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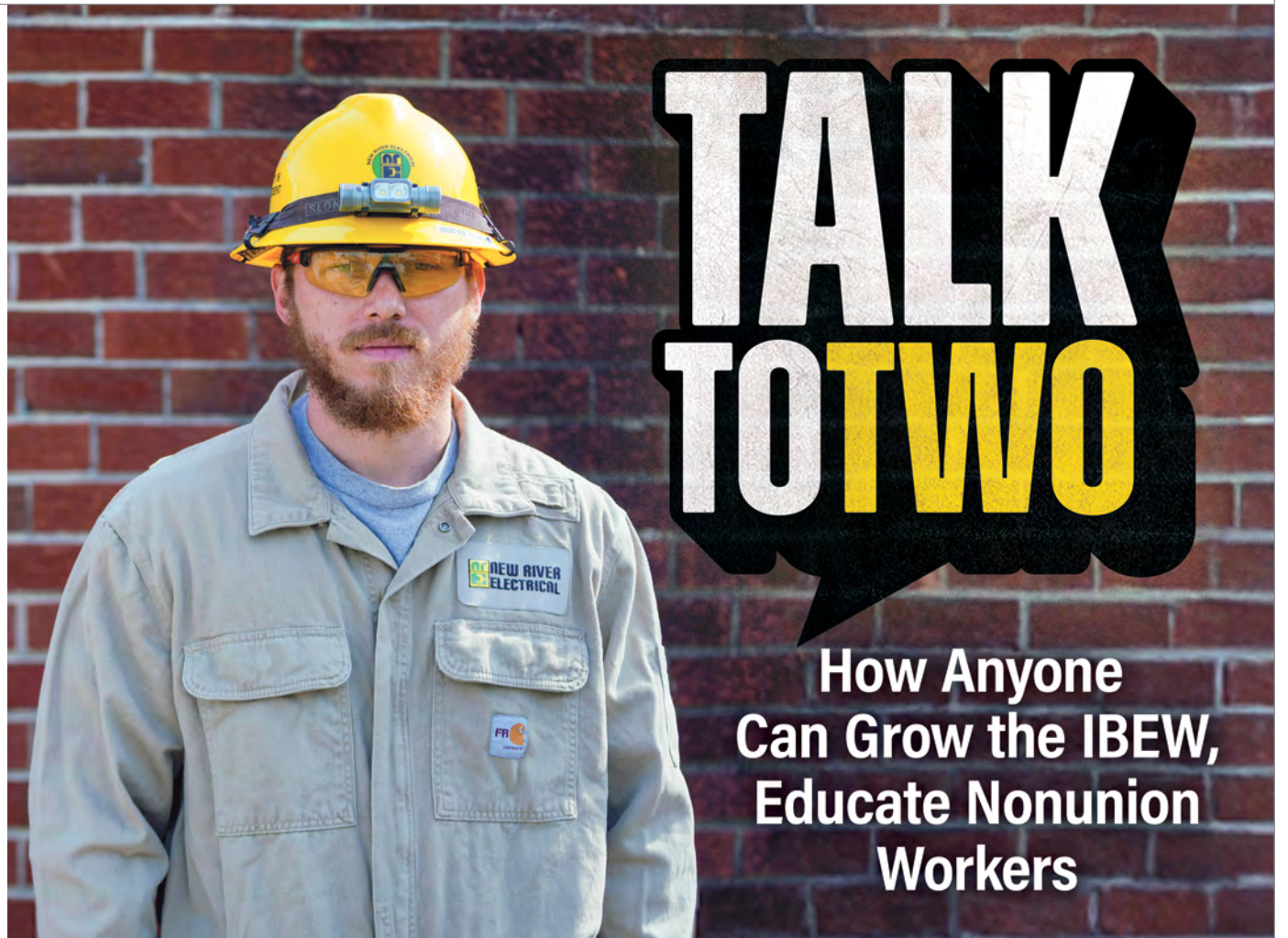
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How Anyone Can Grow the IBEW, Educate Nonunion Workers

The Fourth District's "Talk to Two" organizing program has helped bring hundreds of people like Haywood Sorey, above, into the IBEW. A personal conversation with a member of the Brotherhood helped Sorey understand the many benefits of IBEW membership.

THE IBEW'S **2026**
PHOTO CONTEST

Deadline: Oct. 31 • Details on pg. 8

For more than eight years, Haywood Sorey made a pretty good living as a nonunion electrician, supporting his wife and family while working for contractors in the Hampton Roads region of southeastern Virginia.

Too often, though, he felt as if he was being paid for one job but doing two.

"I was also a commissioned worker," he explained, "where it was all about them trying to push sales and make us work harder."

His opinions of unions at the time "weren't great," he said. "I'd always heard different things about them, and it was never good."

In 2024, Sorey was seriously injured in a motorcycle crash. "I broke every bone in my right leg," he said.

The resulting surgeries and extended hospital stay threatened his family's finances. "The insurance that I had didn't cover anything," said the now-30-year-old Sorey.

One bright part of his recovery was his talk with a friend and former co-worker who had recently joined the IBEW. Hearing more about union rights, better pay and solid benefits such as

RUN FOR SOMETHING

Cooper column, page 2

quality health care helped persuade Sorey to take another look at the Brotherhood.

Early last year, he was initiated as a journeyman inside wireman with Newport News Local 1340 and quickly put to work.

"I'm married, I've got five kids, and I'm doing a hundred times better than I was before I joined," said Sorey. "Everything I heard about unions, compared to my firsthand experience, it was all lies."

Personal conversations like the one that led to Sorey's signing are the cornerstone of "Talk to Two," an organizing strategy that has seen a resurgence in Virginia and the rest of the IBEW's Fourth District since 2022.

"Talk to Two is where our members are asked to go out and try to talk to at least two nonunion workers about joining the Brotherhood every day," explained Austin Keyser, the district's international vice president.

Keyser described Talk to Two as a strategic and relational approach to organizing that is helping to boost the IBEW's membership and market share across the Fourth District, which also covers Kentucky, Maryland, Ohio, West Virginia and the District of Columbia, bringing hundreds of people like Sorey into the fold.

While the strategy has a name in the Fourth District, it's a tactic many members are using effectively across North America.

"When IBEW members talk with someone about their personal union story, the Brotherhood practically sells itself because they're telling the truth," said International President Kenneth W. Cooper. "Being in the union provides a way of life that everyone should have, and when our members talk with others about it, they want it, too."

TALK TO TWO continued on page 4

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FROM THE OFFICERS

Run for Something



Kenneth W. Cooper
International President

When it comes to union jobs, safety, health care, strong pensions and other priorities for IBEW members, there are no better allies in public office than our own brothers and sisters.

You'll find them at every level of government across the United States and Canada, from sewer commissions and transit authorities to city councils, school boards, statehouses, even Congress and Parliament.

In the U.S., more than 700 IBEW members and retirees hold elected office, and those are just the ones we know about. The actual figure is likely higher and growing, with many new IBEW names on 2026 ballots.

One of them, Tampa Local 915 organizer Brian Nathan, made national news in March with his headline-grabbing Florida Senate victory. Emphasizing affordability, Brother Nathan took his pro-worker message door to door and to pop-up events where all comers could ask questions. His hard work and sincerity were enough to beat an opponent who outspent him 10 to 1.

In other words, we can do it, even in places long dominated by anti-worker politicians and their billionaire donors. And right now, with fierce attacks on our rights and soaring prices squeezing our household budgets, it's urgent that we try.

I'm not here to push anyone out of their comfort zone. If you vote for pro-worker candidates, that's great. If you volunteer for them, even better. But I'll bet more than a few of you have thought about running for office yourselves.

Maybe you've griped about your utility board accepting low bids on big projects rather than hiring proven IBEW contractors who'd save ratepayers money in the long run. Or you've railed about county or state leaders killing PLAs and prevailing wage.

Imagine bringing your knowledge and experience to those kinds of policy debates. Your vote could be the difference between shoddy work and safe, high-quality building projects that create family-wage union jobs.

In January, The Electrical Worker featured three IBEW members who won local races in 2025, including Stephen Nowicki, a young journeyman wireman out of Buffalo, N.Y., Local 41. Fed up with public works decaying across his suburb, Brother Nowicki filed to run for town council and started knocking on doors. He said: "The biggest thing I sold people on was: 'Look at how expensive it is to fix things in your home. Have you ever seen a project get cheaper the longer you wait? Apply that to our roads and our sewers.'"

That's a skilled tradesman talking, and voters listened. And if you decide to toss your hat in the ring, they'll listen to you, too.

Our highest officeholder, Rep. Donald Norcross of Folsom, N.J., Local 351, has been our champion on Capitol Hill since 2015. He co-established the bipartisan House Building Trades Caucus during his first term, and his long list of IBEW-friendly bills keeps growing. Just one example: his proposed No Tax Breaks for Union Busting Act would strip federal subsidies from companies that violate labor laws.

From rural water districts to Congress, I couldn't be prouder or more grateful to all of you who've run for office. Whether or not you won, you gave voice to our battles and values. I hope your courage inspires more of us to do the same. ■

An Even Stronger Retirement

The IBEW is growing, sisters and brothers, and more members means more power. Those increasing numbers allow us to negotiate harder for not only workplace protections, industry-leading wages and respect on the job, but also for access to quality health care and secure retirements.

Two years ago, we won the first raise to the National Electrical Benefit Fund pension in two decades. And we established the National Electrical Individual Benefit, the first new IBEW pension in nearly 80 years.

The NEIB stands among the IBEW's most significant benefit changes in decades, providing more members an opportunity to make an even larger investment in their retirement.

Created by the NEBF's trustees in partnership with NECA, the NEIB is an employer-funded defined-benefit pension that can be negotiated as a bargaining agreement add-on to the NEBF. While the NEBF and NEIB follow the same vesting schedule, one thing that makes the NEIB special is that its credit calculations are based exclusively on hours worked — versus the NEBF, where everybody receives the same credit based on years of service.

The NEIB is also different because it's funded by employer contributions of at least 50 cents per hour worked and provides participants with an additional monthly benefit equal to 1.5% of NEIB contributions made on their behalf.

But participation in the NEIB must be negotiated with the employer; it is not automatic. Often, this will be the local NECA chapter for our construction members, but any IBEW employer from broadcasting to utility is eligible to negotiate the benefit and participate.

Payments from the NEIB last throughout a member's retirement years, and they can be extended to a spouse via enrollment in the Joint and Survivor Annuity Benefit.

The NEIB is in good hands under the stewardship of Executive Director Darrin Golden, an IBEW brother from Rockford, Ill., Local 364, who also manages the NEBF, the National Electrical Annuity Plan, the Family Medical Care Plan and the National Electric 401(k) Plan.

Darrin often uses the analogy of a three-legged retirement stool that's supported by a local's pension, an NEBF pension and Social Security. The NEIB can be bolted to the stool's NEBF leg to offer additional retirement stability.

Your union's leaders never stop looking for ways to improve members' lives and benefits. We're proud of the NEIB, and we want more of our members to take advantage of it. So, I encourage locals to get talking about it now with their NECA chapters or employers. If you need help, get in touch with my office or Darrin and his team at nebf.com. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Alen Astafaj, journeyman wireman
New York Local 3



“Prior to joining the IBEW, I was working for UPS. I took a job there after a period of voluntary unemployment, having worked at a credit union where I didn't enjoy my job. I did well at UPS and was promoted to part-time supervisor for the loaders. The early mornings didn't bother me, but it was part time and I needed a full-time salary.

My father told me about the IBEW. My parents didn't go to college, so they couldn't guide me in that direction. My father's idea was for me to become an electrician. As a union carpenter, he worked alongside some IBEW members and told me: 'IBEW Local 3 is taking applications. It's the electricians' union — don't you want to be an electrician?' I said, 'I don't know, Dad, I never really thought about it.' And he goes, 'Listen, I think it's a great opportunity, you'll have union benefits, you won't have to worry about money, you'll make a good living.' My father is a very proud union member, and I knew he wasn't steering me wrong.

My father and I went to the Local 3 union hall for information on the apprenticeship. We were met by a very nice lady in the apprenticeship department, and she explained how it worked. I went through the process: the application, aptitude test, interview. All went well.

I waited three years for my spot to open up. They called me a week before Christmas, telling me I was accepted. I said: 'When do I start? I'll start tomorrow!' They told me I'd start in February, but I quit UPS the next day. I wanted to be available for everything that would come.

Since then, Local 3 and the IBEW have allowed me to accomplish everything I wanted in my career. I have real skills and a trade. I completed my bachelor's degree in labor studies and have no student debt. I have a structured retirement plan with a pension and annuity, great health insurance, and a union and leadership that have my back. I have representation. I take nothing for granted; I am grateful for everything.

Unions have provided for my family since our start in the U.S. My grandfather immigrated from Yugoslavia in 1970 with my grandmother and seven children, with an eighth born after they arrived. Both my grandparents found work as building cleaners, and my grandmother's workplace was organizing into what is now known as SEIU Local 32BJ.

She told my grandfather that he should tell the guys he worked with that they should organize, too, because what was offered by the union wouldn't be available to them otherwise. My grandfather, having just escaped a corrupt government, felt as if paying dues was a step backward. But with my grandmother's influence, he realized it was a small price to pay for job security, retirement benefits and health insurance for his family.

I stand proud with a Local 3 card in my pocket. The union owes me nothing, but I owe the union everything.”

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

180

Cumulative years of IBEW service for three brothers — Bill, Eugene and Tommy Doyle — in New York Local 3.

Read more in "New York Siblings Embody 180 Years of Local 3 Brotherhood" on page 6.

Workers at Crypto-Mining Power Plant Win First Contract

Workers at the largest cryptocurrency mining and power generation operation in the U.S. became members of the IBEW when they unanimously ratified their first contract late last year.

"I'm gray in the hair. The tech is beyond me, but it's high voltage. It's substations. It's switchyards. The core of our industry is there, so we keep up with it," said Roman Cefali, business manager of Johnson City, N.Y., Local 10, home to the new members. "Whose jurisdiction is it now? Don't sit back and in 20 years say, 'We should've done that.'"

The business model at Greenidge Generation is a unique creation only possible in the 21st century. When power prices are high, Greenidge sells up to 110 megawatts to the grid. When the grid price drops, operators spin down the generator and redirect up to 60 MW to hundreds of nearby servers that solve the complex mathematical puzzles that maintain the bitcoin chain of transactions.

The new members include operators who run the powerhouse and maintain the physical plant as well as a new classification for the IBEW, "hash rate techs" who run the bitcoin mining operation.

But as new as the business model is, the workers who run it found that they had problems that any member from the last 130 years of the IBEW would recognize.

Crypto Miners Need a Union

Local 10 represented everyone at the Torrey, N.Y., coal powerhouse from the day it opened until it closed in 2011.

Three years later, Greenidge Generation Holdings reopened it with the original 1940s General Electric turbine and a new gas burner. In 2020, it hitched its wagon to the modern-day gold rush, mining for bitcoin, the world's most widely adopted cryptocurrency.

When Greenidge reopened, it didn't just shed the coal. It skipped the union.

Ray Chelson had been a member

of Geneva, N.Y., Local 249 when he worked at the plant. He was there until it closed, and he was one of the few who came back after it reopened.

Not having a union was hard for Chelson. He was glad to have the work. Torrey is in a rural part of New York where high-paying blue-collar jobs are rare. Nearby Seneca Lake brings tourists and their money in the summer, but the largest industry in the area is the vineyards. The coal powerhouse was paying double the median salary of the area.

But there were problems.

"We had pay scales all over the map. We had guys who could do everything making \$8 less an hour than a guy who could do 50% of the job," Chelson said.

Solid workers were let go without cause and replaced by managers' friends or family, Chelson said. Workers couldn't get the training they wanted to advance internally.

About half of the unit does work hundreds of thousands of IBEW members would recognize. The others are the hash rate techs. Hash rate is a measurement of how many operations a computer can do. In crypto mining, hash rate is the name of the game. The higher the hash rate, the better your chances are of earning bitcoins.

"If we didn't have bitcoin and were just a regular peaker plant, we would be offline, and it would take 12 to 24 hours to get back up to full capacity. But because of bitcoin, we can put 60 megawatts on the grid in an instant and add an additional megawatt every minute until we are at full capacity," Chelson said.

Operators and hash rate techs started talking in the control room, at shift changes and on breaks. Most of the conversations were airing complaints, said hash rate tech John Lucas.

"We had about a year of conversations. Then we went to management: 'We want more money. We want more holidays. We need training.' It fell on deaf ears. It was always 'It'll be next month,'" Lucas said.

Chelson said he made sure a union was always part of the conversation.

