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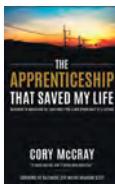
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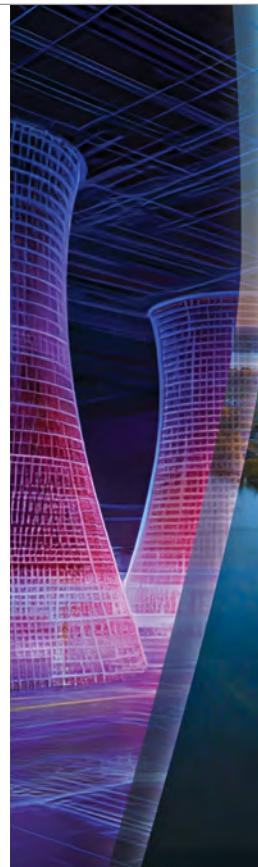
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THE FUTURE IS NUCLEAR

Booming Demand and New Tech to Power IBEW Jobs for Decades

IBEW members are recommissioning three shuttered nuclear power plants, including the Crane Clean Energy Center in Pennsylvania, part of a nuclear renaissance that also includes next-generation, large-scale and small modular reactors. Photo courtesy of Constellation Energy

After decades of decline, nuclear power is on the verge of a revival in North America.

In the 1960s and '70s, the U.S. opened an average of three nuclear power plants a year. In 1974 alone, 12 nuclear power plants with 21 reactors came online.

A spider web of red tape, slow permitting, safety hurdles and the wildly changing economics of the energy industry reduced construction to a trickle. Plans for more than 100 reactors died in the '70s and '80s. Between 1996 and today, for every new reactor the U.S. built, eight went dark.

Somehow, this always-on, carbon-free energy became a technology of the past.

But power-hungry AI data centers, factories and electric vehicles are finally breaking the dam.

The National Electrical Manufacturers Association released a study predicting 50% growth in electricity demand over the next 25 years driven by a 300% rise in energy consumption by data centers and a 9,000% increase in energy consumption required for EVs. A study from consulting firm McKinsey was even more bullish, predicting 75% growth, from just over 4,000 terawatt-hours to more than 7,000.

"Every energy generation source has a part to play, but the question of the moment is how much of that growth could be filled by a domestic nuclear industry," said International President Kenneth W.



DAWN OF A NEW ERA

Cooper. "The next decade must be remembered for the North American nuclear renaissance."

There are signs the rebirth is already here. New reactor designs are leaving labs and starting construction. New, smaller reactors with new fuels and coolants promise lower costs, better safety and shorter construction schedules. IBEW members have been forced by decades of closures to decommission nuclear power plants. Now some are at work bringing them back to life.

In Georgia, IBEW members built two massive reactors at Plant Vogtle, the first newly constructed reactors in the U.S. in 30 years.

In Canada, hundreds of union trades workers, including members of Toronto Local 353, are building a first-of-its-kind small modular reactor power plant.

In Michigan, dozens of members of Kalamazoo Local 131 are recommissioning the shuttered Palisades nuclear power plant. Two more closed reactors, in Pennsylvania and Iowa, are likely to follow.

The backers of the next generation of

reactors — smaller, simpler, cheaper and safer — have construction and design permits to go with those promises. The IBEW has project labor agreements in place with many of those companies, and boots will be on the ground soon.

There is even optimism for the traditional large nuclear plants. The Trump administration wants 10 more units built by 2030.

"We have about a decade to rebuild a domestic nuclear industry and workforce," said Utility Department International Representative Matt Warren, a former nuclear power plant worker. "There is unprecedented need globally for reliable, carbon-free power. China is forging ahead. If we fail to develop our own nuclear power supply chain in the next half-decade, we could lose this entire industry like we lost steel and semiconductors."

Nuclear power's promise is enormous for the IBEW. Even the new small modular reactors, each one less than 300 MW, would employ hundreds of members for years. Many of the new so-called Gen IV reactor designs can be built off site in factories and delivered in containers, creating an entirely new, potentially IBEW-represented manufacturing supply chain and more business for rail members.

IBEW utility members already operate dozens of nuclear power plants and have contracts to operate many of the new ones.

THE FUTURE IS NUCLEAR *continued on page 4*

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FROM THE OFFICERS

The Nuclear Renaissance



Kenneth W. Cooper
International President

The first commercial nuclear power plant in the world was built in Shippingport, Pa. Ed Hill's Beaver Local 712 built it decades before he was international president.

But the wave of nuclear development that followed dried up decades ago. The last entirely new U.S. nuclear plant, Shearon Harris in North Carolina, began construction nearly 50 years ago. The last new reactors — Vogtle units 3 and 4 — started construction more than a decade ago.

Now there is a great chance that the nuclear pause in North America is over.

If we do this right, North America will be the innovation hub and industrial engine of clean, reliable and safe power generation for the next century.

There are new projects and potential projects everywhere, and this month's cover story goes into great detail about them.

I want to talk about what it could all look like if Canada and the U.S. get our policies right and give our union workforce the chance to do our work building a nuclear power revolution once again.

Picture a huge industrial park not far from the Oak Ridge National Lab in Tennessee. An ecosystem of factories is turning out nuclear reactors and the parts that go into them. Tens of thousands of union electricians, machinists, pipefitters and more build the reactors, reactor heads, steam generators and transformers that make up a modern small modular reactor unit that fits into a standard shipping container.

Those containers go across the continent. Because they are modular and have a small footprint, the containerized nuclear reactors can end the power shortage that is strangling economic growth all over North America.

In other places, the challenge may not be lack of space but the number of skilled union trades workers. A classic 1,000-plus-megawatt nuclear reactor project would rely on thousands of travelers. The new small modular reactors — whether traditional light water or the exotic fuels and coolants of Gen IV nuclear power — have labor demands that locals can sustainably meet.

All across the country, standard, safe designs and an experienced, productive workforce make installing nuclear power safe, fast and profitable.

And there is no reason that union dockworkers couldn't load those containers and ship them anywhere and everywhere in the world.

It's a beautiful picture with labor, industry and government working to meet the moment for the benefit of all.

However, if any of us get it wrong, the containers could just as easily come from Beijing or Guangdong.

The Chinese nuclear industry has a head start. They already have operational SMR and Gen IV units, and their nuclear workforce is building 28 reactors right now.

If we are going to hold on to, let alone grow, our domestic nuclear industry, government, industry and labor have to find common cause around permitting and siting reform, production incentives, industrial policy, and worker productivity. The reward for getting it right is safe, clean, reliable energy, a world eager to buy it for themselves and money in our pockets.

If we fail to meet the moment, we will take another irreversible step toward being a pair of countries that take instead of ones that make. ■

Powering Our Future

Last month, I had the honor, along with President Cooper, of attending the annual conference of the Electrical Workers Minority Caucus in Seattle. There, we recognized the contributions of IBEW activists who helped open doors and blaze a path for generations of Black, Latino, Asian and other workers who have long been underrepresented in our ranks.

As we celebrate Black History Month, I was especially inspired by the many Black activists and leaders I met at the conference who contribute so much to the strength and future of the IBEW. One EWMC activist, Philadelphia Local 98 member Elaine McGuire, is featured in this issue, where we share the story of her efforts to bring more women and people of color into the trades.

President Cooper and I will be returning to the West Coast this fall for the IBEW's 41st International Convention. Since we last met in Chicago in 2022, the IBEW has made tremendous progress — from breaking new organizing records to deepening our commitment to community engagement and political action. This convention will be an opportunity to take stock of what we've accomplished and chart the course ahead.

It's fitting that we are meeting in San Diego. For much of the last century, open-shop San Diego was a center of anti-unionism in California. Today, thanks in large part to the hard work and persistence of IBEW members, it has become a proud union city. From overturning a long-standing ban on project labor agreements to growing our market share across the city, the IBEW's commitment to workers' rights, excellence and community is on full display. Our upcoming convention is a chance to celebrate that transformation.

The convention's theme — *Powering a Brighter Future* — captures the work before us. The decisions and debates that take place there will shape our union for generations to come. The task ahead is enormous, but I am confident that our delegates will come together in a spirit of unity, seriousness and shared purpose to build an even stronger IBEW.

You will be receiving more information from your local in the months ahead, including details on how to run for delegate. Please check with your business manager for more information. We will also share updates in the pages of *The Electrical Worker* and on IBEW.org.

This is your union, brothers and sisters. As the highest authority in the IBEW, our International Convention is your opportunity to raise your voice and help shape the future of this brotherhood.

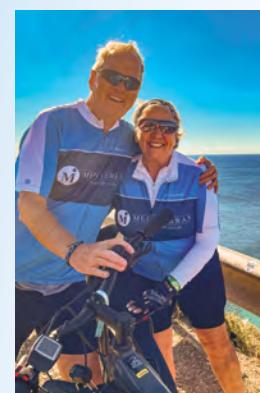
I'll see you in San Diego. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW Story

James Goodall, retired foreman
Kitchener, Ontario, Local 804



“Just out of high school, I was spinning my wheels, working shipping/receiving in a woolen mill. My father said: ‘What are you going to be doing in five years? You can still be working at this factory, or you can become a licensed electrician and make much more money. Which way are you going to go?’

My grandfather helped run the first electrical grid from Niagara Falls to Kitchener, Ontario, in the early 1900s, building the first hydroelectric generating plant in Niagara Falls. My father was a union electrician, and I recall playing in the back of his work truck when I was a child.

I thought I'd try doing things differently, and being young and rebellious led me to think there was something better out there. But there's nothing better — the electrical trade was the best thing for me.

I took the smart route and joined my local union.

I worked for more than 40 years, 30 of them with the same company. I used my union training to become a welder, electrical panel builder and an operator of an eight-ton mobile crane. I became an expert on rewiring metal stamping presses, and for years we had an all-trades maintenance program for presses. But all the presses disappeared to China and Mexico in 2008, and many factories in our area closed.

Fortunately, my boss at the time was skilled at estimating and gaining contracts for infrastructure projects at water and sewage treatment plants, water filtration plants, and water pumping stations. I worked under contract for 20 years for the city of Toronto, and it was very rewarding.

Together with brothers and sisters from Local 353, we worked to modernize electricity in Toronto, rebuilding this very old infrastructure, important work that had to be done. My boss's job was to get the contract, and my job was to figure out how to carry it out in the most efficient way. We did really well, and the company rewarded us with long-term employment.

I retired from my last project in 2017. It's a bit of a shock when you retire because you've got all this knowledge, all these contacts and you know exactly how things should happen. It's a shock to feel like, ‘Nobody needs that from me anymore, and now's the time to do something different.’ That took me a couple of years to figure out. I still like to get back on occasion, like working as lockout/tag-out manager for a big construction job. The last time I did temporary senior project manager work, I said, ‘I'll give you 3 months.’ And that's all there is time for. We're off for a boat trip!

I live a very full life of traveling, making improvements to my home, and rebuilding and showing classic cars, all thanks to my generous IBEW pension. I'm engaged to a wonderful woman, Luisa, and together, we are touring the world! I'm 68 years old, in perfect health, and my fiancée and I are enjoying retirement without limitations. Thanks, IBEW! ■

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

ibew.org/MyIBEWStory

THE METER

216 MILLION

The number of hours of construction work reported in Quebec in 2025, surpassing the prediction of 211.5 million.

See “How to Take Advantage of Quebec's Construction Boom” on page 7.

Local 24 Member's Memoir Doubles as Guide to Apprenticeship

What He Wishes He Knew

“I got in because my dad was a member.”

Anyone in the trades might hear that sentence once a week.

Trades are passed down in families. According to a 2017 New York Times analysis of the General Social Survey, a child of an electrician is 10 times more likely to become one than the average person.

That's five times the average job's likelihood of a child following in a parent's footsteps.

They join because they know what a union trade demands and, more importantly, what it offers.

But what if you are a young man whose father is so absent that there's no path to follow? How do people who don't know anyone who went through an apprenticeship learn if it is right for them? And which one?

Baltimore Local 24 member Cory McCray — also a Maryland state senator — was that person, and he wrote *The Apprenticeship That Saved My Life* to take all he wished he had known before starting his apprenticeship and make it accessible to everyone.

The book is short, dense with information and personal stories. Each chapter begins with a moment from McCray's life growing up in West Baltimore, in and out of the criminal justice system, connecting the lessons he learned there with the challenges and opportunities of the union apprenticeship.

But these are lessons that apply to any kid who grew up not believing that there was an honest way out of their economic trap.

Chapter 5, for example, is about how to succeed even if you did poorly in school or went to a school that never asked much of you at all.

Chapter 6 is about finding positive mentors when the adults you looked up to — and may still love and respect — gave you life lessons that don't serve you anymore. McCray writes that his brother Bernie taught him: “Never let anyone take anything from you without a fight and don't turn your back on your family.”

Throughout, McCray targets his message at young people who have never seen a promise anyone bothered to keep. It's a book for every person who wants something better than what they have and is willing to work for it but hears about an apprenticeship and assumes there's a catch.

On every page, between explanations of what an apprenticeship is, what the different trades are, what an annuity is, and how overtime works, McCray keeps that skepticism front-row center and answers it.

They're going to teach me for free? Hire me to learn to do a job? How much of a sucker do you have to be in America in 2026 to believe that there is a fair deal for anyone who didn't grow up rich?

McCray's book is ready with an answer, and every apprenticeship director, high school guidance counselor or policymaker interested in workforce training should study this book.

McCray's lessons on how to identify an apprenticeship scam — on-the-job-training-only programs and for-profit 18-month pre-apprenticeships, for example — are crucial for potential members, as well as high school guidance counselors who are unfamiliar with the trades.

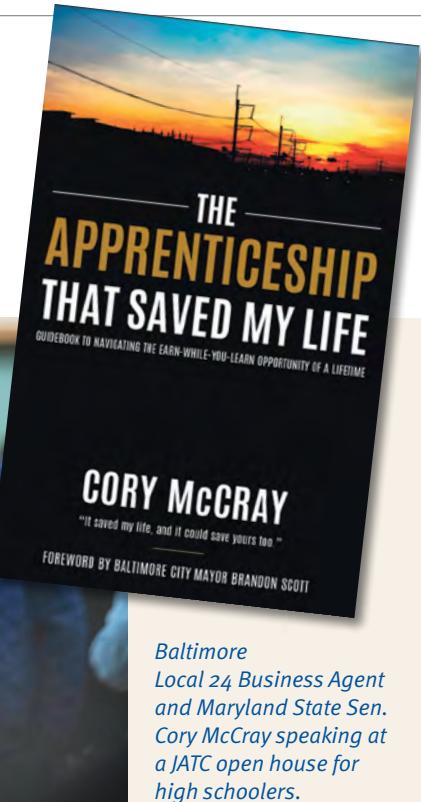
It's like a travel guide for a foreign country, but the trip you're taking is out of a life with no future into one with a bright future.

