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Note: *In Memoriam* will return in November.

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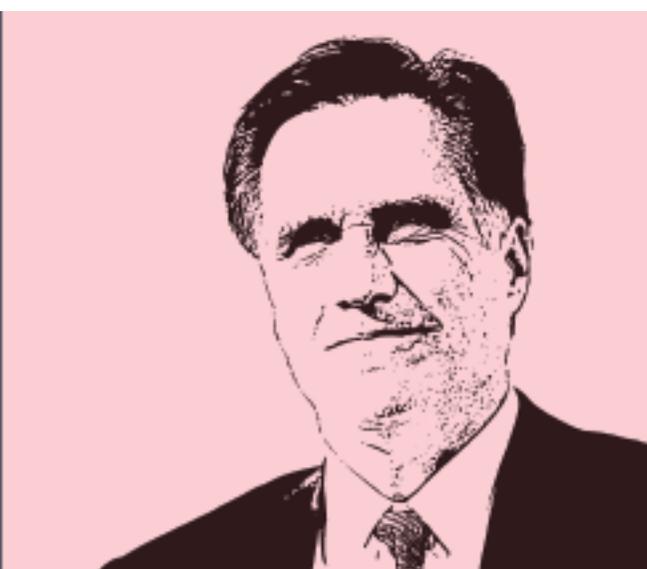
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VOTE YOUR FUTURE

Two Visions for America



THE FUTURE OF THIS REPUBLIC IS IN THE HANDS OF THE AMERICAN VOTER.

— DWIGHT D. EISENHOWER U.S. PRESIDENT, 1953-1961

▲ *Values—those ideals that our leaders and potential leaders consider most important—are articulated and given significance by the policies that they promote or enact. The election of 2012 is about choosing the best policies for an economic recovery in America.*

President Barack Obama and former Massachusetts Gov. Mitt Romney both say that it's time to restore the American Dream—the reputation of our nation as a place where those who want to work find jobs and contribute to society, a land where the sons and daughters of workers can honor the opportunity to rise to lead our finest institutions and our nation itself.

We don't question the sincerity of either man's commitment to our highest values.

But elections are about choices. And, as progressive and practical trade unionists, we need to decide which candidate's policies have and will put our economy and working families in the best position to weather the storms of a changing and uncertain world for the next four years.

Democrats have criticized Romney for failing to propose any comprehensive

plan to speed America's economic recovery.

But there is one exception to this critique. And—as IBEW members decide how to vote in November—that exception makes all the difference for everyone in our nation who works hard and plays by the rules.

Mitt Romney, as this issue of the Electrical Worker amply reveals, has been absolutely clear and unambiguous about his opposition to unions in America.

Romney has pledged to continue the war on union members that has been waged by his Republican cronies from Wisconsin to Indiana, from Maine to Michigan. He supported Gov. John Kasich in his move to block collective bargaining in Ohio, a bill that was overturned by a campaign and referendum led by organized labor.

If we value our right to a voice on the job, our right to negotiate with our employers for decent wages and benefits and, most of all, a society that grows from

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VOTE YOUR FUTURE

Continued from page 1

Two Visions for America

the middle of the income scale outward instead of from the top down, IBEW members would be making a grave mistake to place the leadership of our nation in the hands of Mitt Romney and Paul Ryan.

The Obama administration has four years of accomplishment that are a window into the values of our president and his running mate, Vice President Joe Biden. We believe that Barack Obama and Joe Biden represent the mainstream values of fair play and economic justice that gave rise to America's middle class.

Their record and their campaign deserve the support of all IBEW members, not just in words, but in action to help bring more members, neighbors and friends out to exercise their right to vote.

From taking decisive steps to ward off a second Great Depression to saving the U.S. auto industry—a controversial decision opposed by Romney and others—to protecting the jobs of public workers and passing legislation on pay equity for women, President Obama has shown courage and compassion for working families. President Obama and Joe Biden have stated time and again that these are just beginning steps to economic recovery. Despite progress, both men acknowledge the ongoing pain and challenge of joblessness and diminished opportunity and are committed to seeking innovative solutions.

In stopping medical insurance companies from denying coverage to Americans with pre-existing medical conditions to appointing Supreme Court justices who reject the anti-worker extremism of their right-wing peers, President Obama has faced down some of the heaviest and most personal attacks of any U.S. president with grace and patience.

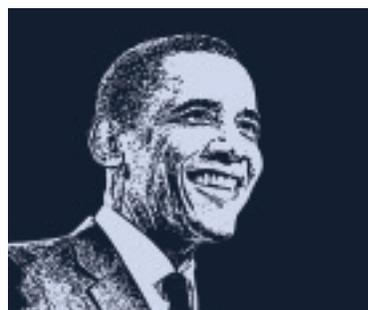
Even where the IBEW and other unions have disagreed with President Obama—as we have on his endorsement of free trade agreements—we have never questioned his overarching commitment to making lives better for men and women at the bottom and middle of our economic spectrum.

There couldn't be a sharper contrast between the Obama-Biden record on supporting middle-class prosperity and the Romney-Ryan endorsement of "trickle-down" economics, a failed policy that professes to help working Americans by giving tax breaks to the wealthiest families in our nation, slashing our nation's social safety net and letting the most powerful corporations set our nation's political agenda. Since the Citizens United Supreme Court decision, those same corporations have been freed to spend unlimited amounts of cash with the intent of overpowering the voices of organized labor and others who are fighting to preserve our democracy.

We don't tell our members how to vote. We ask only that our votes be based upon weighing all the facts and the records of those who profess to stand by our side.

We encourage members to read and respond to the articles in this issue of the Electrical Worker by mail or online at media@ibew.org or on the IBEW's Facebook page. ■

OBAMA AND ROMNEY: Stark Contrast on Workers' Issues



Obama



Romney

Project Labor Agreements

"We reversed the ban on project labor agreements, because we believe in [them] as part of a strategy to rebuild America."

(Speech to the AFL-CIO Building Trades, 4/30/12)

"One of the first things I'll do—actually on Day One—I will end the government's favoritism towards unions and contracting on federal projects, and end project labor agreements."

(Speech to Associated Builders & Contractors, 2/23/12)

Davis-Bacon

Ahead of passing the 2009 stimulus, which included prevailing wage provisions: "We need to strengthen Davis-Bacon, and make sure any new infrastructure projects we're proposing adhere to Davis-Bacon standards."

(Speech to the AFL-CIO Building Trades, 4/15/08)

"I will fight to repeal Davis-Bacon."

(Speech to Associated Builders & Contractors, 2/23/12)

Right-To-Work Laws

"I believe when folks try and take collective bargaining rights away by passing so-called right-to-work laws—that might also be called 'right-to-work-for-less' laws—that's not about economics, that's about politics."

(Speech to the AFL-CIO Building Trades, 4/30/12)

"I believe in right-to-work. I will fight for right-to-work ... hopefully, we'll have national right-to-work" [legislation].

(Speech at Tea Party rally in Oakland County, Mich., 2/23/12)

Workplace Safety

Appointed Secretary of Labor Hilda L. Solis in 2009, whose Occupational Safety and Health Administration developed a campaign to reduce deadly falls in the construction industry, as well as other initiatives. Under Obama, on-the-job fatalities have dropped to historic lows, down an average of 18 percent from the Bush administration's levels.

(Source: Department of Labor Statistics)

Supports a GOP-sponsored House bill barring federal regulations that could positively affect workplace safety until jobless rate drops below 6 percent

(Source: AFL-CIO report).

Supports Ryan budget that would decrease OSHA funding to below-2008 levels

(Source: National Safety Council).

Paul Ryan in Washington: From Moderate to Hard Right



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Vice Presidential candidate Paul Ryan (R-Wis.) once supported Davis-Bacon and other pro-worker policies, but has "flip-flopped," says Madison Local 159 member Dave Boetcher, governmental affairs coordinator for the Wisconsin State Electrical Conference.

Mitt Romney's selection of Wisconsin Rep. Paul Ryan as his running mate gave the Republican ticket added definition, as Ryan's views about altering Medicare and Social Security came into sharper national focus.

But IBEW members living in Ryan's district say they're concerned that the candidate's plan to change Medicare into a partial voucher system while retooling Social Security could wreak havoc on their bank accounts.

"A lot of our members simply are no fans of Ryan," said Racine Local 430 Business Manager Chris Gulbrandson. "We've got many members who aren't yet ready for retirement but who have put 25 years in. They're nervous that what they've worked toward and paid into is going to look significantly different when they retire."

Ryan was elected to the House in 1998 and has been re-elected with com-

fortable margins in Wisconsin's First Congressional District, a swing district in the southeastern part of the state. Fifteen years ago, he supported policies that were popular among many working families of both major political parties.

"We're very disappointed in Ryan," said Madison Local 159 member Dave Boetcher, who coordinates government affairs for all inside locals affiliated with the Wisconsin State Conference. "Paul had always been a supporter of Davis-Bacon, but over the last few years, there's been some strong development in his opposition to protecting workers' wages and benefits. It might be more of the effect of the Republican echo chamber—that even though a candidate may have said something else earlier in office, now they all say the same thing."

