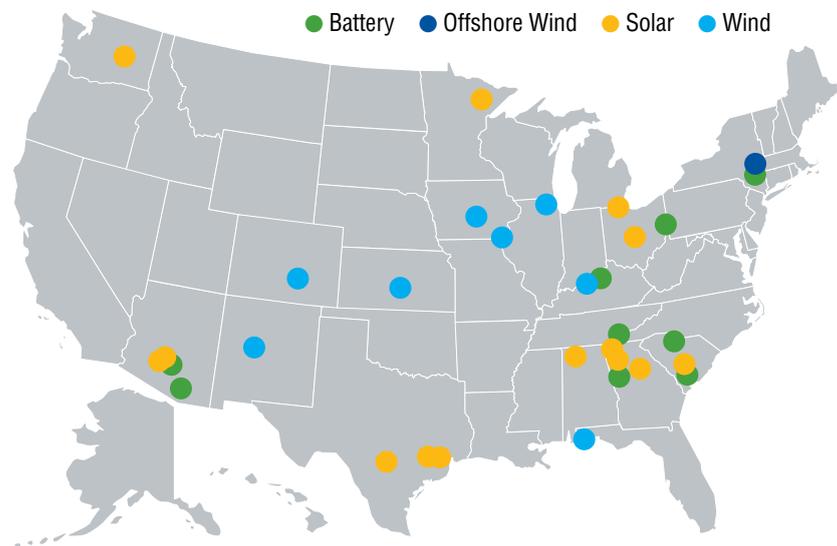
The result will be a decades-long wave of energy storage jobs.

The IRA alone will drive between 30,000 MW and 65,000 MW of energy storage built from 2022 to 2030, according to a recent report from BloombergNEF.

There already are \$150 billion in clean energy investments announced since the IRA was signed in

The Next Wave of Energy Jobs

Since August 2022, 46 new clean energy manufacturing facilities have been announced, including new facilities and expansions or reopenings of existing facilities. Announcements span the wind, solar, and battery storage supply chains, bringing good jobs to the U.S.



Source: Biden administration



A combination of tax incentives, utility mandates and power grid demands means projects like Desert Peak Energy Storage, where the vast majority of the work is the IBEW's, will pop up across North America.

September 2022, according to research from American Clean Power, and a huge portion of that work will be done by IBEW members.

But there are other drivers of demand. To meet the state's carbon neutrality mandate by 2045, the California Energy Commission will need to add 48,000 MW of energy storage.

To put that in perspective, the total installed storage in the entire country in 2022 was just over 9,000 MW.

In the next decade, it might not be California wearing the heavyweight belt. BloombergNEF predicts that the Electric Reliability Council of Texas will add 8,900 MW of storage by 2030.

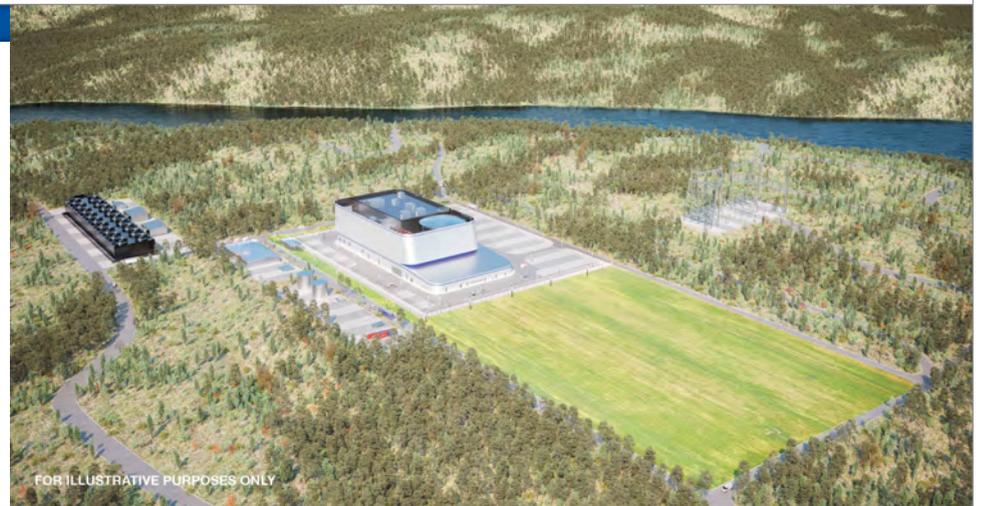
Form Energy announced a \$760 million storage project in December slated for construction in Weirton, W.Va., a former steel town west of Pittsburgh, though the capacity has not been announced and the company has been cagey about whether it

will sign a project labor agreement to get the tax credit, said Steubenville, Ohio, Local 246 Business Manager Eric Nutter.

Not every storage project is a goliath that can power a small city. But for communities bearing a heavy burden for the transition to clean energy, smaller projects like Talen Energy's 20-MW storage system inside the fence of a coal powerhouse in Baltimore could be crucial to maintaining a stable electrical workforce.

The Midwest and the East Coast grids, historically heavily reliant on coal, will add at least 1,700 MW and 2,100 MW of storage, respectively.

"The beautiful thing for us is it doesn't matter why you need storage or the blend of 27 herbs and spices inside the battery. If the developers want the 26% bonus tax credit, they will have to meet the prevailing wage and apprentice requirements we wrote," Bzdawka said. "The easiest way to kill both those birds is with the single stone of a PLA with us." ■



The Clinch River site in Tennessee holds the only early site permit in the United States for small modular reactors, seen here in a rendering.

Nuclear Milestone: TVA Deal Sets Path for Developing Small Modular Reactors

The Tennessee Valley Authority took a major step toward becoming the first IBEW signatory utility to build a next-generation nuclear power plant in the U.S.

The TVA, Ontario Power Generation and Poland's Synthos Green Energy announced March 23 that they've ordered a pressure vessel for the first small modular reactor from GE Hitachi Nuclear Energy.

The utilities also announced a joint plan by the U.S. and Canadian nuclear regulatory agencies to collaborate on the approval process for the SMR, with the goal of bringing reactors online in both countries by 2030.

The Clinch River site in Roane County, Tenn., holds the only Nuclear Regulatory Commission early site permit for SMRs in the nation. Up to three Canadian-made BWRX-300 light water reactors could be built at the site, according to Tenth District International Vice President Brent Hall.

"This is a big deal," Hall said. "There are people out there who don't want to believe it, but [TVA CEO Jeff] Lyash said he wants to build no less than 20 and probably closer to 30 of these by 2050, and I believe him."

The \$400 million partnership will fund the construction and licensing of the BWRX units in both countries, Lyash said.

SMR is an umbrella term for a host of nuclear reactor designs, from cutting-edge designs like molten salt reactors and supercritical-water-cooled reactors to the BWRX-300, which is based on tried-and-true light water reactors that have been in use for decades.

What SMRs all have in common is that they are smaller than previous generations of reactors; have safety features that almost entirely eliminate the possibility of extreme events; and can be prefabricated offsite, shipped and commissioned in a standard process that promises significantly lower costs.

And cost has been the major impediment to nuclear expansion. All previous generations of nuclear power plants in the world have been custom built and site-specific. The result has been delays in approvals from nuclear regulators, delays in construction and cost overruns that can become astronomical.

Because they are smaller, SMRs are widely considered to be a safer bet for generation companies than conventional nuclear plants. Their size means they can be located on the site of shuttered coal and gas plants, and since they have such a

small footprint, many small reactors can simply take the place of one large one.

The TVA is the largest public power utility in the U.S., serving nearly 10 million people in parts of seven Southeastern states, and is the third-largest nuclear fleet operator in the U.S. It has committed to building an additional 10,000 megawatts of solar and storage as part of its clean energy transition goals. But this won't be sufficient without an investment in nuclear.

"TVA has committed to zero net carbon emissions in 25 years while electrical demand — load — is expected to double. No matter how fast they move on renewables and storage, there is no way they reach that goal without nuclear," Hall said. "And our members are prepared to build and maintain the new nuclear fleet."

The partnership among TVA, OPG, Synthos and GE Hitachi was welcomed by Kathryn Huff, head of the Office of Nuclear Energy at the U.S. Department of Energy.

"Worldwide, we need to double the amount of nuclear capacity, possibly even triple it, by 2050 to meet our net zero carbon goals," she said. "One of the things that may get in the way is the cost associated with lengthy construction timelines."

Site preparation has already begun at Clinch River, said Tenth District International Representative Curtis Sharpe, who with International Representative Charles Rains services the 14 locals with members on TVA sites. All work inside the fence of TVA properties must be done by utility members or signatory contractors, he said. Once built, just like TVA's existing nuclear fleet at Sequoyah, Watts Bar and Brown's Ferry, the Clinch River site will be run and maintained by IBEW members.

First District International Representative Mark Watson said signatory contractor E.S. Fox has the contract for site prep for OPG's first location in Darlington, Ontario, but it is unclear whether signatory contractors will get significant work on the project.

But the Darlington site is far from the only site in the country where SMRs are on the table. SaskPower in Saskatchewan and NB Power in New Brunswick both have plans in the works, and Watson is optimistic that the First District will be leading the way on SMRs.

"The agreement with OPG and TVA starts with approval by the Canadian Nuclear Safety Commission, and construction begins here first," he said. "We are pretty proud of that." ■

‘Stronger Than We Think’: Calif. Local Showcases Tradeswomen in Photo Exhibit

The saying “You need to see it to be it” was on full display at a March photo exhibit at San Diego Local 569 that sought to inspire tomorrow’s tradeswomen by honoring today’s generation.

The “Women at Work” show, billed as an event to highlight the “strength, grit and character of women in today’s building trades unions,” featured black-and-white images taken by Hollywood Local 45 member Brian Campbell, including nine women from Local 569.

“Being part of the photo exhibit was an honor,” said Gaylene Goudreau, a journeyman wireman. “It reminded me that we are stronger than we think and that inspiring more women to join the trades is crucial.”

Getting more women into the trades was the impetus behind the exhibit, said Ninth District Political Coordinator Gretchen Newsom.

“Bottom line, more women should become skilled and trained tradespersons,” Newsom said. “The present percentage of women in the construction workforce is paltry, and it’s evident that women need to see themselves in industries traditionally dominated by men.”

Campbell pitched the idea of doing a photoshoot to the Local 569 women’s committee, United Sparkies, in April 2022. From there, and with input from Newsom, it grew into a multi-trade event, with a call going out through the San Diego Building and Construction Trades Council that brought in women



Above: Ninth District Political Coordinator Gretchen Newsom addresses the crowd at a photo exhibit featuring tradeswomen including members of Local 569. At right is Local 569 apprentice Lily Voon, who was photographed as part of the project.

from the Ironworkers, Sheet Metal Workers, Painters and more.

“Being in the exhibit was especially motivating for me,” said Local 569 pre-apprentice Emily Goss. “I’m at the start of my journey in the trades, and seeing myself included in a room of accomplished, capable women with their tools, their stories and their confidence helped confirm for me that I want to be that.”

Campbell, who has been doing photography for Local 569 since 2019, said he made a point of photographing



Credits: Hollywood, Calif., Local 45 member Brian Campbell

the women exactly as he would their male counterparts to normalize seeing women in trades.

“I wanted to highlight the important work that these women are doing, not only on jobsites, but also at creating a welcoming environment for the next generation of women in the building

trades,” he said.

The event was a huge success, Newsom said, with over 300 people attending. They also got a video welcome message from state Senate President Pro Tempore Toni Atkins.

“We opened the event to the public, and it was great to have so many

community members, tradeswomen and tradesmen, elected officials, and young women come together.”

Local 569 apprentice Lily Voon said she felt a little shy being photographed at first but was ultimately honored to have been sought out for such an important project.

“I know how much representation matters,” Voon said. “I would have loved to see more pictures of tradeswomen when I was younger. Maybe I would have started at an earlier age.”

While the event, which doubled as a fundraiser for the United Sparkies, is over, the photo project will live on. Newsom said the California State Building Trades Council is interested in showing a portion of the exhibit at its upcoming Union Women Stronger Together conference. And Campbell said he wants to expand the project.

“My dream for this project is to travel the country with images of women in union trades and then turn it into a book with individual stories from the members,” he said. “I think it could be a powerful way to highlight them and tell their stories of obstacles overcome and triumphs hard won.”

For the women featured at the event, the experience likely won’t be forgotten anytime soon.

“Because of the photo exhibit, people got to see so many incredible women doing extremely cool things that often get overlooked,” Voon said. “It made me feel very proud to be an IBEW member.” ■

December 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 8:30 a.m., by Chairman Erikson, on Tuesday, December 13, 2022, in Washington, D.C. Other members of the council in attendance were Calabro, Calvey, Shirey, Riley, Finn, Wine, Griffiths and Chincio.

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

International Secretary-Treasurer Kenneth W. Cooper presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood both in Canada and in the United States.

Legal Defense

Payments for legal defense, made from the General Fund, were examined and approved in accordance with the requirements of Article X, Section 1, of the IBEW Constitution.

Financial Reports

The International Secretary-Treasurer’s Reports for the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

Resignation

Seventh District International Vice President Steven M. Speer submitted his resignation due to retirement effective January 1, 2023. Ninth District International Vice President John J. O’Rourke submitted his resignation due to retirement effective March 1, 2023. The IEC thanks Brothers Speer and O’Rourke for their service to the IBEW and their districts.

Appointment of International Vice Presidents

President Stephenson appointed Christian J. Wagner to fill the unexpired term of Brother Speer, effective January 1, 2023.

President Stephenson appointed David Reaves to fill the unexpired term of Brother O’Rourke, effective March 1, 2023.

The IEC unanimously concurred with the appointments.

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 1228 member William Hawkins, card number 6503130, and it is the decision of the IEC to deny Brother Hawkins’s appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 90 member Joseph A. Massaro Jr., card number D441627, and it is the decision of the IEC to approve Brother Massaro’s appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 993 member Ryan A. Mazur, card number D467764, and it is the decision of the IEC to deny Brother Mazur’s appeal.

Local Union(s) Under International Office Supervision

Local Union 2230 was placed under trusteeship on June 3, 2019, and remains under trusteeship. No action by the IEC on Local Union 2330 is necessary at this meeting.

Local Union 1501 was placed under trusteeship on October 19, 2021. No action by the IEC on Local Union 1501 is necessary at this meeting.

Article XX and XXI Cases

There were no new Article XX or XXI cases during the fourth quarter of 2021.

Retirement of International Representative

William Martindale, International Representative, First District Effective — September 1, 2022

Jeffery Miller, Director, Accounting Department

Effective — January 1, 2023

Retirement of International Office Employees

Katherine Minor, Data Control Clerk, Per Capita Department Effective — December 13, 2022

Vested

Linda Burns

Effective — November 1, 2022

This regularly scheduled meeting was adjourned, on Tuesday, December 14, 2021, at 4:00 p.m. The next regular meeting of the International Executive Council will commence on Monday, January 30, 2023, in St. Pete Beach, Florida.

