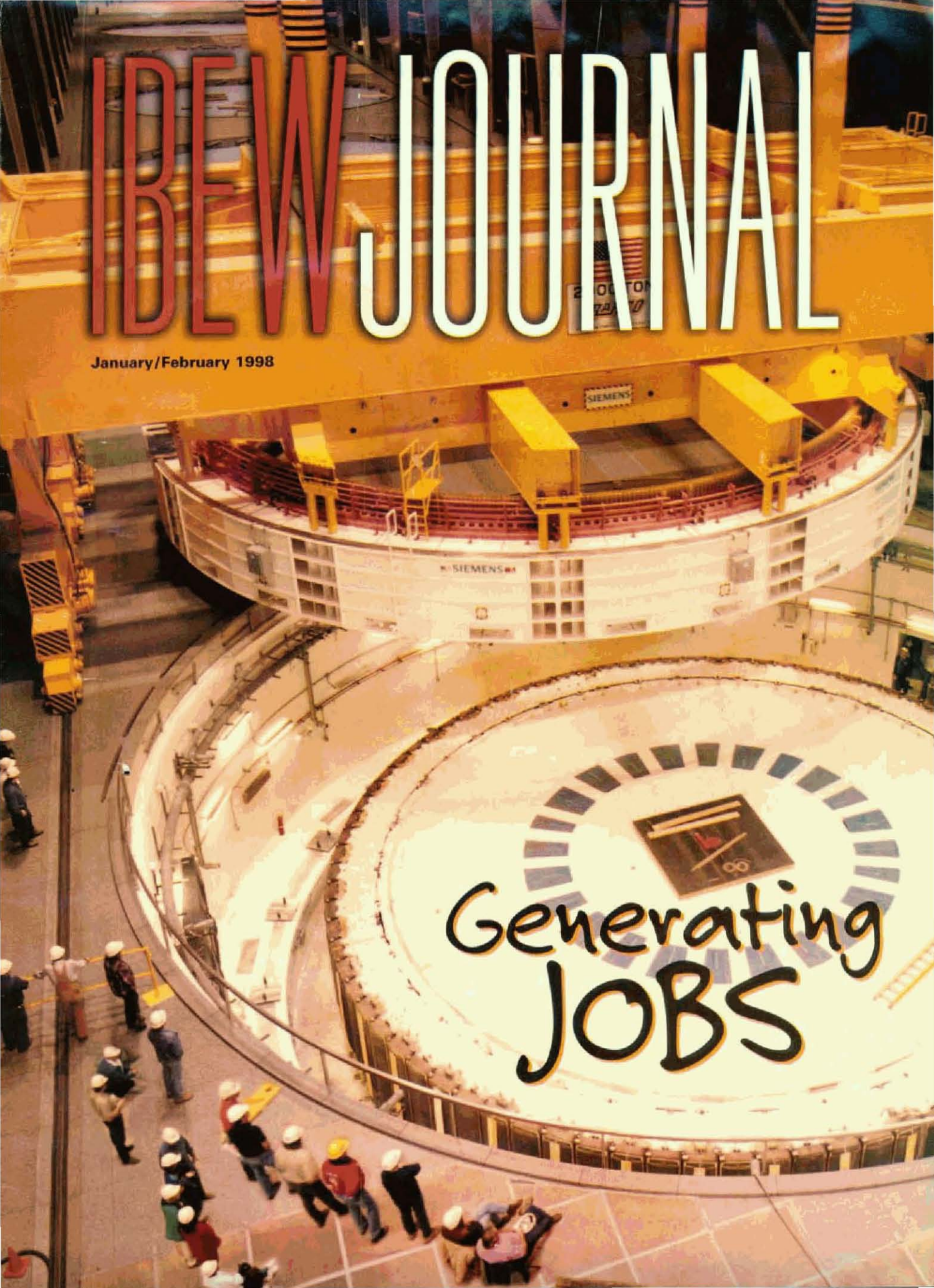
IBEW JOURNAL

January/February 1998



LETTERS TO THE EDITOR

Kudos on Fast Track

Congratulations on your new feature—Letters to the Editor. It was also a pleasure to read International President J.J. Barry's timely editorial regarding the loss of jobs to our brothers and sisters of the IBEW and other union trades due to NAFTA, and President Clinton's pressure on the House of Representatives for passage of "Fast Track." As of November 10 however, the president has withdrawn his campaign for lack of votes. How can there be "fair trade" globally when, as U.S. Senator Byron Dorgan of North Dakota (a Democrat) put it in perspective with the words, "Is it fair for American workers to have to compete with foreign producers that hire children, put them in unsafe workplaces, pay them a dime an hour, pollute the water and air and then send their products to store shelves in the U.S.A.?" Despite "retraining proposals" by the president for Americans losing their jobs, there was no guarantee that a "retrained" IBEW worker would "retrain" at the same pay. Thank God union labor stopped this from becoming law. Hold your heads high!

Al Marchese

IBEW Local 102 retiree, Berlin, Maryland

For more on the defeat of Fast Track, see President Barry's editorial on page 3.

Giving is in His Blood

I am writing this letter to let you know that my husband, James F. Dekas, former member of Local 104, Boston, Mass., and Local 326, Lawrence, Mass., (retired), was recently honored by the New England Region of the American Red Cross. Jim reached a milestone of donating 35 gallons (280 pints) of blood.

We both enjoy reading the *Journal*.

Eleanor N. Dekas

Local 326 retiree spouse, Brighton, Massachusetts

Stay Active in Retirement

As a retired IBEW Local 11 [Los Angeles, Calif.] electrician I would like to remind all retirees reading this that although their "working" days may be over their "union" days are not. Get interested in your local union's retirees club, and if there is none, think about starting one in your local.

We here in the Local 11 Retirees Club are very active in politics concerning all working people in our city, state and country. We keep abreast of upcoming elections, which politicians are labor oriented and review the legislative bills coming up for vote. Monthly speakers keep us up to date.

Of course, we are also concerned with health care, Medicare, Social Security, etc... and we still have social functions, trips, picnics and in general, enjoying our retirement.

Gilbert S. Hand

Local 11 retiree, Pasadena, California

(Continued on inside back cover)

EXECUTIVE OFFICERS

J.J. BARRY
International President
1125-15th St., N.W.
Washington, D.C. 20005

EDWIN D. HILL
International Secretary
1125-15th St., N.W.
Washington, D.C. 20005

THOMAS VAN ARSDALE
International Treasurer
158-11 Harry Van Arsdale Jr. Avenue
Flushing, New York 11365

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
CLYDE BOWDEN
c/o IBEW Local 387
5818 N. 7th Street, Suite 201
Phoenix, Arizona 85014

First District
JOSEPH A. McCAFFERTY
c/o IBEW Local 380, 3900 Ridge Pike
Collegeville, Pennsylvania 19426

Second District
PAUL J. WARD
c/o IBEW Local 103
256 Freeport Street
Dorchester, Massachusetts 02122

Third District
WALLY SICKLES
c/o IBEW Local 71
6322 O'Harra Road
Galloway, Ohio 43119

Fourth District
LANCE BLACKSTOCK
c/o IBEW Local 558
P.O. Box 578
Sheffield, Alabama 35660

Fifth District
LYLE KEITH QUERRY
c/o IBEW Local 53
1100 E. Admiral Blvd.
Kansas City, Missouri 64106

Sixth District
BILL J. MOTLEY
c/o IBEW Local 1141, P.O. Box 60188
Oklahoma City, Oklahoma 73146

Seventh District
MILTON L. FOSTER
c/o IBEW Local 191
2812 Lombard Avenue
Everett, Washington 98201

Eighth District
JOHN E. COLE
c/o IBEW Local 2309, 138 Neill St.
Fredericton, NB, Canada E3A 226

INTERNATIONAL VICE PRESIDENTS

First District
DONALD LOUNDS
45 Sheppard Ave. East, Suite 4
City of North York, Willowdale
Ontario, Canada M2N 5Y1

Second District
FRANK J. CARROLL JR.
220 Forbes Road, Suite 404
Braintree, Massachusetts
02184-2705

Third District
LAWRENCE E. ROSSA
200 Corporate Center Drive
Suite 301
Coraopolis, Pennsylvania 1510

Fourth District
PAUL J. WITTE
7710 Reading Road, Suite 9
Cincinnati, Ohio 45237

Fifth District
MELVIN W. HORTON
No. 2 Metroplex Drive, Suite 3
Birmingham, Alabama, 35209-6

Sixth District
JEREMIAH J. O'CONNOR
2200 South Main Street, Suite 3
Lombard, Illinois 60148

Seventh District
ORVILLE A. TATE JR.
4400 Will Rogers Parkway, Suite
Oklahoma City, Oklahoma 731

Eighth District
JON F. WALTERS
330 Shoup Avenue, Suite 20
P.O. Box 51216
Idaho Falls, Idaho 83405

Ninth District
MICHAEL S. MOWREY
150 North Wiget Lane, Suite 1
Walnut Creek, California, 94598-2

Tenth District
DANIEL L. DAVIS
10400 W. Higgins Road, Suite
Rosemont, Illinois 60018-373

Eleventh District
RAY EDWARDS
300 South Jefferson, Suite 30
Springfield, Missouri 65806

Twelfth District
CARL LANSDEN
5726 Marlin Road, Suite 500
Chattanooga, Tennessee
37411-4043

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Volume 97

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COVER

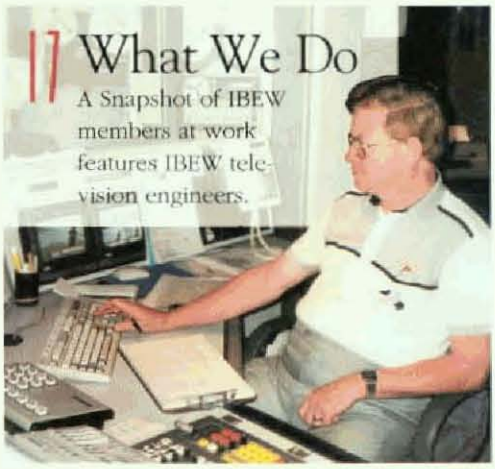
22 Generating Jobs

Local 191 Answers the Call to Replace Massive Generators at the Grand Coulee Dam.

On the cover: The custom-built lifting fixture designed to fit the existing 2,000-ton rotor gantry crane, which dwarfs Local 191 workers, lowers the new stator into place.

A small group of IBEW Local 191 members (above), from left, front row: Business Representative Mike Baird, Apprentice Eric Eder, Daryl Tomlinson, Cynthia Miller and Organizer Jack Eidukas; (middle) Dick Shaw; and (back row): David Allyn, Apprentice Bill Martin, John Wickens, Jim Dorsey and Jim McDonnell.

FEATURES



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A Snapshot of IBEW members at work features IBEW television engineers.

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Syracuse Training Center gets a familiar name! President J.J. Barry dedicated his home local's new JATC facility in a homecoming ceremony on September 12, 1997.

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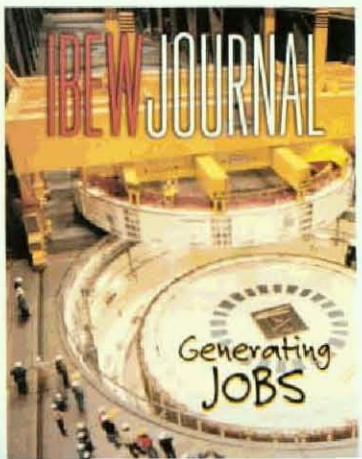

To serve our readers better and utilize our resources in the most effective manner, we needed to make changes.

19 Ninth District Progress Meeting

International and District-wide perspectives on issues and strategies are shared by delegates at the 53rd Annual Meeting at Lake Tahoe, Nevada.

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PRESIDENT'S MESSAGE

When the labor movement looks back on its legislative accomplishments of 1997, the most memorable event was a vote that didn't happen.

In November, President Clinton admitted that he did not have the votes in Congress to pass legislation that would renew his authority to negotiate international trade deals on the so-called "fast track." Under fast track, the President and his trade negotiators present their completed deals to Congress for a straight up-or-down vote, with no chance for amendments.

The IBEW and all of organized labor took the position that we had our fill of agreements negotiated under fast track. In recent past years, such deals have brought us monstrous trade deficits and hundreds of thousands of lost jobs. The most infamous of the deals negotiated under fast track, the North American Free Trade Agreement (NAFTA), has cost an estimated 250,000 jobs in the United States, too many of which once belonged to our IBEW sisters and brothers.

In this context, the President, virtually all Republican leaders, and the predictable chorus of corporate moguls wanted to expand NAFTA to several other nations in the Caribbean and South America. They wanted to do so without those pesky details such as labor rights for workers in those countries or standards to protect the environment, claiming that those matters would be taken care of in side agreements. However, as we have seen, the side agreements to NAFTA have been woefully inadequate in protecting workers and the environment. In Mexico, workers still face tremendous legal obstacles, even physical violence, if they attempt to form independent unions. Meanwhile, the environmental degradation in Mexico continues unabated.

Life After Fast Track

The question for 1998 is: Now what?

There is no doubt that we live in a global economy, and that the United States and Canada are two of the leading players in it. The clock will not turn back, nor should we want it to. There are more markets for North American products throughout the world than ever before. Exports have created jobs, though far fewer than those destroyed by imports.

The labor movement held throughout the fast track debate that the issue is not whether the United States participates in the world economy, but rather how the nation uses its economic strength to press for common standards in the treatment of workers and in protecting the environment. That sentiment clearly resonated with the American public. Polls throughout the debate showed that a solid majority opposed fast track. Common sense and practical observation trumped the grandiose claims of political and corporate leaders.

The victory on fast track will neither end our problems nor protect all our jobs. But if working people are ever to reverse the attitude that jobs are expendable in the rush to global profits, the 1997 defeat of fast track will be remembered as the turning point.

It is also important to note that the labor movement had no qualms about taking on a President who has been, on balance, good for working people, certainly better than the two men he defeated. This underscores the message I have set forth for years: Labor has no permanent friends nor permanent enemies; it has only permanent interests. The fact that we won the support of numerous Republican members of Congress on this issue proves that we will work with those who stand fast for working people and their families and oppose those who do not.

There are many miles to go before we can lay claim to true justice and opportunity for workers. We certainly begin 1998 in a far better position than at any time in recent memory.

IBEW JOURNAL
J. J. Barry, EDITOR
C. James Spellane, DIRECTOR
Carol A. Cipolari, SUPERVISOR
Ruth A. Ewing
Lynn D. Clark
Carol M. Fisher
Angela M. Roberts
Mary Burdsall

SECRETARY'S MESSAGE

If we lived in a better world, working men and women would be able to go about their business, deal with their employers collectively through their unions and focus on making a decent living in a secure job.

In the real world, however, we know that those who seek to take advantage of workers will try to gain every advantage by tilting government policies in their direction. History shows that labor has no choice but to be involved in the political arena if there is to be decency and justice in the laws of the land. This means that every union member must exercise his or her right to participate in the American political process.

As President Barry notes in his message on the opposite page, the trade unions of the United States late last year gave voice and expression to the vast public discontent over the trade policy of the United States. The victory in the fast track debate came one year after organized labor almost single-handedly put the brakes on the rightward political drift that threatened to undo decades of social and economic progress for the average citizen.

With success, however, comes attention, not all of it positive. The enemies of working people realized that the labor movement was the strongest organized voice out there standing up against the kind of mentality that has produced obscene executive salaries, trade policies that hurt the average worker and the willingness of corporations to spend millions and break laws to keep their employees from organizing. They—correctly—see the labor movement as the biggest obstacle standing between them and clear control of the political agenda.

Stand Up For Your Rights

And so they—politicians, corporate strategists and ideologues who share an antiunion philosophy—have decided to mount an offensive against your political rights. The abominable, and fiendishly clever, aspect of their plan is that they are carrying out these attacks while claiming to act in your best interests.

This offensive is taking many forms. In California, there will be a ballot initiative this November to require that a worker provide written permission before his or her dues money could be spent for political purposes. There may be similar ballot initiatives in other states as well this November. On the federal level, some have introduced legislation which purports to introduce more "democracy" into the way unions decide on political contributions. Other bills seek to place the most onerous reporting requirements on union political activity, while of course exempting corporations from the same burden. Cloaked in the language of fairness, all of these efforts would essentially limit the rights of unions—not just as organizations but of individual members—to participate in the very bedrock of North American democracy, the electoral process.

As Congresswoman Loretta Sanchez (D-CA), speaking at a hearing on one of these sham bills, the "Worker Paycheck Fairness Act," so eloquently put it, "The last time I checked, we had not repealed the Bill of Rights. This bill [H.R. 1625] punishes a group [union members] in America for exercising their free speech rights."

As 1998 unfolds, and the midterm elections draw near, Americans will be bombarded with political messages. It is crucial that the voice of working people be part of the political debate. You will read more about attacks on your rights in upcoming issues of the *Journal* and through other IBEW communications. As the year begins, it is important that every IBEW member understand what is at stake and be prepared to fight for their basic rights as citizens of a free land.

98 International Brotherhood of Electrical Workers. All rights reserved. Printed in the U.S.A. on Union-made paper.

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Philadelphia Shipyard Bounces Back

In a move to stimulate job opportunities, the Commonwealth of Pennsylvania announced that an agreement had been reached with Europe's largest shipbuilder, Kvaener/ASA of Norway, to reopen the Philadelphia Naval Shipyard and convert it into a facility to build commercial vessels.

The project, as reported in the November 1997 issue of *Maritime*, the newsletter of the Maritime Trades Department, is expected to create as many as 6,000 jobs in the southeastern Pennsylvania region, beginning in the summer of 1998. Kvaener has committed to investing $165 million into the yard over a 15-year period, and has plans to produce more complex vessels, such as cruise ships.

Local 98, Philadelphia, Pennsylvania, Business Manager John Dougherty, leaders of the Pennsylvania Building and Construction Trades Council, and Maritime Trades Department representatives met on December 12, 1997, with Kvaener to complete a five-year agreement which will provide jobs for union members. Kvaener/ASA said that they will not deal with any workers who are not union to staff their shipyards and, with all the work planned for the facility and shipbuilding, the work force will ultimately be 1,200-1,800 strong. They plan to contract out other jobs with the building trades.

Work is underway on a machine with a 600,000-ton lifting capacity. They will begin hiring for shipbuilders sometime in late 1998, commencing work on tankers and freighters in the beginning, and later going on to build cruise ships. Business Manager Dougherty was instrumental in putting the agreement together successfully, and members look forward to the tremendous job ahead.

The idle cranes at the Philadelphia Naval Shipyard will hum again under the new agreement to bring commercial shipbuilding to the facility.

CUTLER AND HAMMER STILL IN BUSINESS

A newspaper called "Trouble Shooter," which may be syndicated in parts of the United States, printed a letter from a consumer who said he understood that Cutler and Hammer, a maker of circuit breakers and other electrical equipment, was out of business. The column did nothing to correct this assumption.

In fact, the company was bought by another corporation, but remains in business and still sells circuit breakers and other products under the Cutler and Hammer name. IBEW members from Local 201, Beaver, Pennsylvania, and Local 1833, Horseheads, New York, work in plants that make these products.

Ohio Voters Reject Workers Comp 'Deform'

On Election Day in 1997, most of the media focused on several high profile governors' and mayors' races, but the biggest victory for working people did not involve a candidate at all.

Voters in Ohio, by a resounding margin of 57 to 43 percent, overturned a workers' compensation bill that had been enacted by the legislature and signed by Ohio Gov. George Voinovich (R).

Billed by organized labor as workers' compensation "deform," the bill in question would have shifted much of the cost of work-related repetitive strain injuries from employers to workers and to other taxpayer-supported programs. The bill also would have made the *Guides to the Evaluation of Permanent Impairment*, published by the American Medical Association (AMA), the sole determinant of an injured worker's benefits, unadjusted by factors of age or occupation, even though the AMA itself had said that the guides should not be used as such.

Organized labor in Ohio, including the IBEW, led the charge to put the bill on the ballot as a referendum issue. Ohio unions gathered twice as many signatures as necessary to place the measure on the ballot. The unions also withstood an advertising barrage sponsored by the insurance companies and big business. As Ohio AFL-CIO President Bill Burga noted, "We've proven that in Ohio people can be more powerful than money."

After the vote, Gov. Voinovich and others in the business community said that the public was "confused" over the issues involved. Labor countered that the voters understood quite clearly that improving the bottom line at the expense of injured workers is simply a manifestation of the worst kind of corporate and political greed.

NEBF Appoints New Investments Director

The trustees of the National Electrical Benefit Fund (NEBF), on November 1, 1997, appointed Terrence S. Moloznik to the position of Executive Director of Investments. The NEBF is the fourth largest Taft-Hartley (joint labor-management) pension fund in the United States with assets of $7.1 billion. The fund covers primarily IBEW members employed in the construction industry. He will also be involved in the management of the $707 million National Electrical Annuity Plan (NEAP).

Terrence S. Moloznik

Mr. Moloznik previously served as an investment consultant to Taft-Hartley firms for Bear Stearns, one of the largest full service investment banking firms in the United States. He worked directly with pension funds ranging from $20 million to $18 billion in assets. He also provided investment counseling to public officials and state legislators regarding state retirement programs with assets of as much as $52 billion. Prior to joining Bear Stearns, Mr. Moloznik served in various investment positions for major Taft-Hartley funds.

Mr. Moloznik is an active member of the International Foundation of Employee Benefits, and has frequently addressed their educational conferences and authored articles for the organization's publications. He holds a Master's Degree in Business Administration and is a Vietnam veteran.

The NEBF Trustees, IBEW International Secretary Edwin D. Hill and Executive Vice President John Grau of the National Electrical Contractors Association, said, "With the proven investment expertise and Taft-Hartley experience Mr. Moloznik brings to our team, the pension benefits of IBEW-represented participants in the NEBF and NEAP will continue to be very secure."

Australian for Solidarity

In keeping with the IBEW's commitment to solidarity with workers around the world, Local 326, Lawrence, Massachusetts, recently welcomed an Australian utility union official on a tour of the Salem Harbor Station, owned by New England Electrical Systems (NEES).

Marika Jaeger, National Industrial/Research Officer of the Construction, Forestry, Mining and Energy Union (CFMEU) of Australia, visited the Boston area as part of the American Center for International Labor Solidarity, AFL-CIO Visitors Program. Sister Jaeger and other Australian trade unionists met with their counterparts in Washington, D.C., and in several states. While in Boston, Sister Jaeger visited the Salem Harbor plant, which is operated and maintained by members of Local 326. Assistant Business Manager Merrill Hutchinson and International Representative Edward Collins of the Second District Staff escorted her on the tour, which was conducted by Bruce Smith, Chief Engineer at Salem Harbor.

Sister Jaeger was especially interested in learning about the impact of restructuring on American workers in energy industries, especially mining and power generation. Her visit was timely, as the Massachusetts legislature was considering the electric utility deregulation bill at that time (see "Utility Watch," p. 14 of this issue). The officers and members of Local 326 also learned a great deal about the challenges facing energy workers in Australia, as that country's state-owned electric utilities are in the process of being privatized.

The CFMEU is affiliated with the Australian Labor Party, the country's oldest political party. Australian unions have significant influence over the party's legislative agenda. All agreed that unions in both countries have much to learn from each other as the trend toward transnational ownership of energy companies accelerates.

Bruce Smith (left), chief engineer at Salem Harbor, discusses the facility's operation with Australian trade union official Marika Jaeger. At right is Local 326 Assistant Business Manager Merrill Hutchinson.

ATTENTION

Vietnam Vets

Vietnam Veterans who suffer from prostate cancer may apply for U.S. Department of Veterans Affairs (VA) disability compensation if they served in Vietnam during that war (January 9, 1962 to May 7, 1975).

Vietnam veterans are not required to prove exposure to Agent Orange, a herbicide used extensively during the war. The VA presumes any veteran who served within the borders of South Vietnam or in adjacent waters was exposed to the chemical.

Information on this and other benefits available to veterans can be found in an 87-page VA handbook, "Federal Benefits for Veterans and Dependents." The handbook describes numerous benefits and lists addresses and phone numbers for all VA benefits offices, medical centers, national cemeteries, counseling centers and other facilities.

The handbook costs $5.50 per copy. Write to: Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-76954. Request GP stock number 051-000-00212-1. Those interested can access the handbook free of charge on the Internet at http://www.va.gov/benefits.htmp or through VA on-line, an electronic bulletin board which be reached via modem at 1-800-871-8387.

A Journeyman Forever

Highest honors and honorable mentions for academic achievements were bestowed upon Doug Grall, Ed Lymangrover, William Babbs, Andy Horvath, Charles Porter, Jerry Hagerty, Doug Smith, Michael Roberts and Kelly Vincent—members of the 51st NJATC Apprenticeship Class of Local 153, South Bend, Indiana, at a graduation banquet held in late September 1997. But one student in that class was missing—Brother John Dettmer, who completed the full course of study, while maintaining a superior grade point average, but died just before graduation.

Author William Shakespeare described the steadfastness of one of the characters in his writings as having "the dauntless spirit of resolution." This can be said about Brother Dettmer, who completed his five-year apprenticeship, while battling terminal cancer. He continued to work as long as his physical strength allowed. He was known as a committed and steadfast individual, whose achievements during this difficult period can only be described as unprecedented. Journeyman status was awarded to Brother Dettmer posthumously at the graduation ceremony, and was accepted by his widow, Elizabeth Dettmer. The honor also served as a measure of comfort to his friends, family members and classmates who mourned his untimely death.

Brother John Dettmer.

Elizabeth Dettmer (fourth from right) stands among Local 153's new journeymen. From left are: NJATC Coordinator Ron Michaelis, William Babbs, Doug Grall, Jerry Hagerty, Doug Smith, Mike Roberts, Kelly Vincent and Charles Porter.

Summer Vacation—Union Style

Two Massachusetts summer interns who benefitted from mentoring by IBEW members were Sothear Nou (left) and Sara Hayward (second from right), shown here with Congressman John Tierney (second from left) and Local 2321 Business Manager Frank McKenney.

In 1996, management at NYNEX approached Assistant Business Manager Dave Morris of Local 2321, Middleton, Massachusetts, about recruiting members to serve as mentors to summer interns through a program now called "School to Work." The goal was to make the summer jobs of these young people more meaningful and educational by partnering them with experienced workers.