Now, Boetcher said, Ryan has flip-flopped on many issues he previously embraced. "Today he's against Medicare, Social Security, unemploy-

"Here's what I propose. Paul Ryan can take all the vouchers he is proposing to replace Medicare with and give them to his fellow congressmen and senators to buy health care. If it works for them, then I'll get on board with the vouchers, too."



Louis Rodriguez

Chicago Local 134 retiree, journeyman wireman

VOTE YOUR FUTURE

ment insurance—it's saddening. It's often hard to find someone in the Republican Party who is reasonable on union issues. To have one who was with us start sliding away is worrisome."

A native of Janesville, the candidate's family owns Ryan Incorporated Central—a construction company that employs members of the Operating Engineers. Ryan worked for a short time for the family business before embarking on his political career. Boetcher said that Ryan's tilt further toward the anti-worker wing of his party is ironic.

"Paul has seen firsthand how a union company offering good wages leads to productive workers, which leads to a stable business, which leads to growth. He's done payroll, he knows this industry. And the building trades in the area has gotten along with him over the years. But whether it's a personal change on his part, a Tea Party push, or whether he's just going along with the GOP—that's anyone's guess."

Last month, news organizations revealed that Ryan, who has voted many times to repeal Obamacare, applied for funds under the president's Affordable Care Act to build a new community health center in his district. Gulbrandson called that "extremely hypocritical."

"You see guys like Ryan say over

and over how bad the law is—but then you quietly ask for money?" he said. "Either be for [Obamacare] or against it. You can't have it both ways."

Mother Jones recently reported that when tens of thousands of demonstrators took to the Wisconsin statehouse last year to protest Gov. Scott Walker's draconian crackdown on collective bargaining rights for public employees, Ryan referred to the demonstrations as "riots"—a term that riles Gulbrandson.

"Our members were there, and they were very far from riots," he said. "They were pretty peaceful demonstrations. But even now, people are getting in trouble trying to make their voices heard. There's a new law here that doesn't allow you to bring signs into the capitol. There were a few people ticketed there last week for having anti-Walker signs. It's like, 'Free speech is OK as long as we can tell you what to say.'"

When talking with his membership about the election, Gulbrandson says, "It's an old adage, but I tell people to 'vote your paycheck.' You've got to consider your wallet and see who's looking out for your interests. And it's not Mitt Romney and Paul Ryan. Just giving tax breaks to the rich hasn't worked in the past, and it's not going to work in the future to get us where we need to be as a country." ■

Romney: Union Busting Would Begin on Day One

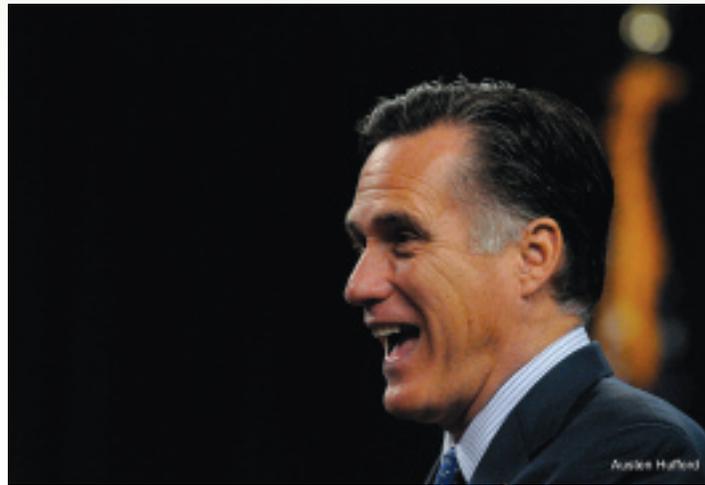


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'One of the first things I'll do—actually on Day One—I will end the government's favoritism towards unions and contracting on federal projects,' Mitt Romney told Associated Builders and Contractors members in February.

When GOP presidential candidate Mitt Romney spoke in February at the Associated Builders & Contractors conference in Phoenix, his anti-union rhetoric found an eager audience. Speaking from the podium, he said:

"If I become president of the United States, I will curb the practice we have in this country of giving union bosses an unfair advantage in contracting. One of the first things I'll do—actually on Day One—I will end the government's favoritism towards unions and contracting on federal projects, and end project labor agreements. And I will fight to repeal Davis-Bacon."

This sparked riotous applause from the audience, to which Romney said, "I didn't know that was going to get that kind of response—I'd have said that earlier."

He concluded his remarks by slamming the Employee Free Choice Act, adding "I will fight for right-to-work laws."

Far from a one-off performance in front of a sympathetic audience, Romney's anti-union stance has been further enshrined by the Republican Party. At the GOP's convention in Tampa, Fla., in late August, the party issued its official platform, part of which exactly echoes Romney's speech to ABC.

The 2012 GOP platform states: "We will restore the rule of law to labor law by blocking 'card check' ... We demand an end to the project labor agreements ... and we call for repeal of the Davis-Bacon Act ... We support the right of states to enact right-to-work laws and encourage them to do so ...

Ultimately, we support the enactment of a national right-to-work law."

While the party's 2008 platform acknowledged "both the right of individuals to voluntarily participate in labor organizations and bargain collectively," this year's platform makes no direct mention of collective bargaining. Instead, it salutes anti-worker lawmakers like Wisconsin Gov. Scott Walker and Ohio Gov. John Kasich—whose crackdowns on collective bargaining sparked massive protests in their states' capitals. The GOP 2012 platform states, "We salute Republican governors and state legislators who have saved their states from fiscal disaster by reforming their laws governing public employee unions."

IBEW International President Edwin D. Hill said that the party's mention of the GOP governors "is just a smoke-screen to endorse union busting. These extreme politicians have used the economic downturn to their advantage by attacking teachers, firefighters, nurses and other dedicated public servants.

"For our industry, the GOP's attacks on PLAs and Davis Bacon—mixed with their support of a national right-to-work law—would undo decades of hard-won gains at the bargaining table and on the job site," Hill said. "I encourage every member to go on the Internet and watch Romney's speech to ABC so they can see for themselves where the candidate stands on issues of critical importance to our families' futures."

Watch here, and share with friends: www.youtube.com/watch?v=Qq6SuTzR67A. ■

Follow the Money: ABC Donates to Anti-Worker Candidates

In a post-Citizens United world, anti-worker organizations are able to dig deeper into their pockets to contribute to politicians supportive of their agendas. The landmark 2010 Supreme Court decision allows unlimited and anonymous donations from corporations and wealthy individuals to special interest groups—called "super PACs"—advocating for particular candidates.

But regular political action committees still have to leave a paper trail, and the Associated Builders & Contractors' PAC donations show the group throwing their weight behind a legion of anti-union candidates in state and federal races. According to data released by the Center for Responsive Politics, the 2012 election looks to be another banner year for ABC's donations, almost all of which has been allocated to anti-worker lawmakers.

As of September, the group had spent \$1.2 million to elect Mitt Romney and other politicians who oppose unions:

Virginia: The group's No. 2 recipient so far this year is Virginia Republican George Allen, who has received \$11,500. Allen recently unveiled his "Freedom to Work" agenda, a platform that would restrict PLAs and repeal Davis Bacon-level wages while touting the state's right-to-work laws.

Ohio: In battleground states like Ohio, ABC has donated \$11,250 to Josh Mandel, who's running against Sen. Sherrod Brown, a proven labor ally with a 100 percent lifetime voting record from the AFL-CIO. ABC's total contributions to anti-worker candidates in the Buckeye State exceed \$64,700.

Montana: Worker-friendly Sen. Jon Tester is campaigning to create local jobs, close tax loopholes that promote outsourcing and rebuild state infrastructure. ABC has given his opponent Denny Rehberg \$10,000 this year.

Massachusetts: The group gave \$10,000 to Massachusetts Sen. Scott Brown for his effort to defeat challenger Elizabeth Warren—the architect of the Consumer Financial Protection Bureau, which was established in response to the 2008 financial crisis.

Pennsylvania: Anti-union candidates in the Keystone State received a total of \$32,000 from ABC.

Romney has received \$13,000 from the group—the highest individual donation from ABC this election year.

For more, visit www.opensecrets.org and search for "Associated Builders & Contractors." ■

GOP Medicare Plan = Bad Medicine

In August, vice presidential candidate Paul Ryan made a campaign stop in front of seniors in Florida—a heavily contested swing state. Appearing at his side was Ryan's 78-year-old mother, Betty, who Ryan used to push his agenda of ending Medicare as we know it while repealing the Affordable Care Act.

But a recent report by Harvard economist David Cutler shows that the plan could slap current—and future—seniors with skyrocketing health care costs. In a recent analysis of Cutler's research, Think Progress reports:

"Current seniors would ... have to pay more for preventive, hospital, and physician services should Romney and Ryan repeal the Affordable Care Act, facing an increase in health spending of between \$7,900 and \$18,600 over the course of their retirement."

And it gets worse. If Obamacare is repealed and the Romney/Ryan plan goes into effect—which it will in 2023, if they're elected—researchers estimate health care costs for today's workers will balloon tremendously. The chart below shows price increases in out-of-pocket Medicare spending for future generations.



Source: Center for American Progress calculations based on data from the non-partisan Congressional Budget Office

VOTE YOUR FUTURE

Obama's Record Strong on Support for Veterans

“For their service and sacrifice, warm words of thanks from a grateful nation are more than warranted, but they aren't nearly enough. We also owe our veterans the care they were promised and the benefits that they have earned. We have a sacred trust with those who wear the uniform of the United States of America. It's a commitment that begins at enlistment, and it must never end.”

