

MARCH
2025

VICE PRESIDENT'S REPORT

Brothers and Sisters:

As I prepare to retire on April 1, I want to take a moment to express my heartfelt gratitude to each of you. It has been an honor to serve alongside such dedicated and hardworking individuals, and I am incredibly proud of all that we have accomplished together over the years.

Your support, leadership, and commitment to our shared goals have made a real and lasting impact. Whether through organizing efforts, standing strong for workers' rights, or ensuring a better future for the next generation, your dedication has made all the difference.

I have always believed that the strength of our union lies in its members, and you have proven that time and again. While I may be stepping away, I have no doubt that you will continue to lead with integrity, passion, and perseverance. The work we have done together has laid a strong foundation, and I know that even greater achievements lie ahead under the leadership of Brother Austin Keyser.

Austin's dedication, experience, and deep commitment to our union make him a tremendous asset to the Fourth District and with the current political climate having someone that can navigate these rough waters will be a huge benefit to our district. I have no doubt that under his leadership, the district will continue to grow, thrive, and face the future with strength and determination. His vision and passion for the labor movement will serve our members well, and I am confident that he will build on the progress we have made together.

Thank you for allowing me to be a part of this journey. I will always be grateful for the friendships, the memories, and the unwavering solidarity that defines the Fighting Fourth. Wishing you all continued success in the years to come.

In Solidarity,

Gina P. Cooper
International Vice President
IBEW Fourth District



IBEW FOURTH DISTRICT

YEAR IN REVIEW

2024



	Variance Requests		Job Starts	
	Approved	Denied	2024	Grand Total
Central	7	1	319	3,067
MD/VA/DC	0	0	49	928
NORA	105	4	171	4,293
Southwest	20	1	70	1,329
Grand Total	132	6	609	9,617
	<i>95.6% Approved</i>			

Contractors Signed

11

Members Went into Business

8

Members Gained from New Contractors Signed

75

Jobs Gained!

Estimated JW/Apprentice Hours Gained

2,314,355

Journeyman & Apprentice Jobs Gained

1,377 full time jobs

Calculations based upon
140 hours worked per month/1,680 hours per year

Regional Agreement - Summary of Hours

Central	468,177
MD/VA/DC	216,391
NORA	802,670
Southwest	2,019,630
Grand Total	3,506,868
Grand Total All Years	23,292,206

- ✓ Central Region Hours **increased** over 2023 by **4.4%**
- ✓ MD/VA/DC Region Hours **increased** over 2023 by **18.2%**
- ✓ NORA Region Hours **increased** over 2023 by **2.0%**
- ✓ Southwest Region Hours **increased** over 2023 by **118.7%**
- ✓ Total Hours **increased** by **49.8%** over 2023

Local Addendum - Summary of Hours

Central	0
MD/VA/DC	243,604
NORA	9,965
Southwest	383,442
Local 26 "R"	5,434,699
Grand Total	6,071,710

- ✓ MD/VA/DC Addendum Hours **increased** over 2023 by **4%**
- ✓ NORA Addendum Hours **decreased** over 2023 by **3%**
- ✓ Southwest Addendum Hours **increased** over 2023 by **22%**
- ✓ Local 26 "R" Addendum Hours **increased** over 2023 by **30%**
- ✓ Total Addendum Hours **increased** over 2023 by **28%**

"We don't get things unless we plan
for them, unless we organize for
them and work for them"

- Eleanor Roosevelt

Membership Numbers

	"A" Members	Inside Journeyman	Inside Apprentices
Central	3,570	1,829	422
MD/VA/DC	16,144	9,810	2,390
NORA	7,614	4,876	1,098
Southwest	13,082	7,490	2,558
Grand Total	40,410	24,005	6,468

Contractors Signatory & Utilizing

	Signatory	Utilizing	%
Central	112	72	64%
MD/VA/DC	110	27	25%
NORA	287	180	63%
Southwest	266	118	44%
Grand Total	775	397	51%

Journeyman Tests 2024

Local Union #	Total Tests Received
683	134 <i>WOW!</i>
24	93
1105	57
306	21
666	13
688	13
540	11
38	7
317	7
129	4
575	4
648	4
673	4
816	3
82	2
212	1
968	1
GRAND TOTAL	379

2024 Contacts Made to Non-Union Workers

Local Union #	Targets & Non-Targets
26	3,013 <i>WOW!</i>
683	2,539
369	2,338
1105	2,064
307	1,779
24	1,734
212	1,011
70	835
306	824
32	814
816	814
673	796
80	738
38	701
540	577
82	551
129	534
71	475
1340	462
968	455
688	440
666	434
575	426
317	403
573	402
466	345
8	340
972	321
648	311
141	267
596	231
246	228
64	211
1701	159
245	96
GRAND TOTAL	27,668



IBEW®

... the *right* choice

"Today, we say that when you pick a fight with any of us, you pick a fight with all of us! And that when you push us, we will push back!"

