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My IBEW STORY

We asked you to share what IBEW membership has meant in your life. See what you had to say.

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JACKPOT

IBEW Helps Make High-Speed Rail a Winner for Workers, Passengers

Over the next five years, thousands of IBEW members from the Construction and Railroad branches will help build Brightline West, a high-speed passenger rail line connecting Los Angeles and Las Vegas. The private enterprise is backed by a \$3 billion investment courtesy of President Joe Biden's Infrastructure Investment and Jobs Act.

Japan's bullet train turns 60 this year, Eurostar turns 30. For the past 15 years, China has been pouring billions into building the world's largest high-speed rail network.

Finally, with U.S. infrastructure dollars spurring private investments that will employ IBEW members for decades to come, America is starting to catch up.

After 20 years of planning, Brightline West is about to jump off the drawing board and onto an interstate median strip between Los Angeles and Las Vegas.

A project of the country's only investor-owned passenger rail company, it is a sibling to the intercity line that Brightline opened between Miami and Orlando in September 2023.

Skeptics say revolutionizing travel in the vast American West is more of a gamble, but the company believes it has a strong hand: swift, easy, environmentally friendly travel between two of the

L.A. TO VEGAS FULL SPEED

nation's most popular tourism and commerce destinations. And all of that on a rail line built to the highest standards of the IBEW and its larger building trades family, creating more than 10,000 union jobs in the process.

A trip that takes at least four hours by car — assuming the best weather and road conditions — will be cut to two hours on a train speeding through the desert at up to 200 mph. And with a projected 25 departures a day, the train will be more convenient than waiting at the airport for an hour-plus flight between the cities.

Persuaded by a coalition of unions including

the IBEW, Brightline has signed a memorandum of understanding that covers every construction craft on the job and commits the company to direct the general contractor to include a project labor agreement that supports union priorities.

For the IBEW's railroad and construction sectors, that means thousands of good jobs over the next five years. For Brightline, it means benefiting from the world-class training and expertise of IBEW brothers and sisters.

"We've got this. This is why we play the long game," said Railroad Department Director Al Russo. "The hard work we've put into this venture to maintain decades of relationships with people who are now key stakeholders in high-speed rail is beginning to pay off. It's our time to shine, to show that we can help take high-speed rail to the next level in this country."

HIGH-SPEED RAIL continued on page 4

FROM THE OFFICERS

Progress & Leadership: 50 Years of the EWMC



Kenneth W. Cooper
International President



Paul A. Noble
International Secretary-Treasurer

Five decades ago this year, IBEW leaders and civil rights activists including Charles Horhn, Art Jones, George Scott, Gladys Greene and Mary Nell Whipps came together at the IBEW's 30th International Convention to demand more representation and a larger voice for Black members.

That gathering was the beginning of the Electrical Workers Minority Caucus, which for 50 years has fought to ensure that the IBEW truly represents the full diversity of our two nations.

It has been a long fight, but as Dr. Martin Luther King Jr. said, "The arc of the moral universe is long, but it bends towards justice."

The first EWMC conference in 1989 had just 25 people in attendance. Last month, we were honored to attend its latest conference alongside nearly 700 members from across the United States and Canada.

As its membership has grown, the EWMC is no longer a voice in the wilderness.

Back in 1974, some in IBEW leadership saw the demand for diversity and inclusion as divisive.

There was resistance to efforts to make the IBEW more welcoming for nonwhite members.

However, the EWMC would teach future generations of IBEW leadership that diversity is not a cause of division but a necessary part of solidarity.

Because an IBEW that truly represents all the communities of North America is a union that our opponents can never divide.

That is why we have taken the EWMC's mission to heart and made it a priority for the entire IBEW through the IBEW Strong program.

Some critics believe that this is just political correctness. But for us and the entire leadership of the IBEW, diversity and inclusion is about building IBEW power.

The simple reality is this:

Half of the workforce is female, and more than a third is nonwhite.

That means most of North America's workforce is something other than white men.

If we are serious about not only organizing every electrical worker but ensuring a steady pipeline of talent into the trades and all our branches, then we need to make recruiting underrepresented workers a priority.

Because of the hundreds of billions of dollars in federal infrastructure investment, we are seeing massive growth in our industries, from construction and utilities to telecom and manufacturing. Our contractors and employers are counting on us to provide the best skilled electrical labor available.

We will not reach that goal unless we cast our net wide and send the message that every worker, regardless of color or gender, has a welcoming place in the IBEW.

But IBEW Strong's focus is not just recruiting women and racial minorities. It also turns them into the leaders of tomorrow.

Mentorship has been a core function of the EWMC since it began. We all know how hard it is to be new on the job, and it is often even more challenging for women and people of color. By helping new members overcome obstacles and encouraging them to be the best IBEW members they can be, we are investing in the leadership of tomorrow.

The EWMC has also been crucial to the IBEW's community outreach efforts. Its leaders have constantly reminded us of the importance of giving back to our neighbors, from cleaning up local parks and rewiring homes for folks who can't afford to make them safe to connecting young people with careers in the trades through pre-apprenticeship programs.

We have come a long way in 50 years. We still have a long way to go regarding diversity and inclusion and much more work to do, but the EWMC can be proud of its role in getting the IBEW to where it is today.

In 1974, EWMC activists were still on the outside, fighting to make the voices of minority members heard by the IBEW's leadership.

Today, the EWMC's goal of building a bigger, stronger and more diverse IBEW are our goals as your officers, and so many of our locals have embraced and championed this cause as well. You'll read more about all this in next month's Electrical Worker.

Diversity is no longer an option but a core tool for growing our membership in the years to come.

Regardless of our differences, we are all members of one Brotherhood, and everyone does better when we come together in solidarity.

We look forward to working with the brothers and sisters of the EWMC as we work together to build an ever brighter future for the IBEW. ■

My IBEW STORY

Karen Remondi,
Journeyman wirewoman (retired)
Hartford, Conn., Local 35



"I was a single mom, just divorced from an abusive relationship with no car and no child support, and I needed to build a life for me and my daughter, Jamilyn.

I got through the emergency and found a steady job as a buyer at the Colt Armory in Hartford. But we still weren't independent.

In 1996, Jamilyn turned 10 and we got our first car and could stop taking the bus everywhere. A vendor, a gentleman who ran a machinery company, said I should get a trade. I guess he thought I was smart and did a good job.

I found out about a pilot pre-apprenticeship program run by the state's Permanent Commission on the Status of Women and the state Department of Labor. The goal was to get women who were financially insecure into the trades.

I applied, took the test and was accepted. I worked during the day and went to school at night. When it was done, I knew I wanted to be an electrician and there was no way I was going to be nonunion. I took the apprenticeship exam for Hartford Local 35, and soon I was accepted into the program.

It was hard at first. There were too many people who didn't want women there. I was the first female apprentice in several years. For a long time, the only time I touched wire was putting it in the trash. But quitting was never an option. It was for my family, and I don't quit.

And there were some amazing journeymen who did like having women in the union, including all five of the Calderon brothers. Those guys literally saved me.

And the local changed. I built a career and I never had to worry that I was being paid less than a man, because we had a contract. Things are very different at Local 35 now than back at the beginning.

I raised Jamilyn. I had summer activities for her to do. I was able to afford everything I needed, and I got help but didn't rely on it. Most single moms don't have that freedom, and it isn't right. That's why I always mother-henned the new ladies in the field and our own female apprentices. I'd tell them the rules: No makeup. Dress sensibly. Work hard. And don't date in your local or your trade.

I don't follow all the rules. I married a guy in the local, Glen Remondi, in 2011. He retires this year. I retired in 2020.

More women should look at the trades and see what they offer: stability, opportunity and independence."

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

400

The approximate number of IBEW members who attended the Tradeswomen Build Nations conference in Washington, D.C., in December. "I've never attended an event like this with so many women, let alone all tradeswomen," Local 213 journeywoman Sheena Brown said.

See "IBEW Sisters Join Fellow Tradeswomen in D.C. for Celebration, Solidarity" on page 20 for more.

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Biden Issues Order Requiring PLAs on Major Federal Projects

Union workers received a multibillion-dollar boost when the Biden administration on Dec. 18 issued its final rule requiring project labor agreements on most federal construction projects, a total of \$260 billion.

"This has never happened before," said International President Kenneth W. Cooper. "This is a very high standard, built to help working people and withstand the lawsuits nonunion contractors will inevitably bring."

Every year the federal government spends billions on construction and maintenance where it is the sole owner of the job. For decades, too much of that work went to low-wage, low-skill and low-productivity nonunion contractors.

Under this PLA plan, the federal government will set a high standard for safety, wages and training for any contractor that wants to benefit from projects paid for by Americans' taxes.

Previously, an Obama-era rule only encouraged federal agencies to use PLAs, and billions of dollars of projects were let to bid each year without them.

The new rule went into effect Jan. 22, and Cooper encouraged every local to ensure that federal construction, expansion or repair projects in their jurisdiction follow the order to the letter.

"Under this rule, 200,000 workers on federal projects will likely see increases in wages, benefits and safety protections," Cooper said. "And in return for improving the lives of workers, the taxpaying public will get safer jobsites at lower cost, done right on time, the first time."

Biden first issued the call for the rule in 2022, directing federal agencies to "require every contractor or subcontractor engaged in construction on the project to agree, for that project, to negotiate or become a party to a project labor agreement with one or more appropriate labor organizations."

That began a rulemaking process designed to armor the executive order against the inevitable legal attacks nonunion contractors will launch against it.

In fact, the Associated Builders and Contractors, the lobbying group for nonunion contractors, immediately issued a news release saying its lawyers were on their way to the courthouse to file a complaint.

"PLAs steer taxpayer-funded public works contracts to union-signatory contractors, granting union workers a monopoly to build these projects," ABC wrote.

The group complains that, between this executive order and requirements built into the Bipartisan Infrastructure Law, Inflation Reduction Act and CHIPS Act, "hundreds of billions of dollars of federally assisted infrastructure projects procured by state and local governments [and] clean energy and domestic microchip manufacturing projects" would now mandate PLAs.

As they should, said Government Affairs Director Danielle Eckert.

"There is no better guarantee that the nation benefits from federal money than requiring a PLA," she said. "And we have the numbers to prove it."

A study released in December 2022 by IPA Global found that public and private construction projects that used union labor had 4% lower costs, were 14% more productive and were 40% less likely to face skilled shortages than open-shop projects. The study included analysis of 1,550 projects over 20 years ranging from \$200,000 to \$6 billion.

Besides, the new rule and a PLA do not guarantee that only signatory contractors will win bids for federal projects. PLAs simply set a standard on wages and benefits; apprenticeship standards and crew makeup; and jobsite rules including dispute resolution, strike prohibitions, work hours and overtime, safety, and local hire.

Anyone who agrees to that standard has an equal shot.

It is a devastating blunder for ABC to say its members can't win when then standards are raised, said Government Affairs International Representative Taylor Waites.

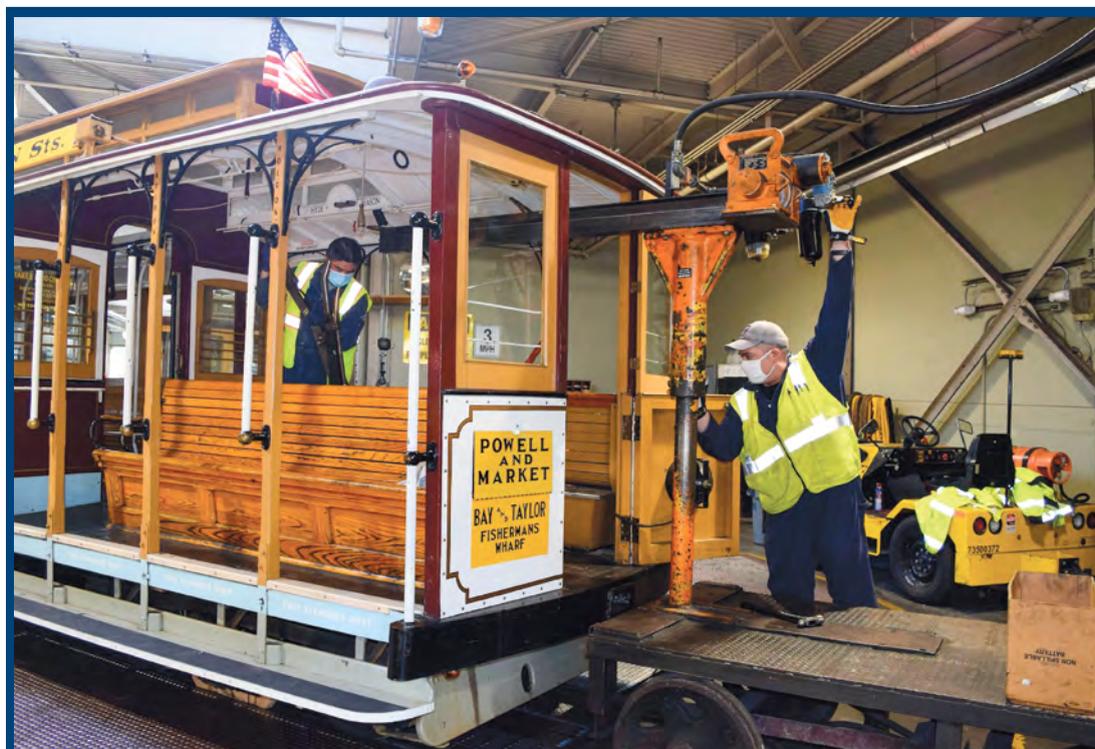


With President Joe Biden's executive order in effect, more than \$260 billion in federal construction projects are now required to have project labor agreements, increasing wages and benefits for nearly 200,000 workers.

"This just raises the minimum ante to get to the table. If your business model relies on underpaying workers or putting them in danger, you shouldn't get a penny of working people's money," Waites said.

Like all executive orders, it could

be overturned by an unfriendly administration. "Making federal PLAs the law of the land is one more reason it is critical to reelect President Biden and support him with worker-friendly majorities in Congress," Cooper said. ■



Credit: Jacob Bourne via San Francisco Building Trades Council

Local 6's 'Iconic' Work

San Francisco's world-renowned cable car system celebrated 150 years of service last summer. In 2024, members of Local 6 are marking their own milestone: For 80 years, the local's electrical transit mechanics have maintained and repaired the system's instantly recognizable wood-and-steel vehicles.

"Our members keep the world's best-known moving landmarks running 365 days a year," said Local 6 Business Manager John Doherty.

About 20 Local 6 electrical transit mechanics staff the Cable Car Barn for the San Francisco Municipal Railway system, or Muni, which has operated the cable cars since 1944.

With the heightened interest in clean, all-electric transportation alternatives, Doherty proudly noted that Local 6 members' work on cable cars, streetcars, light rail vehicles and trolley buses shows that "IBEW members have been at the forefront of zero-emission transit for over a century." ■

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

IBEW sisters showed up in force for the Tradeswomen Build Nations conference in Washington, D.C.

Visit [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker) for more.