This book will make it easier for anyone with no connection to a trade to walk into a JATC and apply.

But it may be more useful for the people around them. For parents wanting better for their kid without knowing exactly what that might be. Every guidance counselor or school administrator in the country should have a dog-eared copy of their own and a stack to give away. Policymakers with no connection to blue-collar work would benefit from reading, then rereading, this book and then passing laws that punish the scams harder and reward good actors.

And training directors might find new ways to make their programs more welcoming by developing policies and practices that will help people new to the trades succeed.

As McCray writes, “Growing up on the streets of Baltimore, I only looked out for myself and my team. The apprenticeship was teaching me that there was enough opportunity to go around.”



Baltimore
Local 24 Business Agent
and Maryland State Sen.
Cory McCray speaking at
a JATC open house for
high schoolers.

The following is an edited transcript of a conversation with McCray.

Why did you write the book?

I wrote this for two reasons. First, I'm in the classrooms once or twice a week. When you ask people, ‘Have you heard what an apprentice is?’ only one or two hands go up.

When I think of teachers, mentors — I didn't get this until the last few years — they all have college. They don't understand what an apprenticeship is.

There are kids — kids like who I was — and parents and college counselors everywhere who don't know what is possible. They can't conceptualize being an electrician. Not only that, but you tell them this opportunity has been 15 minutes away their whole life and they just don't know about it? It feels like a hustle.

When I'm in a classroom, I want to leave them something that helps them see themselves.

After 20 years doing this, I wanted something that I could put in people's hands when I can't be in the classroom. What would I say to 15-year-old me? But also, what would I have wanted my mom, Renee, to know?

And the second reason?

This is crazy, but I looked on Amazon and the only book I saw on apprenticeship was by a person who didn't go through one. How is it 2026 and that's true?

Trade unions are the experts on apprenticeship, and yet we don't own this space. We're not even in it. We have to take up our space because the space isn't empty.

I'm a state senator. I don't need to know about everything I vote on. I need to know who to trust. We should be the subject-area experts on this.

There is so much federal and state money going into job training programs, and right now apprenticeship is sexy. If you ask most legislators to articulate what it is, they can't. So they turn to “experts” and who is there? Lobbyists for the for-profit programs.

Whether you like it or not, having a book will help make us experts.

What is the most important single step organizers and training directors can take to answer the skepticism?

Do tours. It's great to go to school, but we should open our doors.

And we mix it with visits to multiple apprenticeships. The students, when they get to the first place, they are very nervous and don't want to show it. By the third stop, the nervousness flows away. They become familiar enough with the environment to be vulnerable, and they can see it more clearly.

And while we were thinking about the students when we planned these visits, I started to see guidance counselors who came from schools not even on the trip because they wanted to understand, too.

As we get exposure, the kids also develop relationships. The training director is a person you've met. I walked into the JATC because I had to. We will be more successful if those aren't the stakes.

And then you open your doors. Come anytime. Invite parents. Have regular visiting hours.

Some of our strengths feel like they are too good to be true. Welcoming people in challenges that.

And we need to invite every freshman legislator to come down. Not just the senior people, but the new ones, of every party, every election cycle.

What is the most important thing you want people to walk away understanding?

Ask if there is guaranteed job placement.

I want people to understand what an apprenticeship really is and if there is no guaranteed job at the end, walk away.

Look, I understand, it can be hard to believe. “I don't need to know how to do the job, but if I show up on time and have a good attitude for a whole year, I get \$3 more?”

Yes.

We are targeted by these for-profit programs that deliver the debt, not the job. They compound our negative experience.

A friend of mine went to a trade school for 18 months about the same time I started at Local 24. It was on the same street, just a little farther down. When he was done, he had debt, a degree and a recommendation to go to the IBEW.

He paid to get the same advice I got free from my mom.

I went to work the first week of my first step and haven't applied for a job since. ■

McCray's book explains how the IBEW built him a bridge from being in jail at 18 to serving in the Maryland Senate.

McCrory's book is for anybody unfamiliar with apprenticeships, but it's also an invaluable resource for college counselors and JATC training directors.



McCray's book is for anybody unfamiliar with apprenticeships, but it's also an invaluable resource for college counselors and JATC training directors.

THE FUTURE IS NUCLEAR



Booming Demand and New Tech to Power IBEW Jobs for Decades



When finished, Darlington will be the first small modular reactor in North America and has the potential to transform nuclear power on both sides of the border.

Photo courtesy of OPG



Members of Toronto Local 353 have been working at Darlington since 2023. The project is a partnership between OPG and the IBEW partner Tennessee Valley Authority.

Photo courtesy of OPG



Small modular reactors, like the GE Vernova 300MW designed for OPG and the TVA, cost less because of their small footprints, standardized construction and increased safety.

Rendering courtesy of GE Vernova

▼ **Continued from page 1**

Recommissioning

The first new nuclear units will likely be old ones brought back to life.

Constellation Energy announced at the end of 2025 that it would restart operation at the Crane Energy Center – better known by its previous name, Three Mile Island.

In Iowa, NextEra announced a partnership with Google parent company Alphabet to reopen the 600-MW Duane Arnold power station, which closed in 2020. The recommissioning is still seeking final approval, but Cedar Rapids Local 405 already has a “handful” of members

on site, said Business Manager Matt Resor. Phase II this spring will call for 50 to 60 members, and at peak, Resor expects 200 to 300 tradesmen to be at work through 2029.

Far ahead of any of them is the 800-MW Palisades generating station, which closed in 2022 after 51 years. Entergy then sold the plant to decommissioning experts Holtec International. In the past, the company bought retired nuclear plants, including Oyster Creek, Pilgrim and Indian Point, and then made money taking them apart.

Palisades is different. Within months, Holtec applied for a Department of Energy

grant to restart the plant and applied to the Nuclear Regulatory Commission.

In the two years since, between 60 and 80 members of Kalamazoo Local 131 have been doing something that has never been done before: They are turning the plant back on.

“It isn’t a giant job for us, but it is hugely positive. It is largely Book 1 guys, and it’s the highest-paying job in the local,” said Business Manager Jonathan Current.

Nuclear work pays so well because it requires systems and processes unlike any other industry, Warren said.

“There are no interchangeable parts. Every bolt, every nut, every piece has a number and a precise location. There are specific hold points for inspections. If you mess up the radiation check-out procedure, you can slow up a line of 200 people. Working productively in nuclear construction is not easy,” he said.

Certification to work nuclear takes weeks and includes passing background checks. Staffing a nuclear job with badged local members is particularly advantageous at Palisades, because Holtec isn’t planning on stopping with the restart.

The company also announced its intention to build a first-of-its-kind small modular reactor plant using two or more 300-MW reactors.

Current said work clearing land for the SMRs will begin this winter and construction to begin in 2027.

His expectation is that the new reactors will require 200 to 300 electrical workers for five years.

Smaller, Safer & Cheaper

Recommissioning won’t meet anything close to the need for new power generation, however. More than 24 nuclear reactors have shut down in the last 50 years, but once you get past Palisades, Crane in Pennsylvania and Duane Arnold in Iowa,

there aren’t many other realistic recommissioning options, Warren said. Indian Point in New York might be on the list, but the real name of the game is new construction.

New construction breaks down into two streams. The first is using the tried-and-tested light water reactors at either the gigawatt scale like Vogtle in Georgia or newer, smaller designs of about 300 MW or less.

The second stream is Gen IV reactors, which not only are smaller than the traditional design at 30 to 500 MW per unit but also use new fuels, coolants and new designs that are incapable of melting down.

The only new nuclear plant currently under construction in North America is a midway point between the traditional and the most exotic Gen IV designs.

Like Vogtle, the Darlington SMR just outside Toronto is a light water reactor, a design in use around the world for decades. But like the Gen IV, it is smaller, at around 300 MW per reactor, to lower costs and reduce risk.

If all four of the proposed GE Vernova BWRX-300 reactors are built, the Canadian Building Trades Unions predicts, Darlington will create 3,700 union jobs for the next half-century. The electrical work will be done by Toronto Local 353, which has had members on site since 2023.

This project will create over 400 jobs for electrical workers building the reactor units, a switching station and transmission line integration, said Local 353 Business Manager Lee Caprio. There are at least three additional sites under consideration for development nearby.

“The first reactor is budgeted for \$6 billion. The next three together should cost 25% less than the first,” said Local 353 Business Manager Lee Caprio.

The promise of the SMR is that smaller, more modular reactors will be cheaper to make, need a smaller footprint, and be less complicated to maintain.

There are working SMR plants in use, just not in North America or Europe. China brought the world’s first SMR online in 2023, just a part of the story of Chinese domination of new nuclear construction over the last 25 years.

Last year, there were 32 units under construction in China, more than half of the total worldwide. In all of North America there is only one: Darlington.

One of the most promising aspects of the Darlington development is a unique agreement between the U.S. and Canada’s federal nuclear commissions, Warren said. OPG, the project’s operator, and the IBEW partner Tennessee Valley Authority received an agreement that if one national regulator approves the BWRX design, the approval will receive “weighted consideration” from the other.

“Design approval for new nuclear technology is very, very slow, but speeding it up by lowering standards is not an option. Leveraging the work done on either side of the border makes a lot of sense,” Warren said.

If OPG receives approval from Canada, the TVA’s plans for an SMR plant in Clinch River, Tenn., will become the odds-on favorite to be the first SMR nuclear development in the U.S.

“That would be great news for us.

Recommissioning and new construction will be great for IBEW construction members, but fighting to keep existing nuclear plants open and employing utility members has been an equal priority.

Source: Nuclear Energy Institute



Members of Casper, Wyo., Local 322 have already worked on TerraPower's project in Kemmerer, Wyo., the first fourth-generation nuclear plant to receive a construction permit.



Rendering courtesy of Tennessee Valley Authority

If all goes according to plan, Kalamazoo, Mich., Local 131 members won't just be restarting the reactor at Palisades but will also build a series of Holtec SMRs on the same site.



Photo courtesy of Holtec



Photo courtesy of Holtec

TVA uses only union labor on their projects and the IBEW will build these units at Clinch River with our construction partners. When they become operational, the IBEW will ensure they are run safe and efficiently with our annual workforce at TVA," said Tenth District International Vice President Brent Hall. "On a project where the craftsmanship expectations and the stakes are this high, the IBEW will deliver."

Good Old Gigascale

Despite the hype and hope around light water SMRs and Gen IV reactors, it may turn out that the most jobs will come from the same type of 1,000-plus-MW, or gigascale, nuclear reactors the IBEW has been building for 50 years, Warren said.

Last year, Westinghouse and the White House announced a target of 10 AP1000 units, the same ones used in Vogtle. The White House also announced an \$80 billion investment in the AP1000 supply chain in June. The most likely sites for those units are South Carolina, New York and Georgia, Warren said.

Construction stopped on two nuclear reactors at the V.C. Summer nuclear plant in South Carolina in 2017 when Westinghouse entered Chapter 11 bankruptcy. But in January of last year, Summer owner Santee Cooper hired Westinghouse parent company Brookfield Energy Partners to finish the project.

"They have a lot of work ensuring the structural integrity of what's there, but company leaders told last year's (IBEW) Nuclear Conference that it was much farther along than they had expected, around 65% to 80% complete," Warren said.

The advantage of the AP1000, Warren said, is the maturity of the industry.

"There is a construction model, experienced partners, an existing license, a supply chain and lessons learned from

Vogtle, plus all the lessons we can get from China," he said.

Government Affairs Specialist Erica Fein said there are reasons to believe a nuclear rebirth is possible. President Joe Biden's 2022 Inflation Reduction Act included tax credits for clean energy production and investment with strong incentives for using high-skilled labor. President Donald Trump's budget bill last summer effectively killed those tax credits for wind and solar, but they stayed in place for nuclear.

"The president says he wants to quadruple the nuclear fleet from 100 gigawatts to 400 by 2050, and the IBEW has the men and women to do it. We were in close communication with the senior officials and the Department of Energy during the last administration. We can help answer some of these questions," Fein said. "We just haven't been asked. Yet."

Future in the Balance

Light water reactors, large or small, dominated the past and are the story of the near future, but the next generation of nuclear reactors is already here.

Gen IV reactors are much more diverse than previous generations of nuclear reactors. As a rule, they tend to be small, but nearly everything else is negotiable. Coolant can be at high or low pressure. The fuel might be traditional or highly enriched. It can be in the form of rods, pebbles or pebbles encased in a carbon shell. Cooling fluids can be gas or liquid, including liquid metals like sodium and lead. Operating temperatures can be like previous generations or radically higher.

Warren said there are dozens of models that only live on a computer and a handful that have progressed to lab-based testing, but only four companies — TerraPower, Kairos, Oklo and X-Energy — have technologies that are close to

commercialization.

The IBEW has agreements with at least two of them.

TerraPower in Kemmerer, Wyo., has a construction permit from the Nuclear Regulatory Commission but is still seeking approval for its Gen IV reactor. There is a PLA between the Building Trades and TerraPower, and two union contractors are already on site doing earth and concrete work.

Once initial foundation work wraps up in 2027, Casper, Wyo., Local 322 Business Manager Jerry Payne expects that 400 to 540 IBEW members will work there through 2030.

Payne said he hired a new organizer who grew up near Kemmerer and four months ago launched a digital organizing campaign for nonunion electricians and contractors in western Wyoming.

"It's the perfect opportunity for a contractor to come in and see what the IBEW can offer," Payne said.

Payne said the local is investing resources now because so much is riding on Kemmerer.

"This is a critical project because of what is possible when it is successful. It will open the door to a lot of work for a long time," Payne said.

Warren also said the IBEW is negotiating with TerraPower to use members of Salt Lake City Local 57 to run the reactor once it is operational.

Kairos Power started construction on its Tennessee demonstration reactor last July. The site uses IBEW signatory contractors, but there is no PLA for the whole project, Hall said.

"Everything inside Oak Ridge National Laboratory is IBEW. Kairos and other Gen IV companies are building test sites just outside the fence, and I am proud to say Kairos uses IBEW because of skill set and workforce experience, but we are aggressively organizing the work outside the boundaries," Hall said.

Warren said the IBEW has also secured a PLA for X-Energy's facility in Washington state, though construction there is further away than either Kairos or TerraPower.

