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THE IBEW'S 2025 PHOTO CONTEST

Deadline: Oct. 31 • Details on pg. 7

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BURIED AT SEA

*White House Attacks on Renewables
Are Killing IBEW Jobs*



Photo courtesy of National Renewable Energy Laboratory

Block Island Wind Farm, built in part by members of the IBEW, was the first commercial offshore wind farm in the U.S. It may be one of the last. The Trump administration has issued a series of crushing blows to industry, threatening thousands of union jobs.

The Trump administration is escalating its attacks on major renewable energy projects and the thousands of union jobs that power them, just as the grid faces historic strains from ballooning demand.

In one of the latest examples, the Bureau of Ocean Energy Management issued a stop-work order on the Revolution Wind project off the coast of Rhode Island in late August — months before it was due to start supplying energy — citing unspecified national security concerns.

Lee Zeldin, the Environmental Protection Agency administrator, soon contradicted the justification for the decision on Fox News. “The president is not a fan of wind,” Zeldin said.

The stop-work order was the most high-profile step in the Trump administration’s late summer escalation of its war against wind power. As of this writing, this has included the cancellation of at least two permitted projects nearing construction, the termination of \$700 million in infrastructure projects and the creation of a Cabinet-level committee that will “investigate” all existing renewable energy projects in the country. (This is a developing story. Check [ibew.org](https://www.ibew.org) for updates.)

ORGANIZERS OF THE YEAR

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“I’ve never seen anything like it in my life,” International President Kenneth W. Cooper said after the Revolution Wind announcement. “This is power we desperately need. ... Years of work down the drain, hundreds of millions of dollars and dozens of workers sitting idle on a dock, because one man isn’t a fan?”

Cooper compared the stop-work order to the Keystone XL pipeline drama a decade ago.

“I know that upset many of our members. This is worse, way worse, than Keystone,” Cooper said.

Construction on the multibillion-dollar Revolution project began in 2023. Forty-five of the 65 turbines have been fully installed, and the pilings are in place for the final 20, according to developer

Ørsted. The government originally approved the 13,700-acre lease of the Revolution Wind area in early 2020, during the first Trump administration. In early September, Ørsted announced that it will sue to reverse the order. Connecticut and Rhode Island soon followed.

Providence, R.I., Local 99 members have already logged several hundred thousand work hours on hundreds of calls for Revolution Wind, according to Business Manager Joe Walsh. Jurisdiction is split with Boston Local 104, whose outside construction members have been throughout the project. The substations, wiring and interconnect were contracted to IBEW signatory contractors, and Local 99 members also built and maintain the \$100 million factory Ørsted built on the Providence docks.

“I had 50 jobs there for two years. It was a massive investment for the Port of Providence, and very welcome,” Walsh said. “The belief was that there would be more leases and more projects up and down the East Coast and they would be built right here,” he said.

BURIED AT SEA continued on page 4

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FROM THE OFFICERS

War on Wind Power



Kenneth W. Cooper
International President

Two months ago in this space, I called the Republicans' budget bill "The Great Betrayal" of working people.

It was true then, and it's true today. Decisions made by this administration and this Congress are having disastrous effects already on our work outlook, on the developers and contractors we rely on for work, and on our everyday expenses as working Americans.

I wish I were coming to you today with better news, but the hits keep coming. And right now we're dealing with the reality of another series of shortsighted and half-baked decisions, this time on wind power.

I don't need to tell you, North America needs power. If we want to compete in the global economy, electrifying our buildings, homes, ports, factories, and cars and trucks has to be a priority. At a minimum, we need to double our generation, transmission, storage and distribution capacity and reduce carbon emissions — all at the same time. And we were on track to do it. Until this summer.

Donald Trump put his hand around the throat of a significant source of clean energy jobs, and he is squeezing the life out of it.

With the other hand, he is reaching into your wallets and taking out hundreds of millions of dollars in lost wages. The question I keep asking is "Why?"

What makes him so angry about union workers building clean energy projects? What justifies killing billions of dollars of projects that are permitted, under construction or, in the case of Revolution Wind in Rhode Island, nearly complete?

One in every 10 watts generated in the U.S. today comes from wind. Iowa gets 60% of the power it uses from wind. Combined, onshore and offshore wind is one of the fastest and cheapest ways to bring new generation onto the grid.

Various laughable justifications have been presented to oppose wind, from preposterous "national security" worries to bizarre health claims to merely silly concerns for the health of birds.

Donald Trump and his millionaire and billionaire friends have a long history of opposing offshore wind projects, mostly with claims that they don't like the looks of them from their expensive waterfront properties.

Trump has called wind turbines "disgusting looking" and trotted out conspiracy theories about their effects. None of that is true, of course, and most of the current crop of offshore wind farms are invisible from land.

But I'm sure it's a great comfort to our brothers and sisters on the unemployment line that rich men get to keep pretty views at one of their houses.

I have no special attachment to wind power. I have an attachment to IBEW jobs.

The IBEW has long backed an all-of-the-above approach to meeting the electricity demands of this century, advocating for building everything from renewables to nuclear and gas. And we had a national strategy for that when we helped write and pass the Infrastructure Investment and Jobs Act and the Inflation Reduction Act.

Now tariffs are sending prices up, erratic economic decisions from the president are drying up investment in new construction, and we are once again seeing drops in manufacturing employment.

It doesn't have to be this way. America could have a comprehensive national energy strategy backed by experts and the men and women of the IBEW who will bring it to life.

Instead, policy is being driven by the irrational biases of one man, who is single-handedly killing off an industry that has already delivered thousands of IBEW jobs and was set to deliver many more.

Whatever your political leanings, I think we can all agree that's not what we voted for last November. ■

Union Care

Ask any American about the state of the economy, and you're likely to hear the same thing: "It's not good."

According to a poll conducted by the Urban Institute late last year, over half of Americans consider themselves financially insecure.

One major driver of this insecurity is the soaring cost of health care. In 1963, health care spending made up just 5% of the U.S. economy. By 2023, it had skyrocketed to 18%, and it's still rising.

This trend isn't just unsustainable. It's actively squeezing the middle class and undermining long-term economic stability.

It's also causing headaches at the bargaining table, as locals and employers deadlock over insurance costs. Nearly 20 years ago, the IBEW saw the writing on the wall. We created the IBEW/NECA Family Medical Care Plan, a health plan designed by IBEW members for IBEW members.

Through it, we're helping employers lower costs and improve benefits by giving them an option outside the big insurance system.

How? No bloated overhead. No millionaire CEOs. Just dedicated members working to serve our membership.

The FMCP offers a wide range of high-quality programs and options, dealing with not only physical care but also issues like mental health and addiction.

The plan's leadership and staff are committed to operating with a positive cash flow and keeping premiums well below the industry average.

The FMCP covers more than 190 IBEW locals and 450 employers. We're growing every year, delivering real economic security to members across the U.S.

Since we started it, we have added or improved benefits 135 times. And we have never cut them.

Although the plan started in the IBEW's Construction branch, it has spread to other branches. And the more members join, the more powerful the plan gets.

If you are a member of the FMCP, visit nifmcp.com to explore all the health care options available to you, as we continually add more options each year.

And if you're not a member yet, talk to your business manager. Have them reach out to us. Let's talk about how to bring the FMCP to your local and start protecting what matters most: our health, our families and our union future. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Isaac Arnold, apprentice wireman
Youngstown, Ohio, Local 64



“When I was just out of high school, I worked at a grocery store for about a year. I'd applied for the apprenticeship and didn't get in on my first try. They were looking for people with experience, but after the interview, the Local 64 president at the time gave me a call and said there was a job as a cable puller doing low-voltage work with the union.

I accepted, and I was able to get the needed experience, learn the tools, understand the jobsite, all that. I did that for about a year and then was able to directly upgrade into the commercial apprenticeship program.

I get paid to learn all I can. I definitely do ask a lot of questions, but you don't get penalized for it. You know, it's kind of the opposite. The more you learn, the more it's like, 'Oh, you get to go on this call,' and you get new opportunities because you're the go-getter. And I've tried to be that guy. I'd much rather tell someone I don't know how to wire up a motor before I blow it up and make a \$40,000 mistake. I'm happy to be the guy that admits I don't know how to do something.

What I like best about electrical work is the variety. I'm not sitting behind a desk, and I'm not stuck doing the same thing. One day I might be pulling wire; another day, I might be bending pipe or laying a control panel or doing service calls.

My favorite work is service calls because it's always something new. It's a way to think: 'This isn't working. I have to fix it. So how?' When you start working through that process, it's probably one of the most enjoyable things about the job.

I want to get as much hands-on experience as I can so I really understand all the problems that can arise in the field. And I'd like to eventually learn the business end and perhaps open up my own shop and be a union shop owner. Companies I've worked for have been happy to explain their inner workings — it's not like I'm going to steal their work. Everyone needs a new panel at some point, and the lights will go off. Someone's got to fix them, and there's always going to be that need.

Being an IBEW member has taught me how to save money and invest through the classes offered by the union. My overall work-life balance is good: I don't have to work weekends, I get paid super well, and I get treated super well.

It's a tight-knit community. I feel like I'm, you know, a person, as opposed to a number at a big corporation. I know I'll have a career down the line, and that's pretty important to me.”

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

ibew.org/MyIBEWStory



Grandpa, Dad, Son on Same Crew at Massive Kansas Plant

More than 20 years ago, Tim Adell was a Kansas City, Mo. Local 124 apprentice when he was asked to work on a project under a highly respected member who was a foreman for Electrical Corp. of America.

It was a great opportunity for someone learning the trade. There was one issue in his mind, however.

That journeyman was his dad, Mark. Like many young workers looking to prove themselves, Tim wondered how it might look to others on a jobsite if he worked under his father.

"I didn't want people to look at it as he was doing me a favor," he said.

So the younger Adell passed and instead worked for the next two years for R.F. Fisher Electric at Kansas City International Airport.

It worked out well. He formed a bond with Doug Garrett, his journeyman on the job, and the two remain close friends. Tim went on to have a long, successful career and is now a foreman himself.

Still, bypassing the chance to work with his now-retired father gnawed at him. In the 18 years their careers overlapped, Tim and Mark were on the same jobsite for a total of three days.

So, when Tim had a chance to bring the family together, he made it even better.

He made sure his son Carter, now a Local 124 pre-apprentice, came along for the ride. The three Adells worked on the same Enerfab Power crew earlier this summer during construction of the massive Panasonic plant in DeSoto, Kan. Tim is one of 12 electrical superintendents on site.

"[Mark] was excited about getting to work with his family," said Diana Adell, Mark's wife and Tim's stepmother, as well as a retired Local 124 wireman.

"He always said if he was asked and they could work it out, he would do it."

But now, Tim was the boss.

"One hundred percent," he said when asked if missing out on working for his father was the motivation to bring all three generations together.

"He didn't even bring his tools to the job," Tim said of his dad's nearly one-month stint. "He said: 'Carter has his tools there. Why do I need my tools when I can use his?' Just his presence, knowing that he was a retired wireman, meant a lot to the crew when he was working. He's a ground guy, and that's what he did."

Now, the middle Adell is hearing jokes and good-natured grief about his own unique role: Not just overseeing his son, but also his pop.

"Sounds like Tim is in the best spot," Local 124 President Todd Howerton said. "He can boss his dad and his son around."

Howerton has known Tim for many years and worked with him on several jobs.



At left, Tim Adell (from left), son Carter, father Mark and Darrin Stoneking, a fellow Kansas City Local 124 member and Carter's and Tim's foreman at the Panasonic plant in DeSoto, Kan.

Below, Tim, Carter and Mark at Local 124's hall. They are a rarity: three generations of family members who worked together on the same crew.

"Sounds like Tim is in the best spot. He can boss his dad and his son around."

— Kansas City, Mo. Local 124 President Todd Howerton

"It's a true testament to the IBEW," he said. "We tend to have lot of family, but to have three generations on the same crew is a pretty cool thing."

Despite Tim's passion to get his father on the job, it wasn't easy to pull off. They had to ensure that Mark wasn't taking work from any active Local 124 members. And working too much in 2025 might have forced changes in his own retirement plan.

Fortunately, Local 124 was at full employment. The Adells did their homework and found exactly what Mark could do without endangering those benefits. He didn't come close to surpassing the maximum 600 annual hours a retiree can work.

"It's a rare deal," Mark said. "During normal working conditions, when work isn't as good, this would not happen this way. They wouldn't want an old, retired guy like me out there."

IBEW membership often is a family affair. The lure of working with your hands, solving complex problems and the camaraderie of fellow union members — all while earning family-sustaining wages and benefits — is a strong one. It's often passed from generation to generation.

But three close relatives on the same crew? That's virtually unheard of.

"I've seen my dad do it," said Carter, 20. "He makes a fair living for himself, and it is pretty steady work. It was really all I was looking at and considering doing. Seeing him do all this stuff



for a long time, I figured I could make it into a career."

Mark Adell got the ball rolling, although his path to journeyman status wasn't a traditional one. His father-in-law owned an electrical shop. He worked there and later at a nuclear power plant, working nonunion for 20 years, until he was organized into Local 124 in 1999.

"It was like a breath of fresh air," said Mark, who retired in 2018. "On the nonunion side, you stay busy, but you do more dangerous work. Safety was not that big of a concern. You get into the union, there was a big emphasis on safety. Everything was so much better."

Mark's commitment to Local 124 was so strong that he even worked as a salter — accepting a job on at a non-union company with the intent of convincing workers of the value of IBEW membership.

"I wanted to get people in and show them how it's done and what it's all about," he said. "And obviously, the salary and benefits are so much better."

Tim said he loved everything about his father's career path. He also

found that he shared his dad's passion for working with his hands. They both enjoy restoring classic cars to this day.

Tim got a job working as an expediter just after graduating from high school when he learned he was accepted into Local 124's apprenticeship program. With a child on the way and about to finalize his first home purchase, his father's advice was simple.

Don't mess it up.

"I was at a point where I could have gone either way in life," Tim said. "Know where you are going and remember you don't have time to screw around, he told me."

Mark's return to the job this summer lasted just a few weeks, but it was special. He saw the traits that have allowed Tim, 42, to have a successful career. He also learned that Carter is going to be just fine.

"He's a listener and a good worker," Mark said. "Pre-apprentices catch a lot of crap. He went through all that, took it with a grain of salt, and now everything is all good."

Tim credited the two journeyman Carter is working with — a pair of travelers from Oklahoma — for mentoring his son the right way. Carter has soaked it all in, he said.

"They've held him to a high level of craftsmanship," he said. "He sometimes rides to work with me and says: 'Dad, you know they actually teach you stuff. It is about being precise and installing something that is perfect.'"

Carter, for his part, has enjoyed having family around.

"I guess if I really need the help, I know for a fact it is there," he said. "Not that my journeyman or foreman isn't going to help me, but it's nice to know my dad is there."

"I didn't really think about working for my dad," he said. "I don't see him very often. I was kind of looking forward to it."

The plant has a 34,500-volt main electrical building in the middle of the complex. It sends power to the vaults outside the building, where Tim's crew takes over. It sends those 34,500 volts to eight substations in each wing. From there, it is broken down to 480 volts and sent to distribution panels in the building. Longtime signatory contractor Cupertino Electric played a large role in constructing the substations in Wing 1.

Panasonic is building it so it will have a facility that manufactures electric vehicle batteries in the U.S. A grand opening ceremony was held on July 14, although construction is expected to continue for several more months.