Brother Morris ironed out the details, ensuring that no full-time employees lost any work through their service in the program. He helped recruit 18 mentors who worked closely with the interns as they filled a variety of jobs for the summer. The students, who joined the IBEW for the duration of their employment, also received a dose of labor education through the University of Massachusetts, Lowell Labor Extension Department and a tour of an old mill at Lowell's Heritage Park, which recreates working conditions from the past.

U.S. Rep. John Tierney (D-MA) complimented the IBEW's efforts, saying, "I'm sure the young people who learned a skill alongside their union mentors will long remember this summer, not only for the skills they learned, but also for the role that the union played in their education."

(Ed. Note—This is a new department in the Journal *which will highlight the IBEW's ongoing efforts in that most critical of all union activities—organizing. Included in this section will be testimonials from newly organized members.)*

Action in the Desert

"I'm here to tell Helix Electric: this ain't the Wild West anymore...there's a new band of sheriffs all over the West, and I've got 350 of them with me today."

Those words from President Barry sparked the crowd of building trades members at a rally to support striking Helix Electric workers in Las Vegas, Nevada. President Barry also told the crowd, "We won't let Helix build this town by running roughshod over workers. Every IBEW electrician in this town and throughout the West is reaching out to every Helix Electric employee on the job, to every skilled hand, to welcome each and every one to our Brotherhood."

President Barry, Secretary Hill and more than 350 IBEW organizers were in Las Vegas, attending an IBEW organizing conference. The entire group turned out to support six nonunion employees of Helix Electric, who, when working on McCarran Airport's Terminal D gates, began an unfair labor practice strike. The IBEW held the rally to help the Helix strikers convey to fellow Helix Electric employees working on the La Quinta Inn, the message that "workers have the right to organize."

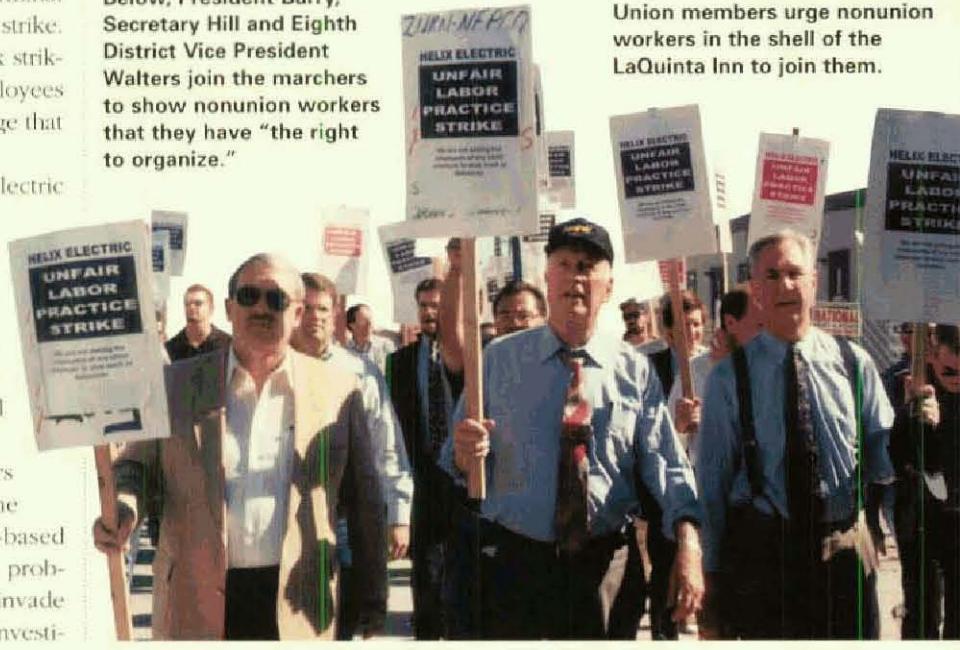
Shortly after employees at Helix Electric began to organize a union last month, the company began to intimidate and threaten them. Charges alleging that workers' right to organize has been violated were filed last week by the Building Trades Organizing Project (BTOP) with the federal government's National Labor Relations Board.

In addition to helping Helix workers who want to unionize, BTOP and the IBEW are scrutinizing the San Diego-based contractor's business practices, so that problems encountered in California do not invade Nevada. For example, Helix has been investigated for numerous alleged wage violations on different publicly-funded projects in California, with initial withholding and penalty figures of nearly $600,000. While no government investigations of Helix have yet begun on the $500 million publicly-funded McCarran gates expansion, workers have begun unionizing to address problems on the job that include insufficient staffing, tools and materials to complete electrical work safely.

BTOP is a joint project of the member unions of the Building and Construction Trades Department, AFL-CIO, including the IBEW. BTOP is the first effort in modern times to organize all trades in a single market in a unified manner. (See "Organizing, Training, New Technologies: Key to Future of Construction Members," *IBEW Journal*, June 1997, p. 8.)

Union members urge nonunion workers in the shell of the LaQuinta Inn to join them.

Below, President Barry, Secretary Hill and Eighth District Vice President Walters join the marchers to show nonunion workers that they have "the right to organize."



TOWN AND COUNTRY... MORE THAN SALT

Local 159, Madison, Wisconsin, has been participating in a statewide action against Town and Country Electric. Town and Country, based in Appleton, Wisconsin is best known as the plaintiff in the Supreme Court ruling which held that workers who accept employment with a company with the intention of seeking to organize that company—even if they are receiving compensation from a union to do so—are indeed employees under the National Labor Relations Act (NLRA) and subject to all the protection offered by the law. [For further information see "Worth Our Salt," in the *IBEW Journal*, Jan.–Feb., 1996, p.6.] T&C will be picketed in every jurisdiction throughout the state by ten construction unions in Wisconsin who are coordinating the monthly pickets. Local 159 has been continuously picketing Town and Country at the Madison Walgreen's distribution center since November 4, 1997.

Second from the left, Local 163 Organizer Ed Golanoski, International Representative Mike Price, (center), Local 1944 President/Business Manager Donna Howrylchak (left of Price), International Vice President Lawrence Rossa (right of Price), and International Representative Lawrence Neidig (third row, far right), pose with the organizers and new IBEW members from AT&T Scranton.

Victory in Scranton

Over 400 employees working at the AT&T Call Center in Scranton, Pennsylvania, voted for IBEW representation by an overwhelming vote on October 30, 1997. This accomplishment is a tribute to hard work, preparation, training and cooperation among several IBEW local unions and International staff personnel.

The campaign took root when Donna Howrylchak, president/business manager of Local 1944, Philadelphia, Pennsylvania, and Mike Forbes, Local 1944 vice president, contacted Third District Industrial Organizing Coordinator Mike Price (now retired) about the newly opened AT&T facility in Scranton. The two officers were very frustrated with AT&T's endeavors to keep the center nonunion. Local 1944 has a long history with AT&T and represents all other AT&T traffic locations in Pennsylvania.

Consequently, Third District International Vice President Lawrence Rossa decided to utilize temporary organizers, to work in the Scranton campaign and ultimately be assigned to other future organizing campaigns within the Third District. Gary Heald, IBEW Director of Special Projects, Martha Letsinger, IBEW Director of Education, and Mike Price, International Representative, trained the thirty-five temporary organizers. Seven members of that class were from Local 1944.

On July 23, union officers from Local 1944 and staff members from the Third District and Washington took a tour of the Scranton AT&T office and met with the management of that facility. The campaign had begun. The organizers made contacts with Scranton AT&T employees. An in-house committee was formed and cards were collected. After several meetings with Scranton AT&T officials, the organizers knew that the company would not honor the contractual card check recognition, so a petition for election was filed with the National Labor Relations Board (NLRB), and the election date was set for October 30.

After the petition was filed with the NLRB, Ed Golanoski, a veteran organizer from Local 163, Wilkes-Barre, Pennsylvania, with experience in construction and industrial organizing, ran the campaign. He received able assistance from Mike Forbes, Karen Ostopich and Maire Gorham, all recent Local 1944 graduates of the Industrial Organizing School. Mike, Karen and Maire contacted all the employees at that AT&T location and worked with the 30 to 40 members of the in-house committee. Additional assistance was given by members of Locals 163 and 81, Scranton, Pennsylvania as well as Rose Fenstermacher, recording secretary, Local 1944 and Mona Sheppard, treasurer of the same local. The in-house committee and all the employees at the AT&T Scranton facility worked long and hard to win representation.

The victory is for those AT&T employees who voted for a better life for themselves and their families. By voting for IBEW representation, they have not only helped themselves, but also existing and future employees of the Scranton AT&T facility, the IBEW and the labor movement. Even AT&T will benefit from a good relationship with its employees and their union.

Dispatches

Organizing Pickets

Local 102, Paterson, New Jersey, makes continuous organizing a rule in their territory and they have increased control over their work.

At the building site of a new Walgreens in Elmwood Park, picketing brought its reward when the electrical contract was awarded to a union contractor, MCI Electric. Business Agent Patrick DelleCava remarked, "Thanks to all the members who participated in the picket line and to the Building Trades Council for its support. Our picketing strategy brought results and has been an essential tool in our organizing blueprint." Local 102 has been able to secure a majority of work in its area with Metro Electric, B and W Electric, Zink Electric, Misty Electric, Chatham Electric, Dillon Electric, BEC Electric, Frank A. McBride Company, K and R Mechanical, Threeway Electric and Sunmar Electric signing agreements. *(Submitted by Lionel Couturier, Press Secretary, Local 102)*

Settling ULPs in Missouri

Local 257 in Jefferson City, Missouri, has settled unfair labor practices against Fasco Manufacturing in Eldon, with two union supporters being awarded $43,000. Local 257 has also organized South Kansas City Electric, winning by a 2-1 margin. The IBEW also welcomes SKCE journeymen Jim Frazee, Kevin O'Brien, Mike Aldridge and apprentice Jeff Armsted. *(Submitted by Alan N. Holzer, Press Secretary, Local 257)*

Local 5 "Advances"

Local 5, Pittsburgh, Pennsylvania, is pleased to welcome a recently organized contractor, Advance Electric, Inc. The organizing team has also recently completed an organizing videotape that can be presented to nonunion workers to inform them about the IBEW. The film is in the form of a documentary and answers most of the general questions that a nonunion person has about joining the IBEW. This busy team is also currently negotiating contracts with two companies. The local also has an NLRB case filed for twenty-one workers who were discriminated against in seeking employment. *(Submitted by Walter J. Bentley, Press Secretary, Local 5)*

Local 12 Grows

Local 12, Pueblo, Colorado, is celebrating a 14 percent increase in membership. Over 50 percent of those new members were brought into the union through Local 12's organizing program. The biggest success story is the local's program of capturing more market share in outlying districts Canon City, Trinidad, Walsenburg and Alamosa, bringing in five new signatory contractors. *(Submitted by Rob Grinstead, Bus. Mgr., Local 12)*

Gaining Market Share

Local 90, New Haven, Connecticut, has announced that another open shop contractor has become a signatory contractor. New England Cable, Inc. of Hamden, inspired by its need for trained journeymen, joined the ranks of other contractors who have signed letters of assent within the last few years. CommNet, Inc.; Interoptic Systems; E.C. Inc.; Collins Electric Co., Inc.; and Grove Electric, Inc. are all reaping the benefits of employing IBEW electricians. The Labor-Management Cooperation Committee, a group of NECA contractors and IBEW business managers, continues to discover new and innovative ways to regain market share. Local 90 knows that growth is crucial to all local unions and that an all-out effort to sign and/or create new contractors is vital to the future. *(Submitted by Greg Wiltshire, Press Secretary, Local 90)*

Paradise by the Bay

Paradise Electric, one of the largest commercial contractors in the northeast San Francisco Bay area, has signed agreements with area locals. Unable to find qualified electricians, Paradise Electric took the advice of Local 302, Pleasant Hill, California, Organizer Frank Maio and signed up. Paradise has already hired eighteen journeymen and apprentices from the jurisdiction and plans on hiring more as their work increases. *(Submitted by Ricky Lynn, Press Secretary, Local 302)*

More Success in Springfield

When the city of West Plains, Missouri, was determined to defeat its employees' desire for bargaining representation, Local 753, Springfield, Business Manager Russell Strunk and Assistant Brad Stokes refused to give up. The campaign for an eighty-employee bargaining unit began on February 4, 1997. The city unsuccessfully contested that the seven working foremen should be covered by the unit at a public hearing held in April. Then, when the election was held on October 22, the union won by a 2–1 margin with a 53 to 26 vote. Lots of hard work on the part of the employees and International Representatives Fred Compton and Carl Tutorino went into the campaign.

Local 753 is also involved in another campaign with the city of Branson, Missouri. The local is waiting for the State Board of Mediation to set an election date for the fifty employees who want to join the IBEW. *(Submitted by Sandra Mitchell, Press Secretary, Local 753)*

NO 'RUST' ON THESE WORKERS

BEW Local 453, Springfield, Missouri, celebrated an mportant victory last year vhen they succeeded in win- ing a representative election t Rust Constructors, Inc. This nit of 113 members is the rst union contract won at ust Constructors, owned by aytheon Corporation, a com- any which has contracts vith several labor unions hroughout the U.S.

On July 29, the employees atified a contract which cov- red issues of concern during he organizing campaign: vages, benefits, pension, and rievance and arbitration pro- edures. The contract is ubject to the Service Con- ract Act at Fort Leonard Vood, Missouri, which stablishes minimum vages and fringe benefits aid to employees in vari- us work classifications.

The victory comes fter two unsuccessful rganizing attempts, in 990 and 1992, when he company was wned by Harbert nternational.

ORGANIZED Voices

Jeff McDonald
Local 532, Billings, Montana

I feel that working for a nonunion electrical contractor vs. an IBEW signatory contractor has many differences which can affect an employee.

Working as a union member offers more opportunity for education. The union apprenticeship programs are very thorough and expanding as our industry changes. These changes are a never-ending challenge for those who choose to be a professional in this field. The IBEW and its contractors have mandatory apprenticeships for their members needing an education. Very few nonunion contractors require education, nor are they willing to share the cost of such a program. The IBEW also has a continuing education program providing journeymen with needed credits for renewing state licenses. All these classes are offered at a fraction of the cost that nonunion employees pay. Nonunion people are also limited in the selection of courses offered, as well as the location in the state meaning travel, lodging and loss of wages to people needing the classes.

Willingness to share knowledge with each other is also different. Some nonunion electricians have the attitude that "the more *they* know and the *less* you know, the better *they* are!" It's just the opposite with IBEW electricians—the more *we* know, the better *we* are is more the philosophy. Believe me, that makes all the difference in the world.

There are many choices for advancement possibilities with the IBEW. If help is needed, brothers and sisters are willing to lend a hand. Having been on both sides, I know it's a very tightly bonded group of people.

Safety first is a priority with the IBEW. Many nonunion contractors say, "just get the job done and fast."

The IBEW is filled with opportunity! With an IBEW journeyman wireman ticket, the ability to move around the nation is endless. Benefits within the IBEW are also unlimited: the wages are way above nonunion wages, retirement plans and annuity programs; health insurance and dental coverage are incomparable.

I will always remember the nonunion electricians that shared time and knowledge with me while I was working those eight years. My wish for them all is that someday I may cross their paths, and that they, too, will have the privilege of being organized into the IBEW! The choice is clear and the time is now and always! Make the decision that will change your life forever. Vote Union YES! IBEW! You can count on it!

International Representative Carl Tutorino (left) and Local 453 Organizer John McGill (right) stand with newly organized workers at Rust Constructors.

HATS OFF

When the Commonwealth of Pennsylvania launched an effort to promote jobs in the state, it included baseball caps displaying logos promoting the effort. Trouble was, the caps were made in Bangladesh—a fact pointed out at a press conference at the state capitol in Harrisburg by members of the Union of Needletrades, Industrial & Textile Employees (UNITE). They then delivered caps made by UNITE members in Pennsylvania to Governor Tom Ridge (R). The state got the point. It ordered more of the union-made caps.

"AMERICANS HAVE SPOKEN CLEARLY AND FORCEFULLY IN FAVOR OF MAINTAINING THE 'MADE IN USA' LABEL AS AN HONEST SYMBOL OF AMERICAN PRIDE AND WORKMANSHIP."

So said David Flory, spokesman for the *Made in the USA Coalition*, after the Federal Trade Commission (FTC) decided unanimously on December 1, 1997, to maintain the current standard requiring that 98 percent of a product's value be produced in the United States in order to qualify for the *"Made in USA"* label. The Director of the agency's Bureau of Consumer Protection remarked, "When consumers see a 'Made in USA' label, they expect and want it to mean just that!"

As reported in the July 1997 issue of the *IBEW Journal* (see "What Constitutes Made in the USA?" *IBEW Journal*, July 1997, p.19), the FTC had proposed to allow the *Made in USA* label to be affixed to products that were 75 percent U.S.-made or whose components were "substantially transformed" in the United States.

Congressional reaction to the FTC proposal, announced in mid-1997, was swift. In the House, Representatives Bob Franks (R-NJ) and John Dingell (D-MI) introduced bipartisan legislation [H.Con.Res.80] **opposing** the FTC's proposed weakening of the label. That resolution was co-sponsored by 226 members of Congress, in a rare level of bipartisan support that constitutes an outright majority of the entire House. In the Senate, bipartisan legislation **opposing** the FTC plan [S.Con.Res.52] was introduced by Senators Ernest Hollings (D-SC) and Spencer Abraham (R-MI). In only eight weeks, the Abraham-Hollings bill earned the co-sponsorship of both Senate Majority Leader Trent Lott (R-MS) and Minority Leader Tom Daschle (D-SD), and fully one-quarter of the entire U.S. Senate.

Senator Abraham, who introduced a resolution to oppose the change, called the Commission's ruling "a victory for American workers and consumers." And Senator Hollings hailed the decision saying, "Polluting the *Made in USA* label with non-American products makes about as much sense as calling polyester a natural fiber."

Union Label and Service Trades Department President Charles M. Mercer praised the FTC for its decision to continue to require that merchandise labeled or advertised as *Made in USA* must be "all or virtually all" made in the United States. He added, "Seldom have we seen the kind of outrage that Americans expressed when they learned about the FTC's proposal to weaken the standard governing use of the label. Unions, union members, other workers, business owners, consumers, members of Congress and others are to be applauded for letting the FTC know of that outrage in unprecendented numbers. And, the FTC is to be applauded for listening and responding to what it heard."

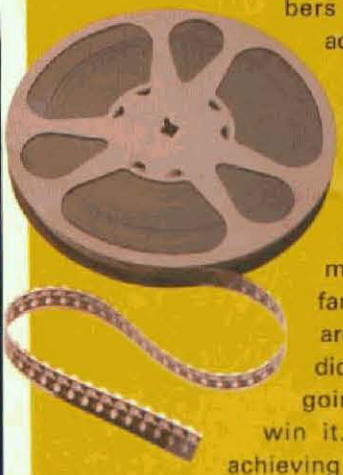
Interested parties can obtain a copy of the ruling and a list of the members of the *Made in the USA Coalition* and information on the campaign by calling (202) 861-1960, or see the *Made in the USA Coalition's* Internet website—**www.usamade.org**

Labor Supports Movie Theater Boycott

At a recent press conference in Washington, D.C., AFL-CIO President John J. Sweeney announced the federation's support of a boycott against the Regal Cinema movie theater chain called by the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada (IATSE). IATSE International President Thomas Short claimed that the theater chain is engaged in "union-busting—clear and simple."

President Short stated that he is "extremely gratified" by the support from President Sweeney and the labor federation, and predicted that working men and women from across the country will support the boycott "because our cause is just." He said that while Regal Cinemas recorded record revenues of $269.8 million in 1996, and is continuing to expand nationwide, the company has systematically sought to replace family wage jobs that have provided health and retirement benefits with part-time, low-wage positions, offering neither fringe benefits nor job security.

In recent months, IATSE members employed in theaters in Fort Wayne, Indiana; Akron, Ohio; and Richmond, Virginia, have had their jobs terminated. In addition, President Short stated that IATSE members in Youngstown, Ohio, have been given a choice between a deplorable severance package and the complete elimination of their jobs, or a drastic wage reduction in order to preserve only a small fraction of those jobs. He added that IATSE members in Cleveland were forced to accept an exorbitant pay cut along with a drastic reduction of work hours, while eliminating nearly 60 percent of the jobs.



"I'm not going to stand by and allow corporate greed to eliminate union jobs held by men and women who are raising families and whose contributions are vital to their community. We didn't ask for this fight. But we are going to do whatever it takes to win it. And we are committed to achieving ECONOMIC JUSTICE for our members [working at] Regal Cinemas," Short said. In December, rallies were held in 10 cities—Los Angeles, Philadelphia, Atlanta, Cleveland, Richmond, Indianapolis, Fort Wayne, Miami, Orlando, and Tampa/St. Petersburg—to kick off the boycott.

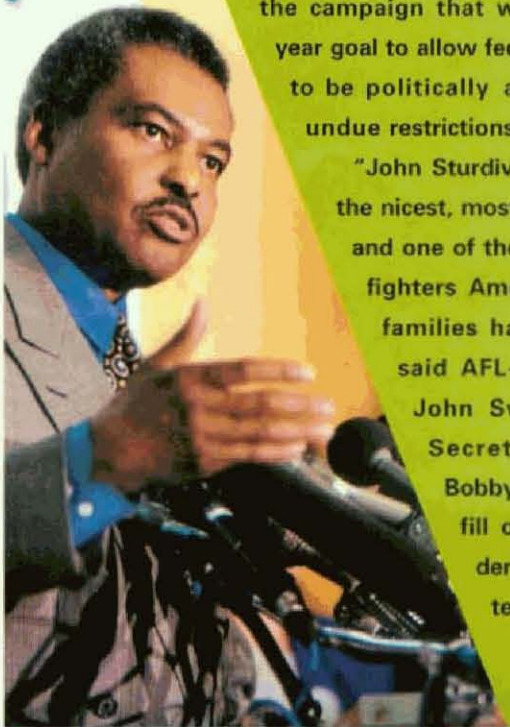
TEACHERS SCORE MAJOR Organizing Win

Dallas school teachers are following the lesson that tens of thousands of working Americans are learning—that their families, workplaces and communities function best when they have a voice on their jobs. The school teachers who voted to join the American Federation of Teachers on November 14, 1997, constitute the largest single group of teachers—more than 9,500 strong—to choose a union in the last 20 years. The win is remarkable as well because it comes in Texas, where public employees have not yet won collective bargaining rights.

AFGE's Sturdivant Dies

John N. Sturdivant, president of the American Federation of Government Workers (AFGE) and a member of the AFL-CIO's Executive Council, passed away on October 28, 1997, after a year-long battle with leukemia. Sturdivant led the union through two tumultuous government shutdowns in late 1995 and 1996, winning guarantees of back pay for federal employees who were locked out of their jobs and gained new-found public respect for federal workers. He also led the campaign that won AFGE's 20-year goal to allow federal employees to be politically active without undue restrictions.

John N. Sturdivant



"John Sturdivant was one of the nicest, most decent leaders and one of the most effective fighters America's working families have ever had," said AFL-CIO President John Sweeney. AFGE Secretary-Treasurer Bobby L. Harnage will fill out the remainder of Sturdivant's term.

UTILITY WATCH

(Ed. Note—This is a new department in the Journal *featuring short news items on deregulation, mergers and other changes affecting the utility industry. The* Journal *will continue to run longer feature stories on utility issues as needed.)*

Massachusetts Passes Deregulation Bill

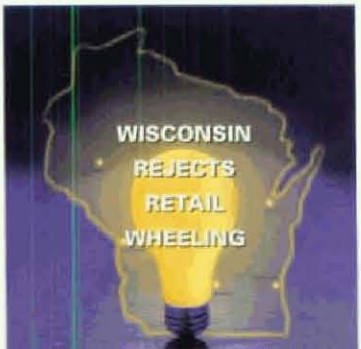
In passing legislation deregulating its electric utility industry, Massachusetts became one of the first states to approve electric utility deregulation. The state legislature passed the bill by a 121-20 vote in the House and a voice vote in the Senate.

The bill is perceived by some to be a win for the industry, for independent power producers that want to build plants in the state, for people in the energy conservation field and for large commercial customers, because it opens the state's $4 billion electricity market to competition. Workers were supportive because the bill preserves jobs and service reliability. California, Pennsylvania, Montana, Oklahoma and, most recently, Illinois, are among the other states that have passed deregulation bills.

The good news for workers is that customer service and maintenance, billing and metering services, will continue to be provided by local utilities even if consumers choose an out-of-town supplier. The legislation also continues funding for energy-efficient programs touted by conservationists. Massachusetts utilities will continue to have a monopoly on distribution and transmission because their wires and pipes are already in place. Some out-of-state power suppliers feel that these provisions will make competition in Massachusetts difficult.

The bill calls for a 10 percent decrease in electric rates, called a standard offer, as of March 1 for those who choose to stay with their local utility. Eighteen months later, these same customers would get an additional 5 percent discount of the standard offer, once local utilities divest generating plants and other assets. New competitors would try to undercut these prices to win customers. The standard offer can rise with inflation over its seven-year life-span. After seven years, competition would dictate pricing.

Many consumer groups are concerned about "stranded costs." Under the Massachusetts bill, local electric companies will be required to sell assets. Investments in assets that are not fully recouped from the sale are referred to as stranded costs and would be passed on to consumers.



The Wisconsin Public Service Commission said recently that retail competition in the state is neither inevitable nor is it in the public interest. The statement reverses the commission's original 32-step plan that would have resulted in retail competition throughout the state.

The PSC noted that the infrastructure does not exist for Wisconsin electric utilities to accommodate wholesale power transactions, let alone retail competition. For this reason, the focus of the commission will be on developing the infrastructure necessary to assure reliable electric service and to remove barriers to wholesale competition.

Public Still Skeptical

In a nationwide survey of 1,000 people, commissioned by the Yankee Energy System based in Meriden, Connecticut, two out of three respondents (67%) said they were unaware of the initiatives before their state legislatures regarding electric restructuring. The poll also found that a significant number of consumers believe that deregulation will increase, rather than decrease, their electric costs.

The survey did show a marked increase, however, over the results of a similar poll last year, which found that only one person in four was aware of the issue. The findings showed that people pay closer attention to restructuring when it is raised at the state level.

Forty-five percent of those surveyed said the cost of service was the most important issue associated with restructuring, with only 2.7 percent saying their utility provider needed to improve the quality of its service. The most significant survey statistic—41 percent of those surveyed said that they expected rate deregulation to *increase* their electric costs, while 45 percent said they expected their costs to decrease. The finding was attributed to public perceptions of the results of previous deregulation efforts involving the telephone and airline industries.