"I kept saying, 'This is the kind of



Workers at Greenidge Generation on Seneca Lake — standing next to the nearly 80-year-old original turbine — are the first at a joint powerhouse and bitcoin mine to join the IBEW.

thing a union helps with," Chelson said. "I never pretended it was perfect, but I saw a lot of good. If I didn't get training I wanted, I could call the hall and say, 'I've been in the pump job six months, I want to train.' They could get me onto another shift or get me training. It wasn't going to management with no one at your back when you need help."

Not everyone was convinced at first, Lucas included.

"I have not been a part of a union, and I was not at all a union guy," Lucas said. "But we worked with what we had for 10 years, and I could see the benefits of it versus sticking with what we had."

After years of complaining to management, followed by a little more money and a lot more promises, a group of workers wrote a list of demands everyone could put their name on and, in the fall of 2024, said it's either this or a union.

Management sent back a threat to double their health care contribution if they formed a union.

Dakota Webster, a hash rate tech, pulled the trigger and sent a request to IBEWYes.org, the union's online organizing hub, in December 2024.

"We went with the IBEW because they did a good job," Chelson said. "I witnessed them fight to get jobs back, they fought relentlessly about pay, and they fought to place people when the plant closed. They did care."

The request came to Regional Organizing Coordinator Steve Rockafellow, and Third District Lead Organizer Mike McGee followed up with Webster. Within a month, the Greenidge workers had scheduled a meeting with Webster and a few others.

"They showed up with 10 cards," Rockafellow said. "They wanted to move fast."

More meetings with other members of the unit followed quickly, as did the captive-audience meetings at the plant.

There was solid support, but it wasn't uniform, McGee said. "They were unhappy, but they don't want to risk change."

He said his job was to help them see what life with a contract actually looks like, but also to help them see how precarious life without one already is.

"I told them, 'You are employed at the will of your employer, who can change that at any time. A supervisor's kid graduates from high school, they can — and did — say, 'Thanks for your years of service; my kid needs a job.' And you're gone," he said. "When you say, 'You don't have to have that fear in a union,' they start looking at you closer."

Within a month, McGee had met most of the bargaining unit and had a majority of signed cards. There was some opposition from management, McGee said, with the same old messages of "We're a family here" and "The union takes your money." The company didn't challenge the unit structure, no unfair labor practice charges were filed, and the vote wasn't even close.

Turning Their Votes Into a Contract

Any organizer will tell you a campaign isn't a success until you ratify a contract.

"This is the second first contract of my career, and they can be just awful

and take forever," McGee said.

But that didn't happen here. In less than eight months, the negotiating team assisted by Local 10 Assistant Business Manager Tom Addy had an agreement for the unit to vote on.

"Even if we didn't get every dollar we wanted, they knew we left no one behind," Lucas said.

Second, they had managers who understood that labor-management partnership was possible. The senior leadership, President Dale Irwin and General Manager Jon Carpenter, were former members of Local 249.

By the time they were negotiating, Chelson and McGee said, management could see that most of the worker demands made sense.

And maybe most importantly, Greenidge needed political help.

The company's emissions permit from the New York State Department of Environmental Conservation was up for renewal in 2025.

"If they don't get the permit, they're dead," Cefali said.

In contract negotiations, Greenidge came to see that a happy union with a good contract and a powerful arm would be a good partner in the state Capitol.

"We offered to use our voice in Albany. And we did lobby to get the permit, and they got it and we got the contract," Rockafellow said.

The result was a contract that every member of the unit voted for. Even the people who did not vote yes in the representation election said yes to the contract.

"We gained a lot and lost nothing," Cefali said. ■

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TALK TO TWO

How Anyone Can Grow the IBEW, Educate Nonunion Workers

'The Strongest Case'

Talk to Two is one of many tools in the IBEW's organizing toolbox, an easily deployable companion to apprenticeship recruitment and unionizing drives. "It can be a great way to help turn internal organizing into an external campaign," Keyser said.

Keyser was appointed the Fourth District's international vice president last year following Gina Cooper's retirement, and he credits his predecessor with launching Talk to Two alongside other union-growing strategies that are continuing to pay off.

"Gina is a brilliant organizer," he said. "She has a very logical way of tackling problems."

When she was director of professional and industrial organizing for the IBEW's Membership Development Department in the early 2010s, Cooper used Talk to Two as part of a national campaign to organize workers with cable conglomerate Comcast.

After becoming the Fourth District's international vice president in 2020, Cooper was confident that Talk to Two would be perfect for implementation alongside an online campaign she developed with International Representative Bert McDermitt to target privately owned electric cooperatives that deliver electricity to many of the district's rural areas.

"A lot of our IBEW linemen work with co-op workers, and they have a direct, one-on-one ability to communicate with them," she said. "If you can just talk with a worker about how your life has been changed because of joining the IBEW — with good wages, a good pension and good health care — you can't beat that. It's the strongest case you can make."

Keyser noted that with many growing utilities in the Fourth District moving toward the co-op model, "a lot of them could turn into major organizing victories for the IBEW" because of Talk to Two.

Joe DiMichele, the IBEW's director of P&I organizing, agreed. "Even when you build a voluntary organizing committee, their outreach can only go so far," he said. "But if someone talks to two people, and they talk to two more, the next thing

"Either we bring new women and men ... into the IBEW, or somebody else will come in and take work that should be ours."

— Fourth District International Vice President Austin Keyser

you know, you could have dozens of people out there talking to each other about the IBEW."

When Talk to Two was launched in the Fourth District in 2022, "we put together some documents that explain the program and rolled it out through our organizers directly to local unions," Cooper said. "We encouraged them to make it their own, and that was really the key."

Fourth District Lead Organizer Alex Vibbert noted that the IBEW, thanks largely to Talk to Two, has brought most of Kentucky's 26 electric cooperatives into the union.

"At one time, we had 16 that weren't organized," she said. "We've knocked that down to 12 in the last three years."

Many of the co-op organizing drives resulted from Talk to Two conversations started by IBEW members while working mutual aid during storm recovery, she said.

"That's a perfect hotbed for teaching nonunion workers how to fight for themselves," said Vibbert, who led some of those campaigns during her tenure as business manager of Louisville, Ky., Local 2100.

The effects of such conversations aren't always instant. During a storm recovery safety stand-up in 2023, Vibbert said, an IBEW-represented Owen Electric worker talked with a nonunion worker at Fleming Mason Energy, handing over business cards for Vibbert and Fourth District Regional Organizing Coordinator Andy Chapman.

Last year, workers at Fleming Mason voted to organize with Local 2100. "It took



TAKE THE PLEDGE

The "Talk to Two" organizing strategy simply means taking the time to talk to nonunion workers in your industry. It doesn't have to be complicated. You already have a lot in common, and you might be surprised at how willing most are to share their thoughts on changes in the industry and how they are affecting their work.

CONVERSATION IDEAS

- ▶ Talk about the issues you both deal with.
- ▶ Talk about how being in the IBEW has benefited you and your family.
- ▶ Discuss how your contract has resolved some of the issues you discussed.

FOLLOW UP WITH NEXT STEPS

- ▶ Would you be interested in talking with someone from our Membership Development Department?
- ▶ Thank you for taking the time to talk with me. Someone from our union will be in touch with you.

Adapted from a Fourth District Talk to Two handout

them about two and a half years, but it came directly from a Talk to Two conversation," Vibbert said.

Chapman said Talk to Two embodies what IBEW founder Henry Miller practiced from the union's beginnings in 1891.

"I'm sure he was using some form of it as he was traveling from city to city and train car to train car," Chapman said. "Boots on the ground — our members going to work, being excited and generating conversations — is where real IBEW growth happens."

Creating Relationships

Talk to Two is often just the beginning of a future member's organizing journey, said Local 1340 President Aaron Woodard.

"My job would be really easy if I could go out and tell somebody what they're going to make and they immediately decide to join the IBEW" like Sorey did, Woodard said.

But members who use Talk to Two need to keep patience in their toolbelts, Woodard said.

"We've been creating relationships for years with electricians who aren't

ready to make the jump," he said. "All it might take is one more phone call one day, saying, 'I've got an opportunity for you here; it might be time for you to make your move.'"

At Local 1340, a portion of the 600-plus membership is helping build two highway tunnels connecting Hampton and Norfolk under the Chesapeake Bay, one of the largest infrastructure projects in the U.S. A healthy number of others are working under maintenance agreements with several of the area's federal installations and military bases.

One of those contracts, noted Business Manager Jeff Rowe, was recently finalized thanks in part to Talk to Two.

"That introduction came because we already represent workers with that same company at a different facility," Rowe said. "Some of our members were tasked with going over and helping out at this other base, and they were like, 'How come you guys aren't union?' They just had that conversation."

With Talk to Two, "we're empowering our members with not just information but confidence, getting them involved in their communities to be advocates for the IBEW," Rowe said.



Then-International Vice President Gina Cooper (pictured with Huntington, W.Va., Local 317 Business Manager Shane Wolfe) launched Talk to Two in the Fourth District in 2022. She had used the strategy a decade earlier as the IBEW's director of professional and industrial organizing.



The Need to Organize

"I've said over and over in my 40 years in the IBEW that I've watched how organizing not only changes lives for individuals, it also changes whole families' lives and communities," International President Cooper said. "It will just be better all across North America if we can organize everyone in our industry."

In the Fourth District, Keyser said, "Talk to Two is helping us keep that mindset: that we need to be inviting everybody to join the Brotherhood, because it's the way we will all have power."

The opportunity for growth in the district looks bright, Keyser said. Thousands of new members will be needed in the coming years to handle the current workload while also building and staffing new power plants, data centers, micro-chip manufacturers and solar panel installations.

"Either we bring new women and men who can do that work into the IBEW, or somebody else will come in and take work that should be ours," he said.

Organizing strategies like Talk to Two are paying off even in Kentucky, Virginia and West Virginia, despite those states' so-called right-to-work laws that let workers enjoy the benefits of collective bargaining agreements without contributing to their cost.

"In fact, West Virginia has some of the IBEW's highest market-share numbers," said Keyser, who noted that union-friendly policies such as project labor agreements and prevailing wages are also prohibited by law in the state.

Chapman said Talk to Two is as much about organizing as it is about educating potential future members in every corner of North America about unions and the IBEW.

"Can we effectively educate people so that, even if they don't choose the IBEW right away, they at least know what their rights are and in the future they'll know who to call?" he said. "And if we can also educate our current

membership to go out and be effective organizers, the sky is the limit."

Everyone can benefit from Talk to Two conversations, retired Vice President Cooper said.

"As they talk about the IBEW, they get to share their union pride," she said. "It brings it home to them that they're better off because they're a member of this union and proud to be a part of it."

It doesn't feel like a sales pitch, Keyser said, because it's not one. "It's our real stories," he said. "They're authentic and personal."

Keyser admitted that for some, the hardest step in Talk to Two might be the first one: "getting out there every day, finding people working in another crew or for another company, and saying, 'Let me tell you how the IBEW changed my life.'"

Sorey seems to have no such difficulty.

"Everywhere I go, I talk to people about the union," he said. "I've got IBEW stickers on my motorcycles, on my truck — I've even got one on my phone."

He estimates that, through Talk to Two, he's brought nearly a dozen people into the IBEW, and counting.

"I've even recommended to guys not in our trade to go join the union in their own field," he said.

Business Manager Rowe is impressed. "Haywood's done an outstanding job of talking up opportunities with the IBEW," he said. "He exemplifies the goals and ideals of the union, and he's walking the walk assisting our organizing efforts."



Since Haywood Sorey joined the IBEW, he estimated, he's brought in at least a dozen more members using Talk to Two.

Sorey said he just does it because he wants to.

"I don't have to deal with all the stress I used to have of having selling stuff on commission while trying to keep up with my jobs and everything else," he said. "Now, I just come to work, they tell me what needs to be done, and I go do it."

"If I could go back now, I probably would go through the IBEW's apprenticeship," Sorey said. "I wish I would have done it." ■



Members of Folsom, N.J., Local 351 have long been doing 100% of the solar work at the Atlantic City Convention Center. "It speaks well to the relationship that Local 351 has cultivated over the years," Business Manager Daniel Cosner said.

Clean Energy and Union Labor Intersect in N.J.

International President Kenneth W. Cooper visited the Atlantic City Convention Center in March, touring a facility that has long been 100% union.

New Jersey, where the Third District Progress Meeting was held, is embracing cleaner energy sources like solar, which Folsom, N.J., Local 351 members have been maintaining and retrofitting for years.

"It's inspiring to see the IBEW once again leading the charge with renewable energy and ensuring that the work is done by union members," Cooper said.

Local 351 has long been doing all aspects of solar energy work at the convention center, which opened in 1997, Business Manager Daniel Cosner said.

"It speaks well to the relationship that Local 351 has cultivated over the years," he said. "It's put us at the top of the union 'food chain.'"

Cosner, a member of the International Executive Council, said there are about 40 members working throughout the center, including electrical for the various events that pass through.

All of the other workers at the center, from bartenders to maintenance workers, are unionized as well. ■



International President Kenneth W. Cooper touring the Atlantic City Convention Center as part of the Third District Progress Meeting in March.

IBEW MERCHANDISE



SILVER LOGO WATCH WITH DATE \$50.00

Men's silver-tone watch with silver dial, silver IBEW logo with date. Watches have a two-year manufacturer's warranty.



ENGRAVED LOGO PENDANT \$20.00

Hand crafted German silver pendant featuring gold toned fist and lightning bolts. Each pendant is individually crafted by members of IBEW Local Union 401.



STAINLESS STEEL TUMBLER \$9.50

16 oz. stainless steel and neoprene travel mug featuring the fist and lightning bolts with IBEW initials.

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

www.ibewmerchandise.com

'Just the Beginning of the IBEW in the Caribbean'

Local 222 Opens Hall in Puerto Rico

The IBEW officially opened a local hall in Toa Alto, Puerto Rico, for almost 1,700 members March 3, the culmination of a yearlong effort to bring the island's utility workers into the IBEW.

The ribbon cutting included the dedication of the William "Bill" Hitt Assembly Hall in recognition of the critical role the now-retired Orlando Local 222 business manager played.

Among the many people involved in bringing the IBEW back to Puerto Rico include former Fifth District International Vice President Brian Thompson and Local 222 Assistant Business Managers Willie Zendayas and Hector Reyes. But it was Hitt who captained the ship, said John Harrell, who was appointed business manager of Local 222 after Hitt's retirement in October.

Hitt was business manager for nearly a decade but worked at the local for nearly 25 years, Harrell said.

"I've known Bill a long time. It was one of first times I have seen him speechless," Harrell said. "Normally, you can't stop him, but you could see what it meant to him. It was a very moment."

International Secretary-Treasurer Paul Noble joined the grand opening which coincided with the annual Outside Apprenticeship Conference hosted



Five years after Puerto Rico's utility workers joined the IBEW, Orlando Local 222 opened a local office, including an assembly hall named for retired Business Manager Bill Hitt that will also be home to a new training center.



by Southeastern Line Constructors Apprenticeship & Training, commonly known as SELCAT.

The facility is already a hub for

union operations and meetings for Local 222 members on the island. Harrell said the training facility will be complete later this year.

"We have equipment on site already, along with a CM Labs operator simulator. Our goal is to serve our membership and train the next generation of

lineworkers through our partnership with SELCAT and relationships within the local community," he said.

The IBEW's return to Puerto Rico began in 2017 in one of the darkest periods of the island's recent history. Two category 5 hurricanes, Irma and then Maria, killed between 3,000 and 5,000 people and knocked out power for the whole island. Nearly all of the 3.5 million residents were without power for months, some for almost a year.

The following year, the existing utility, the Puerto Rican Electric Power Authority, was forced into bankruptcy. In 2020, a consortium of Quanta Energy and Canadian Utilities Ltd. called LUMA won the contract to take over operation of the grid. The following year, the IBEW merged with an independent utility workers union and signed a first contract with LUMA.

(The complete story was told in "Bienvenidos, Hermanos: Puerto Rican Utility Workers Choose the IBEW" in the December 2021 issue of The Electrical Worker.)

"As big as this is, this is just the beginning of the IBEW in the Caribbean," Harrell said. "We have crews in Puerto Rico and the Virgin Islands, but this office is a commitment to anyone that needs well-trained organized labor. We are willing to help." ■

New York Siblings Embody 180 Years of Local 3 Brotherhood

The term "brotherhood" has always meant more than just "co-worker." It's a reminder that being an IBEW member means you have a family outside of your blood relatives. But for the Doyle brothers of New York Local 3, their biological family has long been intertwined with the IBEW.

Bill, Eugene and Tommy Doyle have been members of Local 3 for a cumulative 180 years. And they're not even the only Doyle family members to have been IBEW brothers. They all followed in their father's footsteps.