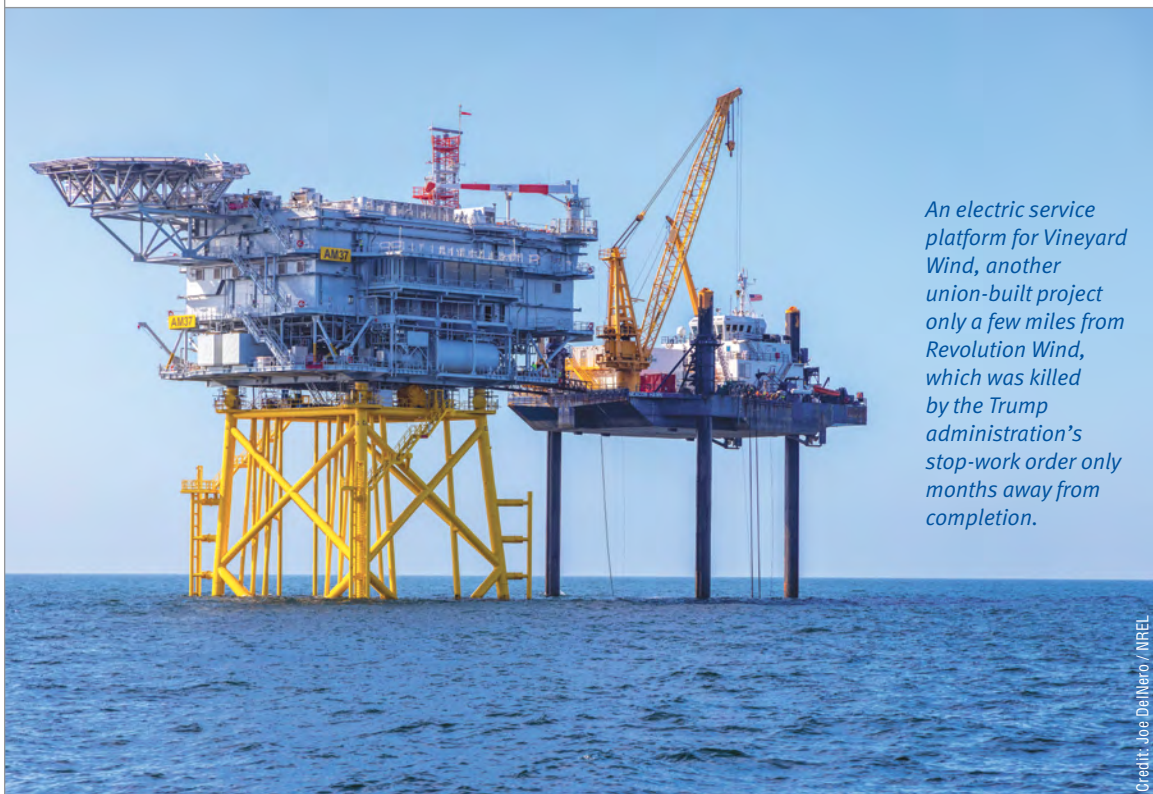
Local 124 Business Manager Bo Moreno worked with his father on the job and found it a rewarding experience. He suspects this will make the Adells even closer.

"Having three generations on a project is a once-in-a-lifetime experience," Moreno said. "The family has always carried themselves like good wiremen. I've never heard anything bad about them."

They also have grown to appreciate IBEW membership even more.

"It means structure," Tim said. "Being able to work as long as you do and enjoy what you worked for. The guys I have worked around who are retired, including my first journeyman, Doug, make as much money retired as they did when working."

"If I can get to that, that's why I am IBEW." ■



An electric service platform for Vineyard Wind, another union-built project only a few miles from Revolution Wind, which was killed by the Trump administration's stop-work order only months away from completion.

Credit: Joe DeNero / NREL



Credit: Ørsted

Wind farms are putting thousands of IBEW members to work at sea and on land, building turbines and rebuilding ports.

Buried at Sea: White House Attacks on Renewables Are Killing IBEW Jobs

▼ Continued from page 1

The expectation that there would be years of work drove the state and the IBEW to create an offshore wind certification program, said Second District Business Development Representative Joe Casey. The average fee for the certification is more than \$3,000 per worker, plus time off work, and the certification expires after two years.

"You want them working that whole two years, of course, and now they aren't. So even if they restart this project, we are set to lose the whole pool of certified workers, and we have to ask: If the president declares war not just on your job but your specialty, your entire industry, why would anyone get recertified?" Casey said.

In addition to Local 99 members, members from New York Local 3 and Brockton, Mass., Local 223 have been certified through programs partially funded by the JATC.

homes next year, with power purchasing agreements in place for the next 20 years. How the energy generation gap will be filled now is anyone's guess.

"Canceling Revolution Wind is not just hurting IBEW members. Power costs in the Northeast are already ridiculous. Revolution Wind certainly would not solve the problem, but it would have helped," said Dave Keating, renewable energy government affairs representative for the Second District.

boring. The 176 6-megawatt turbines off the coast of Virginia Beach were set to start adding power to the grid by the end of 2026.

One of the first planned projects to fall was the 1,500-MW Atlantic Shores near Atlantic City, N.J. In April, the EPA pulled the Clean Air Act permit. By June, Atlantic Shores had filed a request with state regulators to get out of its contract to sell energy into the state, and in August the state canceled the deal.

In response to Trump's Revolution Wind announcement:

"I've never seen anything like it in my life. ... Years of work down the drain, hundreds of millions of dollars and dozens of workers sitting idle on a dock, because one man isn't a fan?"

— International President Kenneth W. Cooper

'The Wind Thing'

Shortly after his inauguration, Trump suspended new federal wind leases, slashed the IBEW-written tax credits program for clean energy generation, and sent steel and aluminum tariffs into the stratosphere. He also announced an "investigation" of existing permits.

"We aren't going to do the wind thing," Trump told his supporters on Inauguration Day, while twirling his index finger in the air like a spinning blade. "Big ugly windmills, they ruin your neighborhood."

This baffled Walsh.

"What neighborhood? It's 15 miles in the ocean. It's not a neighborhood," he said. "It is also a documented fact that tourism to Block Island actually increased after the wind farm went up, to the contrary of what the opponents claimed would happen."

The project was expected to begin supplying enough power for 350,000

The cancellation not only throws the Revolution Wind project into chaos, but it also threatens every wind power generation project — the largest source of clean power in the country — and thousands of union jobs.

When Trump took office, there were four offshore wind projects under construction in the U.S.: Revolution, Vineyard, Empire and Coastal Virginia. He stopped work on Empire and Revolution, announced his hope to stop the other two, and threatened to rescind approvals for every permitted project that hasn't yet broken ground.

The executioner's ax also hangs over the largest offshore project, the \$10 billion, 2.6-gigawatt Coastal Virginia Offshore Wind project.

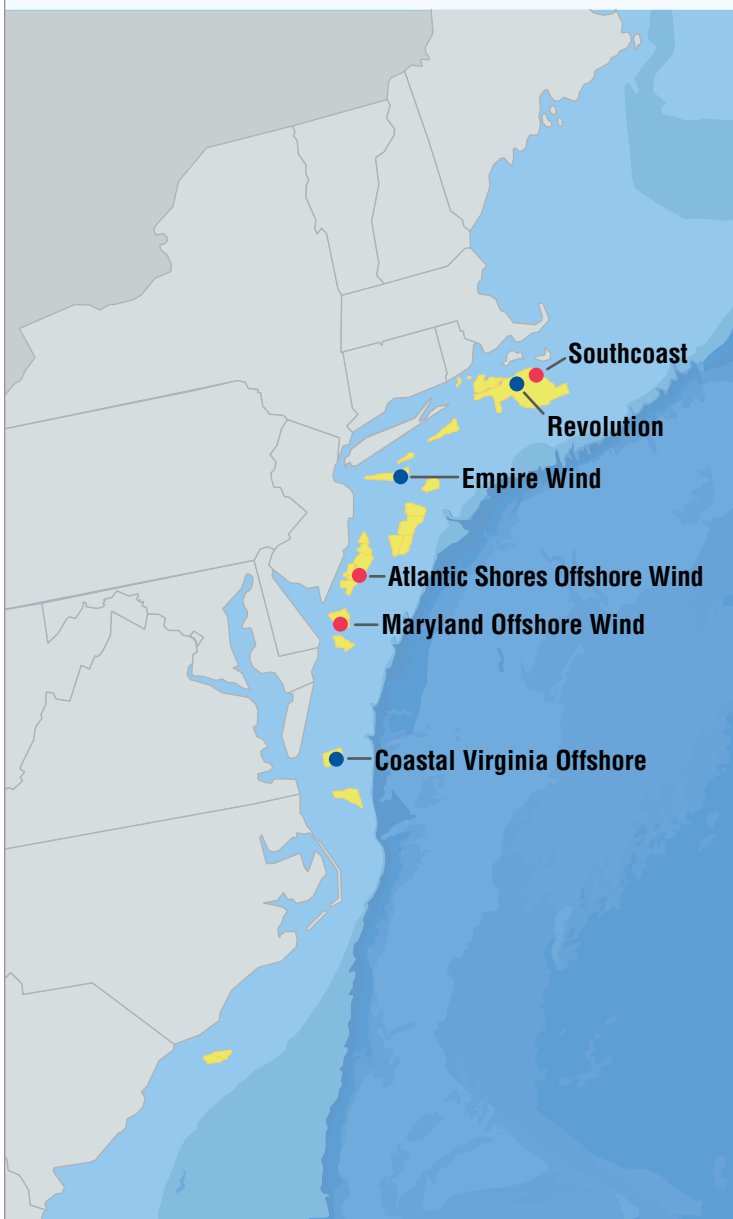
At least 200 members of Washington, D.C., Local 70 are building transmission lines and substations, splicing cable, and supporting the directional

In a court filing in the U.S. District Court in Delaware dated Aug. 19, Trump announced plans to withdraw approval for the \$6 billion Maryland Offshore Wind Project.

Wilmington, Del., Local 313 and Philadelphia Local 126 have a memorandum of understanding on the project and port improvements, said Third District Business Development Representative Ed Hill Jr. Baltimore Local 24 was expecting to send 150 to 200 calls for port improvements, a monopole manufacturing plant, onshore turbine wiring and facility maintenance at Sparrows Point, the former home of Bethlehem Steel.

"That work is dead," Hill said.

That same week, in another court filing, Trump announced that the administration is reconsidering federal approvals for the Southcoast Wind project off the Massachusetts coast. Then in September,



Offshore Generation Projects Dead and Threatened

Each of these projects (● Blue ones are under construction; ● Red ones are permitted) has been threatened or killed by the Trump administration's opposition to wind generation. Together, they represent nearly 11.5 gigawatts of lost generation and hundreds of millions of dollars in lost wages. Trump also revoked previously issued permits in the 3,800 square miles outlined in ● yellow, an area 2.5 times larger than the state of Rhode Island.

Block Island was the first, but nearly 12,000 MW of offshore wind generation is under construction, putting tens of millions of dollars into union wallets.



Credit: Creative Commons / Flickr user Gato Institute



President Donald Trump has issued stop-work orders for a majority of projects under construction, revoked permits and terminated hundreds of millions of dollars in federal grants and loans, threatening all new construction.

Credit: Ørsted



Credit: Ørsted



Credit: Ørsted



Credit: Ørsted



Credit: Ørsted

The U.S. needs more generation. Throwing the industry that already provides 10% of the nation's power into chaos will hurt union workers and increase utility bills.

the Interior Department announced its intention to vacate approval for Avangrid's New England Wind 1 and 2.

In June, the Interior Department took the extraordinary step of rescinding all designated "wind energy areas" on the Outer Continental Shelf, areas that previous administrations, including Trump's first term, had determined were suitable for offshore wind development.

The war on wind isn't just taking down generation projects. In August, the Energy Department terminated a \$4.9 billion loan guarantee approved by the Biden administration for the Grain Belt Express, an 800-mile-long transmission line across the Midwest with an IBEW project labor agreement in place.

The IBEW has been pushing for its construction for more than a decade.

Changeable as the Wind

As in so many of the president's economic pronouncements, after some chaos, he may retreat.

That is what happened during a chaotic few weeks this spring. Interior Secretary Doug Burgum halted the billion-dollar Empire Wind project in New York after construction had begun.

First, he claimed on social media that scientists at the National Oceanic and Atmospheric Administration had uncovered flaws in the approval process.

But the "report" Burgum ordered from NOAA was never made public, and a FOIA request yielded page after page of blacked-out text.

Project owner Equinor said the order was unprecedented and illegal.

By mid-May, the Trump administration reversed course and allowed the project to proceed. Equinor reported that the chaos caused by the halt order cost the company close to \$1 billion.

The result has been a collapse of the wind industry. Since the 2024 election, TotalEnergies has shelved a planned offshore wind energy projects that had been in development for four years. Oil giant Shell announced a \$1 billion loss, more than half of which was from an offshore wind project. And Ørsted recorded a \$1.7 billion hit to its U.S. offshore wind business and slashed its capital investment plans through 2030 by 25%, all according to reporting in the Wall Street Journal.

"Businesses hate uncertainty. This is chaos. One of our developers told me they are sitting on \$1 billion because they

have no idea what is happening. They want to hire us, stick that money in our wallets, but they won't," Hill said.

Offshore wind is one of the only clean energy sources available for the densely populated and power-hungry East Coast. The projects are nearly all built under project labor agreements with the building trades. These projects have also funded hundreds of millions of dollars of improvements to formerly quiet waterfronts in New England and Baltimore.

And even if developers want to ramp up gas generation, new turbines are back-ordered for years and prices have increased 50%.

At a news conference in the days after the stop-work order was announced, in front of dozens of hardhat-wearing union workers, including dozens of IBEW members who are facing layoffs, Connecticut Gov. Ned Lamont said he thought, or at least hoped, that it was just another Trump shutdown, but he didn't know what the White House was demanding.

"I don't know what the ask even is," he said.

Meanwhile, the IBEW is still calling for an all-of-the-above generation construction boom.

"This country needs all the generation it can build — all fuels, all sources. Our global competition in China and Europe is battering us," said Government Affairs Director Dean Warsh.

While China builds 3 MW of solar for every 1 MW built by the rest of the world, large portions of the U.S. are at risk of rolling blackouts, according to a recent report by the North American Electric Reliability Corporation.

"Whether you or me or anyone likes it, renewables are, right now, the fastest and cheapest way to put more electrons on the grid. Picking sides hurts our members and is crippling the country," Warsh said.

Working families, meanwhile, are squeezed by missed paychecks, higher energy prices and an uncertain future.

Casey is worried about what this all means for New England. Employment may be setting records in parts of the rest of the country, but that's in jeopardy in the Northeast.

"We have to get the word out. We had all this stuff going, and it's evaporating. Once the existing infrastructure projects come to an end, we will be in big, big trouble," he said. "I don't want to see this. I lived through it. I was unemployed. And I traveled all over the place, and it sucks. This is devastating to working people." ■



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Minnesota Local Powers Massive New Mining Site

One of the largest taconite mines in Minnesota's Iron Range — and the first to use a new sustainable technology — is nearing completion, and Hibbing Local 294 members are powering it all.

"This is where some of the richest ore that's left can be found," Local 294 Business Manager Dan Hendrickson said. "It's a huge boom for the Iron Range."

The Mesabi Metallics mine project, decades in the making, comes with a price tag almost as enormous as the site. The company has invested roughly \$2 billion into the 16,000-acre site, but that could go up to about \$7 billion by the time it's complete, Sixth District International Representative John Bzdawka said. And it's all being done under a project labor agreement.

"We believe projects of this scale and significance benefit tremendously when they are built by union labor."

— Mesabi Metallics President and CEO Joe Broking

"For Local 294, it's gigantic," Hendrickson said. "It will keep our members employed for years, in construction as well as maintenance."

IBEW signatory Amptek Inc. has been building and commissioning mining projects and mineral processing facilities since the company started 15 years ago. This project is the largest in the region in decades, Amptek President Lance Johnson said.

"The scale of this project, and its footprint with so many large processing buildings, along with the power needed to operate, is impressive," Johnson said, but he and his crew are up for the challenge.

"Working on industrial projects that have a design assist component with large power needs, as well as process controls, makes for a challenging and satisfying project to be a part of," Johnson said.