Deregulation in Illinois

The Illinois Senate, in November 1997, passed an electricity deregulation bill requiring Commonwealth Edison and Illinois Power to cut residential rates by 20 percent and grant households the ability to choose their electricity provider by the year 2002. As this issue of the *Journal* went to press, the bill was expected to win final passage before the end of 1997.

Although IBEW locals in Illinois did not initially support deregulation, it became clear that the sentiment for such a bill in the legislature was strong. The IBEW worked to craft legislation that would protect its members and have an effective voice in the debate. Said Local 51, Springfield, Illinois, Business Manager Dominic Rivara: "If the local had other options, we would not support deregulation. Since this wasn't the case, we felt that this bill provided the best protection and safeguards for our members, consumers and the environment. We have provided for reliability and safety standards, training language, transition plans and legislative language transferring wage and substantially equivalent terms and conditions of employment to successor organizations. It also provides tuition reimbursement, health insurance and severance pay for those negatively affected by deregulation." This plan will take precedence over any legislative mandate that comes from the federal government that may not include these safeguards.

The bill requires Commonwealth Edison and Illinois Power to cut residential rates by 20 percent by May 1, 2002, allow utilities to recover stranded costs and grant choice to commercial and industrial users by December 31, 2000, and to residential customers by May 1, 2002.

Local 51 members lobbying on the electricity deregulation bill at the capitol in Springfield, Illinois.

Ontario Splits Power Company

Under a provincial government plan to deregulate the local power market, Ontario Hydro, North America's largest electric utility, will be split into three entities, ending a nearly century-old monopoly.

During the next two years, Ontario Hydro will split into three companies. Its 30,000-megawatt network will become a separate one. Its transmission lines will become another. The third will be a government-run entity overseeing the power distribution system. The latter will seek to ensure that the market runs fairly for all producers.

Ontario Hydro presently operates fossil fuel, hydroelectric and nuclear generating plants. Proponents of the plan believe that dividing Ontario Hydro will create a competitive power market in Canada's largest province.

The breakup represents a step toward integrating the Canadian and U.S. power grids into one competitive market. At the present, Canadian companies routinely market power to the United States, but their sales stop at the border, where the power is turned over to a U.S. power company for sale to consumers.

New U.S. regulations encourage competition in the power industry by giving Canadian companies the opportunity to market directly to consumers. Companies in British Columbia and Alberta have been given permission by the U.S. Federal Energy Regulatory Commission (FERC) to sell power directly to U.S. customers. Ontario Hydro and Quebec Hydro have been barred, thus far, from making direct sales because FERC officials are worried that their positions as monopolies in Canada give them an unfair advantage over U.S. power producers.

Ontario Hydro has a debt load of more than $22 billion, which was acquired when the province made a heavy commitment to nuclear power. That burden triggered a rate increase which helped build pressure for the breakup. Until its financial difficulties are resolved, it is unlikely that Ontario Hydro will be able to pursue significant sales to the United States. The plan is the result of a long-awaited government report.

Partnership Continues

IBEW Local 1245, Walnut Creek, California, and Pacific Gas & Electric Co. (PG&E) have reaffirmed their continuing commitment to labor management partnership in a letter signed on October 2, 1997. Local 1245 Business Manager Jack McNally and PG&E President Gordon Smith restated the intentions of the company and the union to work cooperatively to promote employment and income security for PG&E employees and profitability for PG&E.

The original partnership grew out of heated battles over downsizing in 1995, when Local 1245 charged that workforce reductions were harming service reliability, as well as PG&E's ability to respond effectively to storms and other emergencies. Severe weather in California during that time proved that the local's predictions were accurate.

In April 1995, PG&E canceled the 800 layoffs and pledged to work jointly with the union in determining how many workers are needed to deliver safe, reliable and responsive service. The renewal of the partnership agreement will assure a voice for labor in decision-making as PG&E competes in California's deregulated market. "The renewal should put to rest any doubts about our mutual intent to keep this partnership on course," said McNally.

Short-circuit on Taxes

As the debate about electricity deregulation takes place around the country, one issue often ignored is the tax revenue states stand to lose once competition is mandated.

The Arizona Corporation Commission has proposed a deregulation phase-in schedule where 20 percent of customers must be able to choose the company that generates their electricity by January 1, 1999. Fifty percent may choose by January 1, 2001, and 100 percent by January 1, 2003.

According to a recent article in the *Arizona Republic*, citing a study done for the Arizona Public Service Company, the state could lose a billion dollars in the first five years of competition. Such losses could mean a cash crunch for school districts, counties and communities that depend heavily on tax revenues from utilities. In addition, as competition drives down electric prices, tax revenues will also fall as people take the money they save on electricity and spend it on things that may not be taxable.

While some may disagree with the survey findings, few doubt that the economy in Arizona will not feel the stress when the $4 billion electric power industry becomes competitive. Utilities in Arizona pay $640 million in state and local taxes through their electric bills and $332 million in state property taxes. In many Arizona counties, property taxes paid by power plants almost single-handedly support schools and other vital services.

A further complication resulting from the new competition is the possibility that some generating plants in rural Arizona may end up closing if they become too expensive to operate in a competitive market. For some towns that could be devastating—not only would the tax system suffer, but utility workers would be forced out of jobs.

London Calling

In a press release from UNISON, a public service union in London, England, dated December 4, 1997, workers at Yorkshire Electricity were stunned to find out that 160 jobs would be eliminated—leaving about 30 people in the corporate center. The job losses involve some of the company's most experienced staff who are leading performers in their fields. Just who would deal such a blow before the Christmas Holiday? Why, two American electricity companies that purchased the privatized company in early 1997. American Electric Power (AEP) and New Century Energies (NCE) announced the jobs would go as a result of the restructuring of its main divisions that would see the head office, in Leeds, reduced. There had already been a 45 percent cut in jobs in the company since privatization, from 7158 to 3907.

The electricity distribution and supply businesses remain with the Yorkshire Electricity Group, while the generation business will be set up with a separate ownership structure. Linn Draper, chairman of Yorkshire Electricity and chief executive of AEP, and Wayne Brunetti, vice-chairman of Yorkshire and president of NCE said, "This management team has now created the next stages of development for the company and have shown the whole industry the way into the next century." Merry Christmas.

The irony of this story is that UNISON officials visited IBEW offices in Washington last year. Everyone agreed that what happened in one country tends to happen in another. Here's the proof.

WHAT WE DO

(Ed. Note—"What We Do" is a new feature that will appear periodically in the Journal. It will present "snapshots" of the many and varied types of jobs performed by IBEW members.)

Red Yoeckel operates on air control computer choosing the correct image for broadcast over the airwaves of WPIX-TV.

Who Makes Sure that There's Something on Your TV Screen Around the Clock?

The heart of any television station is the broadcast center. The state-of-the-art equipment in most of these facilities is what controls the images that are put on the air throughout the broadcast day. It takes solid professionals to ensure that the right programming and commercials are relayed to viewers on time and in the proper order, which is crucial in an industry where each second is worth thousands of dollars. In many television markets, those professional engineers who operate the broadcast center are IBEW members.

One such member is Brother Robert "Red" Yoeckel of Local 1212, New York, New York.

Brother Yoeckel, a 40-year member of the IBEW is an experienced technical director, operating the broadcast center at WPIX in New York, which broadcasts 24 hours a day. In the photo above, Brother Yoeckel is using a Louth computer to keep the electron traffic flowing smoothly over the airwaves.

We often assume that images will be there when we turn on our TV sets. Like many things we take for granted, it doesn't just happen. It takes well-trained professionals to deliver TV pictures to your home. It takes an IBEW brother or sister.

Syracuse Training Center Gets Familiar Name

September 12, 1997, was a proud day for IBEW International President J.J. Barry. On a bright Friday afternoon, the officers and members of Local 43, Syracuse, New York, and the local chapter of the National Electrical Contractors Association (NECA) dedicated their new apprenticeship facility—named the John J. Barry Training Center. Local 43 is President Barry's home local union.

President Barry cuts the ribbon opening the John J. Barry Training Center with (left) Peter Dulcich, Training Director of the Central New York Joint Apprenticeship and Training Committee, and Local 43 Business Manager William Towsley (right).

The ceremony was part of an especially proud weekend for Local 43, as it celebrated its 100th anniversary the next day.

"Local 43 is proud to welcome home to Syracuse its most favorite son," said Business Manager William Towsley. "[We are] proud to dedicate the IBEW/NECA Training Center to International President Barry in recognition of his significant contributions to the members of the IBEW and the community." Several speakers, including Syracuse Mayor Roy Bernardi, were on hand to praise Local 43 for its long history of prominence in Syracuse and President Barry for his lifelong commitment to education and training.

In an emotional speech, President Barry capped off the ceremony acknowledging the honor bestowed on him by his home local. "That this building will bear my name is humbling indeed. The IBEW has not achieved greatness because of the good work of a few individuals. The IBEW is a great union because the spirit of commitment to our industry and to the principles of trade unionism—held dearly by the millions of members who have been and are in our ranks. I would never have achieved anything in life without the guidance, assistance and genuine caring of those in Local 43, including my father and many others.

"My name may be inscribed on this building," President Barry concluded, "but the real honor goes to the heroes of Local 43, past, present and future, who have worked together to make the IBEW great. I thank you from the bottom of my heart for this tremendous honor. This is my home. All of you are my extended family. No matter what office I have ever attained in the IBEW, nothing makes me prouder than to carry a card from Local 43. I pledge that I will never lag in my commitment to represent my local and carry on its traditions all the days of my life."

9th District Progress Meeting

At the 53rd Annual Ninth District Progress Meeting, held October 8-10, 1997, Lake Tahoe, Nevada, delegates were provided another opportunity to share their experiences, their issues and strategies from an International and District-wide perspective.

President Barry (fourth from left), Ninth District Vice President Mowrey (center, grey suit) and Secretary Hill (seventh from right) present the COPE contribution award to officers of Local 48, Portland, Oregon.

After Business Manager Jerry David, host Local 401, Reno, Nevada, called the meeting to order, Ninth District International Vice President Michael Mowrey introduced officers and dignitaries to delegates. Present were: International President J. J. Barry; International Secretary Edwin Hill; Senior Executive Assistant to the President, Vincent O'Reilly; IEC Chairman Clyde Bowden; Seventh District IEC member, Milton Foster; IBEW Director of Bylaws and Appeals Clair Scott; IBEW Director of Education Martha Letsinger; and Executive Director Emerson Hamilton of the Western Region of the National Electrical Contractors Association.

In his address, President Barry praised the delegates for their past organizing, and encouraged them to re-double efforts toward organizing the unorganized. He stated that it is most important that delegates increase political awareness in their respective areas, to prepare for the election cycle just ahead. President Barry placed great emphasis on the impact of electric utility deregulation on IBEW members and the steps the union is taking to deal with the issue. Secretary Hill addressed the group, reminding them how well-positioned the National Electric Benefit Fund (NEBF) is, and emphasized the continuous need for a strong IBEW-COPE program.

An interesting presentation on *Labor Union History* was given by Scott Hanlon, a teacher at Los Angeles Trade Tech, who is also a business representative for Local 47, Diamond Bar, California. Three workshops dominated the second day of the progress meeting: the Broadcast/Telephone/Government Workshop, led by International Representatives Richard Barrus and Charles Silvernale; the Manufacturing/Utilities Workshop, presented by International Representatives Art Jones and Richard Rogers; and the Construction Workshop, led by International Representatives Dan Bowers and John Hunter. President Barry, Secretary Hill and Director Scott all contributed and participated in the workshops. Education Department Director Letsinger gave a well-received presentation on *Building the Local Union*, after which the meeting was adjourned.

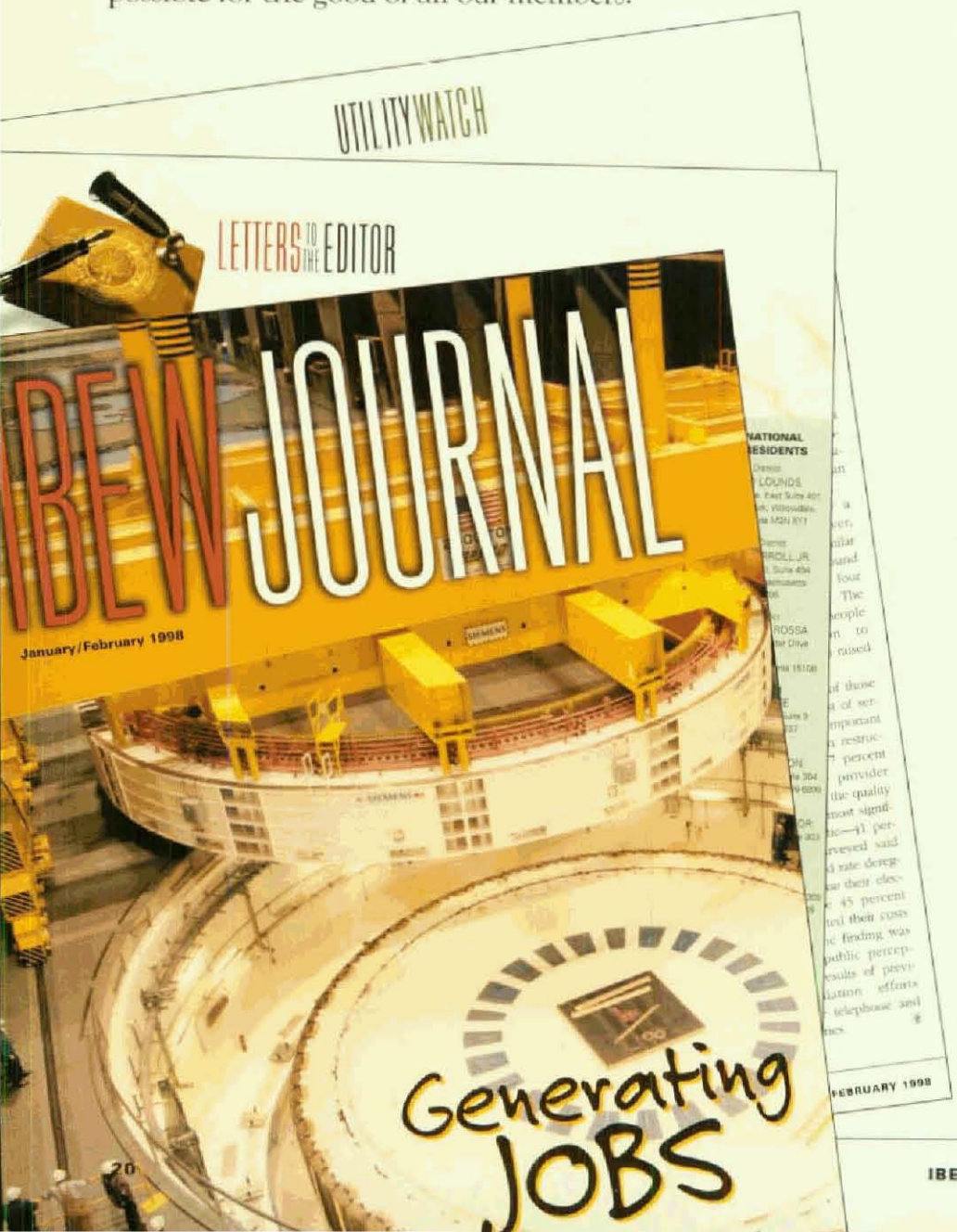
(Ed. Note—This is the final installment in our coverage of the 1997 Progress Meetings.)

Ninth District Progress Meeting delegates at a general session.

Welcome to th

New Look, New Format, New Style Serves Readers Better

"It was time to do things a little differently," said IBEW International President J.J. Barry in 1997. "We needed to make changes in the *IBEW Journal* in order to serve our readers better and utilize our resources in the most effective manner possible for the good of all our members."



And so the "new" *IBEW Journal* came to be.

Of course, the magazine isn't "new." What you are holding is the latest incarnation of the IBEW's official publication that dates back to the earliest days of the union. As the IBEW progressed and printing technology advanced, the *Journal* reflected those changes over the decades. The basic mission of the magazine, however, remains the same: to serve as the official voice of the IBEW, to provide members with news about their union, the industries in which we work and the labor movement in general, and to educate and inform members on issues affecting them as North American workers.

The new design for the *Journal* is intended to reflect a classic look that is at the same time modern and progressive—traits that mirror the IBEW itself. The articles will be shorter and more tightly written to convey more information in less space. Under the new format, the *Journal* will be published ten times a year—monthly with combined issues in January/February and July/August. The two combined issues will be 48 pages in length (including the covers) down from 64 pages. Our regular monthly issues will be 32 pages in length (including covers), down from 48.

Even with these changes, the *Journal* remains the largest union magazine that is published with similar frequency. Many international unions have curtailed their publications to a bimonthly or even quarterly basis. President Barry, however, thought that it was important that the International maintain a more frequent link with its members through its official publication.

Readers will recognize much of the *Journal* because we are striving to keep

e 'New' *Journal*

the best of what has been featured in the past, while introducing improvements as well. Over the past two years, we have presented more in-depth articles on issues affecting IBEW members. As will be evident in this and future issues, our familiar departments will continue, as well as new regular features covering topics of importance to IBEW members.

Among the familiar departments in the *Journal* are "Issue Focus" (formerly "In Focus"), which will examine in detail important matters affecting union jobs, and "Technology Beat" (formerly "Tech Talk"), which will explore changing technology that influences the working lives of IBEW members. A streamlined "Local Lines" will continue to present news from around the IBEW.

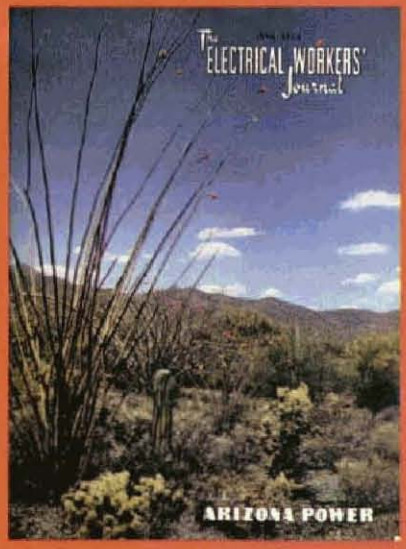
New departments include "Organizing Wire," in which new developments in this most crucial of IBEW activities is highlighted. "Organizing Wire" will contain news on wins, losses, dispatches from the locals, testimonials from newly organized members and lessons that can be drawn from all these experiences to help future organizing plans. "Utility Watch" will be a regular feature containing brief news items from all across North America about deregulation, restructuring, mergers and other changes in this industry that have an impact on IBEW members.

Taken together, the changes to the *IBEW Journal* will result in significant cost savings to the Brotherhood while improving the quality of our official publication for our members. The resources saved will be devoted to other communications programs and union activities, including organizing. "We think these changes are in the best interest of our members," said President Barry. "And that is what's most important."

THE JOURNAL OVER THE YEARS

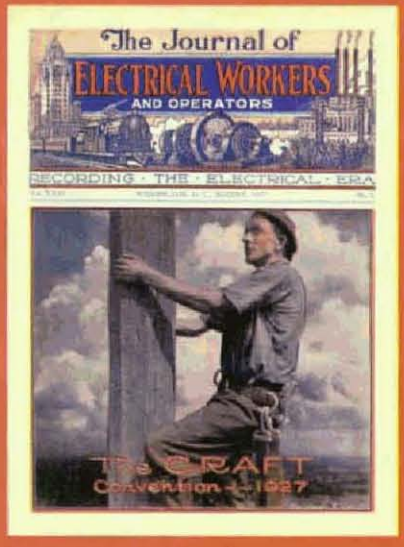
January 1893

The cover of the first IBEW publication *The Electric Worker*, featuring our founders.



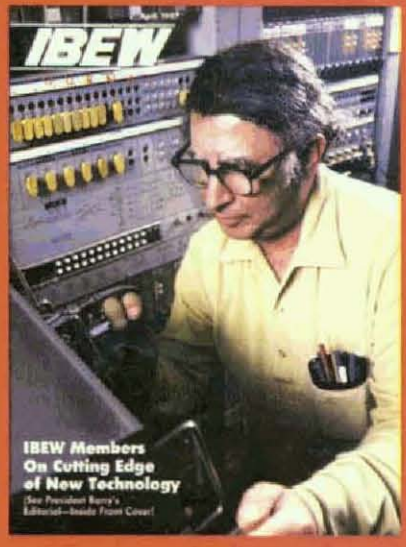
June 1950

The first color photo to adorn the cover. The inside remained two colors.



August 1927

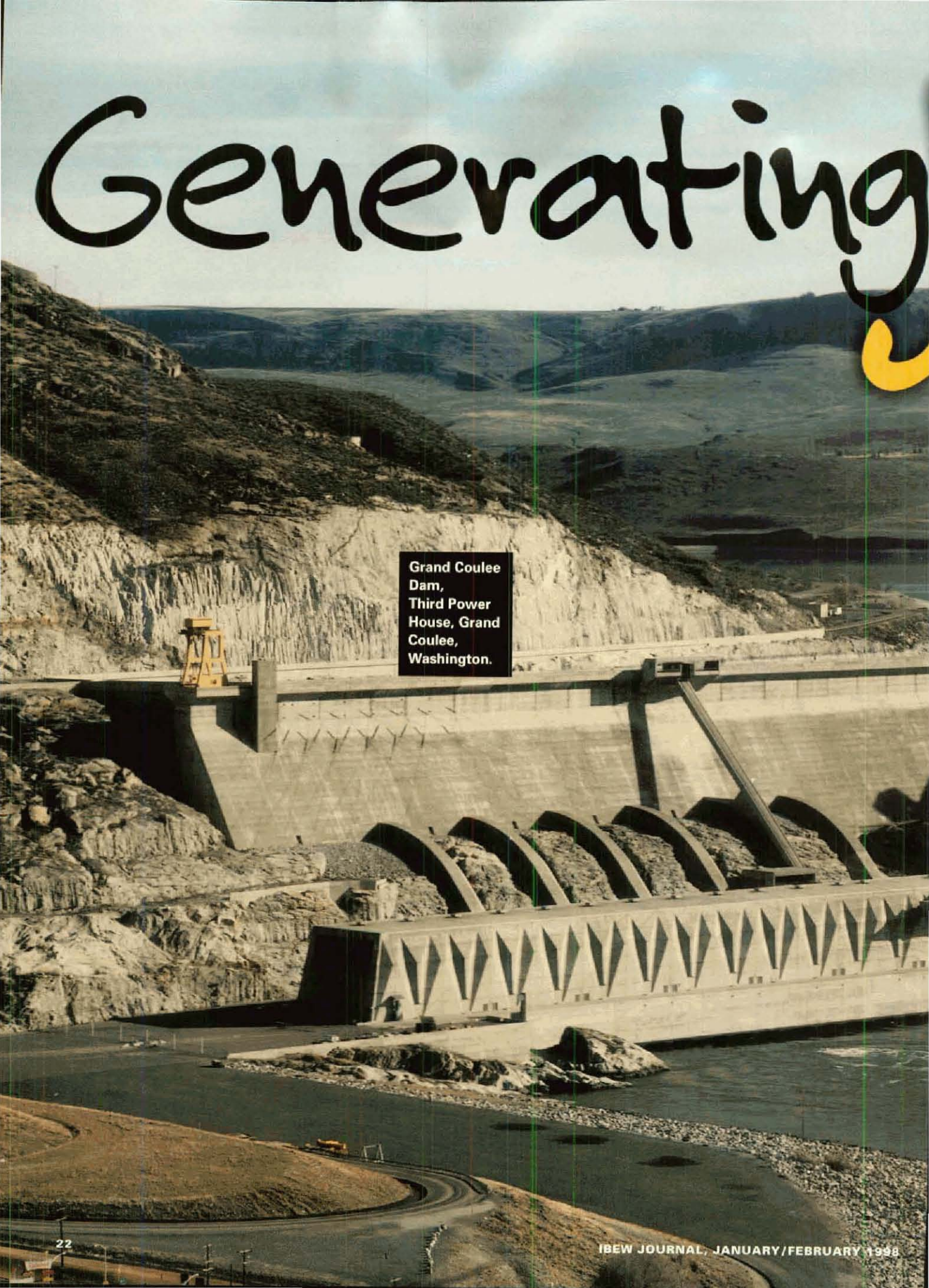
The first *Journal* to feature a color illustration on the cover. Before this, color paper but not color ink had been used on covers.



April 1987

The *Journal* is redesigned and color photographs are used inside for the first time.

Generating



Grand Coulee Dam, Third Power House, Grand Coulee, Washington.