-Richard Trumka

3 Year Membership Review

Market Share

Local Union #	2021	2022	2023
8	83%	83%	79%
24	13%	14%	14%
26	47%	49%	46%
32	14%	17%	18%
38	68%	77%	85%
64	71%	73%	77%
80	10%	10%	8%
82	29%	34%	34%
129	71%	72%	76%
141	86%	93%	98%
212	35%	34%	35%
246	82%	62%	51%
306	41%	46%	45%
307	33%	35%	26%
317	64%	62%	66%
369	23%	25%	34%
466	29%	39%	39%
540	52%	51%	54%
573	79%	91%	75%
575	67%	77%	66%
596	55%	47%	43%
648	45%	41%	30%
666	25%	26%	19%
673	50%	54%	60%
683	34%	36%	34%
688	35%	33%	33%
816	57%	50%	55%
968	78%	78%	66%
972	61%	71%	75%
1105	83%	97%	81%
1340	19%	16%	26%
1701	18%	26%	24%

4th District Membership Numbers

Local	Dec-21	Dec-24	Increase/Decrease	% Increase/Decrease
8	2055	2028	-27	-1.3%
24	2134	2447	313	14.7%
26	9955	11114	1159	11.6%
32	276	315	39	14.1%
38	2035	2118	83	4.1%
64	374	423	49	13.1%
70	1718	1797	79	4.6%
71	2412	2788	376	15.6%
80	520	526	6	1.2%
82	867	1011	144	16.6%
129	412	635	223	54.1%
141	318	325	7	2.2%
212	1678	1765	87	5.2%
245	501	550	49	9.8%
246	268	242	-26	-9.7%
306	752	854	102	13.6%
307	356	380	24	6.7%
317	1145	1310	165	14.4%
369	2677	3414	737	27.5%
466	378	423	45	11.9%
540	645	731	86	13.3%
573	280	299	19	6.8%
575	346	621	275	79.5%
596	371	359	-12	-3.2%
648	497	579	82	16.5%
666	1331	1346	15	1.1%
673	276	284	8	2.9%
683	1756	2942	1186	67.5%
688	229	257	28	12.2%
816	598	713	115	19.2%
968	269	279	10	3.7%
972	264	253	-11	-4.2%
1105	409	1757	1348	329.6%
1340	296	331	35	11.8%
1701	286	329	43	15.0%

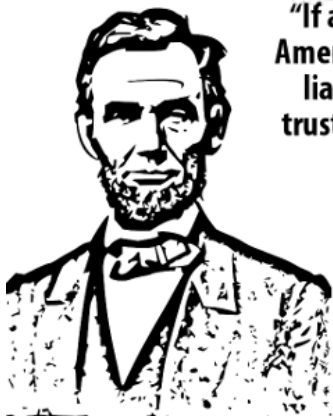
"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."

-Martin Luther King Jr.