Because of their small size, greater safety, modular construction and transportability, Gen IV designs create new opportunities for the union construction and utility workforces.

"There are some districts that don't have the workforce to handle a Vogtle. But if that district has vendors or utilities that are interested in SMRs, it is better to be able to fully man the job with the local workforce," Warren said.

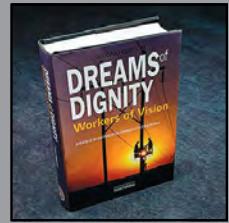
Once Darlington receives an operating license in Canada, the NRC has committed to fast-tracking approval for the identical reactor TVA has planned for Clinch River in Tennessee.

Back in the '70s and '80s, nuclear power jobs were a huge boon for a few years, but many locals found that they left huge headaches in their wake. Electricians who organized in to work on the nuclear projects often went back to nonunion after work dried up, trained by the IBEW and now competing with the union. Bread-and-butter industrial customers often had trouble getting their own projects manned, and in case after case, business managers found that their market share actually fell during the nuclear boom years.

Local 131's Current hopes the smaller scale of Gen IV nuclear might offer the best of all worlds.

"I'd rather have 20 years of 100-man projects than two years of a 2,000-man project," Current said. "They want to build hundreds of these SMRs, and I am all for it. We'll get better at the construction; we'll get better at running them. Support for generation based on its source changes from administration to the next, except for nuclear power. I really hope we create this wave, make it manageable and build it." ■

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L.A. Local Hosts Pre-Apprenticeship for Servicewomen

Los Angeles Local 11 has tapped into a new way to recruit more military veterans: hosting a program designed for servicewomen.

The pre-apprenticeship, which ran from October to December, was run by Local 11 alongside the Electrical Training Alliance and the Veterans Electrical Entry Program, or VEEP.

Military veterans can be excellent candidates for an IBEW apprenticeship. They're disciplined, know how to follow a structured process and accustomed to working as a team. And many are looking for meaningful work.

"The VEEP program gives veterans the opportunity to transition into careers after serving their country," said Mike Kufchak, director of veterans affairs for Local 11. "Some servicemembers have no aspirations of going to college and being saddled with financial debt. We're the alternative that provides them with a skilled trade they'll have for the rest of their life and allows their families to flourish."

Local 11 has run VEEP classes before, but only a handful of women participated, so they looked into how they could change those numbers and bring more women in.

Research has shown that creating women-centered educational environments increases the odds of women entering a trade. Women are also less likely to know about trades careers. Offering classes tailored to women servicemembers creates a safe space for them to learn and build up their confidence along with their skill set.

"The program reinforces the fact that women can not only survive in this environment but they can execute the work and know that there are a lot of opportunities within the IBEW for growth," said Kufchak, who noted that the class was open to all genders and had men in the cohort along with the women.

The training consisted of the first-year academic curriculum for the inside wireman course coupled with three weeks of hands-on training that included bending conduit, pulling wire, and safety training from the Occupational Safety and Health Administration. By the time they complete the pre-apprenticeship, they have finished the first semester of the formal apprentice curriculum.

The feedback was positive, Kufchak said.

"As the program started, some felt a little unsure about what they were entering into, but as the program progressed, so did their confidence" he said. "They're excited to work with their male counterparts as they proceed from the class into a career."

Cristina Tapia, a graduate of the pre-apprenticeship, said she liked how it created space for everyone to learn.

"With an all-vet class, the communication is the same, so we were really comfortable asking questions," said

Tapia, who found out about the class from a flier she got from a co-worker. "I didn't care if I looked like a fool. I figured that if I had a question, someone else probably didn't understand it either."

Tapia, who served in the Army and is now in the California National Guard, said she likes the solidarity of the IBEW as well as the skills. It reminds her of her military days.

"It's nice to have that bond," she said. "We all have the same goal, and we're all here to get the job done."

Local 11 has committed to four cohorts of 25 VEEP candidates each year, said Training Director David Nott.

"That commitment to our VEEP participants shows up in our training and the support we provide them," he said. "We are about to kick off our 12th cohort, and it gets better each time."

The women-oriented pre-apprenticeship could extend to other locations, said Greg McMurphy, former Electrical Training Alliance assistant director.

"We're hoping this will put up a flare for other women veterans to see the opportunity in the IBEW-NECA apprenticeship system," he said.

Kufchak said the local is actively recruiting servicewomen on military installations, as well as through word of mouth. For Tapia, there's a lot about the pre-apprenticeship to share with her fellow servicemembers.

"I hope it's continued," said Tapia, who is also hoping to get into union activism. "I'm really glad I saw that flier."

Bringing in more women helps the IBEW meet the demand for electrical workers, and with candidates who are ready on Day 1, Nott said.



Los Angeles Local 11, along with the Veterans Electrical Entry Program and the Electrical Training Alliance, held a servicewomen-oriented pre-apprenticeship last fall to bring in more women veterans.

Workplace CPR Training Helps Pa. Member Save His Wife's Life

On a warm afternoon last August, Altoona, Pa., Local 2273 member James Burley gave his wife, Kim, a special one-week-early present for their 30th wedding anniversary.

He saved her life.

"We were at home trying to watch something on Netflix, and it wasn't loading," recalled Burley, an electrician with Norfolk Southern Railroad's Juniata Locomotive Shop.

While Kim called the customer support number for help, James went out on their recently stained back patio deck. "I'd just kicked a big splinter off, so I figured, while I'm waiting, I'll glue it back on," Burley said.

That's when he heard what sounded like Kim's drink hitting the floor.

"I looked up and saw she'd slumped over in her chair," Burley said. "I did not hear a gasp, a sigh, a moan. If I wasn't in earshot, I would never have known."

He rushed inside to check on her. "I was trying to get her to come to, but she wasn't coming around."

One of the Burleys' neighbors, who had heard James' efforts to revive his wife, ran over and offered to help.

"I said, 'Yeah, call 911,'" Burley said. "Thank goodness for her. It allowed me to do what I needed to do."

As the neighbor was speaking with the operator, Burley told her to tell them, "Her breathing's getting really shallow."

The operator instructed the neighbor to tell Burley to lay his wife on the floor, and they offered to walk him through administering CPR.

But Burley, who receives regular



"Taking the CPR courses and working on the dummy, I thought, 'Will I ever really know what to do when the time comes?'"

— Altoona, Pa., Local 2273's James Burley

workplace recertifications on the life-saving technique, had already begun performing the prescribed chest compressions and rescue breaths on his wife. He was still at it when EMTs arrived a few minutes later.

"They hit her with a defibrillator, and they used a LUCAS machine for doing compressions" before taking her to a nearby hospital, he said.

"All in all, Kim had been down for about 22 minutes," said Burley, who recalled a nurse with the intensive care unit telling him and his three children later that evening that, as far as Kim's condition was concerned, they needed to be prepared for anything.

In the ICU, "Kim had a breathing tube down her throat and IVs in her arms," he said. Three times, "She opened her eyes and she looked at me, she looked at one arm, then the other, then up at me like, 'What the hell happened?' and fell back asleep."

"It took a while for his wife's memory to come back," Burley said.

"They said she just went into cardiac arrest," he said. "No rhyme or reason,

no heart attack, no blockage. They even checked for tick-borne illnesses, but her heart had just stopped."

Burley said his wife recovered quickly from the ordeal. "Two weeks after it happened, you wouldn't even know it — other than the fact that I did break her ribs" while administering CPR, he said. She also has a scar where a pacemaker was implanted.

"Taking the CPR courses and working on the dummy, I thought, 'Will I ever really know what to do when the time comes?'" Burley said. "When EMS showed up, they did everything they could to get her heartbeat back," he said. "But they said that CPR being started immediately definitely helped."

Burley has been a member of Local 2273 since 2005. "I had 15 years in another job before I came to the railroad," he said. "It was long hours out of town, and a lot of overtime just to make a decent paycheck."

He was grateful when an IBEW-represented opportunity to work for Norfolk Southern opened. "I was tired of working out of town," he said, "and this

was a Monday-through-Friday job, with better money and a good retirement."

Burley said he's done it all at the Juniata shop, working on generators and locomotive traction motors. He now runs the ovens in the varnish vat.

"Best job I ever had," he said.

Local 2273 Recording Secretary Rod Swope was hired by Norfolk Southern at the same time as Burley and has known him well since. "He's a pretty humble guy," Swope said. "He doesn't consider himself a hero, but I don't know how he can look at that any other way."

A few months later, Burley was honored with an IBEW Life Saving Award after his brother-in-law, a machinist at the Juniata shop, told his friend Dan Dorsch, a former Local 2273 president, what had happened. Dorsch passed the information along to Kevin Beers, the current president, who submitted Burley's name to the International Office for award consideration — along with a supporting letter from the brother-in-law.

"To have the ability to do something like that, I think that's pretty incredible," Beers said.

Burley admitted that timing was everything. "Every time I look at Kim, I think I could have been on the front porch and I'd have never heard anything," he said.

"If you're not trained, I highly suggest that you take a CPR course," he said. "I didn't think it would be me. You just never know."

To learn about the IBEW's Life Saving Awards, visit the Safety & Health page at ibe.org.



How to Take Advantage of Quebec's Construction Boom

The construction industry in Quebec had a record-breaking year in 2025, and work isn't expected to slow down in the months ahead.

With that in mind, IBEW travelers to the province are reminded of its unique certification process for construction workers.

"There are many opportunities for our brothers and sisters there, but they must follow the provincial government's procedures to be eligible to work," First District International Vice President Russ Shewchuk said.

Unlike in other areas of Canada, the provincial government directly oversees the construction industry in Quebec. All employers and unions report to the Commission de la Construction du Québec, or CCQ, a government agency, and anyone looking to work in the province must receive clearance from it first.

A little patience pays off handsomely. Wages are some of the highest in the country due to the robust construction scene and shortage of skilled construction workers.

The commission reported 216 million hours of work in 2025, surpassing its own prediction of 211.5 million hours, according to the Canadian Press. Some construction companies have placed ads online with promises of up to \$1,500 in signing bonuses.

However, upon arrival for work in the province, everyone is presented with a declaration paper from the CCQ asking the individual to declare what union they want to be represented by. IBEW members are reminded to choose the CPQMCI or International option when they register.

"We thank our IBEW members who are willing to travel and take advantage of these opportunities," Shewchuk said. "Our aim is to ensure these members are familiar with and following the process so they remain in good standing with the IBEW Constitution."

Construction wiremen, who are not registered electricians but can perform some lower-level electrical work, are also needed.

The construction boom in Quebec was originally driven by public infrastructure projects, such as hospitals and roads, coming out of the COVID-19 pandemic.

That work continues in many places, but other projects are now

taking off. Montreal is rolling out a new light rail line, and work is expected to begin soon on a \$1.2 billion expansion of the Port of Montreal.

Quebec is also getting in on the data center explosion. Microsoft is building one in the Quebec City suburbs, and the province is considered one of the best areas for data centers in Canada because of an abundance of hydroelectric power.

Montreal Local 568 Business Manager Guy Fournier said the province is going through a construction boom that's unprecedented in recent history.

Problems arose when at least one

major contractor told travelers what union to join before starting work, Fournier said. Not only is that illegal under provincial law, but it also might have inadvertently caused some IBEW members to sign up for another union.

Members represented by any other union are in violation of the IBEW's constitution.

"This is new for us," Fournier said. "In the next 10, 15 or 20 years, there's going to be a lot of work in the province. We will be needing travelers. The important thing is we do not want IBEW members signing up with another union."

Shewchuk appreciates that Canadian members need to make the best decisions for themselves and their loved ones, especially considering that work is now plentiful in most other areas of the country. Some might not want to leave their own jurisdictions.

But for those who do, Quebec is a good landing spot. Local union leaders and members with questions about the process are urged to contact the Local 568 office in Montreal, which has both the inside and outside construction jurisdiction throughout the province, for further guidance and clarification. ■

The Montreal skyline, where construction is booming. Travelers working in the city and throughout Quebec must follow both the province's and the IBEW's procedures while doing so.

Photo credit: Flickr/Creative Commons user Sean Davis

Share your IBEW news!

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

Comment profiter du boom de la construction au Québec

L'année 2025 a atteint un niveau record dans le secteur de la construction au Québec et aucun ralentissement du travail n'est prévu dans les mois à venir.

Compte tenu de ce qui précède, les salariés voyageurs sont invités à suivre la procédure de certification unique pour le déplacement vers la province applicable aux travailleurs de la construction.

« Il existe de nombreuses occasions là-bas pour nos consœurs et nos confrères, mais ils doivent suivre les procédures du gouvernement provincial pour être admissibles à travailler », déclare Russ Shewchuk, le vice-président international du Premier District.

Contrairement aux autres secteurs du Canada, le gouvernement provincial chapeaute directement le secteur de la construction au Québec. Tous les employeurs et les syndicats relèvent de la Commission de la construction du Québec, ou CCQ et toute personne à la recherche d'un travail dans la province doit en premier lieu obtenir l'autorisation de cet organisme gouvernemental.

La patience finit toujours par payer. Les salaires sont parmi les plus élevés au pays grâce à la forte activité dans le secteur de la construction et de la pénurie de la main-d'œuvre qualifiée.

Selon le Canadian Press, la Commission rapporte qu'en 2025 216

millions d'heures de travail ont été réalisées, dépassant sa propre prévision initiale de 211,5 millions d'heures. Certaines entreprises de construction ont publié des annonces en ligne promettant des primes d'embauche pouvant atteindre 1 500 \$.

Cependant, une fois arrivé pour travailler dans la province, chacune et chacun se voit remettre un formulaire de déclaration par la CCQ pour demander à l'individu de préciser le syndicat qui doit le représenter. On incite les membres de la FIOE de choisir le CPQMCI ou l'International au moment de leur inscription.

« Nous remercions les membres de la FIOE qui sont prêts à voyager pour profiter de ces occasions », mentionne M. Shewchuk. « Notre objectif est de s'assurer que ces membres sont déjà au courant et qui suivent la procédure pour maintenir leur statut de membre en règle auprès de la Constitution de la FIOE. »

Les électriciennes et les électriciens qui ne sont pas encore certifiés (étudiants), mais qui peuvent effectuer des travaux électriques de niveau inférieur sont également nécessaires.

Le boom de la construction au Québec trouve son origine dans les projets d'infrastructures publiques, comme les hôpitaux et les routes, à la suite de la pandémie de la COVID-19.

Ce travail continue dans plusieurs endroits, mais d'autres projets commencent maintenant à se concrétiser. Montréal met en service une nouvelle ligne de Réseau express métropolitain et on s'attend à ce que les travaux débutent prochainement dans le cadre d'une expansion de 1,2 milliard de dollars du port de Montréal.