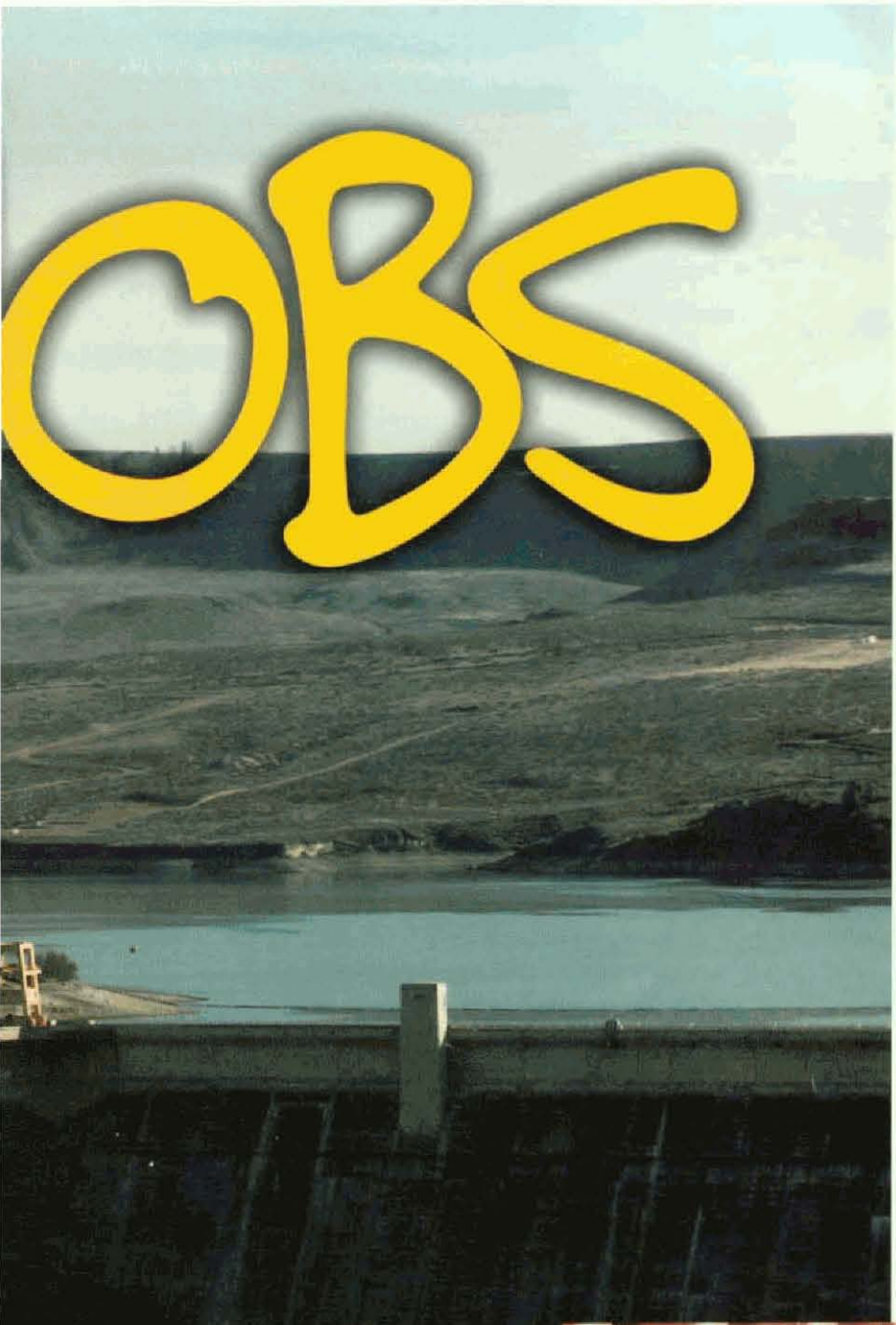
OBS

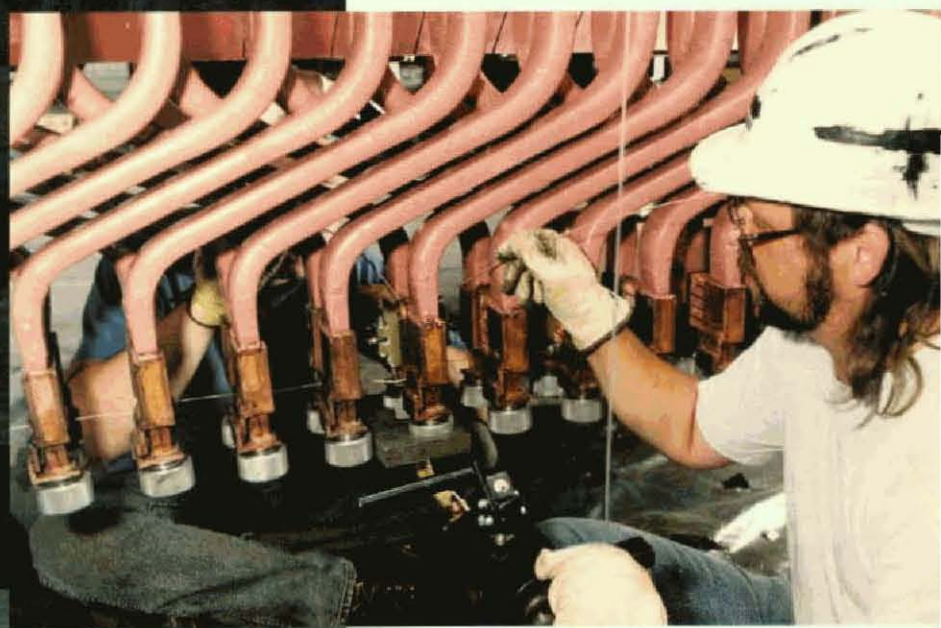
When the Grand Coulee Dam Needed Experts, Local 191 Members Answered the Call

The assignment was a tough one: Replace a massive generator at the Grand Coulee Dam in the state of Washington with minimal down time and *without* disturbing the rotor inside. This looked like a job for IBEW members. And so it was.

The facility at the Grand Coulee Dam houses three large 700 megawatt generators. Originally built and installed in the late 1970s, these direct, water-cooled gen-

(continued on next page)





Local 191 members using the 50,000 Watt Induction Brazing Machine as they induction braze stator bar current connections.

(continued from page 23)

erators suffered from numerous water leaks, at and around the bar water connections. This resulted in a significant number of forced repair outages, which were increasing in frequency. The U.S. Bureau of Reclamation (USBR), in conjunction with the Bonneville Power Administration, made the decision to overhaul these machines.

This was no ordinary job. The challenge was to keep the generators in service as long as possible, avoiding lengthy, expensive shutdowns. Plans called for a new stator to be built in the erection bay, while the existing generators would continue to produce power. The frame would be assembled, the core stacked and the windings, ring bus and related components would then be installed, making the new stator essentially complete when it was ready to be moved into place. A custom-built lifting fixture, designed to fit the existing 2,000-ton rotor gantry crane, would be provided to lift out the old stator and lower in the new stator. During the outage, the top cover on the existing machine would be removed. The electrical, mechanical and cooling systems would be disconnected. Then the 740-ton, 76-foot-diameter and 12-foot-high existing stator would be removed—in one piece—*without disturbing the rotor.* The new stator would then be lowered over the rotor and reconnected to the existing plant systems.

For such an intricate job, quality technicians were needed. Siemens Power Corporation, the German company that provided the new components, had the choice of bringing in its own crew of technicians from their Milwaukee, Wisconsin, factory or hiring local labor. From the beginning, there was no question that to get the high quality personnel needed for this type of work, union labor was the answer. The project required implementation of new technologies and meeting a tight installation schedule, while still producing a quality product.

Members of Local 191, Everett, Washington, were chosen to do the work required for stator bar installation, electric component brazing [Brazing involves soldering with a nonferrous alloy that melts at a lower temperature than that of the metals being joined], electrical insulation work and interconnecting wiring. Members of another union, Millwright & Machinery Erectors Local 1699, did the mechanical work involved with the stator frame assembly, core stacking, as well as assembly and welding of the special lifting fixture. Because the work was being conducted on lands within the jurisdiction of the Confederated Tribes of the Colville Indian Reservation, the work force also included union members from the Tribes.

In late spring of 1995, Local 191 electricians began preparations for one of the major electrical activities—stator winding installation. The stator cores contain 540 slots, each of which holds a top and bottom roebel bar. These bars are inserted into slots with a hard curing, paste-filled wrapper, and slot wedges are installed to hold the bars in place. Workers also brazed 1,080 stator bar current and water connections on the stator bar ends, as well as on the ring bus connectors. This process worked well because of the speed, quality of braze and the ability to

Above, the crane lowers the stator into position by the four hydraulic hoisting cylinders.

At right, a close-up of the stator as it is lowered over the rotor, shows one of the attachment points of the huge crane to the lifting device and the lifting device to the stator.

handle large variations in base material thickness. Union workers produced superior quality brazes and greatly reduced costs and production time.

Wrap-around coils were installed around the ring bus connectors, which incorporated "concentrators" that helped to produce even heating and alloy flow, while brazing materials of varying thicknesses and large, uneven heat sinks. Precise movements were critical. Workers performed intermediate presses of the core and conducted measurement checks for roundness and height. This crew of approximately six to eight craftsmen, working 60 hours a week, completed a single core in less than two months. Previously, cores smaller than Grand Coulee have taken much longer, requiring larger crews and additional shifts.

The uniqueness of this project was the continued output of electricity from the old generator while the new stator was being installed, which realized about U.S. $10 million in revenue—revenue that would have been lost during a year-long conventional outage. The real savings are closer to $20 million, given the actual loss of generation over a year-long outage. It does not include the additional $10 million avoided cost of purchasing replacement power during a longer outage.

The second unit, commissioned in 1996, and the third unit, completed in 1997, provided more savings. The projected output revenue during the project period will reach at least $50 million, after subtracting the project costs!

The high skill levels of union labor proved critical in successfully implementing these new assembly procedures and installation techniques, as well as meeting the outage schedules. This project will serve as the new standard for future large-to-mega-sized hydroelectric plant upgrades and installations.

Digital Servers

A turning point in the development of television technology has been the transition from analog to digital signals. Digital technology has made a mark with High-Definition Television (HDTV), offering viewers surround sound, clearer and sharper pictures and a variety of other features. (See *Tech Talk*, September 1997.)

Now, the industry has zoomed into fast forward with digital technology and is focused on digital servers. Digital servers offer broadcast station personnel unique ways to store and maneuver digital video, data and audio information with precision and speed. These systems are used for multiple channel inputs and outputs, simultaneous access, recording and playback.

Excellent performance, reliability and speed are the attractive attributes of this creative technology. Digital technology has improved the quality of television programming and the effective management and manipulation of inventory (i.e., commercials, public service announcements, promotional spots, network and syndicated programming) within the broadcast industry.

What is a Digital Server?

A digital server is a high capacity storage system (or cache), a video/audio/data inventory management system, a graphics management system and a record and playback system. The components of a digital server are (a) one or more computer processing units and (b) computer hard drive systems. The processing units control the tasks performed by hard drives through pre-determined rules. The hard drives are capable of accessing time code, video and audio program information.

Digital servers are reliable and durable. Additionally, these servers have the capacity to store large amounts of information by compressing the digital video signals and by combining multiple disks to create more disk surface. The technology which creates more disk surface is called Redundant Array of Independent Drives (RAID).

Layout of Digital Server

There are two types of digital network structures: centralized and distributive. In a centralized structure, the digital server is central to the workstations and systems it interfaces with. A router is the connector to the digital server, with input and output connections, and to the task-oriented workstations and systems. In a distributive structure, each workstation and system has a specialized node that enables them to have local processing and

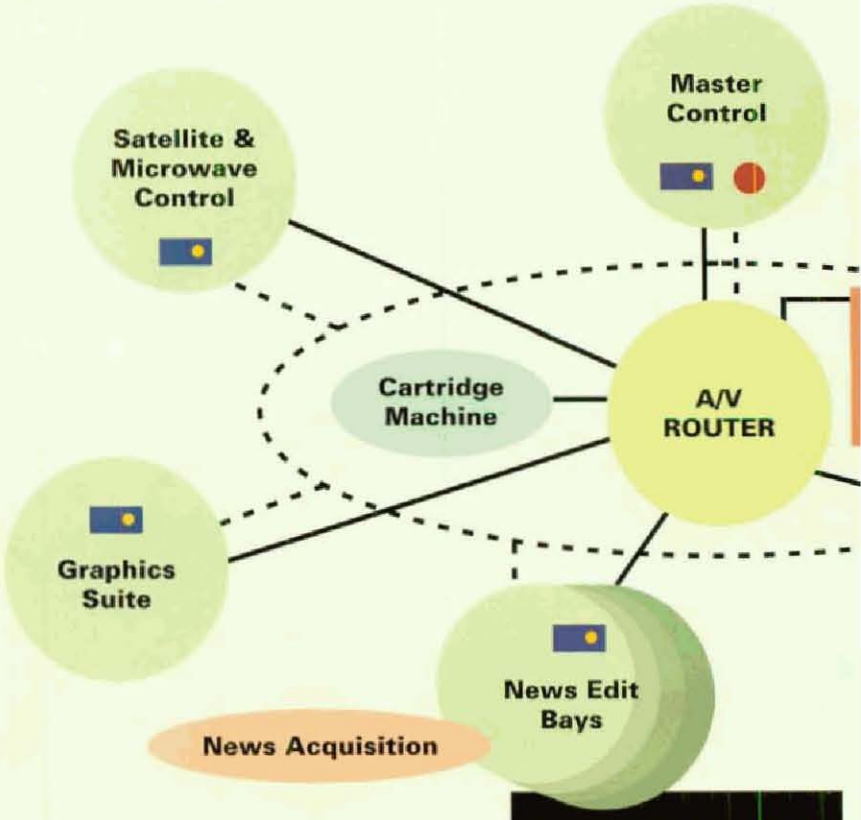
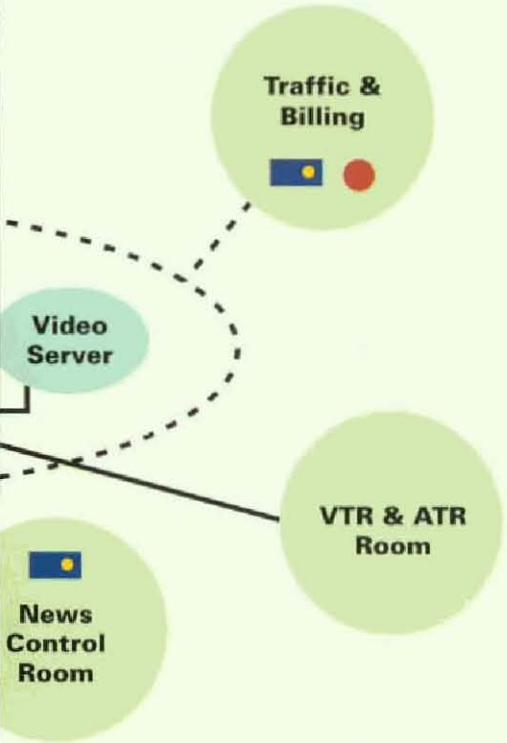


DIAGRAM OF A SHARED STATION SERVER

Here a centralized network structure shows the various elements (workstations, master control, satellite and microwave control and traffic and billing) surrounding the video server. The centralized structure is also called a pool type of architecture.

LEGEND

- Business Automation Terminal
- Terminal
- Server Access
- Video



storage capabilities and access to the network. (See the diagram of the shared station server.)

In the digital network structure shown in the diagram there are six elements: the digital server, the master control, the router, the task-oriented workstations, the traffic computer and the satellite and microwave control.

1. **Master Control**—This system plays out and coordinates the commercials, public service messages and programming of all the workstations and systems that interface with the digital server.
2. **Router**—This is a linking unit that connects the video server to other computers.
3. **Task-Oriented Workstations**—These are computer systems located within each department (for instance, the news control room, graphics suite, videotape recorder (VTR) and audiotape recorder (ATR) room and news editing bays). Each task, whether it is editing or inserting commercials, is specific to a workstation and is governed by specific rules. Digital servers utilize software packages that implement those specific task-oriented rules.
4. **Traffic Computer**—This unit tracks a spot, whether it is near-line, on-line or in archival storage. It regulates the flow of information (or the traffic), knowing when to send information and how to avoid traffic collisions.
5. **Satellite and Microwave Control**—These systems feed programs to a broadcast station via satellite or microwave signals.

Cable Connection

The sample diagram shows that the digital server is interconnected with the station server network (master control) system, the task-oriented workstations, the traffic and billing computers and the satellite and microwave control systems. That interconnection is made possible by cable. The type of cabling used in a network can be either fiber-optic, unshielded twisted-pair, shielded twisted-pair or coaxial.

Types of Storage

Digital servers can retrieve information that is needed instantly (on-line), in the near future (near-line), or, at a much later time (archival).

- **On-line** information can be commercials, promotional spots or programming that will be needed quickly.
- **Near-line** information does not need to be accessed immediately.
- **Archival** information can be actual analog videotapes or robot-controlled data tapes that are not needed immediately.

Conclusion

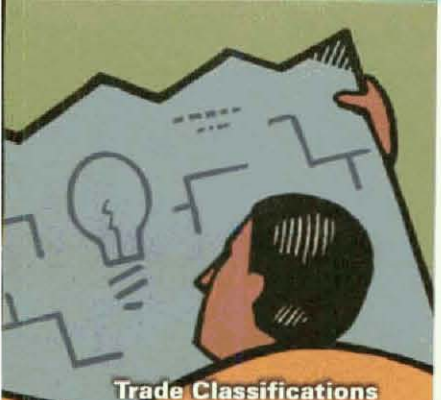
The broadcast industry has launched into the digital era with confidence, trusting that digital servers can efficiently and effectively store, manage and manipulate its inventory with speed and precision.

As emerging technologies reshape the work we do, IBEW workers must be prepared to offer cutting edge skills that will carry the industry into the 21st century.

BENEFITS OF DIGITAL SERVERS

Digital servers are cost-effective and efficient management systems. These systems are beneficial in several ways:

- **Storage** of video, data and audio information on hard drives in digital format reduces the need for more bulky analog videotapes.
- **Maintenance** of hard disk drives is minimal.
- **Tracking** of inventory is excellent. The system can quickly track and manage the timely broadcast of commercial spots and programming, keeping track of their on-line, near-line or archival status.
- **Simultaneous access** to the same information by multiple workstations is efficiently and effectively managed. A workstation is operated by a client or user. Each client/user can transform (manipulate) that information in a variety of ways, depending on the required task (editing, commercial insertion, program playout) to be performed.



Trade Classifications

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

LOCAL LINES

Notice: All Press Secretaries

This month marks the first issue of the redesigned *IBEW Journal*, and the revised guidelines for Local Lines submissions are in effect. If you did not receive your copy of the new guidelines, please write or call to request that information. Address: IBEW Journal and Media Relations Dept., 1125–15th St., NW, Suite 1001, Washington, D.C. 20005. Phone: (202) 728-6135.

Member Appointed to Council

L.U. 5 (i,em,rtb,spa,catv&ees), PITTSBURGH, PA—Congratulations to retiring Bro. Alfred G. Staudt and a special thank-you for his dedicated service to our local. A 41-year member, he was our recording secretary for 23 years, and assistant business manager for 22 years. He administered the Sick and Disability Fund and was chairman of the PAC Committee. Asst. Bus. Mgr. Michael R. Dunleavy was appointed to the PAC Committee and to fill the remaining term as recording secretary.

For an update on our organizing accomplishments, see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

Congratulations to JATC Asst. Training Dir. Robert J. Gieder on his appointment by Gov. Thomas Ridge to the Pennsylvania State Apprenticeship and Training Council. We extend our best wishes and are pleased to see one of our Brothers involved in this capacity.

Our condolences to the families of the following members who passed away recently: Charles D. Fry Jr., Robert J. Hall, William B. Murray and Donald E. Waugaman.

Congratulations to our new journeyman wiremen who have completed their JATC apprenticeship: Scott Bell, John Buckley, James Dvorsky, George Gehringer, Gregg Hathaway, John Hirleman and Michael Lis.

Best wishes to recent retirees: Donald A. Colebert, Clarence J. Hazlett Jr., Roland A. Heinl, Charles P. Lawrence, Paul R. McKelvey and Alfred G. Staudt.

WALTER J. BENTLEY, P.S.

Community Involvement

L.U. 11 (i,o,rts&spa), LOS ANGELES, CA—Local 11, in its continual effort to promote community involvement and increase union visibility, has participated in several noteworthy events in recent months.

Last September was Latino Heritage Month for the city of Los Angeles, and Local 11 helped kick off the observation by participating in the Sixth Street Bridge rededication on Sept. 11. The original street lights were removed, restored to original condition and reinstalled. Los Angeles Mayor Richard Riordan thanked Bus. Mgr. Marvin Kropke for Local 11's unswerving devotion to quality craftsmanship, membership diversity and skills training programs.

In December, Local 11 again participated in the Ceremonial Lighting of City Hall. This is one of the activities under the Restore L.A. Project. The LMCC paid for the materials, and Local 11 provided the manpower. This civic event always provides excellent public relations exposure and has always been an enjoyable activity for our local.

Best wishes from Local 11 to all for a happy and prosperous new year.

RUSTY ROTEN, P.S.

Growth in 1997

L.U. 12 (i&o), PUEBLO, CO—1997 was a good year of growth for Local 12. We moved to a modern, spacious new hall, which we share with IBEW Local 667, Pueblo, CO, and Plumbing and Pipe Fitting Local 20. A new joint training facility is going up next door.

For a report on our local's recent organizing accomplishments, please see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

We presented 50-year service pins to Bros. Pete Montera, Elden Walker and Felix Lucero, and 55-year pins to Bros. Wilfred Miller and Lloyd Withrow.

We joined with Plumbing and Pipe Fitting Local 20, IBEW Local 677, and the Pueblo Area Labor Council to sponsor a booth on labor at the Colorado State Fair. Many people expressed pleasure at seeing labor unions finally making a show!

Also, we joined with IBEW Local 667 on a volunteer lighting project for the El Pueblo Boys & Girls Ranch. We look forward to 1998 and all the rewards and challenges it may bring.

ROB GRINSTEAD, B.M.

GM Powertrain Negotiations

L.U. 16 (i), EVANSVILLE, IN—Congratulations and best of luck to our newest journeyman wiremen. The 1997 graduation ceremony was held at the Bauer House. The guest speaker was NECA Midwestern Region Field Rep Sherman D. Rubinfeld. Master of ceremonies was a longtime friend and supporter of organized labor, attorney Charlie Berger. Graduating apprentice Mark D. Collins was honored for his outstanding scholastic performance.

The third annual Bean Bust to benefit the sick and needy was held at the German Township Booster Club and was a great success. Thanks to all the volunteers who made this worthwhile event possible. I look forward to next year's Bean Bust with enthusiasm. Helping our Brothers and Sisters in need should be on our minds every day.

We extend our condolences to the family of Bro. Marshall B. Todd, who passed away last September. He will be missed.

At this writing, Asst. Bus. Agent Jerry Prow and the Negotiating Committee are still in negotiations with the General Motors Powertrain

Local 12, Pueblo, CO, has moved to a spacious new hall.

Some of the members of the 1997 graduating class of Local 16, Evansville, IN.

Division at the Bedford plant. We hope this long overdue contract will be settled by the time this article is published.

JOHN D. BRENNER, P.S.

Work Picture Promising

L.U. 17 (o,u,lctt&catv), DETROIT, MI—The work situation for 1998 looks promising. We need linemen.

Work on the tree agreement is steady. Many trimmers are taking advantage of an opportunity to enter the ALBAT program. We also need line clearance trimmers.

We have completed contract negotiations with Wyandotte, Lecom, Teledata and Thumb Electric.

The utility deregulation issue facing Michigan heated up this fall, and legislation was introduced in the Michigan House of Representatives by Rep. Tom Alley (D). This Enron-backed proposal does not ensure customer rate reductions, or provide safeguards for the state's electrical system. It also fails to ensure that Michigan retains jobs, tax base and energy independence. We must make our concerns heard. The electric power industry must continue to provide safe, reliable and affordable service to all customers.

We extend our sympathy to the families of the following Brothers who recently passed away: Donald Fecteau, Frank "Terry" Roberts, Ray Crawford, Robert Manning, Benjamin Ballinger and Charles Farber Jr.

I believe the Edison Company understands that in this competitive market, we will excel as partners. This partnership will be founded on trust, respect and shared responsibilities, resulting in business excellence.

BOB ECKHOUT, P.S.

Scholarship Applications

L.U. 26 (i,es,govt,mt,em&ees), WASHINGTON, DC—Thanks to our local union members for their generosity in donating toys and clothing to St. Anne's Infants and Children's Home and Father Flanagan's Boys Town this past Christmas. Your kindness brightened the faces of many children whose holiday would not have been as happy without you.

The local is now taking requests for scholarship applications. The four-year, $1,000-per-year scholarship award is open to the children of members who have been in good standing for at least five years. Applicants must be seniors in high school or high school graduates between the ages of 17 and 21 with less than two years of college completed. Members may call the local union business office to request an application.

Local 26 is saddened to report the following deaths: retired Bros. Gerald W. Hayman and Alvin B. Culpepper; and Bro. Clinton W. Haffer.

CECIL H. SATTERFIELD JR., B.M.

100th Anniversary

L.U. 41 (i,se,es,em&spa), BUFFALO, NY—On Oct. 4, 1997, our local celebrated its 100th birthday in a grand manner with a dinner-dance at the Buffalo Convention Center. Everyone said the event was first class! For the evening we set up our "Walk of Fame," featuring photos and memorabilia from Local 41's first 100 years.

Along with members, their guests and elected officials, our local was honored to have several International Officers in attendance, including Int. Pres. J.J. Barry, Third District Int. Vice Pres. Lawrence E. Rossa, IEC First District member Joseph "Tony" A. McCafferty, and IEC Second District member Paul J. Ward. Int. Pres. Barry presented Bus. Mgr. James Voye with a prism to honor our local's 100 years. Pres. Barry said that 100 years from now, when Local 41 holds its 200 year anniversary celebration, those in attendance will be able to look back at the previous century and talk about how we did the right things in our local and took care of union business.

Our 100th anniversary celebration will never be forgotten. A huge thank-you to all the volunteers whose hard work helped make it possible.

PETER W. RICE, P.S.

Work is Booming

L.U. 42 (o,em,catv,rtb,govt&lctt), HARTFORD, CT—Local 42 recently completed contract negotiations. All agreements have been signed and cover a three-year period. The new contracts provide for annual wage increases as follows: Railroad—$1.20 per hour/per year; Distribution—$1 per hour/per year; and Traffic—75 cents per hour/per year.

After a long drought of employment in this part of New England, our work picture is now thriving. We are enjoying 100 percent employment and are putting many travelers to work. Railroad work in the Northeast Corridor is booming. Presently, 200-plus members are working on the Amtrak project and other projects, and most of them are working overtime. Distribution has been strong and steady. We currently are looking for 20 journeyman linemen. Most contractors are working four 10-hour days. Traffic is growing and has been useful for organizing the nonunion in our jurisdiction. At press time there is no sign of decline in the traffic work picture.

We anticipate that this type of work will continue in Local 42's jurisdiction for some time.

JAMES G. FRASER, B.M./F.S.

Montana Power Negotiations

L.U. 44 (o,u,s,rtb,catv&lctt), BUTTE, MT—Negotiations with the Montana Power Co. are beginning, and as utility workers everywhere know, the deregulation issue has caused much chaos in our industry. It is more important than ever for us to be a unified force to preserve our current terms and conditions of employment. If every member volunteered an hour a month to help educate our younger members and the public, we would gain bargaining strength and unity. We must come together with common goals.

Montana Power has implemented the rubber gloving of voltages up to 12.4 kV. Our line construction members have been gloving up to 25 kV for several years on REC properties only. They will now glove whatever voltage the customer crews glove, up to a maximum of 25 kV. The plan is in the final stages.

Int. Rep. Carl "Rick" Baer, the 8th District construction organizing coordinator, will present COMET II classes in 1998 to explain organizing and securing our future. Don't be in the dark. Please attend. Knowledge, good communications and teamwork skills provide unity and strength.