IBEW Fourth District

2025 Projected Schedule of Conferences & Trainings

DATES	CONFERENCE	LOCATION
March 4, 2025	National LAMPAC Annual Meeting	Washington, DC
March 17 - 19, 2025	IBEW Safety Conference	Milwaukee, WI
March 19, 2025	Business Startup Training	Local Union 540 Massillon, OH
April 3 - 5, 2025	Construction & Maintenance Conference	Washington, DC
April 6 - 9, 2025	NABTU Legislative Conference	Washington, DC
April 7, 2025	Local Union Leadership Training	Virtual
April 9 - 11, 2025	COMET Train-the-Trainer	Local Union 648 Hamilton, OH
April 14, 2025	Stewards Training	Virtual
April 15 - 18, 2025	Foreman Train-the-Trainer	Local Union 212 Cincinnati, OH
April 22 - 25, 2025	Foreman Train-the-Trainer	Local Union 306 Akron, OH
April 24 - 25, 2025	Spring Ohio State Conference	TBD
April 28 - May 2, 2025	New Business Manager's Training - Week 2	Frederick, MD
May 11 - 14, 2025	CIR	Washington, DC
May 19 - 21, 2025	Utility Conference	Chicago, IL
June 1 - 6, 2025	BMT Conference	Milwaukee, WI
June 16 - 17, 2025	NEUBM Spring Meeting	Virginia Beach, VA
July 7 - 11, 2025	Fourth District Progress Meeting	Cleveland, OH
August 8 - 10, 2025	IBEW East Motorcycle Ride	Champion, PA
August 17 - 20, 2025	CIR	Washington, DC
August 18, 2025	Stewards Training	Virtual
August 26 - 28, 2025	Membership Development Conference	Chicago, IL
Fall 2025 (Date TBD)	New Business Manager's Training - Week 1	Frederick, MD
October 6 - 8, 2025	MidEast LAMPAC	TBD
October 12 - 15, 2025	Railroad & Government Conference	St. Pete Beach, FL
October 16 - 17, 2025	Fall Ohio State Conference	TBD
October 20, 2025	Local Union Leadership Training	Virtual
October 21 - 25, 2025	RENEW/NextGen Conference	Portland, OR
October 28 - 30, 2025	Fall WV IBEW Association Meeting	Roanoke, WV
November 14, 2025	Dodge & SPIRIT Training	Virtual
November 18 - 20, 2025	CIR	Washington, DC
November 21, 2025	Dodge & SPIRIT Training	Virtual
December 8, 2025	Stewards Training	Virtual



"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool."

~ Abraham Lincoln



Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.

— John F. Kennedy —

AZ QUOTES

Professional and Industrial Organizing

By: Bert McDermitt, Jr.

2024 was a busy and successful year helping workers to secure a seat at the table and a voice at work. There was a total of 21 P&I campaigns over the year. 11 Local Unions worked together with 234 workers to empower workers through the National Labor Relations Board election process.

- 245 – City of Clyde Light & Power
- 317 – Big Sandy REC (Office Employees)
- 369 – Asplundh Tree Experts
- 410 – BGE – Damage Prevention Inspectors
- 696 – AEP Design Technicians, Belmont Telecom & Canton Telecom
- 978 – APCO WV Telecom, KY Power Pikeville Linemen & Meter Electricians
- 1347 – Archon Energy Solutions, CAMS (Middletown Energy) & Coldest River Software (SALT Software)
- 1377 – Village of Grafton Wastewater Treatment Plant
- 1466 – AEP Telecom South District, AEP Design Technicians NE OH & AEP Hanging Rock, OH Transmission
- 2100 – South Kentucky Rural Electric Cooperative Corporation
- 2173 – ICP/Choice Adhesives Manufacturing

17 of the 21 campaigns, or (81%), were a majority yes vote for forming their Union. Of the 234 eligible voters, 217 voted. 65% voted YES for a voice at work. In 2024, the following Local Unions were able to secure first contracts.

- 245 – City of Bryan, Street Department – Government
- 596 – Satellite Services, Inc. (SSI) – Service Contract Act
- 666 – REA Magnet Wire Co., Inc. – Manufacturing
- 978 – APCO WV Telecom – Utility
- 1466 – AEP Telecom South District
- 2100 – South Kentucky Rural Electric Cooperative Corporation

With support from Local Unions across the District, the Fourth District Manufacturing campaign has made great progress. 374 facilities have been identified, assessed and prioritized in Action Builder and 3 Top-down mailings and phone banking have been completed on 257 that were assessed as 1, 2 & 3.

In the 257 facilities, 86 were assessed as a 1 or 2, and geo-targeting began at the end of August. In these 86 facilities, 13,278 potential bargaining unit employees have been identified. Post cards have been mailed to 7,599 home addresses promoting the benefits of IBEW Membership. Geo-targeting is ongoing for the 12,013 emails and 15,256 phone numbers. The message is – ***Unions are good for Workers, Families and Communities.*** We direct them to the updated www.IBEWYes.org/manufacturing page.

We have laid the foundation and with the support of all the Fourt District Local Unions we can lift up even more workers in 2025!

Construction Organizing

By: Donny Rutledge

Firing on All Cylinders: A Historic Year for the Fighting Fourth

As we close the chapter on 2024, it's clear that this was a banner year for organizing in the IBEW's Fighting Fourth District. With a massive workload and a relentless commitment to growth, we led or were near the top of the entire IBEW in membership gains—both in raw numbers and percentage growth—for most of the year. This achievement is a testament to the hard work of our locals, organizers, and business managers who continue to push the boundaries of what's possible.