Vimeo

Vancouver, British

Columbia, Local 213 fought back against a notorious anti-union employer and eventually won a fair contract. See our video at [Vimeo.com/IBEW](https://vimeo.com/IBEW).

HourPower

San Diego Local 569 has grown stronger

and won more work by increasing opportunities for women within the trades. Visit IBEWHourPower.com for more.



ElectricTV

Whether it's solar or wind, the IBEW is

playing a major role in North America's energy evolution. Check out the video at ElectricTV.net.



Continued from page 1

JACKPOT: IBEW Helps Make High-Speed Rail a Winner for Workers, Passengers

Passenger Rail Renaissance

By the end of 2023, the Biden administration had allocated more than \$30 billion from the Bipartisan Infrastructure Law for rail projects nationwide — funds not only for new high-speed rail, or HSR, but also to rebuild some of the oldest and most compromised stretches of existing rail lines.

Those urgent projects include:

- The crumbling, century-old Gateway Hudson River Tunnel that carries a quarter-million Amtrak and New Jersey Transit riders every day between Newark and Manhattan. With nearly \$11 billion in federal funds, the long-delayed project is finally underway, starting on the New York side of the river.
- Farther south, work began in March 2023 to replace the 150-year-old Baltimore and Potomac Tunnel. The steep, tight passageway has long contributed to delays for trains approaching Baltimore. Those issues will be resolved with a modern tunnel named for Frederick Douglass and funded in part by a \$4.7 billion federal grant.
- A new two-track rail bridge is being built across the Potomac River between Virginia and Washington, D.C., adjacent to the 120-year-old Long Bridge, which will continue to handle freight rail. The new span will be used exclusively by Amtrak and Virginia Railway Express; a \$725 million federal grant will allow Amtrak to add more trains up and down the East Coast.

In Florida, Brightline began building its 235-mile Miami-Orlando line in 2018, opening shorter segments before the entire line was complete in fall 2023. Nearly 80,000 passenger trips were recorded during its first full month of service last October. The company expects more than 4 million riders annually by 2025.

Russo sees the same potential for the 218-mile line between Los Angeles and Las Vegas and other HSR and intercity projects that are becoming reality under the Biden administration.

“I don’t think this is a hard sell for the American public,” he said. “You really can’t beat the convenience and comfort of rail travel, especially when you’re talking about a relaxed two or three hours instead of a long day behind the wheel or the aggravating hurry-up-and-wait of air travel.”

It doesn’t hurt that the nation’s president is also America’s best-known train aficionado. During his 36 years in the U.S. Senate, Joe Biden famously rode Amtrak weekdays between his home in Wilmington, Del., and Washington, D.C.

Last fall, Biden visited his home state to tout more than \$16 billion in rail investments along the Northeast Corridor, where Amtrak boards about 800,000 people a day at stations between Washington and Boston.

He used the opportunity to highlight one of his other favorite subjects — unions.

“A few miles away at the Wilmington Shops, over 800 people keep trains in the entire Northeast Corridor working in good order, and it’s not been easy



Above: An artist’s conception of Brightline West’s proposed station in Rancho Cucamonga, Calif. Above right: Las Vegas Local 357 Assistant Business Manager Daniel Aranda with President Joe Biden at the November event announcing the U.S. government’s \$3 billion investment in the rail line. Right: Representatives of the High Speed Rail Labor Coalition — including IBEW Railroad Director Al Russo, fourth from right — gathered last February for the signing of a project labor agreement with Brightline West.



because some of them are pretty old trains,” Biden said. “Machinists, electricians, pipefitters, facility workers. ... They have one thing in common: They’re all good-paying union jobs.”

In December in Las Vegas, Biden announced a \$3 billion award for Brightline West from the Bipartisan Infrastructure Law’s grant program for intercity passenger rail.

Administered by the Department of Transportation, the program provides funding for capital projects to reduce repair backlogs, improve performance and expand intercity passenger rail, public or private. The Brightline West grant is the biggest yet for a privately developed project.

Building the Los Angeles-Las Vegas line is expected to employ more than 10,000 building trades workers and create about 900 permanent union jobs in day-to-day rail operations and maintenance.

And those are far from the only rail jobs being created in the West. Biden has committed more than \$3 billion to support the continued buildout of a network of HSR lines in Southern California, projects that have been ongoing since 2015 and could be operational by 2030.

“These projects are life-changing in so many ways, well beyond Southern California and Nevada,” said Ninth District International Vice President Dave Reaves, citing the economic ripple effect of thousands of new union jobs and the benefits to more than 90 million people a year who visit Los Angeles and/or Las Vegas.

“People hear nightmare stories about traffic, especially in L.A., but the new rail lines are going to

make it faster and easier than ever for visitors and residents alike to get around,” he said. “It’s also a huge step toward a clean-energy economy, one that is creating better-paying opportunities for our members every day.”

partnering with Brightline West on the system’s design, which includes suspended wires to power the trains. NDOT will administer the government’s grant and handle the line’s integration with existing infrastructure.

The goal of all parties is to have Brightline West running in time for the 2028 Summer Olympics in Los Angeles.

Plans call for 25 trains per day, with stops at three union-built stations. The main hubs will be located at the south end of the Las Vegas Strip and at Rancho Cucamonga, Calif., where riders headed to downtown L.A. can board a California Metrolink train. A third station will be built about 80 miles northeast of L.A. in Victor Valley, Calif.

Fastest, but Not First

While Brightline West would be faster than any other American rail line, including the Miami-Orlando run, Amtrak’s Acela line is the nation’s first experiment with high-speed rail.

IBEW members help maintain the Acela line and the rest of Amtrak’s service along the Northeast Corridor, which recorded 9.2 million passenger trips in the fiscal year that ended Sept. 30, 2023. That’s up 30% from the previous year, with the fourth quarter exceeding pre-pandemic levels, Amtrak reports.

“Train travel is popular again,” Russo said. “Those passenger numbers include tens of thousands of our members and families, and they can feel proud and safe knowing that their IBEW brothers and sisters are maintaining, repairing and servicing those lines’ rail equipment and infrastructure.”

Regular Amtrak trains in the Northeast can run at a maximum of 145 mph. The average speed, however, is 86 mph.

The Acela line is slightly quicker, traveling 90 to 110 mph on average and up to 150 mph in stretches between Washington, D.C., and Boston. New trains coming this year will be capable of reaching 160 mph.

For now, experts say, that’s as good as it will get, citing concerns about the Northeast’s aging tracks, curves that slow trains, and delays caused by sharing tracks with other commuter and freight railroads.

None of those are problems for Brightline West, whose trains and wholly-owned and dedicated I-15 corridor tracks are being designed to support speeds up to 200 mph on some of the line’s flattest and straightest segments.

The Nevada Department of Transportation is

‘How High-Speed Rail Should Be Done’

When he announced the Brightline grant in December, Biden was joined in Las Vegas by representatives from the High Speed-Rail Labor Coalition — union, business and public officials advocating for HSR — as well as the Southern Nevada Building Trades and elected leaders from Nevada and California.

The IBEW and other rail advocates welcome the full-court press, having spent years battling political indifference and corporations’ merciless pursuit of rail profits. For passenger and freight rail alike, consolidation, mergers, reduced schedules and other cost cutting have taken a huge toll on services and safety.

The cuts have been devastating to railroad workers, with more than 50,000 across all rail crafts furloughed since 2015, including hundreds of IBEW members. The smaller workforce left behind is often forced to work in unsafe conditions while dealing with things like heavier and longer trains, maintenance reductions, closed facilities, and forced overtime.

“Our members working on the front lines fully expect that workplace accidents, equipment breakdowns and derailments will keep increasing if railroad culture doesn’t change,” Russo said.



Passengers using Brightline West’s planned Rancho Cucamonga stop can transfer to an adjacent station on Los Angeles’ Metrolink system, another rail network serviced by IBEW members.

“We’re talking about tens of thousands of good union jobs in the rail and the construction sectors that will support working families well into the future.”

— International President Kenneth W. Cooper

While the IBEW and other rail unions are working every day to address those critical issues, they are also exercising their collective power at the advent of high-speed rail to ensure that new employees respect workers’ safety and rights.

Last March, Brightline West signed a memorandum of understanding with the HSR labor coalition, which represents 160,000 unionized rail workers. The document establishes the company as an official rail carrier as defined by the Railway Labor Act and spells out the rights of the project’s workers to be represented by a labor union.

The RLA makes clear that employees have the right to organize and bargain collectively and provides a roadmap for settling labor-management disputes.

The deal struck with Brightline West will help ensure that union workers are employed at every stage of the project, from construction to operation and maintenance. “Our coalition has explained to Brightline why it’s important to have a skilled workforce service and maintain this new high-speed rail technology,” Russo said.

Brightline committed to the memorandum on the condition that the White House would come through with at least \$3 billion in grant funds, which Biden delivered in December.

International President Kenneth W. Cooper praised Brightline for working with the Biden administration, emphasizing the enormous rewards of public-private investments.

“Like a lot of our other infrastructure, America neglected its decaying railroads for decades while other nations spent billions on high-speed technology and new construction,” Cooper said.

“It’s a new day now, thanks to President Biden, the members of Congress who supported the Bipartisan Infrastructure Law and innovators like Brightline that are seizing the opportunity to literally change the world.

“We’re talking about tens of thousands of good union jobs in the rail and the construction sectors that will support working families well into the future,” Cooper said. “And the end result is that millions more Americans will be able to enjoy the advantages of taking the train.”

Future of Rail at Stake

There are still billions more dollars to allocate for railroad projects.

The Infrastructure Investment and Jobs Act — as the \$1 trillion infrastructure law is officially titled — earmarked a historic \$66 billion for passenger and freight rail improvements and expansion.

That sum includes the largest investment in passenger rail since Amtrak debuted in 1971. And along the bustling Northeast Corridor, private and public funds are combining for the greatest expenditure since the Pennsylvania Railroad began laying tracks in 1850.

There’s a caveat, though, as the IBEW and other unions caution: Elections matter. Given the power, opponents of the Biden administration are threatening to repeal the Infrastructure Law and other legislation that is fueling America’s record job growth.

“We’re so excited about how much progress there’s been already to rebuild America’s middle class and how many more opportunities are on the horizon,” Cooper said. “We have to make sure that President Joe Biden and the most worker-friendly, union-friendly administration in the last century are allowed to finish the job, so that we can continue ours.”

Matt Paules, director of the Construction and Maintenance Department, stressed that the rail investments alone will employ thousands of IBEW members.

“Our members understand that keeping the work is just as important as getting the work,” Paules said. “This is only the beginning for high-speed rail in the U.S., and the IBEW intends to be part of the construction, operation and maintenance of these rail systems of the future.”

To help Brightline West get underway as quickly as possible, Russo, Paules and their staffs are working hard with the HSR labor coalition to hammer out agreements among the many locals and trades organizations in Nevada and California.

“Steady work is on the way for our members and our union brothers and sisters,” Russo said, adding, “The finished Brightline West will spur a rush by America’s governors to learn how to implement similar high-speed rail in their states.”

Paules agreed: “Our reputation for success on this rail line will go a long way toward securing future projects on similar new construction all over the country, and that means IBEW jobs as far as you can see.” ■

A Blueprint for Future Work Local 595 Helps Build Carbon Capture Facility

It might sound like science fiction, but members of Dublin, Calif., Local 595 recently finished work on a facility where carbon dioxide, the key chemical compound driving the global climate change crisis, gets absorbed right out of the air.

“As our members continue to work on renewable energy sources that reduce reliance on fossil fuels, we’re proud to be at the forefront of this innovative solution to the greenhouse effect problem,” said Greg Bonato, business manager of Local 595, whose jurisdiction covers about 2,500 members in California’s Alameda, Calaveras and San Joaquin counties.

The plant is the first of its kind in the U.S. and uses a direct air capture method that relies on wind power. Heirloom Carbon Technologies chose the site in Tracy, Calif. — about an hour’s drive east of San Francisco — because of the area’s high winds, said Local 595 Business Representative Gorgina Halaufia.

effort, Halaufia said. One hurdle was navigating the permitting and approvals process with the city of Tracy. “Leaning heavily on our relationships with elected officials helped move things across the finish line,” she said.

Also, the site chosen by Heirloom is owned by Tracy Renewable Energy. “The IBEW and the United Association of Plumbers and Pipefitters Local 442 already had a project labor agreement with Tracy Renewable for our work on their facilities,” Halaufia said. After the two companies connected, Heirloom agreed to honor the PLA.

Once the project began, about 20 Local 595 members with signatory contractor Morrow-Meadows worked at the plant at various times. And while Heirloom’s technique might be new, the technology behind it is not.

“Local 595 members were well-trained and able to perform the electrical work due to the training and continuing education they receive at the JATC,” Halaufia said. Safety training also played a crucial role in efficiently managing the sometimes triple-digit-degree heat and ensuring the progress of the project, which ultimately took less than a year.

Ninth District International Vice President David Reaves applauded Local 595’s success in putting the IBEW at the forefront of this emerging technology. “Getting jobs on projects like these is a group effort involving all IBEW members,” he said. “Now that our members have demonstrated a proven track record of being the best in building direct air capture facilities, our opportunities in climate jobs continue to grow.”

In the planet’s race against climate change, growth and speed are welcome. The burning of organic fossil fuels worldwide in 2022 was responsible for the release into the atmosphere of 36.6 billion tons of CO₂, according to the National Oceanic and Atmospheric Administration. That compares with 10.9 billion tons per year in the 1960s.

While Heirloom’s goal is to remove 1 billion tons of CO₂ from the atmosphere by 2035, the Tracy plant can remove only about 1,000 tons of CO₂ from the air per year. To help the company expand and grow to meet its goals, Heirloom sells credits for removing atmospheric carbon to companies such as Microsoft, Meta and McKinsey.

Interest in this field is burgeoning, thanks in part to help from the Department of Energy, which has made available \$35 million to help create a market for direct air capture technologies like Heirloom’s. Last year, the Biden administration awarded more than \$1 billion to Heirloom and similar businesses to boost investments in a variety of carbon capture projects, as well as grants to encourage state and local governments to use carbon-storing concrete or related byproducts.

All this attention bodes well for the IBEW. The next Heirloom facility, planned for Louisiana, is eligible for up to \$600 million in federal funding, and Halaufia said that thanks to Local 595’s quality work in Tracy, the company has expressed an interest in partnering with IBEW on that project as well. ■



Ninth District International Representative Gretchen Newsom, left; Dublin, Calif., Local 595 Business Manager Greg Bonato; and Local 595 Business Representative Gorgina Halaufia at Heirloom Carbon Technologies’ new plant in Tracy, Calif.

The Heirloom facility, which started operating in fall 2023, comprises a cluster of 40-foot-high open-air racks. Each holds dozens of trays filled with powdered limestone, which is a mix of calcium oxide and carbon dioxide, or CO₂.

During natural, years-long processes, some of limestone’s CO₂ gas escapes, leaving the remaining solids to attract and store replacement CO₂. The technique used by Heirloom greatly accelerates this cycle to just three days, using kilns powered by renewable energy to heat the limestone and then siphon away the outgassed CO₂ for storage, either underground or in concrete.