It's hard to overstate the sheer size of the project, Hendrickson said, noting that 400-ton trucks are on their way to the site. The tires alone have a 13-foot diameter, and the 50-yard shovel takes almost 100 semitrucks to deliver. Among the largest in the world, the trucks will be the first ever at their size to be used in Minnesota.

"It doesn't make sense until you're standing in front of it," Hendrickson said. "It's like something out of a sci-fi movie."

About 400 construction workers, including just over 50 Local 294 members, were on site in the summer, with work expected to ramp up in the fall.

Once it's operational, the mine will support close to 400 permanent jobs, with hundreds more spinoff jobs expected.

IBEW members are handling all aspects of the electrical work: power distribution, motor controller installation and commissioning, raceway installation, underground duct bank installation, and lighting. Members are also responsible for overhead crane installation and commissioning, instrumentation installation and commissioning, design assist for mining substation construction, and site construction power needs.

Mesabi Metallics will be the first facility in the Iron Range to primarily produce direct reduction-grade pellets to be sold to producers of green steel, a sustainable method of manufacturing steel without the use of fossil fuels.

"That is extremely important to a lot of people who reside in this region," said Amptek Superintendent Jim McCarter, who has been on the project since December 2023.

The nearby town of Nashwauk, with a population of about 1,000, also stands to benefit, McCarter said.

"This project will allow journeymen and journeymen to keep working in the area and be home with their families," McCarter said. "Since I've been onsite, I have personally come to know many people who have moved into the area for this opportunity."

In addition to the PLA on the project, Mesabi is also paying everyone one month in advance.

"PLAs are common in the region, but paying everyone upfront, you don't see that at all," Hendrickson said.

The project is roughly 80% complete, and that's largely in thanks to union labor, Mesabi Metallics President and CEO Joe Broking said.

"We believe projects of this scale and significance benefit tremendously when they are built by union labor," Broking said. "Union workers' expertise ensures quality. Their safety standards are unmatched. And their communities — right here in Minnesota — should be the first to benefit from this investment." ■



The multibillion-dollar mining project spans 16,000 acres in Minnesota's Iron Range. Once complete, the site will employ about 400 people permanently, with hundreds more spinoff jobs expected.



More than 50 Local 294 members were on site in the summer, with work expected to pick up in the fall. Members are handling all of the electrical work. At left, Local 294 Business Manager Dan Hendrickson (from left), Sixth District International Representative John Bzdawka, Derek Mensink, Jarrett Clem and Ben Denucci.

How to Help Electrical Workers Without Borders

As Electrical Workers Without Borders North America continues bringing power to homes in the Navajo Nation, there is one vitally important way for IBEW members and friends to participate.

Send cash.

"We need funding to keep this going," EWWBNA Executive Director Jim O'Leary said. "This is not a one-off thing. It's a multiyear project. There is a cost to it."

Donations can be made at the group's recently revamped website, ewwbna.org. Click on "Donate Today" in the top right corner of the home page.

O'Leary said the group gets an onslaught of requests from volunteers when its work is publicized — and it's easy to understand why. IBEW members skilled in the trades are looking to put those skills to work and help those less fortunate.

But the organization has a more urgent need for financial donations, especially as work continues at the massive Navajo Nation, which is nearly 27,000 square miles, larger than West Virginia.

Anyone wanting to volunteer is asked to contact their local union officers, who will then contact Electrical Workers Without Borders.

"It's good work, it's God's work, and we're doing it," said New York Local 3 Business Manager and International Executive Council Chairman Chris Erikson, EWWBNA's president. "IBEW strong."

EWWBNA was founded by International President Edwin D. Hill in 2016, based on the principle that no one on Earth should go without electricity.

It has upgraded and installed electrical grids in Africa, South America and the Caribbean before turning its attention to the Navajo Nation, which is mostly in northeastern Arizona but also



IBEW electricians battle heat and a lack of infrastructure while bringing electricity to homes in the 27,000-square mile Navajo Nation.

stretches into New Mexico and Utah.

IBEW members have installed 180 miles of power line and hundreds of homes have been connected, but its work is merely scratching the surface. O'Leary noted that before the partnership, the Navajo Tribal Utility Authority estimated that it would take more than 50 years to bring electricity to the approximately 13,000 homes without it, due to its lack of infrastructure and resources.

By attracting more funding to field more volunteers, EWWBNA hopes to speed that up considerably.

"This is not going to happen

overnight," said Erikson, noting that dozens of IBEW wiremen and linemen are returning to Navajo this fall. "This is an effort that will take many years and the support of the IBEW, its valuable networks and open-hearted membership."

All donations to EWWBNA are fully tax-deductible. O'Leary said the organization is working with utilities who partner with the IBEW to provide more funding. Vacaville, Calif., Local 1245 is sending 17 volunteers this fall employed by PG&E and Alvah Construction.

Inside locals sending members to volunteer include New York Local 3; Long Island, N.Y., Local 25; Syracuse, N.Y., Local 43; Boston Local 103; Wichita, Kan., Local 271; Albuquerque, N.M., Local 611; and Watertown, N.Y., Local 910.

"It's giving back," Erikson said. "It's what we do. I couldn't be more proud of our members." ■



Electrical Workers Without Borders North America needs financial support to continue the work of bringing electricity to Navajo Nation homes.

Electrical Workers Without Borders North America needs donations to continue its critical work bringing power to the Navajo Nation. Donations are tax-deductible.



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

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



DEADLINE: OCT. 31

See official rules and submission instructions at IBEW.org/photocontest.

Entries **MUST** be submitted electronically by Oct. 31 via the Photo Contest link on IBEW.org. Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Lauded by Prime Minister, Wins Grants

The IBEW earned a major win in Canada when it secured more than \$13 million in federal funding for two Brotherhood-affiliated groups.

A total of \$10 million will go to the Western Joint Electrical Training Society — a training and facility initiative among three British Columbia local unions: Victoria Local 230, Kamloops Local 993 and Nelson Local 1003.

The National Electrical Trade Council, which assists local unions across Canada with electrical curriculum, training, advocacy and standards, was awarded \$3.6 million.

First District International Vice President Russ Shewchuk, who also serves as NETCO's president, said the funding represents more than just a needed boost for electrical training.

"It's a true recognition that the Canadian Government recognizes the IBEW as the No. 1 stakeholder in the electrical industry, period," Shewchuk said. "A lot of people have been trying to move in and chip away at our jurisdiction and our work. We've been working to educate people in government that if they want to do anything in the electrical industry, it will come through the IBEW."

Shewchuk praised the Liberal Government and Prime Minister Mark Carney, who was sworn in in March. The Liberals went on to win the most seats in the federal elections April 28. Carney's first move as prime minister was cancelling the carbon tax, a move applauded by the IBEW in Canada.

Liberal MP and Secretary of State John Zerucelli announced the training funding at the First District's Progress Meeting in August. He presented a letter from Carney recognizing the importance of the Brotherhood.

"During dark times, when disaster strikes and disrupts our lives, your members are there for Canadians, to turn lights on and get lives back on track," the prime minister wrote. "They truly provide indispensable service to our nation."

Shewchuk said the ongoing friction with the U.S. over tariffs and their impact on Canadian jobs is forcing the government to explore ways to diversify the nation's economy and seek out other trading partners.

Much of that — for instance, any investment in green energy — will come through work done by IBEW members, he said. So will investments in the country's abundant natural resources, such as mining.

"Canada has perhaps the most critical and precious mineral deposits in the world," Shewchuk said. "We must tap into those mines and facilities to start creating jobs and further expand wealth in the country."

WJETS Executive Director Adrien Livingston said the funding is a sign that the federal government views the IBEW as a safe partner to work with. WJETS committed to provide a percentage of the training to the Indigenous partners, giving those historically underrepresented citizens a better chance at family-sustaining jobs.

Locals in western Canada also continue to invest heavily in training for solar, wind and battery storage, said Livingston, a former Local 230 training director. He noted that many construction projects now use multiple energy sources.

"People in their house may have an [electric vehicle], a battery bank and solar," he said. "Having a way to get them to work together efficiently is absolutely crucial."

NETCO Executive Director Chris Swick said the funding it received will allow utility locals to purchase drones and provide training for members before they are licensed by Transport Canada. NETCO estimates that it will be able to train 350 power linemen over a five-year period.

The funding also ensures that IBEW members are doing the work required by an emerging technology, he said. Drones can increasingly identify downed power lines and unsafe conditions from greater distances, allowing power linemen to perform their work more safely when they arrive on the scene.

"I think this is something you're going to see quite a bit in the future," said Swick, a former president of Hamilton, Ontario, Local 105. "There's a lot of different applications that this technology can be used for in our industry." ■

Share your IBEW news!

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



First District International Vice President Russ Shewchuk, right, accepts a letter from Prime Minister Mark Carney recognizing the IBEW's importance. Secretary of State and Liberal MP John Zerucelli presented it on the government's behalf.

La FIOE est saluée par le premier ministre et reçoit du financement

La FIOE a remporté une victoire importante en obtenant plus de 13 millions de dollars auprès du gouvernement fédéral à 2 groupes de la Fraternité affiliées.

Un total de 10 millions de dollars sera versé à Western Joint Electrical Training Society, une initiative axée sur la formation et les installations entre trois sections locales en Colombie-Britannique : local 230 à Victoria, local 993 à Kamloops et local 1003 à Nelson.

Le Conseil national des métiers de l'industrie électrique a obtenu 3,6 millions de dollars; le CNMIÉ (NETCO) accompagne les sections locales partout au Canada dans les programmes d'électricité, les formations, les actions de sensibilisation et les normes.

Le vice-président international du Premier District, Russ Shewchuk, également président du CNMIÉ, dit que le financement est plus qu'un coup de pouce nécessaire pour la formation du secteur électrique.

« Il s'agit d'une véritable reconnaissance que le gouvernement canadien reconnaît la FIOE comme la partie prenante no 1 dans l'industrie électrique, tout court », déclare M. Shewchuk. « Plusieurs personnes ont essayé de s'infiltrer et d'empiéter progressivement sur notre juridiction et sur notre travail. Nous travaillons avec le gouvernement pour qui tout ce qui est de l'industrie électrique doit passer par la FIOE. »

M. Shewchuk a fait l'éloge du premier ministre du Parti libéral, Mark Carney, qui a été assermenté en mars. Les libéraux ont obtenu le plus grand nombre de sièges lors de l'élection fédérale le 28 avril. Son premier pas a été d'éliminer la taxe sur le carbone, qui a été d'ailleurs félicité par la FIOE Canada.

Lors de la Conférence canadienne annuelle du Premier District en août, le député libéral et secrétaire

d'État, John Zerucelli, a annoncé le financement pour la formation. Il a présenté une lettre de M. Carney en reconnaissant l'importance de la Fraternité.

« Pendant les périodes sombres, en cas de désastre qui bouleverse nos vies, vos membres sont là pour les Canadiennes et les Canadiens, pour remettre le courant et ils permettent aux gens de reprendre leur vie », a écrit le premier ministre. « Ils rendent réellement un service essentiel à notre pays. »

M. Shewchuk dit qu'à cause des tensions persistantes liées aux tarifs américains et de leurs incidences sur les emplois canadiens, le gouvernement est forcé à chercher de nouvelles façons pour diversifier l'économie du pays et à chercher de nouveaux partenaires commerciaux.

De plus, tout investissement dans l'énergie verte passera par le travail de nos membres de la FIOE, dit-il, ainsi que l'investissement dans les ressources naturelles abondantes du pays, comme les mines.

« Le Canada possède probablement le plus important et le plus précieux gisement minéral au monde », mentionne M. Shewchuk. « Nous devons exploiter ces mines et ces installations dans le but de créer des emplois et de renforcer la richesse du pays. »

Le directeur exécutif du WJETS, Adrien Livingston, a indiqué que le financement est un signe que le gouvernement fédéral estime que la FIOE est une partenaire digne de confiance. WJETS s'engage à donner un pourcentage de la formation à la population autochtone, donnant à ces citoyennes et à ces citoyens historiquement sous-représentés de meilleures chances d'avoir accès à des emplois pour subvenir aux besoins de leurs familles.

M. Livingston, un ancien directeur de la

formation du local 230, dit que les sections locales de l'Ouest canadien continue d'investir abondamment dans la formation dans le domaine de l'énergie solaire, l'éolienne et dans le stockage par batteries. Aujourd'hui, plusieurs projets de construction utilisent ces trois sources d'énergie selon M. Livingston.

« Les gens dans leur maison pourraient avoir un véhicule électrique, un bloc de batteries et un panneau solaire », dit-il. « Il est essentiel de trouver un moyen pour les faire fonctionner ensemble. »

Selon le directeur exécutif du CNMIÉ, Chris Swick, le financement reçu permettra aux sections locales du secteur des services publics d'acheter des drones et d'offrir des formations aux membres avant d'être embauchés par Transports Canada. Le CNMIÉ estime qui sera en mesure de former 350 monteuses et monteurs de lignes sur une période de 5 ans.

Le financement garantit aussi que les membres de la FIOE effectuent le travail requis par une nouvelle technologie. Les drones sont de plus en plus capables de détecter d'une grande distance les lignes électriques en panne et les conditions non sécuritaires, ce qui permet aux monteuses d'effectuer leur travail de manière sécuritaire une fois arrivés sur les lieux.

« On va sûrement en voir beaucoup dans l'avenir », formule M. Swick, un ancien président du local 105 à Hamilton en Ontario. « Cette technologie peut offrir de multiples possibilités d'application dans notre industrie. » ■

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.

CIRCUITS

Student-Led Robotics Initiative Takes Off With Help From Alaska Local

The IBEW has always been about more than just wages and benefits. It's also about supporting the communities where its members live and work.

Anchorage, Alaska, Local 1547 is taking that community commitment to a new level with its support of the Lynx Initiative, a student-run robotics program.

"Local 1547 has been quietly supporting robotics in small ways for years, through mentorship, lending space and connecting students with resources," said Tanya Black, Local 1547 records manager and Lynx robotics team coach. "But when Unit 101 funded the Lynx Initiative, they did more than write a check. They made it a priority."

"We're planting the seeds for a future workforce, one that already understands the skills, dedication and community spirit the union values."

— Tanya Black, Local 1547 records manager and Lynx robotics team coach

Not only is Local 1547 supporting the students financially, but members are coaching and mentoring, as well.

"For most of us who support this initiative, saying yes to helping these students feels almost automatic. I think it comes from our roots as Alaskans and union members," said Charles Scantlebury, recorder for the Unit 101 committee. "We give this support with the hope of creating a two-fold outcome: encouraging the growth of a potentially new classification in the electrical trade and training the next generation with skills that make the workplace safer and more efficient through project management."

The Lynx Initiative came about when three students at Anchorage's Dimond High School attended a robotics competition in Colorado and saw how the Alaska program wasn't as

competitive as they thought it should be. They returned home and got to work on filling in the gaps in their science, technology, engineering and math, or STEM, curriculum. That brought them to Local 1547 with the goal of securing the necessary funding. It went better than anyone was expecting.

"Tanya and the kids made a concise and direct presentation and were eager to answer questions about their robotics team goals, how they hoped to grow the program and their goals for beyond high school," said Hardy Bryant, Unit 101 chair. "Also, robots are cool."

While the students' initial request was just for funding — and not even all the funding they needed — they ended up getting the full amount of seed money needed and access to the skills and mentorship of a number of Local 1547 members.

"They saw the passion, the clarity and the spark in those students' eyes," Black said. "That full seed funding was more than money; it told them they could do this. It made the vision tangible."

What began as a single Dimond robotics team with a vision has grown, in less than two years, into 15 teams working together across Anchorage and racking up a number of awards.

The Lynx students meet regularly with the Unit 101 committee to share progress and get practical tips.

"It's great to hear updates from the team on how they're helping more kids have access to new, stimulating and diverse learning," Bryant said. "It's a good group of kids. They're smart, focused and kind of stubborn."