But our success didn't stop at organizing workers. We also set records in hours worked under the Fourth District Regional Agreements—logging **3.5 million hours** that resulted in over **1,000 new jobs** for journeymen and apprentices. These agreements have proven to be one of the most effective tools in our organizing toolbox, helping us expand our market share district-wide while ensuring steady employment for our members.

While the presidential election didn't turn out as we had hoped, one thing remains unchanged: **support for labor unions is still at an all-time high**. And with 2025 shaping up to be just as busy, now is not the time to slow down. Instead, let's build on the momentum of 2024, continue using every tool available, and keep growing our market share.

Thank you for your hard work and dedication—let's make 2025 another record-breaking year!



Congratulations to the following officers and staff who are soon to be retiring or have recently retired. We wish you a long and healthy retirement. Thank you for your leadership and commitment to the IBEW.



John Albert – Local Union 50, Business Manager
Gina Cooper – International Vice President (Effective April 1st)
Dale McCray – International Lead Organizer (Effective April 1st)



We would like to also welcome the following new officers and representatives to the Fourth District family.

Jason Davis – Local Union 50, Business Manager



We are thrilled to announce the addition of these members to our Fourth District Positions.

Neil Gray – Education International Representative
Austin Keyser – International Vice President (Effective April 1st)
Eric Nutter – International Representative (Effective April 1st)
Alex Vibbert – International Lead Organizer (Effective April 1st)



A special **THANK YOU** goes out to **Larry Neidig** for being our Education Representative for the Fourth District over the years. We will miss having you as a part of the Fighting Fourth District, but we know you will continue to do great things in the Third District.



Hey Brother, can you spare a dime?

IBEW Local Unions have a long and proud tradition of donating generously to charitable, humanitarian, and civic causes.

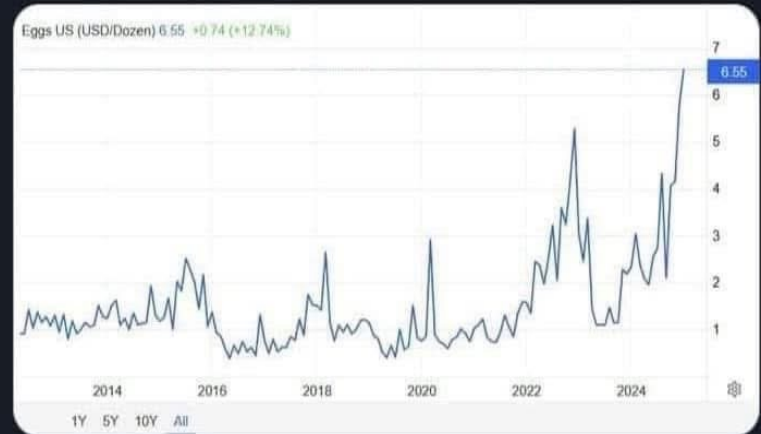
Please consider the IBEW Unity Fund and the Electrical Workers Historical Society in this contribution. Both funds are essential to our brotherhood and both funds provide assistance and support directly to IBEW members.

The IBEW Unity Fund was established in 2011 to fight battles over collective bargaining rights, right to work legislation, and other labor issues that threaten our jobs and weaken the labor movement.

The Unity Fund has expanded over the years to provide assistance to members facing natural disasters. In fact, the Unity Fund has assisted members in our own district on strike and those that have suffered loss from natural disasters.

The Electrical Workers Historical Society is a non-profit, tax-exempt, 501(c)(3) established to fund the restoration, renovation, and maintenance of the building that was the birthplace of the IBEW. Since its opening in 2016, the Henry Miller Museum has welcomed IBEW members, their families, and visitors from all over the world. Your continued support of the Electrical Workers Historical Society will allow it to engage in additional community outreach and offer programs that spread the IBEW's message of solidarity, equality, and excellence in the electrical industry.

The folks obsessively posting about egg prices for the past few years have gone strangely quiet just as egg prices hit an all-time high.



- The Fourth District RENEW Affinity Group will be once again hosting a Cornhole Tournament during the Progress Meeting in July. The first-place winners will receive custom-made Cornhole boards as their trophy and bragging rights! Our inaugural tournament last year was a huge success, and we hope to make this year's even bigger. Please join us!
- If you are interested in learning more about the history of labor; the West Virginia Mine Wars Museum is hosting a two-day training called Camp Solidarity 2025. Several Local Union RENEW Chapters are sending participants to attend. The location is set in historic Matewan, West Virginia, sponsored by the Minewars Museum, and is a mix of Labor History, Union Tactics, and Strategies for union members and labor advocates.