Québec se lance aussi dans le boom des centres de données. Microsoft en construira un dans les banlieues de la ville de Québec et la province est reconnue comme l'une des régions les plus propices aux centres de données au Canada en raison des centrales électriques en abondance.

Guy Fournier, le gérant d'affaires du local 568 à Montréal dit que la province vit un boom de construction sans précédent ces derniers temps.

Les problèmes se sont apparus lorsqu'un entrepreneur clé a indiqué quel syndicat choisir avant le lancement des travaux, formule M. Fournier. Non seulement que c'est illégal en vertu de la loi provinciale, mais va peut-être aussi inciter par inadvertance certains membres de la FIOE à adhérer à un autre syndicat. ■

Les membres représentés par un autre syndicat contreviennent à la Constitution de la FIOE.

« C'est nouveau pour nous », exprime M. Fournier. « Dans les prochains 10, 15, 20 ans, la province connaîtra beaucoup d'ouvrage et nous aurons besoin de nombreux salariés voyageurs. L'essentiel est d'éviter que les membres de la FIOE signent avec un autre syndicat. »

M. Shewchuk reconnaît que chacun doit prendre la décision qui lui convient le mieux et à ses proches, surtout content du fait que le travail est maintenant en abondance dans la plupart des régions au pays. Certains ne pourront pas avoir envie de quitter leurs propres territoires.

Cependant, pour celles et ceux qui voudront le faire, le Québec est le bon choix. Pour de plus amples informations, on demande aux leaders des sections locales et aux membres qui ont des questions au sujet de la procédure de communiquer avec le bureau du local 568 à Montréal. Le local couvre le territoire des électriciens et des monteurs de lignes dans la province. ■

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

WELCOME ALL

Philadelphia Member Breaks Down Barriers, Brings Others With Her

When Elaine McGuire reached the top of the Limerick Nuclear Power Plant's massive cooling tower in 2021, she knew it wasn't just another day at work. She was the first female electrician to climb the 500-plus feet it took to get there. It was a feat few have accomplished. It's also symbolic of her career in the trades.

When McGuire, a member of Philadelphia Local 98, was coming up, there were very few women and even fewer women of color. But the industry has made some strides in the past 25 years, and she's one of the reasons.

“Don’t take no for an answer. If one door gets shut because of the color of your skin or your gender, then take a breath and open it back up.”

—Elaine McGuire, Philadelphia Local 98 business representative

“She’s changed the game,” Local 98 Business Manager Mark Lynch said. “I couldn’t be prouder of her.”

Before Local 98 had an official IBEW Women’s Committee or Electrical Workers Minority Caucus chapter, McGuire was starting her own women’s group. Women in The Trades, or WITT, was a support system for women of all colors, ethnicities and trades.

“During my years as an apprentice, we didn’t have an official women’s group,” McGuire said. “I was very happy when our Women’s Committee got its letter of recognition.”

In addition to the IBEW Women’s Committee, which was chartered in 2024, other advancements have included a lactation room for breastfeeding apprentices. There are also more women stewards on the jobs, as well as female foremen.

“For so long, women were told ‘No’ or ‘That’s not for you,’ but now we take the initiative to go after these roles,” said McGuire, who now works as a business representative and coordinator for Local 98’s Rosie’s Girls program.

Launched in 2022, the pre-apprenticeship introduces girls in grades 9 through 12 to the industry. So far, five Rosie’s Girls have been accepted into Local 98’s formal apprenticeship.

“The girls look up to her,” Lynch said. “They’re comfortable talking with her, and she can reach them at an age when they might still be figuring out what they want to do after high school.”

When it comes to diversity and inclusion, McGuire looks to the EWMC mission statement, which says members should promote equal opportunity

and employment for women and minorities at all levels of the IBEW.

“Diversity and inclusion means that your local should look like the city you live in and the construction sites where you work. It should look like the people you see in your communities, in your supermarkets, in your churches,” she said. “I think when it comes to diversity and inclusion in the trades, the goal should be that it’s no longer a subject because we’re all there already, that we’re all represented equally.”

McGuire also noted that groups like the EWMC and Women’s Committees support the union by fostering leadership development and helping to organize minorities and women. That success, she said, comes in large part from buy-in at the top.

“Business Manager Lynch has been an advocate for the EWMC and Women’s Committee from the start,” McGuire said. “That makes a huge impact on our success.”

McGuire’s advice for members of the Women’s Committee and EWMC often comes down to being persistent and not underestimating yourself.

“Don’t take no for an answer,” she said. “If one door gets shut because of the color of your skin or your gender, then take a breath and open it back up.”

By bringing more diversity into the union, McGuire said, more people can experience the benefits that go beyond wages and pensions. They become part of the family.

“We’re at each other’s weddings, we’re there then when children are being born or adopted, and we can all watch them grow up. And we’re there in the hard times, too. That’s the type of relationship you have in our union,” said McGuire, who studied theology and is an associate minister at her church. “It’s a union that I am proud to be a part of.” ■

EWMC
Electrical Workers
Minority Caucus



Philadelphia Local 98 member Elaine McGuire has been blazing trails for women and people of color since her days as an apprentice 25 years ago.



COLLABORATION

Code of Excellence Brings ‘Refreshing’ Change for Local 125 Members

Dozens of members from Portland, Ore., Local 125 are enjoying a turnaround in labor-management relations following implementation of the IBEW’s Code of Excellence at the Klickitat County (Wash.) Public Utility District.

Business Manager Travis Eri said the Code is helping his members in the PUD’s electric and water divisions forge stronger workplace bonds with their fellow employees.

“What makes our partnership exceptional is that it’s born out of the ashes of a difficult and stressful relationship that had not served anyone well,” said Eri, who has served as Local 125’s business manager since 2005. “We all knew something had to change, so we committed to building our relationship and regained trust in each other.”

Launched throughout the IBEW by International President Edwin D. Hill in 2007 and in use at scores of locations across North America, the Code of Excellence is designed to foster high workplace standards. Using the Code as a guide, workers and managers commit to demonstrating the IBEW’s SPARQ values: safety, professionalism, accountability, relationships and quality.

The nearly 80-year relationship between the local and the utility had begun to need special attention after



After a recent training session on the IBEW’s Code of Excellence, workers represented by Portland, Ore., Local 125 at the Klickitat Public Utility District posed for a photo with their managers and fellow staffers.

an arbitrator upheld a decision to terminate an IBEW-represented worker for just cause.

“The arbitrator determined that ‘just cause’ was not specifically spelled out in our contract and that we had no right to even grieve it,” said Local 125’s Josh Miller, who handled the termination grievance shortly after he became a business representative two years ago.

From then on, Miller said, “our membership could sense the tension, from the union’s stances on things to

the atmosphere in their workplace.” At one point, he said, utility officials requested that routine communication with Local 125’s leaders be conducted solely by email.

At the beginning of 2025, though, Klickitat PUD changed leadership and the utility’s board replaced its general manager with Gwyn Miller, a former assistant general manager. (She and Josh Miller are not related.) The change happened during contract negotiations between the two parties that had been

up tension-filled up to that point, Josh Miller said.

As Klickitat’s interim general manager, “Gwyn asked if we could include the Code as part of our bargaining agreement, in addition to rendering the arbitrator’s decision silent in future collective bargaining agreement understandings,” said Josh Miller.

“After that, the remainder of the negotiations went really well,” he said, “to the point where we were collaboratively working on solutions in a way that I usually haven’t had the opportunity to do with other utilities.”

Local 125’s leaders worked on Code implementation with Tracy Prezeau, an Education Department international representative who retired in November. They also consulted leaders at Seattle Local 77, who had worked on a similar Code.

A 13-member Code of Excellence committee also was assembled to represent Klickitat’s electrical workers, water workers and apprentices, as well as the utility’s managers, buyers and a renewable natural gas plant representative.

“We wanted invested people to take this on to begin with, knowing that they’re going to transfer their knowledge to others as they grow in their careers,” Local 125’s Miller said.

The parties also worked on commitment declarations that blended the Code of Excellence’s SPARQ with

Klickitat's values of honesty, accountability and customer focus.

In October, Eri, Prezeau and the two Millers conducted the first of several two-hour, on-the-clock Code training sessions at Klickitat's main facility in Goldendale for all of the utility's 90 employees, board members included.

"We were real about how negative things had been and how now we can sit in a room and really care about each other," Josh Miller said.

The utility also provided participants with sweatshirts bearing a specially designed Code of Excellence graphic and commissioned Oregon-based Benchmade to custom-craft

nearly two dozen knives as raffled giveaways during training.

"Gwyn said, 'We want people to know this is important,'" said Josh Miller, who helped secure the knives from Benchmade.

After each training session, participants signed large Code of Excellence posters created for display at the PUD.

"We're going to also put one up in our union meeting hall, so other employers can see that this is something that they could potentially do with us," he said.

There also are plans to place the custom Code logo and slogans in prominent locations around Klicki-

tat's facilities.

Since the Code's implementation, morale has improved, he said. "Everybody we've talked to said they're happier about coming to work," Miller said.

In the meantime, the Code of Excellence committee continues to meet. "We have a lot of action items," Miller said. "We're not only focusing on what work gets done, but how it gets done."

One example is a new safe-driving training course that Gwyn Miller sought out and secured that is "vastly different" from what was conducted in the past in the past, Josh Miller said. "It was a way of collaborating to show our members how we're doing something

immediately to get off to the right start," he said.

Gwyn Miller has since been named Klickitat's permanent general manager, and the Code of Excellence has been a top priority for her, Josh Miller said. "Her commitment and leadership are why this Code will succeed," he said.

"This is a powerful example of how trust can be rebuilt and how IBEW members benefit when respect and collaboration lead the way," said Ninth District International Vice President David E. Reaves Jr., whose jurisdiction includes Local 125. "When labor and management commit to the Code of Excellence, it changes the culture of the workplace.

"Gwyn said that other utilities have asked her, 'Do you really think this is going to work?'" Miller said. "She told me, 'It's going to work because we're going to make it work.'

"It's such a different dynamic now, knowing that partnering is much easier than battling each other," he said.

Business Manager Eri added that the Code of Excellence "is a choice we have committed to together to ensure that everyone has a terrific place to work."

"The ability to look beyond our differences, realize the importance of working together and build a stronger relationship is refreshing in our industry," he said. ■