In addition to Black, Local 1547 business representative JC Casquejo works with the students, mentoring them and showing them proper wiring techniques and how to route cables so they don't tangle in moving mechanisms. Casquejo also helps by donating parts, 3-D printing items, and using his controls and telecommunications background to provide input and feedback on the robots.

"The students are driven," Casquejo said. "While they're driven to compete, the thing that stands out to



Created and run by students, the Lynx Initiative is expanding robotics education in Alaska. Pictured, Lynx students mentor new recruits on the season's programming challenges.

me is their drive to learn."

Supporting youth robotics is a natural fit for the IBEW, Casquejo noted.

"Robotics is a growing industry. Multiple skillsets are needed, which has overlap with some of the industries we represent," Casquejo said. "By supporting these programs, members and locals can identify the students who are likely to become members of our organization."

Ruby Walden, Local 1547 secretary who also assists on the Unit 101

committee, mentored the Lynx students on refining their engineering portfolio, a document that tells the story of the team's design process and problem-solving and is presented to a panel of judges.

With Walden's help through her background in professional writing, Lynx won the THINK Award at the South-central Alaska FTC Qualifier, a regional competitive robotics event. The THINK Award is given to the team whose

portfolio best reflects the engineering design process and the journey from concept to competition.

"Given my skillset, I was really invested in teaching these kids how to tell their story, and how to do so graciously," Walden said. "I wanted them to be as confident in themselves as we were proud of them."

The students not only get financial support and mentoring from Local 1547, they're also learning about all the electrical trade has to offer, as well as the value of a union.

"Before meeting IBEW mentors, nearly all of our students believed you had to go to college to become an electrician," Black said. "They were surprised, and excited, to learn about apprenticeships and that these are career paths they can pursue right out of high school. For Local 1547, we're planting the seeds for a future workforce, one that already understands the skills, dedication and community spirit the union values."

That community spirit is something that lives at the heart of both the Lynx Initiative and the IBEW, Black said.

"In many ways, the Lynx Initiative is a perfect reflection of what the IBEW stands for: empowering people, lifting each other up and making sure no one is left out of the opportunities that can change a life," she said. ■



Local 1547 provided the seed money to get the robotics program started and offers mentorship and tutoring of its members.



Record Ride Helps Kids, Celebrates Brotherhood

The IBEW International Motorcycle Club continues to set records while raising tens of thousands of dollars for charity. This year's ride, winding through the hills of southern Pennsylvania, brought together almost 300 riders from at least 24 locals, the most ever, said organizer and Safety Department Director Mark MacNichol. Together they raised almost \$21,000 for St. Jude's Children's Hospital in Memphis, Tenn. "It supports itself, raises money for a great cause and is a celebration of everything that comes with being a part of the Brotherhood," MacNichol said. ■

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ORGANIZING WIRE

IBEW BUSINESS MANAGERS OF THE YEAR

Indianapolis Local 481's **Jeff Wheeler**, the IBEW's 2025 Inside Construction Organizing Business Manager of the Year, practically fell into electrical work when he joined the union 35 years ago.

"When I came out of high school, they didn't recommend the trades," Wheeler said.

He lasted three years in college studying accounting — "I absolutely hated it" — and supported himself with an automotive service job. "I absolutely hated that, too," he said.

A co-worker invited Wheeler to join a weekend basketball league. That's where he met Tommy O'Donnell, a Local 481 business representative who tried to recruit Wheeler into the IBEW.

He was initially resistant, but after six years at the "hated" service job, Wheeler agreed to let O'Donnell set him up as a helper with a Local 481 contractor. O'Donnell also made sure Wheeler applied for an apprenticeship.

"All I wanted was to do my 30 years as a wireman," said Wheeler, who was honored in August during the annual Membership Development Conference in Chicago.

But within a few years of topping out, Wheeler began fielding offers for foreman and labor superintendent work with increasingly large contractors. He later served Local 481 as treasurer and assistant business manager, and in 2020, he was tapped to complete a former business manager's term.



Scan the QR code above to see an IBEW-made video about Jeff Wheeler's accomplishments.

"We've had a huge list of stuff to work on," said Wheeler, who is now in his second elected term.

For example, the local has successfully fought for a maternity-leave benefit and for restoring full-family insurance for all apprentices and construction electricians. And last year, it repaired a long-standing pension credits problem.

"He steadied the ship, and I'm proud to work for him," Local 481 Business Representative Jason Burcham said.

Local 481 has negotiated two record-breaking contracts in recent years.

"And our organizing has been phenomenal," he said. "This year, we'll pass 4,000 members," from electrical workers and installers to casino workers and staffers with the state's Democratic Party.

"Jeff represents the very best of what it means to be an IBEW leader," said Sixth District International Vice President Mike Clemmons. "He's grounded in our traditions but forward-looking in his approach, always focused on lifting up members and growing the union."

Wheeler and his local's organizers also have been working with bilingual electrical workers to find IBEW jobs for Indiana's Spanish-speaking electricians.

"We have over 100 such workers now," Wheeler said, with more workers and contractors signing up. "We've opened a floodgate."

The local has also captured a flood of projects. "Last year, we did a little over 5 million man-hours," Wheeler said. "This year, we predicted we'd do 5.5 million, but we're going to blow that away."

Wheeler is grateful for the opportunities he's had in his career. "It's provided me everything that I wanted," he said, including supporting his wife and paying for a college education for his two daughters.

"I was just looking for a career, and it turned out really good," Wheeler said.

"But I'm nothing special. I just showed up every day and did the job."



Also at this year's conference, Memphis, Tenn., Local 1288's **Corey Hester** was named **Professional & Industrial Organizing Business Manager of the Year** because of his focus on bringing new hires into the IBEW and bringing back members who left. After years of declining numbers, Hester and his team brought in 91 new members over the past year, momentum that gives Local 1288 high hopes for the future.



Outside Construction Organizing Business Manager of the Year honors went to Beaumont, Texas, Local 2286's **Johnny Johnson**, whose team has been steadily working on growing the IBEW's market share at Entergy. Thanks to these efforts, Local 2286 is fast becoming Entergy's preferred choice over nonunion workers. ■

Honoring Outstanding Organizers After a Historic Year

Twenty-four thousand new members joined the International Brotherhood of Electrical Workers (IBEW) over the past 12 months, with a record-setting Membership Development Conference in August.

"That's more than we've organized in any year in the history of organizing," said International President Kenneth W. Cooper. "That's 24,000 men and women who have joined the IBEW, and the strength and stability of IBEW membership."

When Cooper took office in 2023, he set a goal to get the membership back to 1 million. "That is now closer to reality than ever," he said. "We had, we're finally going on the offense, taking back the initiative."

The three-day organizing conference closed by honoring outstanding organizers who distinguished themselves over the past year in support of the union's growth. Here are some of those winners and their stories.

IBEW ORGANIZING

When Washington, D.C., Local 26 organizer **John Collins** joined the IBEW in 1991, he came prepared to embrace a career path that aligned with his energy and talents.

"I always wanted to expand my horizons," said Collins, who was honored as the **IBEW's Inside Construction Organizer of the Year** at the annual Membership Development Conference in August.

After high school, the Long Island, N.Y., native moved to Northern Virginia on the advice of his aunt and uncle, who spoke of numerous D.C.-area job possibilities there. A helper job with an IBEW signatory contractor turned into a Local 26 apprenticeship, and after Collins topped out, he worked the tools and later took on some foreman jobs.

In 1998, Collins seized a horizon-expanding opportunity with the IBEW when his friend, Local 26 organizer Joe Dabbs, invited Collins to join his team.

"The relationship I had with Joe made me who I am today," Collins said.

Dabbs, who became business manager of Local 26 in 2022, called Collins "dynamic."

"His skill set's phenomenal for doing the work that an organizer does," Dabbs said.

The two men quickly set out to improve Local 26's organizing operation. "How we treated businesses, how we talked to them, became paramount," Collins said.

Collins' enthusiasm impressed Dabbs. "He can explain to businesses where they can save money and how they can become more efficient by using the union," Dabbs said.

Businesses tend to understand the value of IBEW-trained electricians, Collins said. "They see the work we're doing, and they're like, 'I want to be part of that.'"

Local 26's jurisdiction covers much of "right-to-work" Virginia, plus the District of Columbia and five counties in Maryland. "Some companies have operations in all three places," Collins said. "An organizer in our local has to know three different sets of laws."

Nevertheless, "last year we organized roughly 2,000 people," Collins



said. "This year, we'll probably do 3,000."

Apprenticeships at the local have grown, too. "Our program had 250 candidates coming in three years ago," Collins said. "This year, they took in 600."

He credits Local 26's successes to its organizing and marketing teams. "It's never just one person," he said. "It's the team."

Largest One-Year Growth in New Members

1	Local 1105 Newark, Ohio	1,377
2	Local 26 Washington, D.C.	1,325
3	Local 1245 Vacaville, Calif.	946
4	Local 20 Dallas-Fort Worth, Texas	853
5	Local 258 Vancouver, B.C.	678
6	Local 60 San Antonio, Texas	602
7	Local 640 Phoenix	588
8	Local 47 Diamond Bar, Calif.	508
9	Local 666 Richmond, Va.	475
10	Local 760 Knoxville, Tenn.	461

Largest One-Year Membership Increase by Percentage

1	Local 681 Wichita Falls, Texas	146%
2	Local 1105 Newark, Ohio	131%
3	Local 495 Wilmington, N.C.	125%
4	Local 538 Danville, Ill.	80%
5	Local 342 Winston-Salem, N.C.	63%

Leading Organizers Year of Growth

Members.
r shared this stunning figure, which represents the
tendees of the union's annual Membership Develop-
the last half-century," Cooper told the Chicago gather-
se lives have been made better thanks to the security
the union to 1 million members by the end of the decade.
"After decades of playing defense and clinging to what
k work that's rightfully ours."
noring organizers and business managers who distin-
he union's effort to grow its ranks.
For a full listing of winners, visit ibew.org. ■

RS OF THE YEAR



Scan the QR code above to see an IBEW-made video about John Collins' accomplishments.

hour," Cash said. "He's so passionate that you get 100% of his attention."
Collins understands how Local 26 must keep up with ever-increasing demands for IBEW-trained electricians. "We're taking care of people," he said, "and at the same time, I know I'm going to be taken care of, and so will my wife and daughter."



Arlington, Texas, Local 220's **Jedon Shinpaugh** also was honored at the conference. In 2024, Shinpaugh — then a shop steward at the Siemens USA facility in Grand Prairie — worked hard to help get workers at a sister Fort Worth facility to vote overwhelmingly in favor of IBEW representation. **The Professional & Industrial Organizer of the Year** is now a staff organizer at Local 220, where she's working on bringing in hundreds more Siemens workers.



Outside Construction Organizer of the Year Calvin Martin came on staff as an organizer with Columbus, Ohio, Local 71 just last year. But since then, Martin has brought into the IBEW more than 150 lineworkers and others, and he continues to look for ways to organize even more. ■

Membership Growth centage

- 6 Local 430 Racine, Wisc. 63%
- 7 Local 2287 Oxford, Ohio 43%
- 8 Local 917 Meridian, Miss. 41%
- 9 Local 553 Raleigh, N.C. 38%
- 10 Local 401 Reno, Nev. 37%

IBEW RANK-AND-FILE ORGANIZERS OF THE YEAR

Derek Maurath has been a member of the IBEW only since December, when Louisville, Ky., Local 2100 signed its first contract with his employer, South Kentucky Rural Electric Cooperative Corp.

His eagerness to bring his fellow SKRECC linemen into the IBEW, plus dozens more men and women from other Kentucky co-ops in the months since, led him to be named the IBEW's 2025 Outside Construction Rank-and-File Organizer of the Year.

"We went through a time a few years ago where we were afraid of losing our jobs," said Maurath, who was honored in August during the IBEW's annual Membership Development Conference in Chicago. "I just want to educate other linemen, and other workers, that the same rights that I've got, they have."

Local 2100 Business Manager Josh Deacon said Maurath was nominated for the award because of his spirit of generosity.

"Derek is all about the Brotherhood," Deacon said. "If you need something, that guy will give you the shirt off his back without hesitation — whatever effort it takes to get you through the situation you're in."

Soon after the SKRECC campaign began in July 2023, Maurath volunteered to work on it with fellow lineman John Slavey.

"Once we got rolling, he told John, 'I'm all in, and I'd really like to run with this and help you out,'" Deacon said. "And he was full steam ahead from that day on."

The security that IBEW membership has brought to Maurath — not to mention his wife and three children — has helped drive his organizing efforts.

Recently, Maurath helped with a campaign at Blue Grass Energy, where job security also had been a concern. "I was able to relate with them and say: 'These job titles in our contract, they're protected. It provides a more stable work environment.'"

In April, an overwhelming majority of voting Blue Grass workers, representing nearly 100 men and women, chose organizing with Local 2100.

Another co-op that Local 2100 recently set its sights on was northeastern Kentucky's Fleming-Mason, said Alex Vibbert, who was Deacon's predecessor at Local 2100 until her appointment in April as a lead organizer in the Fourth District.

"The workers there were very timid until Derek showed up," Vibbert said. "Derek brings the perspective of: 'Don't let this be something ugly. You guys have fun with it, stick together and grow together.'"

"That's the kind of power that Derek gives those co-op brothers and sisters," she added.

An August vote by Fleming-Mason workers was unanimous in favor of organizing, thanks largely to Maurath's efforts, Deacon said.

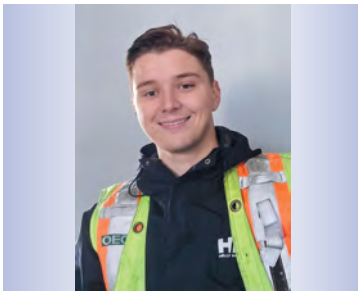
"I don't know that you can find a better person than Derek," the business manager said.



Scan the QR code above to see an IBEW-made video about Derek Maurath's accomplishments.



Also honored at the conference was Tulsa, Okla., Local 1002's **Zac Sandoval**, who was organized into the IBEW nearly 12 years ago. Ever since, the **Outside Construction Rank-and-File Organizer of the Year** has developed a reputation for sharing his love of the Brotherhood — and his dual expertise as a construction lineman and journeyman lineman — with his IBEW co-workers as well as the nonunion men and women he encounters.



Noah Flanagan, who received the **Inside Construction Rank-and-File Organizer of the Year** award, has been targeted and even laid off because of his efforts to organize. That hasn't stopped the member of Toronto Local 353 from helping to organize workers at CTK Power, fighting the displacement of a bargaining unit at Zed Electric and assisting with the organizing campaign at Power Op. ■

Top Five Outside Employment Market Share, Last Three Years

- 1 Local 1245 Vacaville, Calif. 98%
- 2 Local 702 West Frankfort, Ill. 98%
- 3 Local 1249 Syracuse, N.Y. 98%
- 4 Local 53 Kansas City, Mo. 97%
- 5 Local 42 Hartford, Conn. 92%

Top Five Inside Employment Market Share, Last Three Years

- 1 Local 106 Jamestown, N.Y. 99%
- 2 Local 270 Oak Ridge, Tenn. 98%
- 3 Local 309 Collinsville, Ill. 97%
- 4 Local 34 Peoria, Ill. 95%
- 5 Local 141 Wheeling, W.Va. 92%

ORGANIZING WIRE continued on page 12

ORGANIZING WIRE *continued*

UTILITY

Illinois Local Brings in New Members Through Locator Pilot Program

Downers Grove, Ill., Local 15 has taken a state mandate and turned it into an organizing opportunity that is already bringing in new members.

"It's been very good," Local 15 Business Manager Chris Riser said. "The company is happy, and the employees are too. They're working a lot."