<https://youtu.be/iQAujJjH1PE?si=Ayt8k3GPQtWegD30>



Local Union 26 – Joe Dabbs (BM)

- New Contractor – Systems Inc.
 - 9 new employees

Local Union 306 – Chuck Zittle (BM)

- New Contractor – Diligent Electric
 - 4 new employees

Local Union 816 – Matt DeFew (BM)

- CBA Ratified with Gibson Electric
 - 3-year contract with a 3-year wage reopener with a guaranteed minimum wage of 4%
 - Retirement multiplier
 - Uniform carry-over language
 - Increase of 1% in 401K contributions

Local Union 978 – James Richards (BM)

- Two New Contracts Totaling 27 New Memberships
 - Pikeville AEP Linemen
 - Paintsville Kentucky Meter Electricians

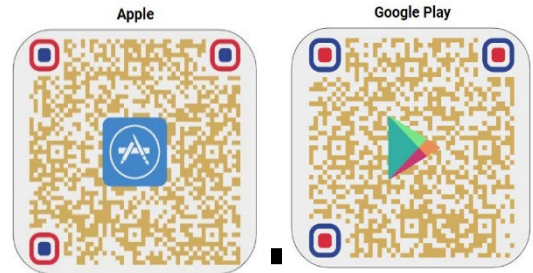
Local Union 1200 – Geoff Turner (BM)

- Organizing WIN - NewsNation DC Bureau
 - Number of Workers – 26

Local Union 2359 – Justin Waugh (BM)

- CBA Ratified with Buckeye REC
 - 3 Year Agreement – 4%, 3%, 3%
 - IBEW Contracting out language added
 - Increased premiums throughout

Have you downloaded the Government Affairs App yet? What are you waiting for? It will give you real time information on the issues that matter to working families!



Business Development Update

By: Scott Satterlee

2024 Project Summary for 4th District

Information is from Industrial Information Resources.

Project search query was run for a period of one year from Jan-Dec 2024. Projects are completed.

Search for the 4th District produced a result of **1,498 projects totaling \$36 billion dollars.**

Industry	Projects	TIV (US Dollars)
Power	150	7.38 billion
Industrial Manufacturing	522	17.12 billion
Food & Beverage	177	2.82 billion
Chemical Processing	183	877 million
Metals & Minerals	232	1.95 billion
Production (Oil & Gas)	19	41.4 million
Oil & Gas Pipelines	27	2.28 billion
Pharmaceutical & Biotech	92	2.55 billion
Pulp, Paper, & Wood	37	588.5 million
Petroleum Refining	7	211 million
Alternative Fuel	19	110.35 million

35 solar projects worth \$4.03 billion (USD)

907 maintenance projects worth \$1.69 billion (USD)



Renewable Energy/Government Affairs

By: Aaron Brown

Over the past year, we have been actively engaged in the permitting process for multiple solar projects in different local union jurisdictions across the Fourth District. We have been building relationships with project developers and working with other labor unions.

The multi-stage approval process in Ohio includes public information meetings, public hearings, Staff reports of recommendation, evidentiary hearings, appeals and more. It has become increasingly important for the Fourth District to be involved in these processes as local communities are confronted with misleading narratives about the impact of a renewable energy project in their community, causing projects to be abandoned or denied.

Through our support of projects during their permitting phase, we have secured commitments to the three-trade agreement. These commitments ensure that IBEW, Laborers and Operators build these projects if they can get a permit for construction. As a result, we have worked together to turn our members out to public hearings, put out press statements highlighting the union jobs commitments being made, and more. Still, these projects face significant challenges of local opposition. It's common to see township trustees, county commissioners and other community leaders weighing in to oppose these projects, largely out of fear generated by aggressive misinformation campaigns. We must counter this misinformation with our knowledge and experience, which we are doing with multiple projects.

Key projects we are targeting include:

Frasier Solar (120MW, Knox County, Local 688/1105): Developed by Open Road Renewables, this project received a positive Staff Report. We are currently waiting on a decision from the Ohio Power Siting Board (OPSB).

Stark Solar (150MW, Stark County, Local 540): Developed by Samsung, this project faced significant opposition, leading to a county-wide ban on renewable energy and a recommended denial by OPSB Staff. IBEW members pushed back, with over 25 Local 540 members attending public hearings in support, including formal testimony in the evidentiary process. We are currently waiting for a decision.

Clear Mountain Energy Center (100MW, Clermont County, Local 212): Developed by Savion Energy, this project moved unusually quickly through the OPSB process. While an opposition group formed, they joined the process too late to have any significant impact. The project was approved and Local 212 has a MOU in place.

