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THE INVISIBLE INJURY

Breaking the Stigma Around Mental Health



Hunter Fisk was barely 20 years old when he found his calling as a lineman and a home in Diamond Bar, Calif., Local 47.

"He was so, so proud. He felt like he'd arrived," his mother, Shana Fisk, said. "He had his dream job. He was part of a brotherhood. Guys told us repeatedly how funny he was, how witty he was, how he'd drop a one-liner in class and everyone would burst into laughter."

At age 22, outwardly in good spirits but masking relationship pain, Hunter ended his life. For his closeknit family, friends and co-workers, the shock and enduring grief are incalculable.

Their agony is widely shared in the building trades and utility work, where suicide and drug overdoses are claiming more lives than ever, outpacing the U.S. average for all working people.

"We've done a lot over the decades to improve on safety in the workplace itself, which is vital," said Local 47 Business Manager Colin Lavin. "But I think we kind of missed that other side — how people are doing in their regular life and the struggles they bring to work. And so how do we help in that space?"



HOW TO HELP

A guide on page 5

Between 2019 and 2024, Lavin lost 22 members to drugs and 20 to suicide. Other large locals also report double-digit tragedies, and none is immune.

Across the U.S. and Canada, locals increasingly are treating the situation as the emergency it is. From workshops to peer-to-peer support and other approaches that go beyond giving someone the phone number for employee assistance, members and staff are learning to recognize signs of trouble, build trust, and encourage struggling co-workers to take life-saving steps toward healing.

For Milwaukee Local 2150 Business Manager Jim Meyer, the wake-up call came a few years ago when a 52-year-old lineman took his own life.

"That's kind of where our focus started, because you look back in hindsight and ask yourself if there were warning signs," Meyer said. "I realized we didn't know how to provide the best help."

He put mental health on the agenda at meetings and conferences, and in May convened unit chairs and vice chairs for a statewide training session where he and his staff had a success story to share: how outreach, empathy, follow-up and union-employer cooperation pulled a veteran lineman back from the brink last year.

"He wasn't himself," said Local 2150 business agent Scott Reineck. "He was avoiding work. He was struggling with decision-making, just all kinds of different things that weren't his norm."

Reineck and others began visiting the man at home. "It probably took about a month to get him to understand that everybody's trying to help him," he said. "But we finally did get through to him."

MENTAL HEALTH STIGMA *continued on page 4*

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FROM THE OFFICERS

Serving All Our Veterans



Kenneth W. Cooper
International President

The IBEW has honored the sacrifices made by veterans in the United States and Canada for more than a century. We thank them for their service, but more importantly, we have helped put so many on a path to the middle class with careers in the electrical industry.

Veterans are ideal candidates for IBEW careers, with their sense of purpose, teamwork and dedication. Recruiting them is vital to grow our membership and our market share. That's just good business.

In recent years, we have stepped up our outreach to veterans. VEPP — the Veterans Electrical Entry Program — allows active-duty servicemembers to study our trade and then choose a training center closer to home with a year's apprenticeship credit once they leave the military.

That program is growing rapidly, with inside and outside training centers being added all the time to keep up with demand.

I want to see every inside and outside local union welcome these veterans into your training programs, and I believe we're on a path to getting there.

As part of this commitment, IST Noble and I have hired a new international representative dedicated solely to veterans' issues. You can read more from Brother Mike Smith, or Smitty, and his role on page 6 in this issue of The Electrical Worker.

His passion for helping others is obvious. Following a decade of service in the U.S. Navy, he's worked on veterans' issues inside and outside the IBEW.

For starters, any veteran who needs help — for instance, assuring that a veteran member is getting everything they are entitled to under the law — is encouraged to reach out to Smitty.

Locals in both countries also should reach out to him to find out how they can be more welcoming to veterans.

Working with veterans' committees at local unions in the U.S. and Canada and helping start new ones, Smitty and our veterans advisory commission members in each district stay abreast of programs to aid veterans.

But even with all the moves we've made in recent years, less than 10% of our local unions have a veterans committee. Forming one at your local is the quickest way to show veterans you care. These committees are the conduit between veteran IBEW members and the union's leadership.

When Paul and I hear from a local's veterans committee, you'd better believe we listen.

Smitty will be working closely with these committees, VEPP and other programs like Helmets to Hardhats to ensure that veterans have more pathways into the IBEW and a voice within the union once they are in.

This is personal for me. Many of you have heard me speak of the veterans in my family. I've seen the sacrifices they've made for our country.

Our Brotherhood has much to be proud of when it comes to honoring the men and women who have served our two nations. We also have so much more to give. ■

Let's Talk Mental Health

As IBEW members, we're familiar with hazards on the job. In fact, safety is what our union was founded on. And as leaders in our industries, we strive for excellence, even in exceptionally difficult circumstances. It's who we are.

But sometimes that drive for perfection takes its toll on our mental well-being. And sometimes there are things in our lives that can't be left at home that contribute to stress and other conditions.

Whether it's a personal crisis, an injury, or just work and life stresses piling up, we need to recognize the significance of mental health in the workplace. As you'll read in this issue's cover story, the construction industry suffers from some of the highest rates of suicides and overdoses.

The need to be the best, the cyclical nature of the work, the tough-guy mentality, the injuries that aren't completely healed before returning to work — they can all add up. And too many of our brothers and sisters are suffering and dying for us to look away.

That's why we're doing our part to break the stigma around mental health. Getting help for psychological stress should be treated the same as getting help for a broken leg. In fact, suicides and overdoses claim many more lives than on-the-job injuries.

All too often, you'll hear that someone has taken their life and nobody saw it coming, nobody knew they were in pain. Or maybe you saw that your tool buddy was acting a little different, but you didn't want to upset them by bringing it up.

That's understandable, but we need to do the opposite. We need to speak up and check in with each other. We need to let our brothers and sisters know that we see them and we want to help.

The IBEW is doing its part by offering mental health coverage through the Family Medical Care Plan, and we're expanding that care. With North America's Building Trades Unions, we're backing new research into mental health in the trades and working to learn more about why our industries are affected at a disproportionately high rate.

And as you'll read in this paper, we've also added a dedicated member of staff to work with our veterans to ensure that they can thrive in the IBEW.

We want to make sure that every one of our members has the resources they need to get and stay well. Most importantly, we want everyone to know that it's OK to not be OK, and that the IBEW and your sisters and brothers have your back, no matter what.

If you're struggling, reach out to your friends, your local or an employee assistance program if you have one.

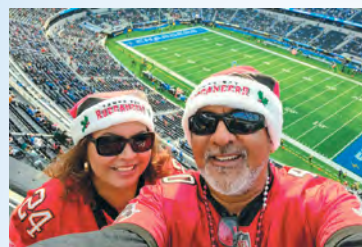
Asking for help isn't a sign of weakness. It's an act of courage. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Marco Zarate, journeyman wireman
Los Angeles Local 11



“I always wanted to be part of a union. After working as a foreman in concrete construction, I started work on a nonunion job, and one of the brothers who was in the union talked to me about what membership could do for me.

He told me about the benefits, the pay and the fact that I

wouldn't have to go to the boss to ask for a raise — that raises would come with every contract.

Learning these things led me to join Local 11. As an apprentice in the training program, I got a classroom education, along with hands-on trade experience and a paycheck. My union membership has allowed me to save money, support my family, and offer better opportunities than I had to my two daughters and son.

Now, when I work with apprentices, I tell them what I was told: 'Don't worry about the money — it will come on its own.' We don't have to ask for a raise, the money comes in automatically, and you can count on it.

My experience as a foreman helped me learn to talk to anybody, and I've learned that talking to everyone with respect is the way to get the best knowledge. Maybe for these reasons, Mitch Klein (former business representative at Local 11) saw something in me. I like to go to the union meetings, and he saw me being active, participating in the meetings. So he asked me if I was interested in being a steward, and I said, 'Yeah, of course.'

As shop steward, I'm the representative between the union and the union workers. I make sure the shop, the company that we work for, honors our agreement. And if any of our brothers and sisters have questions about the union — about meetings, our retirement, our benefits, about our tools we need to bring to work — I'm there to answer them.

Recently a brother joined our crew, and it was his first time at our jobsite. He has been in the union for a long time, so he has a lot of hours and is ready to retire. However, he traveled outside Local 11 for work, and he was under the impression that those hours worked outside his local wouldn't show up in his work history, affecting his retirement plans.

I told him, 'I don't think that's completely accurate,' and I knew it right away. I had checked my hours a while back on a website that shows your history of work from your union start date to the present. We looked together at the site and found his history, and those traveler hours were showing.

He was really happy, and I was, too, for knowing the answer. I'm very glad to help because it helps me to be prepared for my retirement. I'm learning as I go.”

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



\$7 BILLION

The amount of funding allocated for electric vehicle charging infrastructure in 2022's Inflation Reduction Act. The fate of this funding is in jeopardy under the current administration.

See “Curbside Charging in San Francisco Delivered at Hall's Doorstep” on page 8.

Tough Conditions No Match for New Orleans Members Renovating Iconic Bridges

With the New Orleans skyline in the background, the iconic Crescent City Connection bridges are lit up after Local 130 members installed a new lighting system.

Local 130's Work Even Changed Some Minds About Slow Traffic

The dual-span Crescent City Connection is a New Orleans landmark and among the most photographed bridges in the world.

Despite challenging conditions, New Orleans Local 130 members rallied to replace the bridges' old lighting system with modern LED lights that change colors.

Deadlines were tight. Public officials allowed crews to work only during a four-month period last year in the hot and humid Louisiana summer, when school was out and traffic would be least affected.

Some electricians were more than 100 feet above the cars passing by while installing the new lights. That's no picnic, but it might have been preferable to what was beneath them.

Underneath the bridge, their union brothers were beneath the pavement in spaces not much larger than a closet. While peering down at the Mississippi River, about 170 feet below, they pulled the old cable, then installed new cable trays in tight areas.

"It was definitely where the rubber met the road," said Local 130 member John Bilich, a foreman for signatory contractor Frischhertz Electric, who supervised work underneath the bridge. "That crew worked harder than any other crew I've ever seen."



Field foreman John Bilich, left, and Local 130 apprentice Juan Gomez pull the primary feeders and feed the tray cable from the roadway to the catwalk below the bridge.

Plus, there were a few upset people to deal with. The bridges were never totally shut down, but many commuters didn't care for the closed lanes, often expressing their displeasure at the construction workers themselves. New Orleans television stations aired their complaints, while also airing comments from state and local officials talking about the necessity of the work. The lights were virtually

unchanged from the time each bridge opened and were damaged by Hurricane Ida in 2021.

"We got a lot of name-calling from drivers out there," said Travis Jacob, a Local 130 member and general foreman for Frischhertz.

"It wasn't for the faint of heart," said Kenneth Mercadal, another Local 130 member who served as a foreman on the project.

Yet, as IBEW members have done for more than 130 years, they performed their work at the highest level, even in those sometimes-dangerous conditions.

Work was finished on the \$23 million project ahead of time, traffic was back to normal by November, and the lights were fully functional by the Super Bowl in February, providing a stunning backdrop for Fox Sports and other news outlets on the scene.

And those Local 130 members said they would do it again — not just for the good wages, but for what the two bridges mean to New Orleans, the breathtaking way they frame the city and their importance to the entire transportation system along the Gulf Coast.

"To be able to say you changed the horizon of New Orleans forever is pretty cool," Jacob said. "One day, my grandchildren will drive around and say, 'Grandpa did that.'"

"It was a once in a lifetime experience," he added. "We had no issues with tardiness and absenteeism. Everyone we had wanted to be there."

The original Crescent City Connection opened in 1958, with a second span opening next to it in 1989. They each are 13,428 feet in length — about 2½ miles — and the southernmost bridges to cross the Mississippi.

It's difficult to overstate their importance in getting people around, not just in New Orleans but in much of the South. More than 63 million cars annually cross the bridges.

But that is just part of what makes them special. The cantilevered bridges frame the New Orleans skyline and are regularly seen in movies, television shows and portraits from the Big Easy. They have served as a way in and out of town when hurricanes and tropical storms close other routes, most notably Hurricane Katrina in 2005.

"When you see that big bridge, it's almost like it stands off by itself," Local 130 Business Manager Rodney Wallis said.



New Orleans Local 130 apprentice Shaun Rice, front, and journeyman wireman and field foreman Jaff Faulstich install cable trays on the support brackets to prepare for the installation of the necklace lighting wiring.

Wallis credited many of Local 130's apprentices for stepping up and filling the jobs on site, especially when it came to transporting materials. The work wasn't for everyone. The height and extreme conditions could be taxing both mentally and physically.

"The part you can't anticipate," Mercadal said, "is when you are on the bridge and you are working out there, it constantly shakes and vibrates. When a cement truck rolls by, you feel it."

Keep in mind that Mercadal sometimes experienced that feeling while being tied off in a safety harness when installing the new lights, which had to be set at a specific angle. Even being off one-quarter of an inch would mess up the lighting pattern, he said.

Local 130 journeyman wireman Jeff Faulstich, another foreman for Frischhertz, said having the right tools and supplies on hand from the beginning was crucial. Finding replacements and getting them to the bridge in a fast manner was close to impossible.

"It had to be planned right," Faulstich said. "You're on a certain time frame. Once you're there, you want to have all the materials you're going to need to put the job in."

Beneath the bridge, Bilich's crew had to drill holes in the steel supports, using a specially made Milwaukee Tool hole punch that saved him from using what he suspects would have been thousands of drill bits.

The cable trays were lowered down the side of the bridge, where crew members would take them and pass them assembly-line-style down a catwalk to where they would be installed with a Unistrut framing system designed for the project.

"For a lot of the bridge, we couldn't use a half-inch steel or 3-inch clip," Bilich said. "We had to buy special beam clamps that were really large when you open them up."

There were some long days. Crew members were instructed to drink plenty of fluids that kept them hydrated. They also were instructed to go back atop the pavement if they needed a breather.

But Bilich said no one complained.

"I would tell them in the morning, 'Guys, we need you,'" he said. "I need you to be up there swinging and hitting home runs. They stepped up and made it happen."

Some of those drivers and commuters upset by the short inconvenience eventually came around, too.

Near the end of the project, Mercadal was handing tools to a crew working on a part of a bridge that extended over land. A group of women out for a walk noticed and asked them if they had been working throughout the summer.

"Yes," a crew member responded.

"They said they had been mad and cursing about it," Mercadal said. "But now that they saw it, they appreciated it. They said, 'You guys really did a good job.'"

City officials celebrated the Super Bowl by making the lights red on one bridge and dark green on another, celebrating the Kansas City Chiefs and Philadelphia Eagles.

Those kinds of moments were made possible by Local 130 members, who ensured that the landmark bridges will continue to light up the New Orleans sky. ■

Continued from page 1

THE INVISIBLE INJURY

Breaking the Stigma Around Mental Health

INTERNATIONAL leaders and staff also are making mental health a top priority, jarred by research showing that construction workers suffer some of the highest rates of anxiety and depression and the lowest rates of seeking help.

"The number-one job of the IBEW is our members' safety, doing everything in our power so they can go home healthy and whole every day," International President Kenneth W. Cooper said. "That absolutely includes mental health, even if we haven't always talked about it openly and directly. Well, those days are over."

A preliminary study published last September by the research arm of North America's Building Trades Unions found that just 5% of trades workers had consulted a mental health professional, compared to 22% for the general population.

The industry's demands, dangers and feast-or-famine instability — long days for weeks on end, then no jobs for a period — feed workers' stress, as do lonely stretches away from home for traveling trades workers and utility crews doing storm restoration.

Those tensions can create or pile on to personal troubles that workers commonly bury, fearing they will appear weak or put their job at risk in an industry that values strength and grit.

In Hunter Fisk's case, he talked about relationship problems at work but hid the ways he felt humiliated. "He told them things that guys can relate to like, 'We were up fighting all night,' but not about the shame," Shana Fisk said.



An outwardly cheerful lineman and proud member of Diamond Bar, Calif., Local 47, Hunter Fisk was just 22 when he ended his life in 2023.

Helping IBEW brothers and sisters get past stigma, shame and other roadblocks to recovery is a key component of training, which typically follows a decades-old framework developed for suicide prevention among police and firefighters.

"We need to start a conversation that's louder and stronger than it is now," said International Representative Jim Watson, who runs workshops on mental health. "You can't make things worse by talking about it."

Meyer drives home that point with his Local 2150 members and staff, whether or not they've been through training.

"Everybody's always afraid of saying the wrong thing," he said. "I hear



Above, a meeting of the Boston Local 103 recovery and sobriety group. At right, the sobriety group raffles off a teddy bear and a heart full of candy on Valentine's Day.

from people all the time: 'Well, I don't want to go up and bug that guy, because the worst thing that could happen is that I walk up and he doesn't have a problem. He's a just having a bad day.'"

In fact, Meyer tells them, that's the best-case scenario — annoying someone who turns out to be otherwise fine.