Get involved. The elected officers of our local want to hear from each of you. Talk to your IBEW friends and go with the common goals for all.

JAMES H. BABST, R.S.

Contract Agreements

L.U. 53 (o,u,rts&lctt), KANSAS CITY, MO—Construction work is slow with members on the books. We hope the CLS four-year street light project will kick off soon so our members can go back to work.

The membership ratified a new contract with Par Electric which includes rules for live-line, barehand work. Certified employees will receive $2.50 per hour over their classification rate while performing this work. The Negotiating Committee (Jim Lynch, Bob Stuart, Ron Schock and Larry Witherspoon) and the membership feel the working rules are very good.

Also, an agreement with Associated Electric Cooperative has been ratified. Unforeseen effects of utility deregulation in Missouri caused the cooperative to offer Local 53 members a five-year agreement. AECI presented its offer 10 months prior to the expiration of the existing contract. The agreement provides for a 19 percent wage increase over the five-year period. Thanks to the support of the stewards of the Thomas Hill and New Madrid plants. Thanks also to Dale Lockard, Gary Morrow, Rocky Austin and Keith Pery for their efforts in negotiating an agreement with Osage Valley featuring a 20 percent wage increase over the five-year term.

Correction: Our November '97 Local Lines article contained a misstatement regarding storm work pay. Storm work, under the new contract, will be paid at a minimum of time and a half.

RONDA D. SMITH, ASST. P.S.

Utah Power/Pacificorp Negotiations

L.U. 57 (o,u,t,mo&lctt), SALT LAKE CITY, UT—At the September 1997 International Lineman's Rodeo in Kansas City, MO, members of

Local 57, Salt Lake City, UT, team members (from left) Clay Thompson, Wayne Johnson and Floyd Visarraga won first place in the Construction Division at the 1997 International Lineman's Rodeo in Kansas City, MO.

Local 57 won first place in the Construction Division. We congratulate the team of Bros. Floyd Visarraga, Clay Thompson and Wayne Johnson for their outstanding accomplishment in the competition. We are proud to have them represent us.

Ongoing negotiations with Utah Power/PacifiCorp have resulted in the establishment of a Business Center in Salt Lake City. The Memorandum of Agreement has made it possible to keep 120 union jobs in this area which otherwise would have been located elsewhere. Because of the many changes in the way the company is doing business and the establishment of the Business Center, unresolved issues are still being addressed by the Joint Business Center Committee.

Effective July 1, 1997, the 50 members of former Local 1438, Magna, UT, were transferred to Local 57. These workers are employed at the power plant at Kennecott Utah Copper Division. We welcome them and look forward to having them as part of Local 57.

DEANNA GILL, P.S.

Electing Friends of Labor

L.U. 60 (D, SAN ANTONIO, TX—Having gone through a continuous stream of elections in the past few months, from a special election for U.S. Congress to City Council elections, the local and its officers are election weary. I am happy to report that due to help from COPE and the membership, we have a new Democratic friend in Congress, U.S. Rep. Ciro Rodriguez, and a solid majority on the San Antonio City Council.

COPE is a very important tool in any election, and I urge every member to support this political education committee.

Member participation is another critical factor in any election. Phone banks, block walking, envelope stuffing, leaflet distribution and poll dressing are a few ways a member can help create friends in office for our union. A few hours put in by members can make a big difference in any election. So, when you're asked to volunteer, please step forward for your future and that of your children.

Keep the faith, Brothers and Sisters. Organize, organize, organize!

CHARLES WATSON, P.S.

A Win for IBEW

L.U. 77 (o,u,mt,lctt&t), SEATTLE, WA—We are pleased to report that Puget Sound Energy's Unit Clarification petition has been awarded in favor of the IBEW. Puget Power employees were exclusively represented by Local 77 when the company merged with Washington Natural Gas (WNG). WNG employees had been represented by five different unions. The new company, Puget Sound Energy, filed for Unit Clarification earlier this year, and the IBEW Collective Bargaining Unit grew by over 300 members, former WNG employees. Only the IBEW and the Plumbers and Pipe Fitters remain as bargaining unit representatives.

Bro. Jerry Cade died Sept. 16, 1997, while on the job for Aztech Electric Inc. A pole that was being topped came in contact with the boom, breaking the boom off about 10-12 feet behind the bucket. We mourn the loss of our Brother and extend our sincere condolences to his family.

The work picture in our jurisdiction remains strong. The local will have a need for journeyman linemen and journeyman tree trimmers for our construction jurisdictions. Several utilities in our area have a need for journeyman linemen. Please call our office for more information at (206) 323-1505.

KAROL NELSTEAD, BUS. REP.

Organizing Progress

L.U. 102 (i&o), PATERSON, NJ—Local 102 continues to make progress in organizing. For an update on our local's recent organizing efforts and accomplishments, please see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

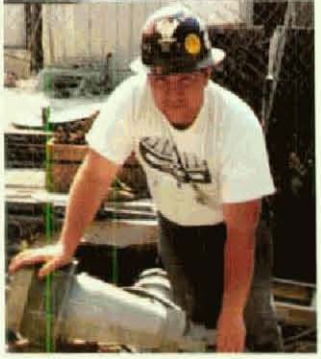
The Local 102 Federal Credit Union is pleased that IBEW Local 351, Winslow, NJ, has become part of the credit union. This brings the total credit union membership to around 8,000 with assets approaching $30 million. Members of eight building trades locals now belong to the Credit Union.

LIONEL COUTURIER, P.S.

Boston Harbor Tunnel

L.U. 103 (i&es), BOSTON, MA—The Boston Harbor project is coming to an end. The inter-island tunnel is 5½ miles long and 320 feet deep. This job, which began in October 1990, has contributed half a million man-hours of work for over 100 Local 103 members.

Working conditions for the electricians were extremely difficult. The job required working in a foot of water with live 13,800 volts and 480 volts at all times, with 6,000 gallons of sea water an hour coming in. We had several floods, a huge fire, several cave-ins, and a conveyor collapsed, which necessitated total rewiring and re-lighting the tunnel several times. Congratulations and thanks go to foreman Paul Mulvaney and all the members for a tremendous job.



At work on the Boston Harbor inter-island tunnel project, Local 103, Boston, MA, foreman Paul Mulvaney removes a 13,800-volt power plug.

Our annual retirement dinner was held in November for 26 recent retirees. Good luck to all. You deserve it.

We continue to organize the nonunion and have signed several new telecommunications and electrical companies.

Our school continues to offer many new courses and upgrades to all. For information call (617) 436-0980. Buy union made products and shop union built and maintained stores. And attend union meetings the second Tuesday of each month at 5 p.m.

RICK LEAHY, P.S.

Solidarity is All!

L.U. 111 (o,u,em,mt,spa,rtb&lctt), DENVER, CO—Following is a condensed excerpt from a report by Bro. Stephen H. Kotts on a Policy Committee meeting. Kotts' report was addressed to Local 111's Unit 14 and other members out there who may feel they are alone in their daily attempts to fight for our union and human rights:

I went into the Policy Committee meeting thinking Unit 14 was an isolated unit with unique problems. I was wrong. I listened to unit reports from all of Local 111, from the largest utility to the smallest REA, and I saw how our problems and concerns mirror each other. There is nothing troubling Unit 14 that is not facing our entire local.

I learned that our leadership is aware of our problems, views them as a challenge, and is prepared to deal with them. Our leadership has vowed to fight corporate greed and continue the fight for workers. Local 111 recently negotiated some good utility contracts and with our good faith and support is prepared to deliver more. I left the meeting recharged, with my belief in unionism and solidarity reaffirmed. It's what we can do for ourselves, united as a unit, as a local, that counts. United we can make our demands heard, divided we pick off the ground whatever scraps management tosses us. Solidarity is all.

Stay informed, attend your unit meetings, and be safe!

JOHN L. DAVIS, P.S.

New Contract Signed

L.U. 124 (i,se,em,rts,spa,ees&mar), KANSAS CITY, MO—Congratulations to the Negotiating Committee for a job well done on the Inside Labor Agreement for journeyman wiremen. These members now enjoy wages and benefits totaling $32.75 per hour for the first year, $34.53 for the second year, and $36.31 for the third year. Bus. Mgr. Lee was disappointed that negotiations ended at the CIR. But the majority of the membership agrees this is a step in the right direction. By next contract, we'll have all the work and the CIR shouldn't be a factor!

Lots of credit goes to the Organizing Dept. for having the bull-dog determination to do all the things necessary to secure rights for workers. The organizers' endless efforts help raise our wages. Equal credit goes to the membership for their support. The cost of nonunion electrical work has risen steadily as we recruit the nonunion contractors' best electricians. Our market share has nearly doubled since last contract, and we've added some quality people to our labor pool.

Over 75 Local 124 members volunteered for the Christmas in October Program, providing electrical work on 65 homes of needy families.

With deep regret we note the passing of the following members: John W. Cole and Kenneth L. Moulin.

MICHAEL J. DAMICO, P.S.

Local 124, Kansas City, MO, Pres. Bill Petrie joins JATC instructors Howard Johnston, Jerry Mook and Carl McKarnin and JATC Committee member Mike Rouen beside the JATC mobile training van.

Members Follow Through

L.U. 125 (o,u&lctt), PORTLAND, OR—We would like to thank all Local 125 members who followed through on calling their U.S. congressional representatives on H.R. 655, the electric industry re-regulation bill.

We are continuing our efforts at the state level in Oregon and Washington to promote a careful, deliberative process with the deregulation issue. We were successful in stopping comprehensive legislation in Oregon and hope Washington state also will reject legislation in '98. Strong economic evidence predicts the Northwest will see higher rates if deregulation comes to fruition. The U.S. Dept. of Energy released a study in October '97 that estimates rates in the Northwest will go up by 29 percent—without factoring in stranded cost recovery!

We need the help of every member to continue to put pressure on state legislators to use extreme caution. Legislators are less likely to make a hasty decision on a controversial vote when they know their constituents are watching them. Let's be sure to let them know how important this far-reaching issue is to workers.

ELIZABETH H. SHULER, P.S.

Agreement Negotiated

L.U. 141 (i,o,u&ees), WHEELING, WV—At this writing in November, work here is slowing somewhat as winter approaches. A project in the Iron Oxide Dept. at Bayer Chemicals may help keep employment steady in the coming months.

We negotiated a new residential and light commercial agreement with local contractors, with the hope of gaining a larger share of the work in these highly competitive markets.

Good luck to the new class of apprentice wiremen who recently began work. And welcome to new member Dominic Fabrizio.

Part of the settlement we received from non-union contractor Bryan Electric has been used to computerize our union hall.

Thanks to Bros. Joe Donovan and Harrison Frey for their photo contributions this past year.

TOM CONNER, P.S.

Prevailing Wage Rate

L.U. 143 (i,em&spa), HARRISBURG, PA—The Commonwealth Court, in an unpublished memorandum opinion, has lifted an injunction against the state that blocked the reduction of the prevailing wage rate. The wage rate reductions the state seeks are based on grossly inaccurate wage rate studies. With the lifting of this injunction, all pending prevailing wage projects will proceed, but at lower wage rates. This means that some craft workers who will be working on prevailing wage jobs have just taken a $12,000 a year pay cut. The court's action also has had a profound affect on our union contractors' ability to compete on a level playing field when bidding public-funded projects.

This battle is far from over, and we will try to keep everyone up-to-date. We all must remember to get out and vote. It's time to send these politicians a message!

At present work remains steady for our members, and we hope it will remain so through the winter.

ROBERT H. WOLFGANG, P.S.

Displaying their service awards are, from left, Local 143, Harrisburg, PA, 50-year members William Mattern, Ervin "Bub" Fackler, James Fackler and Harold Cook, and 55-year member George Gotesch. Not pictured is 50-year member Gene Schaeffer.

Your Civic Duty

L.U. 150 (i,rts,spa&es), WAUKEGAN, IL—As we settle into the new year, best wishes to all for a good year ahead with plentiful work for all.

Please remember to vote in the March primaries. It is your civic duty to do so. We need to elect people who represent us, the working people of this country.

U.S. Sen. Carol Moseley-Braun's record on issues of concern to working people is excellent. We will also be electing a new governor. Keep in mind that current Gov. Jim Edgar and his fellow Republicans are the people who stripped us of the Structural Work Act, attempted to gut workers' compensation and played fast and loose with our unemployment to allow business a windfall savings in contributions—contributions that, by law, were to be made on our behalf. So, please use your vote wisely. Remember, these matters affect all of us and our families.

WENDY J. CORDTS, P.S.

Successful Building Season

L.U. 159 (i), MADISON, WI—Madison is winding down another successful building season. We have kept Book 1 clear and have been able to employ capable Book II hands to staff work in our jurisdiction. The University of Wisconsin Kohl Center athletic facility is about to open, ushering in the next era of Badger winter sports activities. The BioChem building remains an ongoing project, 18 months along. The UW Red Gym and Armory renovation/restoration is picking up speed.

For a report on the participation of Local 159 members in statewide organizing activities, please see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

COMET classes are slated for late January and late February at the Labor Temple. Local 159 was recognized as one of the tops in the state for COPE contributions.

Congratulations and best wishes to our recent retirees: James Breiby (disability), William Bates, Donald Boe, Donald Emery, Robert Feuling, Frank Johnson, Don Nachreiner, Marvin Peterson, Elmer Racek, Karl Schuetz, Darrel Timler and Jack Wood. We thank them for their contributions to the trade.

MICHAEL H. LEADERMAN, P.S.

150 Years of Service

Above, pictured at a Local 160, Minneapolis, MN, function are, from left, retired Bros. Gil Neuman (age 84), Harold Slettemark (79), Willard Scott (87), George Headrick (90), and Ernest Carlson (97). Their combined years of service as IBEW members totals 150 years.

Award of Merit

L.U. 166 (i,ees,rts,rtb,govt,t&catv), SCHENECTADY, NY—We are proud to announce that Bus. Mgr. Bernie Mericle was the recipient of the Capital District Union Label and Service Trades Council's Award of Merit.

The 35th Annual Award of Merit Dinner was held Oct. 4, 1997, at the Desmond Americana to honor Bus. Mgr. Mericle for his dedication and innumerable contributions to the labor movement. Over 200 people attended to celebrate with Bernie. Presenting the award was Joseph Battaglino, a longtime friend in labor activities through the Central Labor Council. Also present were U.S. Rep. Mike McNulty (D-NY) and New York State Assemblymen Paul Tonko and Ron Canestrari.

Congratulations, Bernie, for an honor well deserved. May you continue with your successful endeavors for the labor movement.

SKIP GOYETTE, P.S.

New York State Assemblyman Paul Tonko (left) congratulates Local 166, Schenectady, NY, Bus. Mgr. Bernie Mericle (right) on receiving an Award of Merit.

Victory for Labor

L.U. 177 (i&ees), JACKSONVILLE, FL—Administrative Law Judge William N. Cates recently issued a bench decision in favor of the NLRB and Local 177. Bus. Mgr. Mike Williams and Asst. Bus. Mgr. Eddie Dedmon met with representatives of Jefferson Smurfit Corp., a paper mill in Fernandina Beach, FL, and requested that the company recognize the union as the exclusive bargaining representative of all temporary employees in the Electrical and Instrumentation Dept. The company examined the cards and then refused recognition.

Subsequently, Local 177 filed

Unfair Labor Practice charges and obtained a favorable ruling. Judge Gates found that the company had agreed to recognize the union if the union demonstrated by card count it represented a majority of the employees in the unit, and that the union had demonstrated its majority status to the company. He found the company's refusal to recognize and bargain with Local 177 to be a violation, and that the company engaged in Unfair Labor Practices and must cease these activities, and recognize and bargain with Local 177 upon request.

This case sets an important precedent concerning temporary employees of large employers that undermine negotiations and the ability to set a decent standard of living for our permanent employee members.

EDDIE L. DEDMON, P.S.

Work Looks Promising

L.U. 191 (i,rtb,st,c&mo), EVERETT, WA—The past year has been good with lots of work, and the future looks promising as well. At press time it appears there might even be a shortage of workers. At a fall union meeting, our traveling members were urged to check with dispatch to assure that our own jobs are filled.

Our annual service pin awards celebration was held in September '97 at the Everett Yacht Club. The event was well attended, and it was good to see the retirees. Keynote speaker Ninth District Int. Rep. Bill Grostick spoke on the importance of organizing. Bus. Mgr. Milton Foster and Pres. Dave Howson presented the awards and noted the importance of member participation. Thanks go to Bro. Wolf Hessein and the committee for making this a great evening for all.

The United Union Women meet the second Thursday of each month at 7 p.m. upstairs at the Everett Labor Temple to promote networking, education and support for all union women. The technicians meet every second Tuesday at 6 p.m. at the same location. These meetings are in addition to the regular union meetings in Bellingham, Mount Vernon, Wenatchee and Everett. All meetings are open to all members of the IBEW.

WERNER W. STEPHAN, P.S.

COPE Gearing Up

L.U. 204 (u&t), CEDAR RAPIDS, IA—Congratulations to former Bus. Mgr. Ken Sagar on his Aug. 13, 1997, election as Executive Secretary/Treasurer of the Iowa Federation of Labor. All of us at Local 204 will miss Ken, but the state of Iowa will benefit from his strong leadership.

On Aug. 28, 1997, the E-Board appointed then-Asst. Bus. Mgr. Dan Holub as business manager. Unit 3 E-Board member Ron Garrett was appointed as an assistant business manager. Congratulations to all three.

The COPE Committee is gearing up for the February caucuses. We all must become involved in the political process. Register to vote. Contribute to COPE. Stay politically active.

As a result of mergers and deregulation, the Iowa utility work force is stretched too thin with too few employees. It is not unusual for a utility worker to cover 60 to 75 miles to get to a customer having problems. We also have many new hires, with over 80 apprentices (about 10 percent of the work force) replacing the 85 members who took early retirement. While this has opened many opportunities for our younger members, it will be a challenge to train them all with fewer journeymen on the properties.

RICH FLYNN, P.S.

Regaining our Industry

L.U. 245 (o,u,govt,rtb&lctt), TOLEDO, OH—Deregulation continues to threaten the future livelihood of our utility members, and our utility membership continues to decline with continuing downsizing through 1997 and early '98. The good news is that our outside construction jurisdiction is picking up, as are many of our sister locals. Needless to say, we can use linemen. We are also looking for qualified candidates for our Outside Apprenticeship Program.

On Oct. 29, 1997, we were notified of the impending merger between Ohio Edison and Centerior Energy. The utility companies involved are Toledo Edison Co., Cleveland Electric Illuminating Co., and Ohio Edison Co. They will now be called First Energy and will be the 11th largest investor owned utility in the country. Communications and meetings with all the locals involved are taking place.

Local 245 is scheduled for a representation vote at TCI Cablevision of Northwest Ohio. The campaign there is going well with the strong support of the workers. Also on the organizing front, our local has developed an "Outside Construction Plan 2000." With this plan in place, we will regain our industry. Local 245 plans to aggressively monitor nonunion contractors to create a level playing field for our union contractors and provide a decent standard of living, dignity and training.

LARRY TSCHENE, B.M.

Pictured are some of the Local 257, Jefferson City, MO, apprentice graduates of 1997.

Work Picture Good

L.U. 257 (i,em,rtb,rts,spa&t), JEFFERSON CITY, MO—Our work picture was great last year, and so far 1998 seems to be looking good. We hope the year ahead will be as good as 1997.

Steward class was held for the GTE and Central Electric units last summer. The class was taught by Eleventh District Int. Rep. Craig Hoepner. In September a steward class for journeyman wiremen was taught by Eleventh District Int. Rep. Gary Gilbert. We also have ongoing PLC classes taught by John Sullivan.

For a report on the Local 257 organizing front, please see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

We are saddened by the recent death of three members: Bros. Warren "Bud" Roark, William "Buck" Casey and Charlie Melloway. Our condolences go out to their families and friends.

Central Electric's work picture looks good with steady employment. GTE negotiations began last October with various topics on the agenda. Good luck!

Best wishes to all for the year ahead, and remember to attend local union meetings.

ALAN N. HOLZER, P.S.

Beware of Unsanctioned Pickets

L.U. 280 (i,rts,st,c,ees,mt,es&mo), SALEM, OR—Organized tradesmen have always had the threat of a picket as one of the bargaining chips in their "negotiating tool box." In the Pacific Northwest, many IBEW local unions have a no-strike clause in their agreements. Still, sometimes local union members have to make decisions regarding pickets placed on jobsites by other unions. One of the current picketing strategies is to place an "area standards picket" on a jobsite where one union has a jurisdictional dispute with another union. It's unfortunate that we (as organized construction tradesmen) have to see union pitted against union. This tactic confuses members who often do not have sufficient information to make an informed decision. If there is a picket on your jobsite, ask questions. Make an informed decision.

Training Dir. Dan Campbell has been busy preparing our winter class schedule. Take advantage of the best training and skill improvement courses in the industry. Every electrician who took Bob Norris' 40-hour code class and the supervisors test has passed. Congratulations!

To all Brothers and Sisters, have a great new year!

JERRY FLETCHER, P.S.

ULP Charges Filed

L.U. 288 (i,u,rts&spa), WATERLOO, IA—We enjoyed full employment through the spring and summer, and we look forward to continuing the pace. If our contractors are successful in the bidding for a Hunts and Wesson Instant Pudding Plant, this will be no problem.

We were saddened by the death of Bro. Jerome Mackin, who passed away in August following an illness. He will be missed.

Thanks to our officers, members and organizer, we have filed numerous unfair labor practice charges against several non-union contractors. We have been to court against a major contractor and look to win a NLRB settlement. Thanks to the members who took time off work to apply for the jobs advertised. These efforts are important to us. The need for organizing was highlighted by the unfortunate death of an electricians' helper employed by

Local 288, Waterloo, IA, Bus. Mgr. Ritchie Kurtenbach congratulates service award recipients Jerome Mackin (now deceased), Forest Havig and Harold "Curly" Shultz.

a non-union shop in our area. The contractor involved was fined $76,000 by Iowa-OSHA.

Our local held its first charity golf tournament and, with the help of members and area sponsors, raised over $800 for a local volunteer organization. Thanks to Bros. Mike Miller and Pat Wardlow for setting up the event and volunteering to do it again next year.

MIKE MILLER, P.S.

A New Stadium?

L.U. 292 (i,em,rtb,rts,spa&govt), MINNEAPOLIS, MN—Our Minnesota Legislature is debating whether to provide public funding for a new sports stadium downtown. The Minnesota Twins have threatened to move if they are not provided with a new baseball stadium. As of this writing in November, no decision has yet been reached. Construction of a new stadium would provide our area with a lot of work.

Currently the work picture in our area is very good. As of this writing there are 65 unfilled calls in the hall, with about 200 travelers working in our local. This amount of work is expected to continue well through the winter. There are numerous projects around town, including five new office towers downtown.

Our organizing efforts have gone very well over the past year. We have eliminated the lower pay scale residential rate. Now all the inside journeymen, commercial and residential, are earning the same pay and do both commercial and residential work. Because of this we have been able to organize many more electricians and contractors by offering a much more attractive rate of pay with no jurisdiction problems on whether it is residential or commercial work.

ANDY SNOPE, P.S.

Hopes for a Better Year

L.U. 295 (i,o,u,rtb,rts,em&spa), LITTLE ROCK, AR—At press time work here remains slow. We have several smaller jobs coming up and also some possible large jobs in the works. With some luck, these jobs will go fair.

Our apprentice wiremen are suffering because it is hard for them to pack their bags and find work. We hope 1998 will be better for everyone.

We are still offering journeyman wireman classes and plan to continue with these. Members interested in attending a class may contact Dan McAlister at the local union office or Mary Crowder at the apprenticeship office.

Our sick and injured list includes: Bros. Gene Lewis, Gary Carlisle, James Sentell, David Corrigan, Dewayne Vermillion, Marvin Benton and James Rudolph. Please remember them in your prayers. With sadness we report the death of retired member David Billings.

Please come to your union meetings and get involved.

DICK MELTON, ASST. B.M.

Labor Wins Again

L.U. 302 (i,o,rts&spa), PLEASANT HILL, CA—Our economy is booming, and the unemployment rate is at an all-time low! Yet, this isn't the whole story. While profits are stacking up like never before, the average paycheck (with inflation adjustments considered) continues to fight a losing battle.

With this, the Bay Area Rapid Transit District (BART) workers began a strike that put the brakes on transportation in September '97, and the impact was felt throughout the Bay Area.

In the action, the service and transit unions together argued that workers' wages should reflect a share of the economy's profits. The unions emerged victoriously from a six-day strike, an effort which included elimination of a two-tier pay system, which had allowed the company to lower wages and divide unionism by paying new hires less for equal service.

We at Local 302 were in strong support of the BART workers' efforts and congratulate them on their victory.

For details of a recent Local 302 organizing victory, see the "Organizing Wire" report beginning on Page 8 in this month's *Journal*.

RICKY LYNN, P.S.

New Training Facility

L.U. 309 (i,o,u,rts,spa&lctt), COLLINSVILLE, IL—Local 309 is proceeding with its new training facility, which is greatly needed to keep pace with the fast-changing electrical industry. Architectural drawings have been finalized, and we look forward to using the building for safety training for all members, skill-improvement classes for journeymen, etc. And we may use the new facility for organizing meetings.

Congratulations to "Geno" Richard on his retirement. Geno taught our lineman apprentices for 25 years. He received the thanks of all members at an awards ceremony. We wish him all the best in the years ahead.

We encourage PAC contributions from the membership to back labor-friendly politicians. We are formulating new ideas to raise more money. Over the summer of 1997 we raised substantial funds for PAC with a golf tournament. Thanks to Asst. Bus. Mgr. Jim Berger, Artie Minor Jr. and everyone who helped with this important event.

We are continuing to bring non-union shops and workers into the union as the organizing campaign continues. Spread the word about your union, and our numbers will grow. There is power and safety in numbers.

MICHAEL RAY DILLIER, PRES.

A Tribute to Bro. Rassman

L.U. 320 (u,t&catv), POUGHKEEPSIE, NY—On Sept. 30, 1997, Ernest F. "Razz" Rassman marked his 50th service anniversary with Central Hudson and Local 320. He is the local's first member to reach 50 years of service. A dinner celebration in his honor was held at the Red Hook VFW, and he was presented the IBEW service award and plaque from Local 320. In attendance for this tribute were his family members, co-workers, friends and company management.