The organizing opportunity came about when the Illinois Commerce Commission, the agency that regulates public utilities in the state, told ComEd, Illinois' largest utility, to solve the problems of mislocations and of locators not showing up.

The locator position — someone who finds and marks underground utilities before construction or excavation projects begin — was contracted out and not represented by Local 15. But the mandate stated that the company work with Local 15 on a pilot program where the locators would be hired on a temporary basis.

Through some tough negotiations, Riser, along with Senior Business Agent Jim Collins and Business Agent Mike Keating, were able to secure a number of benefits, including paid holidays, parental leave, medical coverage, a 401(k) and a cash balance pension plan. Locators will also be eligible to apply for permanent roles under the broader Local 15 contract after 10 months.

The program, which began April 1, has brought in 44 new members so far, with additional rounds of hiring planned for later in the year. And the no-shows and mislocations have dropped significantly.

"I think the program has been successful because of the training from the company and the support the locators get from Local 15," Riser said.

The pilot is being run in Lake County, just north of Chicago. If things continue to go well, Riser said, Local 15



Jeremy Cotham, pictured, a locator in the pilot program, said he'd like to stay with the company, in part for its union-negotiated pay and benefits. "Most people there don't go out looking for a new job once they get in," he said.

plans to negotiate a permanent agreement for locating throughout its service territory, which would require a significant number of new members.

This is the first time Local 15 has represented locators since the mid-2000s. It now represents all the members in the physical and clerical departments, from meter readers and call center workers to mechanics. It also represents overhead, underground and substation departments in addition to the physical and clerical employees at Constellation Nuclear.

For Jeremy Cotham, the locator work isn't new. As someone with experience, he's classified as a Locator A, one of two positions the workers are slotted into.

"I enjoy the work that I'm doing," Cotham said. "It's not the same place every day. I'm not stuck inside a building staring at the same four walls."

Before starting at ComEd, Cotham drove a truck and served as a volunteer firefighter at two stations.

Cotham said his plan is to get hired on in a permanent position and stay with the utility until retirement.

"I plan to stay because the

company is one of the best in Illinois and it has a very good reputation for benefits and pay," he said. "Most people there don't go out looking for a new job once they get in."

He's also keenly aware that those prized benefits and pay are thanks to a union contract.

"Having union representation is very important. They fight for you to have the best pay possible and the best benefits," Cotham said.

Cotham echoed Riser on keeping locators in house.

"This pilot program has shown that ComEd is more than capable of handling their own locates instead of having an outside contractor perform the work," Cotham said. "I think this should be a full-time position and ComEd should slowly start taking over their own locates throughout the ComEd territory."

If that happens, that means more people getting job security, Riser said.

"We just want people to get into a good job in Illinois," Riser said. "This is how we make the middle class stronger." ■

TRANSITIONS

RETIRED

Kevin Curran



Telecommunications International Representative Kevin Curran, who served as the Brotherhood's lead negotiator with AT&T for most of the last 15 years, retired effective Sept. 1, ending a nearly 40-year career in the industry.

"Kevin is one of the smartest guys I know," Telecommunications Director Robert Prunn said. "He isn't outgoing or overbearing. He's more on the quiet side. But when he had a point to make, he damn sure made it."

"There are members that Kevin has helped during his career, and especially in the last 15 years, who don't realize how much he helped them," Prunn added. "With his knowledge of all things telecom, he was extremely good at contract language."

Brother Curran grew up in a union household in Oak Forest, Ill., a Chicago suburb. His mother was a member of the Steelworkers. His father was a Teamsters member.

Still, while appreciating what unions stood for, the younger Curran originally envisioned a different path. He graduated with a business administration degree from Trinity Christian College in 1989, with an eye on a career in investment banking.

But while working toward that degree, Curran landed a job in AT&T's call center division and became a member of Chicago Local 188 in 1987. After graduation, he found that the job paid well enough with better benefits than any other offer, so he decided to stick with it.

He became a union activist when he attended a Local 188 meeting to complain about weekend scheduling.

"Our business manager told me, 'We'll look into your concerns,'" Curran said. "But if you are really looking for things to be better, you should help be part of the change, not just complain."

He took her advice. Curran became a Local 188 steward for AT&T's division covering Chicago's South Side. At about the same time, he was offered a job by Lehman Brothers, the global financial services firm.

He turned it down. Later, Lehman's bankruptcy was a major reason for the 2008 financial crisis, and it ceased operations soon afterward.

"I never regretted that decision," he said. "Not just because that company went bankrupt, but it forced me to do some soul searching and I realized I enjoyed my work and being part of the IBEW."

Curran served as Local 188's assistant business manager in 1995-98 before the local was amalgamated into Downers Grove, Ill., Local 21. He was a Local 21 business representative and executive committee member before becoming its assistant business manager in 2006.

He left four years later to become an international representative in the Telecommunications Department in Washington, D.C., a job he stayed in until his retirement. A high point came in the mid-2010s, when Curran led a successful organizing effort of DirecTV employees after AT&T acquired the company in 2015.

The drive brought in about 3,000 new members to the IBEW from 15 states. Curran and the rest of the organizing team had to work quickly because another union also was attempting to organize the same employees.

"It was definitely challenging," Curran said. "But I enjoyed it quite a bit."

Local 21 Business Manager Paul Wright, a longtime friend who also was a leader in the organizing drive, called Curran "Mr. Reliable."

"He's always there, and his head is always in the game," Wright said. "He's quiet, but he's always scoping out the room and he can read every person before we start negotiations."

Wright and Curran also worked closely together in contract negotiations with AT&T, the last being in 2022. That agreement called for improvements in wages, holiday pay, health care coverage and job protection. Curran and others called it the most lucrative contract for members working for the company in at least 20 years.

"He's such a stable guy," said Wright, who is chairman of the T-3 AT&T System Council. "Someone could be passing a line of BS at him, and that person might think it was convincing. But Kevin would just let it slide off his chest."

In retirement, Curran and his wife, Theresa, a kindergarten teacher in suburban Washington, plan to relocate to Gulf Shores, Ala., to be closer to the beach, play more golf and travel. They have one son, Nick.

"When you get a job, you hope to earn enough money to support a family," Curran said. "But to do something for an organization you believe in like the IBEW is really special. I always treasured that."

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

"He's always there, and his head is always in the game."

— Downers Grove, Ill., Local 21 Business Manager Paul Wright on Kevin Curran



IBEW MERCHANDISE

IBEW RAILROAD T-SHIRT \$18.00

100% cotton heathered black t-shirt. Featuring Railroad logo on left chest and "Generating a Path to Excellence" slogan on full back.

RAILROAD LAPEL PIN \$3.00

1.25" gold toned lapel pin featuring images from the railroad industry and the IBEW Railroad logo.

RAILROAD FLEECE BLANKET \$30.00

8.5 oz, 100% Anti-Pill Poly. Size: 54" x 60" with black bias trim on the edges. Ultra suede patches for a classier look and elastic straps for easy packing and carrying. Features embroidered Railroad logo and "Generating a Commitment to Excellence".

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

www.ibewmerchandise.com

GROUNDED IN HISTORY

When Helmets Became Hardhats

The Helmets to Hardhats program was created in 2003 to help military servicemembers and veterans find career opportunities in the unionized construction industry. Since then, it has helped over 50,000 military personnel transfer into civilian careers, a process symbolized by the program's name.

The origin of the name, however, dates back much further. In 1931, it was IBEW members who first converted their helmets to hardhats and introduced a fundamental piece of safety equipment now used around the world.

In October 1931, a 25-story post office building was under construction in Boston. As the Ironworkers traversed wooden planks on the upper floors, members of IBEW Local 103 began electrical work on the lower floors. In those days, it was customary for the stray bolt, nut or rivet to fall through the planks, but on this particular job the incoming barrage had become an epidemic.

In an article from the December 1931 Electrical Worker, Local 103 members detailed the dangerous working conditions. "Red-hot rivets have been plunging down through the web," Local 103 Business Manager George Capelle



Falling debris at a jobsite in Boston in 1931 spurred the IBEW innovation of using military helmets as head protection

said in the article. "John Shannon received a fracture of the skull Tuesday while working on the third floor. Gus Chipman was treated for a head injury yesterday. And this morning Augustus Chapman was injured. All are now at Haymarket Relief Hospital."

The electrical workers weren't the only ones in harm's way. Injuries were reported by the Teamsters and the

Carpenters. The Ironworkers themselves "had a dispute with the contractor a few weeks ago after several men had been injured, and planking was put up, averting a strike at that time."

Severin Co., the construction firm overseeing the project, released a statement saying "every legal and extra-legal precaution had been taken to prevent rivets from falling" and that "the present planking complies with the regulations and has no cracks for rivets to fall through." But they did fall and the injuries kept piling up, so Capelle took action.

"Putting gray matter into operation, our energetic business agent visited a government storehouse and returned with a purchase of discarded army helmets," Local 103 member Harrie Goodwin said. "He ordered his gang of electricians to go into action with precaution. It seemed humorous at first, but it is one of the cleverest safety measures that has been put into practice in this locality for some time."

The sight of "Carnegie stetsons" or "tin derbies," as the helmets were sometimes called, did cause quite a stir. The post office job was soon swarmed by photographers and reporters from Boston's papers, resulting in

front-page news.

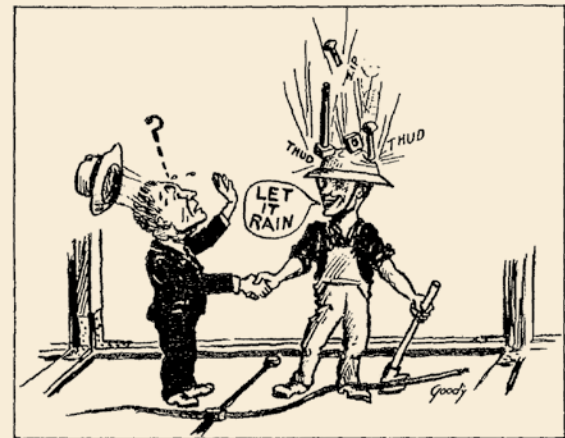
"The doughboy who tucked away his iron derby when he got back from overseas has found a practical use for it," reported The Boston Globe. "By order of Local No. 103, electricians at work on the post office will appear with iron hats as part of their equipment. If a member has no iron hat of his own, snared from the attic, dusted off and polished, he will be rationed a hat from the supply on hand at the government storehouse."

Soon, the other crafts on the building followed Local 103's lead, and the push for hardhats to become mandatory spread throughout the industry. "The contractor is not legally bound to obey the Massachusetts safety requirements," Capelle said, "but he is morally

bound to do so. If the 'tin derbies' fail to protect my men, we might find it necessary to call them off the job."

In the end, the helmets worked and IBEW members were protected. The moral obligation to ensure worker protection, a founding principle of the IBEW, was once again the driving force that led to an industry standard.

Though unorthodox, it was the ingenuity of IBEW members that saw a solution where no one else thought to look. As Goodwin said: "Little did the boys think when bullets were plinking against the tin helmets in the trenches, that the day would come when they would be worn as backstops for rivets. But sometimes, that is how it comes about." ■



A cartoon in The Electrical Worker depicted the problem and solution. It was drawn by one of the Local 103 members involved, Harrie Goodwin.

Visit ibew.org/our-history-museum 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.

April 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 1:00 pm on Friday, April 4, 2025, in Washington, D.C. Other members of the council in attendance were Calvey, Hamilton, Cassidy, Finn, Cunningham, Griffiths. Chairman Erikson, Calabro and Chincio was in attendance via electronic/video conference. 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.

Amendment to Previous Minutes

Motion made by IEC Chairman Erikson, to amend the minutes of the February 2025 Meeting to include the following omitted information: The IEC approved the National Electrical Individual Benefit (NEIB) effective January 1, 2025, and was approved at its February 2025 meeting in Naples, Florida.

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. Effective April 1, 2025, Local Union 2330 has been removed out of trusteeship. The IEC authorized a six-month continuation of Local Union 1501, Baltimore Maryland.

IBEW Consolidated Balance Sheet/Income Statement ending January 31, 2025

Reviewed and Filed

IBEW Unity Fund Contributions ending January 31, 2025

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets ending January 31, 2025

Reviewed and Filed

Retirement of International Vice President

Gina P. Cooper, International Vice President, Fourth District Effective — April 1, 2025

Retirement of Assistant to the International President, Director and International Representatives

Dominic Nolan, International Representative, Ninth District Effective — March 1, 2025

Donnie Colston, Director, Utility Department Effective — April 1, 2025

Sherilyn K. Wright, Senior Executive Assistant to International President Effective — April 1, 2025

Leonard Ellis, International Representative, IBEW Ninth District Effective — April 1, 2025

Lead Organizer

Dale McCray, Lead Organizer, Fourth District Effective — April 1, 2025

International Office Employees

Bing Ye, Office Employee I.O./Information Technology Department Effective — May 1, 2025

This regular scheduled meeting was adjourned on Friday, April 4, 2025, at 3:00 p.m. the next regular meeting of the International Executive Council will commence on Wednesday, August 27, 2025, in Chicago, Illinois.

For the International Executive Council

Myles Calvey, Secretary April 2025

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult www.ibew.org, clicking on the International Executive Council link on the "About Us" page. ■

LOCAL LINES

Celebrating Local 16 Graduates

L.U. 16 (i), EVANSVILLE, IN — Congratulations to the following graduates of the 2025 five-year inside wireman program: Justin Adkins, Hunter Arney, Matthew Bailey, Kalan Bucherl, Keary Calvert, Brandon Cassin, Caleb Elaman, Colton Gamblin, Zachery Gamblin, Drake Hobbs, Slade Hoffman, Jeffrey Johnson, Karson Kinner, Kaden Kraus, Brent Leatherland, Austin McWhirter, Ethan Montgomery, Tyler Payne, Woody Phillips, Conner Pullum, Ethan Pyle, Garrett Rayhill, Mitchell Rolley, Eli Schnuck, John Schultz, Bram Stock, Trevor Thomas, Rylee Thompson and Bryan Will.

This year’s John D. Brenner Memorial Award went to Zachery Gamblin, and the Outstanding Apprentice for 2025 is Kaden Kraus. Recognition is also due Gabriel Gogel, Matthew Schwartz and Cole Persinger for completing the residential journeyman program.

Local 16’s retirees continue to be very active, with monthly breakfast meetings at the hall as well as lunches, card playing and various other occasions. These get-togethers provide an excellent opportunity for renewing old friendships and keeping up with happenings. For further information or a schedule of upcoming events, please contact the office or go to the Facebook page.

The IBEW was once again a proud sponsor of this year’s Red White & Brauen Music Festival.

Donald P. Beavin, P.S.

Punching Tickets to the Middle Class

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! Every summer, our local celebrates a new class of apprentices graduating to journeyman wiremen and installer techs. With that milestone comes a deep sense of pride, increased pay and greater responsibility. Anyone who has completed a registered apprenticeship understands the challenge of working full time while going to school. Long nights; tough AC theory tests;

and the pressure of juggling school, work and life all demand grit and commitment.

We could not be prouder of this year’s graduating class. These members trained and worked through COVID-19, faced adversity and stayed the course. Our future remains bright, with our largest incoming class of more than 200 new apprentices.

An IBEW apprenticeship remains one of the few guaranteed paths to the middle class. We are proud to offer that opportunity to the most diverse group in our history. As we pass on knowledge and skills to those that come after us, we always remember that the apprentices of today are the leaders of tomorrow, and our tomorrow is strong!

Live Better/Work Union.

Mike McHale, B.M.

Local 26 Election Results

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — Our local welcomes newly elected Business Manager Christopher M. “Chris” Cash, who was sworn in July 11. Brother Cash was formerly the financial secretary and has been a member for more than 34 years.

Local 26 also welcomes newly elected Financial Secretary William T. Ng. Brother Ng was the treasurer and a business representative and has been a member for more than 13 years.