"Somebody taught me this, and it's one of the most profound things I've ever heard," he said. "The worst thing that can happen is that you're right. Because that means this guy's in crisis."

JAY FRASIER knows the pain from both sides. The director of Boston Local 103's recovery and sobriety program, he suffered a breakdown and sought help after the local lost three journeyman wiremen in less than two weeks in 2023.

One man hanged himself just hours after speaking with Frasier. Another took a fatal dose of drugs while Frasier tried in vain to talk him down by phone. Then he noticed a member missing from his recovery group. Unknowingly, the man had taken a pain pill laced with a deadly amount of fentanyl.

Frasier, also a journeyman wireman, stopped eating and sleeping, eventually collapsing on his kitchen floor. For two hours, he struggled to call for help. "The phone felt like it weighed a thousand pounds," he said.

His path back began with Local 103's employee assistance plan. EAPs are confidential, free or low-cost programs through employers and unions that help people begin to address personal, job and substance use problems.

Next, Frasier took the difficult step of seeing a psychologist. Despite years counseling others, he felt self-conscious and worried that the receptionist was judging him.

But he stuck with it and now shares his story widely, helping construction workers see that they are no more immune to emotional trauma than anyone else.

"I think I went through that so I could do this," Frasier said. "The more we talk about it, the more we break the stigma."

ONE WAY of measuring the toll that construction work takes on the body is drug use in the trades. What starts as an opioid prescription for pain can quickly become a deadly addiction.

The building trades make up about



7% of the U.S. workforce but account for 16% of opioid overdoses, according to the nonprofit Center for Construction Research and Training.

Known as CPWR, the center also found that substance use in the construction trades is more likely to contribute to suicide than in other industries.

A potential game-changer is being studied in Canada, where Victoria Local 230 is working with the British Columbia and federal governments on a "green health" initiative to reduce opioid use among construction workers.

Together with the Vancouver Island Construction Unions, Local 230 secured public funds for a counseling program and then a dry needling clinic that first opened in the local's hall. The process is an alternative form of pain management similar to acupuncture.

Local 230 also offers BuildStrong, a confidential app that serves as a welfare check for members who need help. An "alone timer" function alerts medics if a user is unresponsive.

"I think of Local 230 as a 'cradle-to-grave local,'" Business Manager Phil Venoit said. "We can be like a big brother who's looking after a member's best interests."

His local has taken on mental health and drug issues for years, from hosting Watson's workshops to training members to administer naloxone, or Narcan, which can reverse overdoses if given quickly.

"To be Canadian is to be about caring," Venoit said. "If there's something we can do, a better way to help the membership, then that's what we'll do."

AS LOCAL 230's efforts demonstrate, fighting for public policies and funding is a vital part of mental health advocacy.

Where family and paid leave laws are present, CPWR found a lower suicide

rate among construction workers, especially for women. For men, primarily, laws limiting opioid prescriptions also had a positive effect.

In Minnesota, a state with some of the nation's strongest workers' rights and safety laws, the Legislature in May was considering an IBEW-supported bill that would invest \$1 million in mental health resources for construction workers, including peer support initiatives, training and outreach.

Industry leaders also are taking the issue seriously, funding research, publishing articles, maintaining resource-rich websites and, since 2020, sponsoring Construction Suicide Prevention Week every September.

Construction CEOs, NABTU and the American Foundation for Suicide Prevention also have formed an advisory council to discuss strategies and goals for improving mental health.

"The high rate of suicide in the construction community demands that we find new and better solutions that prioritize mental health as much as we do physical safety," Bechtel Chairman and CEO Brendan Bechtel said at the council's first meeting in March.

As NABTU President Sean McGarvey put it: "The well-being of our workforce is at the core of everything NABTU does. Addressing the crisis requires taking critical steps together as an industry to ensure that every worker has access to the resources, education and support they need."

Union and industry leaders stress that focusing on mental health is essential not only for affected members but for everyone's safety on a worksite. For electricians, who strive for perfection under pressure, the risks are especially

steep. A mistake can cause devastating injuries, if not death.

"We have a high expectation of excellence," said Tarn Goelling, an international representative in the Safety Department. "It's something to be proud of. At the same time, it's part of why we have to be aware of the effects on mental health."

ACCIDENTS themselves are a threat to mental health. Whether jobsite tragedies, natural disasters or first-responder calls for linemen when power lines trap people inside crashed cars, such events commonly trigger post-traumatic stress.

For Local 47 member Hugh Chandler, 33, the trauma was fatal.

A lineman's rodeo champion, a happy and proud IBEW brother, and a man described as an "idol" to others for his kindness and desire to help solve people's problems, Chandler was also an addict.

He'd struggled with drugs even before age 14, when he came to live with his sister and her husband, Local 47 journeyman Dean Owens. Several rounds of rehab and his family's love and support helped him improve at times.

But the near-deadly electrocution of a close friend and IBEW brother sent Chandler spiraling downhill.

A shock sent the man slumping to the floor of a bucket truck opposite Chandler's while on a transmission line crew that also included Owens. He recalls the scene in harrowing detail: the initial horror, Chandler cautiously lifting their brother out of the bucket and the two of them performing CPR. Together with their crewmates, they saved the man's life, though the injuries ended his career.

"That incident kicked Hugh down into an entirely different hole," Owens said. "It just consumed him. He distanced himself from us. I think he went straight back to addiction, rather than dealing with the reality of what we went through."

Days after Christmas 2024, Chandler was found dead in his RV. Owens believes he unwittingly took opioids laced with something stronger.

"He was my best friend and my brother," he said. "For me, it's just a black hole. I'm always missing the



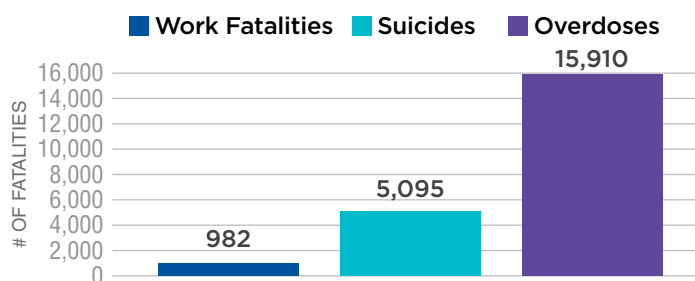
Lineman's rodeo champ Hugh Chandler did his job so well that few people knew he'd long struggled with substance use.



At left, St. Louis Local 1's hall is lit for September's National Suicide Prevention Month. Stickers to raise awareness, like the one pictured on a Local 1 helmet, are among the ways members promote employee assistance programs and the 988 crisis hotline.



Fatalities by cause among construction workers 16 to 64 years old, 2023



Work fatalities account for far fewer deaths in construction than suicides and overdoses, which together claimed more than 20,000 lives in 2023.

Source: Center for Construction Research and Training

passenger in my truck. I'm missing my work partner. I'm missing my buddy."

He said Chandler was a master at concealing his drug use and his work was impeccable. Had someone on the job noticed and reached out to him, "he probably would have denied it."

But Owens urges people to try.

"Dig deeper. Get closer. Find a way to make your time available," Owens said. "Do the dinners, check up on them at home, pick them up in the mornings. Just be there, be present."

BY ALL ACCOUNTS, a traditionally "tough guy" culture is one of the trades' major hurdles to dealing more openly with mental health and drug use.

"We work in an industry with a 'Suck it up, princess' mentality," said Watson. "A lot of men take pride in being able to work through pain. And if you want to retire, you can't miss work."

Treating mental health as a safety issue may be one way to break through, said Mark MacNichol.

The subject was a recurring theme at the IBEW Safety Conference in March, where MacNichol found participants eager to learn and share.

Natalie Anaya was one of them. A Los Angeles Local 11 member, she joined the local's Safety Committee after hearing mental health discussed at a tradeswomen's conference.

"I didn't know that mental health was under the same safety umbrella," said Anaya, an inside wirewoman. "It definitely needs to be talked about a lot more."

Members and experts alike say the trades' growing diversity — a point of pride for the IBEW — requires different approaches to mental health. Watson has found, for example, that both men and women are less likely to share their feel-

ings in a mixed-gender group.

For people of color, a history of racism in medicine can be a roadblock to seeing a therapist and contribute to a culture of silence. For military veterans, trauma can be a major factor; more than 6,000 die by suicide every year in the United States.

Watson said affinity groups can be ideal places for people to open up and feel like they're being heard, noting the IBEW Strong initiative and the thriving women's, equity and diversity, and veterans committees.

"There's nothing wrong with focusing mental health awareness among groups," he said. "That's often where it starts."

AS LOCALS tackle mental health, there's ample opportunity to learn from each other.

Riverside, Calif., Local 440, for instance, runs a support group via Zoom where members can talk about whatever is on their mind. A dedicated Facebook page makes it easy to communicate between meetings and draw in others who need help.

"It's a way for us to be there for each other," said Bernie Bolland, assistant business manager and organizer. "It's important to know that it's OK to not be OK, and that there are people who will go out of their way to help you if you ask."

Meanwhile, locals are promoting EAPs through posters, cards, coins, helmet stickers, websites and social media. Oklahoma City Local 1141 features its EAP on its homepage, along with the 988 suicide and crisis lifeline that provides free help 24/7 in the U.S. and Canada.

"We want to plant that seed. If a member needs help or knows of someone in need, hopefully they'll remember that information," Local 1141 Business

Manager Dwayne Wilcox said.

As a union founded on the importance of safety and one steeped in solidarity and the ethos of having each other's backs, Watson said, the IBEW is uniquely positioned to address the mental health crisis.

"Organized labor is an agent of change. There wouldn't be workplace safety without us," he said. "This is just another issue we need to take on."



Riverside, Calif., Local 440 created a sticker to help promote its mental health support group, which started about three years ago.

CURRENTLY, the IBEW is setting up a mental health advocacy program through the Family Medical Care Plan, which has long provided mental health benefits. Recently, the plan added Talk Space, a telemedicine service for members who aren't ready or able to see a therapist in person.

"There's a lot of stigma around mental health, and some people don't want to be seen walking into a counselor's office," said Darrin Golden, FMCP executive director.

He, Cooper and International Secretary-Treasurer Paul Noble emphasized their concern for members' mental well-being in the May episode of the new IBEW podcast, "The Line — Leadership to Membership."

"Mental health is just as important as physical health," Cooper said. "I think it's more and more in people's minds and their hearts than it's ever been." ■

"The number-one job of the IBEW is our members' safety.... That absolutely includes mental health, even if we haven't always talked about it openly and directly. Well, those days are over."

— International President Kenneth W. Cooper

Suicide Prevention in Construction

5 Things You Should Know

1

BE AWARE

Everyone can help prevent loss by suicide.

Mental health and suicide can be difficult to talk about — especially with work colleagues — but your actions can make a difference. When you work closely with others, you may sense when something is wrong.

2

PAY ATTENTION

Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, social media posts, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.

3

REACH OUT

Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, be compassionate, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), Member Assistance Program (MAP), the human resources (HR) department, or a mental health professional.

4

TAKE ACTION

If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the **988 Suicide & Crisis Lifeline**.

5

LEARN MORE

Suicide prevention resources are available.

- Call or text the **Suicide & Crisis Lifeline at 988**.
- Visit the American Foundation for Suicide Prevention website (www.afsp.org) and the Construction Industry Alliance for Suicide Prevention website (www.preventconstructionssuicide.com) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.
- Visit OSHA's website (www.osha.gov/preventingsuicides).

Source: OSHA



Instagram



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IBEW Hour Power



ElectricTV

A Q&A with Mike Smith

New IBEW Appointee Has Veterans' Backs

For the first time in its history, the IBEW has an international representative whose entire focus is on veterans' affairs.

Mike Smith began his duties Nov. 1. Brother Smith served in the U.S. Navy for 10 years, including a stint aboard a guided missile cruiser in Operation Desert Storm, and left the military as a petty officer first class. His father was a Korean War veteran, an uncle is a Vietnam War veteran, and he has three brothers who served in the military.

He was the training director at Geneva, N.Y., Local 840 and vice chair of the Third District Veterans Committee at the time of his appointment. The Third District includes Delaware, New Jersey, New York and Pennsylvania.

He recently talked with The Electrical Worker about how the IBEW is working to improve its outreach to veterans, both current and potential members. Some answers have been lightly edited for clarity.

Electrical Worker: *What is the importance of your position for all of our members?*

Mike Smith: It lets them know there is someone on payroll whose sole duty is advocacy and outreach for veteran members. Whether it be an issue of someone's GI Bill or someone not getting the benefits they are entitled to, we'll get it solved. I'm like a trouble-shooter in that maybe it's easier for me to figure it out than someone out in the field.

EW: *You've made it clear that any veteran of the U.S. or Canadian military who is a member can contact you, right?*

MS: Absolutely. That was in my speech at the Construction and Maintenance Conference. If a veteran member calls me, and I've had some veteran members call, they know me. They know Smitty can help with this, and I'll do what I can do. [Smith can be reached at 202-728-6096 or Mike_Smith@ibew.org.]

EW: *Part of your duties is to work with local unions to ensure that they have someone registered with the Department of Veterans Affairs who certifies a veteran's on-the-job training hours so he or she is getting the full benefits of the GI Bill during their apprenticeship. How important is that to ensure that a veteran makes a successful transition into the trade?*

MS: Very important. I certified those OJT hours at my local. The post-9/11 GI Bill pays a housing allowance that's based on where you live. You will get a larger allowance when you live in an expensive place like San Francisco as opposed to Geneva, New York, but it gives you some stability during your apprenticeship. A \$1,000 book stipend is also a benefit.

EW: *Officials from programs like VEEP — the Veterans Electrical Entry Program — and Helmets to Hardhats have data that shows there's overwhelming interest in veterans in joining the skilled trades and especially the IBEW. Yet there are not nearly enough openings in apprenticeship programs to meet that demand. How do we address that?*

MS: VEEP is still not widely accepted throughout the IBEW. A lot of locals reserve their right to hire who they see fit for their local. I respect and understand that.

What we're trying to offer with the VEEP program is a pre-screening. The successful applicant completes their [pre-apprenticeship] program, whether it's hybrid or in-person or online. They show they want to be part of the IBEW.

A lot of locals don't like direct entry. But VEEP graduates upon entering an IBEW/NECA apprenticeship are still under a 2,000-hour probationary period, like any other apprentice. That gives the local the leverage to see if this person works out, veteran or non-veteran. They still have that system of checks and balances. They can still honor the VEEP program and be an accepting local.



Marine veteran Alex Hernandez, right, used a Skillbridge program to become a member of Orlando, Fla., Local 222.



"It lets [IBEW members] know there is someone on payroll whose sole duty is advocacy and outreach for veteran members."

— Mike Smith, international representative for veterans affairs

EW: *Some local unions would point out they have their own veteran outreach programs and they believe they've been successful. What do you say to them when they question the importance of VEEP?*

MS: I would just say, "Be part of the Brotherhood." There's strength in numbers. The more we have, the more strength we've got. Right now, we have 63 Veterans Committees out of more than 700 locals in the IBEW. We want to grow.

Those committees are important. I call them my conduits. I can directly talk to a local through their committee. If I email their chairman with a question about their local, they can bring it up to the members themselves. They want to hear from their own people.

EW: *How do outside construction and utility work fit into all this?*

MS: We have three outside training locations with our partners across the United States, and companies we work with all have expressed a desire to hire more veterans. We're having some success, but we're reaching out to programs like VIPER [a veteran-run non-profit founded by an IBEW member that assists service members' transition to civilian life]. We are discussing a skill bridge pathway so VEEP can get a cohort started in utilities.

EW: *How does Helmets to Hardhats — an initiative by 15 building trades unions, including the IBEW — help with outreach to veterans?*

MS: They're kind of like an umbrella organization. Helmets to Hardhats is not a job referral but a job information deal. You register with Helmets to Hardhats, and they reach out to different programs like the IBEW's VEEP, UA's Veterans in Piping (VIP) or the sheet metal workers'

SMART Heroes program for opportunities. Our Membership Development Department uses Helmets to Hardhats data to reach out to prospective members. It's a great organizing tool.

EW: *IBEW leaders have long believed that we aren't just helping veterans by bringing them in, but that veterans are the ideal candidates for membership and careers in the skilled trades. What does that mean to you?*

MS: When I started my apprenticeship. I had to get back to the books. I used some of the things I learned in the military on how to study. I would sit there at 4 in the morning at my dining room table with the Labrador retriever at my feet, and I would be studying. The house was quiet because I had three small ones and my wife — they would be all sleeping.

I got that from the military. You have a structure that is laid out for you. You have to do it. There's no saying no. You just go through with it. I think a lot of the veterans coming in, they know when to get up and they know what is expected of them when they get there. You always have training in the military. You're always sharpening your skills. That's what we do in the IBEW.

EW: *Is there a message you would like to give to our Canadian members about the importance of veterans there?*

MS: My focus on our sister and brother Canadian veterans is just as vigilant as our U.S. veterans. Recently I found two resource guides for members of the Canadian Armed Forces and its veterans and forwarded them to the First District chair for further dissemination throughout the district.