For the International Executive Council

Myles J. Calvey, Secretary

December 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. ■

Bipartisan Efforts Bolster Building Trades, Union Apprenticeships

Construction workers have something on Capitol Hill that many groups of voters don't: friends on both sides of the political aisle.

That was especially evident this spring with the relaunch of the Bipartisan Building Trades Caucus and introduction of two bills vital to expanding union apprenticeship programs.

IBEW member and U.S. Rep. Donald Norcross of New Jersey originated the caucus in 2016 during his first full term in Congress and reestablishes it every two years, with strong support from fellow House Democrats and like-minded Republicans.

The 2023 caucus comprises 10 members from each party, many of whom joined Norcross and his GOP co-chair, Pennsylvania Rep. Brian Fitzpatrick, at an April news conference outside the Capitol.

"As someone who began their career on construction sites, I am proud to be a voice in Congress for the hard-working men and women who build our nation," said Norcross, of Folsom, N.J., Local 351. "An American-made economy begins with American workers, and our caucus will work to expand opportunities and pathways for middle-class families."

Toward that end, Norcross and Fitzpatrick have introduced the Apprenticeship Hubs Across America Act to help the Department of Labor expand and promote registered apprenticeships and other job training programs.

The bill would support a national network of apprenticeship hubs that brings together unions, local workforce boards, community colleges and employers to provide career opportunities that



House members relaunched the Bipartisan Building Trades Caucus this spring, along with two bills vital to funding and expanding union apprenticeships. IBEW member and Democratic Rep. Donald Norcross, at podium, originated the caucus in 2016. His Republican co-chair, Rep. Brian Fitzpatrick, is in the front row raising his fist in support.

don't start with a four-year college degree.

With a career path that took him from apprentice to journeyman wireman to congressman, Norcross said, "I know firsthand the value of working with your

hands and the need to continue to grow and train this critical workforce."

Another vital piece of legislation announced the same week is the National Apprenticeship Act of 2023, which



The mission of the caucus includes:

- Providing students and workers with expanded access to apprenticeship programs across the country.
- Greater investments in job training programs to close the skills gap, create good-paying jobs and strengthen pathways to the middle class.
- Preparing American workers in the building trades for the future of work.
- Prioritizing worker and workplace safety standards.
- Breaking the stigma associated with getting help for opioid use and cutting red tape to save lives.
- Increasing funding for the National Labor Relations Board to ensure that workers who exercise their legal rights get a fair shake.

would build on progress made by similar bills that were passed with bipartisan support during the past two Congresses.

Addressing the critical shortage of skilled workers, the new \$3.8 billion

package aims to add 1 million new training opportunities over the next five years — unions' registered apprenticeships, as well as youth training and pre-apprenticeships.

Fitzpatrick, who introduced the bill with Rep. Bobby Scott of Virginia, said it "will provide much-needed reinforcement and reauthorization of our registered apprenticeship programs."

The DOL reports that 93% of people who complete a registered apprenticeship are employed upon graduating, with an average starting wage above \$77,000 a year. Further, businesses on average earn \$1.44 back for every dollar invested in registered apprenticeship programs.

Yet the training programs are grossly underfunded compared with what other developed nations spend on job training, according to a DOL study last year.

Scott, the ranking Democrat on the House Education and Workforce Committee, called the legislation "a clear win-win for workers and employers, and it will help grow the economy."

International President Kenneth W. Cooper praised the bipartisan advocacy and said he hopes it spurs more.

"Brother Norcross, Rep. Fitzpatrick and their colleagues who are supporting the Building Trades Caucus and these important bills know there's a direct link between good union training and good union jobs, and between good union jobs and a strong American middle class. And they are acting on that," Cooper said.

"They are setting a common-sense example of how you get things done in Congress, and we applaud them for it." ■

January 2023 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 1:00 p.m., by Chairman Erikson, on Monday, January 30, 2023, in St. Pete Beach, Florida. Other members of the council in attendance were Calabro, Calvey, Shirey, Riley, Finn, Wine, Chincio, and Griffiths.

International President Cooper

International President Kenneth W. Cooper met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Noble

International Secretary-Treasurer Paul A. Noble 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.

Local Union(s) Under International Office Supervision

Local Union 2330, St. John's, Newfoundland and Labrador, Canada, remains under trusteeship. Local Union 1501, Baltimore, Maryland, remains under trusteeship. The IEC authorized a six month extension for Local Union 2330 and Local Union 1501.

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.

Article XX and XXI Cases

The IBEW was involved in no Article XX disputes, and no disputes under Article XXI for the quarter.

Brothers Without Borders

The International Executive Council discussed the future of Brothers without Borders, and a motion was made, seconded, and approved to allocate amount not to exceed \$525,000.00.

IBEW Consolidated Balance Sheet/Income Statement Covering the 6-month Period Ending December 31, 2022

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes Covering the 6-month Period Ending December 31, 2022

Reviewed 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 130 member Thomas R. Herbert, card number D938933, and it is the decision of the IEC to deny Brother Herbert's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 353 member Lorne E. Heise, card number D543332, and it is the decision of the IEC to deny Brother Heise's appeal.

Retirement of Officers

Steven M. Speer, International Vice President, Seventh District
Effective — January 1, 2023

John J. O'Rourke, International Vice President, Ninth District
Effective — March 1, 2023

This regularly scheduled meeting was adjourned, on Friday, February 3, 2023, at 9:00 a.m. The next regular meeting of the International Executive Council will commence on Wednesday, April 19, 2023, in Washington, D.C.

For the International Executive Council

Myles J. Calvey, Secretary
February 2023

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. ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

‘Tenacious’ Halifax Member Works to Aid Fellow Veterans

Pete Cool found a good place to land in the IBEW when he retired from the Royal Navy after 17 years of service. Now he wants to ensure that other military veterans have the same experience. Maybe even better.

Cool, a Red Seal electrician and member of Halifax, Nova Scotia, Local 1928, is the First District representative on the IBEW's Veterans Committee. He's sent a questionnaire to Canadian veterans who are IBEW members, asking how the Brotherhood can better meet their needs.

Anyone who has not received the survey can go to www.surveymonkey.com/r/GQ7GWW6 to access it. You can also email Cool at ibewveteransd1@gmail.com.

“One of the main objectives is to promote the hiring of veterans in Canada,” said Cool, who was named to the committee in April 2022 and attended the International Convention in Chicago as a delegate. “Another is to support IBEW members who are veterans in their communities in any way we can and help with their well-being.”

Cool has been a Local 1928 member for seven years. He left the Navy as a petty officer 1st class following a career that included stints in the Arabian Sea as the Iraq War began in 2002 and serving with NATO forces.

IBEW leaders in the U.S. and Canada have said veterans usually make excellent members because they're disciplined and good at finishing tasks and following instructions. Cool agrees.

“I was an electrical technician in the Navy,” said Cool, a native of Halifax who returned home after serving. “I wanted to supplement the skills I learned in my military service and find employment.”

He's been a Local 1928 steward for several years at the Tufts Cove Generating Station. Business Manager Jim Sponagle said he's a good fit for the veterans position, showing many of the traits that have made him a good steward, along with a passion for helping those who served the country.

“He's tenacious,” Sponagle said. “He gives 110%. He's like a dog with a bone. He never gives up, and that probably comes from his military background. He puts in a lot of time and effort outside working hours to deal with veterans' issues.”

Cool said he's met with Canadian representatives from Helmets to Hardhats, which is supported by the building trades, including the IBEW, and aids veterans in the transition from the military to a career in construction.

Building on those efforts is a priority. He also wants to set up a

veterans' committee that is unique to the First District and Canada, where the issues surrounding veterans who are members might be different for IBEW members in the United States.

He said it is important for veterans to fill out the survey. It will provide important data to First District International Vice President Russ Shewchuk and others in the district office that they can use when meeting with public officials.

“If we get this data, it will make it easier for him and his leadership team to make decisions,” Cool said. “The more veterans we can get to respond to it, the better we will be, and it's also a good opportunity to get us more connected to one another.”

Cool said some veterans have the skills to adjust to the trades quickly. Others require more training, especially if they need the Red Seal designation.

He said any Canadian veteran looking for a career with the IBEW can contact him if they need assistance.

“Any veteran can reach out to me and I will help out and guide them through the training they need to get employment in the electrical industry,” he said.

Shewchuk thanked Cool for his work.

“I'm very proud of this program and want to see the IBEW in Canada be the first choice for veterans looking to transition into a second career in the skilled trades,” Shewchuk said. “We need to continue to provide these opportunities to those who served and ensure we can assist them with additional support that they may require during their transition.” ■



Credit: Creative Commons / Flickr user Royal Canadian Navy



First District Veterans Committee representative Pete Cool is studying ways to make it easier for Canada's veterans to follow him into IBEW membership.

Un membre « tenace » de Halifax vient en aide aux militaires à la retraite

Pete Cool s'est trouvé une belle place dans la FIOE lorsqu'il a pris sa retraite de la Marine royale après 17 ans de service. Il veut maintenant s'assurer que d'autres militaires à la retraite vivent la même expérience. Peut-être même mieux.

Cool, un électricien certifié Sceau rouge et membre de la section locale 1928 de Halifax en Nouvelle-Écosse, représente le premier district au sein du comité des vétérans de la FIOE. Il a envoyé un sondage aux anciennes militaires canadiennes et anciens militaires canadiens qui sont membres de la FIOE pour leur demander de quelle manière la Fraternité peut mieux répondre à leurs besoins.

À toute personne n'ayant pas reçu le sondage peut se rendre à : www.surveymonkey.com/r/GQ7GWW6 (anglais seulement). Vous pouvez aussi lui envoyer un courriel à l'adresse suivante : ibewveteransd1@gmail.com.

« L'un des principaux objectifs est de promouvoir leur embauche au Canada », déclare Cool, qui a été nommé au comité en avril 2022 et qui a participé au Congrès international à Chicago en tant que délégué. « Une autre façon de soutenir les militaires à la retraite qui sont membres de la FIOE est de les soutenir dans leurs communautés par tous les moyens et de contribuer à leur bien-être. »

Cool est membre du local 1928

depuis sept ans. Il a quitté la Marine en tant que maître de 1re classe suite à une carrière qui comprenait des séjours dans la mer d'Oman au début de la guerre d'Iraq en 2002 servant avec les forces de l'OTAN.

Les leaders de la FIOE aux É.-U. et au Canada disent que généralement ils font d'excellents membres, car ils sont disciplinés et exécutent bien les tâches et suivent bien les consignes. Cool est d'accord.

« J'étais électrotechnicien dans la Marine », mentionne Cool, originaire de Halifax qui est retourné à la maison suite à son service militaire. « Je voulais perfectionner les compétences acquises lors de mon service militaire et me trouver un emploi. »

Il est délégué syndical au local 1928 depuis plusieurs années à la centrale électrique de Tufts Cove. Le gérant d'affaires Jim Sponagle dit qu'il est le bon candidat pour le poste. En étant délégué syndical, il a démontré qu'il possédait les bons traits de caractère en plus de sa passion pour aider celles et ceux qui ont servi le pays.

« Il est tenace », exprime Sponagle. « Il donne son 110 %. Il est comme un chien qui ne lâche pas son os. Il n'abandonne pas et c'est probablement grâce à ses antécédents militaires. Il consacre beaucoup de temps et d'efforts en dehors des heures du travail pour répondre aux préoccupations touchant les militaires à la retraite. »

Cool dit avoir rencontré des représentantes canadiennes et représentants canadiens du Régiment aux Bâtiments, lequel est appuyé par les métiers de la construction, y compris la FIOE, et ce programme aide les militaires à la retraite à faire la transition de l'armée à une carrière dans la construction.

Miser sur ces efforts est une priorité. Il veut aussi créer un comité pour les militaires à la retraite qui est propre au premier district et au Canada où les préoccupations qui touchent ces membres peuvent différer des membres de la FIOE aux États-Unis.

Il est important aux membres de remplir le sondage, dit-il. Ces importantes données recueillies permettraient d'être utilisées par le vice-président international Russ Shewchuk et les autres au bureau du district lorsqu'ils vont rencontrer les fonctionnaires.

« Si on reçoit ces données, la tâche serait plus facile pour [Shewchuk] et son équipe de direction pour prendre des décisions », exprime Cool. « Plus nous recevons des réponses des militaires à la retraite, meilleurs nous serons et il s'agit aussi d'une bonne occasion de nous rapprocher les uns des autres. »

Cool partage qu'il y a des anciennes et anciens militaires qui possèdent les compétences nécessaires pour s'adapter rapidement aux métiers. Alors que d'autres ont besoin de plus de formations, spécifiquement pour celles et ceux qui ont besoin la désignation Sceau rouge.

Il fait part que tout militaire canadien à la retraite qui est à la recherche d'une carrière au sein de la FIOE peut communiquer avec lui pour de l'aide.

« Tout militaire à la retraite peut communiquer avec moi et je l'orienterai vers la formation nécessaire pour trouver un emploi dans l'industrie électrique », dit-il.

Shewchuk a remercié Cool pour son travail.

« Je suis très fier de ce programme et je veux que la FIOE au Canada soit le premier choix pour les militaires à la retraite qui cherchent à faire la transition vers une deuxième carrière dans les métiers spécialisés », partage Shewchuk. « Nous devons continuer à offrir ces possibilités à celles et ceux qui ont servi notre pays et de nous assurer d'offrir le soutien supplémentaire dont ils pourront avoir besoin lors de leur transition. » ■



Scan this code to fill out the First District Veterans Committee Engagement Survey.

Numérisez le code pour remplir le sondage de l'engagement des militaires à la retraite du premier district (anglais seulement).

POLITICS & JOBS

Alliance for Retired Americans Helps IBEW Retirees Voice Their Power

Despite recent victories in Congress, such as legislation that protects multi-employer pensions, American retirees' hard-won benefits remain politically precarious. That's why the AFL-CIO's Alliance for Retired Americans is on the watch.

More than 188,000 retired IBEW members participate in the 4.4 million-member Alliance, whose mission is to keep retired union workers connected, politically active and informed about a host of issues related to retirement security.

"The IBEW contributes to these efforts by directly sharing with our members news about the Alliance's work and the benefits of membership," said Tarn Goelling, the IBEW's director of community engagement, adding that the IBEW has a seat on the Alliance's board.

Founded in 2001, the Alliance has continuously alerted its members about movement in Congress concerning retiree and labor issues. These well-informed retiree activists can then tap into the collective power of the Alliance to educate the public and lobby policymakers about their concerns.

"The Alliance is just a great way for our members to stay in touch with the larger labor community after they retire. Our challenge is how we can get more members to sign up, to see more participation from our retirees."

— Tarn Goelling, IBEW director of community engagement

One such member is Vacaville, Calif., Local 1245 retiree Tom Bird, who serves as president of the Nevada Alliance for Retired Americans, one of 39 state chapters.

Bird began his IBEW career as an apprentice lineman. After topping out, he bid to Reno as a lineman, then worked around Nevada in distribution and transmission before retiring as an inspector.