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 Pennington, S. A.	10/21/25	43 House, C. J.	6/10/25	134 Moore, J. G.	12/4/24	302 Huckins, L. R.	8/15/25	481 Kelley, J.	10/12/25	910 Simonds, R.	11/21/25
2 White, B. D.	11/13/25	44 Oliver, D. A.	11/17/25	134 Sebastian, M. J.	11/20/25	302 Jackman, R. D.	7/23/25	481 Weasner, D. K.	10/4/25	934 Leach, R. J.	10/30/25
2 Zeisset, M. A.	9/29/25	46 Jensen, K. A.	6/8/25	134 Stine, W. J.	10/23/25	302 James, M. E.	6/30/25	494 Pacl, R. J.	11/11/25	993 Coles, E. R.	4/6/24
3 Andersen, W. G.	12/22/24	47 Chavez, J.	10/24/25	134 Tarczynski, T. M.	9/11/25	307 Hutchison, A. W.	10/20/25	508 Parker, W. S.	6/16/25	993 Mathiesen, D. W.	11/7/25
3 Aragona, A. F.	10/27/25	48 Bradfute, D. J.	7/20/25	134 Tetzlaff, R. C.	1/14/25	317 Dalton, L. S.	11/13/25	520 Carey, M. D.	7/19/25	995 Taylor, J. F.	11/18/25
3 Baird, S. R.	4/25/25	48 Lycan, B. J.	11/2/25	134 Theriault, L.	9/14/25	317 Freeman, V. G.	11/13/25	520 Price, R. L.	8/13/25	1002 Davis, D. T.	7/21/25
3 Baranenko, O.	8/23/25	48 Streeter, T. B.	11/20/25	136 Baker, L. R.	7/17/25	322 Rodriguez, J. S.	10/3/25	530 Marriott, R. J.	10/3/25	1003 Anderson, R. R.	9/27/25
3 Carson, E.	9/22/25	51 Colby, J. L.	8/14/25	136 Cochran, C. R.	10/27/25	332 Lara, J. R.	9/29/25	530 Pettit, D. L.	10/7/25	1141 Hudson, M. L.	11/8/25
3 Coston, R. A.	11/30/25	51 Swan, H. E.	8/29/25	136 Mann, A. S.	11/5/25	340 Kirchubel, F. G.	10/12/25	538 Moore, J. H.	10/24/25	1141 Leflore, S. H.	11/9/25
3 Erikson, J.	10/18/25	57 Camara, S. C.	11/1/25	139 Austin, E. L.	1/18/25	340 Nye, D. R.	10/11/25	551 Cutler, R. J.	10/12/25	1186 Ishii, H.	10/29/25
3 Farquharson, P. O.	4/16/24	58 Berlin, J. S.	11/4/25	143 Neiswender, J. R.	11/20/25	340 Redden, K. E.	3/30/23	558 Martin, R.	11/7/25	1186 Sakano, T. T.	10/29/25
3 Miller, P.	9/13/25	58 Grupido, S. N.	10/31/25	145 Hayek, J. E.	11/19/25	343 Huyber, J. V.	12/12/25	569 Salazar, D.	9/22/25	1191 Harkey, W. L.	7/6/25
3 Parikh, R. M.	7/18/25	58 Long, M. R.	11/5/25	145 Long, M. L.	11/18/25	349 Fernandez, A. W.	10/7/25	573 Clute, E. L.	7/18/25	1220 Marcus, M. L.	10/1/25
3 Piasevoli, T.	10/9/25	60 Guzman, J. A.	11/20/25	145 Malmloff, C. D.	11/15/25	349 Rodriguez, A. R.	11/18/25	583 McCarty, A. J.	9/9/25	1260 Hodgins, J. S.	2/25/25
3 Piscitelli, J. E.	7/26/25	66 Ainsworth, B. D.	7/16/25	146 Shepherd, D. L.	10/23/25	351 Cherico, S. R.	11/19/25	586 Lamarre, G.	9/10/25	1377 Beymer, R. C.	9/6/25
3 Sacco, J. A.	11/5/25	66 Browning, D.	9/9/25	146 Ward, S. C.	11/14/25	351 Rodgers, V.	11/13/25	595 Bertolucci, A.	11/17/25	1377 Hughes, R. L.	9/19/25
3 Vitagliano, G. A.	8/17/25	68 Culver, D. D.	10/22/25	158 Challe, C. L.	10/28/25	353 Barone, E.	11/14/25	595 Corvello, W. J.	6/22/25	1393 Maleckar, W. J.	11/17/25
3 Zamier, D.	11/18/25	68 Henninger, R. M.	11/7/25	158 Hasselman, R. K.	11/7/25	353 Drasnin, H.	10/19/25	595 Sheffield, R. R.	9/5/24	1393 Wodtke, J. S.	10/10/25
5 Cherry, J. W.	10/28/25	68 Knox, L. M.	10/19/25	160 Heiser, D. J.	10/26/25	353 Ferrante, C.	11/14/23	602 Snyder, A. T.	10/23/25	1426 Liebl, D. J.	11/10/25
5 Dale, T. C.	10/4/25	68 Loeks, R. D.	9/20/25	160 Nagovsky, G. J.	6/28/25	353 Greisberg, P. C.	11/19/25	606 Greenberg, W. E.	11/10/25	1516 Buckley, C. A.	2/6/25
5 Flournoy, E. O.	11/26/23	68 Mari, L.	10/28/25	164 Allan, G. C.	11/9/25	353 Mohammed, S.	8/25/25	611 Howard, M. D.	9/6/25	1531 Giles, A. W.	11/8/25
5 Julkowski, D. T.	10/1/25	68 Takemura, R. S.	7/29/25	164 Castano, C. A.	11/11/25	353 Smider, S.	11/7/25	613 Bexley, D. S.	10/25/25	1547 Lund, J. H.	10/25/25
5 Schumacher, D. C.	9/20/25	68 Von Helms, W.	10/26/25	164 DePietro, A. V.	10/3/25	353 Vaclavinek, S.	9/19/25	613 Campbell, R. L.	11/5/25	1687 McWhirter, D.	2/4/25
5 Smith, D. P.	12/20/23	70 Shinaberry, K. W.	3/4/25	164 Knapp, H. W.	11/12/25	354 Erickson, W. V.	11/20/25	613 Thomas, C. L.	9/20/25	1687 Palmaro, G. M.	7/28/25
6 Byrd, C. E.	9/13/25	71 Brown, B.	11/14/25	164 Kupatt, W. R.	10/8/25	354 Vargas, S. M.	10/31/25	625 MacPhee, H. R.	11/3/25	1768 Smith, R. K.	10/12/25
6 Mangan, B. J.	10/12/25	71 Wine, R. G.	8/19/25	175 Hunt, B. A.	10/13/25	357 Larsen, W. R.	9/5/25	625 Stewart, B. F.	11/30/25	1988 Young, R. H.	6/5/24
8 Berlin, W. F.	10/6/25	73 Meloche, D. V.	11/29/25	175 Slatton, J. A.	11/2/25	357 Medici, J. C.	7/25/25	640 Bend, E. P.	10/19/25	2129 Ballard, W. G.	3/11/25
9 Barry, L. M.	11/10/25	76 Hadley, C. L.	6/26/25	175 Smith, T. D.	11/10/25	357 Turnipseed, C. D.	9/19/25	640 Huston, M. J.	11/2/25	2150 Hall, M. E.	11/17/25
9 Podschweit, K. J.	11/25/25	76 Sujka, B.	10/31/25	176 Fronczke, P. J.	10/30/25	363 Butts, B. L.	10/19/25	640 Ross, M. C.	10/27/25	2286 Farnsworth, D. T.	10/17/25
11 Chavez, C.	7/21/25	77 Baker, E. A.	5/9/23	176 Hicks, P. W.	10/20/25	364 Eppenbaugh, A. D.	10/18/25	640 Shaw, D.	10/29/25	2330 Cleary, R. F.	9/28/25
11 Dacosta, F. J.	3/15/24	77 Balch, M. E.	2/18/25	177 Davis, R. V.	10/27/25	364 Montavon, R. A.	10/6/25	648 Campbell, R.	11/1/25	2330 Mahoney, J. F.	11/9/25
11 Moore, F. M.	3/2/25	77 Johnson, L. S.	8/30/25	177 Hilton, H. D.	3/25/25	364 Sanderson, N. E.	10/7/25	649 Forbes, T. G.	9/4/25	I.O. (12) Trent, C. R.	9/18/25
11 Parry, D. C.	1/17/24	82 Daniel, D. E.	9/25/25	177 Hines, J. A.	9/4/25	369 Long, R. W.	10/19/25	665 Quintieri, M. J.	11/15/25	I.O. (111) Pickering, F. L.	8/31/23
11 Peters, C.	9/24/25	82 Lockwood, A. D.	11/3/25	191 Bond, R. A.	11/11/25	369 Nix, E. H.	10/31/25	666 Bernier, E. M.	8/20/25	I.O. (134) Bunzol, J. W.	11/29/25
11 Rizzo, J. A.	9/23/25	86 Geen, T. J.	11/5/25	191 Sorenson, P. C.	10/27/25	369 Simmons, R. P.	5/8/25	666 Dunlavy, P. B.	5/18/24	I.O. (134) Delpage, R. J.	11/18/25
17 Cox, S. L.	10/9/25	86 Harrell, F. L.	3/8/25	191 Ward, M. A.	4/12/25	369 White, J. H.	9/2/25	666 Gilliam, W. L.	10/11/25	I.O. (134) Wendland, D. H.	6/14/25
20 Gargis, T. E.	8/25/25	86 Hughes, J. K.	4/24/25	213 Burtniak, P. P.	9/5/25	379 Izzi, S. E.	3/13/25	667 Haynes, K.	7/6/25	I.O. (238) Rogers, H. J.	9/23/25
21 Antonetti, T. J.	10/5/25	96 Desy, L. J.	5/25/25	222 Wood, R. R.	7/17/23	379 Long, J. C.	4/7/25	683 Collins, L. K.	8/13/23	I.O. (280) Adolf, M. A.	10/19/25
21 Gessler, R. J.	10/28/25	102 Hirth, R. B.	10/26/25	230 Ells, G. M.	5/13/25	387 Barnes, W. D.	10/21/25	692 Oswald, D. A.	8/14/25	I.O. (363) Kardys, T. W.	9/18/25
22 Hiemer, C. J.	9/28/25	102 Meny, J.	10/27/25	231 Kavanaugh, J. W.	10/6/25	401 Bissell, A. J.	8/10/25	697 Washington, L. J.	11/30/25	I.O. (424) Reiter, R. H.	11/25/25
22 Warner, M. J.	11/6/25	102 Miller, A. G.	9/8/25	233 Holets, R. H.	7/24/25	405 Wilwol, R. J.	10/27/25	701 Van Norman, D.	11/4/25	I.O. (625) Brunt, H. F.	11/13/

LOCAL LINES

Recent Events at Local 16

L.U. 16 (i), EVANSVILLE, IN — From mid-October through early January, volunteers from our local and our labor allies worked diligently to haul, set up, energize and maintain this year's Fantasy of Lights. FOL is an elaborately illuminated holiday display that serves as a fundraiser for the Easterseals Rehabilitation Center. Money from this event is used to underwrite needed therapies for children and adults who otherwise might not be able to afford these life-changing services.

In December, the Local 16 hall held a dinner and service-pin ceremony to recognize 150 brothers and sisters for their contributions to this local. Nine 60-year members were among those being honored. They are Donald Bollinger, Thomas Earps, Ralph Heneisen, Richard Luttrull, James McDowell, Kenneth Myers, Larry Parkes, Larry Schauberger and Michael Stucke. Congratulations!

After several years of research and discussion, the Vanderburgh County Electrical Examiners Board decided to implement the National Association of State Contractors Licensing Agencies' testing format. NASCLA is nationally recognized for evaluating journeyman- and master-level candidates for electrical licensing. This allows the process of testing to be more compliant with other locations, using updated code materials while reducing costs. Thank you, Brother Raymond Pritchett, for leading this effort!

Donald P. Beavin, P.S.

The Power of Collaboration

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! Building trades unions and environmental groups can be on opposite sides of public policy, but the last several years have



Representatives from Clearway Energy and the Maryland General Assembly, Local 307 Business Manager Rod Rice (left) and Local 24 Business Manager Mike McHale (center) tour the Dan's Mountain Wind Farm.

demonstrated the power of collaboration. Local 24 has worked to build relationships with partners like the League of Conservation Voters, Chesapeake Climate Action Network and the Sierra Club. Together, we fought for energy policies with strong labor standards, rallied for offshore wind and participated in data center summits to highlight the economic benefits those projects bring to working families. These partnerships don't happen by accident but grow through sustained conversations and a commitment to finding common ground.

The efforts proved that when labor and environmental advocates focus on shared goals, we can accomplish more together than on our own. Our cooperation has helped advance responsible development that creates middle-class careers while supporting a more reliable energy future. It has also strengthened our credibility with local leaders who now see labor and environmental groups effectively standing together on key issues.

Local 24 will engage with these partners wherever common ground exists. We will continue our advocacy to ensure that our members' interests remain part of every discussion shaping the region's energy, infrastructure and economic development.

Live Better/Work Union!

Mike McHale, B.M.

Hello, 2026!

L.U. 26 (ees,em,es,govt,j&mt), WASHINGTON, DC — Our local hopes everyone enjoyed their holidays as much as possible, and we wish you and your family the safest and healthiest 2026!

It's scholarship time, so be sure to visit the local's website (ibewlocal26.org) for information and to download the application for this year's Local 26 scholarship. The award is \$2,500 per year for up to four years of college. The deadline to sub-

mit an application is March 31.

Local 26 is looking forward to all of the events we have scheduled for this year. For information and for a full schedule of all of our upcoming events, please visit our website.

Best wishes to the following retirees: Lewis Barnes Jr., Edgar Bellot Salaues, Daniel Bennett, John Coghill, Joseph Dabbs, Vincent Divver Jr., David Domi, Russell Dunn, Mark Espina, Charles Eyler, James D. Hall, Aaron Howard, Craig Jost, Patrick Latham III, Bernard Matthews, Greg McElroy, Mark Miller, Michael Preston, David C. Smith, Rudy Souder, Dianna Sponaugle, Jesse Tomlin and Gerard Urban.

The following members have passed away since our last article: Curtis Bierlein, Leonard Durnbaugh Sr., Melvin Gaye Jr., Brian Gibson, Steven Goodwine, Raul Guillen, Robert Hughes, Christopher McClanahan, Amanuel Mehari, Eugene Mills, Bernard "Penny" Pendleton, Tyrone Reid, Harold Repass and Raymond Skinner.

Christopher M. Cash, B.M.

Local 30 Women's Committee Makes Strides Against Breast Cancer

L.U. 30 (govt), TRENTON, NJ — Our local's Women's Committee made a powerful statement of solidarity by joining more than 22,000 walkers at the American Cancer Society's 31st annual Making Strides Against Breast Cancer Walk in Point Pleasant Beach, N.J. On a warm, sunny October morning, our collective efforts stood out brightly, showcasing an unwavering commitment to battling breast cancer.

The atmosphere was filled with hope and determination as members of Local 30, alongside families and friends, came together to raise approximately \$2,220 for cancer prevention, detection, treatment and survival. Funds raised will support crucial cancer research, patient support services and advocacy efforts. This was the

first community event supported by the newly formed Women's Committee of Local 30.

Breast cancer is a pervasive disease, affecting approximately one in eight women and one in 755 men. Local 30's team (ranked 82nd of 521 teams) was honored to walk alongside five courageous cancer survivors on our team, further fueling our mission to eradicate breast cancer for everyone.

Alfred C. Laubsch Jr., B.M.



Local 34 hosted its first annual Thanksgiving turkey giveaway for members, and it was a huge success.

Prosperity and Growth at Local 34

L.U. 34 (em,i,mt,rt&spa), PEORIA, IL — 2025 was a year of great prosperity and growth for our local. With more than 1 million working hours recorded and a 96% market share, our membership has been working hard.

Local 34's leadership continues to make great strides working alongside our NECA and JATC boards to transition our inside construction apprenticeship to a four-year program and to implement a seasonal worker program to help assuage NECA's demand for more workers.

Local 34 hosted its first annual Thanksgiving turkey giveaway for members, and it was a huge success. More than 400 turkeys were given to



Local 30's Women's Committee makes strides against breast cancer in Point Pleasant Beach, N.J.

Submitting Local Lines Articles

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

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

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

Trade Classifications

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

members and donated to local food banks. All turkeys were purchased from our local union butcher shop, Raber Packing Co., in Peoria.

We hope all brothers and sisters had a wonderful holiday and look forward to what 2026 will bring. Stay safe out there.

Zachary Helms, R.S.



Local 38's RENEW chapter and Women's Committee stepped in to complete the May Dugan Center's Christmas lights in Cleveland.

RENEW and Women's Committee in Action

L.U. 38 (i), CLEVELAND, OH — Our local's RENEW and Women's Committee were called to action when a local nonprofit was left stranded and in need of help. In November, the May Dugan Center, a 501(c)(3) organization established in 1969 in Cleveland's Ohio City area, contacted Local 38 when the company hired to decorate the center's Christmas display stopped showing up.

Local 38 RENEW and Women's Committee members were on site the next day to complete work. Curtis Cousineau, Ethan Heston, Marco Mazzola, Miranda Miller, David Rozman, Brian and Tyler Stetzy, and Clancy Thomas dedicated their Saturday to hanging lights on the center's grounds. Thank you to all that participated!

Local 38 has been supporting the May Dugan Center since its inception. The facility was named to honor a longtime resident of the neighborhood who had been a one-person advocate and counselor for her neighbors in need. Today, the center continues that tradition by providing basic and enhanced programming to residents of Cleveland to improve their quality of life and strengthen their community.

For more than 55 years, the center has committed to a comprehensive and caring approach, which has proven to be an effective method in helping people overcome socioeconomic disadvantages and become self-sufficient, contributing members of their community.

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



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Women's Committee Volunteers to Help House Homeless

L.U. 46 (as,c,cs,em,es,et,l,mar,mo,mt,rtb,rts&st), SEATTLE, WA — In October, members of our local's

Women's Committee spent a full volunteer shift with Sound Foundations NW, a nonprofit that builds insulated, durable "tiny homes" to provide safety, stability and community for unhoused people in King County. The organization's mission is simple but powerful: to create secure shelter so people can begin rebuilding their lives.

Local 46 volunteers joined the crew at the Hope Factory, Sound Foundations NW's volunteer-driven build site. During the shift, committee members worked on wall assembly, material preparation, insulation and general support tasks that keep tiny homes moving efficiently through the building process.