VEEP opportunities are in Canada, as well as Helmets to Hardhats. Congressional and parliamentary acts regarding veterans are ever-changing. I'll stay on top of it! ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Finds Common Ground With Saskatchewan Leaders to Upgrade Training

The IBEW's work to enhance electrical training programs across Canada reached a milestone last fall, when it signed a letter of intent with the Saskatchewan government to partner in upgrading the province's apprenticeships in electrical, powerline and nuclear.

The IBEW has a similar agreement with the provincial government in Ontario, in which the Progressive Conservatives have a majority. The Saskatchewan Party, the majority party in the Saskatchewan Assembly since 2007, is a historically conservative party.

First District International Representative Chris Taran credits part of the win in Saskatchewan to elected leaders realizing that skilled union labour is essential to meeting the increased demands on the electrical grid.

He also credited the IBEW in Canada making it a priority to strengthen relationships with governments not traditionally viewed as allies since First District International Vice President Russ Shewchuk was elected at the 2022 International Convention.

"That hard work is coming to fruition," said Taran, who previously was training director at Winnipeg Local 2085, when Shewchuk was business manager there.

Saskatchewan has committed at least \$2.34 million in funding thus far, Taran said. Each local in the province will receive about \$560,000 to go toward tools and equipment.

"A lot of governments have realized there's a lot of work ahead of us in terms of infrastructure, keeping the power grid going and adapting systems for the future," he said.

Negotiations continue between IBEW officials and the province, but Taran said they are nearing a formal agreement. Unlike in the United States, most electrical training in Canada is provided by community colleges before apprentices earn their Red Seal designation, signifying the highest level of journeyman electrician.

In Saskatchewan, the provincial government is expected to provide most or all of the funding to the IBEW. Local unions will use it to upgrade training facilities and provide instruction themselves.

"It's time for labour groups and unions to work with parties in power," Taran said. "We must show up and provide support, or the circle never changes and we'll miss out on opportunities for our members."

Regina, Saskatchewan, Local 2067 Business Manager Tyler Holmen said the initiative is especially needed in powerline construction. Local 2067 has a long history of representing

employees at SaskPower, but the company stopped providing training for line workers a few years ago.

Holmen said a local community college made a good-faith effort to fill in the gap, but it proved overwhelming. The combination of government funding and IBEW expertise should make the training better than ever, he said.

For Saskatchewan officials, the agreement is a chance to provide residents with training at the highest level and raise the success rate for apprentices overall.

Only about 54% of construction apprentices finished their training in recent years, even with increased investment in the province.

"IBEW training in other provinces has delivered exceptional results with a high rate of success, and we expect this training will show similar results here in Saskatchewan, to build an even stronger skilled trade labour force, which will

support our strong and vibrant communities," said Jeremy Harrison, the province's immigration and training minister at the time the letter was signed.

Shewchuk had met with officials at the highest levels of the Saskatchewan government in recent years, including Premier Scott Moe.

"It was an open discussion," he said. "We met to review some of the challenges they were facing and how the IBEW could provide solutions. From there, the dialogue continued to evolve."

Work will continue to forge similar agreements.

"We've developed a recipe for success that can be replicated across the country," Shewchuk said. ■

First District International Vice President Russ Shewchuk, left, with Saskatchewan Premier Scott Moe.



Share your IBEW news!

IBEW Canada is seeking impactful stories from local unions and members. Please contact Shaina Hardie at Shaina_Hardie@ibew.org.

La sensibilisation mène à l'amélioration des formations en Sask

Le travail de la FIOE pour améliorer les programmes de formation a franchi une étape importante l'automne dernier au moment où une lettre d'intention a été signée avec le gouvernement de la Saskatchewan dans le but d'améliorer les programmes d'apprentissage de la province dans le secteur de l'électricité, des lignes électriques et du nucléaire.

La FIOE a une entente similaire avec le gouvernement provincial de l'Ontario où les progressistes-conservateurs sont majoritaires. Le Parti de la Saskatchewan, parti majoritaire à l'Assemblée depuis 2007, est un parti historiquement conservateur.

Chris Taran, un représentant international du Premier District, attribue une partie de la victoire en Saskatchewan aux leaders élus qui reconnaissent qu'une main-d'œuvre qualifiée est essentielle pour répondre à l'augmentation de la demande du réseau électrique.

M. Taran félicite le fait que depuis que le vice-président international Russ Shewchuk a été élu lors du Congrès international en 2022, la FIOE s'est donnée comme priorité de renforcer les liens avec les gouvernements non perçus traditionnellement comme des alliés.

« Ce travail acharné se concrétise », déclare M. Taran, qui fut le directeur de la formation à la section locale 2085 à Winnipeg où M. Shewchuk était

le gérant d'affaires.

À ce jour, la Saskatchewan s'est engagée à verser 2,34 millions de dollars en financement, mentionne M. Taran. Chaque local dans la province recevra environ 560 000 \$ pour investir dans les outils et les équipements.

« De nombreux gouvernements se rendent compte que beaucoup de travail reste à faire en matière d'infrastructure, de maintenance et d'adapter les systèmes pour l'avenir », dit-il.

Les négociations se poursuivent entre les leaders de la FIOE et la province et ils sont proches de signer une entente formelle, exprime M. Taran. Contrairement aux États-Unis, la plupart des formations en électricité au Canada sont dispensées par des collèges communautaires avant que les apprentis et apprenties n'obtiennent leurs désignations Sceau rouge; c'est-à-dire, le niveau le plus élevé pour un compagnon électricien.

On s'attend à ce que tout ou en partie du financement à la FIOE provienne du gouvernement provincial de la Saskatchewan. Les sections locales s'en serviront pour moderniser leurs centres de formation et dispenser eux-mêmes les instructions.

« Il est temps que les organisations syndicales et les syndicats travaillent avec les partis en pouvoir », prononce M. Taran. « Nous devons être

présents et fournir du soutien sinon nous stagnerons et raterons des occasions pour nos membres. »

Le gérant d'affaires Tyler Holmen du local 2067 à Regina en Saskatchewan raconte que nous avons particulièrement besoin de cette initiative dans le secteur du montage de lignes. Le local représente depuis longtemps la main-d'œuvre à SaskPower, mais depuis quelques années l'entreprise a cessé d'offrir des formations aux monteurs de lignes.

M. Holmen précise qu'un collège communautaire local a agi de bonne foi en comblant les lacunes, mais qu'il s'était avéré dépassé par la situation. Le fait de combiner le financement du gouvernement avec l'expertise de la FIOE, devrait améliorer mieux que jamais les formations, dit-il.

Pour les leaders de la Saskatchewan, l'entente est une occasion d'offrir aux résidents une formation de haut niveau et d'augmenter le taux de réussite des apprentis dans l'ensemble.

Au cours des dernières années, seulement 54 % des apprentis de la construction terminent leur apprentissage, même s'il y a une augmentation des investissements dans la province.

« La formation de la FIOE dans les autres provinces a donné des résultats exceptionnels avec un taux de réussite élevé et nous attendons à ce que cette formation donne des résultats similaires en Saskatchewan afin de constituer une main-d'œuvre qualifiée encore plus solide qui soutiendra nos collectivités fortes et dynamiques », déclare Jeremy Harrison, le ministre de l'immigration et de la formation de la province, au moment où la lettre a été signée.

Dans les dernières années, M. Shewchuk a rencontré les dirigeants du plus haut palier gouvernemental de la Saskatchewan, notamment le premier ministre Scott Moe.

« Nous avons eu une discussion ouverte », dit-il. « Nous nous sommes rencontrés pour examiner les défis auxquels ils font face et comment la FIOE peut apporter des solutions. À partir de là, le dialogue à continuer à évoluer. »

Les travaux se poursuivront en vue de conclure des ententes similaires.

« Nous avons mis au point une recette qui a fait ses preuves qui peut être reproduite dans le tout pays », émet M. Shewchuk. ■

Racontez-nous vos nouvelles FIOE!

La FIOE cherche des histoires marquantes des sections locales et des membres. Veuillez communiquer avec Shaina Hardie à Shaina_Hardie@ibew.org.

Curbside Charging in San Francisco Delivered at Hall's Doorstep

San Francisco Local 6 members installed the first curbside electric vehicle chargers west of the Mississippi, right in front of their union hall. The chargers are the first of hundreds that the city plans to install by 2030.

"Our members have been actively involved in electrical transportation in San Francisco for 130 years," said Local 6 Business Manager John Doherty. "We believe in the future of electric vehicles, and we're here to make sure that everybody knows that not only do we know how to do it, that we're already prepared and trained."

Local 6 members already maintain the largest greenhouse-gas-free electrical transit system for the city's trolley bus, streetcar and light rail. Even the famed cable car network has been running on the grid since 1906.

Expanding to public EV charging makes perfect sense in the Bay Area, where electric vehicle ownership is most common, according to research published by the consulting group Replica.

But EV ownership in the city and county of San Francisco lags the suburban counties that surround it, in no small part because nearly 70% of residents live in apartments, flats, condos or houses without garages or off-street parking.

Then there is affordability: The less money you have, the less likely you are to have an EV plug to call your own.

"The transition to clean energy should benefit working people. If public space and money is used to build EV infrastructure, then working people should be able to afford it. If it uses public space and money, there should be no race to the bottom on wages and benefits," Doherty said. "I'm happy to say that San Franciscans agree."

The chargers are on public property, but they are built and operated by a private company, New York-based It's Electric, which has an agreement to use IBEW contractors for its curbside network in the areas they are piloting.

"Work has slowed in many American big cities as a result of the downturn in the commercial sector. Building out the chargers and the higher-capacity grid they will eventually need will be critical work for us," he said. "There is no guarantee that green jobs will be good jobs unless they're union jobs."

The 7.6-kilowatt chargers add about 25 miles in range per hour of charging. Two hours will exceed the average distance most drivers cover each day in the U.S., about 40 miles.

This will address the concern of would-be EV drivers that they won't be able to charge their car when they need to, the most common reason people won't buy an EV.

"If you want to get over that hump, chargers will have to be everywhere for people to have that confidence," Doherty said.

And chargers are far from

everywhere. The U.S. trails well behind the rest of the world, with just over 200,000 total charging locations, public and private.

Europe has nearly a million.

But both are far behind China, which has more than 3.2 million and growing fast. China is also, not coincidentally, the leader in global EV manufacturing and sales.

The Inflation Reduction Act, signed in 2022, allocated more than \$7 billion for charging infrastructure. The Biden administration also highlighted the IBEW's Electric Vehicle Infrastructure Training Program as the gold standard for grant-making decisions.

The fate of much of that work is up in the air, and projects worth hundreds

of millions of dollars are in limbo.

The two chargers in front of Local 6 are the first fruit of a city pilot program that doesn't depend on support from Washington. Expanding the charging network across the city and the country so that EVs are realistic choices for most Americans requires that support. In the meantime, hundreds of union electrical workers sitting on the bench looking for work will continue waiting.

"I am not here to tell anyone what kind of car or truck to get, but I represent electricians, and we don't have many hours at gas stations," Doherty said. "The more everything runs on the grid, the more work my members have. The more work my members have, the happier my members are." ■



San Francisco Local 6 members installed the first of hundreds of curbside electric vehicle charging stations in front of the local hall.

GROUNDING IN HISTORY

The First IBEW Photo Contest

Every year, we celebrate the hidden beauty of electrical work with the IBEW Photo Contest. This annual celebration has awarded prize money to three winners and a handful of honorable mentions for nearly 30 years. And although its current form traces its history to 1996, the contest is actually a continuation of a much older tradition.

In April 1958, the editors of *The Electrical Worker* announced the first IBEW Photo Contest. The rules were simple: Entries must be originals taken by an IBEW member, and the subject must be electrical in nature. The prize for first place was \$500, second was \$100, third was \$50, fourth was \$25, and 10 honorable mentions were given \$10 each. In addition to being featured in a future issue of *The Electrical Worker*, the winning photos would be exhibited at the 26th International Convention in Cleveland later that year.

To help members with their submissions, the photo editor of *The Electrical Worker*, Jim Weber, included this advice: "Any good picture starts with a good negative. The film must be properly exposed, the camera must be held steady, and the focus must be correct. In picturing people, make them be doing something. The scene should be natural and authentic in its detail as it pertains to be the electrical industry."

Inspired by the many wonderful photos submitted to the Local Lines section, the article called on the entire membership to "show off your picture-taking prowess."

Judging the photos were James Ragsdale, the IBEW's official photographer, and L.O. Vallery, an editor at Ransdell Printing Press.

The winners were announced in the September issue, with first place awarded to Rulon C. Scott of Salt Lake City Local 57; second place to Joe Budde of New Orleans Local 1139; and third place to Lawrence Horner of St. Paul, Minn., Local 110.

Fourth place was split by three entrants: Raymond Propst of Medford, Ore., Local 659; Jean Marie Dionne of Sherbrooke, Quebec, Local 1885; and Dean Beemer of Cody, Wyo., Local 1761.

The article ended with the hope of continuing the tradition. "It is highly probable that another contest will be held sometime in the future," wrote the editor, "so hang on to those good prints and continue to submit photos for Local Lines!"

It would take almost 40 years for that hope to be realized. In June 1996, *The Electrical Worker* relaunched the IBEW Photo Contest.

It is now an annual tradition. Tens of thousands of photos have been submitted, a testament to the pride our membership takes in capturing the beauty found in a day's hard work. ■

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.

First Place Winner



Rulon C. Scott of Salt Lake City Local 57

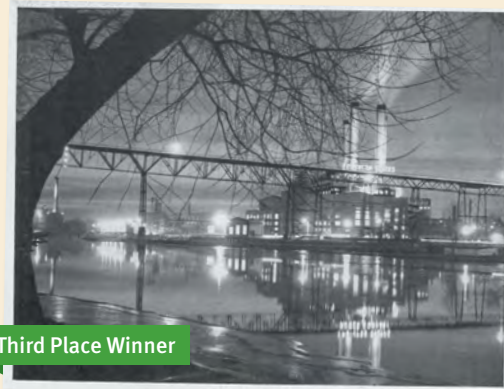
Fourth Place Winners



Second Place Winner

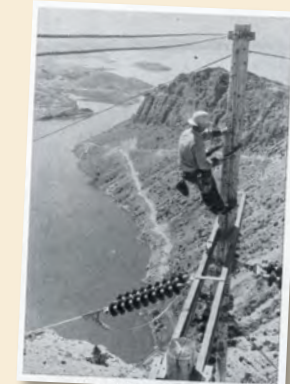


Joe Budde of New Orleans Local 1139



Third Place Winner

Lawrence Horner of St. Paul, Minn. Local 110



Fourth place was split by three entrants (above): Raymond Propst of Medford, Ore., Local 659; Jean Marie Dionne of Sherbrooke, Quebec, Local 1885; and Dean Beemer of Cody, Wyo., Local 1761

THE IBEW'S 2025 PHOTO CONTEST

The IBEW Photo Contest has been The Electrical Worker's way to ride shotgun with brothers and sisters for a quarter of a century. Your pictures bring us closer together and are a showcase for the critical role members play in the life and work of North America.

The hundreds of submissions we receive every year are a priceless contribution to our story: the story of working people that is too often ignored or, worse, hidden. But just because something is priceless doesn't mean a value can't be put on it.



See official rules and submission instructions at [IBEW.org/photocontest](https://www.ibew.org/photocontest).

Entries **MUST** be submitted **electronically** by Oct. 31 via the Photo Contest link on [IBEW.org](https://www.ibew.org). Please contact the Media Department at media@ibew.org or 202-728-6102 with additional questions.



Top Prize: \$1,000

Second Place: \$750

Third Place: \$500

A \$200 Honorable Mention will also be awarded for EACH BRANCH of the IBEW:

- ▶ Broadcasting
- ▶ Inside Construction
- ▶ Outside Construction
- ▶ Government
- ▶ Manufacturing
- ▶ Railroad
- ▶ Telecommunications
- ▶ Utility



POWER AT WORK

LABOR PROGRESS

Wisconsin Win Sets Stage for Workers' Gains

Wisconsin is a better place for working people than it was in March.

Just over 15 years ago, a Republican trifecta led by then-Gov. Scott Walker turned an election win into an assault on the state's working families.

This April 1, pro-labor judge Susan Crawford beat Republican Attorney General Brad Schimel by 10 points, holding a pro-worker majority on the state's Supreme Court just as it is about to face a flurry of cases critical to labor.

Crawford won despite Schimel receiving at least \$25 million of support from Elon Musk and affiliates.

At nearly \$100 million, the campaign was the most expensive judicial election in U.S. history because of what hangs in the balance. Wisconsin implemented some of the harshest anti-union policies north of the Mason Dixon line including the infamous Act 10, which kneecapped public sector unions in Wisconsin and stripped at least 1,000 IBEW members of their contracts and union membership.