The remnant calcium oxide is then spread onto the trays, which robots place into the racks, and the sequence repeats. Heirloom’s technique differs from one that’s been in use in Europe since 2017, which employs fans and filters for CO₂ extraction.

Getting the work on this project took some



With help from the IBEW’s Construction and Railroad branches, thousands of passengers could soon be boarding and alighting from high-speed trains via this proposed Brightline West rail station just south of the Las Vegas Strip and near Harry Reid International Airport.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Represented on New Federal Panel Putting Workers First

IBEW Canada has been offered one of 15 member seats on the federal government's new Union-Led Advisory Table.

Having a voice on this committee is an important accomplishment. All panel members are leaders in the Canadian union community. There are no representatives from business or any other constituency.

The committee is charged with submitting a report by Oct. 31 that includes recommendations on how to support workers affected by rapid economic change, especially the transition to clean energy.

"We get all our best ideas from workers," said Seamus O'Regan, minister of labour and seniors. "We need their advice to confront the big challenges we're facing. So we're doing more than just giving workers a seat at the table. They will lead it."

First District International Vice President Russ Shewchuk said, "It is an honor to have the IBEW represented on this committee," noting that the Brotherhood's training programs are recognized as some of the best in Canada by labour and business leaders. Those training centers will be crucial in aiding workers affected by the changing economy.

"This is for workers, by workers," Shewchuk said. "We know the workforce best. Certainly, the business side plays a role in what jobs are coming down. But at the end of the day, we're talking about workers and what they need."

Panel members hope the report not only brings positive change immediately but also proves useful if there is a change in the government. Canada will have its next federal election no later than 2025. Prime Minister Justin Trudeau and the ruling Liberals lead a minority government, and the IBEW has had a positive relationship with it since Trudeau came to power in 2015.

"Our role is to make recommendations that the government can put into policy," said Bea Bruske, president of the Canadian Labour Congress and chair of the panel.

No matter the outcome of the election, the transition to clean energy will continue. "We really have an opportunity to shape what jobs look like going forward and where the good jobs and careers might be in a changing economy," Shewchuk said. "We can lay out where training needs are so all the political parties can go to that document and see what needs to be done so the clean energy transition can be a success," he added. "We must ensure that good-paying, union jobs that are being phased out during this transition will be replaced by equally good-paying jobs in the future."

Bruske, who has worked closely with the IBEW in Canada on many issues and elections, is pleased to see its involvement.

The panel is "crucial to everything pertaining to the workforce, especially for mid-career workers and making sure they have training opportunities in place and identifying which sectors are at risk," she said.

Sean Strickland, executive director of Canada's Building Trades Unions, also is a member of the panel. The IBEW is a member of the CBTU, and Strickland is glad it is represented.

"I think it's fantastic," he said. "We've got really good leadership with the IBEW in Canada, and I'm really pleased to have them at the table."

Strickland noted that the electrical industry is heavily involved in nearly every facet of the energy transition, from the construction of electrical vehicle charging facilities to wind turbines

to hydrogen facilities.

There are other important issues besides training for displaced workers the panel can make recommendations on, he said. For instance, Canada has struggled to define better usability and reliability standards for its electric vehicle charging stations.

"Union construction members are used to change, but as an industry, I don't think we've seen such rapid change since the Industrial Revolution," Strickland said.

Seeing the Biden administration protect union jobs while also leading the transition to clean energy in the United States has provided a model for Canadians to better manage their transition, Shewchuk said. "Younger workers who are looking for a career and who care about climate change can see the electrical sector does both," he said. "It's a good-paying job, and you can have a positive impact on the environment." ■



"We're doing more than just giving workers a seat at the table," said Seamus O'Regan, Canada's minister of labour. "They will lead it."

Credit: Creative Commons / Flickr user Grenfell Campus

La FIOE est représentée au sein d'un nouveau comité fédéral

La FIOE Canada s'est vu offrir l'un des quinze sièges à la nouvelle table consultative dirigée par les syndicats du gouvernement fédéral.

Le fait d'avoir une voix au sein de ce comité est une importante réalisation. Tous les membres du comité sont des leaders de la communauté syndicale canadienne. On ne compte pas de porte-parole du monde des affaires ni d'autres groupes d'intérêts.

Le comité est responsable de remettre un rapport d'ici le 31 octobre qui contient des recommandations sur la façon d'aider les travailleuses et travailleurs touchés par le changement rapide de l'économie, en particulier la transition vers l'énergie propre.

« Nos meilleures idées proviennent des travailleuses et travailleurs », partage le ministre du Travail et des Aînés, Seamus O'Regan. « Nous avons besoin de leurs conseils pour les grands défis que nous devons relever, nous leur faisons donc plus qu'une place à la table; ils la dirigeront. »

« C'est un honneur pour la FIOE d'être représentée à ce comité », déclare le vice-président international du premier district, Russ Shewchuk, en précisant que les programmes de formation de la Fraternité figurent parmi les meilleurs au Canada, tant par les syndicats que par les chefs d'entreprise. Ces

centres de formation seront d'une importance capitale pour aider les travailleuses et travailleurs touchés par le changement de l'économie.

« C'est pour les travailleurs et par les travailleurs », prononce Shewchuk. « Nous connaissons la main-d'œuvre le mieux. Sans aucun doute que le côté des affaires joue un rôle sur les emplois à venir; mais en fin de compte, il s'agit des travailleurs et ce dont ils ont besoin. »

Les membres du comité souhaitent que le rapport apporte non seulement un changement positif immédiat, mais qu'il s'avère utile en cas de changement de gouvernement. La prochaine élection fédérale au Canada aura lieu pas plus tard que 2025. Le premier ministre Justin Trudeau et son Parti libéral au pouvoir sont à la tête d'un gouvernement minoritaire et la FIOE a connu une bonne relation avec eux depuis que Trudeau est arrivée au pouvoir en 2015.

« Notre rôle consiste à formuler des recommandations que le gouvernement peut intégrer dans ses politiques », déclare Bea Bruske, présidente du Congrès du travail du Canada et présidente du comité.

Quel que soit le résultat de l'élection, la transition vers des énergies propres se poursuivra. « Nous avons vraiment l'occasion de façonner ce à quoi ressembleront les emplois à l'avenir et où les emplois et les carrières de

qualité seront situés dans une économie changeante », exprime Shewchuk. « Nous pouvons établir les besoins en formation afin que tous les partis politiques puissent consulter le document et voir qu'elles sont les mesures à prendre pour assurer la réussite de la transition vers l'énergie propre », ajoute Shewchuk. « Nous devons veiller à ce que les bons emplois syndiqués et bien rémunérés qui seront progressivement éliminés au cours de cette transition soient remplacés par des emplois tout aussi bien rémunérés à l'avenir. »

Bruske ayant travaillé en étroite collaboration avec la FIOE au Canada sur de nombreux dossiers et les élections est ravie de voir sa participation.

Le comité est « essentiel à tout ce qui touche la main-d'œuvre, surtout pour les travailleuses et travailleurs de niveau mi-carrière et de veiller à ce qu'ils ont des occasions de formation en place et de cerner quels secteurs sont à risques », dit-elle.

Le directeur exécutif du Syndicats des métiers de la construction du Canada, Sean Strickland, est aussi membre du comité. La FIOE est membre du SMCC et Strickland est ravi de les voir représentés.

« Je trouve que c'est fantastique », dit-il. « Nous avons un solide leadership avec la FIOE au Canada et je suis très ravi de les avoir à la table. »

Strickland fait observer que

l'industrie électrique est un acteur important dans presque tous les volets de la transition vers l'énergie propre; de la construction des installations de borne de recharge aux éoliennes jusqu'aux installations à l'hydrogène.

Outre que la formation pour les travailleuses et travailleurs déplacés, il y a d'autres dossiers importants qui peuvent faire l'objet de recommandations du comité, dit-il. Par exemple, le Canada a de la difficulté à définir de meilleures normes en matière d'utilisation et de fiabilité de ses bornes de recharge.

« Les syndiquées et syndiqués de la construction sont habitués aux changements, mais en tant qu'industrie, je ne pense pas que nous avons vu un changement aussi rapide depuis la révolution industrielle », exprime Strickland.

De voir l'administration de Biden protéger les emplois syndiqués tout en dirigeant la transition vers l'énergie propre aux États-Unis, a donné l'exemple aux Canadiennes et Canadiens pour mieux gérer leur transition, déclare Shewchuk.

« Les jeunes travailleuses et travailleurs à la recherche d'une carrière et qui ont le changement climatique à cœur peuvent constater que le secteur de l'électricité comble les deux », dit-il. « Ce sont des emplois bien rémunérés et peuvent avoir des répercussions positives sur l'environnement. » ■

CIRCUITS

With First Contract Secure, PGA Freelancers See Good Days Ahead

The IBEW officially began its partnership with PGA Tour Entertainment just before Christmas, when employees and freelance technicians working for the company overwhelmingly approved a first contract.

The vote came one year after members of the new bargaining unit accepted IBEW representation and is believed to be the first collective bargaining agreement between a broadcast union and a major pro sports league or tour.

"There are unions that represent players within leagues but a broadcasting agreement between the IBEW and a professional sports tour is unprecedented," Broadcasting Director Robert Prunn said.

The deal will increase wages, putting the members in line with the salary scale used by the broadcast networks televising golf, including CBS. The IBEW has had a professional relationship with CBS dating to 1939, when it was a radio company.

It also formalizes working conditions, including breaks on the job and overtime pay, that had not been recognized by PGA Tour Entertainment as it grew from a small operation to one that is heavily involved in televising golf all over the world. The three-year agreement covers about 400 technicians and a handful of full-time employees.

"It made sense to go in this direction," said camera operator Mike Smole, a member of Dallas Local 69 who has freelanced for PGA Tour Entertainment almost from its inception in 1998. He served on the negotiations committee.

"At the beginning, we were a small operation and maybe a union wasn't as necessary," Smole added. "But the bigger you get, you find more people have an interest in it. It became an entity where we believe we needed representation."

Besides Smole, other members of the negotiations committee were Cincinnati Local 1224's Eric Grubb; Hollywood, Calif., Local 45's Mike Treber; and New York Local 1212's Ryan Gorsuch. They were assisted by Prunn and

International Representatives Neil Ambrosio and Dominick Macchia.

"The committee members were totally committed to securing a first agreement for all of the technicians and all the utilities working on the tour," Prunn said. "Throughout the bargaining process, their insight into the golf broadcast and experiences as technicians were invaluable to reaching this first agreement."

With an increased workload, those technicians wanted a contract that put them more in line with colleagues covering professional golf for the traditional networks.

"In our industry, the idea behind getting some union representation is that all too often, the company will overwork the employee or ask him to do something he's not trained to do," Treber said, "Our thought in getting a contract was keeping it along the lines of what we have with CBS and Fox Sports [where the IBEW also represents technicians]."

"In saying that, what this basically does is give the employees a voice. If you don't have some kind of voice, [management] is going to do what is best for the company, not necessarily your family."

The push for representation increased in 2022, when the PGA began a deal with Disney that offered supplementary coverage of 28 tour events on ESPN+, the streaming service of Disney-owned ESPN.

With that, technicians working for PGA Tour Entertainment found themselves working more hours for lower pay than counterparts working for CBS and the other networks, even when they sometimes were stationed next to them on the course.

The PGA had an educated workforce, too. Most of those freelancers had union representation when working for other entities, so they knew the benefits of the IBEW.

"I like that we have an agreement on paper so that both sides know what is expected of each other," said Grubb, who also has been with PGA Tour

Entertainment almost from its inception and has worked for the networks. "There's no gray area. It's all in print. That's the biggest thing we obtained: a contract between the two of us, and we both know what is expected."

Added Smole: "It wasn't an unhealthy workplace. The PGA Tour was like a family and still is to a certain extent. But we all come from unions, and I think that's the way to go when you are working with a large group."

First-contract negotiations with a company are often tense and drawn out in any industry. But all the bargaining committee members said that wasn't the case with PGA Entertainment, foreshadowing a productive relationship for years.

The company didn't ask for any givebacks. It didn't use its ongoing discussions with the Saudi-backed LIV Golf tour to resist any requests from the committee. Gorsuch noted that the PGA continues to offer a strong health insurance plan to freelancers who qualify.

"All the things we loved about our current situation, we didn't lose any of it," he said. "Everyone can say the wage increase is paramount, but what I think is important is the security we now have."

Grubb, who has worked in broadcasting for 36 years, echoed those thoughts, adding that Ambrosio, Macchia and Prunn were especially helpful. Ambrosio led the initial organizing efforts.

"Just a great group of down-to-earth guys," he said. "I'm a very emotional guy, and they would talk me off the ledge sometimes when I got a little too passionate. The common sense they brought to the table, and knowing they had done this before, is why we went with the IBEW."

Added Prunn: "One of the most important things this committee did was to begin a good working relationship with the tour. They understand the IBEW wants our employers to succeed and they will play a role in that success. I couldn't be prouder to have assisted this work and look forward to working with these members for years to come." ■

TRANSITIONS

DECEASED

Gil Bateman



We regret to report that retired Director of the Government Department Gil Bateman died on Nov. 17. He was 84.

"He was polite, you'd say mild-mannered if you didn't know him well, with his Southern accent," said Government Department Director Paul O'Connor. "But when he showed up, you knew the cavalry was here. He was direct, and he knew his business."

Brother Bateman was born in Washington, D.C., in 1939 and moved to St. Petersburg, Fla., as a child. He graduated from Boca Ciego High School in 1957 and then joined the U.S. Navy.

Bateman served as an electronics engineer in the Submarine Service from 1958 until 1962, his daughter Shelly Kehrer said. He served on the USS Clamagore (SS-343) and USS Chivo (SS-341), according to retired Navy Chaplain Jim Sandman.

Bateman was initiated into Charleston, S.C., Local 916 in 1968 and went to work as an electronics mechanic at the Charleston Naval Shipyard.

Two years later, Bateman became a charter member of Charleston Local 2301, and he was a shipyard steward and elected financial secretary the same year. Bateman was appointed as a delegate to the Charleston Metal Trades Council and served on the local's grievance and organizing committees.

At its peak in World War II, the yard put nearly 26,000 people to work, and together with the naval base, the Charleston facility grew into one of the Navy's largest East Coast facilities. It handled repair work on frigates, destroyers, cruisers, sub tenders and submarines and served as home port for at least 80 ships and submarines.

In 1973, Bateman was appointed to be international representative in the Government Department by International President Charles Pillard to assist local unions in shipyards and Army bases with organizing and grievances.

At about this time, Bateman began his service on the Federal Prevailing Wage Advisory Committee, which advises the Office of Personnel Management on the wages earned by hundreds of thousands of federal employees.

He also served on the Department of Defense Wage Board. Together, the two committees helped determine the wage and benefit rates for millions of contract workers on federally funded projects.

In 1975, Pillard reassigned Bateman to the International Office in Washington, D.C. He took on a vast portfolio representing U.S. and Canadian federal, provincial, county and municipal government workers, as well as metal trades and shipbuilding members in the public and private sectors.