Local 320, Poughkeepsie, NY, member Ernest F. Rassman was honored on the occasion of his 50th anniversary with Central Hudson and the local.

Razz began his career with Central Hudson as a "groundman" in 1947, later worked as a lineman, and in 1969 was promoted to working foreman, the position he currently holds. He has spent his entire career servicing customers in Dutchess County. He completed recertification and pole top rescue in August 1997.

He was also presented with letters of proclamation and congratulations from Pres. Clinton, Gov. Pataki and others. Local 320 Pres. Frank Maher extended congratulations on behalf of the local and wished Bro. Rassman health and happiness in his continuing service to the union and Central Hudson.

(My thanks to Charles "Chick" Lauria for his contribution to writing this article.)

JENNIFER NEUMANN, P.S.

Roy Stair Retires

L.U. 332 (i,o,c,st&ees), SAN JOSE, CA—Congratulations on his retirement to Organizer Roy Stair, who has "pulled the pin" after 40 years as a member of Local 332.

Roy was initiated in 1957. He ran a lot of work in this valley until 1991, when he was asked to be organizer. Many people would not have wanted to give up such a good, steady job for one that many consider thankless. But Roy's loyalties have always been to the union.

Roy has brought in 268 new members, four shops and filed at least 20 ULPs as of this writing. We thank Roy for all his efforts (and organizing requires lots of effort) and wish him and his wife, Terri, the best.

Our new organizer is Beaman Wisdom, our former press secretary. He will keep the momentum that Roy (and Jay James before him) built rolling. Good luck, Beaman!

Our work situation is still strong. We are fortunate to be able to employ over 400 travelers, and we appreciate their help.

Please get involved in your local and your community. Gandi said, "Whatever you do will seem insignificant, but it is very important that you do it."

ALAN L. WIETESKA, P.S.

Amtrak Developments

L.U. 362 (rr), WASHINGTON, DC—At this writing in the fall, the last few months have been full of anxiety, anticipation and speculation. Our local was preparing to honor picket lines in the event of a strike by the Brotherhood of Maintenance of Way Employees (BMWE) at Amtrak, who had been working without a contract for over two years. When their contract negotiations broke down, a tentative strike date was set, then postponed for a week, rescheduled and postponed again. As of this writing on Nov. 3, 1997, a tentative settlement has been reached between Amtrak and the BMWE, averting a strike. Whether their contract will set precedent for our contract negotiations is still unclear.

On another important note, our local members are encouraged to increase their level of education when possible. Amtrak is sponsoring college level courses taught here in Washington by Northern Virginia Community College. Classes, held twice a week, started in October. The starting curriculum will be for college entry level reading, writing

and math. Each class successfully completed will have a value of three credits. Many of our IBEW members have availed themselves of these classes taught on the premises.

JEFFREY W. NAGY, P.S.

Local 363, New City, NY, Golf Cte. Chmn.Tom Kay (left) presents a $1,500 check to Bus. Mgr. Joe Maraia for the Political Action Fund proceeds generated by the annual golf outing.

Communications Course

L.U. 363 (i,u,t,em,catv,govt&ws), NEW CITY, NY—Our local has been active with the area Building Trades picketing and hand billing of nonunion jobsites. We have gotten a lot of media attention, and the public is aware of our presence. We hope the public sector will stand up and support our efforts.

The work picture has been very good for the past several months, and a lot of work is on the books. Full employment is expected to last for some time.

Our Communications Course is designed to help members stay current in the ever-changing communications field. This training will provide proficiency in: master communication wiring systems; 1A2 system installations; identification, installation and testing of electronic key systems; the private branch exchange; data communication; and fiber optic terminations. Also, full asbestos training and refresher courses are being offered. Those interested in taking courses should contact the New City office.

The Principle Construction Agreement and Residential Agreements were renegotiated and approved by the I.O. on Sept. 1, 1997. We have also renegotiated contracts for the following units: Reynolds Metal, United Water, Town of Monroe, Tai-Tel Technologies, Town of Tuxedo, Village of Tuxedo Park, Town of Tuxedo Radio Dispatchers; and the Town of Lloyd.

And a big welcome to our new members from the town of Greenville.

GINA BIELLO-SLAGLE, P.S.

Festival of Lights

L.U. 364 (i,em,rts,spa,catv,mt,es &ees), ROCKFORD, IL—Once again Local 364 participated in the Festival of Lights exhibit at Sinnissippi Park in Rockford. Electricians volunteer many hours for this project, and thousands of residents view the lighted displays. Thanks to all who participated in promoting the IBEW in this year's presentation.

Organizing remains one of the local's primary concerns. In the past five years, Local 364 has more than doubled our number of signatory contractors and at present has about 1,000 members. Communications and Residential work have become the focus for extended organizing. We are working in outlying areas of the jurisdiction to strengthen our market throughout the local. Acting on information provided by the members, our representatives have captured many jobs that might otherwise have been done by independents.

Local 364 has truly become a brotherhood. Most of our members feel it's also their responsibility to keep this local strong. We know that if we control the market, we control our future in terms of wages and benefits. We believe that if we work together, we will have a local we can be proud of and a future for upcoming apprentices. We hope 1998 will be a healthy, prosperous new year for everyone.

TODD KINDRED, P.S.

New Building Renovated

L.U. 379 (i,o,em&rtb), CHARLOTTE, NC—The officers and members wish to express appreciation to those Brothers and Sisters who donated their time and effort to do the work required to turn our new building into a hiring hall, business office, meeting hall, apprenticeship office, etc. Sincere thanks from those who could not participate to everyone involved for a great job.

Our organizing campaign, led by Pres. Mike Miller and Bro. Billy Atkinson, is showing positive results. They need all the help each of us can give to be successful. Pitch in and help, Brothers and Sisters. It is all for the benefit of our local.

Bus. Mgr. Lawrence E. Reynolds and officers of the local have sponsored a Retirees Club. Please see the "Retirees" section of this month's *Journal* for more information about the club.

Local 379 is proud to announce that the North Carolina Dept. of Labor named two of our apprentices as "Apprentice of the Year" for 1997. Congratulations to fifth-year apprentice Eddie More and second-year apprentice Denise Carrillo.

Local 379, Charlotte, NC, Bros. Malcolm Bently (left), Bruce Dale (center) and Bus. Mgr. Lawrence E. Reynolds (right) are just a few of the many local union members who helped renovate the local's building for a new union hall.

Local union meetings start at 6 p.m. the second Tuesday of the month. Do your best to attend as often as possible.

RICHARD F. MOORE, P.S.

Local's Input on NAFTA

L.U. 415 (i,u,c&govt), CHEYENNE, WY—Pres. David J. Barkee appointed the following members to the Negotiating Committee for the Inside contract negotiations with NECA Wyoming Chapter, Cheyenne Division: Mark Valenzuela, Ricky Kempter, Rick Moody, Joel McKee, John Occhipinti and Rodney Berg. The first meeting was scheduled for Nov. 20, 1997.

Pres. Barkee submitted the accompanying photo of a project he recently completed at the Colorado Engineering Natural Gas Station Testing Facility. David and Tobias Gutierrez Jr. wired the entire project and made the cage.

Local 415 sponsored a float for Christmas parades in Denver and Cheyenne. The float has 2-foot square signs (featuring the logos of our union contractors, the IBEW and NECA) and over 20,000 electrical Christmas lights.

Bus. Mgr. Bob Mayhew received letters from Wyoming Senators Craig Thomas and Mike Enzi thanking him for input on the proposed federal NAFTA legislation. Also, Local 415 participated in the 1997 "Call Your Congressman Campaign" regarding NAFTA legislation.

At press time, work in our jurisdiction is picking up. Some projects are in the planning stage, and a few are in the bidding process. Several Local 415 members are out of work in our jurisdiction, and some are traveling. We hope we can put them to work soon. We thank our sister locals for providing work for our members in slack periods.

LLOYD OSBORN, P.S.

Carrying the IBEW Banner

L.U. 438 (i), TROY, NY—At the Uncle Sam's Day parade in Troy, our local once again showed its involvement in community activities. Members proudly carried our banner and wore T-shirts with the IBEW logo. Many people turned out to watch the parade, and we had good media exposure on local television. Thanks to Parade Chmn.

The Local 438, Troy, NY, contingent at the Uncle Sam's Day parade in Troy marches with the IBEW banner.

Bill Maloney and to T&J Electrical Corp. for the use of their bucket truck.

I am pleased to report that we are going to renew the tradition of paying for the apprentices' school books. They deserve it.

At this writing in October, 30 members are on the out-of-work book. Thanks to sister locals that provide work for our traveling members.

Local 415, Cheyenne, WY, Pres. David Barkee and Tobias Gutierrez Jr. wired this Colorado Engineering natural gas station testing facility at a missile site in northern Colorado.

Bro. Art Roberts has suffered a stroke and is rehabilitating at the Eddy Nursing Home in Cohoes.

We were saddened by the passing of Bro. Bruce Williams at age 42. Condolences go out to his family.

EUGENIA McDONALD, P.S.

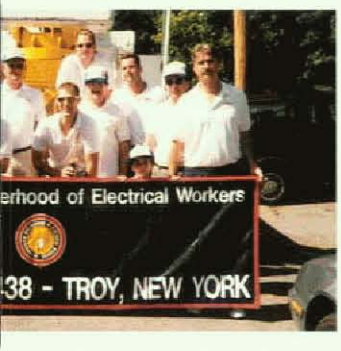
Organizer Appointed

L.U. 449 (i,o,rtb,rts,spa,u,catv &em), POCATELLO, ID—I would like to announce the appointment of Bro. Kay Hill as the local's new organizer. Kay is a 41-year member of Local 449 and was a contractor for several years. He will bring some new insight to the organizer position and can get the job done.

Work is still holding in the Magic Valley area, but it is slow in the Eastern Idaho area. Work is still plentiful in the surrounding locals.

We thank the following members for their contributions to the local and wish them a healthy and prosperous retirement: Preston Olsen, Wilford Allison, Kenneth Higgins, John Thayne Howe, Larry Solomon and Billy Wade. We'll miss you!

ROBERT J. BODELL, B.M.



Ride Against Lung Disease

Local 457, Meriden, CT, members from the East Hampton Unit contribute their support and pledges to Bro. Tom Judd as he gets ready to set out on a 160-mile bike ride along the Cape Cod, MA, coast in the annual American Lung Association's Ride Against Lung Disease. Bro. Judd, who lives with his family in Chicopee, MA, is an area "stock handler" with Connecticut Light & Power Co.

Organizing Endeavor

L.U. 465 (u&lctt), SAN DIEGO, CA—Our congratulations and best wishes on his retirement to former Ninth District Int. Rep. Richard Robbins. Dick was the business manager of Local 465 from 1971 to 1983, when he accepted the appointment as International Rep. We thank him for all his accomplishments on behalf of our local and the IBEW and wish him a happy retirement.

Also, congratulations to Pat Johnson, our organizer and the newest addition to the local union staff. Pat has been here only a short time, but she has already been very effective in our toughest and most important organizing endeavor, geared toward the clerical workers at San Diego Gas and Electric.

The local is considering several options regarding a future Web site. We will have electronic mail access to open up an additional avenue of communication. We will keep you informed.

Sincere sympathy goes out to our members and families who have lost loved ones this year.

Attend your monthly unit meetings to keep current on issues that could affect you or your unit.

RAY DARBY, R.S.

Prevailing Wage Law

L.U. 481 (i,em,spa,rts,mt,ees&s), INDIANAPOLIS, IN—Indiana's prevailing wage law was changed by the GOP-led legislature in 1995. Since implementation, chaos and confusion have been the order of business as wage committees attempt to determine construction wages under the new law. Indiana Gov. Frank O'Bannon's administration, in an effort to clear up the confusion, has been working to implement rules to ensure that wage committees follow the statute as written.

Under the proposed rules, the tax board would oversee how local wage committees determine the wage scales for construction workers and ensure that this process is performed in compliance with the statute. The proposed rules also list, as verifiable sources of wage data, information from the U.S. Dept. of Labor, Indiana's Workforce Development, and union collective bargaining agreements.

The new rules, if implemented, will ensure that wage rates are based on reliable data, thereby providing a level playing field for reputable contractors wishing to bid on Indiana's public works projects.

JOHN EVANS, P.S.

Members of Local 557, Saginaw, MI, staff an informational picket at the site of a nonunion construction job on a Burger King.

Meeting the Challenge

L.U. 557 (i,rts&spa), SAGINAW, MI—At this writing in the fall of '97 we are busy with the challenge of organizing activities. Informational pickets have been instituted at nonunion jobsites along with other efforts. With organizer Scot MacArthur hammering the roadside, there is lots of activity and many favorable reactions. I understand that on some occasions other trade unions have honored our efforts and stayed off work sites to demonstrate solidarity. Fruits of these efforts result in a gain for union labor and working people. We are obtaining some work that would have gone nonunion, talking with potential members who are interested in organizing their workplaces, and increasing public awareness.

In November we observed a moment of silence for retired Bro. Jerrold Potts, who passed away after a battle with cancer. Our sincere condolences go out to his family.

JOHN E. CLEMENS, P.S.

A Successful Year

L.U. 569 (i,o,rts,spa,mt,mar,ees &es), SAN DIEGO, CA—Happy New Year, Brothers and Sisters. The new year brings us many challenges and opportunities. The year of 1997 was a good one for Local 569. Membership increased, the work picture improved, and the local's financial situation improved as well.

On the waterfront, it is reported that the four management owners of NASSCO want to buy back the stock in the company owned by current and former employees. Their goal is to gain a majority position of ownership and gain control. Please call Ken Gentle if you need information about this issue. Find out the facts before you sell or trade any NASSCO stock.

Executive Board member Emily Davis recently attended the first national IBEW Women's Conference. She reports that those members in attendance gained a great deal from the conference. Two of the major issues discussed were child care for working parents and equal pay for equal work. Emily Davis impressed upon the Local 569 members at a general membership meeting that IBEW's women members are very serious about their roles in the union and the industry. A conference at the local level is anticipated.

TED GODSHALK, V.P.

One Common Goal

L.U. 602 (i,o&u), AMARILLO, TX—Congratulations to apprentice linemen Jeff King, Mike Harrison and Bill Privetts, who participated in the 14th Annual Lineman's Rodeo in Kansas City, MO. Of the 133 apprentices participating in the contest, Bros. King, Harrison and Privetts placed first, seventh, and tenth, respectively. This achievement reflects the superior training these apprentices receive from their instructors and journeymen.

Southwestern Public Service Co. and Local 602 also had lineman teams from Amarillo, Lubbock and Seminole, TX, competing in the rodeo. The Lubbock team placed 12th; Amarillo, 62nd; and Seminole, 102nd out of the 218 teams that participated. Once again, congratulations to all the members who participated.

We extend our condolences to the family of Bro. Harvey Carter Rhines, who passed away last November. May he rest in peace.

As we enter the new year, let's all strive to make a better union and a better work environment. Let us refrain from petty bickering and remember that we have one common goal—the betterment of our union, our families and ourselves. By working together, we will overcome any obstacles.

CLIF SMITH, P.S.

Meritorious Service Award

L.U. 606 (i,rtb,es,spa,em&u), ORLANDO, FL—At the celebration of the 50th Anniversary of Apprenticeship in Florida, JATC Committee member Roger Poitras received a Meritorious Service Award from the State Apprenticeship Council. The Florida secretary of labor recognized Roger for his contributions to apprenticeship, first as teacher and then committee member, over the past 28 years. Congratulations, Roger.

At press time negotiations continue with Walt Disney World. We hope the contract will be settled by the time this article is printed.

Over 150 apprentices and journeymen instructors attended the 1997 NECA Trade Show held in Miami, FL, on Oct. 26, 1997. Opening speakers on the IBEW Day were: Int. Pres. J.J. Barry; Fifth District Int. Vice Pres. Melvin Horton; JATC Exec. Dir. A.J. Pearson; and Geary Higgins, executive director of labor relations for NECA. There were 232 exhibitors showing their products, from tools to the newest technology changes. NECA, IBEW and the JATC sponsored the trip for Local 606 members with chartered buses to Miami. The conversation on the return trip was all about the new tools, material and technology at the show.

Our prayers and thoughts continue to go out for Bro. Mike Jones.

Come to the union meetings and show your support. Our future depends on it.

JANET D. SKIPPER, P.S.

Local 606, Orlando, FL, JATC Committee member Roger Poitras (holding microphone) receives a Meritorious Service Award from the state Apprenticeship Council.

Organizing Conference

L.U. 613 (i,o,em,rts&spa), ATLANTA, GA—The IBEW Eastern Construction Organizing Conference was held in Atlanta Oct. 27-28, 1997. Organizers from the Second, Third, Fourth, Fifth, Sixth and Twelfth Districts heard motivating speeches from their Vice Presidents on the importance of our main objective—organizing. Int. Rep. and Organizing Coordinator Ron Burke indicated our work has only just begun. Workshops were held on organizing tactics, legal issues, the NLRB, and utilizing our younger members in organizing efforts. On Oct. 27 delegates were treated to dinner at our local union hall. It was awesome to witness these Brothers and Sisters networking and breaking down the walls that once existed between local unions.

At press time our work picture continues to look good, with some jobs picking up on the south side and in the airport area.

We are saddened by the passing of the following Brothers and extend our sincere sympathy to their families: Herman L. Clark, Marion Bevel, Leroy Berry Jr., F.M. Connell, Carl V. Butcher, J.C. Canawan, Claud E. Brown, Pierce L. Baker, Melvin D. Zakas and Ronnie Herron.

Many thanks to our traveling Brothers and Sisters for their help and support, and best wishes to all for a happy new year.

CAROLYN V. JOHNSON, P.S.

Local 636, Toronto, ON, winners of the Ontario Lineman's Rodeo, from left: Troy Szalay, Rod Skill, Mike Richards, Sean O'Rourke and Jeff Moss.

The Government Blinked

L.U. 636 (u,as,spa&em), TORONTO, ON—The concessions made by the Harris government on Bill 136 (concerning the restructuring of the public sector) should speak to union members everywhere and attest to the often-heard phrase, "The union makes us strong."

Did we win the war? No. Did we win the battle? Yes, for now. But there are many more battles to be fought. Health care, education, compensation and workplace safety, to name a few, are labour-gained benefits this government is intent on destroying.

We have now felt what our forefathers went through to achieve the many benefits we enjoy. Will this spirit of solidarity continue? As our forefathers did, are we willing to stand united, and perhaps in civil disobedience, to preserve a legacy that we can pass down to our children? We must answer these questions with resolve: "Yes, we will fight! And, yes, our union makes us strong."

God bless and have a happy new year.

DAN GIESBRECHT, P.S.

COPE Drawing

L.U. 648 (i,o,u,spa&em), HAMILTON, OH—Local 648's annual COPE drawing was again very successful. Thanks to all who helped make it possible. Along with our nickel check-off, our COPE support of labor-friendly local and state candidates and issues can only help to improve and protect workers' rights.

Our organizing efforts have been given a boost with some much needed assistance from our local building trades. Area nonunion contractors are proving to be our worst obstacle to organizing.

Many thanks and much support must be given to our negotiating teams for their efforts. Our new three-year inside agreement has been approved. Negotiations are ongoing with the city of Hamilton, the city of Lebanon and Butler County.

Let us remember to use the three most effective tools we have to ensure the future of the IBEW—COMET, COPE, and our right to vote.

G.F. CORBIN, P.S.

Volunteer Organizer Honored

L.U. 659 (i,o,u,em,catv,lett, st&c), MEDFORD, OR—Bro. Mark Zakowski was honored by our local as Volunteer Organizer of the Year, and Bus. Mgr. Jim McLean presented him with a plaque at the Medford unit meeting.

A new concept for our agreement with PacifiCorp is a Joint Grievance Resolution Committee, which held their first meeting recently. From all reports everything went well. This alternative method to arbitration should save the local union and the employer time and bring better response to grievances for the membership.

Inside work remains steady with the books nearly clear. A gas-fired turbine power plant in Klamath Falls is scheduled to break ground in late 1998 and should help employment. Organizer Ron Johnson continues to pick up hands from the unorganized side and is also signing contractors. Our latest contractor is Action Electric from Roseburg. Welcome!

Local 659, Medford, OR, Bus. Mgr. David McLean (right) presents Volunteer Organizer of the Year Award to Bro. Mark Zakowski at a unit meeting.

Our outside work picture is not quite as bright. Contractors are hesitant to make any rush moves with the uncertainty that deregulation brings to the electric utilities.

WP Natural Gas recently graduated the first gas journeyman serviceman certified through a state of Oregon apprenticeship. Congratulations to Brian Kirkland, who works in Medford.

Stay informed by attending your union meeting.

MIKE BUREAU, R.S.

Community Asset

L.U. 673 (i,o,u,rts,spa,t&catv), PAINESVILLE, OH—As union members we know the importance of community service and political involvement. Apprentices are taught about our tradition of volunteer service, and journeymen are expected to carry on that tradition. Even our retirees pitch in and help.

Local 673 retirees are among those pictured in the accompanying photo of local union volunteers who provided the electrical work to complete a sensory room at the Deepwood Adult Rehabilitation Vocational Guidance Center. Missouri Electric provided materials.

Community involvement is one of the ways to keep Local 673 an important community asset.

With deepest regret I report the death of Bro. Richard Egeland. He was a Brother and a good friend to many. He will be truly missed, but not forgotten.

CRAIG EGELAND, P.S.

Optimism for 1998

L.U. 683 (i&em), COLUMBUS, OH—We look to the year ahead with optimism. Work, although a little slow at press time, promises to be abundant in 1998. The inside construction agreement will be negotiated this year, and we will vote on whether to continue funding our targeted jobs program.

We welcome Mark Laemmle as a member of the Executive Board. He was selected from a list of very capable candidates to fill the seat vacated by Bro. Joe Donavan, who passed away last July.

Congratulations to the Blood Bank Committee (Doug Stewart, John Mancini, John Engle, Wendy Holmes, Pete Radulski, Bob Sheets and Vince Benedetti). At our fall blood drive, 128 pints of blood were collected.

Our local, in cooperation with the Central Ohio NECA Chapter, installed and maintained the annual Fantasy of Lights display sponsored by Easter Seals. Service trucks were provided by electrical contractors.

At this writing we are awaiting election results. "Issue 2," a referendum placed on the ballot by over 400,000 working people of Ohio, seeks to overturn anti-worker workers' compensation. Big business spent millions trying to uphold this terrible legislation. If we lose this referendum, we expect far more serious attacks by our anti-union governor and legislature. Also, I ran for township trustee, against nine opponents.

TERRY NICODEMUS, PRES.

Greetings from Modesto

L.U. 684 (i,o,rts,c&st), MODESTO, CA—Last summer we saw old "Motown" go into Book IV, with projects like Industrial Electric at Hershey's and Gallo Wine, schools and traffic signals with Collins Electric, school jobs with Mer-Cal, Pacific Metro at Stanislaus Foods and further development of the former Castle AFB with Mer-Cal, Castro Electric and NTS. Our thanks to the IBEW craftsmen from other locals who helped us staff these projects.

Local 673, Painesville, OH, members Don Digiovine (left) and Bill Renshaw (fourth from right) join retired Bros. Bob Ford, Les Richmond, Irv Anderson, Sam Tripepi, Ralph Lastoria and Walter Gachuk as volunteers on a community service project.

Despite jobs with Collins at Merced College and Con J Franke near Yosemite Park, the winter months appear flat for Modesto. Congratulations to Bowden Electric for signing an agreement with Local 684 in October 1997. Welcome back to the family.

Once again Stan Thornhill and crew helped provide power for the Riverbank Wine & Cheese Festival Oct. 11-12, 1997. This civic event gets bigger every year. That same weekend Local 684—together with Industrial Electric, Collins Electric and Acme—set up power and lighting for the Homeless Veterans Stand Down '97. Over 50 homeless veterans were helped.

At press time demolition work is ongoing for the 10th Street Plaza Project. With Fluor Daniels dropped from the original agreement, we have renewed our efforts to make this project union. The struggle of working people continues in this land of "water, wealth, contentment and health."

TORREY R. NEWTON, P.S.

Work Picture Improves

L.U. 692 (i&spa), BAY CITY, MI—Happy New Year from Local 692! Our work picture has improved considerably, with work again under way at the Soaring Eagle Casino and Resort in Mount Pleasant. Work on the new Bay County Ice Arena will be completed in time for the 1997-'98 hockey season. And several other major projects are getting started and will last at least two years each.

With sadness we report the passing of retired Bros. Allan L. Lane, William "Jim" Short Jr. and Robert G. Kenrick. Allan Lane's father, Raymond, became a Local 692 member soon after the local was chartered in 1937, and Allan's son Ralph is also a member of Local 692. Allan was 66 at the time of his death. Bro. Short, who passed away at age 85, joined our local in 1946 and retired in 1974. Bro. Kenrick, age 68 at the time of his death, was initiated in 1952 and retired in 1991. Local 692 members extend heartfelt sympathy to the families of Bros. Lane, Short and Kenrick. May our Brothers rest in peace.

Remember, local union meetings are still held at 7 p.m. the first Monday of each month.

THOMAS S. OSLUND, R.S.

Market Recovery Program

L.U. 700 (i,o,spa&em), FORT SMITH, AR—The membership recently approved a funded market recovery program, FIAP, by a margin of over 60 percent. This will be a great tool to use in the future in regaining our commercial work.

With the Fort Smith voters having just approved a sales tax to fund three major downtown projects, it's a shame this fund wasn't already in place and ready to use.

A very active organizing drive will have to be directed at the upcoming projects should we not land the work. If each member could devote just one month a year salting (when unemployed), we would see results in terms of a strengthened future for our local. Special thanks to those members who have helped in our organizing efforts.

The state of Arkansas is having a free-for-all with journeyman licensing under the "grandfather" clause. Every Local 700 JW and IJW should have an Arkansas journeyman electricians license. The local union can give you the needed information to obtain this license.

A COMET class was held in October. We invited a few open shop electricians, and they seemed to absorb the material and appreciate the opportunity to learn about us.

MATT JOYCE, B.M./F.S.

GTE North Negotiations

L.U. 702 (i,o,u,uow,em,rts,rtb, spa,t,catv,lctt,cs,c,es,govt,mt,mo,ptc, se,st,ws,as,et,it,mt,p&pet), WEST FRANKFORT, IL—Negotiations with GTE North Inc. began on Sept. 22, 1977, and as of this writing in November, very little progress has resulted. These are joint negotiations involving the following IBEW locals: Local 702; Local 51, Springfield, IL; Local 196, Rockford, IL; and Local 399, Springfield, IL.The agreement expired Nov. 1, 1997, and termination of the agreement was effective Nov. 2, 1997.