The Trump administration has announced plans to bring many of these same policies to the entire nation, but if they die in Wisconsin, their future everywhere else may well be in doubt, said Government Affairs Director Dean Warsh, a native of Wisconsin.

"Without this win, we were cooked," he said. "The game was rigged against anyone who thought workers deserve a fair shake. This doesn't solve every problem, but we are in a much better position than we would have been."

There are several potentially transformational court cases that hung in the election's balance, said Sixth



Wisconsin workers, including members of Madison Local 159 shown at a march in 2015, have taken a giant step toward reversing a decade of anti-worker legislation by holding a pro-labor seat in the state Supreme Court.

District International Representative Bob Koerschner. The most critical will determine the fate of unions in the state and the fairness of the state's election maps.

The first to come up will likely be a challenge to Act 10.

Act 10, passed in 2011 under Walker, requires each public-sector bargaining unit to recertify every year with a majority of the members of the unit, not a majority of the vote. Even more damaging, it prevented public unions from negotiating anything but wages, which were capped at the rate of inflation.

Most units fell apart. If they did get raises, benefits were cut, Koerschner said. Outside of wages, there was no agreement that the state couldn't unilaterally change or ignore.

"It decimated the public-sector unions. The IBEW had a Local 195 in

Milwaukee. A 10-member local. They were bridge tenders. They hung in for 10 years but couldn't negotiate anything. They could not recertify and now they are gone," he said. "We lost probably 1,000 members total."

Years of legal challenges against Act 10 crashed into the state Supreme Court. Almost as quickly as they were filed, they failed.

Until last December, when a circuit court judge ruled that more than 60 sections of Act 10 violated the state constitution's guarantee of equal protection to all citizens.

Judge Jacob Frost immediately stayed his decision pending an appeal to the state Supreme Court, and the fate of that decision was a critical issue in the election.

Crawford was clear that she believed Act 10 was unconstitutional. Schimel was equally clear that a vote for

him was a vote for saving so-called right-to-work.

"If we lost that seat, we would lose this at the Supreme Court," Koerschner said.

Now the Wisconsin organizers are combing through contact lists from before Act 10 passed to reorganize all the public-sector workers who lost their unions, including IBEW members.

"Some units stayed together through all of this. Some fought for years but faded away. Every organizer is going to have 100 calls to make," said Kim Moon, professional and industrial lead organizer in the Sixth District.

Eau Claire, Wis., Local 953 organizer Nick Webber is one of the people reaching out to old contacts.

Act 10 was catastrophic for Webber's family. He was a freshman in high school with two younger brothers, and both of his parents were public school teachers.

"We joke that it ruined Thanksgiving, but it wasn't funny. When it passed, things looked terrible. They had the governor and supermajorities in both houses and the Supreme Court. It was terrible," Webber said. "And it is terrible. First-year teachers' kids are eligible for free and reduced lunch. People don't like that."

Calling the many municipal utilities and electric cooperatives the union used to represent has been sobering.

"Our local had 12 muni contracts that didn't disappear overnight. Some were happy to kick us in the shins and shove us out the door. Others were concerned. Taking away the union's ability to bargain beyond [inflation] hurt the companies. They are \$8 below where our rates are at co-ops and

investor-owned utilities, and they lost a ton of good workers," Webber said.

Webber found only a handful of workers left over from the pre-Act 10 era and who know how to negotiate.

"I showed them the old contracts: 'You lost this, you lost this, you lost this.' Things like standby pay. They don't have that anymore, and they had no idea," he said.

That is what the people who passed these laws were relying on, Webber said. People wouldn't remember what they had or some hard-learned lessons from the beginning of the labor movement.

"We had private-sector union members back then who said: '[Forget] those teachers. They won't come after us.' They did. They went straight on to right-to-work. And they keep pushing. Companies are getting too bold," he said.

Repealing Act 10 will not lead to lasting change, however, until the state's political system produces outcomes consistent with what the state's voters want.

"Wisconsin is pretty near 50-50, but you'd never know it from our Legislature and congressional delegation," Warsh said.

Republican legislators in 2010 redrew the boundaries of electoral districts. Since 2010, Republicans have had an average of 60% of the seats in both houses. That's about 10 percentage points higher than the previous decade.

"Nothing else changed but the way district borders were drawn," Warsh said. "We politely call it gerrymandering, but there is no polite way to describe what it has done to working families in Wisconsin." ■



New IBEW Podcast

THE LINE: Leadership To Membership

"I think it's imperative that your leadership be able to communicate with the rank and file and let them know why we do what we do."

— International Secretary-Treasurer Paul Noble

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CIRCUITS

Partnership With Union Sportsmen's Alliance Boosts IBEW Interest Among Youths

An increasingly popular shooting event is among the many ways members of Nashville, Tenn., Local 429 are connecting with growing numbers of young people and telling them about the benefits of a union electrical career.

At the Union Sportsmen's Alliance's 15th annual sporting clays event in March, sponsored by Local 429 and the other unions in the Nashville Building and Construction Trades Association, 185 shooters showed up at the Nashville Gun Club, a dramatic increase from just two years ago. More than a third were middle and high school students.

"When we bring youth shooters to these events, we consider it an opportunity to organize," said Local 429 Business Manager Joel Brauchi. "Those young men and women are meeting and connecting with all of our trades, and we hope they see the opportunities and choices we have to offer for a career path."

Every year across North America, the alliance hosts more than two dozen sporting clays, skeet and trap shoots. A recent improvement to the shooting tours was the opening of opportunities for locals to sponsor youth teams. The alliance said the Building Trades' sponsorship of 32 youth participants helped make overall turnout at the Nashville event the biggest on the current shooting tour and the second-largest ever.

"This happens because of the relationship and solidarity we have with the alliance and the building trades as well as some of our contractors," said Local 429 Assistant Business Manager Kim Sansom. "We may have a jurisdictional dispute on occasion, but we don't bring that to the shoot. The shoot is all about fun, a little competition, and bringing youth shooters to it."

Sometimes described as "golf with a shotgun," sporting clays is a



Members of Nashville, Tenn., Local 429 use Union Sportsmen's Alliance events like sporting clay shoots to help young people learn about careers in union trades.

challenging expansion of clay pigeon shooting that attempts to replicate the irregularities of a live-game hunt, with participants moving over a natural terrain course from one station to the next.

"The mental part is the hardest part," said Clay Rougemont, a first-year Local 429 apprentice who got interested in sporting clays when he was 10 and started participating — and excelling — in alliance shoots and other competitions shortly afterward. "Anyone can go out there, shoot and break a couple, but being consistent and just knowing where to hold your gun when this bird's coming out, it's just a mental game."

Rougemont's father, Calvin, is a Local 429 journeyman wireman and foreman who also enjoys taking part in shooting events like these.

"It's like any other hobby," he said. "I waited to see if my son was going to be interested in it, and when he was, I invested in a gun and bought him reloaders."

Clay Rougemont said he tries to practice every weekend. "I've always grown up outdoors and hunting and stuff like that, and I just like the adrenaline rush of pulling the trigger. It's been a passion all my life."

He worked landscaping jobs in high school, and shop classes helped



him get welding certifications. But after graduation, his father told him that with lots of electrical jobs opening up, he should try out a pre-apprenticeship.

"In my 35 years, I haven't been out of work a month," Calvin Rougemont said.

Father and son both work for IBEW signatory contractor Kiewit. Until recently, they spent six months together pulling wire, before Clay Rougemont moved on to another crew to gain experience in other aspects of the trade such as working with conduit.

"I've come to enjoy doing electrical work and the people I'm around," he said. "I'm not waking up and dreading my day at work."

Besides shooting events, Sansom said, Local 429 supports other Union Sportsmen's Alliance activities such as family fishing and camping. "The families can secure a cabin for an overnight stay and bring their kids," she said. "They learn to fish, and it's all free."

Long supported by the IBEW and nearly 350,000 members strong, the conservation-minded alliance's mission is to preserve North America's outdoor heritage. Shoots, conservation dinners and other such activities help support the union-operated nonprofit, which strives to bring together union members and others who are passionate about a variety of outdoor activities. Alliance members frequently volunteer their time and skills as well to help build, maintain and improve habitats and facilities like boat ramps and docks.

Membership in the alliance is free for life for IBEW members.

"The IBEW believes in the outdoors and conservation, and we're always connected to our communities in every way," said International President Kenneth W. Cooper. "The Union Sportsmen's Alliance is one of the best ways for our members to give back, but the most important piece of all the outdoor things we do is the camaraderie that we have, the relationships and the fun."

TRANSITIONS

APPOINTED Drew Stover



Drew Stover, Atlanta Local 84's business manager for the last six years, has been appointed utility director. He replaces Donnie Colston, who retired effective April 1.

"I was floored when asked," Stover said. "It came out of nowhere. I was shocked and surprised, but honored beyond words, to be considered for something like this."

"I've never said no to the IBEW," he added. "Everything I have, I owe to the IBEW. If someone like [International President Kenneth W. Cooper] sees fit to ask me to do something, my answer is yes."

A journeyman lineman with more than 26 years in the trade, Brother Stover is a native of Auburn, Ga., once a small rural town and now a fast-growing suburb northeast of Atlanta. He was hired by Georgia Power as a helper in 1998 and joined Local 84 the following year, when he began his lineman apprenticeship.

But in a sense, his career started long before that. Roger Stover, his father, was a lineman and an IBEW member for 19 years before moving into management at Georgia Power.

On some days, especially during the summer and when his mother was busy, the younger Stover would accompany dad to the company's operating headquarters. Even at the age of 6 or 7, he got a closeup view of the work his father and his colleagues performed.

He attended trade school for two years after high school graduation before following in his father's footsteps and becoming a lineman himself. He quickly realized he made the right decision.

"Oh, man, I loved everything about it," he said. "The camaraderie, the teamwork, just the sense of accomplishment. We get our flags raised a lot for our work after storms and things like that, but the day-to-day new construction and maintenance work is just as rewarding, if not more so. When you ride by something 10 years later and you say, 'Me and my crew built that,' it's just rewarding, knowing it's the line you built and the entire economy is relying on it."

Stover was appointed as shop steward in 2003, not long after topping out. He was elected to Local 84's executive board in 2013 and president in 2016. He was elected business manager in 2019 and was reelected three years later.

"He has a passion for the trade and a passion for organized labor," said Tim Ballew, who worked as an assistant business manager under Stover and succeeded him as business manager.

"Our local has employees in utility and outside construction, and he had the ability to connect with every member, no matter their involvement," Ballew added. "He cared about everyone he represented."

Stover said he's blessed to have served as business manager over the last few years and be a part of improving the collective bargaining agreements for all of local 84's bargaining units, plus helping to secure some internal organizing wins.

He's particularly proud that Local 84 grew its market share among outside contractors from 7% to 24% during his tenure. That's somewhat surprising because Georgia, like all states in the Deep South, has a so-called right-to-work law that lets workers enjoy the benefits of union contracts without contributing to their cost, as well as a long history of hostility toward unions.

But Local 84 has jurisdiction across the entire state because of its longtime relationship with Georgia Power. It also has members employed by Southern Nuclear and two electric cooperatives.

That proved key in onboarding additional signatory outside contractors, he said.

"We already were representing the internal members at Georgia Power, Southern Nuclear and a couple of EMCs," Stover said. "Working with those relationships, we tried to create a more collaborative way of doing things and identifying those in management who could be our allies and were willing to work together."

"We latched on to those folks and showed them what our outside group could be, and at the same time, worked to increase opportunities and improve the standard for our utility membership" he added.

Stover said he's assuming his new duties at an ideal time, even with the challenging federal political climate for unions. Demands on the electrical grid are higher than ever and will only increase.

"With the explosion in load growth, it offers unbelievable organizing opportunities for us," he said. "We've got a tremendous future in the utility sector."

"Even with the political changeover that took place, the overwhelming majority of this country still has a favorable opinion of labor unions," he added. "We've got to latch on to that, double down our organizing and recruiting efforts and give every worker the same opportunities we've had."

Stover and his wife, Brooke, will celebrate their 20th wedding anniversary in November.

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

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— Devin Mitchell
IBEW Local 238

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TRANSITIONS *continued on page 12*

TRANSITIONS *continued*

RETIRED

Alphonse Russo Jr.



Alphonse Russo Jr., whose steady hand helped bring historic gains to the IBEW's rail workforce, retired as director of the

Railroad Department, effective June 1.

"If you asked me when I joined the IBEW where I would be today, I would never picture myself in this position," said Russo, who became a member of New Haven, Conn., Local 747, when he joined Amtrak in 1981.

Better known as Al, the New Haven native was initiated into the IBEW when he was hired by Amtrak to electrically maintain the passenger railroad's equipment.

"I owe a lot to my father," a 42-year union machinist, Russo said. "When I told him I wanted to get a job in the railroad, he said the IBEW is the future."

He took a side trip into politics in 1998, though, campaigning on a progressive, union-endorsed platform to represent the 116th District in Connecticut's House. The incumbent, however, proved too popular to unseat.

Then in 1999, Russo took a job with the Metro-North commuter railroad north of New York City, where he soon became deeply invested in his union.

"The more involved you get, the more you build your passion to try to do the best you can to represent all your members' best interests," said Russo, who served Local 747 as their local chairman. In 1998, he became president and chairman.

Managers recognized him as a firm but fair negotiator concerned with workers' well-being. "The best self-satisfaction you can have as a leader is knowing that you saved somebody's job," Russo said.

In 2013, International President Edwin D. Hill hired Russo as an international representative with the Railroad Department in Washington. Seven years later, Hill's successor, Lonnie Stephenson, appointed Russo as the department's director.

His early challenges included ensuring members' safety during the COVID-19 pandemic and freight rail carriers' ongoing embrace of "precision scheduled railroading," an efficiency plan that had brought layoffs for hundreds of IBEW members.

"The IBEW taught me how to set priorities and what bars you need to set to get your members where they need to be economically," said Russo, who holds an associate of science degree in business management from Albertus Magnus College.

Numerous successes marked Russo's directorship. In September 2022, IBEW members with the largest U.S. freight railroads ratified an agreement that contained the biggest wage

increases in nearly five decades, plus a highly sought paid-sick-time provision, for their 4,000 IBEW brothers and sisters.

Three months later, after members of some other rail-related unions failed to ratify it and threatened a nationwide strike, Congress stepped in to implement it — but with paid sick time removed.

Russo and his IBEW negotiators from railroad locals and system councils never stopped pursuing paid sick time. By the following summer, they had successfully negotiated it into agreements with the major carriers.

Last October, the IBEW reached updated freight rail carrier agreements that included more historic pay raises and benefits improvements. A few months earlier, Russo participated in negotiations with Railroad System Council 7 and was on hand as the council signed a negotiated agreement covering more than 1,200 electrical workers at Amtrak that also included a big salary boost as well as work rule differentials.

"No matter how difficult a situation is, Al has always been at the forefront dealing with the issue," said System Council 7 General Chair Arthur J. Davidson, whom Russo considers a mentor. "We're in the passenger and freight railroad business, and Al is a great advocate in that regard. He has always demonstrated a strong dedication and work ethic in resolving issues."

Over the past two years, Russo also oversaw the IBEW's efforts in lobbying for, and signing, memoranda of understanding guaranteeing labor protections for workers building and eventually maintaining high-speed rail lines in California and Nevada.

"Some of the exciting work we've done in this department has been meeting and talking with people on Capitol Hill and in the White House about rail safety issues," he added, acknowledging help from the Government Affairs Department. He also enjoyed working with the leaders of other unions and the railroads.

"Al has always been a consummate professional and a good friend," said Davidson, who's known Russo for more than 30 years. "He's been very dedicated and committed to his position."

Russo recalled how International President Kenneth W. Cooper, shortly after taking over for Stephenson in 2022, asked his directors to tell him their goals.

"It made me work even harder because I wanted to do something, not only for the IBEW, but for Kenny," Russo said. "He only succeeds if we succeed."

Cooper asked the entire IBEW membership to wish Russo well in his retirement. "Over the years, Al's steady hand has helped make life better for all of our railroad brothers and sisters," he said.

Russo plans to move back to Connecticut with his wife, Anna, to spend more time with her and their two daughters — and to try to relax.

He described his tenure as director: "Imagine you're on a tarmac, the jet

takes off, and then you're at 40,000 feet at 400 miles an hour. Then, the pilot says, 'We need to go to 60,000 feet at 500 miles an hour.' The only problem? The jet never lands.

"My foot's been on the gas," Russo continued, "but now I'm going to be able to back off and land." ■

RETIRED

Dominic Nolan



Ninth District International Representative Dominic Nolan, whose broad experience and bright sense of humor helped serve

countless members over three decades, retired from the IBEW on March 1.

Born and raised in Dublin, Ireland, Nolan was the 11th of 13 children. "I just made the team," he said with a laugh.

After graduating high school, Nolan pursued an electrical career, completing his apprenticeship in 1981.

Six years later, on his way to an extended stay in Australia, a quick stop in San Francisco turned permanent. "It's a long story," Nolan said.