Eastern Cottontail (220MW, Fairfield County, Local 683): Developed by EDF Renewables, this project is also committed to the three-trade agreement. We helped the project achieve a positive Staff Report through our Power Your Community program with NRDC. We have also intervened in the legal proceedings, and Local 683 Business Manager Pat Hook will submit testimony supporting the project to the Ohio Power Siting Board. Both the Operators and Laborers have joined us in our legal efforts.

Grange Solar Grazing Center (500MW, Logan County, Local 32): Developed by Open Road Renewables, this project has already signed a commitment to the three-trade agreement. This permitting battle has proven to be one of the most contentious of the 40+ projects where we've engaged. Beyond the union commitment, this project stands to deliver \$200M to the local community over the project's 40-year life, with \$96M allocated directly to the Indian Lake schools. This would make Grange Solar the largest taxpayer in the county, offering more than double the revenue received by the next two largest taxpayers combined! The project has developed an incredible community benefits package informed by years of local conversations and listening tours.

Still, an opposition group was formed and quickly connected with a national group of renewable energy opponents to secure opposition resolutions from many local elected officials. We have been very engaged in the community conversation and expect the Staff Report in the next two weeks. To date, the OPSB has not disagreed with a Staff Recommendation. If the recommendation is for denial, we may lose the 1,156 union jobs that were committed to by this developer.

I'm available to help you when considering a renewable energy project in your jurisdiction. Our Power Your Community program with NRDC is growing and will soon have added capacity to help us further engage in these local permitting debates when we have a commitment to the work. I will share a couple of key takeaways that we're learning:

1. Proactive engagement with developers and local governments early in the permitting process is key to success. Developers need our help to succeed.
2. Countering misinformation requires continuous education and communication with the public and decision-makers. We are a trusted voice that can provide this.
3. Our three-trade partners at OE and LiUNA are willing to work with us to support these projects when a commitment is made. This can help us expand our reach.
4. Understanding local permitting processes and actively participating in all stages is essential to achieve renewable energy project approvals.

On a related note, many states are actively considering permitting reform laws to address the local debates that rage in renewable energy project communities, including in the Fourth District. We are actively monitoring these and in discussions with industry representatives and others.

In conclusion, the Fourth District actively promotes renewable energy projects. We're improving our ability to navigate the complex regulatory hurdles these projects face and confronting misinformation. While the renewable energy economy continues to grow, it is increasingly looking to the IBEW for help. To ensure our work moves forward for our members, we will need to be engaged in ongoing local strategic advocacy. As we all know, no project means no jobs. Through our Power Your Community program, we are prepared to support you when needed.

Outside Construction Organizing Update

By: Roland Carter

The International Brotherhood of Electrical Workers (IBEW) Fourth District, encompassing Ohio, Kentucky, West Virginia, Virginia, Maryland, and the District of Columbia, is anticipating a robust year for outside construction organizing in 2025. Several factors contribute to this optimistic outlook:

Training and Development Initiatives

A significant development is the inauguration of a state-of-the-art training facility by Local Union 317 in Huntington, West Virginia. This facility aims to enhance apprenticeship programs and provide training closer to members' residences, thereby strengthening the local workforce. The expansion reflects the local's commitment to meeting the increasing demand for skilled labor in the region.

Upcoming Progress Meeting

The Fourth District has scheduled its Progress Meeting from July 7th to July 11th, 2025, in Cleveland, Ohio. This meeting is pivotal for discussing organizing strategies, addressing challenges, and setting goals for the district. It serves as a platform for collaboration and planning among local unions.

Organizing Efforts and Opportunities

Local unions within the district are actively seeking to expand their membership. For instance, IBEW Local Unions 70, 71, 245, 317, and 369 are reaching out to non-union workers in the outside electrical industry, including positions such as Journeyman Linemen, Substation Technicians, Transmission Linemen, Operators, Groundmen, and Street Light Technicians in Virginia, West Virginia, Maryland, Ohio, Kentucky and the District of Columbia. Their goal is to inform these workers about the benefits of union membership and encourage them to join.

Industry Growth and Employment Projections

The broader electrical industry is experiencing significant growth, driven by infrastructure projects and substantial investments in high-tech manufacturing. The U.S. Bureau of Labor Statistics projects the addition of more than 80,000 new electrician jobs annually over the next eight years, doubling the growth rate of any other skilled trade. This surge presents substantial opportunities for the IBEW and its members.