"When I went from distribution to



transmission, my life changed. I fell in love with it," Bird said. "What I learned on that job, I took along with me on this job" with the Alliance, he said.

After 33 years of IBEW membership, Bird retired in 2006 but still pays dues mainly out of gratitude to Local 1245. He quickly became involved in the Alliance, even founding four chapters.

"When I became president of the Nevada Alliance, I knew there was a lot more to do," he said. He and his wife, Sue, spend several weeks a year in Las Vegas attending the various state Alliance affiliate meetings held there. "I learn who the leaders are and their unions' culture," Bird said. "It pays to know the members and learn their issues."

Members have been called upon to lobby Congress for such things as changing the basis for Social Security's annual cost-of-living adjustments to the Consumer Price Index for the Elderly, which the Alliance believes more accurately reflects the cost of items retirees buy than the current calculation formula.

The Alliance also works on strengthening Medicare, allowing retirees and their spouses to maintain their medical benefits throughout retirement. "We're focusing now on keeping some of the good healthcare and Medicare policies included in the [2022] Inflation Reduction Act," said Richard Fiesta, executive director of the Alliance.

"We also worked hard advocating for the Butch Lewis Act," Fiesta said, referring to legislation long backed by the IBEW and other unions to allow the Treasury Department to shore up troubled multi-employer pension plans. The act was included as part of the 2021 American Rescue Plan.

Passage of the Protecting the Right to Organize, or PRO, Act remains a priority for the Alliance, Fiesta said. The measure, reintroduced in Congress in February, would strengthen workers'

organizing and bargaining rights and toughen penalties against law-breaking employers.

"The Alliance is just a great way for our members to stay in touch with the larger labor

Members of the AFL-CIO's Alliance for Retired Americans demonstrate on issues important to all seniors.

community after they retire," Goelling said. "Our challenge is how we can get more members to sign up, to see more participation from our retirees."

Goelling said that professional and industrial locals in particular — those in the broadcasting, government, manufacturing, railroad, telecom and utility branches — can help by regularly sending their lists of retired members to her office. "We would love to see as much Alliance participation as possible," she said.

The IBEW is a participating Alliance union, so membership is free for its retirees. Retirees from nonparticipating unions and from the public at large, plus friends and family members, pay a modest annual fee of \$10. Membership includes access to the AFL-CIO's Union Plus program.

To learn more, visit: retiredamericans.org.

IBEW Member Norcross Introduces Workers' Memorial Day Bill in House



Rep. Donald Norcross, the only IBEW member in Congress, is sponsoring a bill that would make National Workers' Memorial Day a federal holiday.

Credit: Creative Commons / Flickr user Rutgers University-Camden

Rep. Donald Norcross, the only IBEW member serving in Congress, is calling on his colleagues to honor workers killed or injured on the job with a national holiday.

Norcross introduced legislation April 28 for a National Workers' Memorial Day. The Occupational Safety and Health Administration has observed such a day since it was formed more than 50 years ago, and the AFL-CIO has done so since 1989.

Elevating it to a formal holiday would require an act of Congress, however. Norcross, a Democrat who represents New Jersey's 1st Congressional District, says the time for that is now.

"As an electrician, I have had the unfortunate experience of being on a job where hard-working Americans have lost their lives," said Norcross, a former business representative for Folsom, N.J., Local 351. "That's why I introduced the Workers' Memorial Day Act, to remember our brothers and sisters who lost their lives on the job and bring more attention to stronger working conditions for workers across the country."

There were 5,191 American workers killed on the job in 2021, the last full year for which numbers are available, according to the Bureau of Labor Statistics. That was up 8% from 4,764 in 2020.

The largest portion of those deaths involved highway or road maintenance workers. The second largest was falls, trips and slips on the job, an area of concern for electricians and construction workers.

The holiday would be April 28, the date OSHA opened in 1971.

"We have made great strides in making workplaces safer, but dangerous working conditions kill and injure thousands of workers every year," Norcross said. "Our work is far from over, and as a co-chair of the Labor Caucus and a lifelong IBEW member, I will continue to fight for safer workplaces and stronger health and safety standards and enforcement in Congress."

The bill attracted 11 House co-sponsors, all Democrats. They include Illinois' Nikki Budzinski, who hosted Decatur, Ill., Local 146 member Andrea Kelly at the State of the Union address earlier this year, and California's Katie Porter, a high-profile union supporter who is running for Senate in 2024. ■

"We have made great strides in making workplaces safer, but dangerous working conditions kill and injure thousands of workers every year."

— U.S. Rep. Donald Norcross of New Jersey



Working nationally and through state chapters, the Alliance for Retired Americans holds officials accountable.

CIRCUITS

Line Clearance Tree Trimming Locals See Wage, Training Gains

Among the many challenging tasks that IBEW members perform every day, one of the most dangerous is the work that line clearance tree trimmers do to keep power lines obstruction-free.

But still, most of the people who perform this work in North America do it without the safety net of IBEW membership. Recent gains in training and successful contract negotiations are going a long way toward closing that gap.

“Highly trained and highly skilled workers are absolutely needed for a job like this,” said Rusty McCuen, chairman of the Line Clearance Tree Trimming Coordinating Council. “Training helps you steer clear of dangerous situations,” he noted, like getting too close to energized lines.

Apprenticeships can attract workers to the IBEW by raising the job’s profile, he said, offering quality training as well as a measure of professionalism, respect and recognition — not to mention higher pay.

the local is “doing really good things to change the culture.”

Meanwhile, California continues to expand its journeyman trimmer certification to train thousands of LCTT workers in the state. “Local apprenticeship programs still aren’t being bought into by most utilities and companies,” McCuen said. “But if we can pull off more local and regional apprenticeships over the next five to 10 years, it could help us bring in new members — and better wages for them.”

McCuen said several LCTT locals also have reported some positive pay news. Portland, Ore., Local 125 recently concluded a tough negotiation that ultimately brought a 22.5% wage increase over four years, plus health and pension improvements and a guarantee that signatory LCTT contractors will cover any health insurance increases.

And the LCTT members of Detroit Local 17 — which offers the second federally certified LCTT apprenticeship — recently reached a four-year agreement that included 6% annual wage increases and benefits improvements, as well as double-time pay when a workday goes beyond 10 hours.

there’s a career path there,” he said.

Nevertheless, McCuen’s council has been making progress in changing people’s minds about LCTT work. “Our locals are out there organizing, and our council group continues to grow,” he said.

There have been some other advancements, as well. The IBEW recently added a link to the LCTT council under the Construction and Maintenance section of the Local Connections website. And McCuen said that, for the first time, he will be staffing an IBEW information booth at the Trees and Utilities Conference in Pittsburgh in September.

“It takes a special kind of person to allow yourself to be hoisted dozens of feet in the air, in all sorts of weather, to cut away tree branches and other obstacles that threaten power lines, and also to ensure that the debris falls safely to the ground,” said Matt Paules, director of the Construction and Maintenance Department, which has jurisdiction over the LCTT classification. “We all understand how IBEW membership can bring workers better training, wages, and that special spirit of brotherhood, and I applaud the progress that Brother McCuen is reporting.” ■



Rich and Colleen Scheid are on another long-distance bicycle ride to benefit CureSearch. Rich is a retiree of South Bend, Ind., Local 153. Colleen is a member of Phoenix Local 640.



The IBEW is working to bring membership to more nonunion line clearance tree trimmers, along with the better training and pay enjoyed by members like these from Vacaville, Calif., Local 1245, left, and San Diego Local 465.

Anchorage, Alaska, Local 1547 and the Alaska Joint Electrical Apprenticeship and Training Trust, for example, have been working with the Northwest Line Joint Apprenticeship Committee in Vancouver, Wash. — which offers one of only two Labor Department-certified LCTT apprenticeships — to revamp that JATC’s curriculum, introducing web-based training and climbing labs into its 4,000-hour program.

Thanks to some generous state grants, McCuen said, Topeka, Kansas, Local 304 has been able to implement its own LCTT apprenticeship program that follows the NWJATC’s curriculum, which not only helps train members more effectively but also has boosted internal organizing efforts. “It’s still not in their collective bargaining agreement where a company has to recognize their apprenticeship program,” he said, but

Some 78 locals now include LCTT among their classifications, McCuen said, with one or two locals per year adding it to their list. While that’s a good figure, there’s still vast organizing potential for the IBEW.

“Based on a study by the International Office from a few years ago, the IBEW has around 8,900 LCTT members in the U.S. and Canada,” McCuen said. In comparison, “there are about 31,000 workers in the industry.”

Successfully tapping into this larger pool of potential members also comes with challenges, McCuen said. “We’re always trying to get younger people in, but one problem is that so many are still so programmed to go to college instead,” he said, and they’re not thinking about the good benefits that come with a union job in the trade. “To them, it doesn’t seem to them like

IBEW Couple on 4,000-Mile Ride to Fight Childhood Cancer

Memo to IBEW members: Be on the lookout for the Brotherhood’s logo on a pair of bicyclists when out traveling this summer. The Scheids are back on the road, looking to raise money in the fight against childhood cancer.

Colleen and Rich Scheid, a married couple with nearly 70 years of IBEW membership between them, started their 4,000-plus-mile bike ride in Deer Lodge, Tenn., about 60 miles west of Knoxville, in mid-May.

They traveled through Kentucky to Indiana, making a stop at South Bend Local 153, Rich’s home local before he retired earlier this year.

They then planned to cut across the upper Midwest, ride into New England to Maine before coming back down the East Coast through Washington, D.C., on their way to Florida.

After that, they will ride north through the Deep South and wind back up in Deer Lodge sometime this fall.

Not exactly a leisurely ride through your neighborhood. But the Scheids, who have shared a passion for endurance sports throughout their 16-year marriage, wouldn’t have it any other way.

“We love every minute of it,” said Colleen, a journeyman wireman and member of Phoenix Local 640. “Those endorphins kick in, and it all makes sense.”

Added Rich: “We work together and live together. We stay in these little places in the country. We’ve learned to exist in small spaces, kind of like astronauts.”

The Scheids have been down this road before. In 2018, they rode cross

country from San Diego to St. Augustine, Fla. (That ride was featured in *The Electrical Worker* in July 2018.) The distance: slightly more than 3,000 miles.

They’re doing it again in memory of Graham Wolff, Rich’s nephew, who passed away in 2007 due to cancer at the age of 9, and to encourage donations to CureSearch, which raises money to fight childhood cancer and bring researchers in the field together.

Donations can be made at give.curesearch.org/PictureUsRollin.

“We’re doing this because we enjoy it and we can give, give, give,” Colleen said. “CureSearch is a good outfit that will use the money right.”

The Scheids are both from northern Indiana, but they met about 2,000 miles to the west. Colleen moved to Phoenix with her family after graduating from high school. She went through her apprenticeship at Local 640 and has been a member for nearly 25 years.

Rich, who followed his father into the IBEW, was working as a traveler when the two met while on the job at the Pastoria Energy Facility near Bakersfield, Calif., in 2004. They quickly bonded over their love of exercise and the outdoors. They married in 2007, and Rich moved to Phoenix while keeping his Local 153 membership. Both of their home locals have made donations to CureSearch.

“We’re two peas in a pod,” Colleen said. “The moment I saw Rich on a jobsite, I knew he was the one. His

smile, his laughter, his great energy. I have that, as well. It’s nice to be with someone who gives great energy and receives great energy.”

In addition to raising money in the childhood cancer fight, they hope their latest ride serves as a tribute to the good life afforded by IBEW membership. They say they are constantly amazed at how much they hear similar sentiments, not just from fellow IBEW members but from all union members when they see the IBEW logo during their rides.

“When you get to where we’re at, you really do appreciate what you’ve got,” Rich said just after he and Colleen crossed into south-central Kentucky early in the ride. “I’m not a rich man. But I am awfully comfortable, and I’m able to do what I love.”

Members can follow the Scheids’ exploits on their Facebook page, [PictureUsRollin](https://www.facebook.com/PictureUsRollin), and on Instagram under the same name. They hope to finish in mid-October.

“I’m going to visit a lot of IBEW locals on this trip,” Rich said with a laugh. “But this time, I’m not looking for work.”

Follow the Scheids

To donate: give.curesearch.org/PictureUsRollin

Facebook: www.facebook.com/pictureusrollin

Instagram: [@Pictureusrollin](https://www.instagram.com/Pictureusrollin) ■



The Scheids with Louisville, Ky., Local 369 Business Representative Gene Holthouser, center, during a stop at the local’s hall in May.

Conn. Lighting Manufacturer Embraces Code of Excellence

Leadership at the specialized manufacturer Lighting Quotient recently — and enthusiastically — agreed to take their decades-long relationship with the IBEW and New Haven Local 1040 to the next level by implementing the union's Code of Excellence.

"The code has been a topic of discussion that's been going around for a while," said Local 1040 Business Manager Phillip Stewart.

Early last year, Second District International Representative John Horak recommended to Lighting Quotient owner Allison Schieffelin that the IBEW conduct Code of Excellence training for her company.

"I brought it up because I knew it would be a good fit," Horak said.

International President Edwin D. Hill launched the Code of Excellence in 2007 to ensure the highest IBEW standards are upheld in every workplace. Company managers and IBEW members who formally enter into a code agreement commit to fully exhibiting the union's SPARQ values: safety, professionalism, accountability, relationships and quality.

Workers at the Lighting Quotient manufacture specialized lighting systems for artists, architects and designers around the world. The company's staff size can fluctuate depending on customer orders, Stewart said, and it was going through somewhat of a slow period when Horak suggested Code of Excellence implementation early last year.

Fortunately, this past spring, demand for Lighting Quotient's products surged, helping to bring Local 1040's workforce at the facility to its 40-member peak.

"We waited to do the code training when the company was at full force," said Horak. "We felt that was much better."

Stewart noted that Horak's initial assessment of interest had been correct, and then some: Not only has Code of Excellence implementation at Lighting Quotient gone smoothly, but Schieffelin has also endorsed further code training.

"The overall experience was great," said Schieffelin of the on-site, on-the-clock training, which she and others on the company's management team attended. "I really enjoy working with the IBEW. They do a great job for us."

Schieffelin's father, Sylvan Shemitz, founded the company in 1977, building on an interest in the use of lighting in architecture dating to the 1940s, when he was running his family's electric supply company in New Haven.

Today, the company is best known among designers and architects for its Elliptipar and Tambient products, which have been installed in high-profile places such as the Great Hall of Chicago's Union Station; the inscription wall of the Martin Luther King Jr. National Memorial in Washington, D.C.; and the Aria Resort and Casino in Las Vegas.

Schieffelin, who took the reins of the company after her father died in 2007, described the labor-management relationship at Lighting Quotient as a "balance of IBEW and employers working together."

"The IBEW wants to show that they want Lighting Quotient to succeed," Schieffelin said. "It distinguishes our work" when customers and other employers see the professional, positive image of the IBEW and the Code of Excellence, she added. "It's a win-win when we work with the IBEW."

Schieffelin, who said she has had a copy of the Code of Excellence posted on her office door, wants to see more code classes to keep workers talking about it.