He applied for membership with San Mateo, Calif., Local 617, but he recalled that getting into the IBEW back then could be difficult. "It's not that they were saying, 'No, Dominic,'" he said. "They were saying, 'You need to go back and start as a first-year apprentice or it's just not going to happen.'"

Over the next several years, Nolan worked nonunion and kept his skills sharp. Around the same time, International President J.J. Barry had begun reforming the IBEW's organizing strategy.

"One day, a friend called me up and told me: 'Things are changing at

617. You need to go knock on their door,'" Nolan said. In 1995, he qualified for the local's one-year accelerated organizing program and was initiated into the IBEW in 1996.

After completing the program, Nolan offered to teach it. "I'd already been through all this back in Ireland. I knew it inside and out," he said. A year later, while Nolan was working as general foreman at San Francisco International Airport, the local accepted his offer.

Noting Nolan's increasing union involvement and regular presence at meetings, Local 617's leaders hired him in 2000 as their full-time organizer.

"I brought in quite a lot of members" over the next several years, Nolan said, particularly workers maintaining the airport's AirTrain system. He also served the local as a field representative and monitored prevailing-wage compliance for a few years.

In 2007, Nolan ran successfully for business manager. He held that office for three successive terms, through the worst years of the Great Recession.

"It was really a depression," he said. "But together, along with a great staff, we organized many new members and achieved so much."

For example, Local 617's membership grew by 25% during Nolan's tenure, and wages and benefits increased by nearly 30%. "We stood firm and signed developers to PLA after PLA, knowing work was coming back," he said.

In 2014, Ninth District International Vice President Michael Mowrey hired Nolan as an international representative and executive assistant. After Mowrey retired, Nolan continued that role under International Vice President John O'Rourke, his close friend and business manager counterpart at San Francisco Local 6.

"We had a true partnership, a wonderful working relationship," O'Rourke said. "I traveled a lot as vice president, and I knew I never had to worry about the office. His attention to detail was incredible." ■

Ninth District International Representative Marc Flynn has taken over Nolan's executive assistant duties. "Dominic was the nuts and bolts that held the district together," Flynn said. "I think about all of the sacrifices he made, coming in early and staying late."

O'Rourke agreed. "The way our crew came together as a team and a family — Dominic was instrumental in making sure everyone knew they were appreciated," he said.

Scott Wein, Local 617's current business manager, has known Nolan for nearly 20 years. "Dominic likes to add a little humor to every conversation," Wein said. "But he also told me that this job's hard and I need to make sure that I take care of myself and my family."

Nolan became a U.S. citizen in 2002, but in retirement, he and his wife, Lee Allison, plan to temporarily settle in Portugal to facilitate visiting family in Ireland and the rest of Europe.

"I plan on giving back, helping out and catching up with my three kids," Nolan added.

His daughter Emily, a secretary in the Ninth District's office, is grateful for her father's thoughtfulness. "He likes to show up for the people he cares about," she said. "He has an ability to stay positive. He leans into that. It kept the vibe in the office so light."

Her fellow secretary, Joyce Salvador, also appreciated Nolan's approach. "He's always on top of everything," she added. "He can keep so many balls in the air."

David Reaves, the current Ninth District international vice president, said Nolan's presence will be missed. "Dominic was a knowledgeable, diplomatic and experienced rep, a huge asset to our district," Reaves said. "It didn't happen a lot, but the only way you could tell he was rattled was when his Irish accent would come out."

"I'm excited to see him enjoying his retirement," Reaves said, "and I ask the entire membership to join me in wishing him nothing but the best." ■



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In Memoriam

Local Surname Date of Death

1	Bauer, L. P.	2/3/25
1	Hunt, D. A.	3/8/25
1	Laramie, J. P.	3/22/25
1	Tacchi, L. J.	3/7/25
1	White, D. D.	1/13/25
2	Heffner, E. J.	12/30/24
3	Boutureira, J. J.	3/4/25
3	Brennan, J. L.	7/2/23
3	Cali, G. J.	2/26/25
3	Casey, J. B.	3/25/25
3	Catherall, C. M.	9/30/21
3	Chait, A. B.	2/28/25
3	DeWeaver, A. W.	2/19/25
3	Diez, E. P.	2/20/25
3	Dippolito, A. J.	3/10/25
3	Ehrenfreund, I.	2/19/25
3	Eller, D. A.	7/13/21
3	Jumper, J. E.	12/12/24
3	Layer, R. E.	2/15/25
3	Lovett, R. E.	3/20/25
3	Miller, G. E.	2/9/25
3	Othus, M. R.	12/10/23
3	Spaziente, M. F.	1/31/25
3	Taylor, R.	3/3/25
3	Tumminello, F.	3/21/25
3	Worrell, A. R.	2/21/25
3	Wylie, R. K.	3/17/25
3	Zilber, M.	7/9/23
5	Wilt, A. W.	2/15/25
6	Tamulonis, R. W.	3/4/24
7	Breda, C. J.	11/10/23
7	Cartwright, J. G.	2/25/25
9	Brown, R. F.	3/6/25
9	Derkacy, J. A.	2/21/25
9	Gardner, K. E.	3/19/25
9	Murphy, F. R.	1/20/25
9	Torres, J. A.	1/29/25
11	Acevedo, R.	11/6/24
11	Beard, J. G.	2/18/25
11	Gatlin, J. J.	12/24/24
11	Grant, R. V.	11/18/24
11	Hamilton, J. S.	12/16/24
17	Blankenship, D. L.	2/15/25
17	Brunner, T. L.	2/21/25
17	Butler, W. L.	2/14/25
17	Spencer, A. L.	2/12/23
20	Crum, R. E.	10/18/24
20	Fitzgerald, M. L.	3/12/25
20	Self, W. B.	11/20/24
20	Stone, D. J.	1/29/25
24	Bounds, C. A.	2/24/25
25	Bradley, T. E.	2/23/25
25	Gramer, J.	8/8/24
25	Klouda, M. E.	3/19/25
25	Klouda, R.	2/25/25
26	Adcock, R. W.	10/21/24
26	Thayer, C. K.	2/21/25
26	Young, R. C.	3/16/25
34	Williams, L. W.	2/24/25
34	Wood, V. G.	10/19/24
38	Duplessis, R.	2/24/25
38	Makela, A. E.	2/21/25
38	Shoda, P. D.	3/2/25
40	Thomson, J. H.	10/12/24
41	Szwartz, D. R.	2/19/25
43	Calhoun, M. E.	2/9/25
44	Dobson, D. C.	3/25/25
46	Coble, J. C.	3/26/25
46	Nordlinder, B. E.	2/16/25
46	Tubbs, J. E.	3/23/25
46	Turner, B. J.	2/27/25
48	Hagstrom, S. D.	1/16/25
48	Harris, I. R.	1/10/25
48	Hellwig, G. C.	12/10/24
48	Lines, S. E.	2/24/25
48	Moody, W.	2/7/25
51	Blank, J. E.	2/16/25
51	Edwards, C. E.	1/11/25
51	Glosser, D. M.	3/5/25
53	Imgarten, F. H.	2/18/25
55	Jeffrey, J. A.	3/14/25
55	Krull, J. H.	11/23/24
57	Allred, J. R.	2/11/25

Local Surname Date of Death

57	Lopez, V. M.	12/8/24
57	Nebeker, A. E.	1/19/25
57	Shaw, G. M.	3/15/25
58	Brown, O. L.	3/30/25
58	Delock, J. K.	3/2/25
58	Ellison, R. D.	12/1/24
58	Miller, S. H.	2/26/25
58	Perez, U.	2/28/25
58	Provo, A. J.	1/26/25
60	Bitzkie, L.	1/5/25
64	Ponzani, R. M.	3/26/25
66	Brown, W. F.	2/6/25
68	Gilliland, R. M.	1/28/25
68	Intlekofer, R. J.	2/19/25
68	Meyers, R. L.	2/17/25
68	Solorio, G.	3/19/25
68	Steele, M. F.	2/12/25
70	Sylvester, C. B.	3/16/25
73	Voitlein, W. G.	2/24/25
76	Hansen, D. A.	2/23/25
77	Brashear, D. W.	12/20/24
77	Brown, W. R.	9/25/24
77	Hart, R. B.	3/18/25
77	Kitts, R. M.	1/10/23
82	Bell, J. A.	1/4/25
82	Conley, M. L.	2/24/25
82	Gregg, C. D.	2/6/25
84	Black, C. B.	2/23/25
84	Redden, C. M.	2/12/25
86	Callahan, T. R.	10/30/24
86	Minni, R. R.	12/30/24
96	Power, J. P.	3/14/25
96	Walker, J. D.	3/15/25
98	Liss, J. H.	8/29/24
98	Lynch, P. J.	3/2/25
98	Tuner, A.	10/27/24
98	Venini, A. C.	12/15/24
99	Speight, P. A.	1/2/25
100	Charest, J.	12/7/24
102	Franco, M. J.	1/8/25
102	Hrycenko, M.	2/9/25
102	Polis, J. W.	1/17/25
102	Racon, J. F.	2/14/25
102	Tarallo, J. S.	2/12/25
103	Butera, R. G.	3/6/25
103	Gifford, M.	11/24/24
103	Hall, R.	3/15/25
103	Lowney, R. D.	3/9/25
103	Murphy, J. F.	2/28/25
104	Denzler, J.	11/27/24
105	Fralick, D. D.	11/19/24
110	Adam, J. D.	2/25/25
110	Manteuffel, H. D.	3/6/25
110	Peckham, W. R.	9/17/24
112	Poole, C. L.	2/23/25
115	Veldman, D. H.	4/1/25
120	Kordus, J.	3/14/25
124	Barbieri, P. V.	2/15/25
124	Bethards, M. D.	1/11/25
124	Johnston, R. C.	9/6/24
124	Turney, W. J.	11/17/24
124	Zipf-Fisk, S. S.	1/8/25
125	Matney, R. H.	11/9/24
125	Williams, D. F.	2/12/25
126	DeGori, J. R.	2/5/25
130	Bordenave, C. T.	2/7/25
130	Bowers, J. S.	2/25/25
130	Trahan, G. A.	1/13/25
134	Brendel, P. M.	2/25/25
134	Carter, C.	3/7/25
134	Coci, F. A.	2/19/25
134	Dusek, R. J.	3/2/25
134	Flaherty, C. F.	1/5/25
134	Galassini, J. D.	1/7/25
134	Glynn, E.	12/31/24
134	Grennan, J. M.	2/13/25
134	Hall, D. P.	1/24/25
134	Jennings, V. S.	12/29/24
134	Kane, J. P.	2/19/25
134	Kondratiuk, K.	3/4/25
134	Lynch, T. J.	1/1/25
134	Marsden, R. H.	2/23/25
134	McAuliffe, M. G.	3/3/25

Local Surname Date of Death

134	McDonald, R. G.	12/4/24
134	O'Connell, H.	10/19/24
134	Rossi, R. J.	3/10/25
134	Sinars, E. E.	3/1/25
134	Swerdon, E. J.	2/19/25
134	Vujasin, M.	12/2/24
134	Zylstra, G. J.	6/16/24
141	Kanick, M. C.	3/13/25
141	Lawther, J.	2/25/25
141	Palmer, S. R.	2/19/25
146	Jordan, A. E.	3/4/25
150	Laycock, L. L.	3/18/25
153	Wallace, G. T.	3/11/25
158	Mooren, R. J.	1/10/25
160	Eliason, D. R.	3/7/25
163	Yanac, R. D.	11/4/24
164	Cooper, R. W.	9/27/24
164	Garcia, R.	3/20/24
164	Greenlow, D. P.	9/12/20
164	Hansen, R. G.	12/4/24
164	Hyncik, J. W.	2/25/25
164	Skinner, R. J.	3/13/25
164	Van, D. R.	2/20/25
164	Younger, J. R.	3/18/25
175	Davis, J. W.	3/18/25
175	Day, W. H.	3/12/25
175	Tate, J. L.	9/6/24
176	Finch, D. R.	3/21/25
177	Varnes, O. O.	1/1/25
191	Roe, T. G.	1/14/25
193	Beezley, R. W.	1/26/25
193	Hanselman, R. M.	3/7/21
193	Tinsley, W. W.	2/19/25
194	Lewis, R. D.	2/1/25
197	Armstrong, D. R.	1/16/25
204	Lumberry, D. M.	10/10/24
206	Hill, R.	2/24/25
212	Kallmeyer, P. E.	2/9/25
212	Timmerding, S. M.	9/7/24
212	Vinup, R. F.	2/11/25
213	Armstrong, B. W.	1/15/25
213	O'Neill, J.	7/29/22
223	Bernat, T. W.	10/12/23
230	Byers, D. R.	2/7/25
233	Adamson, D. C.	3/2/25
233	Berti, J. E.	3/20/25
238	Merzlak, D. J.	2/27/25
242	Broman, M. L.	2/18/25
245	Forrest, D.	3/4/25
245	Herdter, G.	6/25/24
246	Ferguson, J. W.	4/14/24
246	Hubbard, R. W.	1/5/25
254	Majeau, H. M.	2/13/25
254	Williams, G. D.	2/2/25
265	Kramer, J. C.	2/20/25
269	Little, D. S.	3/20/25
275	Kerridge, J. C.	3/1/25
275	Wambaugh, G. L.	12/9/24
278	Clark, J. N.	3/6/25
280	Coulson, J. L.	2/16/25
292	Houle, G. T.	2/26/25
292	Oxley, S. D.	2/24/25
292	Schmidt, D. A.	12/28/24
292	Warner, G. T.	3/31/25
292	Wiese, D. W.	1/5/25
301	Bickham, P. D.	12/10/24
302	Hanson, J. W.	2/7/25
302	Mittone, R. F.	2/1/25
303	Kempt, J. E.	3/25/25
303	Thomas, H.	2/19/25
305	James, D. K.	5/20/24
306	Bryner, H. D.	9/22/24
306	Jones, R. A.	3/15/25
307	Lantz, J. W.	1/24/25
307	Shindle, C. E.	2/2/25
313	Hudson, E. L.	3/8/25
317	Lyons, T. G.	11/10/22
317	Porter, J. T.	1/11/25
325	Ferguson, G. A.	3/3/25
340	Anderson, W. T.	12/21/24
340	Hecox, M. J.	1/14/25
340	Prasad, J. M.	11/4/24
343	Bjerke, R. L.	2/2/25

Local Surname Date of Death

349	Lopez, F.	1/4/25
349	Yarbour, E. C.	8/6/24
351	Austin, E. H.	3/6/25
351	Lillie, J. G.	3/6/25
353	Beckett, K. S.	2/12/24
353	Bolan, M.	2/24/25
353	Imrie, F.	3/15/25
353	Jardine, J.	3/11/25
353	Wagner, R.	10/4/24
357	Davis, O. L.	12/29/23
357	Fuson, G. F.	1/25/25
357	Hogan, O. W.	2/21/25
357	Vought, C. W.	3/4/25
357	Zepeda, A.	6/16/24
363	Simmons, N. E.	3/15/24
364	Frisbie, D. J.	11/25/23
364	Sola, E. E.	2/4/25
365	Curd, D. R.	4/29/24
369	Bidwell, W. M.	3/17/25
369	Bradford, D. J.	12/25/24
369	Brown, L. E.	3/2/25
369	Hackemack, W. H.	2/15/25
369	Wilson, B. D.	2/23/25
379	Bailey, R. E.	2/19/25
388	Nieforth, M. A.	2/25/25
388	Pike, D. W.	2/18/25
400	Bostjancic, J. W.	2/28/25
400	Cassidy, C. J.	6/30/24
400	Gallagher, C. C.	3/14/25
400	Herko, S. M.	2/23/25
400	McKnight, J. G.	3/6/25
402	Norris, B. A.	2/22/25
413	Allen, G. M.	10/28/23
413	Eames, W. A.	1/13/25
424	Gorman, G. D.	4/29/24
424	Kremlicka, F.	11/23/24
424	Schulz, S.	2/12/25
426	Gullikson, D. J.	3/3/25
440	Grottness, T. P.	2/23/25
441	Hodge, M. T.	1/11/25
461	Dolan, R. B.	3/26/25
466	Anderson, B. R.	3/15/25
466	Garrett, D. L.	3/6/24
474	Simmons, J. E.	2/24/25
474	Tsaropoulos, B. B.	1/26/25
480	Holloway, J. E.	2/18/25
494	Bilden, D. R.	11/25/24
494	Reid, J. A.	3/1/25
494	Reith, E. F.	10/31/24
494	Sullivan, J. P.	1/16/25
495	Todd, D. D.	12/26/24
499	Wissink, B. G.	2/15/24
502	Fraser, C. M.	2/26/25
502	Gibson, G. M.	2/4/25
505	Lewis, M. E.	1/19/25
508	Tharpe, E.	9/29/19
518	Slemmer, T. R.	12/30/24
520	Redden, J. W.	2/24/25
520	Wilhelm, J. W.	3/3/25
527	Brown, M. P.	2/1/25
545	Cordonnier, J. R.	12/13/24
557	Herzog, J. R.	12/7/23
557	Sarna, T.	3/7/25
558	Bond, S. O.	3/18/25
558	Sykes, W. C.	2/25/25
569	Elliott, E. R.	1/23/25
569	Perritt, D. M.	2/15/25
570	Sees, R. D.	2/11/25
573	Stanley, L. H.	1/24/25
575	McCartney, W. H.	9/2/24
576	Lachney, R. J.	11/28/24
577	Poppe, K. C.	1/8/25
577	Schanke, S. N.	1/4/25
584	Martin, P. A.	12/9/24
586	Anderson, B.	8/15/24
586	Argue, G. A.	2/14/25
586	Capron, L. D.	3/10/25
586	Hayes, W. A.	1/3/25
586	Stuart, R. I.	1/5/25
595	Crowe, C. J.	2/17/25
596	Sapp, D. J.	3/18/25
601	Schweighart, B. G.	3/12/25
606	Foster, R. H.	2/11/25

Local Surname Date of Death

606	Shoaf, J. C.	2/23/25
611	Hobbs, J. W.	12/14/24
611	Lea, C. W.	2/23/25
611	Salaz, M. E.	8/9/24
613	Journey, R. L.	11/30/24
613	Newton, N.	12/1/24
613	Owenby, R. L.	1/28/25
627	Bates, J. R.	2/17/25
627	Leigaber, G. A.	1/8/25
640	Berbaum, S. V.	12/9/24
640	Forte, M. E.	2/14/25
640	Jensen, R. G.	3/3/25
640	Kearns, E. S.	8/12/24
640	Palomaki, W. K.	1/8/25
640	Weissinger, G. J.	2/15/25
654	Connors, J. J.	3/13/25
654	Grant, J. R.	1/5/25
659	Foster, L. V.	2/24/25
659	Wilson, A.	3/3/25
666	Much, J. P.	3/10

LOCAL LINES

Local 2's New Union Hall

L.U. 2 (catv,lctt,o,t&u), ST. LOUIS, MO — After more than 50 years in St. Louis, our local has moved its union hall to Fenton to accommodate our growing membership.