— President Barack Obama, March 19, 2009

Presidential candidate Mitt Romney drew comment from many quarters when he failed to acknowledge the sacrifices of active duty troops fighting in Afghanistan in his acceptance speech to the Republican National Convention.

Some were willing to forgive Romney's omission. But the incident drew attention to the Obama administration's record of achievement on supporting veterans, one that was featured in a speech to the Democratic National Convention by IBEW-supported U.S. House candidate Tammy Duckworth, running in Illinois' 8th congressional district.

In 2004, Duckworth, the former Assistant Secretary of Public and Intergovernmental Affairs for the U.S. Department of Veteran's Affairs, lost both of her legs and one arm co-piloting a Blackhawk helicopter while serving in the National Guard in Iraq.

Said Duckworth, “When it comes to our men and women in harm's way, we have a clear choice on November 6 ... Barack Obama will never ignore our troops. He will fight for them ... This election is about whether we will do for our fellow Americans what my crew did for me, whether we will look out for the hardest hit and the disabled, whether we'll pull

together in a time of need, whether we'll refuse to give up until the job is done.”

During the last four years the Obama administration has:

Expanded Access to Education for Veterans. President Obama pushed for the Post-9/11 GI Bill as a senator and ensured its successful implementation as president. As of March 2012, the VA has issued approximately \$175 billion in Post-9/11 GI Bill benefit payments for 710,000 veterans or family members.

Passed Tax Credits for Hiring Veterans. In November 2011, the president signed into law the Returning Heroes Tax Credit, which provides businesses that hire veterans with a credit of up to \$5,600 per veteran, and the Wounded Warriors Tax Credit, which offers businesses that hire veterans with disabilities a credit of up to \$9,600 per veteran.

Supported Hiring Initiatives for Returning Vets. Two bills in the 2013 budget will provide preference to veterans for grants to enable them to become policemen and firefighters. The Department of Health and Human Services is giving priority in physician assistant grant awards to universities and colleges that help train vets for

careers as physician assistants. The Veterans Job Corps conservation program would put 20,000 veterans back to work over the next five years protecting and rebuilding America.

The president established an Interagency Council on Veterans Employment, an initiative designed to transform the federal government into the model employer of America's veterans.

Dave Boetcher, a Madison, Wis., Local 159 member and a former member of his state's Board of Veterans Affairs, says the Obama administration has helped establish and fund regional medical clinics for veterans. Boetcher says, “Access to VA healthcare has incredibly increased since many veterans were forced to travel three to four hours to a VA hospital even for routine services.”

Here's a list of other administration efforts on veterans health care:

- The president signed into law landmark legislation to fund the VA's health care budget a year in advance.
- New rules streamlining the process and paperwork needed by combat veterans to pursue a claim for disability pay for post-traumatic stress disorder. The VA

has expanded its mental health programs, hiring more than 3,500 mental health professionals since 2009.

- The “Caregivers and Veterans Omnibus Health Service Act,” providing veterans and their family caregivers who were seriously injured in the service a monthly stipend, access

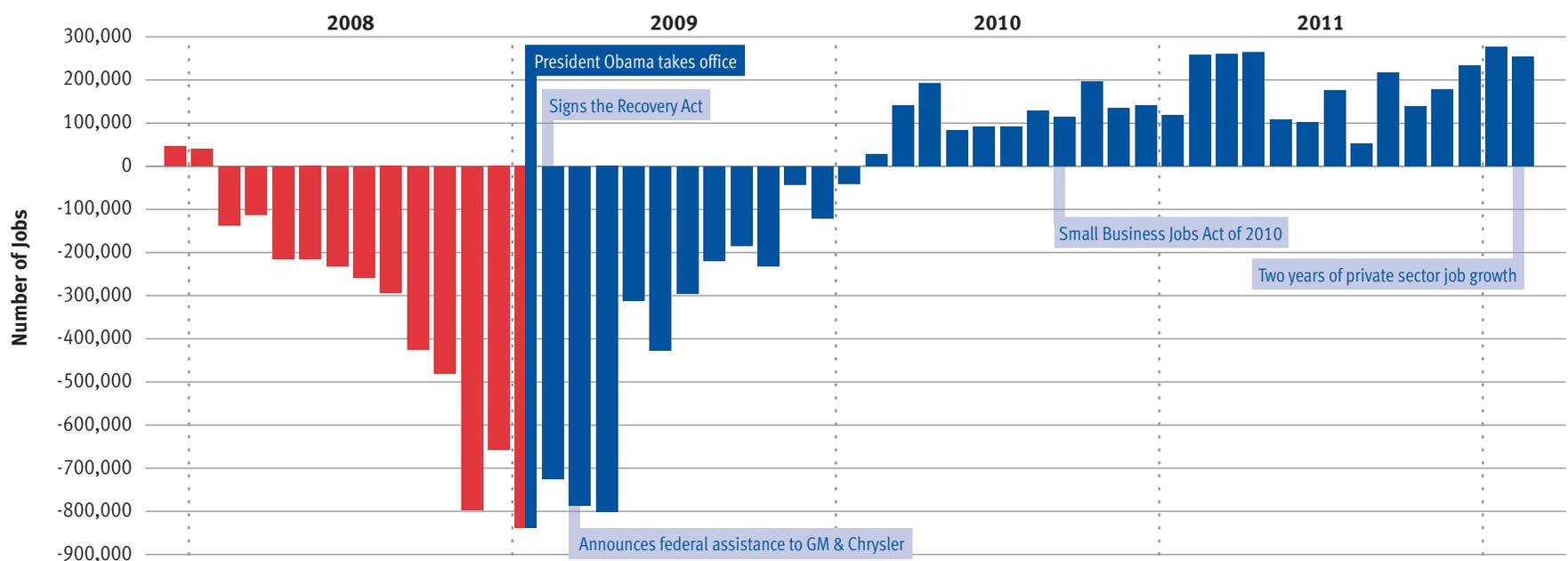
to health insurance, mental health services and counseling.

- *Joining Forces*, a new comprehensive national initiative to mobilize all sectors of society to give our service members and their families the opportunities and support they have earned. ■

That was Then; This is Now Four Years in America

What Obama Inherited	What We Have Now
Worst recession in 75 years	Economy is improving
13 straight months of job losses	27 straight months of job increases
Record job losses with more to come	Over 4 million private sector jobs recovered
Unemployment going up	Unemployment coming down
Dow Jones Industrial down to 8,000	Dow Jones Industrial over 13,000
DJI plummeted 35 percent in 2008	DJI regained all of lost value and more
\$1.4 trillion deficit	\$1.3 trillion deficit
GM and Chrysler on the brink of extinction	GM and Chrysler profitable
Two wars	One war and an exit strategy
Osama bin Laden on the loose	Osama bin Laden dead

Private Sector Job Creation



Source: Bureau of Labor Statistics

America's Second Bill of Rights Promoted at DNC, RNC



Workers in Tampa sign America's Second Bill of Rights outside the Republican National Convention in August.

Supporters of the Second Bill of Rights were out in force at both major political conventions to get signatures and spread the word to delegates and politicians: it is time for Capitol Hill to get serious about reviving America's middle class.

In Tampa, Fla., site of the Republican National Convention, working families marched outside the Tampa Bay Times Forum with a six-foot-square banner enumerating America's Second Bill of Rights, which outlines a broad agenda to help restore the American dream: the right to full employment and a living wage, the right to full participation in the electoral process, the right to a voice at work, the right to a quality education and the right to a secure, healthy future.

"It was bi-partisan," says Fifth District International Representative Brian Thompson. "If we could get a Republican to sign that bill, we welcomed them to do it."

In attendance were mostly labor union affiliates of the West Central (Tampa) Central Trade Council standing out in neon yellow T-shirts—comprised of members of the American Federation of State, County and Municipal Employees; the International Alliance of Theatrical Stage Employees; the Communication Workers of America; the National Association of Letter Carriers; the American Postal Workers Union; the United Association; the IBEW; and others.

Their ranks were thinner due to Hurricane Isaac's pummeling of the Gulf Coast and Florida's West Coast two days earlier, leaving tens of thousands without power, and pulling Tampa's IBEW utility members onto storm duty.

The Republican delegation, which a day earlier had drafted the most conservative, anti-union platform in the history of the GOP, remained oblivious to the labor gathering outside.

"Other than one or two people that may have been walking [along the parade route] from time to time, no one from the convention was around," Thompson says. "It reflects the GOP's disregard of the working people in general."

In Charlotte, N.C., host of the Democratic National Convention, union activists and other pro-worker advocates spent Labor Day celebrating union history and bringing the message of America's Second Bill of Rights to Democratic delegates.

"Everybody was excited," said IBEW Local 379 Business Manager Bob Krebs. "This was a once-in-a-lifetime event for a lot of people."

The North Carolina labor movement was out in full force, including members of the Communications Workers of America, the Teamsters, the United Auto Workers and the IBEW.

In the state with the lowest union density in the country, Krebs said that the convention offered an opportunity for members to show their union pride while stressing the need for real economic solutions from politicians.