"Our father always talked up the IBEW," said Bill, the eldest of the three at 84. "We all joined because of him."

Surprisingly enough, the journeyman wiremen never worked together. But they all had that familial union solidarity in their hearts as well as their veins.

"I'm proud of being an IBEW member, always have been," said Eugene, who at 83 is the middle brother. "I had such a colorful career, working at the Shubert Theater for the Tony Awards and different events when President Carter came to town. I enjoyed every moment."

Despite having the IBEW in their blood, the siblings found their own ways into Local 3. Even the oldest brother of the four siblings, Larry, ended up working in labor relations for Union Carbide. Larry and Bill participated in a summer program started by the longtime Local 3 business manager and renowned labor leader Harry Van Arsdale.

"Harry said that not everyone who goes through the program will join the union, but they'll remember where they started," Eugene said. "He was right."

Unlike Larry and Bill, Eugene went to college after high school. He earned a degree in English but the pull of the Brotherhood led him back to Local 3.

When their father, William, the New York City Chief Electrical Inspector, died, Local 3 President Ed Cleary attended the wake. He told their mother that if there was anything he could do, to let him know.

"Most people say things like that but never follow up. Not Ed Cleary, he did not forget," Eugene said. "He was a dynamite, wonderful person."

Eugene recalled an instance when Van Arsdale left his mark. While attending a union meeting, Eugene and the



The Doyle brothers have been members of New York Local 3 for a cumulative 180 years, embodying the history and spirit of IBEW brotherhood. From left: Eugene, Tom and Bill.

other apprentices heard a booming voice from the side of the room that could not be dismissed.

"He told everybody that they needed to take their hats off; no ifs, ands or buts," Eugene recalled. "Everyone took their hats off."

That wasn't the only time that

Eugene, who eventually became a superintendent, crossed paths with Cleary. When he went to the hall to apply for the apprenticeship, he ran into Cleary, who helped the 22-year-old navigate the application process.

"All the other apprentices had been in trade school, and I was sitting

there with an English degree," Eugene recalled. "I just kept my head down and my mouth shut in the beginning."

Bill had an easier start. He joined Local 3 in 1960 after completing the summer internship.

"I learned from a lot of great people, and I worked with a lot of great people," he said. "That's when I decided to join Local 3."

The union showed up again when Bill joined the Army.

"I was surprised when I got a check for \$10 every month from Local 3. That was a lot of money back then," he said.

The IBEW also counted Bill's two years in the military toward his benefits.

"That was a tremendous help," said Bill, who went on to work as a general foreman. "To this day, we're still reaping the benefits."

Bill and Eugene, now retirees, are still thankful for all that the IBEW and Local 3 provided for them.

"To this day, whenever I run into another Local 3 member, we always say, 'Thank God for Harry Van Arsdale and the IBEW.'" ■

Retired Seventh District IVPs Celebrate 65 Years of Commitment to the Brotherhood

Orville Tate and Jonathan Gardner took very different paths to the IBEW.

Tate grew up in tiny Cheyenne, Okla., and moved to the state capital of Oklahoma City to work the night shift at a Western Electric plant with IBEW jurisdiction.

Gardner was a scholarship track athlete at the University of Arizona, where he earned an engineering degree, and nearly attended law school before deciding on a career in the trades.

But the two became fast friends when they met in 1966, when Tate was the business manager at Oklahoma City Local 2021 and Gardner was a Seventh District international representative who serviced the local.

“He and I hit it off because we were two young people looking to change things,” Gardner said.

It was the early stages of two illustrious IBEW careers and the beginning of a 60-year friendship.

Tate and Gardner both eventually served long tenures as the Seventh District international vice president. This year, they receive their 65-year membership pins, both having joined the IBEW in 1961.

It won't be a surprise to longtime friends and former colleagues, but they've enjoyed active retirements.

Tate still lives in Oklahoma City, and while he recently gave up motorcycle riding, he still restores classic cars.

“I love to do it,” he said. “It's six hours where you're free, you're off by yourself, and physically I can still handle it.”

“I'm not so sure about the mental part,” he said with a laugh. “I lay down a wrench and I find myself looking for it for five minutes.”

“He and I hit it off because we were two young people looking to change things.”

— Orville Tate

Gardner, 86, who threw the discus during his college track career, still gets to the gym regularly near his home in Fort Worth, Texas, and occasionally plays a round of golf. The 6-foot-5 Tate marvels to this day at how the 6-foot-8 Gardner was one of the few people who could beat him in an arm-wrestling match.

That imposing physique, however, came with a top-notch mind. Tate noted Gardner led and won several organizing campaigns, adding several hundred new members to the IBEW. One organizing drive led to the chartering of Beaumont, Texas, Local 2286.

“Jon really was the brains behind a lot of what we accomplished,” Tate said. “I could see the big picture and I wasn't afraid to challenge people, but Jon was the one who mastered the little things.”



Retired International Vice Presidents Jonathan Gardner, left, and Orville Tate at the Seventh District Progress Meeting in 2022. Both receive their 65-year membership pins this year.

That's a description Gardner agrees with, noting Tate's persistence and ability to look at the entire picture, while Gardner focused on details and solutions to potential problems.

“Orville was always pushing,” he said. “I pushed in a different way. I tried to do it by looking at details of what it would take to be successful.”

Local 2021's membership grew by more than 2,000 during Tate's three-year tenure as business manager, which earned him an appointment as a Seventh District international representative in 1967. He later was assigned by the international president to work with organizing staff on campaigns throughout the United States, adding thousands of new members.

He was appointed international

vice president in 1981, where he was a leader in all forms of organizing. He served on a committee from 1985 to 1995 that revamped the Brotherhood's construction organizing and was reelected IVP five times before retiring in 2002.

“He knew the IBEW had to change the way it was doing things, particularly in construction organizing,” Gardner said. “He had a great mind for that.”

Gardner got his introduction to labor when he took a summer job during college at a copper mine about 40 miles north of Tucson. Breaking rocks of copper ore 2,000 feet below ground was exhausting and sometimes dangerous work.

He noticed as he rode the man train to the underground work area each morning that the electricians on site were in the electric shop drinking

coffee as they started their workday.

“I thought, ‘That's a lot better than swinging a 16-pound double jack,’” Gardner said.

The company accepted his transfer request to the electrical department, and Gardner joined Tucson Local 570, where he helped a member running for business manager wage a successful campaign, became unit chairman, and took part in contract negotiations. He moved to Fort Worth, the location of the Seventh District office, in 1965 before becoming an international representative one year later.

“I decided at that time that working in labor was more suited to my personality than engineering,” he said. “It was more challenging and gave me the opportunity to change people's lives for the better. So, I took the job.”

Gardner later transferred his membership to Local 2286. In addition to being a strong organizer, he became an expert in contract negotiations and arbitration, serving as an instructor at the George Meany Center for a labor arbitration course. He said he took part in about 200 arbitration cases during his career.

He took over for Tate as Seventh District international vice president in 2002 and was reelected twice before retiring in 2013. Looking back, the things that stick with him the most are the sacrifices workers made — many of them in dire circumstances — to join the IBEW and turn around their lives.

In one campaign in southeast Texas, a woman walked the picket line while nine months pregnant, took a few days off to have her baby, and returned to the picket line — all without a husband or partner to support her. That dispute was settled after a six-month strike.

“Personal sacrifices and demonstrations of support like that were literally awe inspiring and really affected me,” Gardner said. “The personal sacrifices members would make to achieve a goal the local union and I were

promoting caused me to frequently ask myself if I was doing the right thing. I even wondered at times if I could personally make similar sacrifices to achieve a goal.”

Current Seventh District International President Chris Wagner met Tate in the early 1990s, when Tate — then the district vice president — attended a meeting at Austin, Texas, Local 520, of which Wagner was a member.

Several months later, he had become a member Local 520's executive board and Tate attended another meeting there.

“He kind of looked at me, squinted his eyes, and looked at me in that booming voice of his and said, ‘You were the one sitting in that corner asking me all those questions, weren't you?’” Wagner said with a laugh. “He's got a memory like a steel trap.”

That memory proved invaluable over the years.

“I was struck by his knowledge and his guts and being able to say what was on his mind,” Wagner said. “He could look people right in the eye and tell them what he thought was wrong.”

Gardner's knowledge of the arbitration process still is making an

impact, especially in the Seventh District. Even in retirement, he's been brought in to conduct arbitration training for business managers and international representatives.

Local 520],” he said. “His knowledge and passion for organized labor and helping working people is unsurpassed.”

To this day, Gardner hears from brothers and sisters whose lives were changed by IBEW membership due to organizing drives he was part of.

“People tell me, ‘Before you came to town, I could not go anywhere on vacation,’” he said. “Now, I can go on vacation. I didn't have a pension or any kind of health coverage. Now, I have that.”

“It's an amazing thing,” he said. “I'm always especially gratified when people remember that. We empower people. That's what labor unions do, and that's why people will stand with you when it gets tough.”

Tate maintains a passion for organizing to this day.

“I got to see some extremely poor people working for multibillion-dollar companies go from adobe houses with dirt floors to a home with a good floor and earn a good wage,” Tate said. “That is what organizing is all about. That is the backbone of the IBEW.”

Two men who contributed mightily to that backbone have extra reason to celebrate this year.

“You pull out a victory, and people

“I pushed in a different way. I tried to do it by looking at details of what it would take to be successful.”

— Jonathan Gardner

get their self-respect back,” Gardner said. “That's what I loved about this job. You empower people. You have the opportunity to address unfairness, discrimination and inequity and be part of making meaningful improvements in people's lives.” ■

“I spent a lot of time with Jon when I was an assistant business manager [at

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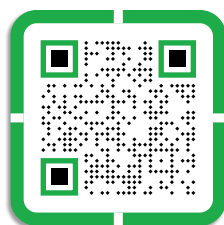
Top Prize: \$1,000
Second Place: \$750
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A **\$200 Honorable Mention** will also be awarded for EACH BRANCH of the IBEW:

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

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



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



NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW-Run Electrical Training 'Bearing Fruit' in Saskatchewan

As new power demands continue to grow, the provincial government of Saskatchewan has started funding IBEW-led apprenticeships, underscoring the union's proven excellence and ability to meet the moment.

In September 2024, the government of Saskatchewan signed a memorandum of understanding and a letter of intent with the IBEW to expand construction electrician and powerline technician apprenticeship training. Early results of the training program have been extremely positive.

"This is a huge deal for the IBEW in Western Canada," First District International Vice President Russ Shewchuk said. "We have been working hard to secure this relationship with the Saskatchewan government, and that relationship is now bearing fruit and employing Saskatchewan workers who will be able to meet the province's increasing power needs."

Regina Local 2038 has used its funds to purchase equipment for its training program, which is open to both union and nonunion workers. While only on its third cohort, it's already proving that IBEW training is well worth the investment. The first and second classes of apprentices had a success rate of 100%, passing with an average grade of 85%.

"It's an early harbinger that bodes well for the future," Local 2038 Business Manager Christopher Unser said. "While it's a small sample size (32 students have participated so far), it reflects the benefits of smaller class sizes and increased instructional time. I've described it as an artisan bakery versus a large supermarket."

The initial feedback from the apprentices similarly demonstrated that the IBEW model is a tried-and-true learning approach.

"Feedback was overwhelmingly positive," Unser said. "They valued the small class size and access to instructors with decades of experience, as well as the perks that come with the electrician-focused environment built specifically for them."

Prior to the IBEW partnership with the province, electrical trades training was done primarily through community colleges without a standardized curriculum.

"This is the first time we have had a standardized core curriculum, and it is only because of the link we have between the training centers across Canada that lets it happen," IBEW First District International Representative Chris Taran said.

Unser noted that the real measure of success will be reflected in these apprentices' long-term careers, making retention just as important

as recruitment.

"By improving working conditions across all trades and fostering an environment that values longevity, sustainability and respect for skilled workers, we can better retain those who have invested the time and effort to develop their skills," Unser said. "If we get retention right, the peaks and valleys of recruitment cycles should begin to level out, resulting in a more stable, experienced and resilient workforce."

After the early success of Local 2038's program, Unser said he's cautiously optimistic about the future.

"We're just getting started and I'm cautious about bold claims, but our organization has a century-long history of mentoring and training apprentices. We're proud to continue that legacy," Unser said.

Taran and Unser said a big part of this success is due to the relationship



the IBEW has cultivated with the provincial government, which is currently led by the conservative-leaning Saskatchewan Party.

"We're not focused on championing any individual political party but on getting the job done with the tools and resources we have," Unser said. "This may be a pilot project of sorts, but the potential for future IBEW

campuses across Canada is significant. The proof will be in the success of these apprentices."

Taran said it's good to see the government listening and trying to help with outcomes for apprenticeships.

"It's nice to see the government have a change of heart," Taran said. "It's a good success story. The IBEW has broken the mold." ■

The Saskatchewan government is working with the IBEW on in-demand apprenticeship training.

Share your IBEW news!

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

La formation en Saskatchewan porte ses fruits

Face à l'augmentation constante de la demande en électricité, le gouvernement provincial de la Saskatchewan a commencé à financer les programmes d'apprentissage chapeautés par FIOE. Cette initiative souligne l'excellence reconnue de la FIOE et sa capacité d'être à la hauteur.

Le gouvernement de la Saskatchewan a signé en septembre 2024 un protocole d'entente ainsi qu'une lettre d'intention avec la FIOE pour accroître les possibilités de formation des électriciennes et des électriciens et celles des monteuses et des monteurs de lignes. Les débuts du programme d'apprentissage se sont révélés très positifs.

« Il s'agit d'une affaire majeure pour la FIOE dans l'Ouest canadien », déclare Russ Shewchuk, le vice-président international du Premier District. « Nous avons travaillé d'arrache-pied pour établir ce lien avec le gouvernement de la Saskatchewan et aujourd'hui ce lien porte ses fruits et permet d'embaucher des travailleuses et des travailleurs capables de répondre à l'augmentation constante de la demande en électricité de la province. »

La section locale 2038 à Regina s'est servie de ce fonds pour acheter des équipements destinés à son programme d'apprentissage. Leur programme est offert tant aux syndiqués qu'aux non syndiqués. Même s'il en est qu'à sa troisième cohorte, le

programme de la FIOE démontre déjà qu'il s'agit d'un excellent investissement. La première et la deuxième classe d'apprenties et d'apprentis présentaient un taux de réussite de 100 % et une moyenne de 85 %.

« C'est un signe avant-coureur très positif pour l'avenir », formule Christopher Unser, le gérant d'affaires de la section locale 2038. « Même si ce n'était qu'un petit groupe (32 étudiants ont participé jusqu'à présent), ça l'a mis en évidence l'avantage d'un groupe plus petit et l'augmentation du temps consacré à l'enseignement. Je l'ai comparé à une boulangerie artisanale plutôt qu'à un grand supermarché. »

La rétroaction initiale reçue des apprentis a également démontré que le modèle de la FIOE est une approche pédagogique éprouvée.

« La rétroaction était extrêmement positive », dit M. Unser. « Ils ont apprécié le petit groupe et le fait qu'ils ont accès aux formateurs forts de plusieurs décennies d'expérience, ainsi que les avantages liés à cet environnement spécialement conçu pour eux et axé sur la formation d'électriciens. »

Avant l'établissement du partenariat entre la FIOE et la province, la formation d'électriciens était offerte principalement dans les centres de formation sans programme d'études standardisé.

« C'est la première fois que nous disposons d'un programme de base

standardisé et c'est seulement grâce au lien qui unit les centres de formation à travers le Canada », déclare Chris Taran, représentant international du Premier District de la FIOE.

M. Unser a indiqué que nous verrons la vraie mesure du succès dans l'évolution professionnelle sur le long terme de ces apprentis, ce qui rend la rétention aussi importante que l'embauche.

« En améliorant les conditions de travail dans tous les métiers et en favorisant un environnement qui valorise la longévité, la durabilité et le respect de la main-d'œuvre qualifiée, nous serons en mesure de conserver celles et ceux qui ont consacré du temps et de l'énergie à acquérir leurs compétences », mentionne M. Unser. « Si nous réussissons la rétention, les hauts et les bas du cycle de recrutement devraient se stabiliser, ce qui donnerait une main-d'œuvre plus stable, plus expérimentée et plus résiliente. »

À la suite du premier succès du programme du local 2028, M. Unser dit que pour l'avenir, il reste optimiste, mais avec prudence.

« Nous faisons que commencer et je reste prudent à propos des

affirmations audacieuses, mais notre organisation à une histoire de plus de cent ans en matière de mentorat et de formation d'apprentis. Nous sommes fiers de continuer cette tradition », formule M. Unser.