To that end, Education Department International Representative Craig Duffy recently conducted a Code of Excellence train-the-trainer session that will make it easier for future code trainings to be conducted by Lighting Quotient workers.

Meanwhile, Local 1040's executive board is doing its part to keep interest in the program alive by authorizing the purchase of a Code of Excellence banner to be prominently displayed in the facility as well as special code T-shirts for staffers to wear on the job.

Schieffelin is fully on board with all of it. "You learn to earn," she said. "Learning gives people confidence. One thing people can't take away from you is what you learn." ■



Waltham, Mass., Local 1040 partnered with The Lighting Quotient to train members like Maribel Santos on the IBEW's Code of Excellence.



Robotics Provides Lessons, Way of Giving Back for Local 5 Apprentice

Jonathan Sherwin has spent much of his Pittsburgh Local 5 apprenticeship performing heavy industrial work, often in steel mills that frame western Pennsylvania history.

He realized early that the lessons learned in high school robotics just a few years ago would serve him well on the job.

"It was so similar," said Sherwin, now a third-year apprentice working for Hey Electric. "There is one central brain that is similar to a PLC [programmable logic controller], where all the motors and sensors connect and communicate."

Robotics were so important to Sherwin as he grew up in a little town north of Pittsburgh that, even with the demands of an apprenticeship, he didn't hesitate to return as an adviser to the community's robotics team just after his high school graduation in 2019.

"We're a tight-knit group in such a small community," he said. "A lot of our alumni have moved on to be electrical engineers or into electrical work, and they know how to build and design things. We all know how to focus on the task at hand and want to give back."

He shows that same attitude on the job and in the classroom, too.

"When someone comes to you with his skill set, it's a gift," said Rachel Hienz, a first-year apprentice instructor at Local 5's JATC. "We get some kids that come in who truly have not held a screwdriver in their hands before. To get someone with Jonathan's skills, it's impressive."

Hienz added: "He's a leader, he's a mentor. I'd see him lean over with other students who might be struggling and say, 'Hey, do you need help with this?'"

Sherwin's values and work ethic were formed in Parker, Pa., population 695 and about a 65-mile drive from Pittsburgh. He still calls it home and has no plans to move. He enjoys looking out his window and seeing cows and farms instead of the Steel City's skyline.

His father was a 37-year member of the Machinists Union and now is a member of the Operating Engineers. And like his dad, the younger Sherwin, now 22, knew pretty quickly that he wanted to work with his hands.

"I had no interest in college," he said. "I grew up a worker. I'm a hands-on person."

That's one reason he turned to robotics. Unlike in larger communities, the local school system wasn't big enough to have a robotics team. (Sherwin was one of 50 members of his high school graduation class.)

Fortunately, the local 4-H chapter did, and Sherwin joined it in the fifth grade.



Pittsburgh Local 5 apprentice Jonathan Sherwin's high school robotics experience is helping him on the job. Sherwin, right in both photos, now advises students taking part in robotics in Parker, Pa., his hometown.

"That really broadened what was out there electrically," he said. "I really enjoyed wiring up the robot as good as it could be."

Thus began a seven-year adventure that took him to events across Pennsylvania and as far away as St. Louis. His travels were sponsored by FIRST, one of the top student robotics competitions in the country with livestreamed events on YouTube.

The challenge was to build a robot weighing nearly 120 pounds with chain and belt drives and plenty of pneumatic elements. Sherwin wanted it to be strong, fast and mobile, but also sleek.

"We would take time to make [the robot] look nice," he said. "We would see 60 other robots at a regional competition, and you could see other teams didn't take that into consideration. They were just interested in getting it running."

Sherwin's interest in working with his hands didn't stop with robotics. Through most of high school, he worked in a machine shop after class. He also worked for a tree service.

He considered becoming a welder, but his interest in electrical work was set by graduation. A Local 5 member who lived nearby told him about the apprenticeship program and how much he appreciated IBEW membership.

"He said the only downside was you had to drive to Pittsburgh pretty often," Sherwin said. "Other than that, he was really pleased with his career. He had a happy life."

Hienz said Sherwin's maturity level was noticeable from the start.

"At that stage, most of the apprentices — and I don't say this in a bad way — don't think about ways to give back," she said. "They're so young, and they just want to leave as soon as they get their work done."

That's why she was impressed, but hardly surprised, when she learned Sherwin was serving as a leader in the same robotics chapter he grew up in.

"He isn't getting paid," she said. "He's so selfless. With the talent he has, he's definitely modest."

Hienz and some of Sherwin's other instructors attended a regional competition in Pittsburgh recently that included his team. The work cuts into what little free time he has, but Sherwin said it's been worth it.

"To see the amount of growth in the students is really what makes it worth it for me," he said. "When we go to a competition and see the robots operate, and see the successes and failures, I know exactly what they felt. I was in their shoes."

Sherwin isn't sure where his IBEW career will take him, whether it's working with the tools, as a project manager or owning his own business. The possibilities are endless, he said.

Those close to him agree.

"He already has something to give, and he recognizes it," Hienz said. "He's really wise beyond his years." ■

TRANSITIONS

APPOINTED

Mark MacNichol



International Representative Mark MacNichol, a Philadelphia native who became an IBEW leader in South Florida, has been appointed safety director.

He succeeds David Mullen, who retired in June after a 38-year

IBEW career that culminated in nine years leading the Safety Department.

"I'm surprised, happy, nervous — all those things," MacNichol said. "That's a big set of shoes to fill. There's a lot of knowledge inside Dave Mullen, but I'm excited to get started."

Brother MacNichol learned early about the power of union membership while growing up in Philadelphia. Several family members were union members, including his father, Bud, a Teamster.

"He always made a great living and did very well for all of us," MacNichol said.

He relocated to Florida with his parents after he graduated high school and his father had suffered a back injury.

"I'm surprised, happy, nervous — all those things. That's a big set of shoes to fill."

— Safety Director Mark MacNichol on replacing the retired David Mullen

The younger MacNichol briefly tried college before informing his father that it wasn't for him. That didn't please Bud, who told his son he had two weeks to decide on his future.

After considering becoming a plumber, Mark decided he wanted to be an electrician. He was hired as a helper at Florida Power & Light in March 1989, becoming a member of Fort Pierce, Fla., Local 627. After just a few months, he became a Local 627 steward.

Thus began his career ascent, both on the job and in the union. FPL promoted him to nuclear plant operator at its St. Lucie Plant in 1991 and senior nuclear plant operator in 1996, a position he held until 2012.

At Local 627, MacNichol served as financial secretary from 1998 to 2011 while still working for Florida Power. He was appointed president and business manager in 2012 and was elected in 2014.

He also was active with System Council U-4 — which includes all 11 IBEW unions with FPL employees — and was elected vice president in 2006. In 2011, he was one of the key players in Council U-4 and FPL jointly agreeing to implement the Code of Excellence, an IBEW initiative that commits to the highest standards of work quality and safety.

As business manager, MacNichol and others rebuilt morale and finances at Local 627, a difficult task in a right-to-work state. It once had more than 700 members but had shrunk to about half that due to pending deregulation rules and laws, MacNichol said.

"We barely had enough money coming in to cover expenses," he said.

Local 627 now has more than 500 members, which MacNichol attributed to being more active and visible in South Florida and holding more events for members and their families.

"We were so involved in the community," he said. "If we had an informational picket, we sometimes had more members of the public than union members to help us carry signs. You would have sworn our local was three times the size it was."

In 2018, MacNichol moved to the International Office, where he was the generation international representative in the Utility Department. He helped members in the industry navigate the COVID-19 pandemic before taking over as safety director.

In his new position, MacNichol wants to remind all local unions, regardless of branch, to use Accident Form 173 to report all accidents on the job involving members. The form is available through ibew.org under the Safety and Health page.

The data compiled makes it easier to track trends on the job and advocate for any changes with employers or governmental jurisdictions, MacNichol said. Only about 25% of local unions are using the system, even though it is required by the IBEW Constitution.

"That information is so important to have when we're sitting at the table with lawmakers of governmental entities like OSHA," MacNichol said.

There's been a side benefit to working and living in the D.C. area: MacNichol is about a two-hour drive from Philadelphia. Even though he enjoyed Florida, he never forgot those Philly roots and remains a fan of the city's sports teams.

"Philadelphia has always been my home, even though I lived twice as long in Florida," he said.

MacNichol has two children: son Josh, a Teamsters member, and daughter Chrissy. MacNichol credits most of his success to his best friend and wife, Michelle. The couple lives in Manassas, Va.

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

DECEASED

Charles P. Silvernale



Charles Silvernale, who made lasting friends every step of the way during his 42-year IBEW career as a lineman, business manager and West Coast international representative, died April 1. He was 83.

"He was such a pleasure to be around, such a keen sense of humor and twinkle in his eye," said Mike Mowery, retired Ninth District international vice president. "He was an outstanding rep. There wasn't anyone who didn't get along with Charley."

Silvernale grew up in an IBEW home in Seattle, where his father was president of Local 77, which represents utility workers in Washington state and parts of Idaho.

Following in those footsteps, Silvernale was initiated into Local 77 in 1960 at age 20, volunteering early as a shop steward and member of the safety and negotiating committees. Later, he served on the executive board and as treasurer and president before being elected business manager in 1982.

He served in myriad other roles along the way, including as AFL-CIO president in Seattle's King County; a director of the county's United Way program; and on local, state and federal utility labor committees, including at the Bureau of Reclamation and Grand Coulee Dam.

Silvernale loved being a lineman, but an accident brought that part of his career to an end

in the summer of 1970.

"He was electrocuted on a pole and lost a couple of fingers on his right hand and the ring finger on his left hand," said his son, Patrick Silvernale, a retired Teamsters representative. "His pole partner revived him. He went to work as a dispatcher briefly and then went to work for the union."

He moved from Washington state in 1988 when he was appointed to the Ninth District staff to service all utility and outside line locals in California and Nevada.

"He was a lineman servicing linemen's locals, and that made a big difference," Mowery said, recalling how Silvernale liked to tease him about being a wireman. "We'd joke back and forth. He'd chatter about the 'narrowbacks,' the inside wiremen, and how it was linemen who started the IBEW."

Silvernale formed an instant bond with Pat Lavin, who retired in 2021 after 20 years on the International Executive Council and 22 years as business manager of Diamond Bar, Calif., Local 47.

"He called me up one night when I first got elected and introduced himself," Lavin said. "He said to me: 'You're a lineman?' I said, 'Yeah.' He said, 'Are you Irish?' I said 'Yeah.' He said, 'Are you Catholic?' I said, 'Yeah.'"

They had a good laugh about being two of a kind in the Brotherhood. "He was jovial. He was funny and we laughed a lot," Lavin said. "But he was also a realist. He never BS'd about anything."

At a 2003 meeting in Las Vegas, Lavin honored his friend with a surprise retirement party. "You know, there are no secrets in the IBEW, but we were able to pull that off," he said. "When we walked into the place, he was flabbergasted."

A man of deep faith, Silvernale was ordained as a deacon in 2000 by the Roman Catholic Diocese of Oakland, Calif.

"His spiritual life was a big part of his life, but he didn't lead with it," Mowery said. "Charley was loyal to the IBEW and loyal to his friends and loved ones and loyal to his God, and he served all of them very well."

After retiring, Silvernale was assigned by the diocese to the Holy Rosary Parish in Antioch in the eastern Bay Area. He also volunteered as a chaplain at the city's police department, the county jail

and San Quentin Prison.

Patrick Silvernale described his father as a "gentle giant" driven to serve through the church and the IBEW.

"It was always union first with him," he said, thinking back on his childhood and his father's insistence that they buy only American cars. "He was always talking about workers' rights, making things better for them, and especially for the linemen."

He was a lineman servicing linemen's locals, and that made a big difference.

— Retired Ninth District International Vice President Mike Mowery

His father, who'd survived nine-way bypass surgery and other health challenges, suffered a heart attack at a truck stop on his way home from visiting his children and grandchildren in Arizona and Nevada.

"I'd talked to him on the phone less than an hour before," Patrick Silvernale said. "He was airlifted to Bakersfield, and we were able to get there that evening."

Charles Silvernale died the next day, precisely 20 years after his retirement date. His son said a midweek funeral service at his parish church drew several hundred mourners, symbolic of the many lives he touched.

In addition to Patrick, Silvernale is survived by three daughters, Tracey, Michelle and Lisa; 11 grandchildren; and an infant great-grandson. He was preceded in death by his children's mother in 1981 and lost his second wife in 2011: Mary Jane Silvernale, who'd served as Ninth District secretary to Mowery's predecessor, Jack McCann.

The IBEW sends its condolences to Brother Silvernale's family and friends, along with deep gratitude for his decades of service and a lifetime of goodwill. ■

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ORGANIZING WIRE



From left: Negotiating committee member Jacqueline Perlette, Local 1245 Business Manager Bob Dean, and negotiating committee members Eddie Williams and Gabe Roach.

Calif. Grid Operators Join IBEW, Ratify Contract With Big Pay Raise

Nearly 60 workers at the California Independent System Operator ratified their first contract, making them the newest members of Vacaville, Calif., Local 1245.

CAISO is one of 10 independent grid operators in the U.S., managing the flow of power for 80% of California and part of Nevada. It is also the parent of RC West, which helps guarantee continuity of electrical service across parts of seven states and Mexico.

The bargaining unit includes generation and transmission dispatchers, reliability coordinators, market operators, transmission security, and the lead positions for those classifications.

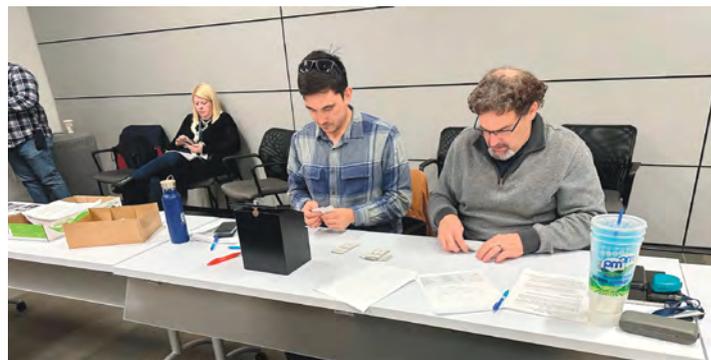
“Our members are responsible for the safe and reliable operation of the power grid,” said Senior Assistant Business Manager Al Fortier, the lead negotiator for the CAISO workers. “Very few people knew about CAISO until the last few summers, when heat waves started knocking out power. Then we became a household word.”

The contract was overwhelmingly ratified by the bargaining unit; more people voted for the contract than originally voted to organize in 2021.

“I take pride in that. The membership took a risk voting to join in union, and we were able to justify their faith,” Fortier said.

A marathon series of negotiations, nearly 40 meetings in just under a year, resulted in a contract with immediate pay raises that average more than 20% and annual increases of about 5% for the next three years.