"The workers' bill of rights goes back to our principles—not just what we want as unionists, but for the rest of America," he said. "We need to make people aware of why these rights are important. Things like the right to a voice at work ought to be common sense. And we need to show politicians that we're planning to hold them accountable if they want our support at the ballot box." ■

IBEW Mobilizes for Races

Montana IBEW Campaigns to Block Right-to-Work-For-Less

For Montana working families, there are two things on the line this November: keeping the U.S. Senate out of the hands of anti-worker extremists and stopping right-to-work legislation dead in its tracks.

Pro-worker Sen. Jon Tester is in a tight race with Tea Party activist Rep. Denny Rehberg. An advocate for farmers and veterans, Tester has built a strong relationship with the state's labor movement to help create good jobs and uphold decent working conditions.

"Jon's been a strong advocate for Montana families, someone who sees unions as partners, not adversaries, in putting the economy back together," says Eighth District International Representative Don Herzog.

Tester's defense of the middle class against corporate special interests has made him one of the top targets of wealthy anti-worker groups like the Koch brothers-funded Americans for Prosperity, which is spending millions on negative TV ads throughout the state.

"The sheer number of misleading and nasty ads against Jon is incredible," says Herzog, who also serves as the IBEW's grassroots political coordinator for the state.

He says the IBEW is working at cutting through the negative spin and educating members on Tester's stands on the issues that affect them: prevailing wage, project labor agreements, rights on the job and retirement security. He has helped a group of MasTec satellite workers file charges with the National Labor Relations Board over unlawful firing and harassment of employees who were trying to organize for better working conditions.

Tester is also proposing a constitutional amendment to overturn the Supreme Court's Citizens United ruling, which gives corporations the right to secretly donate unlimited funds to political campaigns.

"All Denny Rehberg cares about is the 1 percent," says Butte Local 44 Assistant Business Manager Dan Flynn.

The race for governor is another key campaign for the IBEW. Attorney General Steve Bullock is hoping to succeed term-limited Gov. Brian Schweitzer. Bullock, who has made a career of fighting for consumer rights, is facing former Rep. Rick Hill.

Hill is a supporter of so-called

right-to-work legislation, which would weaken the voice of working families while strengthening the power of big corporations.

Hill has outraised Bullock by a 2-to-1 margin, but Flynn says grassroots mobilizing—phone calls, door knocking and workplace leafleting—can beat back the GOP's money advantage. ■

"We have to prevent right-to-work laws from spreading. We can never give up on getting candidates elected who will honor union rights and the right of workers to organize."

Jacquie Fields
Treasurer, Local 21
Chicago



Ohio IBEW Activists Keep Pro-Worker Momentum Alive

Ohio voters made history last year, repealing Gov. John Kasich's anti-worker Senate Bill 5 by overwhelming margins. The legislation would have eliminated collective bargaining rights for public employees, including teachers, cops and firefighters.

Led by a massive grassroots coalition of public- and private-sector unions, along with community, civil rights and student groups, the SB 5 recall movement not only upheld public workers' rights but put a freeze on efforts to introduce right-to-work legislation.

Now working families there are gearing up to keep the anti-worker special interests on the run by re-electing President Obama and Sen. Sherrod Brown.

Joe Biser, a 20-year member of Columbus Local 683, says the Republicans have "become so radicalized, they killed bipartisanship. And that's why Congress hasn't been able to do anything about the jobs crisis. I remember when [GOP Senate Republican leader] Mitch McConnell said he wanted Obama to fail. Well, if the president fails, the country fails because it means he isn't able to focus on jobs."

The journeyman electrician, active in the anti-SB 5 campaign, is working with the IBEW's grassroots political program to educate members and their families about what a Romney presidency would mean for middle-class families in Ohio.

"He represents all those who are trying to take away our way of life—everything we've fought for that has garnered us a spot in the middle class," Biser says.

Local 683 Business Manager Mario Ciardelli says education and building a



IBEW's Ohio activism hasn't let up since voters rejected SB 5 last year.

member-to-member network is key to victory in November. "Some members who aren't plugged into the local get a lot of their information about politics from the endless attack ads running on TV and from right-wing talk radio," he says. "We're asking them to turn off the TV and focus on the real issues: job creation, Davis-Bacon, retirement security, project labor agreements, right-to-work. And on all those issues Romney and the GOP are on the other side."

Ciardelli says Brown has been a leader on the issues affecting working families: fair trade, job growth and workers' rights. "He's stood with us and Ohio when it counted, and we don't forget that."

The IBEW is also mobilizing in support of Issue 2, a ballot initiative that would reform the way Ohio's congressional districts are redistricted, placing authority in the hands of an impartial state-appointed commission. "It's about taking the partisan politics out of redistricting, so you don't have these gerrymandered districts that don't fairly represent Ohio voters," says Ciardelli. ■

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VOTE YOUR FUTURE

Nevada IBEW Mobilizes to Defend Good Jobs, Retirement Security for All

For Vacaville, Calif., Local 1245 member Tom Bird, the fight to uphold decent retirement security for working Americans is an ongoing battle. In 2009, the former NV Energy lineman, along with fellow Local 1245 retirees, took on their former employer when the utility announced it was slashing promised retiree health benefits. In 2010, Bird and other members of the Nevada chapter of the Alliance for Retired Americans traveled the state to protest Republican U.S. Senate nominee Sharon Angle, who endorsed privatizing Social Security and Medicare.

Now, Bird and members of the Local 1245 retiree club are gearing up to take on the Romney-Ryan plan to undermine America's retirement safety net. Republican presidential candidate



IBEW retirees are warning residents about how budget cuts advocated by Paul Ryan would affect their peers.

Mitt Romney's decision to name Wisconsin Rep. Paul Ryan as his running mate raised red flags for many seniors.

In his 2010 budget plan, Ryan, who

serves as House Budget Committee chairman, called for partially privatizing Social Security, diverting payroll taxes into private funds, and ending the guarantee of care under the Medicare and Medicaid programs.

"If Paul Ryan's blueprint for undermining Social Security and Medicare

comes to pass, a lot of seniors will end up on the street, simple as that," says Bird.

Bird says that members of the Nevada Alliance for Retired Americans are working on educating retirees throughout the state and registering voters.

"Millions are being spent on ads with half-truths," says Bird. "We're educating people on the facts on a one-on-one basis."

Also on the line in Nevada is control of the U.S. Senate. Rep. Shelley Berkley has the support of the labor movement in her run against incumbent Sen. Dean Heller, who supported Ryan's plan to end Medicare and voted to slash vital job-training programs.

Las Vegas Local 357 Assistant Business Manager James Halsey says that Romney and Heller have made clear whose side they are on: the anti-union Associated Builders and Contractors.

"They want to abolish project labor

agreements and prevailing wage," he says. Halsey tells members that a vote for Romney is, in essence, a vote for nonunion Helix Electric, a leading ABC contractor.

The IBEW is also focused on local races, from school boards on up. "Every elected position in this state has something to do with whether or not we can get good jobs, so we have to be involved at every level," Halsey says.

He says he understands why so many members get turned off by elections, with all the negative ads and false promises, but attacks on the middle class by anti-worker politicians means the IBEW has no choice but to take a stand and support worker-friendly candidates.

"We're reaching out beyond just union households," says Bird, who lives in rural northern Nevada. "We're seeing big-time special interest money coming in here, but we think grassroots activism can turn the tide." ■

"I'm involved in the 2012 elections because I don't want to lose the rights that we have—like women's rights, the right to choose and our right to negotiate. As union members, we won't agree on everything. But if we don't come together to support candidates who will stand up for core issues—our human rights—like earning a decent livelihood and securing decent medical care, we

will hurt ourselves. What good is fighting for gun rights if you don't have a job and can't afford a gun?"



Medina Johnson
Durham, N.C., Local 289

Florida IBEW Working Families Unite Against Romney-Ryan Ticket

As Republicans gathered in Tampa, Fla., for the GOP national convention in August, IBEW members gathered on the streets outside the Tampa Bay Times Forum to talk to delegates and others about the Second Bill of Rights and the importance

of a strong middle class.

The pro-worker rally was a kickoff for the fall election season, which has seen unprecedented activism on the part of union members throughout the state—and for good reason. The Sunshine State is a major battleground in the November election, as both Mitt Romney and President Obama see Florida as a vital win in their path to the presidency.

And the IBEW is playing a key part in keeping Florida in the hands of pro-worker politicians. Its message for members and their families, says Fifth District International Representative Brian Thompson: you can't afford a Romney presidency.

"He's come out against prevailing wage and project labor agreements, and for a national right-to-work law," says Thompson, who serves as the state's grassroots political coordinator. "All things that lower living standards for workers."

To prove his point, Thompson has been showing clips of the former Massachusetts governor's speech before the anti-union Associated Builders and Contractors last April, in which Romney inveighed against "union bosses," at IBEW meetings throughout the state.

"We're using his own words," says

Thompson. "It shows it isn't just campaign rhetoric on our part."

Florida was scene to massive rallies last year in response to Gov. Rick Scott's efforts to eliminate project labor agreements and collective bargaining rights for teachers, firefighters and health-care workers.

Verizon employee and Tampa Local 824 member Jason Smith says Scott's attacks on working people caused many IBEW members who voted for the governor in 2010 to develop a case of buyers' remorse.