In 1990, International President J.J. Barry appointed Bateman director of the Government Department. In addition to all his other duties representing federal, state and provincial workers in the U.S. and Canada, he acted as liaison for the international president with the AFL-CIO's Metal Trades and Maritime Trades departments.

O'Connor met Bateman when he was director and O'Connor was chief steward at the Metal Trades Council at Portsmouth Naval Shipyard, the massive facility in Maine.

They were most involved in the years after September 11, O'Connor said, when the Bush administration pushed to curtail federal workers' bargaining rights, but sold the policy as part of the War on Terror. "[The policy] was supposed to make the government more agile to fight terror, but it just stripped away rights. It's what they wanted to do before 9/11, but now they just had this new ax handle they wanted to beat us with," O'Connor said. "He was there to help us develop strategies to oppose those initiatives, and you couldn't pull anything over on him."

In 2005, Bateman retired.

Bateman said he was particularly proud to have fought for and won legislation improving collective bargaining rights at the Interior and Energy departments.

Brother Bateman stayed in the D.C. area after retirement, watching his family grow from three daughters to include five grandchildren and four great-grandchildren. His wife, Rita, passed in 2000.

He loved music and enjoyed playing his guitars, all 54 of them — two electric, the rest acoustic.

"All the different woods have different sounds, and he just loved that," his daughter Shelly said.

The officers and staff, on behalf of the members of the IBEW, send our sympathies to Brother Bateman's friends and family. ■

"He was polite, you'd say mild-mannered if you didn't know him well. ... But when he showed up, you knew the cavalry was here. He was direct, and he knew his business."

— Government Department Director Paul O'Connor



The view from inside PGA Tour Entertainment's production facilities. The IBEW successfully negotiated a first contract that will cover about 400 freelance technicians working for the company. Photo by PGA Tour Entertainment.

LOCAL LINES

Local 16 Holiday Happenings

L.U. 16 (i), EVANSVILLE, IN — The 30th annual Ritzy’s Fantasy of Lights was favored with excellent weather and the highly skilled electrical workers this extensive holiday light show requires. More than a mile of Garvin Park is decorated with beautiful lighting arrays, and those viewing pay a small fee. The proceeds are used to underwrite life-changing therapy sessions for children and adults through Easterseals Rehabilitation Center. More than \$4.3 million was raised going into the 2023 season, and the event has continued to grow with more than 80 displays, including 18 new fixtures and a traveling Andy the Elf hidden in various locations.

Congratulations to former Business Manager Paul Green on his election to City Council! Paul has been a longtime advocate for the underprivileged, serving in board positions for Easterseals, United Caring Services, Aurora and other community organizations. Best wishes are also due to Brother Mike Baehl for his win as Poseyville township councilman.

A special meeting held in November determined the needs of the membership for upcoming contract negotiations. Thanks to the numerous brothers and sisters who participated in creating a brighter future for this local.

Donald P. Beavin, P.S.



Local 16 members volunteered for Ritzy’s Fantasy of Lights, which featured a hard hat memorial tree for brothers who have passed.

Enlightening Events of National Apprenticeship Week

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! We hope you had an enjoyable holiday season. During National Apprenticeship Week, our JATC hosted an Industry Connect event with NECA and Electri International. More than 70 students from high schools in our jurisdiction attended to interview apprentices about their



Local 24’s JATC hosted an Industry Connect event, where high school students tested VR headsets.

careers and test the cutting-edge technology that is changing electrical construction.

The event was also attended by representatives from Maryland’s Department of Labor and the Mayor’s Office of Economic Development, as well as U.S. Rep. David Trone. Trone’s remarks included high praise for union apprenticeships. Students told us afterward how informative the event was, and they are glad to know that college isn’t the only option for a family-sustaining career. Next time, we hope to bring in even more Maryland students and educators.

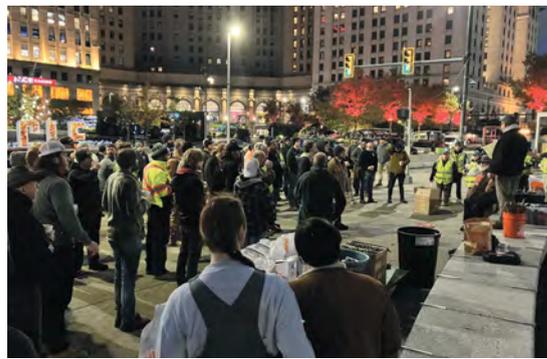
Also during National Apprenticeship Week, our JATC received a Certificate of Notable Contribution from the Department of Labor at an event attended by Gov. Wes Moore. The certificate acknowledges our contribution to training a skilled workforce and creating family-sustaining careers. We are proud that our JATC is the oldest registered apprenticeship in Maryland. Throughout our existence, training electricians has been one of our priorities, and it is an honor to be recognized.

Live Better/Work Union.

Mike McHale, B.M.

Local 38 Volunteers Light Up Public Square

L.U. 38 (i), CLEVELAND, OH — More than 80 of our local’s members gathered in Cleveland’s Public Square to once again give back to the community, volunteering to install more than 500,000



Local 38 members gathering in preparation to light up Downtown Cleveland’s Public Square.

Christmas lights. For the 14th consecutive year, members and their families working in conjunction with Downtown Cleveland Inc. transformed Public Square into the annual Christmas Winterland. Local 38’s time-honored tradition of volunteering for the event was inspired by Business Manager Emeritus Gil “Mr. Jingeling” Steele Jr.

Dan Gallagher, B.M.



Local 40 joined forces in November with the Clean Mobile Power Initiative and other industry labor unions for a clean-tech demo day in Hollywood.

Hollywood Rolls Out the Red Carpet for Green Energy

L.U. 40 (em,i&mpps), HOLLYWOOD, CA — Our local joined forces in November with the Clean Mobile Power Initiative and other industry labor unions to host a clean-tech demo day as Hollywood looks to go green. This event was organized to bring together representatives from leading production studios, equipment suppliers and clean-tech manufacturers to unify demand and accelerate supply for mobile batteries, hydrogen power units and hybrid systems.

As the movie industry changes from mobile diesel generators to clean energy solutions, the IBEW is perfectly positioned to continue this work. Our members have been trained on power distribution centers and specifically on batteries and energy storage. Earlier in the year, the local added a lab to train members and apprentices on the safe and effective assembly, testing, commissioning, maintenance, repair, retrofitting and decommissioning of energy storage and microgrid systems.

President Jesse Barron and Brothers Juan Rodriguez and Pete Diamond helped make this event a success. The local also invited representatives from the Ninth District office to help showcase the IBEW’s role and expertise in green energy work. Having the support of the district office was critical to show employers and vendors the IBEW’s ability to both advocate for these technologies and

provide the skilled and trained workforce.

Local 40 has been providing portable power distribution to the studios for 100 years, and we will continue to be the power professionals to the stars and the motion picture industry.

Stephan Davis, B.M./F.S.

In Loving Memory of Brother Elwood Evans

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — IBEW family, it is with great sadness that our local reports the passing of Brother Elwood Evans. Brother Elwood was close to the heart of Local 46.

Brother Elwood joined the IBEW and the inside wire apprenticeship in 1974, and since then has gone by many names: apprentice, journeyman, steward, organizer, dispatcher, rep, counselor, friend, and above all, brother.

Brother Elwood had a real passion for serving the IBEW, and he did so in many capacities for 34 years. He was the first Black dispatcher at Local 46, and he made sure to light the path for those who followed.

An avid advocate and ally, Brother Elwood continued to work until his passing, taking meetings with any member who came to him. He was a kind man who loved his family and his friends. His beliefs were strong, and he loved to help others in need.

The Evans family and Local 46 would like to thank all the siblings who sent cards, flowers, stories, thoughts and prayers.

Brother Elwood will be missed.

Megan Kirby, P.S.



Local 46 remembers Elwood Evans (July 3, 1951 – October 19, 2023).

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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 | (uow) Utility Office Workers |
| (es) Electric Signs | (mar) Marine | | |

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

Service Honored

L.U. 48 (c,em,i,rtb,rts,st,tm&ptc), PORTLAND, OR — On Dec. 8, we continued the tradition of honoring the years of service of our members, both active and retired. The annual holiday party is a great time for families to come together and enjoy a meal and good music (union-hired, of course) and to celebrate years of dedication to the IBEW.

The work we put in on the jobsite, providing quality to our customers at the best value while providing for our families, has a bit more meaning over the holidays. It's our families we work for, after all. Each year gives us a chance to reflect on what the IBEW means to us all, sharing that with loved ones and cheering for those receiving their pins for years of service — these are cherished moments that our children grow up with and will hopefully experience for themselves.

We hope that 2024 is already bringing you greater joy and more conversations with loved ones about what being IBEW means to you.

Kevin Lux, P.S.

Congratulations, Local 90 Retirees!

L.U. 90 (i), NEW HAVEN, CT — Local 90 held its annual retirement dinner Oct. 19 at the Woodwinds banquet facility in Branford, Conn. [Photo bottom, left.] Twenty retirees and 11 25-year service pin recipients were honored that evening. The retirees honored were Steven Asplund, Paul Card, Anthony Ceneri, Frank Criscuolo, Louis Criscuolo, Kenneth Fagan, John Gagliardi, Ubaldo Gonzalez, Edward Jakob, Bruce Jobmann, Patrick Kirby, Barbara Kolnsberg, Daniel Lajoie, Richard Maxwell, Matthew Murgo, Paul Pratt, Richard Pyrdol, Joseph Rizzo, Michael Suravich and Laurence Toth.

The 25-year pin recipients were Robert Blanchette, James Clabby, Steven DeLucia, Christopher Fonda, Todd Lathrop, Frederick Morro, Eric Nelson, Larry Palermo, Anthony Salzano, Jeffrey Wise and John Wolcheski.

Business Manager Sean Daly expressed his deepest thanks for the years of dedication and service to Local 90 and the IBEW.

John Bellemare, Pres.

IBEW Local 104 Honors Heroes With 'We Defy Foundation' Fundraiser Event

L.U. 104 (lctt,o,u&ptc), BOSTON, MA — In a display of solidarity and support for military veterans, our local sponsored a We Defy Foundation open-mat fundraising event. This initiative seeks to honor and uplift those who have served in the armed forces, recognizing their sacrifices and contributions to our nation.

The event, organized by dedicated members of Local 104, aims to raise scholarship funds for We Defy, a nonprofit dedicated to empowering combat veterans through Brazilian jiu-jitsu training. This



Local 104 members and veterans enjoy unmistakable camaraderie following a Brazilian jiu-jitsu training session.

unique approach provides veterans with a transformative experience, promoting physical fitness, mental resilience and a sense of community.

The event underscores Local 104's commitment to giving back to those who have bravely defended our freedom. By supporting the We Defy Foundation, we recognize the challenges veterans face and actively contribute to their rehabilitation and reintegration to civilian life.

The event was a heartfelt gathering, bringing together a community to celebrate the resilience of our veterans and raise funds for a noble cause. Through its sponsorship, Local 104 continues to exemplify the union's dedication to making a positive impact, both in the workplace and in the lives of those who have served our country.

Brian Murphy, B.M./F.S.

Local 130 Ratifies Contract

L.U. 130 (i&ptc), NEW ORLEANS, LA — Greetings, brothers and sisters. We hope you had a safe and happy holiday.

Congratulations to members of Local 130 on ratification of a new three-year contract totaling \$5.25. The new contract takes effect Dec. 1 with \$1.85 first year, \$1.80 second year and \$1.60 third year.

We held our annual Veterans Day picnic and had great turnout. Friends and family showed up to support our veterans and thank them for their service to our country. The RENEW committee held its first trunk-or-treat at our hall on Oct. 29, and while the turnout was not as big as the picnic, we are hopeful that it will grow in the coming years.

Butch Naquin, R.S.

IBEW-NECA Vendor Showcase and Open House

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — Our local held its first vendor showcase and open house in November. Members may remember the old tool show we hosted at the old union hall on 600 W. Washington Blvd. The new vendor showcase will be hosted annually at the IBEW-NECA Training Facility in Alsip, Ill. This

two-day event brought out all the vendors who support our industry and gave all our members a chance to see the latest tools and technological advancements in the electrical industry.

Not only is this special event open to the entire membership, but this year Local 134 also combined it with an open house for all surrounding towns in the south suburban Cook County area, allowing high school students and families the opportunity to tour the best apprenticeship school in the nation! Throughout the weekend, students were able to interact with teachers, vendors, and brother and sister members to find out everything that Local 134 has to offer.

The vendor showcase and open house was a huge success, and we look forward to welcoming everyone again in 2024.

Donald Finn, B.M./F.S.



Local 134 held its first IBEW-NECA vendor showcase and open house at the IBEW-NECA Training Facility in Alsip, Ill.

Local 146 Sees Fruitful Year Ahead

L.U. 146 (ei,i&rts), DECATUR, IL — Hello, brothers and sisters. We have welcomed a new year once again. We hope everyone's holiday season was filled with joy.

Our local's 2024 will be as fruitful as ever, as we have several projects, including solar farm and Archer Daniels Midland projects.

We would like to acknowledge all of our members who passed away in 2023. The following includes the names, ages and years of IBEW service of the deceased:

Logan Anderson, 42 (17 years); Larry Bobbett, 82 (42 years); James Crosby, 79 (55 years); Harold "Red" Easton, 94 (61 years); William Echler, 79 (28 years); Robert Frazier, 80 (61 years); Robert Hart Sr., 79 (53 years); Jerry Lynn Hyland, 73 (48 years); Robert Kearney, 54 (22 years); Michael Littrell, 43 (8 years); Kenneth Manley, 78 (55 years); Jerry Odle, 79 (60 years); James Perkins, 72 (49 years); Michael Pherigo, 72 (44 years); Donald Ploch, 88 (56 years); Jerry Rhoades, 82 (57 years); and Patrick J. Slaughter, 75 (52 years).

We send our best wishes and condolences to the families and friends of these fine union brothers.

Remember to be safe at all times and attend

as many union meetings as possible.

Steven L. Tilford, R.S.

Local 150 Celebrates and Remembers

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — We wish and hope everyone had a happy new year, and that each local's work outlook is going strong in 2024!

At our Christmas meeting, we awarded retirement watches and service pins for those with more than 50 years of service. We would like to congratulate and wish good luck to the 26 members who received their retirement watches: May you have a long and memorable retirement!

We were also honored to present 11 members with 50-year pins, eight members with 55-year pins and three members with 60-year pins, and we recognize Brother Raymond Holst for receiving his 70-year service pin. Congratulations and thank you all for your lifelong dedication and service to the IBEW and Local 150!

Our Christmas meeting is a time for celebration, and it is also a time for remembrance. With sad and heavy hearts, we report the deaths of the following brothers in 2023: Roger K. Ankley Sr. (former business manager), Raymond Berger, Dave R. "Soup" Campbell, Jerry M. Cole, Robert E. "Bobby" Drews, Chad M. Dunn, Kent A. Ferguson, Steven W. Fritsch, Joshua A. Grams, Kenneth F. Nyara, Dale E. Ostrander, Frank L. Pasquesi and Patrick R. Serzynski (former business manager). Please take a moment to remember the good times we have had together and to keep their families and loved ones in your prayers.