M. Taran et M. Unser mentionnent que la grande partie du succès est grâce au lien que la FIOE a cultivé avec le gouvernement provincial, qui est actuellement dirigé par le parti de la Saskatchewan, un parti à tendance conservatrice.

« Nous ne cherchons pas à encourager un parti politique en particulier, mais à obtenir des résultats avec les outils et les ressources que nous avons », déclare M. Unser. « Il s'agit peut-être d'un projet pilote, mais le potentiel de mettre sur pied de futurs campus de la FIOE partout au Canada est loin d'être négligeable. C'est dans la réussite des apprentis qu'on le verra. »

M. Taran mentionne que c'est encourageant de voir que le gouvernement est à l'écoute et qu'il cherche à améliorer les résultats des programmes d'apprentissage.

« C'est rassurant de voir le gouvernement changer d'avis », exprime M. Taran. « C'est une belle histoire de réussite. La FIOE a brisé le moule. » ■

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.

GROUND^{ED} IN HISTORY

All Aboard the Brotherhood Special!

Delegates' Train Ride to 1925 Convention Electrified Their Bonds

A century after an epic train ride to an IBEW convention in the northwest corner of the Lower 48, more than 3,000 delegates are planning trips to the southwest corner for the 41st IBEW International Convention in San Diego in September.

Behind the wheel or squeezed into economy class, they'll reach their destination faster than their counterparts did. But for sheer joy and adventure, there's no beating the cross-country trek aboard the Brotherhood Special that ferried many of the 350 delegates who attended the 18th International Convention in Seattle 1925.

Exactly 100 years ago, one of them told his story in the May 1926 edition of *The Electrical Worker*. The account from Brother James Broderick of Montreal Local 492 was published on page 218 of the IBEW's journal. "Permit me to use some of your valuable space to give to the Brothers the impressions I gathered on that memorable trip," he began, citing his "good fortune" to be aboard the unique train.

Broderick already had traveled two days by train to Chicago, where Midwest rail operators set up a dedicated line for two Brotherhood Special trains that were arranged by the IBEW Chicago Joint Committee. Before departure on Sunday evening, Aug. 9, they assembled at Sherman House — Eighth District headquarters — then headed in a caravan of vehicles to Chicago's Union Station to embark. It was quite a scene:



A 1925 photo of the Chicago Joint Committee, which arranged the fraternal train ride to Seattle.

"The spectacle of seeing our autos under motorcycle police escort, ignoring all traffic rules, riding through the city of Chicago, indicates to my mind the influence wielded by the IBEW in that locality, and the conspicuous part played by our esteemed International Vice President, Brother E. J. Evans," Broderick reported.



IVP E.J. Evans of the Eighth District, then based in Chicago.

The next morning, the Brotherhood Special trains made their first stop at Minneapolis-St. Paul. Locals 110, 292 and 902 rolled out the red carpet:

"At St. Paul, the local boys met us and oh, how I love music with my meals! The

breakfast served in the large dining room of the railway station, and the following trip around St. Paul and Minneapolis (again under police escort) was something to be proud of."



The Brotherhood Special rolls through the Rocky Mountains, a photo that would appear to be the second of the two trains, as taken by someone aboard the first.

A full day later, their next stop was Great Falls, Mont., where Local 122 hosted a dinner and a tour of a new hydroelectric facility.

"The palatial trains of the C.M. & St. Paul Railway rolled through Minnesota, the Dakotas, through the granary of the middle west, and onward bound to Greater Falls in Montana where again the spirit of fraternity was shown by the local committee," Broderick wrote. "They too spared no pains to make our stay among them pleasant. We regretted very much to leave, but the call to Seattle to attend our parliament did not permit of a longer stay."

He also sang the praises of the railway workers.

"A word or two about the two Specials and the attention shown us. The officials of the railway who accompanied us gave us every attention, and I am sure that all delegates will bear me out in this respect, but, oh, that guide, par excellence, Brother Evans, whom I swear Cook's Tours has nothing on, was on the job night and day and to him, and all his able assistants I wish to express my deep appreciation.

"This was in truth a large family gathering, the smiling countenance of our international president indicative of perfect contentment, making everybody feel the same as himself, was conspicuous on many occasions, and when one talks of harmony — well, it was harmony personified."



Washington's Mount Rainer — 14,410 feet above sea level — was a stunning sight for the IBEW travelers arriving from the Midwest.

The next leg of the trip took delegates over the Rockies and into Washington. Broderick made it sound magical:

"Next through Montana, into Idaho, to Washington, and Tacoma, the flower garden of the American northwest. The ladies meeting us at the station distributing such a variety of color, the boys from the locals there all vying with each other in their attentions to us. Brothers, it was truly a lesson in fraternal ethics."

As they traveled through the Cascade Mountains on Aug. 15, one last stop before Seattle took their breath away.

"One of the most pleasant incidents of my travel — Mt. Rainier National Park. I had often wished to see that giant of ice and, alas, my wish was fulfilled. Up the winding

roads through the park to Longmire, again up until we reached Paradise Valley, and then Paradise Inn. Whilst towering high above us stood Mount Rainier in all his majesty, covered with an eternal mantle of snow. Such a spectacle one cannot forget."



International President James Noonan outside Paradise Inn at Mount Rainier National Park.

The trains reached Seattle on Sunday, Aug. 16, a week after leaving Chicago. Delegates poured into the lobby of the downtown Hotel Olympic, a historic landmark that was nearly brand new when it hosted the IBEW convention.

After five days of meetings that began Aug. 17, 1925, there was still more adventure to come. Before returning to Chicago, the Brotherhood Special took delegates on a sightseeing trip, going nearly as far south on the West Coast as 2026 convention delegates will this fall:

"The Special left from Seattle to Portland, my garden of roses, and the trip on the Columbia Highway was a treat and I will say that it is not surpassed anywhere in America. For scenery and beauty, it was a sight to be marveled at.

"Leaving Portland for San Francisco via the Shasta route we were filled with more thrills, through beautiful mountain scenery winding for miles. Stopping at the Shasta springs, where we could see the

"This was in truth a large family gathering, the smiling countenance of our international president indicative of perfect contentment."

— James Broderick of Montreal Local 492

other section of the Brotherhood Special Railway hundreds of feet above us, was awe inspiring."

Then it was on to San Francisco and Los Angeles.

"Now into Frisco and we were subjected to more entertainment. The folks at the Golden Gate spared no efforts to make our stay among them pleasant, and to the Brothers and their ladies I wish to express my deep appreciation for our trip around that beautiful city and into quaint old Chinatown with its variety of color.



Hollywood, Calif., an exciting stop en route home for the travelers, was the workplace of other IBEW brothers, including these members pictured at Paramount Studios in 1933.

"Then to Los Angeles, the city of tall palms, the home of the motion picture industry, the home of the stars with whom we have an acquaintance through the screen. It was my pleasure to be able to see that city and was greatly impressed by the energy displayed by the people in different walks of life."

Finally, it was time for Brother Broderick's week-long journey back to eastern Canada.

"At last, I had to take my departure for the east. I wish to thank those who sent me to Seattle and all whom I met for the wonderful time given me and all the kindnesses shown, which permitted me to gather the impressions which I have described, and which will remain ever green in my memory." ■

Visit ibew.org/our-history-museum for more on how to support the IBEW's preservation of its history. Have an idea for this feature? Send it to Curtis_Bateman@ibew.org.

CIRCUITS

Utility Training Program Gets Refreshed Look

A new logo and an updated website are helping to shine a spotlight on the many exciting things happening at the National Utility Industry Training Fund.

“We’re always thinking about how to make everything better for IBEW members today and to build for their future,” said Mark Baker, an international representative with the Utility Department who also serves as NUIITF’s executive director. “Quality training is critical to the success of our union and the entire utility industry.”

A partnership between the IBEW and utility companies in the U.S. and North American utility companies, NUIITF (pronounced NOO-tiff) was created to provide industry workers with the best specialized education and training curricula available, in collaboration with the Electrical Training Alliance.

“The credibility of our programs comes from NUIITF’s collaboration with the IBEW’s utility partners,” said Baker, such as Southern, DTE Energy and Evergy. “Ongoing education, in the classroom and on the job, is crucial for keeping our members up to date on ever-changing technical and industry requirements.”



“Quality training is critical to the success of our union and the entire utility industry.”

— Mark Baker, IBEW Utility Department International Representative and NUIITF Executive Director

Baker stressed that local unions’ leaders are always part of any training development partnership between the IBEW and NUIITF, “because we have to develop curricula that work, with help from subject matter experts on both sides of the bargaining table,” he said.

NUIITF’s wide range of offerings includes courses for power, water and sewer plant electricians, as well as for electrical and telecommunications

lineworkers, substation technicians, and cable splicers.

“Our programs go hand in hand with on-the-job training to set up our Utility Branch members for success throughout their careers,” Baker said.

At training centers across North America, NUIITF’s offerings take advantage of the latest technologies where possible — including augmented and virtual reality platforms — to enhance learning and maximize field preparation.

A host of new training offerings are in development right now, Baker said.

“Our natural gas program is far and away our biggest and most ambitious one,” said Baker, who hopes to have it ready for launch in the coming months.

NUIITF is working with its training partners on ways to integrate a three-dimensional simulator into the electric meter program, he said. It’s also developing courses for overhead catenary systems and drone pilot licensing and is planning to adapt the IBEW’s Foreman Development Series for use with utility workers.

“We’re even dipping our training toes into some classifications in the nuclear space,” Baker said.

There are also discussions about how — or whether — to use artificial intelligence with training.

“Years ago, our truck mechanics had to shift from gas engines to diesel engines, and now trucks are going to hybrids and even all-electric,” he said. “The point is, we want our people to keep their jobs, but there’s going to be some new skills they’ll have to learn on the electrical side of things.”

The same goes for AI, Baker said. “It’s coming,” he said. “Everybody’s trying to figure out how to make AI work to make someone’s job easier without taking it away. So are we.”

Another way that NUIITF can add value for the IBEW is in organizing campaigns.

“It goes along with all the other benefit resources that are out there, like the Family Medical Care Plan and the National Electric Benefit Fund,” he said. “My pitch is this: You’ve got all this stuff in your toolbox. Pull out NUIITF as well. Whenever you hear the word ‘training,’ think of us.”

Baker has made it part of his mission to attend as many IBEW and utility industry events as possible to raise awareness about NUIITF.

“We’re always trying to think about where there are opportunities for us to support our membership with training and education,” he said. “It’s an incredibly exciting time at NUIITF.”

Baker emphasized that a trained workforce is a safe one.

“If NUIITF can save one life or prevent one accident, it’s all been worth it.”

Learn more at nuitf.org.

Local 701 Introduces More Than 150 Women to Union Electrical Trade

Lisle, Ill., Local 701’s Women’s Committee brought more than 150 women together in late March to learn about all that a union apprenticeship offers.

To get that kind of a turnout during a raging storm demonstrated how much interest there is, said Debbie Erbach, chair of the Women’s Committee.

“I was incredibly happy to see so many women interested in a career with the IBEW,” Erbach said. “We got a lot of positive feedback and great questions from the attendees.”

Women make up less than 5% of tradesworkers and carry two-thirds of the nation’s student loan debt. Women are also overrepresented in low-wage jobs.

“Careers in the trades offer women a pathway to financial independence — without the burden of student loan debt,” Erbach said.

A career with Local 701 also offers



Local 701’s Women’s Committee hosted a job expo for more than 150 women.

more than just a job, Local 701 Business Manager Frank Gravina said. It offers stability, excellent wages, strong benefits and a clear path for advancement. It’s a career where your skills are valued, where you can earn while you learn and where your hard work directly translates into success.

“The tools can be taught. The skills can be developed. What matters most is your determination,” Gravina said.

The event began with a viewing of a poster gallery of women leaders in the labor movement. Volunteers nearby answered questions about the

apprenticeship. The women also toured the shop area and classrooms. Local 701’s first-year instructor, Joe Wasner, demonstrated pipe bending and had some attendees try it themselves. JATC Director TJ Jarman was also on hand explaining the program and answering questions.

The event had multiple guest speakers, including Sixth District International Vice Present Mike Clemmons, Gravina, Sixth District International Representative Anthony Giunti,

CIRCUITS continued on page 12

POWER AT WORK

3 Utility Locals Honored for Protecting IBEW Jobs

Three locals were honored by International President Kenneth W. Cooper at a Washington event in March for their efforts to preserve IBEW jobs.

Cooper presented an Edwin D. Hill Award during the annual National Labor and Management Public Affairs Committee meeting to St. Louis Local 1439 Business Manager Jeremy Pour and Ameren Corp. Chairman, President and CEO Marty Lyons. Last year, members of the local successfully lobbied alongside the utility for state laws designed to protect IBEW work on the construction of data centers and their power sources, as well as the making of electrical components for both.

Cedar Rapids, Iowa, Local 204 Business Manager John Van Zante; Burnsville, Minn., Local 949 Business Manager Rick Bartz; and Alliant Energy President and CEO Lisa Barton also received honors. Members of both locals collaborated with Alliant on a campaign against a March 2025 ballot initiative in the northeastern Iowa city of Decorah to create a city-owned utility to replace service from Alliant. Voters defeated the initiative, which would have threatened numerous IBEW jobs had it passed.

The annual LAMPAC conference brings together union and utility representatives for presentations and panel discussions. This year’s topics included data centers, labor-management partnerships and government relations.

The Hill award, named after the IBEW international president who helped form LAMPAC in 2007, acknowledges those who exemplify the partnerships between the union and the investor-owned utilities represented by the Edison Electrical Institute.

Also at the conference, Rep. Donald Norcross, a member of Folsom, N.J., Local 351 and the only card-carrying IBEW member in Congress, presented Sens. Susan Collins of Maine and Jack Reed of Rhode Island with an award recognizing their support of the federal Low-Income Home Energy Assistance Program. ■



Honored in March by International President Kenneth W. Cooper (center, holding trophy) at the 2026 LAMPAC Conference in Washington were (from left) Ameren Corp. Chairman, President and CEO Marty Lyons; St. Louis Local 1439 Business Manager Jeremy Pour and President Chad Fletcher; Alliant Energy President and CEO Lisa Barton and Iowa Customer Operations Manager Dustin Mohs; Cedar Rapids, Iowa, Local 204 Business Manager Jon Van Zante; and Exelon President and CEO Calvin Butler, who also chairs the Edison Electric Institute.

CIRCUITS *continued*



Local 701 instructor Joe Wasner demonstrated pipe bending during the expo, with some attendees trying it themselves.

DuPage County Chairwoman Deb Conroy and leaders from the Warrenville area, west of Chicago.

It ended with a moderated question-and-answer period with three apprentices and Jarman.

“Our event had IBEW members at every turn answering questions and sharing information. I’m really proud of our local for having so many volunteers in attendance,” she said. “It was a great example of the solidarity and expertise of the IBEW.”

Erbach said the number of attendees was indicative of how many women are interested in a career in the trades. It’s just a matter of doing the outreach and making women aware of what a job in the IBEW looks like and how much it has to offer, regardless of gender.

“I’d love to see 50% women in this job,” Erbach told NBC Chicago. “It’s not a man’s job. I don’t see how you have to be a man to do it.”

The event also showed the potential apprentices that there’s a lot of support for them as they progress in the trade.

“I don’t think women always have the opportunity to learn about the trades,” Erbach said. “Women reaching out to women shows that this career is available to them, and they don’t have to do it alone.”

As Clemmons put it, the heart of the event was opportunity.

“It is about showing women from all walks of life that there is a place for them in the union electrical industry,” Clemmons said. “It is about making sure women can see, firsthand, what this trade offers: world-class training, good wages, strong benefits, real career advancement and the pride that comes from building something that matters.” ■

Tennessee Member Scales Latin American Mountains

Usually when someone reaches the age of 60, they think about retirement. For Knoxville, Tenn., Local 760 member Richard Hatten, he took up mountain climbing.

Not including the Smoky Mountains, where the journeyman wireman trains, Hatten has climbed three mountains so far, all of them in Latin America and at incredibly high altitudes. His climb of Chimborazo, a stratovolcano in

Ecuador, is so high — over 20,000 feet — that only half the trekkers who attempt it make it to the top.

Every time Hatten reaches a summit, he takes a second to get a photograph of himself sporting a sign with the Local 760 logo, as well as Specialty Service Group, the contractor he works for.

“My highlighting of Local 760 is about inspiring achievement,” he said. “Within our Brotherhood, we inspire safe work practices, producing top-quality work and helping others to be their best.

With physical achievements like mountain climbing, I believe we can inspire one another to set high goals and push toward realizing those goals through the strength we find in our Brotherhood.”

There’s a similarity of expertise with climbing and electrical work, Hatten said. You have to be familiar with the tools and processes and how to properly use your safety equipment. Communication is also paramount.