Full results from the Local 26 election are as follows: Business Manager Christopher M. Cash, President Thomas C. Myers, Vice President Richard D. Wilkinson, Financial Secretary William T. Ng, Recording Secretary Richard G. Murphy and Treasurer Mark F. Pontello.

Best wishes to the following retirees: Clifford Beasley, Thomas Best Jr., Stephen Bresnahan, Paul Britton, Kevin Capes, Timothy Collins, Randal Cox, Anthony Davis, Timothy Dobson, Daniel Dougherty, Donald Garner Jr., Leon Geibel Jr., Charles Greely, Mark Guidas, Gerald Hall, Kevin Hall, Roy Houston, John Jamison, David Johnson, Gregg Kaderabek, Joseph Kadjeski III, John King, Michael Kreuz, Paul Larsen, Gregory Little, Raul Loera, Wayne Miedzinski, John Morano, John Mudd, Vincent Newman, Valkan Nitchev, Andrew Nogle, John Painter, Steven Parr, Jeffrey Quandt,



Local 38 officers taking their obligation of office.

John Robert, William Robert, Anthony Russell, Ray Ryan, Marc Sherman, William Sommers, Robert Spurr, David Stokes Sr., Mark Surrena, Anthony Webb, Mark Wood and Anthony Yu.

The following members have passed away since our last article: Daniel Beiro, Philip Buhler III, James Coggins, William Durner, Wesley Easterlin, Frank Gordon, Eugene Hord, John Lasley, Carleton McCowin, Bernard Miller, John Morrison, David Porter, Timothy Rinehart, Mark Robba, John Schroeder and Donald Swanson Jr.

Christopher M. Cash, B.M.

Local 34 Heats Up

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Summer heat brought a hot labor market. Work has been busy in Local 34, and summer projects have been underway at many schools, municipalities, universities and solar farms. We are proud of our market share, which is well over 90%, and continue to work hard to maintain it by filling demand for manpower. Hard work on behalf of our organizers ensures that we continue to provide a labor market contractors can depend on.

Local 34 leadership was elected and reorganized in our June 14 election. Tim Sprout has retained his position as business manager and Brian Bong as treasurer. Congratulations to newly elected President Zach Zimmerman, Vice

President Tim Snyder and Recording Secretary Zach Helms. We thank all members who have served in a leadership role over the years and all members who participated in the election.

Local 34 raised money for the local Big Brothers Big Sisters organization at our annual Lee Hall memorial golf outing Aug. 9, and it was a great time. This was a sold-out event again, and attendees brought home some nice prizes.

Members turned out in good numbers for the annual trap shoot Sept. 13 and enjoyed the camaraderie with Local 34 brothers and sisters, along with retirees and a few travelers working in the local. As we enter into the holidays, we wish all our IBEW brothers and sisters a safe and happy holiday season.

Zach Helms, R.S.

Local 38 Officers Sworn in

L.U. 38 (i), CLEVELAND, OH — At the July union meeting, the elected officers of Local 38 took their obligation of office to serve for the next three years: Business Manager Dan Gallagher; President Mike Muzic; Vice President Jamie Davis; Recording Secretary Jay Onacila; Treasurer Brent Misenko; Examining Board members Michael Cesa, David Dushaw and David Watts; and Executive Board members Jarrod Amberik, Keith Carpenter, Jamie Mance, Jeff Nenadal and Steve Skantzios. [See photo top, right.]

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

Pride With a Spark Ignites Labor Power at Seattle Parade

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — At the Seattle Pride Parade in June, our local made its presence known louder than ever! Our Pride With a Spark Committee, made up entirely of volunteers, led the charge with a bold, beautiful float showcasing the creativity, solidarity



Local 24 class of 2025.

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			(st)	Sound Technicians
(cr)	Cranemen	(lpt)	Lightning Protection Technicians	(ptc)	Professional, Technical & Clerical	(t)	Telephone
(ees)	Electrical Equipment Service	(mt)	Maintenance			(tm)	Transportation Manufacturing
(ei)	Electrical Inspection	(mo)	Maintenance & Operation	(rr)	Railroad	(u)	Utility
(em)	Electrical Manufacturing	(mow)	Manufacturing Office Workers	(rtb)	Radio-Television Broadcasting	(uow)	Utility Office Workers
(es)	Electric Signs	(mar)	Marine	(rtm)	Radio-Television Manufacturing	(ws)	Warehouse and Supply

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



Local 46 Pride With a Spark members and volunteers march with the EWMC banner at the Seattle Pride Parade.

and power of queer workers in the trades.

A float designed and built by members of Pride With a Spark included custom benches, hand-painted signage, rainbow lighting and a booming sound system that brought serious energy to the route. This wasn't just a celebration — it was a declaration. We are here, we are proud, and we are building a labor movement that welcomes everyone.

Marchers included members from across Local 46: the Electrical Workers Minority Caucus; RENEW; the Women's Committee; and staff, family and allies. We aim to uplift the voices of LGBTQIA+ electricians and trade workers who continue to shape our future, and we honor their leadership and presence.

Thank you to every volunteer who built, danced, marched, passed out stickers and supported us throughout Pride Weekend.

Pride With a Spark is more than a float; it's a movement. Our message this year was clear: Pride is power. And when we organize together, we don't just show up — we get louder.

Seamus Anglin, P.S.

Kansas City's Ascent

L.U. 124 (ees,em,i,mar,rt,se,spa,t&ptc), KANSAS CITY, MO — Brothers and sisters, classes at the Kansas City JATC have begun! This year marks another record for the largest first-year class, with 180 apprentices. As members retire, the demand for electricians increases. And as the Kansas City region continues to grow, Local 124 is making sure it meets the area's needs for the future.

Forecast studies project an 11% increase in employment for electricians in the next decade. This is due to factors such as the expansion of renewable energy and an increase in construction projects that require more electricians. Data centers and more advanced manufacturing have blossomed after policies enacted by the Biden administration.

The cherry on top is Kansas City's growth compared to other regions around the country. Not

only is KC having a population boom, but there is also a manufacturing revival. Kansas City has been outpacing the national trend in manufacturing and is projected to continue that growth.

An aging workforce compounds the need for more electricians. The last of the baby boomer generation are set to retire in the next few years. A study done by NECA found that 30% of electricians are near retirement. Local 124 is making sure it can staff projects of all sizes.

Wade Kiefer, Bus. Rep.



Local 134 Business Manager Donald Finn, Ray Svejnoha and Tom Espisito (Ray's apprentice) celebrating Ray's 100th birthday.

Local 134 Member Ray Svejnoha Celebrates Life as a Centenarian

L.U. 134 (catv,em,govt,i,mt,rtb,rt,spa&t), CHICAGO, IL — On July 31, Ray Svejnoha was the guest of honor at the senior center in Westchester, Ill., to celebrate his 100th birthday. Everyone knows him there because, up until recently, he was teaching the seniors' swim aerobics class.

Ray was organized into the IBEW in 1946, shortly after returning from overseas at the end of World War II, where he had served as a member of the Fourth Air Force service area command of the U.S. Army Air Forces.

Ray humbly refers to his time in the service as learning to be a man. Ray grew up near Cicero, where his electrical career started. Ray worked on many of the high-rise buildings and landmarks along Michigan Avenue throughout his career, including the Playboy Club. Ray enjoyed learning all aspects of the electrical industry, from working in the steel mills to the science labs at Argonne National Laboratory.

When it comes to retirement, Ray says talking to people and having conversations and interactions every day is the best medicine for staying healthy. When asked for any advice he would give a younger apprentice just starting in the industry,

Ray said: "Do not stay with one contractor too long. Experience every part of the industry. The more qualifications you have, the more you will be needed in the field. Never stop learning, and make yourself versatile."

Ray says it has been a good life. Just work hard and raise your family. After you retire, make sure you keep dancing and keep talking to each other. Good advice from a man who has served our country and Local 134 with honor and dignity.

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

Congratulations to Local 150's Graduating Apprentices

L.U. 150 (es,i,rt,spa), WAUKEGAN, IL — Union solidarity is the backbone of a strong union. When members stand united, they amplify their voices and increase their bargaining power. Solidarity ensures fair wages, safe working conditions and strong benefits by showing employers that workers are organized and committed. It also builds a sense of community, where members support one another on and off the job. A divided union is a weak union; solidarity is what transforms individuals into a powerful force. By standing together, we protect our rights, grow our influence, and secure a better future for all members, their families, and the generations that follow.

We want to recognize three especially important people who help make Local 150 stronger: JoAnne Conidine (benefits liaison), Laurie Brean (office manager) and Amy Loizzo (assistant office manager). We are grateful for your dedication, hard work, and the many ways you support our members and keep Local 150 running smoothly! Thank you, ladies, for everything you do!

Thank you to all who chaired, planned and volunteered for Local 150's summer activities! With your participation, we will continue to enjoy successful events and solidarity. Thanks again!

Mark your calendars and be sure to attend our Christmas general meeting Dec. 3. We will be honoring our retirees and awarding pins to those with 50-plus years of service. We look forward to seeing all of you there.

Sisters and brothers, take care of each other and be safe!

Aaron M. Rendon, R.S./P.S.

Congratulations, Local 302 President Cheyenne Gomez

L.U. 302 (i,rt,spa), MARTINEZ, CA — On July 23, Business Manager Tom Hansen retired after 35 years of service to our local and more than 15 years on staff. Our local has sworn in its first-ever woman president, Cheyenne Gomez. Cheyenne is a very active member of our local and we know she will continue with her dedication to Local 302 and its members. Congratulations to Cheyenne and our new officers for

their time and commitment to our future.

Julian Vinatieri, B.M./F.S.

Committee Action on the Rise

L.U. 340 (i,rt,spa), SACRAMENTO, CA — Some of our local committees have gone through leadership changes. We are pleased to announce that Local 340 committees have ramped up their events, bringing together more of our members both new and old.

VOLT went through changes in its committee makeup, as well as its name. VOLT, known as Volunteer Outreach Leadership Team, has been at the forefront of bringing members together to assist with political issues and community projects. In August, they held their first ever Speak to Win event in partnership with other skilled trades on how to craft a testimony that defends our work and strengthens our voice.

The Electrical Workers Minority Caucus Committee, which traditionally held an annual rib cook-off, took a break for a bit before bringing back this amazing, family-friendly event. The committee recently held elections. Congratulations to President Troy Takara, Vice President Geary Silva, Treasurer Justin Hill and Recording Secretary Vanesa Ruiz.

Our long-standing RENEW Committee has continued with events for billiards and cornhole. Committee members always assist with our annual picnic, and this year they really stepped up and were eager to help.

The Women's Committee continues to engage in the community with its participation in the Pride Parade, its Mario Kart tournament and monthly meetings.

We are excited for the rising committees and all they contribute to our local.

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

Local 540 Journeymen Class of 2025

L.U. 540 (i), CANTON, OH — Congratulations to the newly minted journeymen of our local!

The change of classification on your dues ticket signifies that it is now on your shoulders to carry on the tradition of excellence and brotherhood that the IBEW represents. Good luck, and we'll see you on the next one.

Local 540's new journeymen are Andrew Haines, Mitch Macri, Adam McCann, Alexander Orenuga, Jacob Roberts, Logan Schafer, Robert Storesina, Parker Utley and Noah Werstler (fifth year, inside); Damon Beitzel, Dominic Bisesi, Ben Cunningham, Curt Cush, Nicholas Froman, Luke Leslie, Chase Meyer, Jake Schutt, Jared Schutt, Luke Teller and Colton Vanvhoorhis (fourth year, inside); Matthew Markoski (residential); and Kyle Cattarin (teledata).

Logan Hammer, P.S.



Local 540's apprenticeship graduates of 2025.

Go
Green

Get your
**ELECTRICAL
WORKER** delivered
each month *via email*.

It's convenient & helps cut
down on paper waste. Go to
ibew.org/gogreen and
sign up today!



LOCAL LINES

Local 700 Honors Members for IBEW Service

L.U. 700 (em,i,o,spa&ptc), FT. SMITH, AR — On behalf of the International Brotherhood of Electrical Workers, we would like to recognize and thank our local's Service Award winners for their dedicated service and unwavering commitment to our union. Your hard work, loyalty and craftsmanship have not only helped build stronger communities but also set an example for those who will follow in your footsteps.

The Service Award represents more than just years of membership — it symbolizes your contributions to the IBEW's mission of solidarity, excellence and brotherhood. We are proud to honor you and grateful to have you as part of the IBEW family.

Awarded members are Burl Carter, Joe L. Floyd, George Jones and Martin E. Strunk (50 years); John S. Baker, George M. Bonds, Roger A. Coble, Bernard R. Hiatt and James W. Wright (55 years); Allin C. Vincent and Mickey H. Zolliecoffer (60 years); and Lloyd Estill (70 years).

Congratulations, and thank you for your service!

Eugene Wilson, B.M./F.S.



Local 700 members Burl Carter and George Jones were each recognized for 50 years of IBEW service



Members of Local 702's RENEW Committee display their Certificate of Recognition.

Local 702 RENEW Committee is Official

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rt,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL — Greetings, brothers and sisters. Our local's RENEW Committee received its official Certificate of Recognition on April 28. The committee continues to meet regularly, engage with new members and serve in the community.

It has been a busy summer with negotiations. In June, our members at CenterPoint Energy ratified a four-year agreement that includes post-retirement health care provided through the Family Medical Care Plan.

The members at Southwestern Electric Cooperative ratified a five-year agreement that includes a 4% wage increase each year, on-call pay increase, added vacation time, improved meal allowance and post-retirement healthcare across the board.

At Clay Electric Cooperative, members secured a four-year agreement with wage increases of 5%, 4%, 4% and 3.75%. The contract also includes payment of 100% of LINECO premiums.

Jamie Hatfield, A.B.M.

Happy 100th Anniversary, Local 728

L.U. 728 (em,i,rt,spa), FT. LAUDERDALE, FL — A century of brotherhood, grit and getting it done.

Lighting the way since 1925.

To every hand that's helped build this legacy, thank you.

To the history we honor, the energy we bring, and to our union:

Still charged. Still rising.

Cheers to another 100 years!

Effie Cruz, P.S.



Happy centennial, Local 728!

Local 1340 Celebrates Graduates and Service

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our local and the Hampton Roads Joint Apprenticeship and Training Committee held their joint awards banquet and graduation at the Virginia Air & Space Science Center in Hampton on July 18. The following apprentices were presented with completion certificates: Joseph Andrews, Steven Bomar, Brandon Boulais, Lamarr Burnett, Colten Eldrey, Jonathan Foss, Jonathan Gray, Amber Hildebrand, Andrew Holloway, Shawnique Jenkins, Brennan Masterson, Andrew McCarthy, Quiriat Mendoza Lopez, Justin Miller, Zachary Mohajerin, Kelly Parker, Jesse Stepp and Bobby Wood.

Top grade awards went to Amber Smith-Mood (first year), James Hagin (second year), Nicholas Bowman (third year) and Lamarr Burnett (fourth year).

Service pins were presented to members with 10 to 65 years of service. One family enjoyed a rewarding moment as three generations of the Bryan family, Michael (65 years), nephew Paul Sr. (50 years) and his son Paul Jr. (20 years) all received pins at the event. The following members were presented with 50-year pins: Anthony Canfield, Frank Lombardo and William Wilson. Fifty-five-year pins went to James Castonguay, Terry Castonguay and Larry Day; sixty-year pins to Charles Lehtio, John McNair, James Walker and Merton Walton; and sixty-five-year pins went to Robert Scarborough and Hiter Tomlin.

A special thanks to the sponsors, including the Hampton Roads Local Labor Management Cooperation Committee, Southern Benefit Administrators Inc., Locke Supply Co., W.R. O'Neal Electric Inc., GGR Construction, Gexpro, Milwaukee Tool and Southwire.

We regret to report the passing of Steven S. Young on May 1.

Jim Avery, P.S.