“The primary motivation for most of the pro-union CAISO workers was the uncompetitive salaries, which led to staffing shortages and so more work and unpredictable schedules for the people who stayed,” Fortier said. “If you went back 10 to 20 years, at one point they were paid relatively fairly. As the market changed and wages rose for unionized operators at utilities and co-ops, CAISO fell further and further behind.”



CAISO generation dispatcher Russ Masuda, center, and market operator Joe Curl count votes on the first contract. It includes pay raises averaging 20%.

Local 1245 first heard from CAISO workers in 2020, but an all-too-familiar mix of promises to do better this time and not-so-veiled threats to the first volunteer organizers stalled the drive.

A year later, CAISO released a misleading comparison of its wages with what it said were comparable agencies.

“The wage survey included operator positions with less responsibility in Little Rock and Chattanooga and excluded all of the local comparisons, notably agencies represented by Local 1245,” Fortier said.

It was like a defibrillator to the ailing organizing campaign.

Within four months, volunteers and Local 1245 Assistant Business Manager Rene Cruz Martinez had collected a majority of cards, and a mail-in vote was set for November 2021. Organizing stewards Charlotte Stevens and Alvin Dayoan, participants in Local 1245’s signature leadership and training program, coordinated get-out-the-vote plans.

The results weren’t even close, with more than 80% in favor of joining the union.

At that point, Business Manager Bob Dean said, what had been a contentious relationship began to change.

CAISO’s relatively new president and CEO, Elliot Mainzer, came to the

union with what Dean described as an olive branch.

“The previous administration was terrible. Mainzer has been a great partner,” he said. “We were convinced that we could find a deal that was better for both parties than what was in place before, and we delivered for both our members and his managers.”

Fortier said CAISO’s highest priority was reforming the overtime policy, and the agreement created a system that was more transparent and more equitable than the one that came before.

Almost as important, Dean said, the contract cements a key connection for the IBEW. California has an ambitious greenhouse gas reduction target — net zero by 2045, slashing greenhouse gas emissions by 85% and cutting oil usage by 94%.

“The nuts and bolts of the emissions goals are not in any legislation. Regulatory agencies — including CAISO — have a lot of responsibility and power, and we want to make sure we figure it out together,” Dean said. “We now have a seat at a new and important table.”

And it takes Local 1245 another step closer to the union’s central goal.

“If there is an electron flowing, an IBEW member should be doing the work,” Dean said. ■



The IBEW Photo Contest has been The Electrical Worker’s way to ride shotgun with brothers and sisters for a quarter of a century. Your pictures bring us closer together and are a showcase for the critical role members play in the life and work of North America. The hundreds of submissions we receive every year are a priceless contribution to our story. But just because something is priceless doesn’t mean a value can’t be put on it.

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Deadline: Nov. 1

See photo guidelines and submission instructions at ibew.org/photocontest.



Photo Contest Rules:

1. The contest is open to active or retired IBEW members only. The person submitting the photo must be the person who took the photograph. Members may enter up to five photos each.
2. International officers and staff are not eligible.
3. Photos **MUST** be submitted as digital files of at least 300 dpi, measuring 1,200 by 1,800 pixels at minimum, in color or black and white. Larger files are encouraged.
4. All submissions become property of the IBEW Media Department.
5. Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or featuring subjects conveying images of the electrical industry or the union.
6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g., a safety committee, a linemen’s rodeo, a union meeting) can be submitted in place of individual names.
7. Photos previously published in IBEW publications or on the website are not eligible for submission.
8. **Entries MUST be submitted electronically** via the Photo Contest link on ibew.org. Please contact the Media Department at media@ibew.org or 202-728-6102 with additional questions.
9. Up to 15 finalists will be selected and posted on ibew.org for final judging by the public. The winners will be featured in a future issue of the Electrical Worker.

LOCAL LINES

The Union Is You!

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st,ws&ptc), ST. LOUIS, MO — Our local has had a busy spring and summer, continuing with our Riding Club eager to participate in the upcoming Midwest Solidarity Ride on July 28-29 in the scenic Lake of the Ozarks.

Our RENEW chapter had a successful St. Patrick's Day trivia night and is planning a fun float trip at the time of this writing.

We had a great spring fishing tournament, and our trap-and-skeet club enjoyed some nice weather to blast away. Our Shockers hockey team is spreading fraternity, solidarity and excitement on the ice. Our bowling team hosted the Midwest IBEW Bowling Tournament. We're knocking down strikes faster than refreshments.

Special acknowledgment goes to the local Electrical Workers Minority Caucus, which has members from the IBEW locals in the metro area. They answered the call for assistance April 8 when Greenwood Cemetery, established in 1874 and listed in the National Register of Historic Places, was looking for help with mowing, trimming trees and general care. Thirty members showed up with mowers, trimmers and bags and got busy beautifying. Greenwood Cemetery is the first commercial burial ground for local African Americans, and some 50,000 souls rest there, notably among them Harriet Robinson Scott, wife of Dred Scott, and Lucy Delaney, author, activist and Masonic member. To find out more, visit greenwoodstl.org.

As you can see, there's so much more to union life than paying dues, organizing and working political campaigns. We are family. We are community. We are the sum of our members. United we stand, and divided we beg.

Kyle Hunter, P.S.

Biden: 'Unions Built the Middle Class!'

L.U. 11 (i,rts,spa&em), LOS ANGELES, CA — Our local's organizing department actively participates in the "Berg's Going Union" campaign in Southern California. When we continually meet and bring Berg Electric workers into our ranks as members, these workers spread the union message to non-union electricians, who then contact us or our sister locals to learn about membership. We are also growing our contractor base, already having organized six electrical contractors in the first quarter of the year. The organizers have been able to direct small projects to newly signatory contractors, and we have seen a steady growth in work hours with these contractors.

Some Local 11 staff and executive board

members were present for President Joe Biden's first stop on his 2024 reelection campaign at the NABTU Legislative Conference in Washington, D.C. Biden highlighted his "blue-collar blueprint to rebuild America," stressed how proud he was to be the most pro-labor president in American history, and said, "Union workers are the best workers in the world" and "Unions built the middle class!"

We will be starting our inside wiremen negotiations with NECA and hope to bring to our members a contract they can get behind.

Robert Corona, P.S.



Local 11 staff attended President Joe Biden's first stop on his 2024 reelection campaign at the 2023 NABTU Legislative Conference in Washington, D.C.

Local 15 President McGoldrick Retires

L.U. 15 (u), DOWNERS GROVE, IL — Please join our local in congratulating President Terry McGoldrick on his retirement after 38 years of service! Brother



Local 15 congratulates President Terry McGoldrick on his retirement after 38 years of IBEW service.

McGoldrick started with ComEd on March 25, 1985, as a meter reader in Rockford, Ill. He went to overhead line school in fall 1985 and completed his apprenticeship in late 1987, becoming a journeyman lineman, also in Rockford. He became a union steward in 1989 and chief steward in 1992. He was also the chairman for the Rockford unit meeting beginning in 1998.

Terry was hired as a business representative in March 2002 for commercial physical west region. He held that position until he was elected vice president of Local 15 in June 2007. Terry served in that role for 12 years until he was elected president/business manager/financial secretary in June 2019.

"I've been blessed to have a wonderful wife, whom I could not have done this job without, and family to support me for my entire career," Brother McGoldrick said. "I've worked with a lot of great people through the years and was able to pass some important legislation, with a tremendous group of people, to benefit the people of Illinois and membership of Local 15."

Local 15 wishes Brother McGoldrick a long and happy retirement.

John Richards, Bus. Rep.

Local 37 VP at Commonwealth Study Conference

L.U. 37 (o,u,c,ptc&rtb), FREDERICTON, NB — Jonathan Sherrard, vice president of our local, received an invitation to participate in the 11th Duke of Edinburgh's Commonwealth Study Conference, an experience of a lifetime. It was hosted in Canada on June 3-18, where Jon was given a fantastic opportunity to experience his own country and meet others from around the world with a common interest — emerging as leaders.

Over the two weeks, the conference brought together 300 guests from various parts of the world with diverse backgrounds in business, government, labor and the community sector. Attendees were exposed to new experiences and perspectives that encouraged them to build on their leadership skills. They received firsthand experience on critical issues and went through leadership challenges as they worked and traveled with their peers.

Local 37 was thrilled to have Brother Sherrard chosen for such a great opportunity. We hope you were able to soak it all in and got everything you had hoped for from the experience.

Since the first Commonwealth Study Conference in 1956, more than 8,000 young leaders have been through the global program with its national and regional affiliates.

Scot Hale, B.M.

Local 43 Attends St. Patrick's Day Parades

L.U. 43 (em,i&rts), SYRACUSE, NY — Our local's members and their families showed their union pride while enjoying the 2023 Syracuse and Utica St. Patrick's Day parades. [See photo, below.]

We would like to thank everyone for coming out and celebrating this annual event!

Jeff Cassano, P.S.



IBEW members gathered for the Syracuse, N.Y., St. Patrick's Day parade.

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 47 Business Manager/Financial Secretary Colin Lavin joins Assistant Business Manager Rod Peterson in recognition of Peterson's 50 years of IBEW service.

Local 47 Hard at Work

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters. Business Manager Colin Lavin has been working hard on midterm bargaining issues at Southern California Edison, including troubleman, mail service supervisor, substation maintenance electrician, power systems control tech, transformer specialist, meter tech 5 and 6, ICE/EIC tech and foreman, support specialist, dispatcher operations center specialist, test tech, heavy transport/material handlers, dispatch operation center-operator trainer, transportation service-department garage, outage coordinators, program writers, system operator/sub operator, and substation cable splicer.

In other developments, we have the following updates:

- Southern California Edison: Three saddleback discharge cases are under submission to arbitrator Nancy Hutt; a decision is due in early June.
- City of Anaheim: General contract professional management and customer service part-time negotiations continue.

Local 47's Stewards & Safety Conference on March 25 and the Local 47 Family Picnic on May 6 were both hugely successful.

We're sad to report the deaths of Eric Alfaro, Nicholas Bressman, Sammy Chow, Larry Cournoyer, Hunter Fisk, Daniel Garcia, Richard Garcia, Jason Harris, Manny Murillo, Phillip Paden, Ruben Salazar Jr., Charlie Silvernale (retired), Cooper Sparks and Zan Young (retired). Our condolences and prayers are with their loved ones.

Business Manager Lavin presented Assistant Business Manager Rod Peterson with his 50-year service pin. Congratulations, Brother Rod!

Work safe and buy union!

Mitch Smith, P.S.

Local 51 Welcomes New Stewards

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — With the guidance of an instructor from the Sixth District, our local completed new steward training for 16 of our members in April. Not only are union stewards key communicators for the local, but they also help enforce our contracts and make sure their co-workers know their rights. We appreciate our members who stepped up and attended this training: Daren Burse, Andrew Camerer, Troy Colwell, Alicia Fisher, Ryan Haddix, Shelby Hoffman, Brad Jefford,

Lucas Lenkaitis, Patrick Mann, Cresencio Sanchez, Abby Schneider, Dave Sturgill, Shaun Thompson, John Tracy, Josiah Yaden and John Yeruski.

Illinois had some turbulent weather during spring, and our members are the first to respond when there's a power emergency. Local 51 would like to thank all members for the long hours and keeping safety a priority. Enjoy your summer and your families, brothers and sisters. Be safe.

Karlene Knisley, Bus. Rep.

Local 77 Remembers Brother Steve Button

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA — In September 2022, our local lost Brother Steve Button. Steve lost his life in a tragic incident while he tried to protect others. Steve was an incredible friend to many, the father of two sons and a Local 77 brother. Steve started working at Grays Harbor Public Utility District in 2007, and he worked in the system dispatch department at the time of his death.

Steve's union brothers and sisters from the Grays Harbor PUD organized a fundraiser for his family in December 2022. This was a time to remember Steve, share stories, and give hugs and comfort to his loved ones and one another. The event was a huge success.

Seeing so many come together within our community, including co-workers, family and Local 77 members who did whatever was needed to make this fundraiser a success, was incredible. Other IBEW locals reached out to help sponsor the event, as well. Members of the IBEW, including brothers and sisters who hadn't had the chance to meet Steve, wanted to show their support for his loved ones left behind. These are the human qualities that define words like solidarity, unity, brotherhood, sisterhood and family. It brings a feeling of comfort, the security of knowing you are not alone.

Helen Berglund, V.P.

Local 103's Sports Night 2023

L.U. 103 (cs,i&ptc), BOSTON, MA — On Sat., April 8, our local held its annual sports night. Apprentices and journeymen faced off against each other in basketball and ice hockey games while others cheered on favorite players and enjoyed a day of fun, food and entertainment at Warrior Ice Arena, the practice home of the Boston Bruins. Although the apprentices defeated the journeymen in basketball, they couldn't sweep the day, ending with a loss to the journeymen in hockey. After the games, families took to the ice to show off their skills on skates. A great time was had by all who attended, and we're looking forward to the rematches next year.

Prior to this year's Construction and Maintenance Conference in Washington, D.C., Local 103's delegation attended the celebration for International President Emeritus Lonnie Stephenson's retirement at the Washington Hilton. Capping off our trip to D.C., we had the opportunity to tour the White House. It was truly an amazing experience.

Jimmy Fleming, P.S.

Local 117 Making a Difference in McHenry County

L.U. 117 (em,i&rts), ELGIN, IL — 2022 was a busy year. Our local would like to thank the more than 40 journeymen, apprentices and retirees who volunteered their time and skills to complete three single-family homes and one duplex for Habitat for Humanity of McHenry County. Your dedication to craft, community and your local are greatly appreciated.

Craig Trongeau, R.S.



From left, Local 117 members Brian Johnson, Craig Trongeau, Jon Nelson, Brian Gawron, Dean Johnson and Dave Kuziel, who volunteered with Habitat for Humanity of McHenry County, Ill.

Local 125 Thanks Election Participants, Shop Stewards

L.U. 125 (lctt,o,t,u&ptc), PORTLAND, OR — Congratulations to everyone who was nominated for a local union position. Whether successful in the election or not, it is important to acknowledge the willingness to serve our membership. We appreciate everyone who participated in this cycle of elections to ensure their voice is counted toward determining our leaders for the next three years. Thank you to our tellers and election judge Brother Scott Spiering.

On behalf of our membership, staff and officers, congratulations to Business Manager Alice Phillips of Local 483 on her retirement. Sister Phillips' leadership has been so important as we navigated a variety of challenges while continuing to meet our IBEW standards. Best of luck to Sister Phillips for a fun-filled, healthy retirement.

Thank you to everyone who participated in our 2023 Session 1 shop steward training. We appreciate the engagement of our participants as they expanded their knowledge to be successful in their duties as stewards. Also, without the efforts of Local 125 staff, it would be impossible to host these types of events.

Hope to see you at our summer events!

Marcy Grail, A.B.M.

New Class of Journeymen

L.U. 131 (i,rtb,rs,se&spa), KALAMAZOO, MI — The work outlook is steady in Kalamazoo. Several projects are keeping the book clear; travelers are working in the jurisdiction. Thank you to everyone who has helped us fill the calls.