The old hall, which was only 3,200 square feet, was at 2131 59th St. in St. Louis. The new 32,000-square-foot building, which features office space, training facilities and meeting rooms, is at 940 Biltmore Drive in Fenton.

Assistant Business Manager Cecil "JR" Crocker said the union had operated out of the St. Louis office since the 1980s. He also said the union has a training center in St. Clair but noted that it wasn't used on a regular basis.

"We used to use the training center for apprentices, but that's all done in Iowa at Missouri Valley JATC now," Crocker said. "We wanted something all under one roof where we could do everything in one place. We love it."

Local 2 was chartered in 1897 and began representing construction linemen in 53 counties in the eastern half of Missouri, from Iowa to Arkansas.

Today, Local 2 has about 2,000 members and has grown to include not only construction linemen and groundmen, but telephone, cable TV, utility, cooperative, municipal, line clearance and clerical workers.

For more information on Local 2, visit ibew2.org.

Mike Keith, A.B.M.



Local 2 has moved from the city of St. Louis to a new, 32,000-square-foot office at 940 Biltmore Drive in Fenton.

Recent Events and Politics

L.U. 16 (i), EVANSVILLE, IN — The hall congratulates Sister Kim Musgrave on a well-earned retirement. Kim has faithfully served as dispatch agent under three administrations for more than 20 years. In addition to her work at the referral desk, Kim has served as a JATC instructor and an outspoken advocate for the Labor Day Association. Best wishes to her in all the future holds!

At this year's annual Battle of the Beans chili cookoff, Local 16's team beat out all other competitors to bring home the first-place honors. The team has placed first or second every year that this worthy event has been held. Kudos to all who made this victory possible.



Local 16 celebrated Kim Musgrave's retirement with a personalized Rosie the Riveter cake.

In a recent union meeting, Business Manager Ryan McRoberts clarified the dangers of being politically complacent. He pointed out the current administration's lack of support for several Biden-era programs that could cost the jurisdiction more than \$2 billion in lost work opportunities. He also spoke of an area legislator's unwillingness to hold an open town hall meeting. The congressman's staff even threatened senior citizens who were peacefully participating.

The Brotherhood's future is at risk. Please stay strong and united!

Donald P. Beavin, P.S.



Local 24 members stand proudly in front of the Maryland Statehouse at the 2025 Labor Rally.

New Faces, Same Strength

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! This March, hundreds of IBEW members, along with brothers and sisters from other trades and public sector unions, gathered in Annapolis for our annual labor rally. It was great to see labor from all sectors unite in support of workers' rights, a tradition and true testament to our collective strength.

Spring brought some changes regarding our executive board. Brother John Bugglen, an IBEW member since 1987, has decided to retire. We thank him for his years of service and dedication to Local 24. Additionally, Brother Miles Morris has stepped down to become a signatory contractor, and Brother Dave Springham has stepped down as recording secretary.

We are pleased to announce the following appointments to fill these unexpired terms: Brother Mike Ayres will fill Brother Bugglen's seat, Brother Cory Shifflett will take Brother Morris' seat, and Brother Carmen F. Voso will assume Brother Springham's role. Brother Montez Johnson will fill Brother Ayres' unexpired term on the examining board.

We look forward to the continued strength of Local 24 under the leadership of these dedicated brothers. Together, we will keep moving forward growing our market and securing a brighter future for all our members.

Live Better/Work Union.

Mike McHale, B.M.

Elections and Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — As of this writing, our local union's officers and agents have been extremely busy. We attended the IBEW Construction and Maintenance Conference, the Craftsmanship Awards dinner banquet, and the JATC graduation. The annual Dollars Against Diabetes golf outing was also held.

The Manassas, Va., picnic is Sat., June 28; the Roanoke, Va., picnic is July 26; and the Edgewater, Md., picnic is Sat., Aug. 23. Additionally, the annual fishing trip is scheduled for Sat., Sept. 20. Please visit ibewlocal26.org and click on the Events tab for more information.

The results of the Local 26 elections will be announced at the general membership meeting Fri., June 13, and the new officers will be sworn in at the general membership meeting Fri., July 11.

Best wishes to the following retirees: John E. Bell, Richard S. Blank, Alfred T. Boyd, John D. Curry, John D. Hileman, William E. Hopkins, Ronald W. Howard, Paul E. Mella, John J. Mesoros, Robert L. Sansbury, Peter Stocki and Philip R. Vincent.

The following members have passed away since our last article: Richard J. Bedard, Howard H. Bruch Jr., David J. Callen, John H. Exline, Jason C.

Gatliff, George J. Hyatt, Daniel T. Jones, James L. Kieffer, Cody T. Linkous, Ronald D. Marceron, Paul E. Merriman Jr., Theo Phelos Ndam, Trevon M. Norman, David Rogovsky, Charles K. Thayer, William F. Tydings III, Kenneth E. Weddle and Robert C. Young.

Joseph Dabbs, B.M.

Grateful Brotherhood

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Work this year has remained strong in our local, with no signs of slowing down.

Thank you to everyone who attended our annual steak fry, as well as our RENEW bags tournament benefiting the sick and needy fund. The 25th annual trap shoot will be held at 9 a.m. on Sept. 13 and is open to members, retirees and travelers working in the local. The event is held at the River Valley Sportsmen's Club off of Ten Mile Creek Road in East Peoria. There is no entry fee; just bring your shotgun, shells and PPE. Lunch, drinks and door prizes will be provided.

New merchandise will soon be available at the hall, including tic tracers and tie-dye T-shirts that will sport a "grateful" design. While there, don't forget to pick up a challenge coin commemorating our 125th anniversary last year.

Zach Helms, P.S.

Welcome, Next Generation

L.U. 38 (i), CLEVELAND, OH — At the March 4 union meeting, the members of our local welcomed 90 inside apprentices and 30 VDV apprentice technicians as they took their Obligation of Membership. Congratulations to the next generation of IBEW members — you are the future of this great union. Learn your craft, take pride in everything you do, and always have your sisters' and brothers' backs. The new apprentice technicians bring Local 38's VDV branch to nearly 500 members and growing.

"Rack Rules," a book written by Local 38 JW and JATC instructor Don Billington, is now available for purchase at the union hall or by emailing rackrules@gmail.com. This union-printed, 90-page release is a practical guide for electrical conduit coordination and installation professionals. It presents intuitive methods for multi-conduit layouts, supported by clear visuals and mathematical principles.

Dan Gallagher, B.M./F.S.



President Mike Muzic administers the Obligation of Membership to the newest members of Local 38.

Submitting Local Lines Articles

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

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

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

Trade Classifications

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

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

Local 40 Member Steps Up During Power Outage

L.U. 40 (em,i&mps), HOLLYWOOD, CA — When wildfires swept through the Pacific Palisades, two local fire stations lost power, leaving emergency responders in the dark. That's when Local 40 member Matt Gruber got the call.

With the support of the fire department, Gruber and his team from Hollywood Depot Rentals delivered generators to Fire Stations 23 and 69, restoring power and ensuring that first responders could continue their critical work. "I felt honored to get that call," Gruber said. "Without my IBEW Local 40 training, I wouldn't have been able to do what I did."

Gruber, a 19-year Local 40 member, also enlisted help from former Universal Studios colleagues to ensure that the power restoration was done safely. His team kept the stations running for two weeks until permanent electrical repairs were made.

A dedicated tradesman and union member, Gruber credits Local 40 for shaping his career. "My identity is partially an electrician," he said. "Without the education of Local 40 and the IBEW, I wouldn't be who I am today."

On behalf of the members who were affected by the wildfires, we are deeply grateful to all our brothers and sisters who stepped up during this crisis. Your generosity and support through donations and outreach have made a real difference in helping members who lost their homes in the wildfires. This solidarity is what makes our union strong.

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

The Next Generation

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rt&st), SEATTLE, WA — The Puget Sound Electrical JATC held its graduation recently. Two hundred fifty-three inside wire, limited energy and residential electricians are being celebrated for their dedication and hard work as they complete their training with Local 46. This achievement signifies not only the successful completion of rigorous programs but also the beginning of a promising career in our industry. The graduation is a testament to the skills of the professionals the IBEW is preparing for the future.

Cohort 2 of the IBEW Pathway to Apprenticeship has started. There is a sense of anticipation and excitement for the future as more schools show interest in our program. IP2A is designed to provide a structured route into the industry for young adults, ensuring that more have access to training and development, ultimately strengthening our union labor force.

In the face of high employment rates, internal organizing is becoming more crucial than ever. Member-to-member outreach has been well received and is led by volunteers. This proactive approach not only helps maintain strong connections within the union but also ensures that members are aware of the opportunities available, even in slow times.

Local 46 holds space for many groups and events that members and their families can be part of. From the EMMC's Super Bowl party to the Women's Committee solidarity nights, the ever popular Unity Committee's Easter Eggstravaganza and scenic rides with the Motorcycle Club, there is no shortage of opportunities for our members to come together.

Chris Boling, Vice Pres./P.S.

Missouri Power

L.U. 124 (ees,em,i,mar,rt&se,spa,t&ptc), KANSAS CITY, MO — The Missouri General Assembly passed a large omnibus utility bill, S.B. 4, in March. S.B. 4 became a contentious bill that garnered bipartisan support and opposition. However, with labor unions including Local 124 lobbying for the bill, it was able to cross the finish line. Since S.B. 4 touches all utility industries (electric, water, gas), various unions lobbied for portions of the bill that pertained to them.

The electrical portion of S.B. 4 alters how utility companies, such as Evergy and Ameren, can finance new power plants. Economic development in the region has fueled the need for more base-load generation. The average project that comes to market requires multiple times the amount of energy needed a decade ago.

Since the bill's passage, Evergy has already announced plans to build a new power plant within Local 545's jurisdiction. A similar bill passed in Kansas last year, and multiple natural gas plants are expected to be built. While these power plants may not be in our jurisdiction, it will most certainly help the grid supply power for the megaprojects in our jurisdiction that are to come over the next decade.

Wade Kiefer, Bus. Rep.



Local 134 families marching in the Working Families St. Patrick's Day Parade were escorted along the parade route by the IBEW Riders Club.

Local 134 Families Proudly March in St. Patrick's Day Parade

L.U. 134 (catv,em,govt,i,mt,rtb,rt&spa&t), CHICAGO, IL — The sun shone warmly upon our faces and the wind was always at our backs as our proud local members and their families marched in Chicago's annual Working Families Archer Avenue St. Patrick's Day Parade on March 15. The parade brought together past, present and future Local 134 members. The large group was escorted along the parade route by the IBEW Riders Club, which was a big hit with all the children and families along the parade route.

The Working Families Archer Avenue St. Patrick's Day Parade began in 2015, starting down Archer Avenue with the collaboration of local unions, including IBEW Local 134, Operating Engineers Local 150 and the Chicago Laborers Union, with many others joining since its inception.

The 2025 parade had eight honorary grand marshals, including fallen police officers and firefighters. Proceeds from the parade will benefit the Back the Vest program and the Ende, Menzer, Walsh & Quinn Retirees' Widows' and Children's Assistance Fund for the families of fallen Chicago firefighters.

The continued theme of the parade is to acknowledge those who have sacrificed to keep our communities safe.

For next year's attendees, the parade route begins at Archer and Oak Park avenues and ends



Local 302's new apprenticeship class.

at South Merrimac Avenue.

The parade offers all our IBEW members and their families the opportunity to march or cheer from the sidelines.

We hope you all will join us in 2026. Sláinte!

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

Local 288 Celebrates Brotherhood

L.U. 288 (i,rt&spa,u&ptc), WATERLOO, IA — With a new year comes the opportunity to renew our focus as an organization. The recently chartered RENEW chapter began their efforts to encourage participation in union activities by hosting a celebration of brotherhood.

Thanks to the generous contributions of our members, the Local 288 RENEW chapter held a gathering in January. This event offered food, games, raffle prizes and, most important, community. From lifetime members to first-year apprentices, members came together to share food, laughs, and a few wild stories here and there. Local 288 RENEW hopes to provide more opportunities in the future for members to become more active and involved in the Brotherhood.

Ethan Seidenkranz, P.S.



Apprentice Matt Chamberlain of Local 300 attends the IBEW Construction and Maintenance Conference in Washington D.C.

Wired for Change

L.U. 300 (govt,i,u,mo&lctt), MONTPELIER, VT — 2025 has started with a bang. Not just in the political (non)sense, but in the construction world, organizing arena and negotiations of 28 Local 300 collective bargaining agreements.

Negotiations are in full swing in all branches at the local. Labor and management continue to look for creative ways to maintain and improve wage and benefit programs that are resistant to political influence, medical inflation and the outrageous cost of prescription drugs.

Congratulations to Matt Chamberlain, journeyman inside wireman, who attended the 2025 IBEW Construction and Maintenance Conference in

Washington, D.C. Matt was able to experience the full breadth of the construction side of the IBEW with a special visit from former President Joe Biden, who received an honorary IBEW membership.

Punxsutawney Phil was correct when he saw his shadow and predicted six more weeks of winter — at least for the New England states. By now, the ground is clear and the sun is shining. Wishing you all a safe and enjoyable summer.

Jeffrey Wimette, B.M./F.S.

New Inside Wireman Apprentice Class

L.U. 302 (i,rt&spa), MARTINEZ, CA — Our local has something to celebrate. We would like to welcome our new first-year inside wireman apprentices to Local 302: Ulises Aguilar, Daniella Boyd, Adam Cauthen, John Cheshareck, Jonathan Corrick, Jordyn Flowers, Bradley Houghtelling, Aiyana Lawler, Nolan Lawrence, Jabbarr Love, Mariah Lucas, Evan McCause, Christopher McKenzie, Corbin Miller, Colton O'Connell, Corbin Prien, Maribel Ramos, Tai Reed, Gerardo Rios, Nevan Russell, David Sevilla, Dane Sorensen and Giovanni Zuniga.

We wish them all the best with their future careers!

Tom Hansen, B.M./F.S.

Local 306 Under New Leadership

L.U. 306 (i), AKRON, OH — Our local is under new leadership. Newly appointed Business Manager Chuck Zittle took over in September and hit the ground running.

In October, Local 306 hosted its first-ever labor roundtable event. U.S. Rep. Emilia Sykes was the honorary guest speaker alongside several labor leaders. The event was a great success, and Local 306 is looking forward to hosting again in the future.

In November, Ohio Attorney General Dave Yost visited the union hall and training center. We greatly appreciated him stopping by and getting to know us.

Before year's end, Zittle led the negotiations to a new three-year contract for our teledata members. In February, he helped organize a new security and teledata contractor, and we are pleased to add Diligent Electronic Security Systems to the list of signatory contractors with Local 306.

You better believe Local 306 is moving in the right direction, and the future continues to look bright!

Scott Jackovitch, A.B.M.



Diligent Electronic Security Systems is now a Local 306 signatory contractor.