“Working with experienced guides is not unlike finding IBEW electricians on the job. You know they’re well qualified,” he said. “And effectively communicating with your team leader and the climbers you’re roped together with can potentially be a life-or-death situation.”

An adventurous person by

nature, Hatten likes a good challenge and visiting new places, not to mention seeing what the world looks like from 20,000 feet up.

“Roaming around in a realm of ice is incredibly cool! I once stood on a mountain looking down at a rising moon,” he said. “There are sights and sounds one just can’t find down below.”

His most recent trip was to Huayna Potosi in Bolivia, where he “had some unfinished business.” His group had to cut their previous trip short due to insurmountable snow depth. Bolivia has provided the most fantastic hikes he’s ever experienced, the Mississippi native said.

Hatten’s next trip will be in 2027, when he returns to Ecuador to climb Cotopaxi — again. On the first trek, he and his team only got to 17,000 out of more than 19,000 feet because of a volcanic eruption at the summit. He’ll be 65.



Richard Hatten always includes a nod to his local when he reaches a mountaintop.

“I want to stare down the throat of a real live volcano,” he said.

Hatten is a great example of someone living life to the fullest, Local 760 Business Manager Tim Oaks said.

“The fact that he does these daring climbs is impressive, and the way he represents our local is inspiring for all of us,” Oaks said. “He’s an awesome journeyman wireman, and we are proud to have him as a member here at Local 760.” ■



Mountain climbing and electrical work both demand adherence to safety practices and good team communication, Hatten said, because you could find yourself in a potentially life-or-death situation.

TRANSITIONS

DECEASED

Bobby R. Roberts



Bobby R. Roberts, retired director of the Manufacturing Department, died March 11. He was 72.

“I’ve never seen anyone prepare for a negotiation the way he did. He would have three folders in his briefcase, and depending on which way the company went, he’d pull out a different folder,” said retired Manufacturing Director Randy Middleton, who worked with and succeeded Roberts. “But, then, he was the last from a different world.”

Brother Roberts was born in Indianapolis. He was initiated into Bloomington, Ind., Local 2249 in 1973, while he was employed at the General Electric refrigerator plant.

He joined the local’s executive board in 1981 before serving as president and acting business manager from 1984 to 1989. At that time, Roberts served as a Central Labor Council representative to the Monroe, Ind., United Way Board of Directors. He also completed a labor studies program at Indiana University.

Roberts was also treasurer and on the executive board of System Council EM-5, which brought together all locals with GE contracts.

“Back then, GE was one of the biggest departments we had. There was more than 40 locals and 26,000 members just in EM-5,” Middleton said.

Today, EM-5 represents fewer than 900 members working at companies GE either sold or spun off.

Brother Roberts was appointed international representative to the Manufacturing Department in 1989 where his portfolio included electrical manufacturing system councils including Westinghouse, Celestica, Exide/GNB, General Cable and General Electric.

He oversaw the relationship with several multi-union coordinated bargaining committees with contracts at Grand Eagle, Okonite, Osram/Sylvania, Rockwell Collins, Square D and other employers. He also ran the IBEW’s union label program.

Middleton was business manager of Milwaukee Local 663 when Roberts was international representative.

“I watched him working with management. And he said: ‘If we can’t get along, we don’t have anything. We need them, and they need us.’ He opened my eyes to the idea that you could represent the workers and find a good deal,” Middleton said.

Then-International President Edwin D. Hill appointed Roberts to the directorship of the Manufacturing Department in 2003 to administer national collective bargaining agreements for more than 200 locals representing about 72,000 members.

“We’ll never have anyone who was as good as him again,” said Eleventh District International Representative Tad Gusta. “His composure and his preparation were better than anything I’ve ever seen on either side of the table — I don’t care how many degrees you had — and I’ve been negotiating contracts since 1992.”

Middleton said Roberts’ great strength was managing relationships in the members’ interest across the table from companies that were mostly closing down.

“The plant closings were tough because you try to find the softest landing, but you can’t save everybody. When you negotiate benefits, there is a cutoff date. If it’s 20 years or 15 years, 3 months and a day, wherever you draw the line, there is always someone a month short,” Middleton said. “He was always clear: Don’t tell people you will fix stuff that you can’t. Tell the truth. Because the fact is, it’s never our choice to close.”

After retirement in 2008, Middleton said, Roberts became a prolific house remodeler and doting grandpa, shuttling between renovation projects for his children, family But his real passion, Middleton said, was the home he shared with his wife, Cindy.

“He bought a house and remodeled the whole thing, including an in-ground pool. He was a landscaping fanatic. It was gorgeous. It was a ‘Parade of Homes’ home,” Middleton said. “Then the neighbor next door copied Bobby’s house. Man, he was livid. I said to him, ‘Isn’t that a compliment?’ He sold the house and moved. He built a new house and did it all again. That was Bobby,” Middleton said.

The officers and staff salute Brother Roberts’ service to the Brotherhood and send their condolences to his family and friends during this difficult time. ■

“His composure and his preparation were better than anything I’ve ever seen on either side of the table.”

— Eleventh District International Representative Tad Gusta

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		
1 Goodwin, J. L.	1/1/26	58 Gonzales, E. C.	2/27/23	175 Chapman, J. D.	1/16/26	410 Oden, R. M.	1/29/26	613 Adams, D. D.	1/19/26	1426 Aubuchon, J. C.	3/24/25
1 Grasser, G. A.	6/9/25	58 Miller, J. R.	1/20/26	175 Swofford, R. A.	12/24/25	420 Evans, R. F.	11/12/25	613 Edwards, M. G.	11/22/25	1426 Bakke, R. B.	1/14/26
1 Naeger, U. C.	11/29/25	58 Polgar, T. E.	2/14/26	176 Elliott, D. C.	1/16/26	424 Brewer, J. W.	12/28/25	613 Turcott, B. A.	2/1/26	1547 Arend, M. G.	1/6/26
2 Franklin, C. S.	1/25/26	58 Stovel, D. A.	2/1/26	176 Hinrichs, L. D.	1/15/26	424 Cal, A. P.	2/2/26	617 Howe, E. B.	12/13/25	1547 Cochran, R. J.	1/13/26
2 St Clair, W. F.	1/27/26	58 Ulisse, E. J.	1/25/26	176 Wysocki, W. P.	2/15/26	429 Hooper, C. R.	10/20/25	617 Smith, G. A.	1/9/26	1547 Langberg, J. D.	1/11/26
2 White, B. D.	11/13/25	58 Vollbrecht, R. E.	2/20/26	177 Felton, T. C.	11/16/25	429 Stall, Z. E.	2/4/26	625 Riley, B. D.	12/22/25	1687 Levasseur, A.	1/10/26
3 Ash, E. J.	2/5/26	60 King, A. T.	1/26/26	177 Newton, W. A.	10/28/25	440 Beals, F. E.	12/27/25	640 Amarillas, J.	1/24/26	1687 Regan, C. J.	1/13/26
3 Calandrino, T.	1/16/26	60 Zamora, R.	11/13/25	193 Mateer, M. L.	12/30/25	441 Bock, K. D.	1/8/26	648 George, N. W.	2/20/26	1687 Shelsted, R.	1/13/26
3 Chung, S.	1/26/26	66 Blakeney, L. H.	1/13/26	194 Broussard, D.	1/23/26	441 Brunner, J. M.	1/21/24	649 Sellars, D. C.	1/4/26	1701 Tomes, P. W.	12/30/25
3 Etheridge, A. R.	1/10/26	66 Russell, W. M.	1/13/26	213 Britten, L.	10/17/25	441 Graves, T. L.	1/26/26	659 Leard, K. B.	3/11/25	2150 Lantrip, J. W.	1/19/26
3 Guity, E.	10/26/25	68 Dickerson, V. B.	9/7/25	213 Petersen, N.	11/30/25	443 Wolf, B. C.	8/7/25	665 Perkins, J. D.	2/20/26	2295 Edick, F. C.	1/16/26
3 Henneberger, P. M.	2/3/26	68 Holliday, F. E.	10/28/25	220 Hart, G. D.	2/17/26	446 Robinson, J. R.	1/2/26	666 Eastwood, J. R.	1/25/26	I.O. (29) McDowell, C. T.	12/15/25
3 LaCroix, G. C.	1/16/26	68 Mann, C.	12/2/25	222 Hamilton, R. E.	2/14/26	456 Broyles, R. J.	2/19/26	666 Weaver, J. A.	1/22/26	I.O. (38) Batke, D. A.	2/8/26
3 Lohr, E. J.	9/12/25	77 Adams, L. W.	3/3/26	226 Rainey, G. C.	12/18/25	456 Decker, J. E.	2/10/26	666 Wilkinson, V. E.	4/2/24	I.O. (71) Roe, G. A.	1/7/26
3 Paul, L. W.	1/15/26	77 Garcia, I.	1/27/26	231 Still, M. L.	1/24/26	466 Foster, D. A.	2/13/26	668 Bickett, G.	8/7/25	I.O. (97) MacLean, D. J.	2/6/26
3 Reyes, B. A.	11/12/25	77 Moss, J. D.	11/26/25	236 Bourdages, R.	1/27/26	474 Brown, O. H.	8/30/25	683 Thompson, J. E.	2/17/26	I.O. (97) Regan, T. A.	12/6/25
3 Waffenschmidt, W. A.	12/24/25	82 Beck, S. L.	2/5/26	236 Cerro, A.	2/17/26	479 Bryant, W. R.	10/26/14	697 Dennis, B.	1/23/26	I.O. (134) Weinberg, S. J.	10/10/25
		82 Loeber, J. M.	11/30/25	236 Frank, W. H.	12/16/25	479 Guilbeaux, J. N.	1/5/26	701 Campbell, T. S.	2/5/26	I.O. (134) Wendland, D. H.	6/14/25
3 Waitword, K. J.	1/31/26	84 Exley, B. D.	1/14/26	242 Hendrickson, F. E.	12/27/25	479 Merchant, J. A.	11/16/25	701 Catanag, R. P.	2/3/26	I.O. (295) Hughes, H. D.	11/18/25
3 Warren, M. M.	11/30/25	84 Gladden, C. W.	2/6/26	266 Etsitty, J. F.	1/25/26	480 Shelley, L. W.	1/20/26	712 Ehrhart, R. E.	1/1/26	I.O. (443) Croley, S. K.	12/31/25
5 Casteel, W. R.	1/16/26	89 McGinnis, J. K.	2/6/26	269 Waladkewics, D.	1/26/26	488 McMellon, J. L.	1/18/26	716 Cloteaux, M. P.	12/16/25	I.O. (459) Shumac, D. J.	1/23/26
5 Eiding, M. J.	12/11/25	90 Kalasky, J. J.	1/20/26	270 Fellers, W. B.	1/19/26	494 Holter, R. D.	1/6/26	716 Martin, R. J.	1/24/26	I.O. (529) Green, T. A.	10/27/25
5 Grimes, D. C.	1/11/26	95 Farren, W. M.	12/10/25	270 McManus, W. P.	2/4/26	494 Thorel, R. J.	6/10/25	716 Perry, W. H.	12/13/25	I.O. (549) Tolliver, D. L.	1/1/26
5 McNeil, D. T.	12/26/25	96 Scaficchia, J. L.	10/4/24	271 Campbell, D. C.	1/18/26	502 Constantine, K. J.	2/17/26	725 Oatman, T. H.	12/17/25	I.O. (625) Facey, W. A.	1/22/26
5 Staab, P. A.	1/3/26	97 Carey, E. A.	10/19/25	271 Young, M. K.	11/16/25	502 Kelson, W. D.	1/26/26	725 Spears, J. T.	1/25/26	I.O. (702) Fishel, J. L.	1/30/26
6 Bruni, A. L.	11/30/25	98 DeLuca, J. A.	1/14/26	280 Graham, R. L.	5/25/23	502 McKay, A. J.	1/28/26	728 Battaglia, R. R.	2/8/26	I.O. (757) Zimnawoda, R. R.	11/18/25
6 Escobar, E. R.	1/5/26	98 Golden, W. R.	11/25/25	280 Herringshaw, N. L.	7/20/22	502 Ringuette, J. C.	10/6/25	728 Bell, B. R.	1/20/26		
6 Espana, F. J.	11/22/23	98 Kelly, P. J.	2/6/26	291 Nate, J. M.	11/13/25	502 Small, G.	1/20/26	728 Miles, L. J.	2/3/26	I.O. (760) Melhorn, J. L.	5/20/25
6 Landwehr, G. R.	1/22/26	98 Mininger, D. R.	6/19/25	291 Taylor, J. B.	5/26/25	505 Russell, E. J.	1/17/26	760 Bradley, J. W.	7/27/25	Pens. (I.O) Binz, K. A.	1/21/26
6 Lopp, J. G.	12/27/25	98 Poston, R. N.	2/1/26	292 Bengtson, G. M.	1/19/26	508 Johnson, J. S.	1/21/26	760 Myers, P. A.	2/17/26	Pens. (I.O) Burnham, A. B.	12/2/25
6 Minear, D. G.	5/15/25	98 Reed, R. J.	1/26/26	292 Davies, B. A.	10/27/25	520 Hunt, D. D.	12/27/25	760 Prevo, B. J.	3/4/26	Pens. (I.O) Carriere, R. E.	1/3/26
6 Vasilove, T. M.	12/20/25	98 Tims, J. R.	11/20/25	292 Orson, W. S.	1/21/26	520 Ruston, L. J.	1/6/26	760 Spoon, J. A.	1/12/26	Pens. (I.O) Catledge, S. P.	10/20/24
6 Wood, G. C.	1/9/26	98 Wrigley, W. W.	12/22/25	292 Ostrowski, W. J.	1/12/26	529 Siemens, J.	1/18/26	770 Wright, R. J.	1/12/26	Pens. (I.O) Emilyta, J.	1/28/26
8 Schenk, A. P.	12/15/25	99 Therien, P. P.	10/24/25	292 Sather, S. E.	1/7/26	531 Fredenburg, J. M.	12/21/25	773 Kireta, I.	12/30/25	Pens. (I.O.) Henderson, A.	7/11/25
9 Dyer, J. L.	1/10/26	100 McKenzie, R. L.	11/21/25	292 Sorensen, J. D.	1/11/26	531 Irons, R. J.	1/17/26	804 Cassel, R.	2/3/26	Pens. (I.O) Hitchcock, J. D.	1/22/26
11 Cayanan, F. F.	1/2/26	102 Dzama, G. S.	1/30/26	292 Walen, G. L.	11/12/25	540 Bowman, R. W.	1/31/26	804 Roemer, G.	1/3/26	Pens. (I.O) Lich, V. A.	1/19/26
11 Finton, J. A.	12/31/25	102 Intrieri, L.	11/9/25	302 Farrell, G. W.	1/11/26	551 Roberts, R. R.	10/19/25	816 Nichols, R. R.	2/9/26	Pens. (I.O) McCarthy, R.	11/4/25
11 Izykowski, L. F.	12/16/25	102 Miller, M. E.	1/24/26	302 Scofield, S. A.	2/2/26	557 Burns, S. J.	1/29/26	876 Bradley, D. C.	2/9/26	Pens. (I.O) Nagel, L. A.	10/21/25
11 Keith, R. D.	5/2/24	103 Bent, F. E.	1/11/26	303 Hutcheson, J. M.	10/23/25	558 Guess, M. S.	1/26/26	890 McGuire, J. P.	4/22/25	Pens. (I.O) Stier, R. H.	2/1/26
11 Malet, J.	2/10/26	103 Devlin, R. F.	11/25/25	306 Hendrickson, P. D.	12/18/25	558 Holt, J. D.	1/31/26	903 Holliman, E. C.	2/3/26	Pens. (I.O) Stoll, R. A.	1/28/26
13 Klicker, J. L.	1/22/26	103 Ennis, L. R.	1/18/26	306 Hinkle, D. R.	10/8/25	568 Thibault, M.	2/11/26	903 Wallace, E. E.	11/15/25	Pens. (I.O) Winkler, W. W.	1/1/26
14 Doty, D. C.	11/10/25	103 Iacobacci, E. J.	1/29/26	306 Seals, J. E.	1/17/26	570 McPherson, R. L.	12/19/25	934 Adair, J. H.	8/31/25	Pens. (I.O) Woodworth, A. E.	4/8/25
16 Dean, D. R.	2/7/26	103 McIntyre, D. J.	2/3/26	306 Stewart, M. J.	1/11/26	586 Laginiere, R.	1/1/26	1007 Robichaud, L. J.	12/13/25		
16 Spainhoward, J. W.	1/17/26	105 Buxton, D. J.	1/11/26	306 Trent, R. H.	8/17/25	595 Briscoe, G. R.	3/12/25	1049 Tellefsen, R. E.	1/22/26		
17 Heaton, J. D.	11/6/25	105 Champagne, W. R.	1/28/26	309 Pusa, D. W.	12/23/25	595 O'Loughlin, P. J.	10/29/25	1141 Freiley, J. J.	10/6/25	Pens. (I.O) Workman, R. A.	1/8/26
18 Bourasso, R. M.	1/11/26	105 Graham, R. E.	2/20/26	309 Roberts, T. K.	12/22/25	602 Crites, B. C.	11/11/24	1249 Stevens, P. L.	1/21/26		
18 Hicckel, R.	1/15/26	105 Irwin, G.	1/29/26	309 Sanders, G. L.	12/22/25	606 Hayes, J. F.	1/13/26	1316 Holder, D. S.	1/14/23		
20 Gray, M. E.	1/23/25	110 LeFebvre, D. J.	12/20/25	313 Campbell, D. E.	2/10/26	606 Teston, A. R.	1/20/25	1316 Williams, C. E.	1/19/26		
21 Sinnema, E. J.	1/18/26	110 Seiger, G. W.	2/13/26	332 Bauerle, J. E.	11/18/22	611 Anderson, D. E.	4/18/25	1340 Goddard, A. M.	1/30/26		
24 Beauchamp, J. E.	2/6/26	124 Bishop, D. K.	2/16/26	332 Tuttle, M. D.	11/15/25	611 Rendell, W. A.	1/10/26	1393 Durham, M. C.	2/11/25		
24 Jones, R. E.	7/15/25	124 Cooper, W. C.	2/1/26	340 Moore, H. G.	1/24/26						
25 Deutschmann, B. J.	1/23/26	124 Devine, B. R.	12/26/25	340 Moore, P. J.	2/3/26						
		124 Gifford, R. L.	1/4/26	343 Squires, A. T.	12/22/25						
25 Hubschmitt, W. S.	2/18/26	124 Williams, R. C.	12/26/25	349 Rogers, K. A.	11/5/25						
25 Lonieski, P.	1/10/26	130 Hooks, K. D.	7/28/25	351 Ramaglia, J. V.	1/8/26						
25 Rolston, E. M.	11/6/25	130 Kennedy, W. M.	1/2/26	351 Smith, E. T.	1/27/26						
26 Burgess, R. L.	1/14/26	130 Parrino, M. A.	1/17/26	351 Wiseburn, J. L.	11/18/25						
26 Flagg, C. S.	12/29/25	131 Frenthway, P. R.	10/20/23	353 Beato, G.	12/19/25						
26 Ice, B. A.	1/26/26	131 Smith, L. D.	1/24/25	353 Cornwall, E. A.	9/12/25						
26 Proctor, R.	1/3/26	134 Arriola, V.	1/19/26	353 Graham, D. C.	1/9/26						
32 Copus, D. G.	2/4/26	134 Cook, D. P.	12/30/25	353 Houghton, W. R.	1/20/26						
34 Hale, S. E.	1/25/26	134 Craven, J. P.	1/27/26	353 Hubbert, W. A.	1/14/26						
40 Valenti, J. C.	11/18/25	134 Dokousian, N. P.	1/7/26	353 Lalomia, D.	12/29/25						
41 Ford, F. C.	12/13/25	134 Hicks, J. R.	1/16/26	353 Oostdyk, J.	1/23/26						
41 Sloan, R. M.	12/15/25	134 Kubal, T.	12/9/25	353 Scandrett, S.	12/21/25						
41 Vasquez, J.	2/20/26	134 Kubinski, A.	1/16/26	353 Shearer, J. D.	12/31/25						
42 Jackson, S. G.	2/2/26	134 Lorenz, R. L.	2/1/26	353 Tarshis, J. K.	9/5/25						
44 Caffyn, W. J.	1/23/26	134 Mann, J. A.	2/3/26	353 Vidmar, J.	2/4/26						
44 Davis, J. K.	4/25/25	134 McNiff, J.	1/12/26	354 Poorman, E. L.	8/25/25						
44 Parker, R. J.	1/10/26	134 Meyer, C. J.	1/30/24	354 Tsutsui, R. S.	1/24/26						
46 Brewster, W. J.	12/1/25	134 Orphan, J.	1/21/26	357 Bledsoe, J. M.	1/28/26						
46 Krie, H. F.	2/9/23	134 Sebastian, M. J.	11/20/25	357 Devine, K. O.	1/18/26						
46 LoPresti, J. A.	12/12/25	134 Shelby, W. H.	1/2/26	357 Jason, R. C.	2/10/26						
46 Schlecht, B. S.	10/26/25	134 Spodark, A. D.	1/21/26	357 Pullan, R. H.	1/31/26						
47 Owens, M. G.	9/21/25	134 Strass, G. H.	2/5/26	357 Selby, J. J.	12/31/25						
48 Clark, H. F.	1/4/26	134 Villarreal, R. D.	12/11/25	360 Olivieri, F. J.	2/12/26						
48 Dielschneider, R. A.	12/9/25	136 Dickerson, E. D.	1/4/26	363 Mahoney, E. J.	12/25/25						
		136 Hughes, W. J.	1/15/26	364 Govro, J. E.	1/17/26						
48 Downey, W. E.	12/3/25	136 Silvey, G. M.	12/19/25	364 Pippin, H. S.	3/7/25						
51 Jones, D. R.	11/25/25	143 Roma, F. V.	12/21/25	369 Dooley, N. M.	2/10/26						
53 Padilla, J.	1/23/26	145 Ross, F. C.	2/5/26	375 Akins, J. S.	7/29/25						
57 Harris, N. T.	2/1/26	153 Martin, G. L.	1/29/26	388 Tyrolt, M. R.	1/18/26						
57 Jacobsen, G. L.	12/23/25	158 Collins, E. J.	1/24/26	405 Schissel, D. R.	1/30/26						
58 Ahern, J. C.	2/10/26	159 Odegaard, R. E.	1/16/26	405 Swann, L. G.	12/8/25						
58 Bellow, M. T.	1/7/26	175 Carter, M. L.	1/25/26	410 Cain, G. J.	12/7/25						