The local members helped the Douglas Community Center. Several apprentices and journeymen came out. Local 131's annual picnic is July 29 at River Oak Park in Galesburg, Mich. Call the hall (269-382-1762) for details.

We recently lost several retirees: Roger Clark,

William Doornhaag, Brian Giepel, Doyle Northrup and Donald Owsiany. All will be missed.

The fifth-year class of apprentices graduated June 5. Please welcome the following new journeymen: Matthew Aeed, Alex Applebey, Christopher Beadle, Fidencio Carrizales, Adam Colvia, Patrick Compas, Vincente Costanzo, Joseph Jurhs, Benjamin Karr, Jonathon Krcatovich, Kevin Kuhlman, Shaun Larimer, Nicholas Leitch, Neil Miller, Tyler Munro, Adam Poling, Jonah Ransler and Spencer Sears.

Morris A. Applebey, B.M.

Local 141 Preparing for Officer Nominations

L.U. 141 (ees,i,o&u), WHEELING, WV — Greetings, brothers and sisters. Our work picture remains good, with 38 on Book 1. Many projects are scheduled for this year at the coal-fired powerhouse in our jurisdiction, and several union contractors are bidding a substantial project adjacent to the Covestro plant north of New Martinsville.

As of this writing, Local 141 is gearing up for nominations of officers at our next monthly union meeting. When this article is published, we will have many new and familiar faces holding offices within our local union.

The Local 141 JATC will soon be turning out a new class of journeymen wiremen and has been busy with interviews for a fresh class of apprentices to begin in fall 2023. Our JATC instructors also put in extra hours throughout the spring with journeyman upgrade classes, including a new program to certify our members in the installation of EV charging stations.

Local 141 is saddened to report on the passing of Paul Hammond. Brother Hammond was a Vietnam War veteran who retired with 34 years of service to the IBEW. He will be greatly missed.

Kurt "Bug" Reed, P.S.



Local 131 congratulates the graduating class of 2023!

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LOCAL LINES

IBEW 213 at Skills Canada

L.U. 213 (as,c,catv,ees,em,l,ptc&u), VANCOUVER, BC — Our local is proud to report that electrical apprentices Wakenniosta Cooper and Abigail Franson placed second and fourth, respectively, at the Skills Canada BC Provincials on April 19. Their dedication paid off, with both practicing at the EJTC Training Centre after work twice weekly since February.

“The EJTC and IBEW 213 have been really great to me during my apprenticeship,” said Cooper. “I’m glad I went the union way. I know I’ll not have to worry about being paid less than colleagues. We have a big team to fight for us and our rights.”

Franson echoed the sentiment: “The EJTC has been amazing to me. ... There’s nothing like opportunities and being able to connect with the people around me who carry similar goals. Probably none of my success would have happened without IBEW 213 and my fellow members who have my back.”

Do they have any advice for those thinking of starting a career in the electrical industry? “Just go for it,” replied Cooper. Franson said, “My only advice would be to stay humble and never assume or sweat the small stuff.”

Jim Lofty, B.M./F.S.



From left, Local 213 electrical apprentices Wakenniosta Cooper and Abigail Franson, who placed second and fourth, respectively, at the Skills Canada BC Provincials on April 19.

Another Busy Summer for Local 237

L.U. 237 (i), NIAGARA FALLS, NY — Our local wrapped up another Western New York winter with our annual dinner dance Feb. 18. Numerous members were awarded their service pins for varying years, while those who recently retired were given their retiree watches. We would like to congratulate all of you and extend special recognition to brothers Randy Alcorn, George Mills, Craig Polley, Robert Shaw and Dave Wilcox for their well-deserved retirement.

Summer is finally here, and work in our area is showing no signs of slowing down. General Motors is investing \$154 million in its Lockport Components plant. The large investment will see a new production area responsible for creating stator modules for electric vehicles.

Several jobs, such as New York Power Authority, Lockport Memorial Hospital, local school districts and various solar fields, are ongoing, wrapping up or just starting. There are also several potential projects that could add to this workload.



Haldon Miller, owner and driver of a Local 245-sponsored sprint racecar, brought his ride to be viewed by his fellow members.

Covanta Environmental Solutions has an expansion project planned for its waste transfer station in the town of Niagara at Quarry Road. Niagara County Community College is adding a 15,000-square-foot law enforcement academy with a total projected cost of \$4.54 million that is slated to open in 2024.

This is shaping up to be another busy summer for Local 237, and we welcome any help we can get from our traveling brothers and sisters.

Have a safe summer and stay cool.

Brandon Lum, P.S.

Quality Time With Local 245

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH — From all of us at our local, we hope you’re enjoying your summer and managing to spend some quality time with your family and loved ones.

At one of our recent meetings, member Haldon Miller, who is the owner and driver of a Local 245-sponsored sprint car, brought his car to be viewed by the membership. We wish Haldon a successful season! If you’re interested in attending a race, the season kicks off this spring in Attica, Fremont and Wayne.

We also hope for a great turnout at our family night at the Toledo Mud Hens baseball game Aug. 20. Let’s close out the summer in downtown Toledo by cheering on your Mud Hens.

As of this writing, negotiations with Bryan Municipal Utilities are ongoing. Also, an arbitration hearing date has been scheduled for the Rossford Fire and Rescue Department regarding mandatory shifts. Last, a panel of arbitrators has been selected to serve as a permanent panel between Energy Harbor and Local 245.

We hope everyone has a safe summer and can’t wait to see you at the next meeting!

Brian Gendaszek, P.S.

Be Better, Stay Together

L.U. 313 (i&spa), WILMINGTON, DE — As summer kicks into gear, another election cycle has come and gone from the time this was written in early May. Now, the Delaware tradition of burying the hatchet instead of aiming it at a rival should be shown.

Work will need to be done to keep us together and to get busy on the inevitable range of topics that were talked about during the campaigns. We can only hope that the priorities of making our union better and improving the lives of our families will drive solid discourse and future actions.

When nominations closed, a full host of members were interested in determining who our decision makers will be. How can we channel the energy into building blocks for progress? Maybe members can find ways to interject themselves directly into the process by talking with their

executive board members, voicing concerns in a proactive manner or offering to help in their own areas of interest. Finding a realistic step in a positive direction, and offering a little time to pursue it, might be an option. Or, when situations arise, think and discuss solutions to move it forward or quietly help resolve it. Identifying problems is child’s play. Improving on them is the good fight.

Input from the membership is vital, and most of it should be welcomed. This promotes activism, without which the union is weakened.

Whoever attends to the business of the local has the task of making members feel heard and responded to. Without addressing this need, our brothers and sisters will become disconnected and pull back, instead of pulling together.

Thanks to all who show an interest and stay plugged in. We need everyone to do their part. Attending local functions; running a good job; or just being a dependable person for your shop, union or brother/sister is a good place to start in keeping Local 313 strong!

Bruce W. Esper, P.S.

Congratulations, Local 357 Graduates!

L.U. 357 (c,i,mt&se), LAS VEGAS, NV — The Electrical JATC of Southern Nevada is pleased to announce that the 2023 graduation ceremony was held May 20 at the union hall.

Training Director Madison Burnett and Assistant Training Directors Julie Ann Peeples and Matthew Apfel had the honor of presenting this year’s 49 inside wiremen and 12 installer technician graduates.

A dinner sponsored by the Southern Nevada IBEW/NECA Labor Management Cooperation



Local 357 congratulates its JATC graduates!



Local 443 hosted a new contractor business class by Pro Union Consulting with members from Locals 177, 443, 676, 917, 1316 and 1531 attending.

Committee followed the ceremony later that evening at the Culinary Academy of Las Vegas.

This year’s award for outstanding apprentice wireman went to Luis C. Astorga. Installer tech outstanding apprentice was Michael J. Lucius. The Clyde Green Sr. Memorial Award (highest GPA for minority student) was won by Astorga and Damian J. Diaz. Perfect attendance awards were presented to Astorga, Gabriel A. Billie, Wade A. De Cesare, Thomas A. Hamilton, Jeffrey S. Maxwell, Ricardo O. Sepulveda, Jessi A. Trujillo and Ralph S. Williams.

Julie-Ann Peeples, P.S.

Local 443 Hosts New Contractor Business Class

L.U. 443 (i,mo,o&lctt), MONTGOMERY, AL — Our local hosted a new contractor business class by Pro Union Consulting. This class is for members who are interested in becoming signatory contractors. A total of 17 prospective new contractors, including 11 Local 443 members, took the class. The Alabama Construction Industry Craft Training Board provided a task grant to the Montgomery Electrical JATC, which paid for more than 80% of the total cost of the class. Local 443 and the Montgomery Electrical JATC paid the remaining cost of the class, including breakfast, lunch and snacks for the participants.

Local 443 opened the class to members of other locals. Local 1316 sent two members, and Locals 177, 676, 917, and 1531 each sent one participant. There was no charge for the participants, but they each signed a noncompete agreement that stipulates that if they go into business, they would sign letters of assent in each jurisdiction where they do the work. Three of the class participants have recently started their own businesses, and nine others expressed serious interest in going into business within the next 12 months.

Brandon Cardwell, B.M.

Shady Dell Supply Drive

L.U. 453 (govt,i,rtb,rts&spa), SPRINGFIELD, MO — Our local teamed up with Local 753 to help Shady Dell Early Childhood Center. Members donated supplies, and the locals approved \$50 per classroom plus paying for outstanding lunchroom balances for families.

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Business Managers Chris Horton (Local 453) and Brian Brawley (Local 753) present supply drive results to Melanie Miller, principal of Shady Dell Early Childhood Center.

Work has remained strong in our jurisdiction, and we appreciate the help of our traveling brothers and sisters in manning our work. By the time you read this, we should have newly elected officers for the local; thank you to everyone willing to serve.

Regular meetings are the second Thursday of the month at 6:30 p.m. Please try to attend!

Troy Schindler, P.S.

Local 481 Membership Engagement

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN — In spring, the local had many opportunities for membership participation. Whether it was going over the constitution, bylaws and inside agreement with 3-1 apprentices; holding a steward class; or going over the referral system and how the books work with apprentices about to top out, members had a chance to have open discussions about various topics and jobsite issues they face.

Another membership engagement opportunity was the local town hall meetings. Business Manager Jeff Wheeler led each of these discussions, covering topics chosen by the membership. From the recent changes in wages to updates about our health and welfare to the upcoming work and apprenticeship numbers and the impact they will have on the local, no topic was left off the table.

Finally, in March, the local hosted a night of dinner, dancing and solidarity for all members at the Local 481 gala: a night to come together as a local, enjoy seeing old friends and meet new ones. It is always well attended. Thank you to those who attended, and see you next year!

Blake Andrews, Bus. Rep./Treas.

Steak Stag in the Bag

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL — Nothing brings people together like food. That holds true just weeks after our local had its second bowling outing before the Steak Stag event. The Steak Stag is a members-only event that brings a yearly gathering of apprentices, journeymen and retirees. It's



Bob Withers at the grill, with first-year apprentices helping, at the Local 601 Steak Stag.

also a tradition for the first-year class to cook the steaks that are served to everyone. Bob Withers, the first-year instructor and former apprenticeship director, led the first-year apprentices into one of the best events to showcase the brotherhood of the local.

This event is a great chance for apprentices of all

years to talk to the current retirees about what makes a local strong and what keeps one together.

All and all, it was a great event, and the steaks were delicious. Henkel sausages were served right after for anyone who wanted a second helping. We hope to continue this yearly tradition and the turnout it receives. Pictures of our event are on the Local 601 RENEW Facebook page.

Luther Baker, P.S.

Calling All Anglers

L.U. 613 (em,i,o,rts&spa), ATLANTA, GA — On April 29, our local held its fourth annual bass fishing tournament, which took place at Lake Allatoona and allowed us the opportunity to get together and enjoy fellowship off the jobsite.

This year we had 17 boats, each with two-person teams. The day started with registration and biscuits. We then took our drinks and snacks and put our boats in the water. The national anthem was played, and fireworks signified the start of the tournament.

After each boat spent the allotted time on the water, it was time to come in and get weighed. As each boat's catch was weighed, everyone enjoyed a cookout of hamburgers and hot dogs. We all ate and swapped fishing stories of the big one that got away that day and the biggest fish we ever caught.

Then it was time for the awards and prizes: In first place, Greg Jenkins and Philip Pruneda; second place, Josh Bail and Jeff Higgins; third place, Conrad Sanders and Kenny Mullins; and the "Big Fish" prize went to Jenkins and Pruneda.

It was a great day at the lake and even better spending time with our brothers and sisters. If you have a boat and like to fish, come and join us next year.

Ron Nyberg, P.S.

Local 659 Negotiations News

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR — At the time of this writing, we are preparing for negotiations with some of our larger units. With rising inflation felt by all of our members, we are hopeful that we will make significant gains when it comes to wages and benefit packages.

Local 659 feels optimistic with the trends of large increases. This year alone, Lane Electric will be receiving a 9.5% wage increase, Springfield Utility Board 9.2%, Consumers Power Inc. 8.5%, Eugene Water & Electric Board 7.86%, Central Lincoln PUD 6.48% and Coos-Curry Electric Cooperative 6%.

Our work is not done yet. Contracts set to expire are with



Local 1347 launched its Politics, Activism and Livelihood, or PAL, training.

outside construction units and outside line construction and power line clearance tree trimming, both of which are multi-employer contracts. Inside construction and telecommunications units are also multi-employer contracts. Our largest utility contract (with PacifiCorp) is also set to expire, along with Central Lincoln PUD, multiple municipality units and our multi-employer flagging agreements.

Along with all of these negotiations, we are going to have fun! Our Local 659 picnic is coming up June 24 at Richardson Park Campground (25950 Park Rd., Junction City). Save the date! If you are in the area, stop by for some family fun! The Pacific Northwest Lineman Rodeo will be held July 22 in Gresham, Ore., which is another fun family event to attend!

James Davidson, A.B.M.

Local 1347 Launches PAL Training

L.U. 1347 (ees,em,u&ptc), CINCINNATI, OH — This year our local launched Politics, Activism and Livelihood, or PAL, training, with classes before each regular union meeting and with our pro-union partners. Local 1347 reached out to the owner of Blackout Tees and explained the program and the overwhelming response we received in return. Blackout Tees then gave Local 1347 members two days, on company time, to take the course. Blackout Tees doesn't just employ Local 1347 workers, but it also has IBEW standards and values and always has the IBEW's back. We appreciate this and want to acknowledge it to members and the company (blackouttees.com).

Andrew Kirk, B.M.



Local 915 Brother Clyde Tucker received the 2023 Brother of the Year award and Brother Buddy Wade received his 70-year service pin at the April general membership meeting. From left, Business Manager King, Clyde Tucker, Buddy Wade and President Fielder.

Clyde Tucker, Local 915's Brother of the Year

L.U. 915 (i&mt), TAMPA, FL — With the short Florida winter behind us, the work outlook in the Tampa area has strengthened. Business Manager Randall King is pleased to report that Local 915 is at full employment with a number of large projects on the horizon. Our local JATC has been running at capacity for almost two years.