Sisters and brothers, please be safe out there and continue to look out for one another!

Aaron M. Rendon, R.S.

Local 158 in the Community

L.U. 158 (i,it,mar,mt,spa&u), GREEN BAY, WI — Brothers and sisters, at the time of this writing, it is getting colder in the North. Local 158 is heating up with our support of some

good causes. We are a corporate sponsor of the Green Bay Botanical Garden's Garden of Lights holiday light show. We've been a sponsor along with our contractors for many years. We are extremely proud of the light show and the tens of thousands of visitors it attracts.

We have also completed our health and hygiene drive for the Freedom House and Golden House shelters in the Green Bay area. Our members donate food, money, and health and hygiene products to both shelters. These donations will help support people who are leaving abusive relationships and have nowhere to go. We have sponsored this drive for years and are very proud of the members' support.

Thank you to all of the members who continue to support these great causes.

Jesse A. Jacques, B.M.

Retirees' Christmas Party

L.U. 212 (i), CINCINNATI, OH — As of this writing, winter in Cincinnati has unfolded more or less comfortably this year. Our Retirees' Club celebrated Christmas with a very merry toy drive for children in need, and they generated substantial contributions at a friendly and spirited Christmas dinner for club members and their guests.

Fairly temperate weather has been a



Local 90 held its annual retirement dinner at the Woodwinds banquet facility in Branford, Conn.

LOCAL LINES



The Retirees' Club of Local 212 celebrated the holidays with a Christmas party that raised money for those in need.

welcome development for those of us working outside this season, and while work in the jurisdiction remains slower than we'd like, demand for electricians in adjacent locals is, and seems likely to remain, quite high, making short-distance travel a convenient option for our brothers and sisters.

Bryan Georgilis, P.S.

Congratulations to our Newest Journeyman Inside Wiremen!

L.U. 226 (em,i,rtb,rt&spa), TOPEKA, KS — As seen in the accompanying photo, we welcome Isaiah Barnes, Ethan Burghart, Greg Durant, Randy Hill, Wathan Moylan, Blasie Munoz, Derek Rhoades (2023 Coleman C. Morris Outstanding Local Apprentice Award winner) and Jim Thomas.

Anthony Cahill, A.B.M.

Local 236 Business Manager Honored With Leadership Award

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Greetings from the capital of New York. The members of our local have been busy on the jobs and in the communities we serve. Both our RENEW chapter and Women's Committee are active, bringing members together. The collaborative efforts of these committees, along with the tireless work of our members, exemplify Local 236's commitment to fostering a culture of growth and progress.

We would like to congratulate the following members on their recent election victories in their communities: Joe Bott, Ryan Brosnan, John Defreest Jr. and Patrick Killian. Your hard work and passion for making positive changes are truly appreciated.

Recently, Business Manager Michael Mastropietro was honored with a Labor Leadership Award at the renowned John F. Kennedy Awards Dinner. This recognition stands as a testament to Brother Mastropietro's unwavering commitment, leadership and relentless advocacy for the rights of workers in the electrical industry. The support of our membership and its collective strength allow us to make a difference every day.

As we march forward, let us continue to uphold the values of unity, solidarity and progress that define Local 236. Together, we stand resilient, united and poised to lead our industry into a future filled with promise and prosperity.

Paul Nylin, A.B.M.



Local 226 congratulates its newest journeyman inside wiremen!

Local 530 Celebrates Christmas & Milestones With Cheer

L.U. 530 (i,o&rtb), SARNIA, ON — At the time of this writing, the local work picture has slowed as winter approaches. Santa will soon arrive, and with him comes the annual

Christmas dinner dance and awards banquet. Along with the standard five-course meal and plenty of good cheer, partygoers celebrate the years of service of our members. Notable milestones include, but are not limited to, William "Billy" Bush's 60-year pin and 65-year recipients Tim Giese, Peter Schenk and Paul Vail. Congratulations to all of our members, and merry Christmas and a prosperous new year to all.

Keith Winsor, P.S.



Local 236 Business Manager Michael Mastropietro was honored with a Labor Leadership Award at the John F. Kennedy Awards Dinner.

Happy New Year!

L.U. 540 (i), CANTON, OH — As 2024 begins, our local would like to congratulate all members who reached milestone years of service in 2023.

We would like to specially recognize the following members:

- 70 years — Paul Sander
- 65 years — James Dieble and Harold Lute
- 60 years — Garry Bolitho, Robert Cross, Jeffrey Erbland and Kenneth Mercier
- 55 years — Jody Bolitho, Daniel Brown, Ronald Hanna, Charles Patterson, David Schaub, Jack Schneider, Ronald Surmay and Christopher Thomas
- 50 years — Wayne Baum, Raymond Bongini, Ronald Rhoads, RD Walker and Mark Young

Congratulations and wishing you a prosperous year.

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

Local 654 Passes Responsible Contractor Ordinance

L.U. 654 (i), CHESTER, PA — In November 2020, our local was successful in passing the first-ever respon-



IBEW members from Locals 702, 51 and 146 gathered to raise funds and awareness for conservation projects.

sible contractor ordinance in Chester County.

County Commissioners Marian Moskowitz and Josh Maxwell saw the benefits for the county procurement office in adopting the RCO. The ordinance requires the contractor to adhere to certain requirements before being awarded contracts on county construction projects. These requirements include proof of a registered apprenticeship program, OSHA 10-hour worker training, and not being found guilty of violating any environmental, federal or state laws. Additionally, the contractor must have not defaulted on any projects in the last three years.

The adoption of the RCOs will help level the playing field for IBEW contractors bidding on publicly funded projects in the county. Local 654 President Bill Adams, local leadership and retired member John Hellman were responsible for passing stronger RCOs in other parts of Chester County following the initial passage. As of this writing, five other RCOs have been passed. Local 654 would like to thank everyone involved for their hard work and efforts.

Christopher Schieler, P.S.

Women's Committee President Sees Endless Potential in the Union

L.U. 666 (i,mt,o&ptc), RICHMOND, VA — Gabi Schoppe was a foreman of brickmasons, running the work but worrying about the toll that nonunion work would have on her body in the long term. One Thursday, she wandered into a bar where some IBEW Local 666 members were gathered. A long conversation with a sister that night led Gabi to decide to leave her old trade for a new one.

Months later, Gabi found herself interviewing for the apprenticeship. Not every committee member seemed well disposed toward the 23-year-old woman. But she spoke of her background in the building trades and with characteristic bluntness told them, "I'm going to be an electrician regardless of the path I have to take to get there." The committee made the right decision and let her in.

On jobsites, people took notice of Gabi's hard work and endless willingness to help out. Drawn into the Brotherhood, the passion other people showed opened up a similar passion in her, and she became more and more involved in the union, being elected as president of the Women's Committee in August. In June of 2024, Gabi will top out as an IBEW journeyman inside wirewoman, and the path she took was the right one — union!

Scott Durbin, P.S.

Local 702 Hosts Southern Illinois Conservation Dinner

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rt,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — Our local hosted the fourth annual Southern Illinois Conservation Dinner at John A. Logan College in Carterville, Ill.

Union members from different trades and their families attended, including 30 or so IBEW members. The event helped raise funds for conservation

projects, and a portion of the proceeds are allocated for local Union Sportsmen's Alliance Work Boots on the Ground conservation projects and events.

Jamie Hatfield, A.B.M.

Local 1340 Oyster Roast a Success

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our local held its annual oyster roast Oct. 20 at the union hall. This has always been a well-attended event, and this year was no exception. About 150 members participated, and many returned from out of town to renew old friendships and meet new members. The barbecue, oysters and shrimp were outstanding once again. As always, we had several volunteers from the Retirees' Club and the apprenticeship, and they did a great job for the event.

Sister Rachel Cornelison, an inside journeywoman, has accepted a position as electrical instructor for New Horizons Regional Education Center. She will oversee the electrical instruction for high school students attending classes at New Horizons, a position with great responsibility. Best wishes for her continued success!

In other news, renovations have begun at the union hall. We do not expect any significant effect on daily business or monthly meetings. We look forward to a completion date in the spring.

We regret to report the passing of Brothers Eddie Goff (Oct. 31) and Jerry Stratton (Nov. 7).

Jim Avery, P.S.

Local 2304 Volunteers at Holiday Fantasy in Lights

L.U. 2304 (u), MADISON, WI — For years, the members, retirees and families of our local have been volunteering their time to staff the Holiday Fantasy in Lights booths at Olin Park in Madison. This season, Local 2304 staffed the booths every night from Nov. 20 to Dec. 3. Through our volunteer efforts over these two weeks, the local was able to donate \$2,500 to Second Harvest Foodbank.

Local 2304 would like to give a special shout-out to Local 159's electricians, apprentices and retirees who perform the behind-the-scenes work on lighting displays to make this 35-year Madison tradition a reality.

Nate Rasmussen, B.M.



Local 2304 member Dan Weber and his wife, Tara, volunteering their time to staff the booths at this year's Holiday Fantasy in Lights.

GROUND^{ED} IN HISTORY

A Seat at the Table

Politics has always loomed large in the fight for workers' rights. It is why, in 1920, the IBEW relocated its International Office to Washington, D.C. But proximity is only half the battle; electing leaders who are receptive to the IBEW's message is the other. When labor has allies in Washington, the IBEW gets a seat at the table.

This has never been more true than now, with the IBEW exercising unprecedented influence in the Biden administration. That influence has resulted in several pieces of major legislation paving the way to tens of thousands of union electrical jobs, as well as favorable executive orders and pro-union agency officials.

Getting to this point was a long, winding journey of making inroads and suffering setbacks.

One of U.S. labor's earliest and most significant political victories was the passage of the National Industrial Recovery Act, or NIRA, signed into law by President Franklin Roosevelt in 1933. This groundbreaking legislation established labor-code language for maximum work hours, minimum wage and the right to collective bargaining. The National Labor Relations Board was established to ensure employers' compliance with the act, and advisory committees coordinated efforts between the Labor Department and workers in the field.

International President Howell Broach (1929-1933) and his successor, Daniel Tracy (1933-1940), served on these committees, and each testified to Congress on NIRA's effectiveness. The act expanded the Tennessee Valley Authority, which was then fully unionized by Tracy, and laid the groundwork for the Rural Electrification Act. In 1935, FDR appointed Tracy as the first U.S. labor delegate to the International Labor Conference, and then as labor adviser to the secretary of state in 1938, which gave the IBEW recognition and influence on the world stage. By the end of the decade, IBEW membership had increased 400%.

With the outbreak of war in Europe, FDR again turned to the IBEW to ensure that America was prepared. In 1940, Tracy stepped down as international president to serve as FDR's assistant secretary of labor. In this position, he worked closely with the National Defense Advisory Commission, which included fellow IBEW member Joseph Kennan, former business manager of Chicago Local 134. In 1943, Kennan became vice chairman for labor on the War Production Board, where he worked to stabilize industrial relations in the construction field. Thanks to these two men, the IBEW was involved in 95% of all war-related construction efforts during World War II.

After the war, Tracy was again elected international president while also serving as America's labor delegate during the creation of the United Nations. Looking back on his decision to join FDR's administration, Tracy said "the interests of the IBEW and organized labor as a whole could best be served by having persons cognizant of the aims and interests of labor in key government positions."

The same was true for Kennan. From 1945 to 1948, he served in postwar Germany as an advisor to U.S. Commander General Lucius D. Clay and as President Harry Truman's special coordinator between labor and industry for the purpose of reorganizing European trade unions. For his effort, he received the Presidential Medal of Merit in 1946. In 1954, Kennan was elected international secretary-treasurer of the IBEW, a position he held until 1976. During this time, he acted as labor liaison for the presidential campaigns of John F. Kennedy (1960) and Lyndon B. Johnson (1964), bringing the IBEW perspective to each administration.

In 1961, Kennedy turned to the IBEW to help guide our country's burgeoning nuclear power utilities. He appointed International President Gordon Freeman (1955-1968) to the U.S. Atomic Commission and tasked him with developing the industry's first training seminars, which were all held at the IBEW International Office. This initiative ensured that it would be IBEW members performing the groundbreaking work. The next year, with IBEW support, Kennedy signed Executive Order 10988, allowing millions of federal employees to join unions. This resulted in public sector unionization growing tenfold between 1955 and 1975.

In the next few decades, it was often difficult to find a labor ally in the White House. In the late 1970s, President Jimmy Carter appointed International President Charles Pillard (1968-1986) to his Advisory Committee for U.S. Trade Negotiations. And while Carter was a strong supporter of Davis-Bacon prevailing wage laws and a constant critic of "right to work" bills, most of his efforts were undone by the Reagan administration.

It wasn't until the election of President Bill Clinton in 1993 that IBEW influence in the White House was rekindled. Clinton rescinded much of the Reagan and George H.W. Bush administrations' anti-labor executive orders. He added more front-line enforcers to the Labor Department, appointed allies to the NLRB and placed labor leaders throughout the federal agencies.

One of those leaders was International President John Barry (1986-2001), who was appointed to the President's Competitiveness Policy Council and the Export Council, where he advised Clinton on policies that affect workers' rights and legislation that opened foreign markets to goods produced by IBEW members. The Competitiveness Policy Council made several important recommendations regarding pensions and workforce training, highlighting the success of the IBEW's apprenticeship program. And during Barry's tenure on the Export Council, the yearly value of U.S. exports topped \$1 trillion for the first time, while the number of jobs supported by those exports grew by 1.4 million.



International President Charles Pillard and President Jimmy Carter in 1978. Carter named Pillard to the Advisory Committee for U.S. Trade Negotiations.

In 2008, International President Edwin D. Hill (2001-2016) joined Barack Obama's presidential campaign as labor liaison. Once in office, Obama oversaw the largest investment in clean energy with the passage of the Recovery Act in 2009, which provided funding for advanced battery manufacturing plants and for upgrading the capacity of the nation's electrical grid. Like JFK before him, Obama recognized the IBEW's expertise in nuclear power and the role it could play in achieving energy independence.

That is why, in 2013, Obama chose the training center of Washington, D.C., Local 26 in Lanham, Md., to announce an \$8 billion federal loan program to help build the next generation of nuclear power plants. It was just one part of his administration's landmark Clean Power Plan, legislation that was drafted with extensive input from the IBEW. To ensure the plan maximized job creation for union members, a working group was organized among the Department of Energy, the IBEW and the Steelworkers — an alliance that has continued to this day.

The impact of IBEW influence grew to unprecedented levels with the election of President Joe Biden in 2020. Joining the campaign as labor liaison and then as a trusted adviser on the transition committee was International President Lonnie R. Stephenson (2016-2022).