This list shows members for whom PBF death claims were approved in March 2026. ■

CALLING ALL IBEW VETERANS

Get Your Free Challenge Coin Today

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LOCAL LINES

Local 1 Thanks Dave Roth

L.U. 1 (as,c,ees,ei,em, es,et,fm,i,mt,rts,s, se,spa,st,ws&ptc), ST. LOUIS, MO — Greetings, sisters and brothers. By the time you read this, Financial Secretary Dave Roth has retired. Like many journeyman wiremen before him, Dave followed in his father's footsteps. Beginning in 1979, he threw himself into this union, becoming active in the apprenticeship committee in the field as foreman/general foreman before serving as the local's treasurer, business representative and financial secretary.



Brother Dave Roth recently retired after years of service as Local 1's treasurer, business representative and financial secretary.

Dave's passion was coordinating membership and contractor volunteer efforts with Habitat for Humanity and Rebuilding Together St. Louis from 2010 until 2022. He also conducts tours and manages maintenance at the sacred grounds of the Henry Miller Museum.

Local 1 is grateful for Brother Roth, and we wish him the very best in retirement.

Kyle Hunter, P.S.

SRO Organizing Culminates in NLRB Hearing

L.U. 15 (u), DOWNERS GROVE, IL — In August 2024, our local launched an organizing effort with senior reactor operators working at the five Illinois nuclear power plants represented by the local. The SROs approached Local 15 seeking IBEW membership to ensure representation and a seat at the bargaining table.

Vice President/Senior Assistant Business Manager Ben Busser, Assistant Business Manager Brian Daniels and Business Representative John Richards led the effort. Over a 13-month period, Local 15 representatives met with SROs in person, provided advocacy and collected authorization cards in support of organizing.

The campaign reached a significant milestone in September when it advanced to a National Labor Relations Board hearing in Chicago. Beginning Sept. 17, Local 15 representatives and legal counsel participated in a three-week hearing to address whether SROs meet the legal definition of supervisors. Local 15's legal team presented testimony, exhibits and legal arguments asserting

that SROs are not supervisors and have the right to organize under the National Labor Relations Act.

Under President Christopher Riser's leadership, Local 15 will continue to stand strong against corporate greed and make it clear that profits made on the back of labor will be met with organization, solidarity and resolve.

Bradley Gritt, Bus. Rep.

2026 Events and RENEW Committee Revitalization

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI — Brothers and sisters, save the dates for these upcoming family-friendly events in 2026. We look forward to seeing you there!

- Local 17 Softball Tournament — June 6
- LCTT Jamboree and Family Picnic — June 27
- Lineman's Rodeo — August (TBD)
- Local 17 Golf Outing — August 7
- Labor Day Parade — September 7
- Local 17 Christmas Party — December (TBD)

The Local 17 RENEW Committee was established in 2016. Assistant Business Manager Tom Ford was one of its founding members. In 2024, Tom spearheaded a revitalization of the RENEW committee. Once again, our younger members are taking on a more active role within Local 17 and in our communities.

Since 2024, RENEW Committee members have helped facilitate and support the annual events listed above. Additionally, they organized and participated in the following volunteer projects:

- Installed a ramp at a disabled brother's home
- Cleared a vacant lot for Catholic Charities to build affordable housing for veterans
- Conducted a Red Cross blood drive and a coat drive
- Supported the Detroit Dog Rescue

Justin Sherman serves as RENEW committee chairman, Stephen Lenhardt is co-chair, and Matt Dodd is the recording secretary. Tom Ford and Bob Servick are mentors to the RENEW Committee.

James Shaw, B.M.

Micron Chip Factory Breaks Ground

L.U. 43 (em,i&rts), SYRACUSE, NY — I had the privilege of attending the groundbreaking ceremony for Micron Technology's historic semiconductor plant on behalf of the brothers and sisters of our local.

This milestone marks a significant turning point for Central New York and for our membership. Years in the making, this project represents one of the most substantial economic investments our region has ever seen and signals a new era of

growth and opportunity.

Micron's investment will bring thousands of jobs, long-term stability and sustained demand for skilled union labor. For Local 43, this means real work for our members, expanded opportunities for apprentices, and a stronger future for our local union and our families. We are proud to stand ready to help build this project safely, professionally and to the highest standards.

This achievement is the result of broad collaboration among labor, industry and government at every level. And while many deserve recognition, what matters most going forward is ensuring that this investment delivers lasting benefits for working families and our community.

As we celebrate this moment, we also look ahead. The focus now shifts to execution, making sure these opportunities translate into good union jobs, strong training pathways and long-term economic strength for our region.

Thank you to our members for their skill, commitment and solidarity. The future of work in Central New York is being built now, and Local 43 will be at the center of it.

Alan Marzullo, B.M./F.S.

Mental Health, Psychological First Aid Peer-to-Peer Programs

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters, Business Manager/Financial Secretary Colin Lavin would like to highlight the mental health and psychological first aid peer-to-peer programs that have been established at our local. We look forward to seeing everyone invited to the Steward and Safety Conference on May 2.

- Here are Local 47's bargaining updates:
- Southern California Edison — Flight operations coordinators position has been ratified and accreted into the pilots agreement. The reinstatement and back pay for the arbitration decision over the discharge of Tehachapi E-Crew Foreman Erik Kross has been settled. Negotiations continue for senior specialist vegetation management. The National Labor Relations Board charge for production specialists was settled prior to the hearing; the agreement carries the understanding that production specialists will have access to the duty and receive double time for all hours worked. Quality control inspectors voted to certify for representation with Local 47.
 - City of Orange — Water, Public Works, Sewer and Fleet Departments membership vote on city's mediation offer.
 - Vallecito Water Department — New members' transition beginning this month.

- Laguna Water Department — Negotiations began at the end of February.
- Irvine Water District Utilities — Finalizing wage adjustment survey.
- City of Anaheim — General/Professional Management Group/Part-Time Utility Workers — Negotiations continue.
- City of Colton Water/Wastewater — Negotiations continue.

We're sad to report the deaths of retired member Bob Bixler and John Rojas. Our condolences and prayers are with their loved ones.

Work safe and buy union!

Mitch Smith, P.S.

See You At the Union Meeting

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — The National Labor-Management Cooperation Committee is a joint initiative between NECA and the IBEW designed to improve labor relations, increase competitiveness and promote union electrical work. In the NLMCC's most recent report, Local 51's market share for the outside electrical construction industry, both in employment and wages, increased to 96%. Thanks to all our members with their help in organizing nonunion workers.

Our annual golf scholarship outing will be Saturday, June 6, at Piper Glen Golf Course in Springfield. Please contact the hall (217-726-8481) to submit a team or for more information.

The power of our union rests in your hands. Being in a union means showing solidarity, fighting for better wages, taking collective action, volunteering in our communities and showing up for union events. We work together, stand together and fight together.

We have monthly unit meetings to plan, discuss, debate and make decisions as a group. The unit meeting's setup ensures that all members have an opportunity to hear and be heard, giving everyone a voice, a vote and a seat at the table. Members get updates on contract negotiations, grievances and union events. Plus, it's a fun evening spent with your union brothers and sisters. We hope to see you at your next unit meeting!

Karlene Knisley, Bus. Rep.

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

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

Trade Classifications

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

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



Local 71's rendering of its new meeting hall and training center.

Local 71's Work, Growth and Opportunity

L.U. 71 (lctt,o&rtb), COLUMBUS, OH — It was a long, busy winter at our local. With severe weather impacting much of the country, many of our members worked through some of the toughest conditions Old Man Winter can deliver, responding to storms and outages while keeping communities connected and safe. By the time you read this, we hope the weather has turned warmer and the landscape more colorful.

Ohio has several large projects under construction, and the overall work outlook remains strong. The 71/245 contract is set to expire at the end of this year.

In telecommunications, Frontier has officially returned under the Verizon umbrella as of Jan. 20. The fiber-to-the-home rollout continues to move forward, with Ohio management indicating there are no plans to slow down anytime soon. The Verizon contract is set to expire in March 2027.

At the Local 71 office, final upgrades are being completed, and we have broken ground for the new meeting hall, event space and training center behind the office. The local also has many activities planned for this year, including the Kings Island summer picnic, side-by-side rides and golf outings, with potential additional events to be announced. Be sure to follow social media, check your email or attend your nearest unit meeting to stay up to date on everything happening.

Local 71 will be holding elections in May for officers and the executive board, as well as delegates for the convention in September. If you need any additional information, please feel free to contact the Local 71 office (614-539-1394) or your local representative.

Stay safe, stay involved and stay united. Our strength has always been and will always be our membership. The officers and staff look forward to seeing you in 2026.

James Roessner, R.S.

Local 97 Member Honored for Heroic Rescue

L.U. 97 (u&ptc), SYRACUSE, NY — A routine morning commute in November turned into a life-saving act of heroism at the intersection of Knowell Road and Milton Avenue in Camillus. Drew Bucktooth, a National Grid lineman and Local 97 member, came to the scene of a serious accident involving an overturned car with two occupants trapped inside.

Without hesitation, Brother Bucktooth took immediate action. Positioning his work vehicle to block traffic and secure the area, he first assisted the male occupant, who had been partially ejected from the vehicle, helping him to safety. Learning that the man's wife remained trapped inside, Brother Bucktooth then entered the overturned vehicle himself. Working in a confined and dangerous environment, he was able to cut her seatbelt and safely remove her from the wreckage. Thanks to his quick thinking, courage and unwavering commitment to the safety of others, both people were successfully rescued.

National Grid has commended Brother Bucktooth for his decisive actions, noting his

professionalism and willingness to step in during a critical moment. His actions reflect the highest standards of our trade and the core values of Local 97. In recognition of his extraordinary bravery, Brother Bucktooth was honored with the IBEW Life Saving Award, which was presented at the March 11 divisional meeting held at the Local 97 Syracuse Hall by Local 97 President Mike Shelby.

We proudly recognize Brother Bucktooth for his bravery and selflessness in the face of danger.

Travis Dam, Bus. Rep.



From left, Local 97 member Drew Bucktooth, Assistant Business Manager Tom Ontano, President Mike Shelby, Business Representative Travis Dam and Vice President Joe Peluso.

Local 99's Federal Influence With Offshore Wind

L.U. 99 (govt&i), PROVIDENCE, RI — On Feb. 25, Brother Thomas Kilday was interviewed by Scripps News as an advocate for offshore wind projects in the U.S. He was also invited to the State of the Union address as the guest of Rhode Island Sen. Sheldon Whitehouse. Tom works for Christenson Electric and has been involved in offshore wind projects for the past three years.

Sidney Jablonski, P.S.