April was a busy month. Local 915 was well represented at the Union Sportsmen's Alliance 12th annual Central Florida Sporting Clays Shoot and at the Hillsborough County Spring Fling. Twenty lucky members each won a pair of tickets to a Tampa Bay Lightning game against the Toronto Maple Leafs as part of an ongoing partnership between Local 915 and the Lightning.

At the April 14 general membership meeting, Local 915 held its annual pin presentation, recognizing the many years of service of our members. Business Manager King and President Jonathan Fielder presented Brother Clyde Tucker with the Jim Phillips Brother of the Year award in recognition of his outstanding service to Local 915 and being an shining example for us all.

Brian Nathan, P.S.

Social Media Mindset

L.U. 1579 (i&o), AUGUSTA, GA — I often encourage local members to be positive toward other IBEW members on social media. Trashing your brothers and sisters while hiding behind your computer is not good practice. Talking to them one on one would be much better.

I know many do not think about this, but when you post issues about your job on social media, the customer sees this information and can form a negative opinion of us. This could ultimately lead to losing future work, and therefore losing IBEW jobs.

I recently had a situation in Local 1579 where I had to make a visit to the customer to discuss. If not for our longstanding relationship, I feel that they would have considered a nonunion workforce in the future. Although what was posted on social media was true, it was also IBEW drama that the customer did not need to see.

Remember, if you are in a private group on social media, this negative information will still get out as people share and screenshot information all the time.

In closing, I would like to report on our work situation. Local 1579 will have many new projects in the future. Our largest project is the Savannah River Plutonium Processing Facility, which will keep us busy for the next few years. There are also many projects that are being targeted. These projects will be bid on by union contractors to the benefit of us all.

As we arrive at the midpoint of 2023, let us continue to remember the B in IBEW. Treat each other with respect, help each other when in need, and guide each other in a positive way.

Until next time, be safe!

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

In Memoriam

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Euler, D. E.	1/19/23	41	Baxter, D. A.	5/26/22	112	Scribner, M. C.	1/16/23	270	Osborne, B. J.	1/22/23	481	Dearinger, D. E.	2/15/23	716	Galvan, R. M.	1/17/23
1	Murray, T. S.	12/13/22	41	Falzone, J. M.	1/29/23	112	Wood, C. R.	1/15/23	271	Hudson, G. D.	10/19/22	481	Linville, J. R.	10/24/22	721	Omodeo, S.	3/5/23
1	Pearson, J. H.	2/28/23	41	Rumschik, J. J.	2/25/23	113	Flores, R. L.	1/16/23	280	Reddig, A. L.	12/28/22	481	Taylor, P.	2/8/23	728	Love, F. D.	1/28/23
1	Ticer, C. R.	2/15/23	41	Wilson, W. J.	10/3/15	124	Mathews, R. S.	2/7/23	292	Bushinger, A. E.	1/10/22	490	Kearney, K. M.	12/4/19	756	Hofmeister, D. L.	9/24/22
1	Waeltermann, N. L.	1/11/23	46	Heimbuch, R.	2/12/23	124	Reynolds, J. H.	1/31/22	292	Meemken, K. L.	2/23/23	490	Towle, J. D.	1/7/23	816	McIntosh, T. C.	11/18/22
1	Weeks, G. F.	3/27/23	46	Vanetten, J. T.	1/15/23	125	Sefren, S. H.	10/22/22	292	Ott, T. P.	10/30/22	494	Anastas, N.	10/7/22	840	Francisco, J. L.	7/27/22
3	Averack, I.	1/1/23	47	Cournoyer, L. A.	4/12/23	125	Whalen, R. D.	1/31/23	292	Schraut, L. D.	11/20/22	494	Aoys, E.	1/22/23	861	Langley, R. D.	4/1/23
3	Betz, J. E.	12/25/22	47	Martinez, A. J.	4/8/22	126	Friel, W. E.	9/26/21	292	Sutherland, J. R.	10/22/20	494	Zimmermann, C.	1/13/23	861	Manuel, Q. A.	12/17/22
3	Burrowes, K. A.	12/20/22	47	Weber, J. M.	12/26/22	129	Welser, R. E.	10/15/22	300	Donahue, L. E.	12/1/22	495	Harrison, N. S.	1/22/23	861	Seaux, J. M.	2/16/23
3	Cenci, V.	1/1/23	48	Forsythe, Z. P.	8/24/22	130	Alleman, G. E.	1/13/23	300	Taylor, M. L.	1/23/23	505	Mann, M. A.	2/4/23	876	Stevenson, D. H.	9/14/22
3	Ceraldi, N.	12/4/22	48	Grimes, D. R.	2/1/23	130	Maranto, L. A.	3/20/23	301	Nipper, R. O.	12/10/22	510	Steele, G. J.	2/28/23	903	Warner, C. B.	11/22/22
3	Constantine, A. P.	12/17/22	48	Halliday, R. K.	1/1/23	134	Delany, R. J.	3/11/23	302	Hicks, D. M.	12/31/22	518	Farrell, H. R.	8/28/22	906	Seaman, L.	12/20/22
3	DeBella, J. J.	1/6/23	48	Newman, B. C.	11/29/22	134	Doyle, P. R.	11/14/22	302	Keesler, H. L.	1/25/23	540	Narduzzi, L. A.	3/4/23	910	Peck, Z. J.	7/22/22
3	Dejohn, W. E.	2/24/23	48	Shipman, C. J.	12/23/22	134	Krahn, R. A.	3/19/23	302	Trebino, R. D.	12/29/22	540	Schaub, V.	12/2/22	915	Fox, W. E.	5/25/22
3	Dwyer, T. R.	11/23/22	48	Stone, D. C.	1/10/23	134	Macaulay, B. M.	1/6/23	302	Whitlock, G. C.	10/3/22	551	Dominick, R. D.	11/18/22	915	Knepp, B. E.	1/9/23
3	Fleming, R. T.	11/16/22	48	Sullivan, L. J.	7/13/22	134	Marks, R. J.	1/2/21	303	Wall, L. R.	10/11/22	558	Bentley, J. S.	3/4/23	915	Schmidt, D. E.	1/11/23
3	Green, J. E.	1/9/23	57	Nelson, G. E.	9/22/22	134	Musil, G. E.	12/21/22	309	Baldwin, R. R.	1/6/23	558	Burks, H. E.	9/30/22	934	Dotson, C. K.	6/19/22
3	Herzog, R. P.	1/24/23	58	Bruce, T. J.	1/4/23	134	Rockmore, J.	2/11/23	309	Campe, J. H.	1/1/23	558	Chambliss, T. M.	11/24/22	953	Hemming, R. L.	3/20/23
3	Langer, P.	2/13/23	58	France, J. R.	2/7/23	134	Stapley, W. C.	12/6/22	313	Cutone, R. R.	3/11/23	558	Clemons, G. E.	11/5/22	993	Moore, D. H.	5/9/22
3	Masi, J. W.	1/13/23	58	Hall, R. C.	3/3/23	134	Strandberg, R. J.	12/24/22	325	Hill, M. H.	11/8/22	558	Davis, K. E.	12/25/22	995	Davis, L. R.	12/12/22
3	Mauceri, E.	12/22/22	58	Harrison, D. V.	1/9/23	134	Turek, R. J.	2/12/23	332	Lawson, S. M.	12/4/22	558	Gray, L. L.	11/9/22	995	Girlinghouse, E. M.	12/31/22
3	Moore, W.	1/26/23	58	Koebbe, L. R.	2/4/23	134	Ulrich, R. M.	11/22/22	332	Talamante, M. G.	12/14/22	558	King, W. G.	1/20/23			
3	Pacik, J.	11/26/21	58	Mathews, C. S.	2/21/23	136	Rogers, G. M.	1/24/23	340	Huff, H. L.	1/18/23	568	Beaule, C.	12/31/22	1002	Moore, C. L.	11/29/22
3	Ribaudo, A. J.	11/3/22	58	Newkirk, M. W.	12/16/22	136	White, Z. A.	7/25/22	347	Peterson, L. G.	2/20/23	568	Pitman, J.	11/4/22	1003	Jenkins, W. J.	11/1/22
3	Ruh, G.	12/19/22	58	Salmoni, T. J.	10/11/22	143	Acker, H. W.	10/13/22	349	McGeehan, T. A.	12/25/22	569	Luhnow, K. D.	3/27/23	1049	Meigel, A. C.	11/19/22
3	Saltzman, S. R.	12/2/22	58	Savage, D. A.	2/11/23	145	Palmer, M. J.	11/1/22	351	Moffa, S. R.	2/24/23	569	O'Day, R. L.	1/14/23	1077	Mickenheim, L. J.	11/22/22
3	Sams, M.	2/27/23	58	Trustman, S. J.	5/11/22	146	Manley, K. H.	2/10/23	353	Anderson, J. D.	10/7/22	569	Prater, B. G.	1/12/23	1105	Norris, R. P.	4/18/23
3	Stern, M.	12/9/22	58	Zemnickas, E. J.	1/19/23	150	McGrain, R. L.	12/4/22	353	Atkinson, B. L.	12/23/22	569	Rahn, K. G.	10/26/22	1141	Beaver, R. D.	11/19/22
3	Tack, R.	1/28/23	66	Cockrell, B. W.	11/23/22	150	Nyara, K. F.	1/24/23	353	Bowers, L. A.	1/11/23	569	Richards, J. V.	7/27/22	1141	Jackson, C. E.	11/26/22
3	Walters, A.	2/15/23	68	Calkum, D. L.	11/30/22	153	Michael, J. D.	1/22/23	353	Careri, G.	1/31/23	569	Thompson, J. F.	11/14/22	1245	Goen, K. D.	3/21/19
3	Yae, J.	12/26/22	68	Franz, A. W.	9/23/20	159	Breiby, D. R.	11/19/22	353	Ceccarelli, F.	11/28/22	570	Cruz, H. V.	12/4/22	1245	Herman, G. L.	8/26/22
3	Young, B.	10/8/22	68	Trace, R. J.	12/6/22	163	Everett, L. J.	12/15/22	353	Crawford, J. L.	2/5/23	576	Bethard, A. J.	12/14/22	1245	Lemer, F. D.	1/24/23
3	Yudenfreund, I.	7/26/22	68	Wilson, J. E.	11/11/22	163	Jones, J. H.	12/20/22	353	Dorman, T. F.	10/1/22	577	Strebe, A. F.	2/2/23	1253	Weissman, N.	12/23/22
5	Luffy, R. G.	2/3/23	70	Smith, J. C.	4/21/23	163	Veglia, R. D.	10/20/22	353	Ketchin, E. J.	2/1/23	583	Mosley, W. K.	1/21/23	1319	Kaiser, N. J.	1/11/23
5	Maceno, D. A.	9/12/21	71	Wine, M. J.	12/1/22	164	Behnke, R. R.	12/24/22	353	McConnell, R. G.	1/2/23	584	Sutter, J. T.	11/26/22	1319	Swan, K. D.	3/8/23
5	Rae, B. M.	8/4/22	73	Haberkorn, R. E.	2/6/23	175	Case, T. L.	3/29/23	353	Moir, S. S.	4/17/22	595	Engel, R. A.	12/16/22	1340	Bradshaw, L. W.	12/13/22
5	Sharp, D. R.	10/21/22	76	Ekman, M. I.	10/19/22	175	Colbaugh, H. B.	2/7/23	353	Park, W.	12/24/22	595	Heisler, R. D.	3/3/23	1377	Stanis, F. J.	1/13/12
6	Bongj, T. R.	3/28/23	76	Mitchell, D. R.	11/28/22	175	Lewis, R. T.	3/7/23	353	Parlette, R.	1/29/23	595	Providence, J. T.	8/18/22	1426	Rieger, J. L.	7/27/22
6	DeLauff, D. G.	6/14/22	76	Tyler, S. R.	1/13/23	175	Smith, M. A.	3/3/23	353	Prymok, J.	12/28/22	595	Rigdon, J. J.	10/5/22	1547	Godin, C. A.	1/12/23
7	Messina, F. D.	11/26/22	77	Guillot, D. C.	2/3/23	176	Halm, T. C.	1/13/23	353	Reiter, J. N.	2/7/23	595	Schmierer, L. O.	10/15/22	1547	McAlister, T. W.	11/7/22
8	Taylor, M. L.	2/5/23	77	Herron, R. L.	8/14/22	177	Hendrickson, A.	1/27/23	353	Sacco, T.	2/10/23	596	Kinsley, H. B.	4/5/22	1547	McChesney, R. D.	2/19/23
9	Kent, R. L.	4/1/23	77	Silvernale, C. P.	4/1/23	177	Spooner, J. N.	11/20/22	353	Sevsek, M.	1/18/23	596	Vincent, J. S.	12/30/22	1687	Bailey, R.	2/15/23
11	Busch, R. C.	10/14/22	81	Allegrucci, N. L.	1/26/23	191	Ackermann, B.	10/14/22	353	Stone, W. M.	12/18/22	606	Clark, G. V.	10/15/22	1759	Chatwell, J. C.	1/6/23
11	Cole, G. O.	12/18/22	82	Evans, C. E.	2/8/23	191	Messer, H. L.	11/4/22	354	Calderwood, R. G.	11/11/22	611	Cole, A. B.	9/22/22	2085	Santos, M.	10/5/22
11	Lowe, C. F.	10/25/22	82	Fromholt, J. A.	2/7/23	191	Wilson, J. A.	11/24/22	357	Jones, W. R.	11/10/22	611	Martinez, D. M.	2/23/22	2166	Degrace, J.	1/15/23
11	Pesota, T. W.	10/16/22	86	Melvin, J. W.	3/12/23	193	O'Connor, P. E.	2/3/23	357	McMahon, W. E.	1/28/23	611	Phillips, R. B.	11/5/22	2295	Lee, J. A.	11/18/22
11	Rowan, R. G.	5/14/21	86	Pascucci, N.	3/17/23	193	Sieving, V. K.	10/11/22	357	Sims, B. L.	1/16/23	613	Carroll, J. M.	8/17/22	2295	Tocher, W. H.	1/23/23
11	Tyson, T. C.	2/14/23	95	Bequette, L. L.	12/24/22	212	Hall, K. M.	7/12/22	363	Antonini, A. H.	12/3/22	613	McElroy, M. D.	1/20/23	I.O. (3)	Mizrahi, D.	11/29/22
11	Uhl, R. J.	1/14/23	96	Beatty, D. C.	12/28/22	212	Muhlen, R. P.	2/1/23	369	Burke, R. L.	1/10/23	624	Strickland, T. L.	2/7/23	I.O. (64)	Evans, H.	12/26/22
14	Smith, R. E.	1/2/23	96	Crowley, J. P.	1/30/23	212	Roberson, H.	1/4/23	369	Lee, G. A.	12/22/22	640	Hall, J. G.	12/17/22	I.O. (292)	Ost, M. R.	5/19/22
16	Heerdink, R. S.	3/15/23	96	Lambert, R. O.	10/10/22	223	Coulstring, D. K.	11/9/22	369	Mooney, T. E.	1/11/23	640	Kulman, K. K.	12/24/22	I.O. (455)	Patterson, D. W.	2/14/23
20	Cunningham, D. M.	11/22/22	98	Cory, D. J.	10/19/22	230	Williams, D. G.	1/28/23	369	Oakley, R. C.	8/24/22	640	Samples, M. D.	11/21/22	I.O. (532)	Danielson, N.	12/28/22
			98	Foy, P. P.	12/21/22	231	Newman, A. J.	2/13/23	375	Mertz, K. L.	1/23/23	648	Bolton, C. K.	6/3/22	I.O. (568)	Caron, R.	3/15/23
20	Leslie, C. A.	11/7/22	99	Takian, J. K.	1/16/23	233	McMartin, H. E.	1/21/23	375	Vanbuskirk, R. E.	3/11/23	648	Crowthers, E. L.	3/11/23	I.O. (760)	Bowers, L. G.	1/17/23
20	Wojcik, R. A.	12/23/22	100	Anderson, P. L.	12/26/21	233	Steffenson, K. A.	11/20/22	379	Godfrey, J. R.	1/25/23	659	Dallas, C. C.	12/18/22	I.O. (870)	Taylor, L. C.	3/19/23
22	Hendricks, R. F.	11/10/22	100	Wheat, L. T.	6/19/22	234	Goddard, D. J.	1/9/23	379	Grant, V. M.	9/15/22	659	Pittman, D. S.	2/21/23	Pens. (I.O.)	Dickens, C.	10/28/20
22	Overman, D. J.	10/26/22	102	Foust, T. L.	12/27/22	236	Coonradt, D. C.	10/19/22	387	Luna, B.	1/4/23	661	Bennett, W. D.	1/31/23	Pens. (I.O.)	Dillon, J. M.	9/4/22
22	Wieczorek, M. L.	12/15/22	103	Burns, R. M.	5/20/22	236	Riley, J. D.	1/7/23	400	Herbert, J. H.	2/4/23	665	Benjamin, L. H.	1/26/23	Pens. (I.O.)	Donati, J. J.	12/18/22
23	Charlsen, W. D.	2/14/23	103	Doran, E. C.	1/8/23	242	Sironen, L. D.	2/5/23	413	Simas, J. M.	11/28/22	665	Reidsma, D. D.	2/22/23	Pens. (I.O.)	Donovan, L. J.	10/7/22
24	Carr, K. D.	10/9/22	103	Finnerty, T. F.	10/8/22	245	Carman, J. R.	1/30/23	424	Summerfield, T. L.	1/6/23	682	Crews, W.	9/19/22	Pens. (I.O.)	Fisher, H. G.	3/8/23
24	Newman, J. Q.	10/8/22	103	Jones, P. C.	3/24/23	245	Steinen, G.	11/1/22	426	Oberle, D. D.	2/22/23	683	Anderson, J. D.	12/19/22	Pens. (I.O.)	Jones, F. A.	1/17/23
25	Gearity, J. M.	1/29/23	103	Levine, M. N.	1/6/23	246	Fish, J. F.	1/29/23	429	Beck, V. D.	12/12/22	683	Ankrum, R. L.	12/14/22	Pens. (I.O.)	Kane, C. E.	12/10/22
25	Poretta, E.	2/20/23	103	Sarafian, M. J.	3/16/23	252	Johnson, J. L.	1/20/23	429	Miller, W. J.	11/4/22	683	Tempio, M. A.	4/26/23	Pens. (I.O.)	Marwig, F. H.	12/4/22
25	Rooney, J. C.	1/24/23	103	Ward, J. F.	2/23/23	252	Miles, D. W.	12/13/21	440	Ingalls, D. E.	11/18/22	684	Sturgis, G. L.	2/20/23	Pens. (I.O.)	Terriminy, F.	1/14/23
26	Kelly, J. P.	10/26/22	104	Gross, R. L.	11/1/22	257	Kennedy, J. W.	12/22/22	441	Bower, H. D.	10/14/22	697					