In summary, we have a great task in front of us, but the IBEW Fourth District is poised for a promising year in 2025, with strategic initiatives in training, organizing, and industry engagement aimed at strengthening its presence and supporting its members in the outside construction sector.

Congratulations & Thank You!

What a HUGE win for the IBEW Fourth District. SOLAR PROJECTS APPROVED!!!! Thank you to everyone involved on such a huge accomplishment.

Frasier Solar (Knox County, Ohio)

120 MW Solar

Local Union 688 (Brian McPeck, BM – Mansfield, OH)

Local Unions 1105 (William Hamilton, BM – Newark, OH)

Oak Run Solar & Battery Storage Project (Madison County, OH)

800 MW Solar, 300 MW Battery Storage

Local Union 683 (Patrick Hook, BM – Columbus, OH)



Brothers and Sisters:

With the great vision of International Vice President Gina Cooper in creating a Fourth District EWMC Chapter, that vision is now a reality. We now have a Charter that was given to the Fourth District in January at the EWMC Annual Conference held in St. Louis, Missouri. I implore all locals to participate with the Fighting Fourth's EWMC Chapter. You can contact me at Roland_Carter@ibew.org for any information concerning local union rank and file members. ALL are welcome!

Fraternally Yours,
Roland Carter
EWMC Fourth District Chapter



The Fourth District Veterans Committee has started 2025 with a new set of goals for our meetings. We are breaking our meetings down on a quarterly basis. One month we will have training, another will be a guest speaker and one designated exclusively to conduct business. IR Larry Neidig with the Education Department assisted us with starting the year off with the "Power of 5" training. We want to invite anyone in the district who would like to participate in our monthly meetings to join us on the first Thursday of each month at 6:00 p.m. Your local union does not need to have a committee to participate with the District Committee.

Some exciting activities are ongoing in the district. Local Union 410 has been working with VIPER to assist transitioning Veterans with opportunities as linemen with BGE. Because of the ongoing organizing efforts of Local Union 410, fifty lineman positions have opened for the first quarter of 2025. In Ohio, the coordinated efforts of the Ohio State Building Trades and H2H have resulted career opportunities for many transitioning Veterans. Currently for 2025, 908 Veterans are registered in apprenticeships in the multiple crafts, 183 are registered for Inside programs and 139 for Outside programs. We ask all local unions who have registered apprenticeships remember to update their job postings with H2H. You only need to register once, but you must update your job postings annually.

Every dollar Elon Musk claims to have "discovered being stolen" by locking himself in government agencies with his team of hackers is actually detailed and available to be viewed by the public on usaspending.gov which was created in a bill introduced by Senators Tom Coburn (R), John McCain (R), Tom Carper (D) and Barack Obama (D) and signed into law by G.W. Bush in 2006. There is NOTHING DOGE is uncovering that wasn't available for public scrutiny for nearly 2 decades.





☒ KENTUCKY

In recent developments, all federal mediators and conciliation service workers in Kentucky have accepted the federal buyout offer initiated by the Trump administration. This decision has significant consequences for organized labor in the state. No mediators are available to provide Federal Mediation and Conciliation Service (FMCS) services within the state.

The federal buyout, aimed at reducing federal workforce operations, leaves workplaces across the state without the crucial mediation services typically provided by FMCS mediators.

This decision is expected to impact various sectors, potentially affecting labor-management relations and conflict resolution within Kentucky's workforce. The absence of FMCS mediators raises questions about the future of dispute resolution and the long-lasting impact on the state's operational effectiveness of mediation services.

☒ MARYLAND & WASHINGTON, DC

Outlook for 2025 is a tough road ahead of us with the incoming of a new administration in Washington, DC, but the Fighting Fourth is up for the task. We helped with two crucial wins in Maryland, with a big win for US Senate – Angela Alsobrooks, with a huge win over a former Maryland Governor. Then a serious win for US House of Representatives by April McClain Delaney over Trump loyalist Neil C. Parrott. Local Unions 24, 26, 70, & 307 were very helpful in her being elected.

In January, I gave testimony for 3 Maryland State House Bills in Annapolis.

- 1) HB 233 Maryland Worker Freedom Act
- 2) HB 582 Overtime Salaries
- 3) HB 37 Right to Organize

In January, I also attended a rally at the DOL in opposition to the intrusion of DOGE.

Fourth District - we are in for a fight for IBEW members, their families, and the union movement in this country. Please stand up for your rights!

I leave this to simmer in our minds, Elizabeth Powell asked Ben Franklin, "What have we got, a republic or a monarchy?" "A REPUBLIC IF YOU CAN KEEP IT!", responded Ben Franklin.