481 vs. 103 Invitational Basketball Tournament

L.U. 103 (cs,i&ptc), BOSTON, MA — On Feb. 20 and 21, during a cold and snowy winter weekend, our local hosted the first annual invitational basketball tournament with Indianapolis Local 481.

The weekend tipped off with a welcome reception at the hall, hosted by Local 103's EWMC



Local 103 hosted the first annual invitational basketball tournament with Indianapolis Local 481, with members ready to play!

and RENEW committees, followed by a Saturday morning shootaround and two hard-fought games at the Boston Celtics' practice facility, the Auerbach Center.

Game 1 was an epic back-and-forth double-overtime battle. Game 2 wasn't as close, but it was just as fun and competitive, with Local 481 sweeping the series.

Business Managers Lou Antonellis of Local 103 and Jeff Wheeler of Local 481

called it a great example and display of the Brotherhood and are committed to growing and expanding the tournament in the years ahead.

This is what the IBEW is all about: competition on the court with brotherhood that lasts far beyond the final buzzer.

Jim Fleming, P.S.

Line Upgrades, Boardman to Hemingway Project

L.U. 125 (lctt,o,t,u&ptc), PORTLAND, OR — In the Boardman, Ore., area, line contractors are building and upgrading high-voltage transmission infrastructure to support the influx of data centers and meet regional electricity needs.



Local 125 crews from Michels Power and Sturgeon Electric Building upgrading lines in Boardman, Ore.



From left, Local 237 members Andrew Reed, Rod McGill, Mike Baker, Jim Lines, John Scherrer and Nick Coyle volunteer at the Marine Toys for Tots Christmas toy drive at Amazon's Project Fiji jobsite in Niagara, N.Y.

This includes constructing more than 197 miles of the Boardman to Hemingway 500-kV line within Local 125's jurisdiction and related connections from the newly built Longhorn Substation east of Boardman, tasks that involve setting structures, stringing conductor and preparing rights of way. In the accompanying picture, crews from Michels Power and Sturgeon Electric Building can be seen upgrading 230-kV lines.

Travis Eri, B.M.

Brother Mike Baker Organizes Marine Toys for Tots

L.U. 237 (i), NIAGARA FALLS, NY — Greetings, brothers and sisters. This winter was another busy one for our local, with a heavy workload and numerous union events.

First and foremost, we would like to extend our gratitude and appreciation to the travelers who have helped us work our jurisdiction. This summer looks to be just as busy, and we will continue to need help to fill calls.

Local 237 would like to recognize Local 103's Mike Baker for organizing a Marine Toys for Tots Christmas toy drive at Niagara's Amazon "Project Fiji" jobsite. The Marine Toys for Tots program collects new, unwrapped toys for less fortunate children at Christmas. Donation boxes were set up on site, and brothers and sisters from various trades brought in toys and gifts to help ensure that kids in local poverty-stricken communities had something to open on Christmas morning.

Our annual dinner dance was held Feb. 28 at Antonio's Banquet and Conference Center. We'd like to thank everyone involved who made it such a wonderful event and congratulate those who earned their service-year pins.

Local 237 would also like to congratulate our newest retirees: Alex Brown Jr., David Felice, Jerry "Mojo" Mojeski, Ken Owczarzak, Daniel Reed and Paul Williams. To many years of health and happiness!

Brandon Lum, P.S.

LOCAL LINES

From Rinks to Ballparks, Local 245 Fosters Unity and Progress

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH — Here at our local, we're excited to welcome spring and much-needed sunshine. We kicked off the year with more than 600 members and their families as we cheered on Toledo Walleye hockey during our annual family night. If you couldn't make it, visit our Facebook page to see the highlights.

Be sure to mark your calendars for Aug. 8, our ninth annual Toledo Mud Hens union night. Join us for food, fun and time with your families and brothers and sisters. Contact the union hall for tickets to this baseball game and help us cheer the Mud Hens to a win.

One of our longtime members recently reached a remarkable milestone. After 54 years and four months as a troubleman serving Wau-seon and Toledo Edison customers, Gary Valentine has retired. We wish him the very best as he enjoys time with family and farming.

Local 245 remains active across all units. At Toledo Edison, amid leadership and labor-relations changes, a 9% flame-resistant clothing allowance increase with parity language was secured, and a temporary \$1.50/hour premium for fleet diagnostic testing was achieved through a grievance settlement. Hancock Wood members ratified a strong three-year agreement with union security, wage increases over 7% in year 1 for some classifications, HSA increases, paid parental leave and improved working hours.

Organizing efforts earned \$20,000 in National Labor-Management Cooperation Committee matching funds. Since the new bounty and incentive program launched in late November, we've added five new members, with more prospects on the horizon. Outside construction continues to see open calls, ongoing jurisdictional discussions, and a strong focus on safety and training.

As always, remember the big picture: No matter the workplace distractions, the most important thing is getting home safely to your families.

Brian Gendaszek, P.S.



Local 245 rang in the new year with more than 600 members and their families to support the Toledo Walleye hockey team.

Marching in Unison

L.U. 269 (i&o), TRENTON, NJ — With parade season just around the corner, the record snowfall in New Jersey and Pennsylvania was a cause of concern for event organizers and participants alike.



Local 269 members and their families get ready to march in St. Patrick's Day Parade in Mount Holly, N.J.

Fortunately, the weather broke just in time, and the first St. Patrick's Day parade of the season in Mount Holly, N.J., went off without a hitch.

The streets were dry for marchers, vehicles and floats, and the sidewalks were clear for all who attended. Sure, you may have needed a jacket (or an adult beverage) to help keep you warm, but that's to be expected during early spring in our territory.

The Local 269 contingent was joined by various other unions, including the Pipefitters, Laborers and Communication Workers. (The carpenters' union did not show up, which, quite frankly, surprised nobody.) It was a good reminder for our members and for the viewing public that we are all brothers and sisters fighting for fair treatment and quality of life, and what better way to show our mutual support than to march side by side?

United we stand. Divided we fall. It's that simple.

Brian Jacoppo, P.S.

Local 313 Volunteers at the Food Bank of Delaware

L.U. 313 (i&spa), WILMINGTON, DE — Local 313 would like to give a special thanks to Brothers Harry Beck, Ivan Cay, Eric Hinton, Eddie Lezniczak, Pete Pesce and Lee Rholetter. In September, they took some time to volunteer at the Food Bank of Delaware, helping pack lunches for children in need. Their participation was welcome at the food bank and did not go unnoticed.

David Rholetter, P.S.

A Good Reason to Spend

L.U. 343 (i,spa&st), LESUEUR, MN — Buy Union: It's more than a slogan. Every time we purchase union-made goods and services from a union company, we help to protect existing jobs and create demand for new ones. Our union-negotiated paychecks support other union members like us. Union jobs support the middle class by paying livable wages to support families with health benefits, better housing, safer communities, retirement security, and a stronger economy both locally and nationally.

Over 100 years ago, a social activist named Florence Kelley founded the National Consumers League. The league's primary mission was exposing sweatshop conditions forced on workers. In the 1890s, children as young as 3 years old were found working in Chicago slums. Women garment factory employees typically labored 16 hours a day, 7 days a week for unlivable wages. "To live means to buy, to buy means to have power, to have power means to have responsibility," Kelley said.

Individually, with every purchase we make, we have the power and responsibility to maintain and improve the lives of other union workers. Collectively and in solidarity, we can change the economic landscape for the entire labor movement for the better.

Buy Union — it makes a difference!

Tom Small, P.S.

EWMC Day of Service

L.U. 479 (i&u), BEAUMONT, TX — Our local's Electrical Workers Minority Caucus chapter fed more than 100 unhoused people in the Beaumont area as part of the EWMC day of service. Local 479 salutes their volunteer service!

Lisa Mitchell, R.S.

Updates From Indy

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN — Brothers and sisters, it has been some time since my last update. During that time, we have been just as busy, if not more, than ever. Here is a quick recap.

In November, we installed the lights on the world's largest Christmas tree for the 63rd year. Yes, that is correct, it was the 63rd year that our members brought joy to the Christmas season.

In December, we held our annual retiree Christmas dinner and pin ceremony. Great food, great company, lots of laughs and old stories filled the room. At that lunch, Willis Fix received his 70-year pin. Congrats, Willis!

In January, we hosted our 38th annual basketball league with nearly 100 members playing. It was a great time to see some new members participate and show their skills.

In February, we held our Local 481 gala, a night for dinner, dancing, drinks and solidarity among all those in attendance. With nearly 1,000 members and spouses at the gala, a great time was had by all, and the dance floor was packed.

As of this writing, we are preparing for the Sixth District Progress Meeting, and we can't wait to show everyone in attendance a great time in Indy. Stay involved, stay safe, and keep making the IBEW the greatest union around.

Blake Andrews, Bus. Rep.

Help Local 483 Reach 100,000 Jars for Emergency Food Network

L.U. 483 (catv,lctt,o&u), TACOMA, WA — For 15 years, our local has proudly hosted an annual peanut butter drive in support of the Emergency Food Network. Thanks to the generosity of our members, partners and community, this effort has grown into a meaningful tradition of service.

This year, we are setting an ambitious goal to collect 7,100 jars of peanut butter. If we achieve this milestone, we will surpass 100,000 jars donated since launching the drive in 2011. Peanut butter, an excellent source of protein that is shelf stable with a long storage life, is one of the most requested items at food banks. It's not a cost-effective product for food banks to purchase in large quantities, so it makes our collection all the more valuable.

Every dollar raised will make a direct impact. One-hundred percent of all donations received will be used to purchase peanut butter from a union grocery store, ensuring that we support both work-

ing families and those facing food insecurity.

Our collection deadline is May 8, and at the time of this writing, we have raised enough to purchase 842 jars. While we are proud of this start, we urgently need your help to reach our goal. In Pierce County, one in six residents rely on food banks. Your contribution of any amount will help provide vital nutrition to neighbors in need.

Please consider donating today and helping us reach 7,100 jars. Together, we can achieve this milestone and continue our long-standing commitment to strengthening our community.

Visit our website at ibew483.org and click on the "Payments and Donations" tab to donate today!

Byron Allen, B.M.

Scan this code to contribute to Local 483's peanut butter drive in support of the Emergency Food Network!



Women's Committee Supports Shelters Ahead of Winter Storm

L.U. 553 (i,mt,o,ws&lctt), RALEIGH, NC — Members of our local's Women's Committee recently organized a donation drive to support two area women's shelters, the Durham Crisis Response Center and the Women's Center of Wake County.

The Durham Crisis Response Center provides free services to survivors of domestic and family violence, sexual assault, and human trafficking. Its programs include a 24-hour help line, emergency shelter, crisis intervention, legal advocacy, counseling referrals and support groups.

The Women's Center of Wake County operates the county's only day shelter for single women experiencing homelessness. The center offers temporary housing, safety and stabilization services, on-site medical and behavioral health resources, meals, showers, laundry facilities, computer and phone access, and educational workshops.

Local 553 members, signatory contractors, RENEW and the JATC worked together to collect clothing and shoes; winter gear such as coats, scarves, gloves and hand warmers; bedding and household items; and \$2,000 in cash donations. Supplies were delivered just days before a late-January ice storm impacted the South.

The effort reflects Local 553's ongoing commitment to service, solidarity and standing with the community when it matters most.

Amy Ramage, R.S.

Local 601 Stands for Our Livelihoods

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL — "The labor movement has a long tradition of using protest, rallies and informational picketing to ensure that our rights, wages and working conditions are protected."

— Business Manager Brian Andersen

There comes a time for every union's membership to decide when enough is enough. That time is now for Local 601. We have several projects choosing nonunion electrical contractors from out of state that seek to lower our standard of living that we have fought hard to maintain. One project is a \$200 million job with approximately \$20 million in electrical work.

Local 601 does not take this lying down. We have reinstated our picket list and will fight every step of the way to protect everything for which we have fought.

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

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

Go Green



As of this writing, we have 51 on Book 1 and 19 on Book 2. Our work outlook will pick up as it starts to warm up. To sign the out-of-work lists will require you to sign in person or send a fax/email from reciprocating locals.

Luther Baker, P.S.



Local 617's scoreboard installation at El Camino High School in Oceanside, Calif.

Local 617 Scoreboard Donation Program

L.U. 617 (c,i,m&st), SAN MATEO, CA — To date, our local has donated hundreds of scoreboards to high school, college and community fields, courts and parks in San Mateo County. Most recently, the program expanded to include digital marquees on elementary school campuses. The scoreboard program is an initiative by Local 617 that focuses on improving public safety and supporting local schools and organizations through the installation and maintenance of electronic boards.

Since 2006, roughly the start of the program, the IBEW bug and its reference to union electricians can be seen from our most northern border, Daly City, to Pescadero, our southern border on the coast, and everywhere in between, demonstrating who we are and what we do.

Established as a response to an economic downturn by past Business Manager Mike Meals, the program provided local union electricians with short calls to help improve work hours during hard times. Installation of the donated boards must be performed by union electrical contractors, and depending on the cost of the scoreboard, Local 617 also partners with the Labor-Management Cooperation Committee to fund and complete the job.

The scoreboards have become landmarks in our jurisdiction, attracting applicants to our apprenticeship program, supporting our members,

representing a tradition of engaging with the community and exemplifying our philosophy of giving back.

Look out for our Local 617 delegates attending the IBEW International Convention, who will be wearing our newest scoreboard lapel pins and may have extras to trade. It has been an honor to revitalize this program and continue to honor Brother Meals' legacy.

Scott Wein, B.M./F.S.



Local 807's Brother Keith Goss Retires

L.U. 807 (rr), LITTLE ROCK, AR — Brother Keith Goss, right, retired after almost 37 years as an IBEW member, having been a shop steward and vice president during his time with the local. Local 807 wishes Brother Goss all the best in retirement.

David Fuller, Pres.

May the Odds Be in Your Favor

L.U. 1205 (em,govt,i,u&ptc), GAINESVILLE, FL — Training directors are an essential part of a local union, and ours is lucky to have one of the best in Shawn Graves. This month, we celebrate Shawn as he officially retires with this year's graduating class!

Shawn has been the training director since 2001, and during that time, he has overseen many changes to Local 1205. From navigating recessions and managing the program through the difficulties of COVID-19 to moving to an online-only testing system and the building of a brand-new training center for students that opened full time in 2023, Shawn has been there through it all. We thank Shawn for his dedication to Local 1205 and wish him the best in his well-deserved retirement.

Filling those shoes was a grueling task for the apprenticeship committee, as Local 1205 has many qualified candidates for the job. We congratulate and welcome Trevor Chapman as our new training director! We look forward to your future success with the training program.

Local 1205 would like to thank all apprentices and journeymen who attended the Working Families Lobby Corps earlier this year in Tallahassee. For the first time, the Florida Legislature has set its sights on private-sector unions.

Legislation (S.B. 1236 and H.B. 1387) that would have a direct and immediate negative impact on our work was introduced this session, and many of our members went to Tallahassee to speak out in opposition. Florida calls itself a "right-to-work" state. But with the constant attacks on the working class, it feels more like a "fight-to-work" state.

Congratulations to the graduating class of 2026! You will make fine journeymen and make Local 1205 proud.

Nicholas Mangoni, P.S.

Local 1245 Veterans Committee Hosts Inaugural Gala

L.U. 1245 (catv,em,govt,lctt,o,t&u), VACAVILLE, CA — In November 2025, our local's Veterans Committee held its first gala over Veterans Day weekend, bringing together more than 100 veterans, members, families and community leaders. Held inside an aircraft hangar, surrounded by historic military aviation displays, the event honored military service and unified veterans across Local 1245.

The gala marked the culmination of work that began in 2024, when Business Representative Mike Tilden and Business Manager Bob Dean launched the Veterans Committee, with recognition from the Ninth District and the International, to create a space for veteran members to connect and support one another.

"This effort began as a simple idea to bring our veterans together, to find new ways to serve," Tilden said at the gala.

The evening included dinner, remarks from leaders, personal stories, a tribute video and ceremonial tributes such as the POW/MIA table.

Guest of honor Kyle Kaiser of Local 1547, a former U.S. Army Airborne soldier, shared his inspirational journey to help veterans transition into careers in the skilled trades.

Since its founding, the committee has grown into a core group of about 20 active members supporting fellow veterans through outreach, mentorship, and assistance navigating benefits and transition challenges.

Planning is already underway for a second gala as Local 1245 continues building a network of support for veterans.

Shannan Velayas, Comm. Dir.



Local 1245 Business Manager Bob Dean, a Navy veteran, listens as Business Representative Mike Tilden, a Marine Corps veteran, speaks during the local's inaugural veterans gala.

Local 1347 Launches New Podcast, "Wired for Work"

L.U. 1347 (ees,em,u&ptc), CINCINNATI, OH — Our local is proud to announce the launch of its first official podcast, "Wired for Work." Hosted by Carington Kohs, this monthly 30-minute program features engaging conversations with union leaders, members and special guests on topics that matter most to our workforce.