Many participants were struck by how organized and community-focused the operation was, modeling collective effort that aligns closely with core union values.

For Local 46's Women's Committee, the day was more than just a service opportunity. It offered space for members across classifications to connect, collaborate and contribute their skills toward a project with immediate local impact. Volunteering alongside community members highlights how much can be accomplished when people come together with purpose and solidarity.

Sound Foundations NW has produced thousands of tiny homes, supporting villages throughout King County and providing residents with secure shelter, warmth and access to supportive services. Local 46 is proud to support this work and looks forward to further collaboration in the future.

By stepping up to volunteer, the Women's Committee demonstrated the strength of union solidarity in action, building not only homes but also hope and community with our neighbors.

Seamus Anglin, P.S.



Volunteers from the Local 46 Women's Committee line up for a fun group shot following an afternoon of tiny-house building.

A Brighter Future for Local 68

L.U. 68 (i), DENVER, CO — Hello, brothers and sisters. Welcome to a brand new year!

We're thrilled to share that Local 68 has officially moved into our newly remodeled hall, and

everyone is settling in nicely. Our Oct. 18 open house was a tremendous success, thanks to the incredible turnout of Local 68 brothers and sisters, their families, and Colorado leaders who joined us in celebration. Your support made it unforgettable!

Local 68 retirees also had their first gathering in the new hall in October. We look forward to many more gatherings with them and their families.

I want to send a special farewell to Brother Joel Holding, who recently retired, with his last day Nov. 14, 2025. Thank you for all you have done, Joel. You will be missed!

As I write this, we're gearing up for our Christmas party, always a festive time for families and children to gather in our hall, with Santa and Mrs. Claus spreading holiday cheer.

The future of Local 68 is looking bigger, brighter and stronger than ever. Thank you for being part of this journey!

Debbie Tikka, Pres.



An illuminated IBEW logo graces Local 68's new hall's lobby.

Honoring Our Retirees

L.U. 90 (i), NEW HAVEN, CT — Our local held its annual retiree and 25-year-pin ceremony Oct. 16 at the Woodwinds banquet facility in Branford. There were 20 honored retirees and 36 25-year-pin acknowledgements.

The retirees honored were Ronald Acampora, John Berry, Anthony Cacace, David Clow, Joanne Corbett, Anthony Giampa, Kevin Heery, William Heimann, Paul Hill, Michael Kamerica, Steven Luponio, William Mackey, Carlton Morris, Steven Panaroni, Mark Peterson, Anthony Rasile, Brendan Toth, Nicholas Vallas, Leyson Vazquez and David Walton.

The 25-year service acknowledgements went to Jason Auger, James Blackey, David Cone, David

Dynan, Fred Elgersma, Anthony Falcone, Zackery Flynn, David Gelinas, Dennis Grills, Gregory Hawkes, Christopher Horniak, Charles Kanel, Tim Kilmartin, Marc Kneeland, Anthony Lanziero, Thomas Larned, Karin Lipinski, John Luxeder, Mario Malangone, Thomas Masotti, Scott McCormick, Ronald Miceli, Gregory Miller, Joseph Mirto, Edgar Muralles, David Ordway, Michael Papa, Kevin Perkins, Timothy Remaly, Paul Romano, Mark Savinelli, Jason Scarano, Scott Stauble, Erik Weiss, Brian Wiehler and Frank Zano.

Business Manager Sean Daly and the officers of Local 90 wish each of the retirees a healthy and prosperous retirement.

John Bellemare, Pres.

Inaugural 'Brunch and Bears' Event a Win-Win

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — In November, two of our local's social clubs combined forces to create an outstanding new event, "Brunch and Bears," held at the union hall.

The RENEW chapter coordinated a breakfast for retirees along with the Veterans Committee's annual Chicago Bears watch party, making for a combined celebration that brought everyone together.

Members of the RENEW Committee, including President Andre Aguilar, cooked breakfast for everyone who attended and gave away raffle prizes. Members of the Veterans Committee, led by Commander/Chair Joseph Wells, prepared lunch for guests during the Bears game.

It was a wonderful event that commemorates our retirees and honors our veterans as we toasted a Bears victory over the Vikings.

We look forward to this event growing year after year as we move forward. We invite all our retirees, who built this local, and veterans, who serve our country proudly, to attend next year's Brunch and Bears and celebrate with family and friends.

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



At an event hosted by RENEW members, Local 134 retirees and veterans celebrate a Chicago Bears win at the hall.

Honoring Our Past, Organizing Our Future

L.U. 150 (es,i,rt&spa), WAUKEGAN, IL — As we move into February, it's a fitting time to reflect on the extraordinary figures who shaped the labor movement and laid the foundation for the IBEW that we're proud to be part of today.

Brother Henry Miller, the founding father of the IBEW, recognized early that unity was the key to protecting electrical workers from dangerous conditions and unfair labor practices. His vision and determination built an organization rooted in solidarity, safety and dignity, values we continue to uphold more than a century later.

Labor giants like Mother Jones and Joe Hill also remind us that organizing is not just a strategy but a moral obligation. Mother Jones dedicated her life to defending working families, proclaiming that the fight for justice belonged to everyone. Joe Hill, through his music and activism, inspired generations to stand together, insisting that the working class deserved a voice, power and respect.

Their legacies reaffirm a simple truth: When workers unite, we all rise. Today, that spirit remains at the heart of the IBEW as we continue to expand, strengthen and support one another.

This month, we proudly welcome all newly organized IBEW members across the nation. You are now part of a tradition built on courage, solidarity and the unwavering belief that workers deserve better and can attain it together. Welcome to the brotherhood and sisterhood!

Sisters and brothers, be safe and look out for one another!

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

LOCAL LINES



Local 164 Business Manager Dan Gumble and President Tom Sullivan honor the local's retirees.

Local 164 Celebrates Retired Members

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — On Dec. 6, our local held its annual dinner dance to celebrate our retired members. An evening of great food, dancing, fun and brotherhood, this event is a wonderful way to honor the members who worked so hard to help build Local 164 into what it is today.

Business Manager Dan Gumble; President Tom Sullivan; and the officers, staff and membership of Local 164 sincerely thank our retired members for their many years of dedicated service and wish them continued good health and happiness as they enjoy their well-deserved retirement.

Warren M. Becker, P.S.

What a Year for Local 364!

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — 2025 seemed to fly by, and our local is looking to be extremely busy in 2026.

Project Yukon in Belvidere is moving along nicely and as of this writing is being staffed.

There are a few data centers projected for our jurisdiction, and at this time of this writing, they are still in the early permitting and zoning process. As soon as the red tape breaks loose, look for the work to really get rolling.

We held our annual kids' Christmas party Dec. 13, including our own retired member San "Ty" Claus, also known as Brother Tyler Hillman. A great time was had by all who attended! Due to the ever-growing size of this event, we hold it in two shifts to give the kids plenty of time with Santa and also to give Santa a break to feed the reindeer.

As we go headfirst into 2026, there are several member events to look forward to, including our Local 364 picnic and our annual golf outing.

Brad Williams, P.S.

Local 402 Updates

L.U. 402 (i&o), THUNDER BAY, ON — Greetings, sisters and brothers, and congratulations to the first inside electrical graduates of our newly built, world-class training centre. Thank you to Brothers Randy Boudreau and Andrew Wronowski for their hard work in developing and launching the curriculum.

Our work outlook remains strong, with high employment levels and valuable support from our travelers. Thanks to the steady workload and the efforts of our Organizing Committee, our member-

ship continues to grow.

Events such as the family picnic, bowling night, golf tournament, family swim night and Christmas party all rely on dedicated volunteers. Thank you to our entertainment committee for their commitment to organizing these activities, which help strengthen our local and bring our members together.

Please remember to attend Local 402's monthly meetings and volunteer when you can. It is our members who make this local successful.

Have a safe and prosperous new year.

William Heinrich, P.S.

Local 424's Annual Christmas Event

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, AB — Hello, brothers and sisters! More than 1,000 members and their families attended the annual Christmas Family Fun Day at the Galaxyland area of the West Edmonton Mall. Members had a wonderful time taking part in the festive activities, including rides and having photos taken with Mr. and Mrs. Claus.

Thank you to everyone who attended, and we hope you had a fantastic holiday season.

Scott Crichton, P.S.



A banner made for Local 424's annual Christmas Family Fun Day.



Independent Auditor's Report

International Executive Council
International Brotherhood of Electrical Workers

Opinion

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively, the International Union or IBEW), which comprise the consolidated statements of financial position as of June 30, 2025 and 2024, and the related consolidated statements of activities and changes in net assets, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Union as of June 30, 2025 and 2024, and the changes in its consolidated net assets and its consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Responsibilities of Management for the Consolidated Financial Statements

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

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

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

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

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

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

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

Caini CPA Group, PLLC

Bethesda, MD
January 6, 2026

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

JUNE 30, 2025 AND 2024

	2025	2024
Cash and cash equivalents	\$ 21,178,183	\$ 20,146,090
Receivables		
Loans and advances to chartered bodies	424,800	362,000
Per capita tax receivable	16,037,493	14,614,440
Due from Trust for the IBEW Pension Benefit Fund (PBF)	574,223	364,939
Unbilled rent	3,705,480	4,387,809
Accrued interest and dividends	952,464	856,402
Security sales pending settlement	67,215	4,804,323
Other	705,474	787,181
Total receivables	22,467,149	26,177,094
Investments — at fair value	618,487,139	559,145,879
Property and equipment — at cost		
Land, building and improvements	140,780,188	138,144,778
Furniture and equipment	55,940,128	55,827,226
Accumulated depreciation	(107,701,187)	(101,728,934)
Net property and equipment	89,019,129	92,243,070
Other assets		
Cash held for reciprocity agreements pending settlement	21,961,742	12,880,331
Deferred leasing, organization and financing costs (net of amortization)	1,901,690	1,514,314
Prepaid expenses	1,815,601	1,281,221
Inventory of merchandise and office supplies, at cost	2,152,572	2,231,884
Excess of pension plan assets over projected benefit obligation (PBO)	167,104,336	116,936,715
Right-of-use asset — finance leases	4,115,322	684,718
Other	1,242,875	208,078
Total other assets	200,294,138	135,737,261
Total assets	\$ 951,445,738	\$ 833,449,394
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 6,719,044	\$ 8,386,768
Liability for postretirement benefits	81,222,000	88,139,000
Security purchases pending settlement	5,666,064	9,113,293
Deferred per capita tax revenue	15,991,815	14,703,112
Reciprocity agreement funds pending settlement	21,788,136	12,847,827
Lease liabilities — finance leases	4,083,587	691,584
Other	3,228,288	2,594,153
Total liabilities	138,698,934	136,475,737
Net assets without donor restrictions		
Appropriated for additional postretirement benefits	305,252,000	283,557,000
Unappropriated	507,494,804	413,416,657
Total net assets	812,746,804	696,973,657
Total liabilities and net assets	\$ 951,445,738	\$ 833,449,394

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

YEARS ENDED JUNE 30, 2025 AND 2024

	2025	2024
Operating revenue		
Per capita tax	\$ 188,802,967	\$ 175,698,090
Initiation and reinstatement fees	2,251,553	2,075,539
Rental income, net	9,562,416	9,791,260
Sales of supplies	1,383,681	1,270,104
Other income	6,550,277	7,564,729
Total operating revenue	208,550,894	196,399,722
Operating expenses		
Program services expenses		
Field services and programs	150,179,631	137,730,121
Media relations	5,224,930	11,377,349
Industry trade programs	17,104,949	17,404,213
Per capita tax expense	9,093,966	8,203,426
Legal defense	2,932,935	2,831,432
Total program services	184,536,411	177,546,541
Supporting services expenses		
Governance and oversight	16,005,725	8,202,048
General administration	11,137,352	8,531,541
Total supporting services	27,143,077	16,733,589
Total operating expenses	211,679,488	194,280,130
Change in net assets from operations before investment and other income	(3,128,594)	2,119,592
Investment income		
Interest and dividends	9,702,448	9,078,707
Net appreciation in fair value of investments	51,597,359	31,967,969
Investment expenses	(1,307,357)	(1,604,256)
Net investment income	59,992,450	38,021,034
Other income (expense)		
Convention expense	(329,380)	(21,600)
Gain (loss) on sale of property and equipment	1,011,774	(37,427)
Total other income (expense)	682,394	(59,027)
Change in net assets from operations after investment and other income	\$ 57,546,250	\$ 40,081,599
Other components of defined benefit pension and postretirement net periodic benefit cost		
Pension benefits	19,181,276	15,410,565
Postretirement health care benefits	(3,359,000)	(4,200,000)
Defined benefit pension and postretirement benefit changes other than net periodic benefit cost		
Pension benefits	32,767,545	37,201,188
Postretirement health care benefits	9,637,076	5,416,592
Appropriation of net assets to fund postretirement benefits not yet accrued	(21,695,000)	(15,810,000)
Change in net assets without donor restrictions, unappropriated	94,078,147	78,099,944
Net assets without donor restrictions, unappropriated		
Beginning of year	413,416,657	335,316,713
End of year	\$ 507,494,804	\$ 413,416,657
Net assets without donor restrictions, appropriated		
Beginning of year	\$ 283,557,000	\$ 267,747,000
Appropriation of net assets to fund postretirement benefits not yet accrued	21,695,000	15,810,000
End of year	\$ 305,252,000	\$ 283,557,000

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

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

YEARS ENDED JUNE 30, 2025 AND 2024

	2025						2025 Total	
	Program Services			Supporting Services				
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 59,291,361	\$ 2,468,166	\$ 7,339,274	\$ -	\$ -	\$ 4,525,647	\$ 5,295,526	\$ 78,919,974
Payroll taxes and employee benefits	44,046,259	1,319,274	3,758,065	\$ -	\$ -	8,759,387	2,671,196	60,554,181
Per capita taxes	-	-	-	9,093,966	\$ -	-	-	9,093,966
Professional fees	2,363,851	140,447	467,580	\$ -	2,932,935	94,242	709,885	6,708,940
Travel and related expenses	6,807,154	83,997	289,366	\$ -	\$ -	324,946	49,913	7,555,376
<i>Electrical Worker</i> printing and mailing expenses	7,178,304	-	-	\$ -	\$ -	-	-	7,178,304
Other expenses	25,313,907	821,365	4,371,337	\$ -	\$ -	1,442,477	1,398,039	33,347,125
Administrative reimbursement from PBF	(3,100,000)	-	-	\$ -	\$ -	-	-	(3,100,000)
Building operations	8,278,795	391,681	879,327	\$ -	\$ -	859,026	1,012,793	11,421,622
Total operating expense	150,179,631	5,224,930	17,104,949	9,093,966	2,932,935	16,005,725	11,137,352	211,679,488
Other components of defined benefit pension and postretirement net periodic benefit cost	(11,887,032)	(494,830)	(1,471,415)	\$ -	\$ -	(907,325)	(1,061,674)	(15,822,276)
Total	\$ 138,292,599	\$ 4,730,100	\$ 15,633,534	\$ 9,093,966	\$ 2,932,935	\$ 15,098,400	\$ 10,075,678	\$ 195,857,212