Negotiations have been especially difficult due to company demands for concessions and an ongoing arbitration case. GTE's demands include the company's right to choose the candidate eligible to test and bid on job promotions; and that selection of those candidates be based on experience as determined by the company. Further, the company wants the union to sign off on a "performance plan" for employees that would make the union a party to disciplinary action and unable to represent its members.

Other core issues include: consolidation of classifications, downgrading of work to a newly created classification at a lower pay scale, and use of temporary and seasonal employees on a 12-month basis. The use of seasonals and temps immediately preceding a layoff is the core of an arbitration case with no end in sight, at a cost to date of about $150,000.

JAMES A. CAMPBELL, BUS. REP.

In Court for Labor

L.U. 716 (i,rts,spa&em), HOUSTON, TX—Bro. Dewey "Sam" Vines, our business manager since 1989, unfortunately has suffered an extended illness. As a result, Pres. Danny Tilley declared the office of business manager vacant, and the Executive Board appointed Daniel Lord as business manager. Dan is well qualified and will direct Local 716 forward in the labor movement.

We are keeping Sam and his family in our prayers in this time of his illness, and we extend our gratitude for his service to the local.

As of this writing in October '97, Local 716 is in court against the Independent Electrical Contractors (IEC) and seven of their member contractors. This association in Houston represents over 120 electrical contractors with 4,000-plus employees. Local 716 has been trying to organize these employees and contractors. We hope we will win the case and be allowed to organize the unorganized without IEC interference.

Brothers and Sisters, get involved, come to meetings, express your suggestions and ideas. This is what the local union needs—more input, more members voting on issues, all of which improves our standard of living and unites us in the labor movement cause.

BILLY GOODALE, P.S.

Ethanol Plant Project

L.U. 773 (i,o,as,mo&em), WINDSOR, ON—Currently we have over 100 IBEW members working at the new ethanol plant project in Chatham, ON. This new processing facility will produce industrial grade ethanol from corn. Let's hope the completion of this high-tech facility will help spur economic development and renewed prosperity to the Kent County area.

The 1996 Labour Day parade was well supported by Local 773 and the Essex & Kent Building Trades. Thanks to all the Local 773 members, their families and the travelers who participated in the parade and the festivities.

It is with great sadness that I report the death of Bro. Jarrett White. He was active on the local's hockey team and was always available to help when called upon. Jar-

Local 773, Windsor, ON, members at the new ethanol plant jobsite in Chatham, ON.

rett and his friendly smile will be fondly remembered by all.

At this writing our work picture is very good. We are experiencing full employment and have travellers working in our jurisdiction. Continue to work safely and attend the local union meetings held the second Thursday of each month at the union hall.

SAM RIDDICK, B.M.

Organizing Continues

L.U. 804 (I&O), KITCHENER, ON—Our livelihood continues to be endangered by our nonunion counterparts performing electrical installations within our jurisdiction. Contrary to some of our preconceived notions, these electrical workers are highly skilled tradespeople just like ourselves. Our survival depends upon organizing them and getting them working under the IBEW banner.

Our efforts to organize these workers is an ongoing battle, and we continuously alter our organizing plans as we are confronted with new obstacles. Thus far about 30 percent of our members have taken the COMET course, and classes are held every fourth Wednesday of the month. Please call the hall to enroll and to learn how you can help preserve our present wages and benefits.

Local 804 continues to endorse the open door policy, and as one signatory contractor stated, "...the open door is the smartest thing the IBEW has ever done."

In a new venture for Local 804, organizers and volunteers are working a phone-call bank to talk to unrepresented electrical workers to inform them about our open house and the proposed changes to the tradesman qualification act. Please contact the hall to help with the phone bank.

Together we can organize the nonunion, but we have a long road ahead of us.

Work safely, Brothers and Sisters, and best wishes for 1998. Together we can organize the nonunion, but we have a long road ahead.

BRETT McKENZIE, P.S.

Members Win Elections

L.U. 827 (I&catv), EAST WINDSOR, NJ—This past fall we went through an aggressive campaign to promote membership involvement in public office. An important theme that came out of the IBEW COPE Conference in Washington, D.C., was to promote and support IBEW and labor candidates for public office. We were asked to encourage our members to run for positions in state, county and municipal government, and to support their candidacy.

From our own rank and file, two people ran for public office and both were successful. Tom Moran was elected as a town councilman in Riveredge, NJ, and Pat Donofrio was elected as alderman in Dover, NJ. We congratulate them on their victories and wish them the best of luck and success.

Congratulations to Bro. Mike Price on his retirement from the IBEW as a Third District International Rep. He was president of Local 827 in the early '70s and has been a very good friend to us. We owe Mike a debt of gratitude for all his service to Local 827 and the IBEW, and we wish him and his wife, Linda, all the best in the years ahead.

BRIAN BRENNAN, R.S.

'Into the Next Century'

L.U. 903 (I,o&ees), GULFPORT, MS—Local 903 has battled many obstacles over the past year to get the word out that the IBEW provides a better way of life. Our union was founded by hard work, and we must remain diligent to maintain our hard-won gains.

I would like to recognize someone who had the courage to fight for what he believed in. However, at age 15, he lost his battle to acute lymphatic leukemia. He was my son, Robert Lee Tidmore II. At the hospital while getting ready for his transplant, my son looked up at me and said, "Dad, I'm going in there and get this done, get well, finish school and join the IBEW." My son did not get to live out his dream. He passed away one month later, but I'll always remember what he said. He had seen the IBEW I would like everyone to see. He was saying thank-you to the members of all the locals that helped him in his time of need. My sincere thanks to all the Brothers and Sisters for the kindness extended to our family.

Ours is "The Union of Hearts and Minds." Let's spread the word and take the IBEW into the next century with pride and dignity.

ROBERT H. TIDMORE III, P.S.

NECA Chapter Manager Retires

Local 915, Tampa, FL, Bus. Mgr. Gary Hill (right) says goodbye to retiring NECA Chapter Mgr. Dean McDonald. McDonald was chapter manager of both the Central Florida and the Florida West Coast NECA Chapters.

Moving Forward

L.U. 1049 (u,o&lctt), LONG ISLAND, NY—Recently appointed Community Affairs Committee Chmn. James Campitiello is hard at work establishing a "network" to collect nonperishable food items for union members and organizations in need. Contact the representative at your location for collection information. If there is no volunteer at your location, contact Jim to see how you can help in this worthy cause.

Organizing Committee Chmn. Richard Fridell has been very active. His committee and volunteers have been supporting the King Kullen labor dispute by picketing and handing out leaflets at various King Kullen locations and other antiunion businesses. Nice job, Rick. And a thank-you to the volunteers. Because of you, the union movement will move forward.

See you at the next general information meeting.

WARREN E. O'NEILL, R.S.

Early Retirement Offer

L.U. 1238 (u), WILMINGTON, DE—In conjunction with the upcoming merger between Delmarva Power and Atlantic Energy, the respective companies have offered the locals the same Early Retirement Offer (ERO) package that was offered to nonunion employees.

As of this writing, approximately 72 members of Local 1238 had 60 days (from Oct. 20, 1997, through Dec. 18, 1997) to decide whether to accept the companies' offer. The enhanced ERO would credit an additional three years of service for each eligible employee, with the opportunity to retire at age 55 with a full pension.

The ERO differs from the current retirement plan, under which members with 25 years of continuous service are eligible for unreduced pension at age 60, or for early retirement at any time after age 55 with at least 20 years of continuous service. However, the benefit is reduced by a percentage for each year that you are under age 65 when you retire. The enhanced ERO offer removes the reduction factor calculation for those between 55 and 60.

Congratulations to our recent retirees: Leland C. Boyer, Robert L. Gallion and Margaret S. Salvato. We thank you for your service to the local and wish you good health and happiness.

Be informed; attend your monthly union meetings. Buy North American made products.

GERALD P.T. CONNOR, P.S.

Bro. Blanchard Mourned

L.U. 1253 (i), AUGUSTA, ME—It is with great sadness that Local 1253 announces the passing of Sherwood Blanchard. Sherwood was a foreman for Milliken Brothers for many years. Anyone who had the pleasure of working for Sherwood knows that he was a true Brother in every way. Our hearts go out to his wife, Donna, son Duane (a Local 1253 member) and his daughters, Pam and Lisa. Sherwood will be truly missed by Local 1253 and Milliken Brothers.

CHRIS TRIDER, P.S.

Deregulation Bill Victory

L.U. 1306 (uow), DECATUR, IL—A deregulation bill supported by IBEW locals in Illinois was passed by the Illinois Senate last October with only two "no" votes cast. IBEW locals worked long and hard with other groups to help write and gain passage of this legislation. This victory helps seal the importance of the IBEW and the impact our members have when they work in a grass-roots campaign. Without our members' hard work and dedication, no bill favorable to working people would have been written, let

alone passed. Congratulations to all IBEW members in Illinois.

We are saddened by the loss of longtime member Sharon Price, who was a steno clerk at the Baldwin Power Plant. Sharon died last November following a battle with cancer. Please say a prayer for Sister Price's family as they deal with this loss.

At this writing fringe benefit negotiations with Illinois Power have been progressing very slowly. Benefits are negotiated as a separate agreement from the labor agreement, which cover wages, hours and working conditions. Local 1306 jointly negotiates this agreement with three other IBEW locals: Local 51, Springfield, IL; Local 309, Collinsville, IL; and Local 702, West Frankfort, IL.

In December Local 1306 held a clothing drive for local charities, and it was a fantastic success.

Support unions with your union dollars.

KEVIN R. BENNETT, B.M.

Distinguished Guests

L.U. 1379 (mt), DAVENPORT, IA—Labor Day 1997 turned out to be an historic day for the Quad-City Federation of Labor, of which Local 1379 is an active member thanks to Bro. John White, who currently serves as recording secretary for the Federation. This year Bro. White was also active in putting together the Federation's annual Labor Day parade in East Moline, IL, in which Local 1379 members and their families participated.

What made the 1997 parade unique was that it was led by Vice Pres. Al Gore, U.S. Sec. of Labor Alexis Herman and AFL-CIO Pres. John J. Sweeney. After the parade about 1,000 people attended a Labor Day picnic at Illiniwek Park and heard each of our distinguished guests speak on behalf of labor. Also among those on the dais were Illinois Sen. Carol Moseley-Braun and Quad-City Federation of Labor Pres. Jerry Messer.

Sisters Connie Coonfare and Barb Olka were in Washington, D.C., Sept. 26-27, 1997, to attend the IBEW Women's Conference. And in a recently formed Coalition for Labor Union Women (CLUW) chapter in the Iowa-Illinois Quad-City area, Local 1379 is well represented by a number of its Sisters and Local 1379 Pres. Ernie Huston, as union Brothers are also welcome to become CLUW members.

LARRY S. ALBRECHT, R.S.

Local Assists Public TV

L.U. 1501 (em,mo,rts,ees&pet), BALTIMORE, MD—Local union officers and members volunteered to man the phone banks of Maryland Public Television (MPT) during the station's recent membership drive. Our local union has made this an annual affair, assisting MPT every year with its fund-raising efforts. This year we assisted during the 7:45 p.m. broadcast time at the Owings Mills, MD, studios. And we are proud to report that we helped achieve a record-breaking drive, with MPT raising almost a million dollars in 17 days.

In return for our assistance, the station displayed a sign identifying our local union and the IBEW and during station breaks featured us manning the phones as the announcer talked about our group of volunteers. Those participating enjoyed assisting in this worthwhile endeavor. Pres./Bus. Mgr. Dion F. Guthrie stated that this is an effective public relations effort, informing our community that our members can be counted on to assist in community related ventures when needed.

THOMAS J. ROSTKOWSKI, P.S.

Local 1379, Davenport, IA, members participated in the Quad-City Federation of Labor's 1997 Labor Day parade and festivities. Distinguished speakers at the event pictured here include AFL-CIO Pres. John J. Sweeney, Vice Pres. Al Gore, U.S. Secretary of Labor Alexis Herman and Quad-City Federation of Labor Pres. Jerry Messer.

Raytheon Negotiations

L.U. 1505 (em), WALTHAM, MA—During the coming months our local will begin contract negotiations with Raytheon Co. As always, the key to a successful negotiation is the unity and solidarity of our membership. At this time we should focus all our energy and efforts in support of our business manager and the negotiating team. Let us all join together under the banner of solidarity and work to secure a fair and just contract. History has shown us that the union movement is the only hope the working people of this country have to secure a brighter future for our families.

Be proud. Be strong. Be union.

PETER CAMERATO, P.S.

Anchorage Report

L.U. 1547 (i,o,u,c,rr,em&t), ANCHORAGE, AK—The Outside Construction Agreement with NECA was ratified by the membership. Tentative agreement has been reached with Petersburg Municipal Power and Light. Negotiations are ongoing at: Copper Valley Electric Assoc., Matanuska Electric Assoc., City of Cordova, City of Anchorage-Joint Crafts Council, Chugach Electric Assoc., Barrow Utilities, City of Fairbanks Supervisory Unit, and Arctic Utilities. Negotiations have begun with Golden Valley Electric Assoc. for a new agreement for approximately 50 new employees at the Healy Clean Coal Plant.

The new master agreement with PTI has gone into effect and includes overtime at the double rate. The TransAlaska Pipeline Agreement 50 cents wage increase will be applied to members' annuity.

Alaska Electric Pension trustees have met and made improvements to the benefits of retirees and active participants for the sixth year in a row. Retirees will again be receiving a 13th check, this year equal to 120 percent of their regular monthly benefit.

A petition for election has been filed with the Alaska Labor Relations Agency for an election to bring 12 new city of Petersburg supervisors into the union.

Winter has arrived with gusto! All of Southcentral and the interior regions are white, and we don't expect to see ground again until April or May.

ANNE HAYS, P.S.

Local 1523, Wichita, KS, lineman John R. Bardin (center) is joined by his son Billy J. Bardin (left), an apprentice with Local 304, Topeka, KS, and his father, John W. Bardin (right), a retired Local 1002, Tulsa, OK, lineman.

Three Generations

L.U. 1523 (u), WICHITA, KS—With three generations of linemen in the family from different IBEW locals, as is the case with the Bardin family, good sparks can fly. Retired Bro. John W. Bardin is a retired Local 1002, Tulsa, OK, member who worked as a lineman with Public Service of Oklahoma. His son John R. Bardin is a Local 1523 lineman with KGE and now our safety director. And John R. Bardin's son Billy J. Bardin is a Local 304, Topeka, KS, sixth-step apprentice working at Par Electric. Congratulations, men!

Things have been good for us here at Local 1523. We ratified our new contract, and we did well at the 14th annual Lineman's Rodeo.

Local 1523 participated (along with IBEW Local 271, Wichita, KS, and CWA Local 6402) in the annual Christmas lights project, Lighting Up Downtown Wichita. The turnout was good, and the meal was great. Thanks, downtown Wichita.

We extend condolences to the family of Jack Simons, a Local 304, Topeka, KS, member who passed away at the age of 37. The family and the IBEW have lost a good man.

See you at the next meeting at 5:30 E. Harry St. on Jan. 14 at 5:30 p.m. With unity comes strength.

C.C. CRUZ-DODD, P.S.

Plant Downsizing

L.U. 1553 (em), SPRINGFIELD, MO—On Sept. 2, 1997, Sweetheart Cup Company Inc. announced that its Springfield plant would be downsizing, resulting in a permanent layoff of about 270 workers. In October that number was reduced to 140. At press time 97 workers have lost their jobs.

Bus. Mgr. Ron Parker set up a career transition team to help the displaced workers. Team members

are: Bus. Mgr. Parker and chief stewards Dave Wittmaier, Steve Burnett, Charles Edwards, Don Bateman and Boyd Van Houden. The team met with representatives from federal, state and local agencies to learn about unemployment benefits, training opportunities, etc. Some of the agencies consulted were the Job Council of the Ozarks, Job Service, Ozark Technical College, Ozark Area Community Action Corp., United Way, Family Services and Consumer Credit Counseling Service.

Local 1553 has been certified to receive NAFTA and TAA money for retraining.

Everyone at Local 1553 wishes a happy and prosperous future to our members leaving us. Stay strong, Brothers and Sisters! And best wishes to all for the new year ahead.

JOAN M. WOLLARD, P.S.

Contract Negotiated

L.U. 1654 (em), OTTAWA, OH—I am proud to announce that Local 1654 has again successfully negotiated a contract that we are well pleased with.

Thanks to our Fifth District Int. Rep. Tom Cook, we were able to get language changes that are beneficial to our members.

In addition, we were able to get wage increases of 3.3 percent the first year, 3.2 percent the second year, and 3.1 percent the third year.

We also received a ratification signing bonus of $1,000 and retained our base medical insurance. We also had increases in our pension and retirement insurance.

Thanks to our members for sticking together, to our Negotiating Committee, and, again, to Int. Rep. Cook for his leadership.

JOE L. TURNER, PRES./F.S.

A Job Well Done

L.U. 1687 (i&o), SUDBURY, ON—Members of Local 1687 (with the help of several hundred travellers from the other Ontario locals) have just completed a mini strip mill in Sault Ste. Marie, Ontario.The project took over one year to complete and employed more than 500 electricians.

The accompanying photo pictures some of the electricians employed on this project. Many thanks to our sister locals for their help in manning the job. The main electrical contractors on the site were: Elteck, S&T Contracting, State Contractors, Mutual Electric and Comstock.

This project was completed without one serious lost-time accident. Congratulations to all those involved for a job well done.

LARRY LINEHAM, B.M./F.S.

Brookhaven Contract

L.U. 2230 (ars), PATCHOGUE, L.I., NY—We have successfully completed negotiations with our employer, Brookhaven National Laboratory. The three-year contract features wage increases each year, needed language changes and no losses of benefits.

We used the interest-based bargaining concept for the first time in our negotiations, and it seemed to work well. However, having several favorable arbitrations helped us to our positive conclusion.

JEFFREY L. KNIGHTON, R.S.

COPE Calendar Raffle

Local 2150, Milwaukee, WI, registrar Joe Kowalkowski (right) presents local union member Mike Bellcock with a check for $500, which he won in the local's COPE calendar raffle. COPE calendars can be purchased through Local 2150 for $25.

Members of Local 1687, Sudbury, ON, and travellers from other Ontario locals on the site of a mini strip mill project in Sault Ste. Marie, ON, that employed over 500 electricians.

RETIREES

November Meeting

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, NY, NORTH FLORIDA CHAPTER—Retirees Club Pres. Donald Gold called our Nov. 14, 1997, meeting to order at 10 a.m. We pledged allegiance to the flag, and Pres. Gold recited a prayer for our organization. We then observed a moment of silence for our deceased members.

As an item of new business, one of our members made a motion that we send a letter to our Local 3 Negotiating Committee to propose a change in pension rates. A discussion of the matter ensued, and the motion was passed almost unanimously.

After the 50-50 prizes were passed out, Pres. Gold closed the meeting and refreshments were served.

CHARLES DANELS, P.S.

'Lest We Forget'

RETIREES CLUB OF L.U. 22, OMAHA, NE—At the time of this writing we are digging out from the fallen trees brought down by 10 inches of wet snow, which has kept so many of our retirees busy.

In the past year we have seen the passing of the following Brothers: Jack Moy, Ervin Grunberg, Burt Lowell, Robert Gray, Reid Hamilton, Robert Lawson, William Curry, Andrew Kasel, Stanley Kozial, Clarence Klinger, Leonard Burnham, Vernon Dreyer, Roland Kahn, Robert Pojar, Theodore Lozier, Duane Bonge and Don Tibetts. We pay tribute to each of them for the contributions they gave to make this local what it is today. Bro. Duane Bonge was a very active member in shaping this organization, and the Retirees Club members and all who knew and worked with him will miss him greatly.

Our Flu Shot Program was a success, with 57 people participating. Brothers, please remember to send us your "Lest We Forget" facts and photos so you may be recorded as part of this growing local.

To all IBEW members, best wishes for a happy and prosperous new year.

WALT ZYLA, P.S.

Annual Fall Trip

RETIREES CLUB OF L.U. 41, BUFFALO, NY—Local 41's 100th anniversary celebration was held Oct. 4, 1997, at the convention center in downtown Buffalo. It was a fantastic affair. Thanks to the following members who served on the Anniversary Committee: Al Meyers, Tom Rettig and Ed Wesolowski. Other members who helped make the event a success were: Norm Byer, Ralph Egloff, Don Mueller, Milt Pfeiffer, Dick Prinzbach, Joe Moran and Ralph Walters.

In the fall our club took a wonderful trip to Montreal and Quebec City. We enjoyed guided tours of both cities. At Le Festin Du Gouveneur, located in the historic Old Fort on St. Helen's Island, we enjoyed a medieval-style dinner and play.

Al and Sis Meyers organized the trip. Their efforts are appreciated by all who joined in the fun!

TOM RETTIG, P.S.

Heading South

RETIREES CLUB OF L.U. 43, SYRACUSE, NY (OSWEGO BRANCH, FORMER LOCAL 328)—Our seniors group was saddened by the recent loss of two Brothers, Herbert "Herbie" Neal Gwyer and William "Bill" Doyle, and from the ladies' side, Grace "Sue" Hessler.

At this writing on Oct. 23, 1997, we have our first taste of things to come—2 to 4 inches of snow! And there's more than this to the north of us. Several of our people are heading for the sunny South.

At press time our group was preparing for our annual Christmas party in December, with gifts to be presented to needy children.

In my last report I was remiss in inadvertently not including Fred "Pinky" Chwalek as among our members with 50 or more years in the IBEW.

Happy new year to all!

WALTER FERENS, P.S.

Activities for 1998

RETIREES CLUB OF L.U. 130, NEW ORLEANS, LA—Congratulations to the Brothers pictured in the accompanying photo, who received IBEW service pins at the Sept. 18 meeting. Pins for 45, 50, 55 and 60 years of service were awarded. The club's 70-year pin recipient, Bro. Ed Hartley, could not be present due to illness. All these Brothers are fine

Local 130, New Orleans, LA, Retirees Club members who received IBEW service pins at a September 1997 meeting.

products of IBEW Local 130 and are so honored.

Our Dec. 18 Christmas party was a gala affair with music, good food, dancing and prizes. Everyone had an enjoyable time.

The March meeting will feature the election of officers. Every dues paying member should make an effort to be at this meeting. As usual, food and refreshments will follow.

Our bus excursions to various casinos are once again being planned, along with other activities for 1998.

The club welcomes retired IBEW members to join the ranks. Dues are $25 per year, a fee that was initiated in 1985 when the Retirees Club became self-supporting.

Until next time, we wish our IBEW Brothers and Sisters good fortune.

BUDDY CARVER, P.S.

Club is Thriving

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO—Our club is alive and well, as evidenced by the accompanying photo. We participated in the Mokane Worlds Fair parade and the Labor Day parade in Jefferson City by preparing and riding a float in each event, as we have done in past years. About 30 members helped to make each day a success.

Our club was chartered in 1988, and our ranks swelled to 60-plus members at one time. Deaths and illness have taken a toll, but we still have an active membership of 35-45, which meets monthly at various sites for a meal and fellowship. Our Christmas parties at the union hall have been a wonderful way to celebrate the holiday season.

Recent activities have included a bus trip to the Caveman restaurant in Richland, MO; a country music show at the lake; and an excursion to the Alton Belle in Illinois. We look forward to future adventures together.

As Local 257 members retire, we welcome them to our monthly meetings.

JUNE LENGER, P.S.
ORVAL LENGER, P.S.

Local 313, Wilmington, DE, Retirees Club member Harry Eichholz (right) displays his 60-year service award presented by Local 313 Pres. William Vaughan (left).

Service Pins Presented

RETIREES CLUB OF L.U. 313, WILMINGTON, DE—On the first Wednesday of each month, the Retirees Club gathers at 10 a.m. for their monthly meeting. Jerry Wilson is the acting chairman, and Olie DiSabatino is recording secretary and financial secretary.

In October '97 service pins were presented to the following retired members not present at the 95th anniversary banquet: Walter Megonigal, Charles McVaugh, Fred Gibason and William Goll. William DeLuca Sr. was visited at his home by Bros. Wilson and DiSabatino and presented with his 40-year service pin. Bro. DeLuca has been recovering from surgery and a lengthy hospital stay. It is good to hear he is doing well, and we wish him a speedy recovery.

Best wishes to all for a happy new year.

RICHARD R. WAGNER JR., P.S.

Speaking up for Seniors

RETIREES CLUB OF L.U. 351, WINSLOW, NJ—At our October '97 retirees meeting at the Vineland union hall, we were asked to send letters urging our congressmen to vote against "Fast-Track" legislation, which would have permitted future trade agreements to violate labor and environmental standards. NAFTA legislation has already cost American workers hundreds of thousands of jobs. Labor made its voice heard, and the House moved to pull back the legislation.

At this writing we were five days away from the New Jersey elections for governor, state senators, assemblymen and city governments. State Sen. Jim McGreevey was endorsed by Labor for governor. We hope to elect representatives favorable to labor and working people to state office.

At press time our officers were planning a Christmas party at the Ramada Inn Restaurant in Hammonton for the middle of December. As Local 351 is a family-oriented club, in this issue we are highlighting the ladies of our Retirees Club. Carolina Gandy is our treasurer; Ella Bingenheimer, our past treasurer and chaplain; and Joan Atkinson, our first press secretary. Executive Committee members are: Carol Hill, Connie Ruch and Marion Smith.

Connie Ruch and her husband, Walt, our club president, send endless letters to state legislators on matters concerning retirees and senior citizens so we will not be forgotten.

Have a great new year!

JOSEPH L. ROCHE, P.S.

Awards Luncheon

RETIREES CLUB OF L.U. 358, PERTH AMBOY, NJ—It is with great sorrow that we report the death of fellow retiree and longtime friend Daniel Noble. Danny was well known for his electrical skills and his sense of humor. He is deeply missed by all who knew him. Sincere condolences to his son Dan, a respected Local 358 teacher and journeyman, and the entire Noble family.

On Sept. 9, 1997, our Retirees Association, with the cooperation of Local 358 Bus. Mgr. James Minnick and Pres. Al Bulvanoski, held its first Larry McMahon Service Pin Awards Luncheon for retirees. Approximately 106 retirees were eligible to receive service pins, and about 80 retirees and their spouses attended the luncheon. All those who helped plan for the event did an outstanding job, as was shown by the great turnout and support of the retirees. Thanks to all involved.