Gone are the anti-union appointees at the Labor Department and the NLRB and the executive orders that stripped federal workers of their collective bargaining rights. IBEW influence has been seen at every major achievement from saving multi-employer pensions to passing the American Recovery Act, the Inflation Reduction Act, the Bipartisan Infrastructure Law, and the CHIPS and Science Act. This amount of pro-labor legislation that benefits members and their families can only be reached when our elected leaders are not just receptive to labor's causes but champion them. We have seen throughout our history that when labor has an ally in the halls of power, the IBEW gets a seat at the table, and we get things done. ■

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.

Independent Auditor's Report

International Executive Council
International Brotherhood of Electrical Workers

Opinion

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2023 and 2022, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2023 and 2022, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Responsibilities of Management for the Consolidated Financial Statements

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

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Calibre CPA Group, PLLC

Bethesda, MD
December 15, 2023

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

JUNE 30, 2023 AND 2022

| | 2023 | 2022 |
|--|----------------|----------------|
| Assets | | |
| Cash and cash equivalents | \$ 9,852,722 | \$ 9,465,063 |
| Receivables | | |
| Loans and advances to chartered bodies | 374,000 | 400,500 |
| Per capita tax receivable | 12,945,281 | 10,393,692 |
| Due from Trust for the IBEW Pension Benefit Fund (PBF) | – | 125,799 |
| Unbilled rent | 5,446,100 | 6,501,869 |
| Accrued interest and dividends | 820,699 | 571,568 |
| Security sales pending settlement | 61,228 | 584,804 |
| Other | 1,071,720 | 578,267 |
| Total receivables | 20,719,028 | 19,156,499 |
| Investments – at fair value | 533,667,678 | 515,185,087 |
| Property and equipment – at cost | | |
| Land, building and improvements | 138,765,144 | 139,556,712 |
| Furniture and equipment | 53,764,784 | 57,717,247 |
| | 192,529,928 | 197,273,959 |
| Accumulated depreciation | (95,690,798) | (94,186,431) |
| Net property and equipment | 96,839,130 | 103,087,528 |
| Other assets | | |
| Cash held for reciprocity agreements pending settlement | 15,952,924 | 9,142,453 |
| Deferred leasing, organization and financing costs (net of amortization) | 1,991,265 | 2,148,137 |
| Prepaid expenses | 1,357,910 | 1,378,623 |
| Inventory of merchandise and office supplies, at cost | 2,177,270 | 1,867,853 |
| Excess of pension plan assets over projected benefit obligation | 55,136,675 | 4,090,687 |
| Right-of-use asset - finance leases | 516,385 | – |
| Other | 1,258,662 | 2,177,944 |
| Total other assets | 78,391,091 | 20,805,697 |
| Total assets | \$ 739,469,649 | \$ 667,699,874 |
| Liabilities and Net Assets | | |
| Liabilities | | |
| Accounts payable and accrued expenses | \$ 7,900,875 | \$ 12,817,173 |
| Due to Trust for the IBEW Pension Benefit Fund | 173,081 | – |
| Liability for postretirement benefits | 89,448,000 | 90,516,000 |
| Security purchases pending settlement | 7,009,909 | 7,219,890 |
| Deferred per capita tax revenue | 13,692,396 | 11,144,644 |
| Reciprocity agreement funds pending settlement | 15,950,416 | 9,140,769 |
| Lease liabilities - finance leases | 515,689 | – |
| Other | 1,715,570 | 4,224,689 |
| Total liabilities | 136,405,936 | 135,063,165 |
| Net assets without donor restrictions | | |
| Appropriated for additional postretirement benefits | 267,747,000 | 252,518,000 |
| Unappropriated | 335,316,713 | 280,118,709 |
| Total net assets | 603,063,713 | 532,636,709 |
| Total liabilities and net assets | \$ 739,469,649 | \$ 667,699,874 |

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

YEARS ENDED JUNE 30, 2023 AND 2022

| | 2023 | 2022 |
|--|----------------|-----------------|
| Operating revenue | | |
| Per capita tax | \$ 164,127,782 | \$ 154,849,713 |
| Initiation and reinstatement fees | 1,730,574 | 1,950,302 |
| Rental income, net | 10,492,375 | 11,036,351 |
| Sales of supplies | 1,333,760 | 1,419,987 |
| Other income | 6,258,461 | 3,574,196 |
| Total operating revenue | 183,942,952 | 172,830,549 |
| Operating expenses | | |
| Program services expenses | | |
| Field services and programs | 126,801,617 | 118,737,551 |
| Media relations | 10,791,238 | 9,752,830 |
| Industry trade programs | 15,859,616 | 13,604,854 |
| Per capita tax expense | 7,724,423 | 7,471,660 |
| Legal defense | 2,716,329 | 2,882,912 |
| Total program services | 163,893,223 | 152,449,807 |
| Supporting services expenses | | |
| Governance and oversight | 8,223,272 | 7,539,017 |
| General administration | 9,143,537 | 10,241,607 |
| Total supporting services | 17,366,809 | 17,780,624 |
| Total operating expenses | 181,260,032 | 170,230,431 |
| Change in net assets from operations before investment and other income | 2,682,920 | 2,600,118 |
| Investment income (loss) | | |
| Interest and dividends | 7,675,907 | 6,141,555 |
| Net appreciation (depreciation) in fair value of investments | 17,051,833 | (26,593,756) |
| Investment expenses | (445,973) | (770,295) |
| Net investment income (loss) | 24,281,767 | (21,222,496) |
| Other income (expense) | | |
| Convention expense | (232,052) | (21,150,000) |
| Convention revenue | – | 2,440,150 |
| Gain (loss) on sale of property and equipment | 155,454 | 77,698 |
| Currency translation adjustment | (1,341,007) | (272,010) |
| Total other income (expense) | (1,417,605) | (18,904,162) |
| Change in net assets from operations after investment and other income | \$ 25,547,082 | \$ (37,526,540) |
| Other components of defined benefit pension and postretirement net periodic benefit cost | | |
| Pension benefits | 13,582,827 | 22,156,874 |
| Postretirement health care benefits | (2,608,000) | (1,754,000) |
| Defined benefit pension and postretirement benefit changes other than net periodic benefit cost | | |
| Pension benefits | 29,942,210 | (24,000,503) |
| Postretirement health care benefits | 3,962,885 | (1,283,738) |
| Appropriation of net assets to fund postretirement benefits not yet accrued | (15,229,000) | (75,667,000) |
| Change in net assets without donor restrictions, unappropriated | 55,198,004 | (118,074,907) |
| Net assets without donor restrictions, unappropriated | | |
| Beginning of year | 280,118,709 | 398,193,616 |
| End of year | \$ 335,316,713 | \$ 280,118,709 |
| Net assets without donor restrictions, appropriated | | |
| Beginning of year | \$ 252,518,000 | \$ 176,851,000 |
| Appropriation of net assets to fund postretirement benefits not yet accrued | 15,229,000 | 75,667,000 |
| End of year | \$ 267,747,000 | \$ 252,518,000 |

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

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

YEARS ENDED JUNE 30, 2023 AND 2022

| | 2023 | | | | | | | |
|--|-----------------------------|-----------------|----------------|----------------|---------------|--------------------------|------------------------|----------------|
| | Program Services | | | | | Supporting Services | | Total |
| | Field Services and Programs | Media Relations | Industry Trade | Per Capita Tax | Legal Defense | Governance and Oversight | General Administration | |
| Salaries | \$ 52,276,994 | \$ 2,197,671 | \$ 6,300,403 | \$ - | \$ - | \$ 3,528,173 | \$ 5,204,032 | \$ 69,507,273 |
| Payroll taxes and employee benefits | 41,515,659 | 1,766,430 | 5,001,206 | - | - | 2,845,439 | 4,156,352 | 55,285,086 |
| Per capita taxes | - | - | - | 7,724,423 | - | - | - | 7,724,423 |
| Professional fees | 1,403,649 | 102,901 | 535,812 | - | 2,716,329 | 54,569 | 509,885 | 5,323,145 |
| Travel and related expenses | 6,859,408 | 48,797 | 300,010 | - | - | 320,696 | 46,681 | 7,575,592 |
| Electrical Worker printing and mailing expenses | - | 5,835,750 | - | - | - | - | - | 5,835,750 |
| Other expenses | 16,189,136 | 599,133 | 3,200,368 | - | - | 943,005 | 959,007 | 21,890,649 |
| Administrative reimbursement from PBF | - | - | - | - | - | - | (2,700,000) | (2,700,000) |
| Building operations | 8,898,228 | 254,911 | 562,969 | - | - | 554,435 | 1,001,571 | 11,272,114 |
| Total operating expense | 127,143,074 | 10,805,593 | 15,900,768 | 7,724,423 | 2,716,329 | 8,246,317 | 9,177,528 | 181,714,032 |
| Less: software development costs capitalized | (341,457) | (14,355) | (41,152) | - | - | (23,045) | (33,991) | (454,000) |
| Net operating expense | 126,801,617 | 10,791,238 | 15,859,616 | 7,724,423 | 2,716,329 | 8,223,272 | 9,143,537 | 181,260,032 |
| Other components of defined benefit pension and postretirement net periodic benefit cost | (8,254,258) | (347,001) | (994,800) | - | - | (557,080) | (821,688) | (10,974,827) |
| Total | \$ 118,547,359 | \$ 10,444,237 | \$ 14,864,816 | \$ 7,724,423 | \$ 2,716,329 | \$ 7,666,192 | \$ 8,321,849 | \$ 170,285,205 |

| | 2022 | | | | | | | |
|--|-----------------------------|-----------------|----------------|----------------|---------------|--------------------------|------------------------|----------------|
| | Program Services | | | | | Supporting Services | | Total |
| | Field Services and Programs | Media Relations | Industry Trade | Per Capita Tax | Legal Defense | Governance and Oversight | General Administration | |
| Salaries | \$ 49,434,532 | \$ 2,231,034 | \$ 5,277,766 | \$ - | \$ - | \$ 3,184,057 | \$ 5,939,070 | \$ 66,066,459 |
| Payroll taxes and employee benefits | 44,350,202 | 2,066,096 | 4,649,461 | - | - | 2,944,148 | 5,265,173 | 59,275,080 |
| Per capita taxes | - | - | - | 7,471,660 | - | - | - | 7,471,660 |
| Professional fees | 929,012 | 55,825 | 468,799 | - | 2,882,912 | 51,821 | 427,208 | 4,815,577 |
| Travel and related expenses | 4,245,210 | 31,452 | 205,047 | - | - | 295,044 | 24,597 | 4,801,350 |
| Electrical Worker printing and mailing expenses | - | 4,824,118 | - | - | - | - | - | 4,824,118 |
| Other expenses | 12,322,710 | 300,257 | 2,482,475 | - | - | 552,461 | 793,062 | 16,450,965 |
| Administrative reimbursement from PBF | - | - | - | - | - | - | (2,900,000) | (2,900,000) |
| Building operations | 8,727,918 | 301,456 | 657,112 | - | - | 593,417 | 845,319 | 11,125,222 |
| Total operating expense | 120,009,584 | 9,810,238 | 13,740,660 | 7,471,660 | 2,882,912 | 7,620,948 | 10,394,429 | 171,930,431 |
| Less: software development costs capitalized | (1,272,033) | (57,408) | (135,806) | - | - | (81,931) | (152,822) | (1,700,000) |
| Net operating expense | 118,737,551 | 9,752,830 | 13,604,854 | 7,471,660 | 2,882,912 | 7,539,017 | 10,241,607 | 170,230,431 |
| Other components of defined benefit pension and postretirement net periodic benefit cost | (15,266,544) | (688,996) | (1,629,898) | - | - | (983,312) | (1,834,124) | (20,402,874) |
| Total | \$ 103,471,007 | \$ 9,063,834 | \$ 11,974,956 | \$ 7,471,660 | \$ 2,882,912 | \$ 6,555,705 | \$ 8,407,483 | \$ 149,827,557 |

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

YEARS ENDED JUNE 30, 2023 AND 2022

| | YEARS ENDED JUNE 30, 2023 AND 2022 | | | 2023 | 2022 |
|--|------------------------------------|----------------|---|---------------|---------------|
| | 2023 | 2022 | | 2023 | 2022 |
| Cash flows from operating activities | | | Cash flows from investing activities | | |
| Cash flows from | | | Repayments on loans and advances made to chartered bodies | 26,500 | 5,500 |
| Affiliated chartered bodies | \$ 167,188,279 | \$ 157,220,969 | Purchases of property and equipment | (1,899,001) | (4,299,078) |
| Interest and dividends | 7,426,776 | 6,161,996 | Purchases of investments | (165,050,399) | (162,698,444) |
| Rental income | 11,456,812 | 10,895,506 | Proceeds from sales of property and equipment | 300,224 | 101,835 |
| Participant contributions collected on behalf of PBF | 102,579,896 | 92,998,169 | Proceeds from sales of investments | 179,713,872 | 163,279,637 |
| Reimbursement of administrative expenses from PBF | 2,700,000 | 2,900,000 | Net short-term cash investment transactions | (15,780,636) | 1,969,399 |
| Other | 5,765,008 | 6,019,888 | Net cash provided by (used for) investing activities | (2,689,440) | (1,641,151) |
| Cash provided by operations | 297,116,771 | 276,196,528 | Cash flows from financing activities | | |
| Cash paid for | | | Principal repayments under capital lease obligations | (2,693,352) | (1,352,608) |
| Salaries, payroll taxes, and employee benefits | (121,123,359) | (120,189,539) | Net cash used for financing activities | (2,693,352) | (1,352,608) |
| Service providers, vendors and others | (58,811,918) | (55,090,695) | Effect of exchange rate changes on cash and cash equivalents | (1,341,007) | (272,010) |
| Participant contributions remitted to PBF | (102,281,016) | (92,966,693) | Net change in cash and cash equivalents | 387,659 | (2,858,809) |
| Per capita tax | (7,724,423) | (7,471,660) | Cash and cash equivalents | | |
| Interest | (64,597) | (70,981) | Beginning of year | 9,465,063 | 12,323,872 |
| Cash used for operations | (290,005,313) | (275,789,568) | End of year | \$ 9,852,722 | \$ 9,465,063 |
| Net cash provided by operating activities | 7,111,458 | 406,960 | Supplemental disclosure | | |
| | | | Property and equipment acquired under capital lease obligations | \$ 1,442,000 | \$ 1,854,700 |

International Brotherhood of Electrical Workers and Subsidiaries

Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2023 AND 2022

Note 1. Summary of Significant Accounting Policies

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

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

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

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

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

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

As of June 30, 2023 and 2022, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses, the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are reported as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2023 and 2022 were settled in July 2023 and 2022, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2023 and 2022.

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

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

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

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

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

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

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

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

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

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

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

Leases — In its consolidated statements of financial position, the International Union records a right-of-use asset and lease liability, initially measured at the present value of total lease payments using a risk-free rate that approximates the remaining term of the lease. The International Union considers the likelihood of exercising renewal or termination clauses (if any) in measuring its right-of-use assets and lease liabilities. A single lease cost calculated so that the cost of the lease is allocated over the lease term on straight-line basis. Short-term leases (those with an initial term of twelve months or less and no purchase option) are expensed over their terms, with no corresponding right-of-use asset or lease liability recorded. The International Union does not separate non-lease components (if any) from lease components in determining the lease payments for leases of office equipment.