HAVE YOU MOVED?
 Notify us of an address change
ibew.org/change-of-address or call 202-728-6263

LOCAL LINES

Solidarity in Sisterhood

L.U. 340 (i,rt&spa), SACRAMENTO, CA — Our Women's Committee participated in Habitat for Humanity's Women Build in March. This spectacular event supports women and children who are affected by housing challenges in our community. It invites anyone who wants to learn how to build a home, with years of experience or none, to help empower women everywhere.

VOLT and the Women's Committee partnered up and were excited to take part in such an impactful event. Volunteer Michelle Stoffel expressed how working alongside the families whose homes they were helping to build was "truly heartwarming and inspiring, as well as an honor for us to be able to give back to our community."

Eight of our members showed up on a weekend to donate their time and skills in giving these homes not just their electrical services but their solidarity in Sisterhood. We look forward to participating in this amazing event again next year.

Robert D. Ward, B.M./F.S.



Local 340 Habitat for Humanity Women Build 2025 participants.

Local 424 Agreement Reached With Local 1007

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rt&spa&u), EDMONTON, AB — Hello, brothers and sisters.

Our local concluded bargaining with Edmonton Local 1007, and we are happy to have reached an agreement that will bring a pension plan to our local's staff.

Minister of Advanced Education Rajan Sawhney toured Local 424 and the Electrical Industry Training Centre on Feb. 27. The provincial government has announced that they will be providing \$5 billion in funding for union training centers.

Local elections will be this spring, executive nominations will be in April, and unit nominations will be in May. Election results will be posted on our website immediately after the ballots are counted in June.

Scott William Crichton, P.S.



Local 424 Business Manager Michael A. Reinhart with Local 1007 Business Manager Steve Southwood.

Local 494's Long-Standing Partnership With Habitat For Humanity

L.U. 494 (em,i,mt,rt&spa,t&govt), MILWAUKEE, WI — Habitat for Humanity, a global organization operating in more than 70 countries, has improved



Local 494 members stepping up to support Habitat for Humanity.

the lives of more than 62 million people since its founding in 1976.

The heart of Habitat's mission, a collective effort of families, local communities and dedicated volunteers, includes the work of Local 494. Our members' involvement is integral to advancing this cause, making affordable and safe homes a reality for many people.

Under the leadership of Steve Schobert, Local 494 Kettle Moraine chairman, our local's partnership with Habitat for Humanity Lakeside has been instrumental to our shared mission. Local 494's role in making Habitat's mission a success is a testament to the impact we've made in our community. Habitat Lakeside recently celebrated the construction of its 51st home, an accomplishment that reflects the impact of our volunteer efforts.

"Steve has been the point man for everything that Local 494 brings to Habitat's mission. I'm not sure if we could have fulfilled the dream of homeownership to so many families without Local 494's help," noted Habitat Construction Manager Jon Hoffman.

With the passing of former President Jimmy Carter, a friend of labor, we are reminded of his and Rosalynn's dedication to Habitat for Humanity, primarily through the Jimmy and Rosalynn Carter Work Project. Here at Local 494, we are proud to uphold these values and traditions that define our community.

By volunteering with Habitat for Humanity, you can be part of a global movement that contributes to positive change. It's easy to get involved: Visit Habitat.org, and you'll find a range of volunteer opportunities near you. Start making a difference today!

Robert "Bob" Weber, Bus. Rep.

RENEW and Training Facility Activities

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,t,lctt,mo,mt,o,p,pet,ptc,rtb,rt&se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — Our local's RENEW Committee has been active this year, with members attending the 35th Electrical Workers Minority Caucus Conference in St. Louis in January. Member delegates were able to meet with other young workers from across the nation. They networked, compared experiences, and shared ideas on how to grow their committee and engage their communities.

In March, the committee was able to implement those ideas and meet a need in the community. An elderly resident had sustained significant tree damage during a spring storm and was unable to perform the necessary cleanup. The committee stepped in and took care of this need, cutting and clearing the downed trees.

At the Lineman Training Facility, efforts continue to build skilled workers. The facility provides apprentices with the hands-on skills and theoretical knowledge needed to work safely and effectively in the field. The facility offers a comprehensive

training program that blends classroom instruction with practical experience.

Training programs emphasize safety, grounding techniques and the importance of maintaining an injury-free work environment. Given the risks associated with working around high-voltage equipment, Local 702 ensures that its linemen and apprentices are trained to work under strict safety protocols that minimize the chances of accidents.

Jamie Hatfield, A.B.M.



Apprentice Gunter Gosha of Local 702 training on EPZ grounding.

Congratulations to December 2024 Graduates

L.U. 728 (em,i,rt&spa), FT. LAUDERDALE, FL — To our recent graduates: The hard and dedicated work you have put in has powered you up with skill and knowledge.

Go forth and light up the future in the electrical industry! Congratulations to the December 2024 IBEW graduates. (See photo below.)

Effie Cruz, P.S.



Local 728 December graduates, from left (front row) Jacob Turner, David Chaimowitz, Austin Short, Shawn Sullivan, Michael Reyes, Travis Vallis and Ariel Millard; (back row) Ed Letterman, Blake Kanarek (Outstanding Apprentice), Troy Casserly (Buck Autry Award winner), Tyler Wichner, Brandon Paulino, Richard Andia and Johnny Burroughs.



Local 2304 member Brian Larsen, with the executive board after being presented his retirement award.

Chili Cook-Off a Big Success

L.U. 1340 (i&o), NEWPORT NEWS, VA — The Motorcycle Riding Club of our local sponsored its sixth annual chili cook-off March 29 at the union hall. The weather was great, and so was the attendance, with almost 275 members, friends and family turning out.

Eighteen cooks prepared their best chili, and the attendees voted on their favorite batch. Winners of the categories were: Chris Rupp and Greyson Dix (judges' choice), Chris and Samantha Greer (journeyman wireman division), Izzy Redmond and Donte Brown (apprentices), Daniel and Emily Smook (maintenance), and Paul Bryan and Ralph Pacheco (tied for retirees).

About \$6,000 was raised to benefit the Peninsula Food Bank, which will provide 24,000 meals for local families. Music was provided by Kevin Brinson and Brian Sewell, and distinguished guests included state Del. Shelly Simonds, Newport News City Councilman Rob Coleman (also a chili judge), Electrical Training Alliance Executive Director Todd Stafford (also a chili judge) and past Hampton City Councilman Billy Hobbs. This has been a very successful annual event, and we are looking forward to continuing it for many years.

We regret to report the passing of retired Brother Charlie Moore on Feb. 18.

Jim Avery, P.S.

Two Local 2304 Union Leaders Retire

L.U. 2304 (u), MADISON, WI — Tim Gleiter, an active member for more than 40 years who served our local as a steward, executive board member, financial secretary and a representative in several committees, retired in January. Brian Larsen, who served Local 2304 as a union representative on several committees and an executive board member, treasurer, registrar, bargaining committee member for several negotiations — and was an active member for more than 36 years — retired in February.

Their more than 75 years of experience, dedication and leadership are irreplaceable. Well wishes for a long and happy retirement, Tim and Brian! With thanks and solidarity from your brothers and sisters of Local 2304.

Nate Rasmussen, B.M.

RETIREEES

Local 2 Brother Steve Banderman Retires

RETIREEES' CLUB OF L.U. 2, ST. LOUIS, MO — Our local would like to congratulate Brother Steve Banderman on his retirement. Steve is a 45-year member of Local 2. He was indentured into the line apprenticeship in 1980 and worked for several IBEW contractors until moving to Crawford Electric Cooperative in 1989. Steve was appointed assistant business manager/recording secretary of Local 2 in 2005.

Steve brought his years of experience in the trade to the halls of Local 2 and led with honesty and respect. His devotion and leadership to his local and the IBEW will be a model to those who serve after him. Congratulations, and enjoy the lake!

Mike Keith, A.B.M.



Local 2 Brother Steve Banderman, proud grandpa!

Local 3 Retiree Pensioners' Luncheon

RETIREEES' CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER / PUTNAM CHAPTER — Our local held its 40th biannual pensioners' luncheon at the Sheraton Hotel in Midtown Manhattan. More than 1,000 happy retirees filled the grand ballroom. In addition to the Westchester/Putnam retirees' chapter, attendees included members of chapters from New York City, Long Island and New Jersey.

Club members reunited with old friends and former co-workers. We shared memories, gave updates on families and reminisced about old work tales. Lunch was served, and we heard from several esteemed officers, including Business Manager Christopher Erikson.

The guest speaker was former Gov. Andrew M. Cuomo, who is running to be the next mayor of New York City. Cuomo's candidacy has been endorsed by Local 3. He has always been a friend, supporting unions, pension plans and retirees. We wish him the best of luck.

This day was a reminder that after a



Members of the Local 3 Westchester/Putnam Chapter Retirees' Club.

successful career in the electrical industry, we are fortunate to have a great pension that offers us financial stability in our golden years.

Frank Balbo, Comm. Dir.

Hogan Takes the Helm as President

RETIREEES' CLUB OF L.U. 26, WASHINGTON, DC — The retired members' club held its recent elections, ushering in a new slate of officers to lead the organization into the future. George Hogan was elected as the new president, bringing fresh vision and energy to the role. Joining him on the new leadership team are Bob Cunningham, elected as treasurer, and Rick Warner as vice president.

As we look forward to a new chapter, we also take a moment to express our heartfelt gratitude to the outgoing officers: President Susan Flashman and Treasurer Jim Handley. Their dedication and contributions have left a lasting impact on the RMC.

A special thanks goes to Susan Flashman and longtime member and past officer Dick Bissell, whose leadership energized the development of the Medical Equipment Program. This initiative has provided essential medical equipment to area residents in need, and it stands as a testament to their compassionate and proactive approach during their tenures.

Incoming President George Hogan has already outlined some important issues to be addressed. Among them is a call for reviewing and updating the organization's bylaws. Concerns were raised during the recent election, particularly around the rule requiring members to be physically present to cast a vote. Hogan emphasized the need to modernize voting procedures to ensure fairness and broader participation.

In addition to leadership changes, the RMC is developing a new logo, designed to better reflect the identity and mission of the organization. More details on the logo's unveiling will be shared in the near future.

RMC members also have exciting events to look forward to under the guidance of Vice President (and travel coordinator) Rick Warner. A New England cruise is planned for October, promising memorable experiences and fellowship among members. Other activities are also in the works as the RMC continues to grow and build community.

With strong new leadership, ongoing initiatives and a renewed sense of purpose, the RMC is well positioned for continued success in the months and years ahead.

Michael Acree, P.S.

Join the Local 35 Retirees' Club

RETIREEES' CLUB OF L.U. 35, HARTFORD, CT — First, I would like to give thanks to Dennis Machol, president of the Local 35 Retirees' Club, and Charlie Rose for their involvement in the American Retirement Association. They help us to stay informed on issues that affect us as retirees.

We are looking forward to this year's events including the Yard Goats baseball games, golf outings, a possible trip to Foxwoods Casino and our

monthly luncheons at the Knights of Columbus in Newington.

For all new retirees: We meet on the second Wednesday of the month at noon. If you have any suggestions for group activities, please come to the next meeting so we can discuss new activities.

Thank you, Local 35, for donations like the Yard Goats tickets and for being a strong union.

We hope more retirees will join us now that spring has arrived!

Kenneth R. White, P.S.

Local 53 Service Pins Awarded

RETIREEES' CLUB OF L.U. 53, KANSAS CITY, MO — Greetings, brothers and sisters! We are well into the new year, and it has been interesting, to say the least. Every day seems to bring new challenges.

The weather looks like it is finally going to give us a break. We can get out and start doing some fishing, gardening, riding or just sitting outside and relaxing with a cold drink. Heck, I am even looking forward to yard work after this winter.

Local 53 hosted our spring luncheon, and there was great turnout. It was wonderful to see everyone and catch up on what they had been up to. The food was great, as usual. We would like to thank the local and all of its staff for doing a terrific job.

This year, the following members received service pins: Dwight Alder, Rick Jones, Aaron Mabon and Tom Westfall (50 years); Irvin Blackard, Mike Costigan, William Ferguson, James Gedminas, Edgar Skaggs and Richard Vote (55 years); James Anderson, Ronald Calron, Gary Hanna, Dorsey Wayne Jackson, Jim Love and Phil Sperry (60 years); and Robert J. Miller (70 years).

On a sad note, we lost a couple more retirees, Bob Frazee and Jack Brown. Rest in peace, brothers.

Bob Stuart, Pres.

Supporting Those Who Support Us

RETIREEES' CLUB OF L.U. 58, DETROIT, MI — We hosted our annual pin party, which honors all members with 50+ years of membership in the IBEW, in April. This year we had 218 eligible honorees, with 73 recipients of 50-year pins.

This event has been gaining steam since the pandemic shutdown, and our attendance has been in the 100+ range. Along with invited guests, honorees enjoy a catered lunch, the presentation ceremony and photographs. Many honorees meet up with old classmates from their apprenticeships and folks they worked with when active in the trade. A good time is always had by all.

With the shift in White House power in January, we are seeing the American people who do not

align themselves with billionaires gathering in town hall meetings and in many grassroots organizations throughout the country, voicing their confusion and despair. We union folks know what it's like to work for a living. Let's get to work reminding those in power that we are out here and willing to support the folks who support us.

Pat Nuznov, P.S.

Kicking Off Summer at Local 105

RETIREEES' CLUB OF L.U. 105, HAMILTON, ON — I'd say we are definitely ready for the summer! Since our last article, we have added a few more activities to our agenda.

On April 13 we were invited to join Local 105 for a years-of-service presentation breakfast at the Michelangelo Banquet Centre. So nice to see so many deserving members be recognized!

May 4th we returned to the Michelangelo Banquet Centre for a dinner and dance. We were pleased to share this event with our brothers and sisters.

June 6 we jumped on a bus and headed to the Grand River Raceway & Casino for an enjoyable dinner and a night of entertainment.

June 20 will be our annual barbecue to kick-off the summer!

For those of you who are 55+, a retiree of Local 105 and have not yet joined the Retirees' Club, what are you waiting for? It's only \$25 per year per person, and look at all the fun you're missing out on!

Most importantly, please remember that all the past and present events we enjoy are made possible by our hard-working local members and kindhearted executive board. Our heartfelt thanks to all of you!

Eden McLean, P.S.

Local 125 Retirees' Luncheon and Service Awards

RETIREEES' CLUB OF L.U. 125, PORTLAND, OR — On March 24, during the monthly retirees' luncheon, President Larry Browning of our local took a moment to recognize the impressive service records of two esteemed retirees.

Bob Rogan proudly celebrated 50 years of dedicated service, while Don Akers marked an incredible milestone with 65 years of commitment to the IBEW. We extend our deepest gratitude to both Bob and Don for their unwavering dedication to membership and the Brotherhood. Thank you for your long-standing contributions and commitment to the IBEW!

Travis Eri, B.M.



Bob Rogan receiving his 50-year service pin from Local 125 President Larry Browning.

RETIREES

Summer Greetings From Local 134 Retirees' Club

RETIREES' CLUB OF L.U. 134, CHICAGO, IL — Summer greetings to all members and administration. We held a March 12 luncheon meeting and celebrated an early St. Patrick's Day with a delicious corned-beef-and-cabbage lunch. This meeting was also the biennial odd-year election for three opening seats on our executive board, with five members nominated for the election. After all members in attendance voted, the votes were counted. Bob Pitlock, one of our monthly newsletter editors, was elected, along with James Martin and Susan Kleczka, who were re-elected to serve another term. Local 134 President Timothy Fitzgibbons swore us in to the retirees' executive board.

On March 26, a group of about 30 retirees went on a field trip to the Gichigamiin Indigenous Nations Museum in Evanston for a regional tour of American Indian cultures. This amazing little museum is filled with so much knowledge and information about the



On a Local 134 outing, retirees viewed Christal Ratt's work Shemaginish (Warrior), an art piece that reflects how we fight for our culture.

North American tribes from sea to shining sea. We learned how native tribes made use of what was available to them to build their homes, plant crops and hunt for food in the territories where they lived. They left nothing to waste and used their resources to make clothes, shoes, headdresses, and beautiful blankets and works of art.

An artist named Christal Ratt, a Mitchikanibikok Inik First Nation woman, creates art that keeps traditional practices alive. One of her pieces, Shemaginish (Warrior), is a life-size warrior figure that honors land defenders, water protectors and grassroots advocates who guard indigenous rights and lands. It caught my eye because the helmet looks like one in "Star Wars: The Mandalorian," showing the timeless quality of her art.

Wishing you all a safe and healthy summer.

Susan Kleczka, P.S.

Local 150 Retirees' Activities in 2025

RETIREES' CLUB OF L.U. 150, WAUKEGAN, IL — Every year our Events Committee puts in efforts to ensure our club members have plenty of options to get out and have some fun!