Though the award recipients are too numerous to list here, we extend hearty congratulations to each of them.

The awards luncheon was named for past Retirees Pres. Larry McMahon (who has since passed away) to recognize not only his efforts, but also the service of all IBEW retirees. Remember, unity is the key. Attend the meetings and be an active part of a great organization.

STEPHEN R. SEHEIN, P.S.

Lamplighters Club

RETIREES CLUB OF L.U. 363, NEW CITY, NY—Our Lamplighters Retirees Club meets the second

Local 257, Jefferson City, MO, Retirees Club members sponsor a float in the 1997 Labor Day parade in Jefferson City.

Local 358, Perth Amboy, NJ, Retirees Club members with 50 and 55 years of service display their awards.

Tuesday of each month. We chose this time because that's when our local union holds its Executive Board meetings.

Last September we met at the Hudson House in Nyack; in October at the Bleacher's on Rt. 202 in Haverstraw; in November at Rick's Club America on Rt. 303; and in December at Bone's on Main Street in New City.

Bleacher's Restaurant is a new sports bar recently built by Bro. John Piperato (a second generation Local 363 member) in a new shopping center on Rt. 202, across the street from the Haverstraw Town Hall. Bro. Piperato is now operating the restaurant, and naturally it was built by union labor. We hope our members will patronize one of our own. Our best of luck to John in his new endeavor.

We look forward to seeing more of our retired members at future meetings.

JOE McDEVITT, P.S.

New Club Formed

RETIREES CLUB OF L.U. 379, CHARLOTTE, NC—The officers and members of Local 379 voted to sponsor our Retirees Club, and we thank them. As our first order of business, we have elected club officers. Our group's goal is the "ESP Concept"—Education, Support and Participation in Local 379's affairs to contribute to our union's progress and success.

The club is not just for retirees. All Local 379 members (apprentices, journeymen, etc) are invited to our meetings held at 3:30 p.m. the second Tuesday of each month.

A fine example of the ESP Concept, retired Bro. James O. Gant serves as training director of the Carolinas Electrical Joint Apprenticeship and Training Committee. Jim is dedicated to the idea that our apprentices should be fully educated and well trained. And we are proud to note that two Local 379 apprentices (Denise Carrillo, second year; and Eddie More, fifth year) recently received Apprentice of the Year awards from the North Carolina State Dept. of Labor. Congratulations!

Local 379, Charlotte, NC, Retirees Club member James O. Gant, who serves as training director for the Carolinas Electrical JATC, congratulates apprentices Eddie More and Denise Carrillo on receiving the North Carolina Dept. of Labor's Apprentice of the Year honors.

A note to retirees: Bring your spouses to the meetings; they are invited as members too.

We are planning a variety of activities, so come out and spend an hour or two with some old friends.

RICHARD F. MOORE, PRES.

Keeping in Touch

RETIREES CLUB OF L.U. 505, MOBILE, AL—At a regular Retirees Club meeting on Nov. 4, 1997, we were pleased by a surprise visit from Woody Brantley, an old friend and 45-year IBEW member. Bro. Brantley recently suffered a disabling stroke, but his faith and determination have him heading for a miraculous recovery. Jacob Godwin, a former Local 505 assistant business manger, also attended the November meeting, and everyone was very pleased to see him.

Tom Moore, our president, has taken the lead in calling as many of our retirees as possible each month. Tom and Robert Dawson serve on our Sick Member Committee. They report at each meeting on the progress of members who are sick or bed-ridden, which allows us to keep in touch with them. I know these two guys don't want any praise for what they do, but this is a story that needs to be told. We are proud to have them as our leaders.

Robert Dawson and Tommy Sutton, who is also a member of our group, are ordained ministers.

GEORGE E. DIXON, P.S.

Randy Clark Day

RETIREES CLUB OF L.U. 639, SAN LUIS OBISPO, CA—We paid tribute to one of our members by designating Oct. 9, 1997, as Randy Clark Day. Bro. Clark served as an E-Board member for 13 years. On the day of the celebration, Retirees Club Pres. Stan Garland presented Bro. Clark with a special plaque. Barbecue chicken and beef were enjoyed by the members who gathered for the occasion. It was a wonderful day and a great surprise for Randy.

At press time we are getting ready for our annual Christmas party. Buses are scheduled to pick up about 180 Headstart children. Our party is the only Christmas celebration some of these children get to enjoy. Santa, a magician, and a big breakfast make for a wonderful day for the little ones.

BILL PAPICH, P.S.

Local 639, San Luis Obispo, CA, Retirees Club member Randy Clark displays his plaque of appreciation presented by Retirees Club Pres. Stan Garland.

Celebrated Senior

RETIREES CLUB OF L.U. 683, COLUMBUS, OH—Our energetic retirees have been busy and involved in much club activity.

Our most celebrated senior citizen, Albert Meier, is one of the signers of the Local 683 charter, dated 1924. He is the only living charter member, and he has a ticket that is more than 70 years old. Al is on wheels these days, and he attends almost every club luncheon/meeting, held the third Saturday of each month. Very proud of his long-standing IBEW membership, he always wears a tie with about four pounds of service pins when attending local union functions—and he always gets a standing ovation.

In 1997 we enjoyed several outings, including a trip to Cincinnati for a dinner cruise, and a day trip to Marietta, OH, where we enjoyed several tours and lunch aboard the Becky Thatcher dinner/show boat. Our Christmas party was Dec. 20, and Jeff Rush, a younger member of the local, supplied the music.

We are planning for a busy 1998, and we will elect Retirees Club officers this year.

JACK MAUREY, P.S.

ADDRESS CHANGE?

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L.U. and Card No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

Mail To: Address Change Department, International Brotherhood of Electrical Workers, 1125-15th Street, N.W., Suite 903, Washington, D.C. 20005

NAME _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP/POSTAL CODE _____

PRESENT LOCAL UNION NUMBER _____

CARD NUMBER _____
(If unknown, check with Local Union)

CURRENTLY ON PENSION ❑ Soc. Sec. No. _____

OLD ADDRESS _____
(Please affix mailing label from magazine)

CITY _____ STATE _____ ZIP/POSTAL CODE _____

FORMER LOCAL UNION NUMBER _____

Don't forget to register to vote at your new address!

Family Values

There's no debate when it comes to saving money for your family.

Saving money is a family value everyone can agree on. And your union membership delivers a wide range of discounts through the Union Family Savers program. With this union benefit, you'll save on everything from Disney World to dental care. So call today to find out more about these discounts.

Program restrictions may apply to members outside the continental U.S. Your local or unions in your area may have similar union-negotiated benefits. Subject to change without notice.

*Program not available for residents of AK, ID, ME, MS, ND, NH, SD, VT, WA, WY or outside the continental U.S., except HI. This is not dental insurance.

UNION FAMILY $AVERS

Union Member Flower Service

Save 15 percent when you send flowers. Order 24 hours a day, 365 days a year.

Parent's College Advisor

A guide for parents of college-bound students that provides advice on choosing the right school and the right financing package.

Union-Made Checks

Union printed checks and return address labels featuring "BUY UNION — BUY AMERICAN" message.

Walt Disney World Hotel

Special union-members-only rate at Hotel Royal Plaza near Orlando, FL.

Union Member Dental Program

Cut your family's dental bills. Get exams and x-rays at no charge along with up to 30 percent savings on 170 dental procedures at dentists nationwide.*

National Ear Care Plan (NECP)

Access to a network of hearing-care professionals nationwide; 20 percent discount on hearing health care and program hearing aids.

Hertz Rental Car Discounts

Up to 20 percent off daily member benefit rates; 5 percent off leisure daily, weekly and weekend rates.

To find out more about these discounts, call

1-800-452-9425

Theme Park Discounts

Save on admission fees, travel costs and other vacation-related purchases. To find out more, send this coupon to: Theme Park Discounts, c/o Union Privilege, P.O. Box 9389, Minneapolis, MN 55440-9389.

NAME

ADDRESS

UNION/LOCAL #

1197

EXECUTIVE COUNCIL MEETING

MINUTES AND REPORT OF THE INTERNATIONAL EXECUTIVE COUNCIL REGULAR MEETING

This regular meeting of the International Executive Council was called to order by Chairman Bowden at 8:00 a.m., Monday, December 1, 1997. Other members of the Council in attendance were Motley, Cole, McCafferty, Sickles, Ward, Blackstock, Foster and Querry.

INTERNATIONAL PRESIDENT

President Barry reported to the IEC on a number of various issues affecting all branches of the Brotherhood.

INTERNATIONAL SECRETARY AND INTERNATIONAL TREASURER

Secretary Hill presented financial reports covering the IBEW Pension Fund and the Investment portfolio of the Brotherhood, both in Canada and the United States. Treasurer Van Arsdale attended the meeting and assisted the IEC on several matters.

LOCAL UNIONS UNDER INTERNATIONAL TRUSTEESHIP

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry notified the International Executive Council that Local Union 89, Seattle, Washington, is still under trusteeship, effective June 9, 1997.

No action is required by the International Executive Council.

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry notified the International Executive Council that Local Union 1788, Toronto, Ontario, Canada, is still under limited trusteeship, effective January 27, 1997.

No action is required by the International Executive Council.

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry has requested of the International Executive Council the extension of trusteeship of Local Union 45, Hollywood, California, which went into effect April 21, 1997.

This request for an extension of the trusteeship is approved by the International Executive Council.

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry has requested that the International Executive Council extend the trusteeship of Local Union 1448, Philadelphia, Pennsylvania, which went into effect May 6, 1997.

This request for an extension of the trusteeship is approved by the International Executive Council.

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry notified the International Executive Council that Local Union 357, Las Vegas, Nevada, is no longer under trusteeship, effective September 2, 1997.

No action is required by the International Executive Council.

In accordance with Article IV, Section 3, Subsection (9), of the IBEW Constitution, President Barry notified the International Executive Council that Local Union 436, El Dorado, Arkansas, is under trusteeship effective November 25, 1997.

No action is required by the International Executive Council.

LEGAL DEFENSE

Payments for legal defense made from the General Fund were examined and approved in accordance with the requirements of Article XI, Section 1, of the IBEW Constitution.

PBF TRUSTEES

The International Executive Council sitting as the Trustees, along with the International President and International Secretary of the IBEW Pension Benefit Fund, reviewed fund investments.

FINANCIAL REPORTS

The International Secretary's reports for the various funds of the Brotherhood were presented to the IEC, examined and filed.

INVESTMENTS

The report of the fund investment action by the International President and International Secretary since the last Council meeting was presented to the IEC, examined and approved.

VESTED PENSION OF OFFICE EMPLOYEES

The following office employees were granted a vested pension:

Jeannine B. Chiles	Denise L. Templeman
(I.O. Employee)	(I.O. Employee)

RETIREMENT OF INTERNATIONAL REPRESENTATIVES

Approval was granted by the IEC to the following International Representatives requesting retirement:

Fred L. Compton—effective March 1, 1998
(Int. Rep.—IBEW Eleventh District)

Kenneth A. Sawyer—effective March 1, 1998
(Int. Rep.—IBEW Eleventh District)

Ernie Swift—effective March 1, 1998
(Int. Rep.—IBEW First District)

William Moore—effective April 1, 1998
(Int. Rep.—IBEW First District)

ACTION REGARDING 1991 CONVENTION RESOLUTION DEALING WITH RETIREES UNDER THE PENSION PLAN FOR INTERNATIONAL OFFICERS, REPRESENTATIVES AND ASSISTANTS OF THE IBEW

The 34th Convention of the IBEW held in 1991 passed a Resolution calling for appropriate and affordable cost of living increases for pensioners under the Officers, Representatives and Assistants Pension Plan. The Resolution recognized the need for a periodic review of this subject and the Convention authorized the I.P. and the I.S. to conduct actuarial studies and, when an increase is feasible, to make a recommendation to the International Executive Council.

The IEC has reviewed a recommendation of the I.P. and the I.S. and has studied the December 1, 1997, actuarial report on the current situation, which shows the Plan is in sound financial shape. Because of this condition, the I.P. and the I.S. had asked that the actuarial report address whether the Plan could afford a cost of living increase that would go back to 1991 and make certain that retirees would receive an increase starting in 1998 reflective of the cumulative cost of living returns since 1991. Since the Convention action in 1991, retirees have received two cost of living increases, in January of 1992 and January of 1996.

The actuarial report analyzed whether this year's increase could not only reflect cost of living increases since the last cost of living adjustment effective January 1, 1996, but could also take into consideration the cumulative cost of living increases since 1991. The actuarial report concluded that the Plan could afford to increase retiree benefits to reflect cumulative cost of living returns. Based upon this review, study and deliberations, the IEC has adopted the following action. Effective January 1, 1998, each Officer, Representative or Assistant or surviving spouse of an Officer, Representative or Assistant who commenced to receive pension benefits (including Disability Retirements) in calendar year 1997 or earlier shall receive a benefit increase equal to the percentage in Column C based, on the year pension benefits commenced shown in Column A.

For these purposes, the benefit commencement date for a surviving spouse who is to receive a Joint and Surviving Spouse's Benefit rather than a Pre-Retirement Spouse's Benefit shall be the year the Officer, Representative or Assistant retired rather than the year of death. Column B shows the previous cost of living increase in 1996. Columns B and C combined reflect the cumulative cost of living increases since 1991.

BENEFIT INCREASE FOR RETIREES UNDER THE INTERNATIONAL OFFICERS, REPRESENTATIVES AND ASSISTANTS PENSION PLAN

A	B	C
Year of Benefit Commencement	1996 Increase In Monthly Pension	1998 Increase In Monthly Pension
1997	—	2%
1996	—	5%
1995	—	8%
1994	2%	9%
1993	4%	10%
1992	6%	11%
1991 or earlier	8%	12%

IBEW PENSION PLAN FOR OFFICE EMPLOYEES

The International Executive Council discussed at length the office employees pension plan and determined that there was insufficient information to determine the feasibility and amount of a possible cost of living increase (COLA) for retirees and requested that the International Secretary obtain a more in-depth actuarial study of the plan for the IEC meeting in March.

CHARGES FILED AGAINST JAMES M. STANSELL, SR. BY MICHAEL B. BEARDEN

Local Union 429's Executive Board Chairman, Michael B. Bearden filed charges against James M. Stansell, Sr., a pensioned member of Local Union 429, Nashville, Tennessee.

Brother Stansell, Sr., was charged with violating Article XII, Section 4(d), of the IBEW Constitution for allegedly receiving his pension check in care of Stansell Electric. Stansell Electric has not been a signatory contractor since 1982.

President Barry directed Vice President Carl Lansden to assign an International Representative to investigate the charges filed against James M. Stansell, Sr. Ross Hudson, Twelfth District International Representative was assigned and did the investigation. The report of International Representative Hudson was submitted to the International Executive Council through the Vice President's office.

Brother Stansell, retired from active ownership of Stansell Electric in 1974 and transferred ownership to his son, James Stansell, Jr., who remained signatory until 1982 at which time James Stansell, Jr. took the company non-union.

The investigation shows that James M. Stansell, Sr., presently resides in Naples, Florida, but has his pension check sent to Stansell Electric's address. James M. Stansell, Sr. does not have any interest in Stansell Electric other than to have mail delivered to the known address of Stansell Electric.

After a careful review of all the documents presented, the International Executive Council did make a motion, seconded and voted that Brother James M. Stansell, Sr., did not violate Article XII, Section 4(d), of the IBEW Constitution.

Therefore, no further action is required.

CHARGES FILED AGAINST RAYMOND W. SPENCER BY DENNIS SANFORD

Dennis Sanford, Business Manager of Local Union 324, Longview, Texas filed charges against Raymond W. Spencer, a pensioned member of Local Union 324. Brother Spencer was charged with violating the IBEW Constitution, Article XII, Section 4(d), Article XXVI, Section 1, Subsections 1, 6, 7 and 17, and the Local Union Bylaws, Article XVI, Section 12. The charges involve Brother Spencer, who is acquiring the permits from the Electrical Inspection Department for all jobs awarded to B-Line Electric, a non-signatory contractor. B-Line Electric's owner is Chuck Spencer, the son of Raymond W. Spencer.

The record shows that Dennis Sanford, Business Manager of Local Union 324, notified Raymond W. Spencer to cease the practice and work something out, but Raymond W. Spencer continued to permit B-Line's work.

President Barry directed International Vice President Tate to assign an International Representative to investigate the charges filed against Raymond W. Spencer. International Representative Max Ladusch was assigned and after numerous attempts to schedule a hearing date with Brother Spencer, did schedule a hearing on Sept. 24, 1997, in Local Union 324's Executive Board Room.

The hearing was held on September 24, 1997, and Brother Spencer was not in attendance. Based on the evidence presented by Brother Sanford, and telephone conversations between Brother Spencer and International Representative Max Ladusch Brother Spencer is pulling permits for B-Line Electric, and he stated to International Representative Ladusch that he will continue to do so in the future.

After a careful review of all the documents presented and t report of International Representative Max Ladusch, the International Executive Council made the following decision.

A motion was made, seconded and voted upon by the International Executive Council and approved that Brother Raymond W. Spencer be found guilty of violating Article XII, Section 4(d), Article XXVI, Section 1, Subsections 1, 6 and 17, of the IBEW Constitution. Also that Article XXVI, Section 1, Subsection 7, of the IBEW Constitution is not relevant to the issue and therefore, Brother Spencer is not guilty of this violation.

The International Executive Council, from the evidence and testimony before it, finds Brother Raymond W. Spencer guilty charged of violating the provisions of Article XII, Section 4(d), the IBEW Constitution. Brother Spencer, effective the date of t judgment, is hereby suspended from receiving any IBEW Pension Benefit Fund Benefits for a period of one (1) year.

Further, Brother Spencer is ordered to deposit his card int Local Union 324 and thereafter pay such dues and assessment as are required by the Local Union Bylaws and the IBEW Constitution for active members to maintain good standing for the said period of one (1) year and further it is ordered by the IEC that Brother Spencer be required to process his applicatio for pension benefits in the prescribed manner at the expiration of said one (1) year.

CHARGES FILED WITH THE INTERNATIONAL EXE UTIVE COUNCIL AGAINST ROBERT DeARAGON

Local Union 68's Business Representative Duane Tidwell fi charges against Brother Robert DeAragon, a pensioned membe of Local Union 68, Denver, Colorado, for violation of Article X Section 4(d), of the IBEW Constitution.

President Barry directed Vice President Jon Walters to assig an International Representative to investigate the case. Interna tional Representative Donald R. Shaputis did the investigation and submitted his report to the International Executive Counc

Brother Robert DeAragon, was initiated into Local Union 6 on November 1, 1971, attained the classification of Journeyma Wireman and retired from the trade in 1989. In 1990, he soug employment at the Rocky Flats nuclear facility and continued pay basic dues to Local Union 68 until he became a pensione member on May 4, 1996.

As stated to International Representative Shaputis by Broth DeAragon, he did become employed by Reliable Electric, a nonunion electrical contractor, from February 13, 1997, until June 20, 1997, at which time he quit. His decision for working for Reliable Electric was based on an economic issue involvin his relocation to another area in Colorado.

During this time, Local Union 68 had an organizing drive which involved Reliable Electric. Reliable Electric did sign wit Local Union 68 in June 1997, at which time Reliable Electric became eligible for Market Recovery Program funds. It was through the weekly time sheets that Business Representative Duane Tidwell discovered that Brother DeAragon was employ by Reliable Electric and on pension at the same time.

Business Representative Tidwell filed charges against Broth DeAragon on August 21, 1997, and the Trial Board held a hea ing on September 8, 1997. Brother DeAragon was found guilty by the Trial Board. Brother Tidwell was advised by the IBEW International Office that the charges were improperly filed wit the Local Union since Brother DeAragon was on pension. Charges filed against a pensioned member must be submitted the International Executive Council through the International Secretary's office. Brother Tidwell did file the charges against Brother DeAragon by letter dated October 3, 1997.

Brother DeAragon did not deny that he worked for Reliable Electric and that he knew the company was nonunion at the ti And has agreed to seek advice from the Local Union in the futu when seeking employment in any industry.

The International Executive Council, from the evidence an testimony before it, finds Brother DeAragon guilty as charged violating the provisions of Article XII, Section 4(d), of the IBE Constitution.

Brother DeAragon, effective with the date of this judgment hereby suspended from receiving any IBEW Pension Benefit Fund Benefits for a period of five (5) months.

Further, Brother DeAragon is ordered to deposit his card i Local Union 68 and thereafter pay such dues and assessments are required by the Local Union Bylaws and the IBEW Constitution for active members to maintain good standing fo the said period of five (5) months and further it is ordered by the IEC that Brother DeAragon be required to process his app cation for pension benefits in the prescribed manner at the ex ration of said five (5) months.

THE NEXT REGULAR MEETING

This regular meeting of the International Executive Council was held in the International Office. The meeting adjourned Friday, December 5, 1997. The next regular meeting will commence at 8:00 a.m., Monday, March 2, 1998, in Washington, D.

FOR THE INTERNATIONAL EXECUTIVE COUNCIL
Joseph A. McCafferty, Secretary, International Executive Counc

NOTE: The IEC acted on numerous applications dealing with pensions under the IBEW Pension Benefit Fund. For a complete listing, please contact the International Secretary's Office, 1125 15th Street, N.W., Washington, D.C. 20005.

LETTERS TO THE EDITOR

(Continued from inside front cover)

Remembering Randolph

It was a pleasure to read your article on the great civil rights and labor leader Asa Phillip Randolph.

His institute gave me the training in 1968 that afforded me the opportunity to become a member of Local 41 IBEW (Buffalo, N.Y.). This enabled me to be one the first African Americans to complete the union apprenticeship school.

Frank Clark III

Local 41 retiree, Buffalo, New York

Where's the Power?"

To become a complete *Journal*, I feel there needs to be a forum, maybe a page or so, for members who have a beef.

Obviously, I have one. The title of a recent article "Union Power At The Local Level" [November 1997 issue, p.10] is not accurate per se.

Recently, in Local 60 [San Antonio, Texas], the majority of the members, by virtue of the vote on the floor, decided we wanted to reduce our assessments, as programs which were financed specifically by increasing assessments have ceased.

I am in my 20th year of membership and completely union made and loyal, but really now, "Union Power At the International Level" is more fitting for a Journal title.

Guy Katz

IBEW Local 60, Bulverde, Texas

There now is such a forum and you're in it.

IBEW's Support for Education Works

I would like to thank the IBEW for their support in my continuing education. My mom, Laura Motl, [member of] Local 1245 [Walnut Creek, Calif.], encouraged me to apply for your scholarship when she read about it in the Utility Reporter in January 1997. I really didn't think that I had a chance, but I filled out the paperwork anyway. I have now received the first $500 installment! I am attending Universal Technical Institute in Phoenix, Arizona, and love it. It is through organizations like yours that I know I will succeed. Thank you very much.

Nick Motl

Local 1245 family member, Phoenix, Arizona

Thoughts on Social Injustice

Congratulations on officially recognizing the relationship between unions and civil liberties! [The writer is referring to President Barry's editorial in the October 1997 issue]. I request that the work of those fighting against the abuse of workfare also be recognized, and that the IBEW offer reassurance that unemployed electricians will not be forced into workfare; and so endanger the IBEW.

In spite of recent developments; many ostriches are still convinced the world economic problems are caused by people who are too lazy to work; and have so bankrupted their countries. The Canadian main front of the corporate offensive is Ontario under Harris, the second front is Alberta under Klein. The USA is well sunk under this.

Our "partner" in NAFTA, Mexico, is now the number 2 human rights abuser in the world; China being number 1. In central Mexico, people have taken to robbing freight trains for anything edible, while their south-most state is in open civil war. The Mexican government has hired and equipped unofficial troops to squash these people. One of the Mexican generals complained about the human rights abuses, and was himself imprisoned.

Now those who misuse their brain to avoid thought; prefer off-the-shelf slogans of denial such as "people in the Third World countries don't respect human life as WE do!" I submit that this is a cart before its horse; as many people in the Third World work very hard to win and keep freedom; whereas we in North America are not willing to defend our citizens needs and rights. Rather, many believe Democracy is an inherent property of our geographical area—like the climate—rather than an ongoing struggle; thus to deftly avoid their civic and moral duty in dealing with an "imaginary issue" raised by "troublemakers."

Keep up the good work, *Journal*.

George Murray

Local 213, Gibsons, British Columbia

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 *Journal* is mailed. Please keep letters as brief as possible. The *Journal* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *IBEW Journal*,
1125 15th St., N.W., Room 1001,
Washington, D.C. 200053

Compuserve: journalmedia

OR

Internet: journalmedia@compuserve.com

1998 POSTER CONTEST

Since the founding of the IBEW in 1891, one of its primary goals has been to promote safety and health—not only for the worker but also for the worker's family. The IBEW was one of the first unions to have a full time Safety Department and one of the first to require Local Union Safety Committees in its Constitution. Continuing this proud tradition of being a leader in promoting safety and health, International President J. J. Barry and International Secretary Edwin D. Hill are pleased to announce the 1998 Safety Poster Contest.

The winners of the 1998 Safety Poster Contest will be awarded cash prizes as follows:

FIRST PLACE	**$200**
SECOND PLACE	**$150**
THIRD PLACE	**$100**
HONORABLE MENTION (2) AT $50 EACH	

The Contest is open to all active IBEW members. To be eligible for the Contest, the posters must address safety either in the workplace, at home, or at play. The concept expressed in the poster must be original. The art work may be done either in black and white or in color. The wording on the poster should be limited.

Each poster must be submitted on 8 1/2 x 11 inch white unruled paper or poster board. Posters cannot include a company's logo or company name. A contestant may submit a maximum of three (3) posters. The following information must appear on the back of each poster entered:

Name
Address
City, State, Zip Code
Local Union Number

Posters not complying with the above criteria will not be judged.

Mail entries to Director, IBEW Safety and Health Department, 1125 15th Street, N.W., Suite 1110, Washington, D.C. 20005. Deadline for entries is March 31, 1998. Entries postmarked after that date will not be judged.

Posters will be judged on (a) content of the safety message; (b) originality; and (c) art work. All posters become the property of the IBEW and may be used in any manner by the IBEW.

The winning posters will be published in future issues of the *IBEW Journal*. The winners will be notified by mail in June.

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