Each episode covers important issues, including safety, training, industry trends, community involvement and opportunities within the Brotherhood.

New episodes premiere on YouTube, making it easy for members to stay informed, engaged and connected wherever they are.

Be sure to tune in and support this new initiative as we continue strengthening communication within Local 1347.

Andrew Kirk, B.M./F.S.



Local 1347 launches a new podcast, "Wired for Work."

Local 1579 Salutes Selfless Deeds

L.U. 1579 (i&o), AUGUSTA, GA — By the time I update you again, it will be summertime with even warmer weather. It's been a great first half of the year, and it doesn't look like it's going to change anytime soon. Please dress for the weather, pay attention to details, enjoy a safe summer and be mindful of all the children out of school for the summer.

It is not too often that a letter arrives from another local's business manager bearing welcome news. We appreciate the letter sent from Bo Moreno, business manager of Local 124, with the news of our member Emilio De Carvalho along with several other traveling brothers and sisters and Local 124 members who received the NECA Life Saving Award and are being nominated for the IBEW Life Saving Award. Thank you, Emilio, for your life-saving deeds and your selfless actions, which put yourself in harm's way to assist a brother in need. You made the world a little better that day.

Our work situation is still plentiful. The prime contractors at Savannah River Site are still in need of journeyman wiremen, and Miller continues to hire at the data center in Graniteville, S.C. Miller has also finished a project at the Augusta National golf course. Our in-town shops remain our backbone and are holding their own, and Plant Vogtle still has plenty of work, along with shutdown work. The Savannah River Plutonium Processing Facility project at SRS has hired a few and keeps promising us that work will begin soon on this project, but we are still waiting and remaining optimistic.

Once again, I am reaching out to all our local brothers to help run our work at home. We have open calls daily that we desperately need to fill.

Mike Greene, Pres.



Assistant Business Manager/Organizer Jordan Mueller and Brothers Mark Miller, Luke Bocook, Brodyee Hallowell, Brandon Hallowell and Jack Gillespie stand in sub-zero wind chill conditions for Local 601.

Annual Funding Notice for the National Electrical Benefit Fund

Introduction

This notice provides key details about the National Electrical Benefit Fund (the “Plan” or “NEBF”) for the plan year beginning January 1, 2025, and ending December 31, 2025 (“Plan Year”).

This is an informational notice. You do not need to respond or take any action.

This notice includes: Information about your Plan’s funding status as well as details on your benefit payments guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency.

What if I have questions about this notice, my Plan, or my benefits?

Contact your plan administrator at:

Trustees of the National Electrical Benefit Fund
 2400 Research Boulevard, Suite 500
 Rockville, MD 20850-3266
Phone: (301) 556-4300

To better assist you, provide your plan administrator with the following information when you contact them:

- **Plan Number:** 001
- **Plan Sponsor Name:** Trustees of the National Electrical Benefit Fund
- **Employer Identification Number:** 53-0181657.

What if I have questions about PBGC and the pension insurance program guarantees?

Visit www.pbgc.gov/prac/multiemployer for more information. For specific information about your pension plan or pension benefits, you should contact your employer or plan administrator as PBGC does not have that information.

Federal law requires all traditional pension plans, also known as defined benefit pension plans, to provide this notice every year regardless of funding status. This notice does not mean your Plan is terminating.

How Well Funded Is Your Plan?

The law requires the Plan’s administrator to explain how well the Plan is funded, using a measure called the “funded percentage.” The funded percentage is calculated by dividing Plan assets by Plan liabilities. In general, the higher the percentage, the better funded the plan. The chart below shows the Plan’s funded percentage for the Plan Year and the two preceding plan years. It also lists the value of the Plan’s assets and liabilities for those years.

Funded Percentage			
	2025 Plan Year	2024 Plan Year	2023 Plan Year
Valuation Date	January 1, 2025	January 1, 2024	January 1, 2023
Funded Percentage	95.61%	95.02%	92.57%
Value of Assets	\$19,595,228,572	\$18,767,975,914	\$17,901,877,577
Value of Liabilities	\$20,494,066,576	\$19,751,608,402	\$19,338,915,848

Year-End Fair Market Value of Assets

To provide further insight into the Plan’s financial position, the chart below shows the fair market value of the Plan’s assets on the last day of the Plan Year and each of the two preceding plan years as compared to the actuarial value of the Plan’s assets on the Valuation Date.

- **Actuarial values (shown in the chart above)** account for market fluctuations over time. Unlike market values, actuarial values do not change daily with stock or market shifts.
- **Market values (shown in the chart below)** fluctuate based on investment performance, providing a more immediate snapshot of the plan’s funding status.

	December 31, 2025	December 31, 2024	December 31, 2023
Fair Market Value of Assets	\$19,943,937,324	\$19,265,376,779	\$17,670,809,535

* Preliminary and subject to change

Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan’s funding status determines the steps a plan must take to strengthen its finances and continue paying benefits:

- **Endangered:** The plan’s funded percentage drops below 80 percent. The plan’s trustees must adopt a funding improvement plan.
- **Critical:** The plan’s funded percentage falls below 65 percent or meets other financial distress criteria. The plan’s trustees must implement a rehabilitation plan
- **Critical and Declining:** A plan in critical status is also designated as critical and declining if projected to become insolvent — meaning it will no longer have enough assets to pay out benefits — within 15 years (or within 20 years under a special rule). The plan’s trustees must continue to implement the rehabilitation plan. The plan’s sponsor may seek approval to amend the plan, including reducing current and future benefits.

The Plan was not in endangered, critical, or critical and declining status in the Plan Year.

Participant and Beneficiary Information

The following chart shows the number of participants and beneficiaries covered by the Plan on the last day of the Plan Year and the two preceding plan years. The numbers for the Plan Year reflect the plan administrator’s reasonable, good faith estimate.

Number of participants and beneficiaries on last day of relevant plan year	2025*	2024	2023
1. Last day of plan year	December 31, 2025*	December 31, 2024	December 31, 2023
2. Participants currently employed	324,095	318,705	310,164
3. Participants and beneficiaries receiving benefits	177,930	174,380	170,285
4. Participants and beneficiaries entitled to future benefits (but not receiving benefits)	175,182	178,537	171,271
5. Total number of covered participants and beneficiaries (Lines 2 + 3 + 4 = 5)	677,207	671,622	651,720

* Preliminary and subject to change

Funding & Investment Policies

Funding Policy

Every pension plan must establish a funding policy to meet its objectives. The funding policy relates to how much money is needed to pay promised benefits. The Plan’s funding policy is to ensure that the employer contributions to the Plan, coupled with long-term investment returns, will keep the Plan financially secure and permit the Plan to meet all current and future liabilities. The Trustees have determined that the 3% of gross labor payroll contribution rate will continue to satisfy this funding policy.

Investment Policy

Pension plans also have investment policies that provide guidelines for making investment management decisions. to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments is prudent and that the individual investment funds and managers are achieving the goals established by the Plan. As of the end of the Plan Year, the Plan’s assets were allocated among the following investment categories as percentages of total assets:

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	–
U.S. Government securities	7.50
Corporate debt instruments (other than employer securities):	
Preferred	2.45
All other	10.04
Corporate stocks (other than employer securities):	
Preferred	0.12
Common	15.31
Partnership/joint venture interests	14.17
Real estate (other than employer real property)	3.72
Loans (other than to participants)	0.41
Participant loans	–
Value of interest in common/collective trusts	37.03
Value of interest in pooled separate accounts	1.66
Value of interest in master trust investment accounts	–
Value of interest in 103-12 investment entities	1.12
Value of interest in registered investment companies (e.g., mutual funds)	2.43
Value of funds held in insurance co. general account (unallocated contracts)	–
Employer-related investments:	
Employer securities	–
Employer real property	–
Buildings and other property used in plan operation	–
Other	4.04
Total	100.00

For information about the Plan’s investment in any of the following types of investments — common / collective trusts, pooled separate accounts, or 103-12 investment entities — contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300.

The Plan’s preliminary asset return as of the end of the Plan Year was 10.95% gross of fees.

Events Having a Material Effect on Assets or Liabilities

By law, this notice must include an explanation of any new events that materially affect the Plan’s liabilities or assets. These events could affect the Plan’s financial health or its ability to meet its obligations.

For the plan year beginning on January 1, 2026, and ending on December 31, 2026, there were no events having such an effect.

Right to Request a Copy of the Annual Report

Pension plans must file an annual report, called the **Form 5500**, with the U.S. Department of Labor. The Form 5500 includes financial and other information about these pension plans.

You can get a copy of your Plan's Form 5500:

- **Online:** Visit www.efast.dol.gov to search for your Plan's Form 5500.
- **By Mail:** Submit a written request to your plan administrator.
- **By Phone:** Call (202) 693-8673 to speak with a representative of the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room.

The Form 5500 does not include personal information, such as your accrued benefits. For details about your accrued benefits, contact your plan administrator.

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by PBGC, below), the plan must apply to PBGC for financial assistance. PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

Benefit Payments Guaranteed by PBGC

Only vested benefits — those that you've earned and cannot forfeit — are guaranteed.

What PBGC Guarantees

PBGC guarantees "basic benefits" including:

- Pension benefits at normal retirement age.
- Most early retirement benefits.
- Annuity benefits for survivors of plan participants. Disability benefits for disabilities that occurred before the earlier of the date the plan terminated or the sponsor's bankruptcy date.

What PBGC Does Not Guarantee

PBGC does not guarantee certain types of benefits, including:

- A participant's pension benefit or benefit increase until it has been part of the plan for 60 full months. Any month in which the multiemployer plan was insolvent or terminated due to mass withdrawal does not count toward this 60-month requirement.
- Disability benefits in non-pay status.

Determining Guarantee Amounts

The maximum benefit PBGC guarantees is set by law. Your plan is covered by PBGC's multiemployer program. The maximum PBGC guarantee is \$35.75 per month, multiplied by a participant's years of credited service.

PBGC guarantees a monthly benefit based on the plan's monthly benefit accrual rate and your years of credited service. The guarantee is calculated as follows:

1. Take 100 percent of the first \$11 of the Plan's monthly benefit accrual rate.
2. Take 75 percent of the next \$33 of the accrual rate.
3. Add both amounts together.
4. Multiply the total by your years of credited service to determine your guaranteed monthly benefit.

Example 1: Participant with a Monthly \$600 Benefit and 10 Years of Service.

1. Find the accrual rate: $\$600/10 = \60 accrual rate.
2. Apply PBGC formula:
Take 100 percent of the first \$11 = \$11 Take 75 percent of the next \$33 = \$24.75
3. Add the two amounts together: $\$11 + \$24.75 = \$35.75$
4. Multiply by years of credited service: $\$35.75 \times 10 \text{ years} = \357.50 In this example, the participant's guaranteed monthly benefit is \$357.50.

Example 2: Participant with a \$200 Monthly Benefit and 10 Years of Service.

1. Find the accrual rate: $\$200/10 = \20 accrual rate.
2. Apply PBGC formula:
Take 100 percent of the first \$11 = \$11 Take 75 percent of the next \$9 = \$6.75
3. Add the two amounts together: $\$11 + \$6.75 = \$17.75$
4. Multiply by years of credited service: $\$17.75 \times 10 \text{ years} = \177.50 In this example, the participant's guaranteed monthly benefit is \$177.50.

Paul A. Noble Kenneth W. Cooper David Long Dennis F. Quebe
NEBF Trustee NEBF Trustee NEBF Trustee NEBF Trustee



International Brotherhood of Electrical Workers

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

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HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

Have you moved?

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

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WHO WE ARE

Louisiana Local's 'Lighthouse' Creates Safer, Stronger Community

Baton Rouge, La., Local 995 can now play a leading recovery role in a state all too familiar with natural disasters, thanks to IBEW innovation and outreach to strengthen ties in the community.

Working with civic and faith leaders, Local 995 has made its apprenticeship and training center into a "Community Lighthouse" — making it available to residents as an emergency electrical hub during a widespread power outage. They'll be able to do everything from charging their wireless phones to storing medicines that require refrigeration.

It will also serve as a hub for emergency crews as they work to restore power, which would include IBEW-represented lineworkers. Electrical training would continue at the center during an emergency.

The concept was made possible by a solar and battery storage microgrid that Local 995 built at the training center. It hopes to build about 20 more microgrids in and around Baton Rouge, the state capital with a population of about 225,000, with a goal of each resident being able to get to one in 10 to 15 minutes.

"It's a great opportunity for us," Local 995 Training Director Darryl McGaha said. "Just to show off the work we can do and to demonstrate how we feel about the community and the way we train."

Local 995 held an open house at the facility in early March, drawing substantial local media coverage. It has helped build a bridge between the IBEW, labor and the Louisiana faith community — not an easy thing to do in the Deep South, perhaps the most anti-union area in the country.

That creates trust and is good business, Business Manager Jason Dedon said. Local 995's signatory contractors already have added two projects due to the improved relationship.

"In a lot of ways, the only way they [the faith community] knew about us was through movies and television shows," Dedon said. "They never had any real interactions with us."

"This has created a space to sit in a room with all the lay leaders in the area, in all the faiths and denominations, and really bond on the things we have in common," he added. "There is a lot that unites us."

If a religious leader talks about the importance of unions, his or her congregation members are more likely to support the message instead of relying on someone from the outside who might have an anti-union agenda, Dedon said.



Baton Rouge, La., Local 995 Business Manager Jason Dedon, front center in the photo at left, with local staff and members after the announcement that its training center will serve as a Community Lighthouse. Top and above: Political, civic and religious leaders from the area attended an open house and ceremony to dedicate the Lighthouse.

The Pew Research Center used a statistical analysis to rank Louisiana as the third-most religious state in the country, tied with South Dakota and trailing only Mississippi and South Carolina. Leaders from several faiths and denominations took part in the Lighthouse's ribbon-cutting ceremony.

"We're creating a community of religious leaders as ambassadors in the fight for organized labor," Dedon said. "It's easy for someone to tell me no. But tell your priest no? Look him in the eyes and tell him that? That's a different deal."

Local 995 has met a massive need in the community with the Lighthouse,

with half of the funding coming from East Baton Rouge Parish. (Parishes in Louisiana are the equivalent of counties.) The rest came from federal funds and a state-wide coalition of more than 250 congregations and civic organizations.

McGaha noted that the facility was a Grainger industrial supply house before Local 995 purchased it several years ago and converted it into a training center.

That and its location near the city's center makes it an ideal spot for an electrical hub, he said. Construction on the microgrid took place from October 2025 until January. It required Local 995 to upgrade the building overall, such as installing a new roof, which was performed by a union roofing company.

It's also allowed Local 995 to expand its apprenticeship classes into less traditional sources of energy workers, McGaha said.

"It's not only been a success for the Community Lighthouse but a success for our apprenticeship," he said. "We've been able to get people in here who had no idea what we do or how we operate. It's opened a lot of doors."

Among those people are representatives from Together Baton Rouge, which organized the open house.

The group is a nonpartisan coalition of congregations and community organizations that brings groups

together to work on issues in the city without regard to race, religion or political affiliation.

Lead Organizer Abel Thompson noted that 34 people died after Hurricane Ida struck New Orleans in 2021 because they had no access to electricity due to blackouts that lasted for several days.

Having a Lighthouse available within a close distance prevents such tragedies, he said.

"We can't rely on standard or traditional disaster response," Thompson said. "Not because it's particularly dysfunctional, but because when you lose all power, no system is built for that."

Having the Lighthouse available allows the community to better identify who might need help before a hurricane or tornado hits, said Thompson, who was working on the ground in New Orleans when Ida struck the city. It was the second-most destructive hurricane in Louisiana history, trailing only Katrina in 2005.

"To have the IBEW be part of this brings so much capacity to what we're

doing," he added. "It's not only a resilient dynamic. They also represent so many electricians throughout the state. First responders come to them during an emergency."

New Orleans-based Community Power South, which pairs nonprofit groups with renewable energy projects, also assisted with the project.

"Storms aren't going to stop wreaking havoc," CEO Joshua Cox told Baton Rouge television station WBAF. "The grid isn't going to stop going out. And we need to have the tools to be able to take care of ourselves until it all comes back up."

Another benefit for Local 995: a massive slashing of electrical costs at the training center.

A recent utility bill was about 80% less than in a similar period last year, Dedon said.

"We're running our apprenticeship programs on a shoestring budget, trying to stretch every dollar as far as we can get it," he said. "That's real savings that we can spend on laptops and other materials." ■



Local 995's training center has a new microgrid powered by solar energy, which improved instruction and opened it to serving as a Community Lighthouse.