"I run into members all the time who admit to me they really regret voting for him," Smith says. "Too many members didn't do their homework, a mistake we don't want to see repeated."

The IBEW is also supporting the reelection of Sen. Bill Nelson and pro-worker congressional candidates throughout the state.

"These folks have been there on important issues that affect our members and middle class families," says Thompson.

"We got phone banks up and running, we're knocking on doors and talking about the election at every meeting," says Thompson. ■

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IBEW MEDIA
WORLD

Massachusetts IBEW Takes on Wall Street's Favorite Senator

In 2010, Massachusetts Sen. Scott Brown (R) shocked the political world by winning the low-turnout special election to replace the late Sen. Edward Kennedy, a major upset in this reliability Democratic state.

Most disturbing for many union activists is that Bay State union voters, who overwhelmingly went for President Obama in 2008, favored Brown by a small margin.

"It was a huge wake-up call for us," says Boston Local 2222 member Paul Feeney, a Verizon technician who also serves as the local's legislative director. "Somewhere along the line we forgot to talk to our members about the issues, and engage them in their communities."

But Feeney says the labor movement learned its lesson, and is gearing up to oust Brown and elect long-time Wall Street critic and consumer advocate Elizabeth Warren to the U.S. Senate.

"She's a proven fighter for the middle class," he says. "And a fighter for



Local members in Massachusetts rally for Elizabeth Warren, Democratic candidate for U.S. Senate, who established the Consumer Financial Protection Bureau.

keeping good jobs in the Commonwealth of Massachusetts." She also supports Verizon workers, calling on the company to sign a fair contract with its employees.

The company and its union have maintained an uneasy peace since a strike over a year ago. Talks to renew the contract that expired last year have not yet yielded an agreement.

Creator of the Consumer Financial Protection Bureau, a new federal-level regulatory agency which protects consumers from the predatory behavior of big banks, Warren faced opposition from Senate Republicans who blocked her nomination to head it because of their opposition to any new regulations on Wall Street.

"She understands how important it is to get people back to work and how unions can play a role in getting the economy moving," says Worcester Local 96 President Bob Fields.

Feeney says the IBEW is working with the state AFL-CIO to reach out to other members in workplaces and in their communities.

"We can't say, 'This is who the union

endorsed, go vote for them,'" he says. "They need to know the issues and why the IBEW made the endorsement it did, because we need our people talking to their friends and families about Warren—at Little League games, neighborhood picnics, anything going on in the community."

Brown portrays himself as an everyman and a friend of working families, touring the state once again in his now famous pick-up truck, but his voting record tells a different story.

He voted against working families 29 times according to the Massachusetts AFL-CIO and has a history of cozy relations with big-money lobbyists, fighting to water down regulations on Wall Street speculators and voting against the Davis-Bacon Act and paycheck fairness legislation meant to guarantee equal pay for equal work.

Brown also joined with other Republicans in killing pro-jobs legislation, including the American Jobs Act, which would have created more than 10,000 construction jobs.

"He talks middle class in front of the cameras, but when the rubber hits the road, he's on the other side," says Feeney.

"Who cares about a pick-up truck?" says Fields. "Warren gets that Massachusetts needs a senator who will put the middle class and jobs first, not corporate special interests or GOP extremists." ■

Pa. Activists Tell Working Families: 'The Choice is Clear'

On Aug. 11 nearly 40,000 people gathered in Philadelphia to stand up for the embattled middle class and America's Second Bill of Rights, which would entitle every American to decent work, education, medical care and retirement security.

Speaking before the crowd, Pennsylvania Sen. Bob Casey said:

"I'm here to renew my commitment as a U.S. senator to not only the Second Bill of Rights, but to renew my commitment to your future ... the working men and women of Pennsylvania. This country will only be as strong as you are strong."

Energized by Aug. 11, IBEW members are now taking the fight to every precinct in the state, making phone calls and knocking on doors to help re-elect Casey, who has one of the strongest pro-worker voting records in Congress.

Activists are also gearing up to re-elect President Obama in one of the biggest battleground states in the country.

"Mitt Romney had made clear he is coming after our rights and benefits if he is elected," says Third District International Representative Mike Welsh. "For working Pennsylvanians, there is a clear distinction between the two candidates—on retirement security, workers' rights and on jobs."

And while there are still some Republican officials in the state who stand with working families on key legislative issues, including prevailing wage and project labor agreements, Romney and GOP Senate candidate Tom Smith are on record as opposing everything from boosting the minimum wage to federal PLAs.

Welsh is heading up the union's grassroots political program, which is registering voters and getting information to members from Pittsburgh to York. "It's about going one-on-one with the members because they are our greatest resource," he says.

Union members are also working to elect pro-worker representatives to the House of Representatives and the state legislature. One of them is Rep. Mark Critz, who represents the former steel center of Johnstown in the western part of the state. Union members mobilized behind Critz in the Democratic primary earlier this year because of his strong stance on trade and workers' rights and are now working to re-elect him in November. He is facing Keith Rothfus, who is backed by big money anti-worker special interest groups. ■

Six Steps to Protect Your Vote

Make sure your vote counts!

Here are **SIX SIMPLE STEPS** you can take on Election Day, Nov. 6, to protect your voting rights.

- 1 Make sure you know the location of your polling place and your correct precinct.** Many have changed, and a vote at the wrong place may not be counted.
- 2 Bring identification to the polls, preferably a government-issued photo ID with your registered address.** Check your state's Web site now to ensure you have the proper ID. Several states (Georgia, Indiana, Kansas, Pennsylvania and Tennessee) have passed strict photo ID laws and require a government-issued photo ID.
- 3 Ask for help from poll workers** and check posted signs if you have questions or need assistance.
- 4 Make sure you cast a vote.** If you are in line when the polls close, you are entitled to vote and should stay in line.
- 5 If you are offered a provisional ballot,** ask if you can cast a regular ballot by providing additional ID or by going to another polling place. If no alternative is available or practical, cast a provisional ballot and follow up after Election Day. You can call the Election Protection Hotline (1-866-OUR-VOTE) before you leave the polling place.
- 6 If you have a voting rights problem,** talk to the chief election official or a voting rights volunteer at the polls, or call the toll-free nationwide Election Protection Hotline, 1-866-OUR-VOTE, a project of a coalition of groups including the AFL-CIO, promoting voting rights.

Source: Election Protection coalition: www.866ourvote.org/about

In addition to your monthly issue of *The Electrical Worker*, check out the wealth of IBEW-related information in cyberspace.

www.ibew.org

Our Web site has news and info not available anywhere else. Visit us to connect with the IBEW on **Facebook** and **Twitter**.

And read *The Electrical Worker* online!

YouTube

Watch, download and share your favorite videos on YouTube.

www.youtube.com/user/TheElectricalWorker

Vimeo

A 30-second IBEW ad



features fast-paced images of brightly lit urban landscapes and the information age intercut with footage of members on the job. Look for it Sundays on the CBS pre- and post-game shows as well as occasional spots during the games.

vimeo.com/ibew

HourPower

The leadership of the IBEW is moving the union forward in an exciting new way — advertising.



Check out our latest President's Message on IBEWHourPower.com!

ElectricTV

The NECA-IBEW team prides itself on helping with the fight against ALS- and our latest feature on ElectricTV.net shows it. Check it out!





IBEW Organizing North of 49°

At the 38th IBEW International Convention in Vancouver, British Columbia, last year, delegates overwhelmingly passed a resolution stating that organizing “continues to be among the highest priorities of the IBEW.”

For IBEW members in the United States facing lingering high unemployment, well-funded anti-worker politicians, corporate special interests and aggressive anti-union employers, organizing isn't an option anymore—it's a necessity.

For members in Canada, a stronger economy and friendlier labour laws mean the IBEW faces a less dire landscape, but increasingly anti-union provincial governments and the emergence of a new generation of workers with little union experience makes the challenge of growing the Brotherhood there no less a priority.

“The First District isn't taking anything for granted,” says International Vice President Phil Flemming. “We are taking an aggressive and proactive approach to building the IBEW to continue to make sure it remains the right choice for the next generation of electrical workers.”

And in the six years since the 37th convention voted for a per capita increase to fund organizing, the First District has been swimming against the tide of declining union ranks, growing by nearly 750 new members in the last year alone.

The Electrical Worker recently sat down with First District International Representative William Martindale, who also serves as Region 6 membership development coordinator, First District Organizing Coordinator Mike LeBlanc, Political Action/Media Strategist Matt Wayland and Lead Organizer Rod McVicar to talk about IBEW organizing in Canada.

Q: What is the state of the First District's membership development program? Are there particular areas of focus?

A: Just as in the United States, our organizing program is split in two: construction and professional and industrial. For years construction organizing was a touchy subject and not every local understood its importance. Not anymore. It is widely accepted now that we have no choice but to grow.

Out West we are focused on some of the mega-projects in the oil and gas industry—which is booming because of drilling in the oil sands—where we face increased competition from nonunion contractors.

The professional and industrial group have campaigns involving our Railroad System Council 11, technicians in wind, solar and co-generation plants as well as communications and alarm

workers. We have nationwide campaigns with Sears and CP Rail and are in the early stages of a blueprint that will focus on call centres.

Q: What new approaches are being used to attract unorganized workers?