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

In accordance with the Labor-Management Reporting and Disclosure Act (LMRDA) and the Civil Service Reform Act of 1978 (CSRA) as revised, the IBEW is advising you of your rights as a union member in the United States who is subject to those laws, and explaining the responsibilities of union officers covered by those laws. The LMRDA applies to the IBEW and most, but not all IBEW local unions in the U.S., and the CSRA applies to U.S. federal employees and the unions that represent those employees. The rights and responsibilities under these laws are as follows:

Union Members Rights

Bill of Rights — Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- A voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions

and bylaws and an annual financial report (Form LM-2, 3, or 4) with the U.S. Department of Labor's Office of Labor-Management Standards (OLMS) and retain the records necessary to verify the reports for at least five years. Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The reports are public information and are available from OLMS.

Officer Elections Local union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships Local unions may not be placed in trusteeship by the IBEW except for those reasons specified in the IBEW Constitution and the LMRDA or CSRA, as applicable.

Protection for Exercising LMRDA/CSRA Rights A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA/CSRA right, as applicable.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her LMRDA/CSRA rights, as applicable.

Union Officer Responsibilities

Financial Safeguards Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the IBEW Constitution and local union bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Prohibition of Conflicts of Interest A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Officer Elections Local unions must:

- Hold elections of officers of the union by secret ballot at least every three years.

- Conduct regular elections in accordance with the IBEW Constitution and local by-laws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.
- Under the LMRDA, allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time.

The above is only a summary of the LMRDA and CSRA rights and standards of conduct. More detailed information is available from the OLMS. ■

In Memoriam

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Ahner, J. A.	7/8/25	42	Robinson, L. G.	6/15/25	124	Walker, T. G.	5/16/25	280	Bender, R. L.	8/3/25	481	Gibson, P. T.	5/31/25	861	Danahay, D. M.	2/21/25
1	Buffa, A. L.	6/16/25	42	Wilson, W. A.	7/1/25	124	Wiercinski, J.	6/25/25	291	Basler, D. R.	6/19/25	481	Helton, S. J.	7/12/25	873	Lumley, B. M.	5/9/24
1	Comer, J. R.	7/19/25	43	DeCondo, V. A.	7/5/25	125	Denny, K. H.	7/14/25	292	DiGiovanni, D. V.	6/3/24	481	Lawrence, A. W.	7/7/25	876	Beebe, K.	1/23/22
1	Hepburn, L. J.	7/1/25	43	Godden, R. D.	7/24/25	126	Keim, P. D.	7/20/25	292	Gulden, G. E.	6/30/25	481	Robertson, R. L.	6/30/25	876	Cutler, F. M.	7/9/25
1	Hopkins, D. L.	7/30/25	43	Mooney, J. M.	7/9/25	126	Morett, J. J.	3/23/25	292	Johnson, A. K.	5/28/25	481	Schanz, R. L.	7/5/25	876	Geyer, B. E.	7/22/25
1	Hunter, J. M.	6/11/25	44	Dixon, D. C.	7/17/25	126	Vance, L. M.	7/23/25	295	Curtis, R. P.	7/31/25	481	Weist, W. E.	6/13/25	876	Johnson, J. S.	11/8/24
1	Massey, R. T.	4/16/24	46	Coan, R. M.	7/7/25	130	Brown, W. H.	6/12/25	300	Parker, D. D.	1/9/23	483	Edwards, J. D.	7/1/25	906	Anttila, R. P.	6/14/25
1	McDonald, J. L.	7/9/25	46	Cullen, D. H.	4/3/25	130	Candebat, G. J.	7/1/25	301	Bevis, B. L.	5/3/25	494	Nolde, D. J.	8/6/25	906	Lahtinen, R. A.	3/20/25
1	Rawson, K. B.	6/13/25	46	Donham, N. R.	6/4/25	130	Mason, W. T.	7/30/25	301	Patterson, M. R.	4/25/25	494	Palatino, K. A.	1/25/25	906	Robertson, R.	7/19/25
1	Scheve, W. F.	6/13/25	46	Lane, D. M.	6/26/25	130	Roundtree, R. J.	2/17/25	302	James, M. E.	6/30/25	494	Vukovic, V.	6/10/25	906	Williams, J. R.	7/24/25
1	Stansberry, R. D.	7/15/25	46	Lindell, L. M.	6/14/25	131	Szekely, M. S.	4/18/25	303	Claus, W. W.	3/1/25	495	McCauley, R. E.	6/12/25	910	Oliver, D.	6/26/25
2	Rea, J. S.	5/9/25	47	Rowley, S. S.	5/28/25	134	Cimachowicz, H. J.	8/8/25	303	Ford, G. R.	6/21/25	508	Anderson, T. T.	6/6/25	915	Pizano, E. A.	5/17/25
2	Rudis, T. A.	12/7/23	48	Bates, R. W.	6/30/25	134	DiFilippo, K. T.	7/14/25	304	Haling, D. W.	8/1/25	518	Dalmolin, J. R.	6/28/25	915	Ramsey, J. M.	3/30/25
2	Weatherford, R. E.	4/30/25	48	Fish, F. G.	7/5/25	134	Ehrhart, S. L.	6/14/25	305	Gordon, J. H.	7/12/25	520	Charboneau, K. P.	5/5/25	915	Snurpus, R. S.	6/1/25
2	Young, R. E.	5/10/25	48	Huhta, W. J.	7/12/25	134	Eisenbrandt, W. A.	7/7/25	305	Griffith, G. D.	6/26/25	520	Harrison, E. O.	5/14/25	915	Wooten, S. R.	6/19/25
3	Blancato, R. A.	7/12/25	48	Kiewer, M. G.	7/3/25	134	Garland, T. M.	6/29/25	305	Koeneman, J. A.	12/14/24	520	Krueger, L. W.	6/18/25	917	Rhaly, J. B.	7/15/25
3	Blum, S. W.	6/21/25	48	Landgrebe, L. W.	7/28/25	134	Glynn, M.	1/12/25	305	Townsend, E. A.	7/16/25	527	McLaren, J. W.	2/22/25	934	Kiser, J. R.	4/3/25
3	Bourscheid, D. R.	7/9/25	48	Lucas, D. M.	7/22/25	134	Hauser, F. W.	6/14/25	309	Tolbert, G. D.	4/5/25	529	Bundschuh, K.	6/15/25	949	Grannis, C. A.	2/27/25
3	Brochard, J. G.	7/26/25	48	Snell, T. E.	8/10/24	134	Heimerle, D. E.	5/20/25	313	Burton, D. R.	8/17/24	530	Brough, S.	5/27/25	953	Gould, E. V.	11/9/24
3	Brown, G. L.	7/29/25	48	Willardson, R. R.	4/10/25	134	Lukow, R.	7/7/25	317	Custer, R. B.	6/3/25	538	Moore, H. R.	6/24/25	953	Haffenbreidl, H. W.	7/4/25
3	Cascone, R. J.	2/28/25	48	Woodbury, S. D.	7/16/25	134	Mahn, L.	7/14/25	317	Stover, S. W.	12/27/24	540	Irwin, H. L.	7/13/25	972	Suhoski, A. S.	7/21/25
3	Di Santo, J.	5/31/25	51	Hurst, L. R.	7/10/25	134	McEntire, D. E.	7/5/25	332	Dixon, D. K.	7/5/25	540	Wiley, L. T.	6/29/25	993	Green, L. F.	7/12/25
3	Diaz, S. J.	6/29/25	51	Oneill, D. A.	7/10/25	134	McGee, C. A.	7/18/25	332	Hill, A. D.	2/3/24	551	Datson, J. D.	1/27/25	993	Hodge, M.	8/2/25
3	Farrell, K. J.	3/20/25	53	Querrey, R. L.	4/5/25	134	Meerhan, T.	7/10/25	332	Lambert, R. L.	7/8/25	558	Gray, H. E.	6/2/25	995	Bailey, R. N.	8/2/23
3	Gindoff, B.	7/4/25	55	Garman, M. J.	2/26/25	134	Omiecinski, R. T.	6/30/25	332	Magyar, F. J.	5/20/25	567	Gendron, C. L.	6/28/25	995	Sheets, J. A.	6/27/25
3	Hanson, M. R.	7/12/25	57	Brown, N. R.	7/1/25	134	Parker, O. J.	6/11/25	332	Malkon, J.	5/1/25	570	Lopez, E. G.	7/14/25	995	Vince, M. J.	7/25/25
3	Haselton, R. F.	6/1/25	57	Henderson, R. E.	5/4/25	139	Daubner, P.	1/27/25	332	Schwabenland, M. J.	6/17/25	577	Cook, T. W.	5/27/25	1116	Dagg, D. A.	2/1/23
3	Hines, A.	5/18/25	57	MacNeil, W. J.	7/5/25	141	Baker, D. R.	3/18/25	340	Harrison, R. W.	7/2/25	583	Castro, S. B.	11/1/20	1186	Miyagawa, L. G.	7/9/25
3	Jacobs, I.	8/3/25	58	Connelly, P. C.	7/22/25	143	Bair, C. L.	7/30/25	340	McFarlane, B. D.	7/12/25	586	Liedtke, E.	2/2/24	1186	Watanabe, T. M.	5/10/25
3	Kelly, G. A.	6/25/25	58	Davis, R. C.	5/28/25	143	Fink, H. W.	7/1/25	340	O'Brine, R. W.	3/16/25	586	Neumann, P.	2/27/25	1186	Yamauchi, T. T.	5/29/25
3	Krajewski, A. P.	5/4/25	58	Dunkley, J. M.	8/25/23	143	Fultz, R. C.	5/29/25	340	Rhodes, B. J.	6/20/25	595	Calcagno, G. M.	8/2/25	1205	Fox, A. E.	7/25/25
3	Lang, D. J.	7/10/25	58	Evans, M. A.	8/2/25	143	Hammond, H. L.	2/21/25	340	Hale, H. N.	7/7/25	596	Hale, H. N.	7/7/25	1205	Hains, W.	6/8/25
3	Llovett, L. H.	7/12/25	58	Giroux, A. E.	7/16/25	145	Tacey, W. E.	6/16/25	347	Anthony, A. V.	6/2/25	601	Bender, R. I.	5/26/25	1220	Hannigan, G.	5/16/25
3	Matthias, B. B.	6/29/25	58	Johnson, R. O.	5/9/25	145	Thompson, L. A.	7/7/25	347	Michael, C. L.	1/16/23	602	Henderson, D. D.	6/2/25	1245	Bell, D. M.	7/29/25
3	McCann, T. W.	6/2/25	58	Lezotte, W.	7/8/25	150	Bailey, J. W.	6/23/25	347	Tovrea, T. L.	7/4/25	606	Omev, G. L.	3/27/25	1245	Fierros, M. S.	5/7/25
3	Myrie, T.	6/30/25	58	Loy, R. F.	4/18/21	153	Blasko, J. W.	7/27/25	349	Chapman, J. S.	6/14/25	606	Summers, B. M.	7/1/25	1245	Mitchum, H. D.	6/9/25
3	Nappi, M. J.	7/8/25	58	McNicol, D. T.	8/4/25	153	Clark, L. E.	7/14/25	349	DuPuy, S.	7/7/25	611	Crockett, D. D.	6/16/25	1245	Willford, L. F.	5/25/25
3	O'Mara, G. T.	5/6/25	58	Nelson, R. A.	7/20/25	153	Vascil, G. F.	7/28/25	349	Kelley, J. P.	7/20/25	611	Payne, G. A.	5/6/24	1316	McNeal, J. R.	7/4/25
3	Oyola, V. M.	3/20/25	58	Oma, D. L.	6/27/25	153	Wickizer, K. D.	7/3/25	349	Nickels, C.	7/14/25	611	Salazar, R.	7/5/25	1319	Lee, E.	6/21/25
3	Pugh, L.	7/12/25	58	Schultz, R. V.	7/21/23	158	Brignall, L. A.	6/16/25	349	Rushing, R. E.	7/11/25	611	Wingo, M. R.	7/30/24	1340	Wiesner, W. D.	6/23/25
3	Putignano, J. J.	4/7/25	58	Slate, R. R.	6/30/25	158	Steffens, N. L.	6/14/25	351	Haggerty, T. J.	7/14/25	613	Blair, S. T.	2/14/25	1347	Hall, A. R.	4/9/25
3	Ramirez, R. A.	4/26/23	58	Stariha, A. J.	7/4/25	160	Lieske, J. A.	7/2/25	351	Martine, W. L.	7/28/25	613	Brown, G. C.	3/9/25	1393	Kalinowski, J.	7/11/25
3	Richter, P. J.	7/25/25	58	Sumeracki, A. W.	5/21/25	163	Morgan, R. H.	7/12/25	351	McConnell, G. V.	7/20/25	613	Edge, C. H.	8/4/25	1393	Keller, E. L.	8/2/25
3	Royzman, V.	6/5/25	60	Stockton, T. C.	12/1/24	164	Bannon, J. H.	7/10/25	351	Rowson, R. J.	6/12/25	613	Jackson, J. H.	6/30/25	1393	Woodruff, L. E.	2/22/25
3	Sarcona, A.	7/22/25	64	Bieber, H. L.	8/3/25	164	Beale, R.	7/17/25	351	Young, L. S.	3/15/23	613	Kalb, R. O.	7/10/24	1426	Olson, D.	6/25/25
3	Sargeant, D.	5/13/25	64	Lanney, H. E.	7/1/25	164	Casillo, P.	7/24/25	353	de Graauw, M. H.	7/13/25	613	Kemp, R. S.	6/14/25	1516	Late, J. H.	3/17/25
3	Schwartz, S.	6/29/25	64	Wylam, R. A.	8/2/25	164	Giammarusco, S.	7/31/25	353	Herron, J. A.	6/29/25	613	Partain, R. G.	7/12/25	1525	Mabin, F. M.	7/10/25
5	Beitle, R. P.	5/18/25	66	Anderson, D. B.	4/11/25	164	Horan, E. W.	6/10/25	353	Moroze, W. J.	7/10/25	639	Dutton, H. E.	4/2/25	1547	Baird, C. F.	6/17/25
5	Ergler, R. B.	6/25/25	66	Clem, W. N.	6/19/25	164	Malone, J. S.	7/22/25	353	Pasqualini, R.	3/1/25	640	Lewis, J. H.	3/30/24	1547	Beale-Kuhlman, M. E.	5/8/25
5	McGowan, W. G.	7/26/25	66	Finke, L. F.	10/28/24	164	Rudi, B.	5/21/25	353	Preston, L.	6/19/25	640	Mejia, E.	7/28/25	1547	Foster, J. D.	6/14/25
6	Lakos, J. P.	6/11/25	66	Hill, W. D.	6/8/25	164	Sewing, R. A.	7/5/25	353	Vaccarelli, G.	7/8/25	648	Fischer, R. K.	7/28/25	1547	Hansen, C. S.	7/17/25
7	Manning, J. A.	4/21/25	68	Carr, J. R.	6/8/25	164	Tarullo, J. J.	7/29/25	353	Vachon, P. R.	6/27/25	648	Secrest, R. D.	7/4/25	1547	Hughes, S. C.	1/16/23
8	Porter, J. R.	12/5/24	68	Chadwick, L. E.	7/12/25	164	Turner, R.	11/16/24	354	Klaus, R. M.	7/23/25	654	Batt, J. V.	6/26/25	1547	Rench, S. T.	5/22/25
11	Adams, D. P.	6/12/25	68	Kremsner, W. J.	6/25/25	175	Brumlow, C. L.	4/18/25	354	Smith, J. R.	6/28/25	654	Metzger, L.	5/1/25	1579	Irvine, S.	6/9/25
11	Baez, J. G.	1/23/25	70	Chambers, D. E.	2/20/25	175	Duran, R. L.	7/2/25	354	Tangren, E. K.	11/24/24	654	Wilson, W. J.	7/1/25	1615	Crotty, M. D.	6/30/25
11	Davis, R. F.	7/24/25	71	Bates, W. D.	6/25/25	175	Fine, W. E.	6/12/25	357	Roach, J. D.	7/31/25	659	Martinson, R. G.	5/19/25	1687	Cloutatre, M.	4/3/25
11	Desroche, F. J.	6/27/25	71	Pickenpaugh, C. A.	7/8/25	175	Gay, D. S.	2/18/25	363	Dedio, D. A.	2/19/23	661	Bosco, A. P.	1/14/24	1687	Nodder, R. A.	12/18/24
11	Fleming, R. A.	6/4/25	76	Lafond, P. M.	6/6/25	175	Rakestraw, T. P.	4/23/25	369	Bolton, I. L.	6/9/25	666	Dehate, R. O.	7/1/25	1701	Galloway, R. J.	6/25/25
11	Gasper, M. E.	5/20/25	77	Allen, R. W.	5/8/25	175	Shiple, L. P.	4/24/25	369	Glock, C. D.	12/9/24	683	Durham, D. F.	7/1/25	1852	LaRusic, J. S.	8/2/25
11	Jones, W. H.	7/17/25	77	Green, V. J.	7/8/25	176	Edwards, G. C.	7/5/25	369	Hawkins, K. W.	3/22/25	683	Brooks, S. D.	7/10/25	1925	Brown, B. E.	6/25/25
11	Kellogg, W. R.	5/10/25	77	Haywood, R. L.	5/15/25	176	Gullquist, F. W.	7/17/25	369	Rush, T. L.	5/13/25	688	Hartsough, J. A.	5/1/25	1925	Matiz, J. R.	1/25/25
11	Wakefield, T. M.	6/16/25	77	Thompson, W. D.	7/10/25	176	Hess, J. E.	5/13/25	379	Williams, J. W.	7/12/25	688	Richey, H. F.	12/16/24	2032	Davis, C. E.	7/14/24
11	Wheeler, A. B.	6/20/25	82	Cartwright, S. M.	4/3/23	177	Hilton, H. D.	3/25/25	387	Hall, J. L.	6/10/25	697	Kwasny, D. J.	7/21/25	2085	Kopilas, M.	3/27/25
11	Wolsefer, C. N.	2/3/25	82	Geisler, T. J.	6/27/25	177	Satterwhite, D. E.	7/13/25	387	White, G. L.	3/5/25	700	Witt, D. D.	7/21/25	2150	Hayward, J. A.	5/5/25
12	Williams, K. R.	7/12/25	84	Campbell, E. C.	7/26/25	191	Schneller, B. S.	6/30/25	396	Brimer, J. M.	5/24/25	701	Rogers, M. D.	6/27/25	2150	Sedlacek, J. D.	6/20/25
14	Hanson, J. J.	10/14/24	86	Gilligan, W. J.	7/21/25	193	Markey, C. B.	10/22/24	400	Carthy, J. M.	7/23/25	701					