	2024						2024 Total	
	Program Services			Supporting Services				
	Field Services and Programs	Media Relations	Industry Trade	Per Capita Tax	Legal Defense	Governance and Oversight	General Administration	
Salaries	\$ 57,611,662	\$ 2,560,313	\$ 7,038,825	\$ -	\$ -	\$ 3,690,669	\$ 5,152,407	\$ 76,053,876
Payroll taxes and employee benefits	43,650,825	1,966,093	5,375,077	\$ -	\$ -	2,732,753	3,849,054	57,573,802
Per capita taxes	-	-	-	8,203,426	\$ -	-	-	8,203,426
Professional fees	1,664,995	69,984	499,367	\$ -	2,831,432	64,169	747,921	5,877,868
Travel and related expenses	7,027,358	71,764	238,845	\$ -	\$ -	297,347	28,910	7,664,224
<i>Electrical Worker</i> printing and mailing expenses	-	5,940,833	-	\$ -	\$ -	-	-	5,940,833
Other expenses	19,715,788	435,974	3,138,548	\$ -	\$ -	707,180	590,948	24,588,438
Administrative reimbursement from PBF	-	-	-	\$ -	\$ -	-	(2,900,000)	(2,900,000)
Building operations	8,059,493	332,388	1,113,551	\$ -	\$ -	709,930	1,062,301	11,277,663
Total operating expense	137,730,121	11,377,349	17,404,213	8,203,426	2,831,432	8,202,048	8,531,541	194,280,130
Other components of defined benefit pension and postretirement net periodic benefit cost	(8,492,128)	(377,398)	(1,037,544)	\$ -	\$ -	(544,015)	(759,480)	(11,210,565)
Total	\$ 129,237,993	\$ 10,999,951	\$ 16,366,669	\$ 8,203,426	\$ 2,831,432	\$ 7,658,033	\$ 7,772,061	\$ 183,069,565

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

YEARS ENDED JUNE 30, 2025 AND 2024

	2025		2024		2024	
	2025		2024			
	Cash flows from operating activities		Cash flows from investing activities			
Cash flows from operating activities			Loans and advances made to chartered bodies		(100,000)	
Cash flows from			Repayments on loans and advances made to chartered bodies		37,200	
Affiliated chartered bodies	\$ 192,303,851	\$ 178,385,290	Purchases of property and equipment		12,000	
Interest and dividends	9,606,386	9,043,004	Purchases of investments		(3,856,900)	
Rental income	10,387,042	10,807,028	Proceeds from sales of property and equipment		(194,318,271)	
Participant contributions collected on behalf of PBF	120,595,400	109,367,745	Proceeds from sales of investments		(147,091,161)	
Reimbursement of administrative expenses from PBF	3,100,000	2,900,000	Net short-term cash investment transactions		6,881,212	
Other	6,676,251	7,908,058	Net cash provided by (used for) investing activities		15,776,621	
Cash provided by operations	342,668,930	318,411,125			(8,203,542)	
Cash paid for					1,581,557	
Salaries, payroll taxes, and employee benefits	(136,759,155)	(130,586,678)	Cash flows from financing activities			
Service providers, vendors and others	(63,355,829)	(58,330,552)	Principal repayments under finance lease obligations			
Participant contributions remitted to PBF	(120,848,951)	(109,964,555)	Net cash used for financing activities			
Per capita tax	(9,093,966)	(8,203,426)				
Interest	(125,173)	(40,416)	Effect of exchange rate changes on cash and cash equivalents			
Cash used for operations	(330,183,074)	(307,125,627)	Net change in cash and cash equivalents			
Net cash provided by operating activities	12,485,856	11,285,498	Cash and cash equivalents			
			Beginning of year			
			End of year			
			Supplemental disclosure			
			Property and equipment acquired under finance lease obligations			

International Brotherhood of Electrical Workers and Subsidiaries

Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2025 AND 2024

Note 1. Summary of Significant Accounting Policies

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

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

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

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

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

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

As of June 30, 2025 and 2024, the International Union did not have any net assets with donor restrictions.

Investments — Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses, the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are reported as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2025 and 2024 were settled in July 2025 and 2024, respectively.

Accounts Receivable — Trade accounts receivable are reported net of an allowance for expected losses. The allowance for credit losses is based upon historical loss experience in combination with current economic conditions and a forecast of future economic conditions. Any change in the assumptions used in analyzing a specific account receivable might result in an additional allowance for credit losses being recognized in the period in which the change occurs. However, the International Union has historically had insignificant credit losses.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code (IRC). The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law (there were no unrelated activities during the years ended June 30, 2025 and 2024). IBEW Headquarters Building, LLC and IBEW Relocation Holdings, LLC are not taxpaying entities for federal income tax purposes.

Income of these companies is taxed to the members in their respective returns. The International Union's Form 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return* for the years ended June 30, 2022 through 2024 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

Note 3. Liquidity And Availability Of Financial Resources

As part of the International Union's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the International Union invests cash in excess of its current requirements in a portfolio of investments designed to maximize long-term earnings with acceptable risk to investment principal. The International Union's Board appropriated \$305,252,000 as of June 30, 2025 and \$283,557,000 as of June 30, 2024 for postretirement health care as disclosed in Note 7. However, in the event of unanticipated liquidity needs, the International Union's Board could make available all or a portion of the amount currently appropriated.

The following table represents the International Union's financial assets available to meet cash needs for general expenditures within one year of June 30, 2025 and 2024.

	2025	2024
Total assets	\$ 951,445,738	\$ 833,449,394
Less: nonfinancial assets		
Net property and equipment	(89,019,129)	(92,243,070)
Net deferred leasing, organization, and financing costs	(1,901,690)	(1,514,314)
Prepaid expenses	(1,815,601)	(1,281,221)
Inventory of merchandise and office supplies, at cost	(2,152,572)	(2,231,884)
Excess of pension plan assets over PBO	(167,104,336)	(116,936,715)
Right-of-use assets	(4,115,322)	(684,718)
Other nonfinancial assets	(1,242,875)	(208,078)
Total financial assets	684,094,213	618,349,394
Less: amounts unavailable within one year		
Appropriated for additional postretirement benefits	(305,252,000)	(283,557,000)
Reciprocity Agreement funds pending settlement	(21,788,136)	(12,847,827)
Loans and advances to chartered bodies not expected to be collected within one year	(362,400)	(350,000)
Unbilled rent receivable due in more than one year	(3,508,477)	(3,954,746)
Total financial assets available for general expenditures within one year	<u>\$ 353,183,200</u>	<u>\$ 317,639,821</u>

Note 4. Investments

The cost and fair value of investments held as of June 30, 2025 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 8,246,063	\$ 8,246,063
Government and government agency obligations	68,618,644	66,946,399
Corporate bonds and notes	56,089,048	55,795,169
Preferred stock	190,800	197,026
Common stock	111,442,875	240,719,923
Mutual funds	46,969,831	64,353,096
103-12 entities	28,782,938	53,455,214
Other alternative investments	1,500,000	–
INDURE REIT LLC	45,799,995	99,040,228
AFL-CIO Housing Investment Trust	34,393,660	29,734,021
	<u>\$ 402,033,854</u>	<u>\$ 618,487,139</u>

The cost and fair value of investments held as of June 30, 2024 were as follows:

	Cost	Fair Value
Short-term cash investments	\$ 25,602,863	\$ 25,602,863
Government and government agency obligations	48,937,448	46,073,702
Corporate bonds and notes	55,616,873	53,111,562
Preferred stock	190,800	189,094
Common stock	102,783,041	207,344,297
Mutual funds	45,473,526	56,729,079
103-12 entities	28,862,627	49,005,531
Other alternative investments	1,500,000	–
INDURE REIT LLC	46,209,221	92,939,120
AFL-CIO Housing Investment Trust	33,316,472	28,150,631
	<u>\$ 388,492,871</u>	<u>\$ 559,145,879</u>

Fair Value Measurement

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

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.
- Level 2 Inputs to the valuation methodology include other significant observable inputs including:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

The following table sets forth, by level within the fair value hierarchy, the International Union's investment assets at fair value as of June 30, 2025 and 2024:

	June 30, 2025			
	Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)
Short-term cash investments		\$ 8,246,063	\$ –	\$ 8,246,063
Government and government agency obligations		66,946,399	8,519,380	58,427,019
Corporate bonds and notes		55,795,169	–	55,795,169
Preferred stock		197,026	–	197,026
Common stock		240,719,923	199,974,877	–
Mutual funds		64,353,096	64,353,096	–
Total		436,257,676	\$ 272,847,353	\$ 122,665,277
Investments measured at NAV*		182,229,463		
Investments at fair value		<u>\$ 618,487,139</u>		

	June 30, 2024			
	Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)
Short-term cash investments		\$ 25,602,863	\$ –	\$ 25,602,863
Government and government agency obligations		46,073,702	7,834,083	38,239,619
Corporate bonds and notes		53,111,562	–	53,111,562
Preferred stock		189,094	–	189,094
Common stock		207,344,297	174,277,700	–
Mutual funds		56,729,079	56,729,079	–
Total		389,050,597	\$ 238,840,862	\$ 117,143,138
Investments measured at NAV*		170,095,282		
Investments at fair value		<u>\$ 559,145,879</u>		

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

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2025 and 2024.

Level 1

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

Level 2

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

Level 3

Common stock represents stock holdings of ULLICO Inc. and fair value is determined by management based on valuations performed by an independent third party. The stock is not actively traded and there are no directly comparable inputs. There were no changes in valuation techniques used during the years ended June 30, 2025 and 2024.

Note 5. Investments In Investment Entities

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

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

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

The following table summarizes the International Union's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2025 and 2024 by investment strategy. There were no unfunded commitments at either June 30, 2025 or June 30, 2024.

Description	Fair Value (in millions)		Redemption Notice Period
	2025	2024	
a.103-12 investment entities	\$ 53.5	\$ 49.0	One day, 30 days
b. AFL-CIO HIT	29.7	28.2	Monthly
			Maximum 20% redemptions allowed for 24 months following initial investment, daily redemptions after
c. INDURE REIT LLC	99	92.9	One day

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

a. 103-12 investment entities represent investments with two entities: one in the Western Asset U.S. Core Plus LLC for \$37.6 million at June 30, 2025 and \$35.4 million at June 30, 2024, and another in the ULLICO Diversified International Equity Fund for \$15.8 million at June 30, 2025 and \$13.6 million at June 30, 2024. The Western Asset U.S. Core Plus LLC is a "master fund" in a "master/feeder" structure which primarily invests in investment grade debt and fixed income securities. Redemption is permitted daily with one-day notice.

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

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

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

Note 6. Pension Plans

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

The net periodic pension cost for the years ended June 30, 2025 and 2024 is summarized as follows:

	2025	2024
Reported as part of compensation expense		
Service cost	\$ 21,706,043	\$ 20,360,203
Reported as other changes in net assets		
Interest cost	29,952,367	28,419,184
Expected return on plan assets	(49,133,643)	(45,975,196)
Net amortization of loss	–	2,145,447
Net periodic pension cost	\$ 2,524,767	\$ 4,949,638

Total amounts recognized as changes in unrestricted net assets separate from expenses reported in the consolidated statements of activities and changes in net assets as pension-related changes other than net periodic pension cost for the years ended June 30, 2025 and 2024 are as follows:

	2025	2024
Net actuarial (gain) loss	\$ (42,420,566)	\$ (37,003,685)
Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2025 consist of the following:		
Net actuarial loss	\$ 343,467	

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

	2025	2024
Discount rate	5.30%	4.90%
Average rate of compensation increase	4.00%	4.00%
Expected long-term rate of return on plan assets	7.00%	7.00%

The plans' obligations and funded status as of June 30, 2025 and 2024 are summarized as follows:

	2025	2024
Fair value of plan assets	\$ 777,886,423	\$ 709,763,891
Projected benefit obligation	610,782,087	592,827,176
Excess of plan assets over projected benefit obligation	\$ 167,104,336	\$ 116,936,715

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

	2025	2024
Discount rate	5.40%	5.30%
Average rate of compensation increase	4.00%	4.00%
Employer contributions, employee contributions and benefit payments for the years ended June 30, 2025 and 2024 were as follows:		
Employer contributions	\$ 19,705,470	\$ 29,427,516
Employee contributions	354,233	2,272,035
Benefit payments	34,326,774	33,630,108

Total expected employer contributions for the year ending June 30, 2026 are \$19.0 million.