A: We're pushing to make social media an integral part of membership development. We're also trying to use technology in other ways, the best example being in New Brunswick where Fredericton Local 37 handed out flash drives containing pro-IBEW material to white-collar workers at NB Power. Our organizers are also using YouTube and special campaign Web sites to spread the word.

We're getting more into trying to share our efforts with the community and the public at large, proactively building relations with the media like putting out press releases about campaigns.

Our NextGen effort to reach younger workers is also a key component to organizing, as many nonunion workers in Canada are under 35. A NextGen committee in a local can act as a volunteer organizing committee, helping staff identify targets and provide volunteers for campaigns.

Q: Talking about politics, how important is political action to membership development efforts?

A: Provinces with labour-friendly governments are much fairer when it comes to protecting employees' rights on the job. Organizers should be aware of the political situation in their provinces and get involved in political action because anti-worker governments such as in British Columbia or Saskatchewan directly harm our efforts to grow.

Q: What is the IBEW doing to improve labour's image?

A: We've adopted the Code of Excellence, which is winning over employers and employees to the IBEW because of our public commitment to

perform a hard day's work in a safe and professional manner. We're also talking about starting an advertising campaign that will brand us as protectors of the middle class and leaders in the community.

Today's labour market is changing at alarming rates and organizing remains a top priority in the First District so we are taking every possible step to ensure we are reaching the unrepresented and future workers of our industry. We are dedicated to remaining the strongest force in the electrical industry and continue to focus on our goal, to be the first choice of workers in Canada. ■

Syndicalisation au Nord du 49° parallèle

Lors du 38e Congrès international de la FIOE qui a eu lieu l'année dernière à Vancouver, en Colombie-Britannique, les délégués ont adopté, avec une majorité écrasante, une résolution à l'effet que la syndicalisation « doit continuer de figurer parmi les plus grandes priorités de la FIOE ».

Pour les membres de la FIOE aux États-Unis qui sont confrontés à la persistance d'un haut niveau de chômage, à des politiciens anti-syndicalistes bien financés, aux intérêts particuliers des entreprises et à l'attitude agressive des employeurs anti-syndicalistes, la syndicalisation n'est plus seulement une option, mais bien une nécessité.

Avec des lois sur le travail plus favorables et une économie plus solide, la perspective est moins sombre pour les membres de la FIOE au Canada; toutefois, le nombre grandissant de gouvernements provinciaux anti-syndicalistes et l'émergence d'une nouvelle génération de travailleurs ayant peu d'expérience syndicale, rend tout aussi prioritaire le défi d'accroître les effectifs de notre Fraternité.

« Nous ne prenons rien pour acquis! Nous avons adopté une approche très proactive et dynamique pour renforcer la FIOE dans tout le Premier District, afin de veiller à ce que notre Fraternité demeure le bon choix pour la prochaine génération de travailleurs en électricité » affirme Phil Flemming, Vice-président international.

Au cours des six années qui ont suivi l'adoption d'une résolution lors du 37e Congrès, visant à augmenter la capi-

tation afin de financer les activités de syndicalisation, le Premier District est allé à contre courant de la tendance à la baisse des effectifs, en réussissant à syndiquer près de 750 nouveaux membres au cours de la dernière année seulement.

Suite à une demande récente du journal l'« Electrical Worker », plusieurs confrères du Premier District, notamment William Martindale, représentant international et coordonnateur de la syndicalisation pour la région 6, Mike LeBlanc, coordonnateur de la syndicalisation, Matt Wayland, représentant—Action politique/Stratégie médiatique ainsi que Rod McVicar, responsable de la syndicalisation, sont venus parler des activités de syndicalisation de la FIOE au Canada.

Q: Où en est le programme visant l'accroissement des effectifs? Existe-t-il des domaines d'intérêt particuliers?

R: Comme aux États-Unis, notre programme de syndicalisation se divise en deux parties : le domaine de la construction et le domaine professionnel et industriel. La syndicalisation dans le secteur de la construction a été un sujet délicat pendant longtemps et peu de sections locales en comprenaient l'importance. Mais plus maintenant! Beaucoup de gens admettent que nous n'avons maintenant d'autre choix que d'accroître nos effectifs.

Dans l'Ouest, nous nous concentrons sur des projets d'envergure de l'industrie gazière et pétrolière, en plein essor avec le forage dans les sables bitumineux, où nous faisons face à une concurrence accrue des entrepreneurs

anti-syndicalistes.

Dans les autres régions du pays, nous examinons de quelle manière les entrepreneurs non syndiqués, provinciaux ou nationaux, contribuent le plus à l'érosion de notre part de marché et comment nous pouvons y mettre fin.

Q: Avez-vous adopté de nouvelles approches pour attirer les travailleurs non syndiqués?

R: Nous nous servons aussi de la technologie d'autres façons et le meilleur exemple est celui de la section locale 37 de Frédéricton, au Nouveau-Brunswick, qui a distribué des clés USB contenant de la documentation pro-FIOE, à tous les cols blanc d'Énergie NB. Nos agents de syndicalisation ont également recours aux médias sociaux tels que YouTube et à des sites internet spéciaux pour les campagnes afin de transmettre leur message.

Comme plusieurs travailleurs canadiens non syndiqués ont moins de 35 ans, notre démarche de l'initiative « NextGen » pour rejoindre ces jeunes, constitue également un élément clé de la syndicalisation. Un comité de jeunes NextGen établi dans une section locale peut agir en tant que comité de syndicalisation bénévole et aider à déterminer les cibles et fournir des volontaires pour les campagnes.

Q: Quels sont les plus grands obstacles que la FIOE doit surmonter?

R: Cela varie d'une province à l'autre, mais il y a deux obstacles majeurs auxquels nous nous heurtons au pays.

Premièrement, de nombreux Canadiens ont une image négative à l'égard des syndicats : ils croient que nous sommes de gros bonnets intéressés seulement à leur argent ou que nous cherchons toujours à faire la grève. Nous devons changer l'opinion publique à notre égard car cela nuit à nos efforts de syndicalisation. Le deuxième obstacle se situe au niveau des gouvernements provinciaux de droite qui essaient de rendre la syndicalisation encore plus difficile et qui menacent de déréglementer les éléments clés du secteur de l'énergie, ce qui nuit aux travailleurs syndiqués.

Q: Que fait la FIOE pour redorer l'image du syndicat?

R: Nous avons adopté le Code d'excellence qui réussit à rallier les employeurs et les employés à la FIOE, en raison de notre engagement à l'accomplissement d'une longue journée de travail de manière sécuritaire et professionnelle. On parle aussi de lancer une campagne publicitaire nous désignant comme des défenseurs de la classe moyenne et des leaders dans la collectivité.

Le marché du travail d'aujourd'hui change à un rythme effarant et la syndicalisation demeure une priorité pour le Premier District, alors nous prenons toutes les mesures possibles pour rejoindre les travailleurs non-syndiqués et les futurs travailleurs de notre industrie. Ce ne sont que quelques exemples de notre engagement à rester la force la plus puissante dans l'industrie électrique et demeurer fixés sur notre objectif être le premier choix des travailleurs au Canada. ■

Transitions

DECEASED Jon Henrich



With great sadness, the IBEW announces the death of retired Third District International Representative Jon Henrich on

July 27. He was 73.

Brother Henrich, a native of Lancaster, Pa., served as business manager of Bethlehem Local 1600 before joining the Third District staff in 1989. He retired in 2002.

Third District International Vice President Don Siegel says, "Jon was a passionate trade unionist who always cared deeply about his home Local 1600 and the IBEW."

An Air Force veteran who served during the tense days of the Cuban Missile Crisis and participated in combat missions in Lebanon and Vietnam, Henrich, a journeyman lineman who retired from PPL in 1995, negotiated contracts with most major utility companies in Pennsylvania, New Jersey, New York and Delaware.

Henrich served as vice president of the Pennsylvania AFL-CIO and treasurer of the Capital Area Labor Management Group and on the boards of directors of the labor departments of Penn State and Indian Universities. He was a member of the Veterans of Foreign Wars, the American Legion and the Elks.

A graduate of Lancaster Catholic High School, Brother Henrich received certificates in labor relations from Antioch College, Cornell University, Millersville University and Penn State.

After retirement, says Siegel, Henrich was IBEW's representative on the board of the Pennsylvania Alliance for Retired Americans. While some full-time union representatives leave union and political activism behind when they retire, Siegel says, "Jon stayed very engaged in political affairs and advocating for retirees and we spoke often about both."

During his days on pension, Henrich also spent time fishing and helping his wife, Betty, raise llamas on their farm in Leola, Pa.

On behalf of the officers, staff and membership, the IBEW sends our deepest condolences to his wife and family. ■

RETIRED Terry Lockett



Fourth District International Representative Terry Lockett retired effective Aug. 1 after more than 40 years of service to the IBEW.

After completing a standard two-year probationary period for new apprentices looking to join the union, Brother Lockett was initiated into Louisville, Ky., Local 369 in 1971. By the time he topped out in 1973, he had honed his skills by working for a handful of contractors in and around his hometown of Louisville.

"When I first started out, I was looking for a stable career and was told that the electrical trade was a good way to go," Lockett said. An auspicious conversation with neighbor Chester Massie—a Local 369 member—at a church picnic

piqued Lockett's curiosity. Massie was then chairman of the local's apprenticeship committee. "He told me I could be making as much as \$5.25 an hour as a journeyman," Lockett said. "That was good money in those days."