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2026

Many collective bargaining agreements between private sector employers and the IBEW or its local unions include “union security” provisions stating that employees must become and remain members of the union as a condition of employment. The National Labor Relations Act permits employers and unions to negotiate these clauses where they are not otherwise prohibited by state law, and the Railway Labor Act permits these provisions in all states. Under these laws, employees may fulfill their “union security” obligations either by joining the union and thereby enjoying the full rights and benefits of union membership or by simply fulfilling their financial obligations to the union.

Employees who elect to become agency fee payers — that is, who choose not to become full-fledged IBEW members — forfeit the right to enjoy a number of benefits available only to union members. For example, only union members are entitled to attend and participate in union meetings; to run for union office and to nominate and vote for candidates for union office; to participate in contract ratification and strike votes; to participate in the development and formulation of IBEW policies; to participate in the formulation of IBEW collective bargaining demands; and to serve as delegates to the International Convention.

Agency fee payers are generally charged the same dues and initiation fees uniformly required of IBEW members. However, agency fee payers who object to supporting certain union activities may pay a reduced fee to ensure that none of their money is used to support those activities. In particular, objectors are charged only for activities or projects that are reasonably related to collective bargaining. Examples of such “chargeable” activities are negotiating collective bargaining agreements; meeting with employer representatives; meeting with employees on employment-related issues; participating in proceedings on behalf of workers under the grievance procedure, including arbitration; and managing internal union affairs.

Among activities considered “nonchargeable,” which objectors are not required to support, are support of political causes, general community service, legislative activities, certain costs of affiliation with non-IBEW organizations, and members-only benefits.

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must have resigned their membership unless they never became members, and must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2026 must do so during the month of November, 2025. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November open period. Objections filed during this open period will become effective on January 1, 2026 and will remain effective for as long as the objector remains in the bargaining unit.

No special form is required to register an objection. However, please include your full name, your mailing address, the local union to which you pay fees, your nonmember identification number (if known), and your Social Security number. In addition, if you move, please advise the International Secretary-Treasurer of your new address.

Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion retained by the local union and a portion transferred to the International. The International will mail a check reflecting the reduction in the International’s portion of the fees to each objector who has filed a timely objection with the International Secretary-Treasurer, along with a detailed explanation of the basis for the fee reduction. During these same time frames, the local union that represents the objector will provide him or her with a reduction in its portion of the fees, either by sending a reduction check or by adjusting the amount of the objector’s periodic payments, and will provide information explaining the basis for its reduction.

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2023-24 fiscal year, 48.03% of its expenditures were for “chargeable” activities and 51.97% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction, thereby giving objectors a larger reduction than if the locals used their own figures.

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers’ Right to Object.

Any employee who is not a member of the IBEW and who pays agency fees to an IBEW local union (LU) pursuant to a collectively bargained union security provision in the United States has the right to object to expenditures of their fees for activities that are not reasonably related to collective bargaining. For purposes of this plan, such activities will be referred to as “nonchargeable activities.” The agency fees paid by a fee payer who perfects an objection under the procedures set forth below will be reduced to reflect the expenditures of the LU and the IBEW that are used for “chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

A fee payer is someone who has resigned their membership or who never became a member. The IBEW Constitution governs the procedure for resigning membership and requires that resignations be in writing via delivery to the local union mailing address and addressed to the attention of the local union president or recording secretary. Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be postmarked during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement or, for current agency fee payers, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, the IST will forward the names of the objectors to the LUs to which they pay their agency fees. No later than January 31 of each year (or as soon as possible in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who has perfected their objection under this plan a check reflecting the reduction in payments to which the objector is entitled, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which the objector is entitled for a particular portion of the upcoming calendar year. If the check representing the reduction in per capita payments is not for the entire calendar year, then the IST shall later within the calendar year repeat the process and mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which the objector is entitled for a subsequent portion of the upcoming calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

An objector who has filed a timely objection and who believes that the per capita reduction provided by the IST does not accurately reflect the International’s expenditures on chargeable activities may appeal to an independent arbitrator.

- The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector their first per capita reduction check of the calendar year. The appeal should explain the basis of the challenge.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, as Amended and effective January 1, 1988.
- Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit their views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to ensure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

An objector who has filed a timely objection and who believes that the reduction provided by the LU to which the objector pays agency fees does not accurately reflect the LU’s expenditures on chargeable activities may appeal through procedures established by the LU. An objector challenging both the International’s and the LU’s reductions must appeal through the procedure specified in paragraph 6.a., except that the appeal must be received in the office of the IST within 30 days of (a) the date on which the International mailed the objector the per capita reduction or (b) the date on which the LU mailed its reduction, whichever is later. ■

Notice to Participants in the National Electrical Annuity Plan Explanation of Preretirement Surviving Spouse Benefit

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■

2024 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$664,279,824. These expenses included \$30,219,023 in administrative expenses and \$634,060,801 in benefits paid to participants and beneficiaries. A total of 182,716 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$16,786,499,095 as of December 31, 2024, compared to \$14,631,630,171 as of January 1, 2024. During the plan year the plan experienced an increase in its net assets of \$2,154,868,924. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$2,819,148,748

including employer contributions of \$1,191,917,557, gains of \$39,311,590 from the sale of assets, earnings from investments of \$1,578,629,414, and other income of \$9,290,187.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

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

- an accountant's report;
- Insurance information;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the

plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$27.00 for the full annual report, or \$.25 per page for any part thereof.

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

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20220. ■

Paul A. Noble
NEAP Trustee

Kenneth W. Cooper
NEAP Trustee

David Long
NEAP Trustee

Dennis F. Quebe
NEAP Trustee



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

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Kenneth W. Cooper
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President

Paul A. Noble
International
Secretary-Treasurer

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Wagner**

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Janelle Hartman
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Emily Welsh
Mike Palm
Alexis Betts
Amy Rieger
Cameron Hubbard

HOW TO REACH US

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

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 7th Street, NW, Washington, DC 20001

Or send by email to: media@ibew.org

Have you moved?

Go to ibew.org/change-of-address or call 202-728-6225

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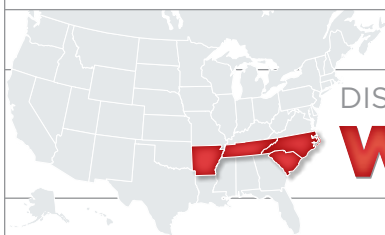
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DISTRICT 10: AR, NC, SC, TN

WHO WE ARE

Openness, Passion Helped This N.C. Member Evolve Into a Leader

Melissa Reyes' journey to become a dynamic voice for working people in the Carolinas has been anything but conventional. But the member of Charlotte, N.C., Local 379 — who recently led a massive IBEW organizing effort in one of the least labor-friendly states in the U.S. — says energy, persistence and a commitment to justice have helped her development as a respected leader.

"Always try to say 'Yes' when there's an ask of you," Reyes advises, "because you just really never know where that might take you."

Reyes' story begins in Houston, where her parents immigrated in the 1980s from El Salvador during that country's civil war. Her father became a line clearance tree trimmer.

"My dad was with Asplundh for over 30 years and didn't have much to show for it," Reyes said. "When I joined the IBEW, I learned that Asplundh is unionized in other states. That was one of the many reasons I became passionate about organizing."

Growing up in an immigrant household, Reyes felt the tension between her parents' traditional expectations and her own drive for independence. When she was 15 and restless to strike out on her own, she ran away from home and took a year away from school. To support herself, Reyes worked full time in dead-end jobs, facing housing insecurity and struggling to keep afloat.

Eventually, she finished high school. "But when I graduated, I didn't have the support of my parents," she said. "I couldn't fill out federal student aid forms without them, so I had to abandon the idea of college."

Through a friend, she found work as a translator for an electrical subcontractor from Mexico.

"I show up to this giant warehouse where they've got to change all the light fixtures, and it's just him and one helper," said Reyes, who was paid \$100 per day. "I started turning tools, too, because I felt terrible just sitting there."

She loved it. "You get a real sense of accomplishment out of seeing a finished product," she said.

Having made her way to Charlotte — and now hooked on electrical work — Reyes applied for an apprenticeship with Local 379 in 2013 but was turned away for lack of experience. Seeking to improve her proficiency, she took a staffing agency job doing non-union electrical maintenance at a local plastics plant.

"I learned so much," said Reyes, who stayed on for more than a year. "Any time we had a new install, my boss would go through the code book with me."

Charlotte, N.C., Local 379's Melissa Reyes led the IBEW's multiyear effort to unionize more than 600 workers at a Westinghouse nuclear fuel assembly plant in South Carolina.



Impressed plant managers wanted to hire her directly. "But I said, 'No, I really want to get into the apprenticeship,'" she said. "My boss told me, 'Make sure you take pictures of all your work.'"

When Reyes returned to Local 379 for another apprenticeship interview in 2014, she submitted a binder containing her work photos. "Somebody told me later that doing that elevated me into being chosen," she said, "because women entering the program was still a rarity at the time."

That's no longer true, Reyes said. "Thanks to our local's outreach efforts, such as pre-apprenticeships, the dynamic has changed," she said. "Our apprenticeship looks more diverse than ever."

North Carolina State Organizing Coordinator Matthew Ruff saw something special in her.

"She was asking hard questions in a new-member class," he said. "When people want an explanation, it indicates that they're present. And if they care about their own future, they might just care about their brothers and sisters, too."

After topping out, Reyes served on Local 379's executive and examining boards, and she got involved with its Women's Committee and RENEW chapter. She also canvassed and helped with candidate screenings for the Charlotte-Metrolina Labor Council.

"Before I got into the union, I would go to marches for different causes," she said. "I appreciate that the IBEW gives us a platform."

"Our Declaration states that our cause is human justice, rights and security," Reyes said. "You can carry that forward to speak out for what's right."

In 2018, she was asked, as a child of immigrants, to speak at a memorial for a construction worker from Mexico who fell 19 floors to his death on a



At left, Reyes and AFL-CIO President Liz Shuler (a member of Portland, Ore., Local 125) canvassed in the Raleigh-Durham-Chapel Hill region of North Carolina in support of worker-friendly candidates running for public office in 2022.

project in Charlotte three weeks after he arrived in the U.S.

"I'd never done anything like that before," Reyes said. "It was really emotional for me, and it pushed me out of my comfort zone."

Reyes' activism caught the attention of Tenth District International Vice President Brent Hall, who tapped her to be the district's representative on the IBEW's international-level RENEW Committee.

"You can just tell she's a born leader," Hall said. "You'd think that she's just quiet and reserved, but once she gets to know you and she gets comfortable, you can tell she's full of energy."

In 2022, Hall invited Reyes to work full time for the district office as a professional and industrial lead organizer for the Carolinas.

Six months after accepting the job, Reyes was leading a major effort to organize more than 600 workers at a Westinghouse nuclear fuel assembly plant in Columbia, S.C., a campaign that brought Ruff and more than 40 other organizers from across the country to one of the least union-dense states in the country.

"Manufacturers like Westinghouse pick the South for their low union density," Reyes said. "Most workers don't understand the power they hold in a union."

Throughout the campaign, the IBEW team held dozens of worker meetings, rallies, honk-and-waves and picnics and made hundreds of phone calls and door knocks. "It was an emotional roller coaster," Reyes said of the experience.

There was plenty of IBEW energy and optimism, but full-throated opposition — from Westinghouse's professional union busters to Gov. Henry McMaster — proved insurmountable, and the IBEW lost the spring 2024 vote.

"That campaign tested Melissa emotionally, mentally and physically, and she passed," Ruff said. "We just didn't win."

Afterward, Reyes took a break from organizing. "I just couldn't get over it," she said. "I decided to get back into the field and do electrical work."

Her break lasted until this July, when Local 379 members elected Darren Helms as business manager.

"I started talking to people about who I was going to hire as organizers, and almost every person mentioned Melissa," said Helms.

"She was running a big job for Miller Electric as a foreman, and I knew it was going to be a tough sell to get her to come back to organizing," he said. "But we met a couple of times, and her vision and what she wanted to accomplish aligned with my own."

Reyes admits she is happy to be back at it. "We're reaching out to our members on jobsites, meeting with people, and making them feel seen and heard," she said. "Face-to-face is just so important when it comes to connecting with workers."

Helms said Reyes is helping change people's notions of unions while getting more work for the IBEW and bringing in new members. "She's a firecracker, she's tough as nails, and her story motivates people," he said. "She's just a natural leader."

Reyes also has been working on grading candidates for public office. "We need a pro-labor majority on [Charlotte's] city council, and we have our eyes on a race that could tip the scales in our favor," she said.

"If we were in an alternate reality, she might have a letter on her chest and a cape or something," Ruff said. "I'm glad she's on our side."

Hall described Reyes as an asset to her local, the IBEW and her community.

"The term is probably overused, but she pulled herself up by her bootstraps," Hall said. "She recognizes where she came from, and it resonates."

Reyes said she simply seizes every opportunity.

"With the commitments I made, I wasn't chasing an outcome. I was just doing it because it's what I'm passionate about." ■