GROUND^{ED} IN HISTORY

'Band Ourselves Together': How System Councils Help Take On Big Employers

In the first IBEW Constitution's preamble, the founders announced an ambitious call to action: "We invite all men belonging to our trade to come forward, join our ranks, and increase our number, until such time as there shall be no man working at our trade outside our Brotherhood."

Of course, the nature and breadth of the electrical trade was much different then. In the 1890s, targets for organizing were telegraph and telephone linemen, light fixture repairmen and the occasional manufacturing shop worker. In fact, the only industries listed in the Constitution until 1909 were "inside" and "outside," and the IBEW's organizational chart listed just six executive officers.

As the union expanded and the nature of electrical work diversified, a need for regional structures became apparent. In 1903, vice-presidential districts were created to better coordinate organizing efforts and address contract disputes. But with the inclusion of railroad systems, whose electrical workers often crossed multiple districts, a new grouping was needed: system councils.

Taking their lead from the American Federation of Labor, which was organizing railroad workers from various trades under "system federations," IBEW system councils comprised local unions that held agreements with one railroad company, allowing sets of locals to act as a unit when negotiating with employers, instead of as competitors.

Creating a united front was important, especially for the railroad industry after World War I. During the war, the U.S. rail system was nationalized and a period of relative harmony followed, marked by the establishment of the eight-hour day and the right for shop crafts to fully unionize. But when the war ended, the railroads passed

back into private hands and executives were eager to claw back the rights and benefits our members had achieved.

The first IBEW system council was organized in 1919 during an AFL convention in Los Angeles. The primary business of the convention was formation of an AFL system federation gathering boilermakers, machinists, carmen, electrical workers and others employed by the Southern Pacific Railroad.

Representing the electrical workers were officers from eight IBEW locals, who chartered a system council, drafted bylaws and elected a business agent. Los Angeles Local 851, one local at the convention, wrote *The Electrical Worker* urging "all eligible locals to get busy and affiliate themselves with the Council so that we can band ourselves together and demand the rights that belong to us."

The effort was quickly replicated with the formation of System Council 2 in the Midwest and, later that year, System Council 3 for locals working with the Pennsylvania Railroad Co.

The movement grew fast enough to necessitate changes to the Constitution. In 1921, at the 16th IBEW Convention, delegates created Article XXIX to govern railroad system councils, requiring them to apply for charters, define jurisdictions, adopt bylaws and establish a dues structure, much like the requirements for locals.

This provided a strong foundation for the council system, which proved indispensable in July 1922, when the Railroad Labor Board bowed to corporate pressure and approved nationwide wage reductions. Over 400,000 rail workers went on strike across the country. The federal government ended the strike a few months later, but thankfully

many IBEW locals were able to reach agreements through negotiations led by the system councils. Over the next 20 years, the strength and number of the councils grew, and by 1946, the IBEW had 24 railroad system councils.

Expanding councils to industries beyond railroads was proposed by International President Dan Tracy in 1941 at the 21st IBEW convention. At the time, the IBEW had just organized an association of broadcast technicians, and to help encourage their growth, a Broadcast Technicians Unit was created at the International Office with authority to charter locals. The innovation was heralded as a success, and soon locals began calling for the expansion of the council system.

Speaking at the 25th IBEW convention in 1954, International President John Milne said "these boards and councils are necessary in other fields so that our local unions can act as a unit in dealing with the employer and, where needed, employ full-time business representatives." Organizers immediately got to work. By the next convention in 1958, three councils had been formed in electrical manufacturing, four in telephone and 26 in utility.

Later came the creation of "coordinating councils," which still exist in the cable, construction, government, telephone and utility industries. As for system councils, there are two for electrical manufacturing, five for railroad, six for telephone, and nine for utility.

IBEW's system councils have been a highly successful vehicle for coordinated bargaining. They have allowed locals representing all employees of one company to bargain as a unit — the type of teamwork that defines what it means to be in a union. ■

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.



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

Send letters to:

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

Or send by email to: media@ibew.org

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The Electrical Worker (print)
ISSN 2332-113X

The Electrical Worker (online)
ISSN 2332-1148

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

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Paid advertising is not accepted.

Publications Mail Agreement No. 40011756.
Canada Post: Return undeliverables to P.O. Box 122
Niagara Falls ON
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WHO WE ARE

‘You’re Not Alone’

Tradeswomen Gatherings Help IBEW Sisters Build Solidarity

Being a woman in the trades can be a lonely endeavor at times. One way IBEW sisters are combating that sense of isolation is by getting together with other tradeswomen, across jurisdictions, across trades and even across countries.

“I could go a year without seeing another woman on a jobsite when I first started,” Los Angeles Local 11 journeyman wireman Crystal Herrera said. “It’s a weird feeling to be the only one. Thankfully, it’s better now.”

Conferences geared toward women in the trades helped Herrera feel welcome. These were places where she could talk to other sisters who shared her experiences and who knew what it was like to deal with bathrooms on construction sites and personal protective equipment that didn’t quite fit right. She met people who knew what it was like to love your job while also sometimes struggling to find your place.



Los Angeles Local 11 member Crystal Herrera meets a member of Parliament during her trip to the U.K., where she also spoke to the legislators on tradeswomen’s issues.

“The only way to get through it is with community,” Herrera said. “The relationships I was able to build at my first women’s conference are one of the only reasons I’m still here. I’m not sure I would have been able to hack it otherwise.”

Herrera, who has been a member of Local 11 for nine years and serves on the executive board, has gone on to have a successful career. But she still attends the conferences. Feeling that solidarity is still important. And it’s expanded her network of IBEW sisters and other tradeswomen beyond just her local.

“It’s mind-blowing that tradeswomen all over are dealing with the same issues, but we actually have a lot in common,” she said. “We can identify with each other.”

One of those sisters that Herrera runs into is San Francisco Local 6

journeyman wireman Noreen Buckley. She’s attended Tradeswomen Build Nations, run by North America’s Building Trades Unions; Tradeswomen Building Bridges, which last year brought Buckley, Herrera and other IBEW sisters to England; the IBEW International Women’s Conference; and an international conference in Spain.

“These conferences remind you that you’re not alone,” Buckley said. “They make your world bigger.”

The conferences also allow attendees to bring ideas back to their local, like when Buckley learned about Portland, Ore., Local 48’s maternity leave benefit or when she met someone from New York Local 3 who helped her set up a women’s committee at her local. Often, the ideas are ones that benefit everyone regardless of gender, like creating a space to talk about mental health and addiction or having a maternity leave benefit expand to paternity leave.

“If you’re in an echo chamber with people just like you, you’ll just get old ideas,” Buckley said. “By making sure that everyone has a voice, you realize that you don’t actually have to keep doing things the same old way, that’s it’s OK to have a different opinion.”

Herrera said she’s taken workshop topics home and done presentations for members on different leadership styles, tips and tricks of the trade, labor history, and more.

“Not everyone can go to the conferences, so it makes the material more accessible,” she said.

In the case of an international conference, attendees like Kansas City, Mo., Local 124 inside wireman apprentice Emily Snyder — who went to England for Tradeswomen Building Bridges — can expand their horizons even further.

“There are so many great ideas that come from women from all over North America and abroad,” Snyder said. “It’s been interesting to see how we are leaps ahead of the U.K. in terms of women on the tools, yet behind Sweden and Norway, where they have very strong maternity leave programs and ample female-specific PPE.”

One of the tradeswomen Snyder met at the Building Bridges event last year was Samantha Jones, an electrician from London who had previously met Buckley and in 2015 participated in an exchange program that brought her



IBEW sisters from locals across the U.S. traveled to London last year for a tradeswomen conference and met with members of Parliament.

to New York Local 3 for six weeks. Like a lot of tradeswomen, Jones has seen how similar their concerns are despite being thousands of miles apart.

“I think we have all dealt with the macho culture that still exists in the industry and how it relates to things like PPE and hostile jobsites,” Jones said. “They’re discussed at length at every tradeswomen event I have attended. But on a positive note, I feel that progress has been made, and as we continue to come together to overcome these hurdles, it paves a better way for the new generations to come in.”

These opportunities show women that the industry and the IBEW are invested in them while also benefiting the IBEW itself, said Tam Goelling, director of civic and community engagement.

“It presents the IBEW with an opportunity to get critical and necessary feedback about the experiences of our women members,” Goelling said. “If we didn’t go, we’d miss out on that. We’d miss out on all those stories from our sisters.”

For Buckley, Herrera and Snyder, they also get to tap into the institutional knowledge from retired sisters like Local 11 member Vivian Price, who’s now a professor and researcher working on labor and climate change.

“Women continue to experience many of the same struggles we faced years ago, such as having our roles marginalized and not getting the training we need to become skilled,” said Price, who was involved in planning some of the conferences in the ’90s. “But I’ve also seen a lot of progress, like the trades explicitly using more inclusive language and more women becoming elected union leaders and apprenticeship instructors.”

Price, who is also a filmmaker, said a group of women in Local 11 started a support group in the 1980s called Electric Women. The group fostered tight bonds among its members while



From left: Kansas City, Mo., Local 124 member Emily Snyder; Los Angeles Local 11 member Crystal Herrera; San Francisco Local 6 member Noreen Buckley; U.K. electrician Sam Jones; and retired Local 11 member Vivian Price.

tutoring prospective apprentices, taking on issues like racism, fighting for childcare in the local, encouraging each other to become apprenticeship teachers and union officers, and working on community projects like the Downtown Women’s Shelter and running conduit for a South Los Angeles school’s internet system.

“Electric Women, like tradeswomen’s groups throughout the United States, laid the foundation for the growth of the tradeswomen’s movement,” Price said.

Buckley, Herrera and Snyder all noted the value of being a union member and how it’s helped to level the playing field.

“When I was working nonunion, I was constantly wondering if I was screwed over and not getting paid the same as the person next to me,” Buckley said. “Not having to worry about the financial piece allows me to show up and give my all. I can focus on other things like volunteering and getting involved in the union. It’s allowed me to see the bigger picture.”

Buckley said she’s noticed a trend of regional women’s conferences and organizations popping up, like

Heartland Women in Trades, where Snyder serves as president.

“These organizations are by and for tradeswomen,” Buckley said. “They give us a space to be seen without feeling like we have to prove anything to anyone.”

Those opportunities to bond with other tradeswomen go a long way toward building retention, Goelling said. By giving women members a space to share their experiences and grow as tradespeople, they’ll feel more invested and will be more likely to give back. It’s the power of solidarity in a way that speaks directly to IBEW sisters.

“Women can and do feel solidarity with their brothers, but it’s a different feeling when you walk into a room full of other tradeswomen, and that feeling can’t be matched,” Goelling said. “There’s just nothing like it.”

And that feeling can go a long way to building up not just tradeswomen, but also the union trades as a whole.

“It’s life-changing, and it’s shaped my career as well as my advocacy,” Herrera said. “My main goal is to leave this place better than I found it, and these conferences are a great way to accomplish that.” ■