The next few years saw Lockett increasing his activism in the local, serving on the COPE committee, the athletic committee and the picnic committee. He served as an assistant business agent beginning in 1977 and was hired as a full-time organizer in 1990. Five years later, the membership elected Lockett business manager.

"One of my biggest goals during that time was to make it possible for our members to work at home and not have to rely too much on travel jobs," a challenge mitigated by aggressively increasing market share in the local's jurisdiction, he said. "At the time, we had a market recovery fund that allowed us to hire three full-time organizers who could get out into the field and organize our territory." A key strategy was meeting with employees at nonunion shops, who contributed to a groundswell of bottom-up organizing. "We worked hard to stand up for workers who were getting abused by their employers."

IBEW International President J.J. Barry appointed Lockett an International Representative in 2000 to service 35 construction locals in Maryland, Ohio, Virginia, Washington, D.C., West Virginia and his home state of Kentucky. Building the Brotherhood in this diverse area presented unique challenges and opportunities, Lockett said. "States like Ohio, West Virginia and Maryland are much more labor-friendly. Then you have a right-to-work state like Virginia and some anti-worker policies in Kentucky where it's tougher to get labor laws enforced."

Lockett took courses through the University of Kentucky, Indiana University, the National Labor College and other institutions to bolster his skills as an organizer. He also served on the 4th District Strategic Planning Committee. Lockett attended the last eight IBEW International Conventions. The first six he attended were as a delegate from his home local, and for the last two he was part of the International staff.

He looks forward to spending time with his wife, Patty, and his four children, nine grandchildren and great-granddaughter. Other plans include improving his golf swing and traveling with family members.

On behalf of the entire union membership, the officers and staff wish Brother Lockett a healthy, enjoyable and well-deserved retirement. ■

RETIRED Jerry Wilson



First District International Representative Jerry R. Wilson retired July 1. Initiated into Kitchener, Ontario, Local

804 in 1968, Brother Wilson worked on projects as a journeyman wireman throughout the province. In 1972 he became the local's recording secretary.

"No one wanted to run and the business manager knew that I never missed a union meeting so he asked if I would put my name into contention," Wilson says.

"We promised a steady supply of good, skilled workers and that is what they got."

Appointed assistant business manager eight years later, he was elected business manager in 1987.

During his time in office, he introduced the open-door policy, which granted membership to any qualified electrician, substantially increasing Local 804's market share.

Wilson also served as president of the local building trades council. Under his leadership, the building trades convinced Toyota to build its first plant in Ontario union. And the car manufacturer continues to build its facilities union today.

"We promised a steady supply of good, skilled workers and that is what they got," he says.

Appointed International Representative in 1999, Wilson served as executive assistant to International Vice President Phil Flemming.

"Our office is responsible for the entire country, so Phil and I were always busy, traveling from coast to coast," he says.

In retirement, Wilson plans to spend more time with his wife, Terry, at their cottage on Lake Huron and traveling the world. The couple has four children and eight grandchildren. His son Andy followed him into the trade, and is also a Local 804 member. Brother Wilson also hopes to spend more time on his prized Harley-Davidson motorcycle.

"Never had much time to ride it when I was working, so I'm looking forward to hitting the road," Wilson says.

The officers and brothers of the IBEW wish Brother Wilson great health and much happiness in his retirement. ■

Spotlight on Safety

Campaign Seeks to Stop Construction Falls

Started in April by the National Institute for Occupational Safety and Health, the "Stop Construction Falls" campaign states its mission in the title: stop workplace falls, which account for a third of construction fatalities yearly, with 200 deaths reported in 2012 alone.

A partnership between the National Institute for Occupational Safety and Health and the National Occupational Research Agenda, an organization that works to find relevant safety topics to research in the construction industry, the effort provides informative material for employers, explaining the proper gear and attitude needed to prevent on-site falls. More than 30 organizations, including OSHA, Harvard and the IBEW, joined to spread the message about preventing construction falls.

"It's all about reaching out and giving the information that we know," said Center for Construction Research and Training Executive Director Pete Stafford in a radio interview. "We know what to do, we just have to get the word out to the industry."

The goal of this national campaign is to prevent fatal falls from roofs, ladders and scaffolds by encouraging residential construction contractors to:

- **PLAN** ahead to get the job done safely.
- **PROVIDE** the right equipment.
- **TRAIN** everyone to use the equipment safely.

Along with serving as a hub for already existing safety information, the site also hosts a number of original materials produced by the campaign. Fliers for safety practices when working on roofs, ladders and scaffolds are available from the campaign Web site, in English and Spanish. Also on the site is an informative video titled "Don't Fall for It," which features stories from construction workers whose lives were permanently affected by their injuries.

Since the campaign's launch, the Center for Construction Research and Training has sent more than 5,000 videos to employers.

In the past year and a half, 36 falls occurred involving IBEW members, three of which were fatal, said IBEW Safety Department Director Jim Tomaseski.

"So many of our workers are in these conditions every day," said Tomaseski, "If you're not paying attention to the rules, following safety procedures, it's not a matter of if a fall happens, it's when."

The National Institute for Occupational Safety and Health plans to update the site frequently. The "Stop Construction Falls" campaign is available to view at www.StopConstructionFalls.com. ■

Circuits

Huntington Shipyard Graduates Apprentices



Huntington-Ingalls Industries, the shipyard that received a \$2 billion contract for a new amphibious assault ship, recently graduated 295 students from its four-year apprenticeship school for metals trade workers. A number of the graduates are members of Pascagoula, Miss., Local 733.

Local Lines

Work Picture Steady

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Hello, brothers and sisters. I hope everyone is enjoying the fall season.

Work has remained steady with the book hovering around 100 members. A few calls have also made it to Book 2. We have a few bigger projects going on including the reformer project at BP, the new addition at the Jeep plant, and work at Monroe Powerhouse.

Congratulations to our JATC apprentice graduating class of 2012. We are proud of these new journeyman inside wiremen. Now it's time to put all that knowledge to work and show everyone that IBEW members are the highest skilled electricians. Take pride in your work.

The political season is upon us. Please keep in mind which politicians have our best interest at heart; your livelihood could very well depend on it. Remember to work safe.

Bryan Emerick, P.S.

Elect Pro-Worker Candidates

L.U. 16 (i), EVANSVILLE, IN—The IBEW congratulates the class of 2012 JATC apprentice graduates. These new inside journeyman wiremen are: Joshua D. Adler, Joshua W. Adler, Jason R. Armes, John A. Bland, Roxie L. Brodie, Aaron M. Claybrooks, Anthony A. Etolen, Ryan J. Farthing, Brock T. Franzman, Chad S. Graman, Sean E. Jones, Joshua A. Kiefer, Joseph R. Kraemer, James S. Mersinger, Jacob M. Mills, Jason D. Moll, Matthew B. Mullen, Ryan J. Schnarre, Cody B. Schnautz, Eric C. Schulz, Jason E. Stoermer, Jesse J. Teeter, Joseph M. Vallar, Mark E. Weiss, Samuel E. Wilder and Wytoshie C. Winchell. This year's academic award winner is Joshua A. Kiefer, and the John D. Brenner Memorial Award went to Matthew B. Mullen.

Correction:

In the September issue of The Electrical Worker, there were editing errors in the caption for the photo accompanying Raleigh, N.C., Local 553's Local Lines article. Business Manager Ronald L. Cockman's name was mistakenly omitted from the caption, and International Representative Benny J. Hunnicutt's name was listed incorrectly as "Denny." We regret the error. ■

Indiana will soon have the opportunity to either elect pro-labor candidates, or continue seeing its standard of living destroyed. This year's opposition actively promotes national so-called "right to work" for less and tax breaks for the wealthiest, while adamantly rejecting the benefits of the Affordable Care Act. It is imperative that everyone stand together by supporting President Barack Obama; U.S. Rep. Joe Donnelly, who is running for re-election; candidate for U.S. Congress David Crooks, former member of the Indiana House of Representatives; candidate for governor John Gregg, former member of the Indiana House of Representatives; and like-minded people—in their quest to take America back from the privileged few.

Donald P. Beavin, P.S.

Picnic at Motorplex Raceway

L.U. 22 (i,rts&spa), OMAHA, NE—The Local 22 Annual Picnic was held June 30 at the Mid America Motorplex Raceway near Glenwood, Iowa. Even with temperatures in the upper 90s, there was a turnout of 250 to 300 people throughout the day. There was plenty of car racing to watch, and members could race their street cars against each other on the drag strip. The highlight was the kids games. The kid's smiles and laughs reminded us why we do this. The food was also excellent. Attendees enjoyed a doughnut machine, snow cones and various snacks—and a delicious dinner of featherbones (riblets) and potato salad was served, which made for a very complete day.

In Local 22 Area B, another signatory contractor picked up the \$2.3 million electrical installation at the Grand Island National Guard Readiness Center. The Area B Code of Excellence Committee in Columbus, NE, has designated this as a Code of Excellence project. There are other projects on the horizon that we are watching. Work is still slow overall but seems to be picking up.

Chris Bayer, P.S.