☑ OHIO

Ohio Legislature 136th General Assembly 2025

HB 15 (Klopfenstein) Energy Bill (House version) - to amend the competitive retail electric service law, make changes regarding electric company property taxation, and repeal parts of H.B. 6 of the 133rd General Assembly.

SB 2 (Reineke) Energy Bill (Senate version) - to provide increased power generation and improved affordability and reliability for Ohio's electric grid.

SB 6 (Roegner) to enact section 3781.21 of the Revised Code to make changes to the law relating to building inspections. Agreed upon language – ACT successfully defeated a Lame Duck effort in December that would have included additional conditions on a public authority's ability to issue "stop work orders"

SB 8 (S. Huffman) to prohibit a public employer from providing paid leave or compensation for a public employee to engage in certain union activities.

SB 15 (Brenner & Wilson) to allow port authorities to establish a Common Bond Fund Program to finance port authority facilities.

HB 54 (Stewart) Transportation Budget - to make appropriations for programs related to transportation for the biennium beginning July 1, 2025, and ending June 30, 2027, and to provide authorization and conditions for the operation of those programs. - \$10 billion in infrastructure appropriations (down from \$13 billion 2 years ago)

HB 80 (Stewart) Industrial Commission Budget - To make appropriations for the Industrial Commission for the biennium beginning July 1, 2025, and ending June 30, 2027, and to provide authorization and conditions for the operation of Commission programs. **(Traditionally non-controversial)**

HB 81 (Stewart) Bureau of Workers Compensation "BWC" Budget - to make appropriations for the Bureau of Workers' Compensation for the biennium beginning July 1, 2025, and ending June 30, 2027, to provide authorization and conditions for the operation of the Bureau's programs, and to make changes to the Workers' Compensation Law. **(Traditionally non-controversial)**

HB 82 (Click & Johnson) to enact section 4511.993 of the Revised Code regarding traffic offenses in construction zones.

HB 96 (Stewart) Operating Budget to make operating appropriations for the biennium beginning July 1, 2025, and ending June 30, 2027, to levy taxes, and to provide authorization and conditions for the operation of state programs. Contains language we don't like that establishes new "Water Districts" and makes prevailing wage optional on water-related projects in those districts. **Optional language will be removed.**

To Be Introduced in March: Ohio Right to Work (Dean- freshman): Co-Sponsor request sent internally to House members on 2/12/2025 – **this bill is going nowhere.**

VIRGINIA

The Virginia General Assembly closed [*sine die*] on February 22, 2025, followed by an embattled special session over the state's budget. Below is a list of important pro-worker legislation headed to Governor Glenn Youngkin's desk for approval or veto.

Pro-Worker Legislation

- Comprehensive Collective Bargaining for Public Employees
- \$15 Min. Wage, removal of farmworkers exemption
- Responsible Contracting, Prevailing Wage, Apprenticeships (multiple bills)
- Unemployment Insurance Improvements (multiple bills)
- Paid Medical Family Leave
- Paid Sick Days
- Accountability for Transit Contractors- Employee Protections
- Representation for Public Higher Ed Staff and Faculty on University Boards
- Local Authority for Worker Retention Policies
- Workplace Violence Prevention
- Bills to Combat Wage Theft

Constitutional Amendments

- Right to Vote
- Reproductive Freedom
- Right to Marry

WEST VIRGINIA

The 2024 election results were promising for West Virginia's political landscape, with 55 out of 63 WWSBCT-endorsed candidates emerging victorious. The Republican Labor Caucus saw growth, now consisting of 40 members—37 in the House and 3 in the Senate. Labor's goal is to secure 46 votes in the House, which would include 37 Republican Labor Caucus members and 9 Democrat Labor Caucus members.

The 2025 legislative session convened on January 8th, followed by a 30-day recess to allow the new Governor to prepare the legislative agenda and propose the state budget. The Legislature reconvened on February 12, 2025, and will run for 60 consecutive days until mid-April. Labor plans to introduce three important bills this session: the West Virginia First, the Local Government Freedom Act, and the Taxpayer Protection Act. These bills, along with any others that may impact Labor, will be closely monitored. Additionally, WV Locals will attend the AFL-CIO and WV Building Trades Legislative Conference on February 26th and 27th in Charleston and participate in Trades Day at the Capitol on April 8, 2025. We strongly encourage participation throughout the Legislative Session and invite everyone to get involved by contacting their Local Union.