Total expected benefit payments for the next 10 fiscal years are as follows

Year ending June 30, 2026	\$ 35,946,080
2027	36,665,610
2028	37,682,717
2029	38,632,655
2030	39,459,868
Years 2031 - 2035	211,903,931

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

Total pension plan weighted-average asset allocations at June 30, 2025 and 2024, by asset category, are as follows:

	2025	2024
Asset category		
Cash and cash equivalents	4%	5%
Equity securities	65%	63%
Debt securities	19%	19%
Real estate and other	12%	13%
	100%	100%

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

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2025:

	June 30, 2025			
	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 140,930,940	\$ 140,930,940	\$ –	\$ –
Preferred stock	197,026	–	197,026	–
Corporate bonds	29,911,163	–	29,911,163	–
U.S. Government and government agency obligations	24,748,225	9,840,970	14,907,255	–
Municipal bonds	7,297,936	–	7,297,936	–
Registered investment companies	117,195,961	117,195,961	–	–
Common/collective trusts	10,178,348	–	–	10,178,348
	330,459,599	\$ 267,967,871	\$ 52,313,380	\$ 10,178,348
Investments measured at net asset value*				
	401,677,110			
Total unitized pool investments	732,136,709			
Non-Pool Investments				
Cash and cash equivalents	845,266	\$ 845,266	\$ –	\$ –
Common/collective trusts	26,940,047	–	–	26,940,047
Canadian Government obligations	10,845,420	5,534,851	5,310,569	–
Corporate obligations	7,095,552	–	7,095,552	–
Common stocks	40,189,381	40,189,381	–	–
Total non-pool investments	85,915,666	\$ 46,569,498	\$ 12,406,121	\$ 26,940,047

REPORT OF INDEPENDENT AUDITORS *continued on page 18*

June 30, 2025				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Other Assets and Liabilities				
Cash	218,666			
Accrued investment income receivable	1,299,170			
Accounts payable and accrued expenses	(797,246)			
Net transactions pending settlement	(8,588,247)			
Total other assets and liabilities	(7,867,657)			
Net assets, total	810,184,718			
Less: share to other employers	(32,298,295)			
Fair value of plan assets	<u><u>\$ 777,886,423</u></u>			

The following table sets forth, by level within the fair value hierarchy, the pension plans' investment assets at fair value as of June 30, 2024:

June 30, 2024				
Description	Total Investments	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Unitized Pool Investments				
Common stock	\$ 127,608,918	\$ 127,608,918	\$ -	\$ -
Preferred stock	189,094	-	189,094	-
Corporate bonds	28,838,318	-	28,838,318	-
U.S. Government and government agency obligations	20,526,465	10,769,793	9,756,672	-
Municipal bonds	8,650,150	-	8,650,150	-
Registered investment companies	101,765,306	101,765,306	-	-
Common/collective trusts	9,732,632	-	-	9,732,632
	<u><u>297,310,883</u></u>	<u><u>\$ 240,144,017</u></u>	<u><u>\$ 47,434,234</u></u>	<u><u>\$ 9,732,632</u></u>
Investments measured at net asset value*	369,083,617			
Total unitized pool investments	<u><u>666,394,500</u></u>			
Non-Pool Investments				
Cash and cash equivalents	780,133	\$ 780,133	\$ -	\$ -
Common/collective trusts	30,041,259	-	-	30,041,259
Canadian Government obligations	8,957,393	2,774,460	6,182,933	-
Corporate obligations	6,481,495	-	6,481,495	-
Common stocks	33,463,299	33,463,299	-	-
Total non-pool investments	<u><u>79,723,579</u></u>	<u><u>\$ 37,017,892</u></u>	<u><u>\$ 12,664,428</u></u>	<u><u>\$ 30,041,259</u></u>
Other Assets and Liabilities				
Cash	(10,223)			
Contributions receivable	189,646			
Accrued investment income receivable	1,189,823			
Accounts payable and accrued expenses	(411,310)			
Net transactions pending settlement	(8,198,443)			
Total other assets and liabilities	<u><u>(7,240,507)</u></u>			
Net assets, total	738,877,572			
Less: share to other employers	(29,113,681)			
Fair value of plan assets	<u><u>\$ 709,763,891</u></u>			

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

Investments valued based on Level 3 inputs consist of amounts held in a common/collective trust which is not publicly traded and for which the fair value is based on \$1 per unit of investment held. There were no changes in valuation techniques used during the years ended June 30, 2025 and 2024.

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2025 and 2024:

Changes in Level 3 Category	Common/Collective Trusts	
	2025	2024
Beginning balance — July 1,	\$ 39,773,891	\$ 33,351,553
Net gains(realized/unrealized)	-	-
Purchases	69,405,371	82,051,873
Sales	(72,060,867)	(75,629,535)
Ending balance — June 30,	<u><u>\$ 37,118,395</u></u>	<u><u>\$ 39,773,891</u></u>

The International Union maintains a Supplemental Plan under IRC Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$1,024,821 and \$962,085 as of June 30, 2025 and 2024, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,993,998 and \$1,447,732 for the years ended June 30, 2025 and 2024, respectively.

Note 7. Postretirement Benefits

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

Related benefit costs for the years ended June 30, 2025 and 2024:

	2025	2024
Reported as part of compensation expense		
Service cost	\$ 2,715,000	\$ 3,041,000
Reported as other changes in net assets		
Interest cost	4,180,000	4,200,000
Amortization of prior service cost	(821,000)	-
	3,359,000	4,200,000
Total postretirement benefit cost	<u><u>\$ 6,074,000</u></u>	<u><u>\$ 7,241,000</u></u>

The accumulated postretirement benefit obligation and funded status at June 30, 2025 and 2024 are as follows:

	2025	2024
Postretirement benefit obligation		
	\$ 88,222,000	\$ 88,139,000
Fair value of plan assets		
	-	-
Excess of postretirement benefit obligation over plan assets		
	\$ 88,222,000	\$ 88,139,000

The above postretirement benefit cost does not represent the actual amounts paid (net of estimated Medicare Part D subsidies) of \$3,606,000 and \$3,523,000 for the years ended June 30, 2025 and 2024, respectively. Amounts of as June 30, 2025 that have been recognized in net assets but not yet amortized into net periodic postretirement benefit cost are:

Net loss	<u><u>\$ 16,524,000</u></u>	<u><u>\$ 7,139,000</u></u>
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During the years ended June 30, 2025 and 2024, the International Union paid the NECA/IBEW Family Medical Care Plan approximately \$19,000,000 and \$16,700,000, respectively, for medical and prescription coverage for both active and retired employees.

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

	2025	2024
Discount rate	4.90%	4.50%

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

	2025	2024
Discount rate	5.30%	4.90%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2025, were assumed to increase by 7.0% for medical, 5.98% for green shield, 3.94% for dental/vision, 3.94% for Medicare Part B premiums, and 3.94% for legal costs. Thereafter, rates for increases in medical were assumed to gradually decrease until they reach 3.94% over 20 years. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2025 by \$9,361,000 and \$10,494,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2025 by \$7,518,000 and \$8,383,000, respectively.

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

Year ending June 30, 2026	\$ 3,765,000
2027	3,929,000
2028	4,088,000
2029	4,239,000
2030	4,398,000
Years 2031 - 2035	24,538,000

Note 8. Contract Balances

The timing of billings, cash collections, and revenue recognition result in contract assets and contract liabilities associated with revenue from exchange transactions. All of IBEW's contract assets are considered accounts receivable and are included within the accounts receivables balance in the consolidated statements of financial position. All of IBEW's contract liabilities are included with deferred revenues in the consolidated statements of financial position. Balances in these accounts as of the beginning and end of the years ended June 30, 2025 and 2024 are as follows.

	2025	2024	2023
Receivables			
Per capita tax	\$ 16,037,493	\$ 14,614,440	\$ 12,945,281
Merchandise sales	143,298	185,751	776,503
	<u>\$ 16,180,791</u>	<u>\$ 14,800,191</u>	<u>\$ 13,721,784</u>
Deferred revenue			
Per capita tax	\$ 15,991,815	\$ 14,703,112	\$ 13,692,396
Convention income	1,618,238	956,923	6,000
	<u>\$ 17,610,053</u>	<u>\$ 15,660,035</u>	<u>\$ 13,698,396</u>

Note 9. Royalty Income

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Capital One Bank, for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. In 2023, these agreements were extended to December 2029. For the years ended June 30, 2025 and 2024, the International Union recognized as revenue \$957,372 and \$1,150,607, respectively.

Note 10. Litigation

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

Note 11. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$3,100,000 and \$2,900,000, for the years ended June 30, 2025 and 2024, respectively.

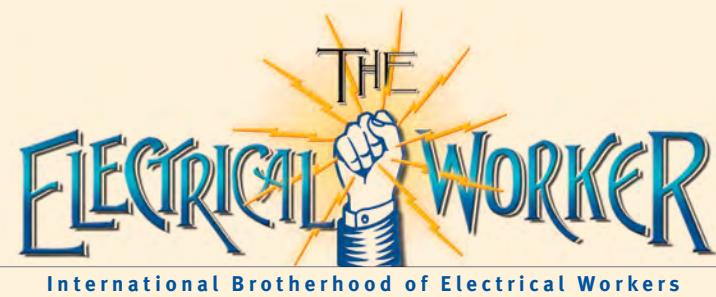
In addition, the International Union collects and remits contributions received on behalf of the Fund from members.

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

Note 12. Operating Leases

The International Union, through the IBEW Headquarters Building LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2031, contain renewal options. Future minimum rental payments due under these agreements, excluding the lease payments due from the International Union, are as follows:

The International Union appropriated investments of \$305,252,000 at June 30, 2025 and \$283,557,000 at June 30, 2024 to pay for future postretirement benefit costs.



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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Total finance lease costs for the years ended June 30, 2025 and 2024 is as follows:

	2025	2024
Amortization of right-of-use assets	\$ 1,727,377	\$ 1,159,863
Interest expense	125,173	40,416
	<u>\$ 1,852,550</u>	<u>\$ 1,200,279</u>

Note 14. Risks and Uncertainties

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

Note 15. Subsequent Events Review

Subsequent events have been evaluated through January 6, 2026, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying consolidated financial statements. ■

WHO WE ARE

New England Shipyard Workers Blown Away by Locals' Kindness During Shutdown

For six weeks, IBEW members at the Portsmouth Naval Shipyard worked without pay, all the while worrying how much longer the federal government shutdown would last and how many more bills would stack up.

They had no idea they'd soon be summoned to the yard's IBEW office and handed \$1,000 each, gifts made possible by the generosity of Second District locals.

"The amazement on their faces, it was priceless. Their mouths dropped," said Portsmouth, N.H., Local 2071 Business Manager Glen Sell, who's worked at the shipyard for 24 years.

As is IBEW tradition, locals were driven to help brothers and sisters in a time of need. But there was another, unique motivation: rewarding members who rejoined Local 2071 after a White House executive order abruptly ended voluntary dues deductions from federal workers' paychecks.

The union-busting edict was issued in late March 2025, the same month the local hit an all-time high of 329 dues-paying members.

"The next month, it was zero," said Ed Starr, a Second District international representative. "The local faced an unprecedented challenge to sign people back up, and the money was a thank-you to those who did. Without them, we could have lost the local."

A robust postcard campaign and other outreach led 75 members had brought their dues up to date by the time the shutdown began Oct. 1. As of January, membership was nearing 100, growth spurred in part, Sell said, by a newfound understanding of what it means to be part of the IBEW family.

"They didn't realize that's what unions do," he said. "That we watch out for each other, we help each other. That the union is their voice and has their back."

As often as he talks with members about the rewards of brotherhood, stoking it can be a challenge on the 300-acre shipyard, where two shifts of



"I was completely floored, at a loss for words, at what the Second District locals, did for us. It was unity and solidarity at its finest."

— Business Manager Glen Sell, Portsmouth, N.H., Local 2071

electricians and thousands of other trades workers repair and rebuild nuclear submarines. Sell, who served in the Navy, said most of them come in with military experience but little or none with unions.

"Now they know firsthand the power of union solidarity and what it means on a very personal level for them and their families," Second District International Vice President Mike Monahan said. "I couldn't be prouder of our locals. Even those with the tightest budgets jumped in to help without a moment's hesitation."

The project got underway in mid-October when Jim Golden, business manager at Manchester, N.H., Local 2320, called Starr and Sell to offer whatever assistance they needed. Earlier, in the wake of the executive order, his local paid to print and mail the postcards explaining how Local 2071 members could rejoin and pay dues.

"We've received so much generosity in the past," Golden said, recalling the IBEW's 19-week strike against FairPoint Communications a decade ago. "I'll never forget those donations. The IBEW is full of fantastic, generous people, and helping each other is what we do."

With in days, business managers from across the Second District were pledging their support on a Zoom call and taking requests to their executive boards, hoping to raise \$500 for each of Local 2071's 75 dues-paying members.

Contributions poured in from virtually all of the district's 40 locals, ranging from a few hundred dollars to as much as \$10,000.

Their enthusiasm more than doubled the original goal, allowing Local 2071 to give \$1,000 to each active member and create a solidarity fund for future emergencies.

With shutdowns a concern for all IBEW locals representing federal workers, the Second District's success is fueling wider contingency plans.

"It's an incredible effort, and we're going to be using it to model how we can support government employees across the different districts," said Corrie Weiss of the Railroad and Government Employees Department.

Weiss, a former federal prosecutor who joined the IBEW staff last March, was one of three international representatives outside New England who sat in on the fundraising call.

"I've seen a lot of great things since I've been here, but that was one of the most moving," she said. "I saw what unity really looks like. People were pitching in, every local — 'Put me down for \$5,000. Put me down for \$7,500.'"

From phone calls with Sell, Starr and others, Weiss knew the unpaid Local 2071 members were struggling. "Some of them said they didn't even have gas money to get to work," she said. "People's lives and mortgages and everything else were in jeopardy."

The pressure led many of them to use credit to stay afloat, accruing new debt and additional interest and fees, among other financial setbacks.



Below, Local 2071 Financial Secretary Tina Shaw hands a member an envelope containing five \$200 IBEW-embossed gift cards. At right is Business Manager Glen Sell.



As swiftly as fellow locals acted, funds were still coming in when the shutdown ended Nov. 12. Several weeks later, Sell nudged members to drop by the local's shipyard office at lunchtime.

They suspected something was up, maybe \$50 for groceries or a meal out, he said, but didn't dream they were about to open envelopes containing five \$200 American Express gift cards — each imprinted with "IBEW Strong" and the union's logo.

"They never knew something like that could happen," said Tina Shaw, the local's financial secretary and past steward, noting how grateful members were at Thanksgiving when the AFL-CIO donated harvest boxes.

"And now the district is coming in with a thousand dollars," she said. "Our members were overwhelmed with thankfulness."

Amid all the happiness, local leaders had some difficult moments as former members asked where their money was, some saying they didn't know their membership had lapsed. Hearing that was especially frustrating for Shaw, who has aggressively managed the fallout from the executive order on union dues.

"We had to scramble to find alternate means of getting our members to pay, and we tried so hard to get the

message out," she said. "Some of them said they never got word, but how could they not notice that dues weren't coming out of their paychecks anymore?"

They appealed to everyone, stressing that the future of the local was at stake. "There was a lot of uncertainty," Shaw said. "It wasn't just dues. It was whether we were going to have representation at all."

While federal workers' hourly wages and health benefits are set by the government, unions are able to negotiate working conditions, overtime, travel pay, safety and other issues, along with representing members in disciplinary matters.

In 2025, Local 2071 and the shipyard's other Metal Council unions succeeded in a years-long fight to get higher locality pay for their expensive region. About an hour north of Boston, the yard lies at the mouth of the Piscataqua River between Maine and New Hampshire.

Sell chats daily with workers, sharing those kinds of victories and the many other ways the IBEW fights for their rights, safety and livelihoods. Now he has the granddaddy of examples.

"I was completely floored, at a loss for words, at what the Second District, what all the locals, did for us," he said. "It was unity and solidarity at its finest."



At the shipyard, International Representative Ed Starr talks to Local 2071 members the day they received their \$1,000 gifts from Second District locals.