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

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

Functional Allocation of Expenses — The costs of providing the various programs and supporting activities of the International Union have been summarized on a functional basis in the consolidated statements of activities and changes in net assets and functional expenses. Costs that can be specifically identified with a final cost objective are charged directly to that activity. Other costs are allocated among the program and supporting services benefited based on management's best estimates. Salaries and related fringe benefits are allocated based on employee time and effort. Other common costs such as occupancy, depreciation and related infrastructure costs are allocated based on salary allocations.

New Accounting Pronouncement Adopted — During the year ended June 30, 2023, the International Union adopted the provisions of Accounting Standards Update (ASU) 2016-02, Leases (Topic 842). This guidance is intended to increase transparency and comparability among lessees by recognizing lease assets and lease liabilities on the statement of financial position/net assets available for benefits and disclosing key information about leasing arrangements. ASU 2016-02 requires lessees to report a right-of-use asset along with a lease liability.

Additionally, in July 2018, the Financial Accounting Standards Board (FASB) issued ASU 2018-11, Leases (Topic 842) — Targeted Improvements, which, among other things, provides an additional transition method that would allow entities to not apply the guidance in ASU 2016-02 in the comparative periods presented in the financial statements and instead recognize a cumulative-effect adjustment to the opening balance of net assets in the period of adoption. The International Union adopted ASU 2016-02 and its related amendments as of July 1, 2022, which resulted in the recognition of operating and finance right-of-use assets totaling \$11,098,076 and \$1,766,039, respectively, as well as operating and finance lease liabilities totaling \$12,315,326 and \$1,766,968, respectively. The International Union elected to adopt the transition relief provisions from ASU 2018-11 and recorded the impact of adoption as of July 1, 2022, without restating any prior-year amounts or disclosures. The additional lease disclosures can be found in Notes 12 and 13. There was no cumulative effect adjustment to the opening balance of net assets required.

The International Union elected to apply all practical expedients available under the ASU, allowing it to 1) not reassess whether any expired or existing contracts previously assessed as not containing leases are, or contain, leases; 2) not reassess the lease classification for any expired or existing leases; 3) not reassess initial direct costs for any existing leases; and 4) risk-free interest rate. The International Union also elected to apply the practical expedient to use hindsight in determining the lease term which in the year of implementation the International Union has determined to be the remaining lease term.

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law (there were no unrelated activities during the years ended June 30, 2023 and 2022). IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, Return of Organization Exempt from Income Tax, and Form 990-T, Exempt Organization Unrelated Business Income Tax Return, for the years ended June 30, 2020 through 2022 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity and Availability of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$267,747,000 as of June 30, 2023 and \$252,518,000 as of June 30, 2022 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

REPORT OF INDEPENDENT AUDITORS *continued on page 16*

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2023 and 2022.

| | 2023 | 2022 |
|---|-----------------------|-----------------------|
| Total assets | \$ 739,469,649 | \$ 667,699,874 |
| Less nonfinancial assets | | |
| Net property and equipment | (96,839,130) | (103,087,528) |
| Net deferred leasing, organization, and financing costs | (1,991,265) | (2,148,137) |
| Prepaid expenses | (1,357,910) | (1,378,623) |
| Inventory | (2,177,270) | (1,867,853) |
| Excess of pension plan assets over PBO | (55,136,675) | (4,090,687) |
| Right-of-use assets | (516,385) | - |
| Other nonfinancial assets | (1,258,662) | (2,177,944) |
| Total financial assets | 580,192,352 | 552,949,102 |
| Less amounts unavailable within one year | | |
| Appropriated for additional postretirement benefits | (267,747,000) | (252,518,000) |
| Reciprocity Agreement funds pending settlement | (15,950,416) | (9,140,769) |
| Loans and advances to chartered bodies not expected to be collected within one year | (360,500) | (379,500) |
| Unbilled rent receivable due in more than one year | (4,883,689) | (6,366,947) |
| Total financial assets available for general expenditures within one year | <u>\$ 291,250,747</u> | <u>\$ 284,543,886</u> |

Note 4. Investments

The cost and fair value of investments held as of June 30, 2023 were as follows:

| | Cost | Fair Value |
|---|-----------------------|-----------------------|
| Short-term cash investments | \$ 41,372,662 | \$ 41,372,662 |
| Government and government agency obligations | 37,468,254 | 34,274,719 |
| Corporate bonds and notes | 62,181,024 | 58,361,378 |
| Preferred stock | 190,800 | 182,580 |
| Common stock | 97,567,476 | 168,676,572 |
| Mutual funds | 44,846,708 | 50,660,922 |
| 103-12 entities | 28,943,651 | 46,949,003 |
| Other alternative investments | 1,500,000 | - |
| INDURE REIT LLC | 46,627,454 | 105,985,748 |
| AFL-CIO Housing Investment Trust | 32,318,176 | 27,204,094 |
| | <u>\$ 393,016,205</u> | <u>\$ 533,667,678</u> |

The cost and fair value of investments held as of June 30, 2022 were as follows:

| | Cost | Fair Value |
|---|-----------------------|-----------------------|
| Short-term cash investments | \$ 25,423,398 | \$ 25,423,398 |
| Government and government agency obligations | 37,489,639 | 33,580,474 |
| Corporate bonds and notes | 72,893,800 | 68,262,689 |
| Preferred stock | 190,800 | 188,848 |
| Common stock | 95,692,932 | 151,218,720 |
| Mutual funds | 49,080,474 | 49,505,339 |
| 103-12 entities | 29,037,897 | 45,399,238 |
| Other alternative investments | 1,500,000 | - |
| INDURE REIT LLC | 46,627,454 | 113,781,842 |
| AFL-CIO Housing Investment Trust | 31,490,943 | 27,824,539 |
| | <u>\$ 389,427,337</u> | <u>\$ 515,185,087</u> |

Fair Value Measurement

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

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

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

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

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

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

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

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2023 and 2022:

| Description | June 30, 2023 | | | |
|--|-----------------------|---|---|---|
| | Total Investments | Quoted Market Prices for Assets (Level 1) | Significant Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| Short-term cash investments | \$ 41,372,662 | \$ - | \$ 41,372,662 | \$ - |
| Government and government agency obligations | 34,274,719 | 6,553,786 | 27,720,933 | - |
| Corporate bonds and notes | 58,361,378 | - | 58,361,378 | - |
| Preferred stock | 182,580 | - | 182,580 | - |
| Common stock | 168,676,572 | 142,048,321 | - | 26,628,251 |
| Mutual funds | 50,660,922 | 50,660,922 | - | - |
| Total | <u>353,528,833</u> | <u>\$ 199,263,029</u> | <u>\$ 127,637,553</u> | <u>\$ 26,628,251</u> |
| Investments measured at NAV* | 180,138,845 | | | |
| Investments at fair value | <u>\$ 533,667,678</u> | | | |

| Description | June 30, 2022 | | | |
|--|-----------------------|---|---|---|
| | Total Investments | Quoted Market Prices for Assets (Level 1) | Significant Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| Short-term cash investments | \$ 25,423,398 | \$ - | \$ 25,423,398 | \$ - |
| Government and government agency obligations | 33,580,474 | 6,208,396 | 27,372,078 | - |
| Corporate bonds and notes | 68,262,689 | - | 68,262,689 | - |
| Preferred stock | 188,848 | - | 188,848 | - |
| Common stock | 151,218,720 | 124,590,469 | - | 26,628,251 |
| Mutual funds | 49,505,339 | 49,505,339 | - | - |
| Total | <u>328,179,468</u> | <u>\$ 180,304,204</u> | <u>\$ 121,247,013</u> | <u>\$ 26,628,251</u> |
| Investments measured at NAV* | 187,005,619 | | | |
| Investments at fair value | <u>\$ 515,185,087</u> | | | |

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

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2023 and 2022.

Level 1

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

Level 2

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

Level 3

Common stock represents stock holdings of ULLICO Inc. and fair value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs. There were no changes in valuation techniques used during the years ended June 30, 2023 and 2022.

Note 5. Investments in Investment Entities

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

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

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

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2023 and 2022 by investment strategy. There were no unfunded commitments at either June 30, 2023 or June 30, 2022.

| Description | Fair Value (in millions) | | Redemption frequency | Redemption notice period |
|-------------------------------|--------------------------|---------|---|--------------------------|
| | 2023 | 2022 | | |
| a. 103-12 investment entities | \$ 46.9 | \$ 45.4 | Daily, Monthly | One day, 30 days |
| b. AFL-CIO HIT | 27.2 | 27.8 | Monthly | 15 days |
| c. INDURE REIT LLC | 106.0 | 113.8 | Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after | One day |

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

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$34.6 million at June 30, 2023 and \$35.0 million at June 30, 2022, and another in the ULLICO Diversified International Equity Fund for \$12.3 million at June 30, 2023 and \$10.4 million at June 30, 2022. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

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

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

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

Note 6. Pension Plans

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

The net periodic pension cost for the plans for the years ended June 30, 2023 and 2022 is summarized as follows:

| | 2023 | 2022 |
|---|---------------------|---------------------|
| Reported as part of compensation expense | | |
| Service cost | \$ 20,048,867 | \$ 25,241,068 |
| Reported as other changes in net assets | | |
| Interest cost | 26,291,760 | 22,981,217 |
| Expected return on plan assets | (43,387,624) | (46,349,877) |
| Net amortization of loss | 3,513,037 | 1,211,786 |
| | (13,582,827) | (22,156,874) |
| Net periodic pension cost | \$ 6,466,040 | \$ 3,084,194 |

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2023 and 2022 are as follows:

| | 2023 | 2022 |
|---------------------------|------------------------|----------------------|
| Net actuarial loss | \$ (29,948,121) | \$ 24,000,503 |

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2023 consist of the following:

| | |
|---------------------------|----------------------|
| Net actuarial loss | \$ 68,015,642 |
|---------------------------|----------------------|

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

| | 2023 | 2022 |
|---|-------|-------|
| Discount rate | 4.50% | 3.50% |
| Average rate of compensation increase | 4.00% | 4.00% |
| Expected long-term rate of return on plan assets | 7.00% | 7.00% |

The plans' obligations and funded status as of June 30, 2023 and 2022 are summarized as follows:

| | 2023 | 2022 |
|--|-----------------------|-----------------------|
| Fair value of plan assets | \$ 658,564,915 | \$ 622,756,784 |
| Projected benefit obligation | 603,428,240 | 618,666,097 |
| Excess of plan assets over projected benefit obligation | \$ 55,136,675 | \$ 4,090,687 |

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

| | 2023 | 2022 |
|--|-------|-------|
| Discount rate | 4.90% | 4.50% |
| Average rate of compensation increase | 4.00% | 4.00% |

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2023 and 2022 were as follows:

| | 2023 | 2022 |
|-------------------------------|----------------------|----------------------|
| Employer contributions | \$ 27,543,999 | \$ 25,517,556 |
| Employee contributions | 2,142,440 | 1,941,812 |
| Benefit payments | 32,966,690 | 31,389,955 |

Total expected employer contributions for the year ending June 30, 2024 are \$28.8 million. Total expected benefit payments for the next 10 fiscal years are as follows:

| | |
|---------------------------|---------------|
| Year ending June 30, 2024 | \$ 34,141,921 |
| 2025 | 34,708,384 |
| 2026 | 35,542,065 |
| 2027 | 36,333,766 |
| 2028 | 37,408,197 |
| Years 2029 - 2033 | 199,851,942 |

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

Total pension plan weighted-average asset allocations at June 30, 2023 and 2022, by asset category, are as follows:

| Asset category | 2023 | 2022 |
|----------------------------------|-------------|-------------|
| Cash and cash equivalents | 5% | 5% |
| Equity securities | 59% | 54% |
| Debt securities | 19% | 21% |
| Real estate and other | 17% | 20% |
| | 100% | 100% |

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

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2023:

| Description | June 30, 2023 | | | |
|---|--------------------|---|---|---|
| | Total Investments | Quoted Market Prices for Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| Unitized Pool Investments | | | | |
| Common stock | \$ 108,854,491 | \$ 108,854,491 | \$ - | \$ - |
| Preferred stock | 182,580 | - | 182,580 | - |
| Corporate bonds | 27,166,600 | - | 27,166,600 | - |
| U.S. Government and government agency obligations | 18,680,615 | 9,518,082 | 9,162,533 | - |
| Municipal bonds | 8,895,585 | - | 8,895,585 | - |
| Registered investment companies | 90,138,856 | 90,138,856 | - | - |
| Common/collective trusts | 9,425,078 | - | - | 9,425,078 |
| | 263,343,805 | \$ 208,511,429 | \$ 45,407,298 | \$ 9,425,078 |
| Investments measured at net asset value* | 355,007,794 | | | |
| Total | 618,351,599 | | | |
| Non-Pool Investments | | | | |
| Cash and cash equivalents | 723,345 | \$ 723,345 | \$ - | \$ - |
| Common/collective trusts | 23,926,475 | - | - | 23,926,475 |
| Canadian Government obligations | 7,331,342 | 2,404,437 | 4,926,905 | - |
| Corporate obligations | 6,127,930 | - | 6,127,930 | - |
| Common stocks | 31,597,623 | 31,597,623 | - | - |
| | 69,706,715 | \$ 34,725,405 | \$ 11,054,835 | \$ 23,926,475 |

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

| June 30, 2023 | | | | |
|--|-------------------|---|---|---|
| Description | Total Investments | Quoted Market Prices for Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| Investments measured at net asset value* | 2,194,988 | | | |
| Total | 71,901,703 | | | |
| Other Assets and Liabilities | | | | |
| Cash | 4,723 | | | |
| Contributions receivable | 433,699 | | | |
| Accrued investment income receivable | 1,018,370 | | | |
| Accounts payable and accrued expenses | (280,853) | | | |
| Net transactions pending settlement | (7,398,763) | | | |
| Total | (6,222,824) | | | |
| Net assets, total | 684,030,478 | | | |
| Less: share to other employers | (25,465,563) | | | |
| Fair value of plan assets | \$ 658,564,915 | | | |

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2022:

| June 30, 2022 | | | | |
|---|-------------------|---|---|---|
| Description | Total Investments | Quoted Market Prices for Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| Unitized Pool Investments | | | | |
| Common stock | \$ 100,596,689 | \$ 100,596,689 | \$ - | \$ - |
| Preferred stock | 188,848 | - | 188,848 | - |
| Corporate bonds | 29,056,770 | - | 29,056,770 | - |
| U.S. Government and government agency obligations | 19,061,449 | 8,354,413 | 10,707,036 | - |
| Municipal bonds | 6,942,980 | - | 6,942,980 | - |
| Registered investment companies | 78,403,184 | 78,403,184 | - | - |
| Common/collective trusts | 10,757,561 | - | - | 10,757,561 |
| | 245,007,481 | \$ 187,354,286 | \$ 46,895,634 | \$ 10,757,561 |
| Investments measured at net asset value* | 345,270,118 | | | |
| Total | 590,277,599 | | | |
| Non-Pool Investments | | | | |
| Cash and cash equivalents | \$ 1,609,325 | \$ 1,609,325 | \$ - | \$ - |
| Common/collective trusts | 19,756,018 | - | - | 19,756,018 |
| Canadian Government obligations | 7,276,290 | 1,098,430 | 6,177,860 | - |
| Corporate obligations | 5,758,597 | - | 5,758,597 | - |
| Common stocks | 26,893,561 | 26,893,561 | - | - |
| | 61,293,791 | \$ 29,601,316 | \$ 11,936,457 | \$ 19,756,018 |
| Investments measured at net asset value* | 2,041,717 | | | |
| Total | 63,335,508 | | | |
| Other Assets and Liabilities | | | | |
| Cash | 501,562 | | | |
| Contributions receivable | 150,500 | | | |
| Accrued investment income receivable | 653,469 | | | |
| Accounts payable and accrued expenses | (285,030) | | | |
| Net transactions pending settlement | (9,278,436) | | | |
| Total | (8,257,935) | | | |
| Net assets, total | 645,355,172 | | | |
| Less: share to other employers | (22,598,388) | | | |
| Fair value of plan assets | \$ 622,756,784 | | | |

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

Investments valued based on Level 3 inputs consist of amounts held in a common/collective trust which is not publicly traded and for which the fair value is based on \$1 per unit of investment held. There were no changes in valuation techniques used during the years ended June 30, 2023 and 2022.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2023 and 2022:

| Changes in Level 3 Category | Common/Collective Trusts | |
|--------------------------------|--------------------------|---------------|
| | 2023 | 2022 |
| Beginning balance– 7/1/ | \$ 30,513,579 | \$ 34,203,966 |
| Net gains(realized/unrealized) | - | - |
| Purchases | 76,029,776 | 55,460,111 |
| Sales | (73,191,802) | (59,150,498) |
| Ending balance– 6/30/ | \$ 33,351,553 | \$ 30,513,579 |

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$800,116 and \$1,494,647 as of June 30, 2023 and 2022, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,313,961 and \$1,235,385 for the years ended June 30, 2023 and 2022, respectively.