It's great to see how many Local 150 retirees and their spouses sign up and participate in these activities every year, and 2025 is no different. However, we are always looking for more retired members to join in! Copies of our 2025 calendar are available at the hall and on the Retirees' Club's website (ibew150.org/retiree-club). Our meetings are held on the second Tuesday of the month at 1 p.m. from March through November on the JATC side of the hall.

We have quarterly luncheons each year, an awesome picnic at the Laughlins' house in

September, and we participate in Zion's Labor Day Parade and host the Local 150 kids' Christmas party in December.

Some of our other events this year include a Libertyville Fire Station tour, a Lincolnshire Marriott Theater production, Par-King Skill Golf, East Troy Railroad Museum/Train Charter, Cedarburg Strawberry Fest, bocce ball in Highwood, a Lake Geneva cruise and a visit to the Metropolis Performing Arts Center in Arlington Heights. Looking forward to a busy 2025!

Tom Boivin, Vice Pres.

Spring Forward

RETIREES' CLUB OF L.U. 257, JEFFERSON CITY, MO — Monthly luncheon meetings were held in February and March at the American Legion Post 5 in Jefferson City and Veterans of Foreign Wars Post 2657 in Fulton, respectively. Retirees were treated to a country-style luncheon followed by the monthly meeting.

President Ron Holzhauser acknowledged that our retiree club would feature in The Electrical Worker, and a draft of the article was read by



Local 257's Retirees' Club meeting in February at the American Legion Post 5 in Jefferson City, Mo.

Connie Hamacher to the retirees at the February meeting. The article was published in March with great reviews from members of the Retirees' Club.

Rick Stokes recruited retirees to judge projects at Skills USA, which was held April 11 at State Technical College in Linn, Mo.

Congratulations are extended to Jim Winemiller and Debbie Hillen, who married Jan. 11.

Condolences are sent to the family of Cecil Roark, who passed Feb. 7. Cecil owned and operated South Electric and joined Local 257 in the 1970s. He continued to work for various union contractors before retiring in 2001.

Connie Hamacher, P.S.

Honoring our Legacy

RETIREES' CLUB OF L.U. 683, COLUMBUS, OH — We celebrated our 43rd annual Christmas luncheon — our third post-COVID-19 — with a remarkable turnout of approximately 120 attendees. This gathering continues to grow each year, rekindling friendships and bringing together members who may not have seen each other for decades.

We extend our deepest gratitude to our active members and officers for their ongoing support in providing the caterer and opening the doors of our union hall for this event. Their commitment strengthens the bond between active and retired members, ensuring that our traditions remain vibrant.

As we look ahead,

December 2024 International Executive Council Meeting

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

The meeting of the International Executive Council was called to order at 8:30 a.m. on Wednesday, December 18, 2024, in Washington, DC. The members of the council in attendance were Chairman Erikson, Calvey, Calabro, Chincio, Finn, Griffiths, Hamilton, and Cassidy. Brother Cunningham was excused to attend to business of his local union. Minutes from the last meeting were approved and signed off.

International President Cooper

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

International Secretary-Treasurer Noble

International Secretary-Treasurer Paul A. Noble presented financial reports covering the IBEW Pension Fund, the Unity Fund, and the Investment Portfolio of the Brotherhood, both in Canada and in the United States.

Legal Defense

General Counsel reporting on legal activity and bills, and payment for legal defense, made from the General Fund, were examined, and approved in accordance with the requirements of Article X, Section 1 of the IBEW Constitution.

Financial Reports

The International Secretary-Treasurer's Report on the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

Appeals Filed with the International Executive Council

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 1141 member Michael J. Burks, card number D727383, and it is the decision of the IEC to deny Brother Burks' appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 716 member Byron K. Flowers, card number D690142, and it is the decision of the IEC to deny Brother Flowers' appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local 481 member Keith K. Hall, card number 7428034, and it is the decision of the IEC to deny Brother Hall's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 15 member James D. Hock, card number D61784, and it is the decision of the IEC to deny Brother Hock's appeal.

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 466 member George Ross Sr, card number D473337, and it is the decision of the IEC to deny Brother Ross' appeal.

Article XX and XXI Cases

There were no Article XX or XXI cases to report during the third quarter of 2024.

Appointment of IEC Fourth District

On September 27, 2024, at 5:00 PM, a special meeting was convened following the passing of IEC member William Riley. After observing a moment of silence in Brother Riley's honor, Zachary Cassidy was appointed to fill the vacant IEC position and was subsequently sworn in.

Local Union Under International Office Supervision

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

IBEW Consolidated Balance Sheet/Income Statement ending September 30, 2024

Reviewed and Filed

IBEW Unity Fund Contributions ending September 30, 2024

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets ending September 30, 2024

Reviewed and Filed

Retirement of Director

Paul O'Connor, Director, Government Effective — December 1, 2024

Retirement of International Representatives

Clarence King, International Representative, Education Department Effective — September 1, 2024

Gary Griffin, International Representative, Fourth District Effective — October 1, 2024

Philip Horrell, International Representative, Third District Effective — October 1, 2024

Retirement of International Office Employees

Diana Ferrell, Office Employee, Fifth District Effective — August 13, 2024

Timothy Prendergast, Office Employee, IT Department, International Office Effective — October 1, 2024

Yong Phelps, Vested Effective — October 12, 2024

Vickie L. Dawson, Vested Effective — January 1, 2025

Christina Mullikin, Office Employee, Personnel Department, International Office Effective — January 15, 2025

This regular scheduled meeting was adjourned on Wednesday December 18, 2024, at 1:00 p.m. the next regular meeting of the International Executive Council will commence on Monday, February 10, 2025, in Naples, Florida.

For the International Executive Council

Myles J. Calvey, Secretary December 2024

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, visit ibew.org/IEC-Meeting-Minutes. ■



Members had a great time at Local 683's 43rd annual retirees' luncheon.

we invite retirees' clubs across Ohio and beyond to collaborate — to network, share ideas, organize state-level retiree events and build a lasting foundation for future generations. Retirees are a vital link between the past and the future, offering wisdom, experience and a historical perspective that can guide today's workforce.

We preserve our union's legacy and strengthen the Brotherhood for generations by staying engaged.

Mike Morey, Pres.

Local 804 Retirees Have Been Active

RETIREEES' CLUB OF L.U. 804, KITCHENER, ON — Local 804's Retirees' Club has been very busy, including 14 functions on

our events calendar in 2024. These included trips to the theater for live musicals and plays; a river boat cruise; casino visit; a Toyota tour; visits to other retirees' clubs; Oktoberfest, with guests coming from four other retirees' clubs; and Christmas functions.

We initiated an education fundraising project for the baby daughter of an apprentice who was killed on the job. We adopted a child in Haiti and donated to those in need, like the Ukrainian people and Kids Ability. Our retired members are still working on the electrical installations for our area Habitat for Humanity, and the savings to Habitat over the past 20 years amount to \$1,287,000.

We organized two electrical missions to Guatemala, one in 2019 with 13 people and one in 2023 with 16 people. We upgraded the electrical system at a home for children while in Guatemala. The electrical system was so bad that they were getting 70-volt shocks in the showers of the girls' dorm.

We have interesting speakers at our meetings, such as an expert on EVs; a fire chief; a policeman to talk about grandparent scams; and experts on downsizing, exercise for seniors, wills, first aid, CPR and many others.

Thanks to all of our events coordinators for arranging such fun-filled years, and thanks to all of the other volunteers in the club that make this organization such a success.

Jerry Wilson, Pres.

February 2025 International Executive Council Meeting

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

The meeting of the International Executive Council was called to order at 10:30 a.m., by Chairman Erikson on Monday, February 10, 2025, in Naples, Florida. Other members of the council in attendance were Calabro, Calvey, Hamilton, Cassidy, Finn, Cunningham, Chincio and Griffiths. The minutes from the last meeting were approved.

International President Cooper

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

International Secretary-Treasurer Noble

International Secretary-Treasurer Paul A. Noble presented financial reports covering the IBEW Pension Fund, the Unity Fund, and the Investment Portfolio of the Brotherhood, both in Canada and in the United States.

Legal Defense

General Counsel reporting on legal activity and bills, and payment for legal defense, made from the General Fund, were examined, and approved in accordance with the requirements of Article X, Section 1 of the IBEW Constitution.

Financial Reports

The International Secretary-Treasurer's Report on the various funds of the Brotherhood were presented to the members of the International Executive Council, examined, approved, and filed.

Article XX and XXI Cases

There were no Article XX or XXI cases to report.

Local Union Under International Office Supervision

There are two Local Unions under trusteeship, Local Union 2330, St. John's Newfoundland and Labrador, Canada and Local Union 1501, Baltimore Maryland. The IEC authorized a six-month continuation of these trusteeships at the December 2024 meeting.

Appeals Filed with The International Executive Council

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local

Union 1288, William Hawkins, card number 6503130. Based on this review, the IEC has determined to uphold the International President's decision to deny the appeal.

IBEW Consolidated Balance Sheet/Income Statement

ending November 30, 2024

Reviewed and Filed

IBEW Unity Fund Contributions

ending November 30, 2024

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets

ending November 30, 2024

Reviewed and Filed

Retirement Request/ Appointment

International Vice President Gina P. Cooper Fourth District submitted her retirement, effective April 1, 2025. International President Kenneth W. Cooper appointed Austin Keyser to complete her unexpired term. The International Executive Committee unanimously approved Austin Keyser's Appointment effective April 1, 2025.

Retirement of International Office Employees

Robin A. Fink, Office Employee I.O./CIR, Secretary IV Effective — April 1, 2024

This regular scheduled meeting was adjourned on Friday, February 14, 2025 at 11:30 a.m. The next regular meeting of the International Executive Council will commence on April 4, 2025, in Washington, DC.

For the International Executive Council

Myles J. Calvey, Secretary
February 2025

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, visit ibew.org/IEC-Meeting-Minutes. ■



International Brotherhood of Electrical Workers

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

EXECUTIVE OFFICERS

Kenneth W. Cooper
International President

Paul A. Noble
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Christopher Erikson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
William Hamilton

Fourth District
Zachary T. Cassidy

Fifth District
Donald B. Finn

Sixth District
Mark H. Cunningham

Seventh District
Leroy J. Chincio

Eighth District
Tom N. Griffiths

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Russell N. Shewchuk

Second District
Michael P. Monahan

Third District
Dennis C. Affinati

Fourth District
Austin Keyser

Fifth District
Glenn Brannen

Sixth District
Michael Clemmons

Seventh District
Christian J. Wagner

Eighth District
Jerry Bellah

Ninth District
David E. Reaves Jr.

Tenth District
Brent E. Hall

Eleventh District
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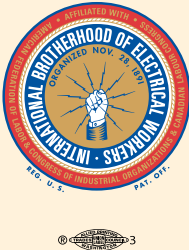
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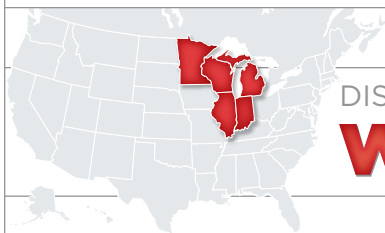
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WHO WE ARE

The 101-Year-Old World War II Veteran Who Helped Found a Michigan Local

When Sam Bossingham was growing up in South Dakota, he didn't have any electricity. Little did he know that his path would take him to northern Michigan, where he co-founded an IBEW local, but not before fighting in World War II.

"I was proud to start Local 498," Bossingham said of the Traverse City, Mich., local he helped found. "There's nothing better than the union."

Now 101 years old, Bossingham is the sole remaining founder of Local 498, which got its charter in 1949. He came to the trade after trying his hand at wheeling cement once he got home from the war.

But it wasn't for him, so when he saw an ad in the local newspaper for a correspondence course in electrical work, he decided to give it a go. He studied hard and passed the exam on his first try.

"It came natural to me," he said, noting that contractors would often call him for help. "When you do something you like, it makes you feel good."

He worked nonunion in his early days as an electrician, until a couple of guys from Detroit Local 58 came to Traverse City and asked Bossingham about starting a local. Knowing what the union could offer, Bossingham and three other men, one of whom was his younger brother Art, set about starting a union.

"You couldn't ask for a more stand-up guy to start the local," Business Manager Dave Fashbaugh said. "Sam was one of those guys who put it in the textbooks."

Fashbaugh added that Bossingham was one of the members who got the local's pension started.

"He was very forward-thinking," he said.

Bossingham and his soon-to-be brothers saw their chance to start recruiting at a big job at a paper mill in Manistee, about 65 miles southwest of Traverse City. It had about 50 electricians working on it.

"Most of the guys joined up," Bossingham recalled. "They knew they'd get better wages that way."

They also put ads in the papers in Charlevoix and Petoskey, about 60 miles north.

"For a while, we were paying for things out of our pocket," Bossingham said of the early organizing days. But it paid off, and eventually they got their charter.

"We started a good thing. It makes me proud," Bossingham said. "Working union was a lot better than before. And we were happy to get a low [local union] number."

Working in electrical was a far cry



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— Traverse City, Mich., Local 498 member Sam Bossingham

Sam Bossingham, left, receives an award for his years of service at Local 498's 75th anniversary event.



Above, Bossingham among a group of electricians outside a paper mill where he and three other men recruited the workers to join the newly founded local. At right, the charter for Local 498, signed by Bossingham, as well as his brother Art.



from Bossingham's childhood days on a ranch outside the Rosebud Reservation with no electricity.

"I was a cowboy in South Dakota," Bossingham said. "I didn't know how to put in a light bulb."

The Great Depression and a series of natural disasters — drought, sandstorms, snowstorms and even a plague of grasshoppers — took their toll on the family cattle ranch. Bossingham's father picked up and moved to northern Michigan, where he found work renting out horses for trail rides and other odd jobs at the camp that would later become the Interlochen Arts Camp.

In 1941, Bossingham moved to Michigan to help his father, but soon after signed up for the draft. Just two months after the attack on Pearl Harbor, Bossingham was in basic training.

He was assigned to the 81st Chemical Battalion, and after a commanding officer made him a "buck sergeant," the newly promoted Bossingham came to lead a team of 26 soldiers. Half of them did not make it home.

The most action they saw was in Belgium, where they were stationed for 120 days, Bossingham said, but the worst battle was at Omaha Beach in Normandy.

"They really slaughtered us,"

he recalled.

More than 4,400 Allied soldiers lost their lives in that battle.

"The Army trained us to make ourselves as small as possible while taking fire," Bossingham told the Record-Eagle, a local paper. "You forget about being scared and saving your life at those times. You do what you've been trained to do."

Bossingham's troops also endured heavy fighting in Saint-Lô in France.

"There was nothing left afterward," he said. "The

only thing standing was a church."

Bossingham also saw combat at the Battle of the Bulge but was never injured during the war.

"I always figured that God helped me," he said. "He always put me somewhere where I never got hurt."

Bossingham's brother Walter served, as well. He was captured by the Germans, but not before completing 21

bombing missions.

Bossingham said he would have been sent to Japan, but after the Americans dropped the atomic bombs, he was sent home. Walter made it home, too.

Like so many from his generation, he's humble about all he endured, Fashbaugh said.

"I knew Sam was in World War II but not exactly what he did. To fight in the Battle of Bulge, Antwerp and Normandy and survive all three is unreal," Fashbaugh said.

Bossingham does have accolades — a certificate of gratitude from the city of Antwerp, Belgium, and a hand-signed letter from President Joe Biden thanking him for his incredible service.

Bossingham retired in 1983 but has stayed active ever since. He kept his love of horses from his days breaking them in on the ranch, and didn't stop riding until just three years ago.

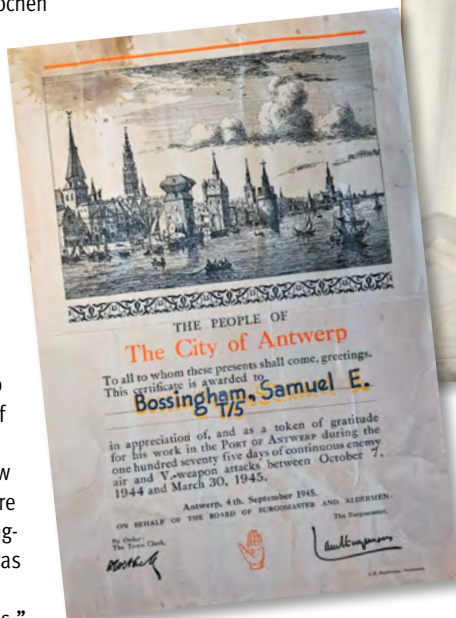
"That's a fun time," he said of one of his favorite pastimes.

He still does calisthenics every morning, just like he was taught in boot camp, Fashbaugh said.

"He doesn't look a day over 80," Fashbaugh said. "He rarely uses his walker. He mostly just walks with a cane."

Looking back on his life, Bossingham said he's proud to have done his part and helped where he could.

"Not to brag, but I helped a lot of people," he said. "I like to do that, though. It's good for your heart." ■



Above, Bossingham just after enlisting in the Army. At left, the certificate of gratitude he received from the city of Antwerp, Belgium, for his heroism during World War II.