Note 7. Postretirement Benefits

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

Related benefit costs for the years ended June 30, 2023 and 2022:

| | 2023 | 2022 |
|---|--------------|--------------|
| Reported as part of compensation expense | | |
| Service cost | \$ 3,215,000 | \$ 3,452,000 |
| Reported as other changes in net assets | | |
| Interest cost | 3,924,000 | 3,111,000 |
| Amortization of prior service cost | (1,316,000) | (1,357,000) |
| | 2,608,000 | 1,754,000 |
| Total postretirement benefit cost | \$ 5,823,000 | \$ 5,206,000 |

The accumulated postretirement benefit obligation and funded status at June 30, 2023 and 2022 are as follows:

| | 2023 | 2022 |
|---|---------------|---------------|
| Postretirement benefit obligation | \$ 89,448,000 | \$ 90,516,000 |
| Fair value of plan assets | - | - |
| Excess of postretirement benefit obligation over plan assets | \$ 89,448,000 | \$ 90,516,000 |

The above postretirement benefit cost does not represent the actual amounts paid (net of estimated Medicare Part D subsidies) of \$3,355,000 and \$2,968,000 for the years ended June 30, 2023 and 2022, respectively. Amounts of as June 30, 2023 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Net loss \$ 2,112,000

During the years ended June 30, 2023 and 2022, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$16,500,000 and \$16,000,000, respectively, for medical and prescription coverage for both active and retired employees.

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

| | 2023 | 2022 |
|----------------------|-------|-------|
| Discount rate | 4.50% | 3.50% |

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

| | 2023 | 2022 |
|----------------------|-------|-------|
| Discount rate | 4.50% | 4.50% |

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2023, were assumed to increase by 8.0% for medical, 5.5% for green shield, 5.0% for dental/vision, 5.0% for Medicare Part B premiums, and 3.94% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.94% over 20 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2023 by \$11,427,000 and \$1,228,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2023 by \$9,085,000 and \$937,000, respectively.

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

| | |
|---------------------------|--------------|
| Year ending June 30, 2023 | \$ 3,528,000 |
| 2024 | 3,724,000 |
| 2025 | 3,923,000 |
| 2026 | 4,134,000 |
| 2027 | 4,330,000 |
| Years 2028–2032 | 24,205,000 |

The International Union appropriated investments of \$267,747,000 at June 30, 2023 and \$252,518,000 at June 30, 2022 to pay for future postretirement benefit costs.

Note 8. Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2023 and 2022 are as follows.

| | 2023 | 2022 | 2021 |
|-------------------------|----------------------|----------------------|----------------------|
| Receivables | | | |
| Per capita tax | \$ 12,945,281 | \$ 10,393,692 | \$ 9,971,939 |
| Merchandise sales | 776,503 | 212,791 | 226,381 |
| | <u>\$ 13,721,784</u> | <u>\$ 10,606,483</u> | <u>\$ 10,198,320</u> |
| Deferred revenue | | | |
| Per capita tax | \$ 13,692,396 | \$ 11,144,644 | \$ 11,721,924 |
| Convention income | 6,000 | - | 2,023,486 |
| | <u>\$ 13,698,396</u> | <u>\$ 11,144,644</u> | <u>\$ 13,745,410</u> |

Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2018, these agreements were extended to December 2025. For the years ended June 30, 2023 and 2022, the International Union recognized as revenue \$621,020 and \$549,416, respectively.

Note 10. Litigation

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

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,700,000 and \$2,900,000, for the years ended June 30, 2023 and 2022, respectively.

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

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

Note 12. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates

through 2031, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

| | |
|---------------------------|--------------|
| Year ending June 30, 2024 | \$ 8,810,246 |
| 2025 | 7,987,888 |
| 2026 | 7,055,719 |
| 2027 | 7,100,087 |
| 2028 | 7,205,711 |
| Thereafter | 11,566,862 |

Note 13. Finance Leases

The International Union has entered into a master lease agreement for automobiles that qualifies as a capital lease arrangement. As such, the leased automobiles are capitalized and depreciated over their respective lease terms, and a liability is reported for the net present value of the future lease payments due. Remaining lease payments as of June 30, 2023 are due as follows:

| | |
|---|-------------------|
| Year ending June 30, 2024 | \$ 533,738 |
| Less: discount to present value (with a rate of 3.5%) | (18,049) |
| Total lease liability | <u>\$ 515,689</u> |

Total finance lease costs for the years ended June 30, 2023 and 2022 is as follows:

| | 2023 | 2022 |
|-------------------------------------|---------------------|---------------------|
| Amortization of right-of-use assets | \$ 2,691,727 | \$ 1,238,084 |
| Interest expense | 64,597 | 70,981 |
| | <u>\$ 2,756,324</u> | <u>\$ 1,309,065</u> |

Note 14. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

Note 15. Subsequent Events Review

Subsequent events have been evaluated through December 15, 2023, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

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WHO WE ARE

IBEW Sisters Join Fellow Tradeswomen in D.C. for Celebration, Solidarity

Solidarity, strength and sisterhood were on full display as nearly 4,000 tradeswomen — including almost 400 IBEW members — descended on Washington, D.C., for the 13th annual Tradeswomen Build Nations conference.

“It’s my favorite conference that I go to,” said Vancouver, British Columbia, Local 213 apprentice Michelle Abdallah. “This is the one that fills my cup for the rest of the year.”

It’s a sentiment shared by a lot of attendees. For a group of workers who often find themselves the only woman on a jobsite, attending a conference filled with thousands of women who work in the trades is a powerful experience, whether they are apprentices or seasoned journeymen.

“These events are important because it gives all sisters in the trades a sense of belonging and a reminder that they are supported,” said Jennifer Gray, director of the IBEW Civic and Community Engagement Department. “There is tremendous value in our sisters and siblings telling their story, and hearing others’ stories, that a job in the trades can truly change the trajectory of someone’s life.”

The December conference in Washington, hosted by North America’s Building Trades Unions, was the largest yet. Attendees



IBEW sisters from across the U.S. and Canada showed off their union pride as they marched through the streets of Washington, D.C. at the 13th annual Tradeswomen Build Nations conference.

“There is tremendous value in our sisters and siblings telling their story, and hearing others’ stories, that a job in the trades can truly change the trajectory of someone’s life.”

— Jennifer Gray, director of the IBEW Civic and Community Engagement Department

had 18 workshops to choose from, on topics including mentoring, child care and LGBTQ+ issues, as well as a session for allies. There were also affiliate caucuses and speeches from leaders like former House Speaker Nancy Pelosi and AFL-CIO President Liz Shuler, who’s also a member of Portland, Ore., Local 125.

“We need every woman in America to see that construction is for them,” Shuler said to a packed ballroom, commenting on how much the conference has grown from its original meeting of just a few hundred women. “We dreamed about filling a ballroom like this, and look at us now!”

For Tampa, Fla., Local 915 Recording Secretary Theresa King, a highlight was seeing younger tradeswomen getting energized and becoming leaders in their own right.

“It’s gratifying to watch the newer generation grasp just how much empowerment goes on at these events. It’s truly a celebration of the trades,” said King, who also serves as president of Florida’s Building Trades. “It gives them an opportunity to learn, meet other IBEW sisters, then

utilize what they learned and bring it back to their local and really show their worth.”

King also noted that more business managers are encouraging their male members to attend.

“It changes their perspective,” she said. “Now if a woman has a hard time, these men will be more apt to help them and not just say, ‘You’re not built for this.’”

One of the men in attendance, Houston Local 716 member Paul Puente — who also serves as executive secretary of the Houston Gulf Coast Building and Construction Trades Council — was there to learn best practices on recruiting more women to a NABTU apprenticeship readiness program he runs.

“There are a lot of barriers these ladies go through. We need to be cognizant of that,” Puente said, adding that he is looking at ways to provide child care and more wrap-around services, as well as create a safety policy that requires that everyone be

treated with dignity and respect.

Detroit Local 58 member Nick Chapital attends every year and encourages others to do the same. It’s important to hear the stories of his sisters, he said, especially if a union really wants to recruit — and retain — more women.

“It’s important for me to feel what they’re feeling,” he said. “Me being a male counterpart and advocate, I’m a minority in all this. The ‘my stories’ are very important ... and then saying: ‘Why is this happening? What can I do to change this?’”

Local 213 journeywoman Sheena Brown is used to trades conferences where she’s in the minority, surrounded by men, many of whom already know one another. It’s easy to forget just how many tradeswomen there are, she said.

“I’ve never attended an event like this with so many women, let alone all tradeswomen,” said Brown, who took advantage of the tattoo booth to get inked with a Rosie the Riveter design with a lightning bolt. “It’s such a special and supportive atmosphere. You make friends as soon as you walk around a corner.”

For a lot of attendees, the support network they build over those three days is one that sustains them throughout the year, until the next conference.

“Creating networks and friendships allows us to be there for each other, not just at the conference but

whenever a sister needs us,” said Toronto Local 353 apprentice Teri-Anna Libby. “To go from being strangers to exchanging contact information and hearing those words — ‘Call me whenever you need, sister’ — in the matter of a weekend is incredibly impactful.”

The conference also fosters a sense of sisterhood that transcends individual trades since so many women and nonbinary union members share similar jobsite experiences.

“There is something to learn from everyone you talk to at these events,” Brown said. “Regardless of their trade, or whether they have more or less experience, there’s always common ground and you start to feel less alone and more connected.”

Portland, Ore., Local 48 pre-apprentice Lauren Paine said she spent her flight home talking with other sisters about what they learned and how they can bring it back to their local.

“It was great seeing what other locals had done and how we can improve things,” she said. “I want to share the power of union trades. In numbers, we are so powerful.”

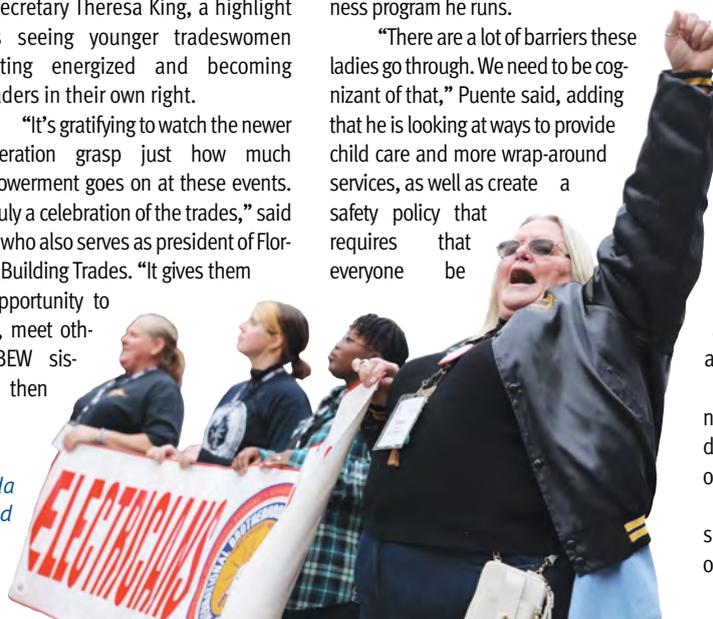
Paine said she hopes to attend the next conference in New Orleans in September, but in true Tradeswomen Build Nations spirit, added that she would gladly give her spot to a fellow sister who has never attended so she could experience it.

Local 353’s Libby said she wants as many women from her country as possible to attend next time.

“I’m coming back with 5,000 Canadians,” she said. “It’s so important for women from my local area to be aware of this network.”

Regardless of whether she hits that goal, Libby said she’s got the memory of the banner parade, where all the trades marched together through the streets of northwest D.C., with IBEW sisters chanting: “Who brings the power? We bring the power!”

“We were surrounded by the feeling of being a part of the IBEW family,” Libby said. “Our sisters are powerful, and I do not have a doubt in my mind that this generation of IBEW sisters is going to make history.” ■



Union Sportsmen’s Alliance Kicks Off Conference With Women’s Hike



More than 130 union tradeswomen from 19 states, Canada and Denmark came together for the Union Sportsmen’s Alliance’s All-Women’s Hike at Great Falls Park in northern Virginia.

More than 130 tradeswomen from 19 states, as well as Canada and Denmark, started their Tradeswomen Build Nations conference weekend with an all-women hike on the morning of Dec. 1, courtesy of the Union Sportsmen’s Alliance.

IBEW sisters were joined by women from 12 other unions on the River Trail at Great Falls Park in McLean, Va., about 10 miles from the conference hotel. Hikers were also entered in a drawing for a prize package that included a sleeping bag, camp stove, backpack, hydration pack and Danner boots. Kimberly McGraw of Laborers Local 238 in Spokane, Wash., was the lucky winner.

“We couldn’t be more pleased with how the hiking event turned out,” said USA CEO and Executive Director Walt Ingram. “Registration filled up so quickly, we had to reserve a third bus and order additional gift bags — a terrific problem to have.” ■