JATC Apprentice Graduates

L.U. 24 (es,i&spa), BALTIMORE, MD—The Baltimore and Eastern Shore JATC Committees held their graduation completion ceremonies on Friday, July 13. Forty-three Baltimore apprentices and eight Eastern



Local 24 JATC graduates are joined by JATC Dir. Dave Norfolk (second from right), Coordinator Neil Wilford (far right) and Bus. Mgr. Roger Lash (far left).

Shore apprentices were recognized for their completion of the five-year Inside Program. JATC Chmn. and 50-year IBEW member Joe Boddiford and Local 24 Bus. Mgr. Roger Lash were joined by new journeymen Tim Andersen and Chris Barry congratulating the graduates. Adam Scott received awards for highest total grades, and Charles Cossentino Jr. received awards for perfect attendance.

Congratulations also go to Bros. Mike Maksim and Dave Springham, both of whom graduated NTI in Anne Arbor in July.

Roger M. Lash Jr., B.M.

Union Activities & Solidarity

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—We held our two summer picnics and enjoyed great food, music and family fun in Manassas, VA, on June 16, and in Edgewater, MD, on Aug. 4.

The annual AFL-CIO Capital Area Sporting Clays Shoot was June 1. Local 26 was proud to be a major sponsor. The Local 26 team placed second in the A division and first in the B division.

In April, the Local 26 Motorcycle Riders' Club held its Poker Run Ride. The club plans to hold this event annually. Over 130 riders participated to benefit the charity Special Love for Children with Cancer. The club presented a check for over \$8,000 to the charity. The next poker run ride will be in spring 2013. Both work and play unit our local as a tighter-knit "family." Hope you could participate in one of these activities.

Reminder: Election Day is Tuesday, Nov. 6. It is extremely important that we help re-elect our friends in national, state and local races.

We mourn the recent passing of several members: James B. Scheff, Norman A. Arnott, Migel A. Parchment, Raymond W. Jones Jr., Richard N. Rosario, Ronald C. Pelkey and Joseph J. Licausi.

Best wishes to recent retirees: Charles W.

Altman, Richard W. Bartlett, Mark A. Bridegum, James R. Coulter, Michael T. Lundregan, Christopher P. Swann, Lennox P. Dempster, Bruce H. Besmen, Terry Brown, Walter I. Carroll, Cleotis Doyle, James M. Fox, Michael E. Hughes and Frank E. Laddbush Jr.

Charles E. Graham, B.M.

Good Work Outlook

L.U. 38 (i), CLEVELAND, OH—Projects like Fairview Hospital keep generating a good work outlook for our jurisdiction (see accompanying photo, pg. 11). The new emergency room is a \$5.5 million electrical project that will employ additional Local 38 members as it progresses.

Currently, the new Cleveland Convention Center/Medical Mart job and the new Eaton World Headquarters each have over 100 members working on site with many man-hours to go on both projects.

ESI Electric was awarded the Thistle-down Racetrack job, and US Communications & Electric will do all the data work on the project. Caesar's Casino is the new owner. The project includes adding slot machines and a total building renovation.

Contracts will be awarded soon for all build-out work inside the new 18-story Ernst & Young office tower.

If you haven't received an e-mail from me recently, that means we don't have your current e-mail address. E-mail is a good way for us to send you information about job opportunities, political news, etc. We also send e-mail blasts for free give away items. To get on the e-mail blast list, contact Eileen at the hall or e-mail her at eponting@ibew38.org.

It is extremely important that you are registered to vote for the Nov. 6 election and that you support labor friendly candidates. Mitt Romney is anti-labor. He vowed to end PLAs, repeal Davis Bacon laws and support a national "right to work"

Trade Classifications

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

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



A crew of Local 38 wiremen from Lake Erie Electric working at Fairview Hospital. From left: Foreman Mike Holztrager, Dave Audie, Steward Vince Conforto, Joel Rohfeld, Jim Toothman, Daryl Sinclair, Robin Roub, Mike Park and Dan Michaels.

(for less). I've shown the video at union meetings of him saying this to ABC contractors. For more information, visit Web site www.ibew38.org.

Dennis Meaney, B.M./F.S.

Great Union Turnout

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Local 42 held its Chartered Fishing Trip, which was a success. We also held our Annual Family Picnic. We had 789 people attend this year. This was the largest turnout ever in Local 42's history of events.

In July, we had lots of storm work in Ohio, Detroit, Maryland and West Virginia. Thanks to all of our Local 42 brothers and sisters for safely restoring the power.

Local 42 was invited to Local 104's Annual Lineman's Rodeo held July 28 in New Hampshire. Our team was made up of three lineman apprentices: David Williams, Michael Chemerka and Shane Ezyk. They all did very well in the rodeo events. We thank them for all the hard work and lots of practicing they did for this rodeo. We also thank Local 104 for inviting us and giving us a fun-filled day and great food.

Jacquelyn Moffitt, P.S.



Local 42's team participated in the Annual Local 104 Rodeo in New Hampshire. From left are: Bus. Mgr. Milton R. Moffitt Jr. and lineman apprentices David Williams, Mike Chemerka and Shane Ezyk.

New Contract Ratified

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st) SEATTLE, WA—The Local 46 membership ratified a new Inside Construction contract. The new contract is a positive gain considering the economic climate, giving no significant concessions and gaining valuable language.

The economic package for this contract guarantees a \$1.15 increase through 2012. Starting in 2013, the journeyman wireman wage and benefit

package increases each year according to a chart reflecting total Inside Wiremen hours in the Local 46 jurisdiction from the previous 12 month period.

According to the chart, the increase rises along with work hours. If total hours worked are less than 3.5 million, the increase equals \$0.50. Between 3.5 million and 4 million hours, the increase equals \$1.00. Between 4 million to 4.5 million hours equals \$2.00. If work hours total between 4.5 million and 5 million, the increase equals \$2.25. A \$3.00 increase is given for 5 million to 5.5 million hours, and a \$3.25 increase is given for 5.5 million to 6 million hours. If total hours worked are between 6 million and 6.5 million, the increase equals \$3.50. Should work hours exceed 6.5 million, an increase of \$3.75 is triggered. Our average over the last 12 years is 4.36 million hours.

There will be an additional increase of \$0.45 on Sept. 2, 2013.

Angela Marshall, Rep.

IBEW48.COM/VOTE

L.U. 48 (c,em,i,rtb,rts&st), PORTLAND, OR—Brothers and sisters, our new Web page for IBEW Local 48 voter/volunteer information went live in early August. The purpose of this site is to provide Local 48 members with relevant information—on campaign issues, ballot measures and political candidates—to make informed decisions that protect our middle-class, union way of life as we approach the Nov. 6, 2012 general election. We have videos from Bus. Mgr. Clif Davis, active members, and politicians who have proven themselves as true friends of the IBEW. Information posted includes relevant articles and a volunteer schedule.

Your local mailed a letter and voter registration form if you were shown as not being registered or if you have moved and not updated your registration. IBEW Local 48 views voting as part of our civic duty and we are trying to reach our goal of 100 percent voter registration. We believe *Your Vote Does Count*.

This informational Web page is a fresh attempt to engage you in the election process, and give you an opportunity to ask questions, give feedback and make suggestions. For more information visit Web site www.IBEW48.com. If you have any questions, please contact Joe Esmonde by e-mail at joe@IBEW48.com.

Robert Blair, P.S.



Attending Local 68 Labor 2012 kickoff event are, front row, Chris Boardman (left), Zack Esquibel, Jim Perizzolo, Cris Kirschenman, Kurt Lieder; back row, Tom Rutherford, Ed Knox and Cliff Sterling.

Labor 2012 Kickoff—'Turn Out to Volunteer'

L.U. 68 (i), DENVER, CO—Labor 2012 kicked off in style on Saturday, Aug. 25. Several good friends of labor spoke to start it off, including Colorado state Reps. Angela Williams and Mark Farandino.

Local 68 members in the crowd included Chris Boardman, Cliff Sterling, Jeremy Ross, Kurt Lieder, Tom Rutherford, Zack Esquibel, Joel Holden, Jim Perizzolo and Ed Knox. Also representing both Local 68 and her own union was Cris Kirschenman, an office administrative professional with Local 68 and president of OPEIU Local 5. [See photo, above.]

Please turn out for volunteer efforts—especially now. The Nov. 6 election is just around the corner. Phone banking and canvassing will become ever more important in communication!

Also, please watch your mailbox for endorsed candidates and issues. We always realize and respect that how you vote is your personal decision; but we'll nevertheless provide you with guidance regarding workers' rights and organized labor.

We extend our deepest sympathy to families of our recently deceased brothers: James O. Jeltema, Robert D. Choury, James D. Jeanelle, Harold S. Pranger, Robert E. Shelton, James E. Thompson, Hilmer "Gus" E. Swanson, James E. Massaro and Jacob M. McPhie.

Ed Knox, Pres.

Apprentice Graduation Banquet

L.U. 96 (i), WORCESTER, MA—At the annual apprenticeship banquet in May, graduating apprentices were honored. The presenter was Edwin "Ted" Coughlin, who ran Coughlin Constructions Services, a business that's served the Worcester area for over 125 years. Ted addressed the group with a focus on continuing their education and solar technology advancements.

This year's graduates are: Justin Beauregard, Adam Chaffee, Timothy Cote, Nathan Daniel, Corey Gustafson, Robert Mosher, Justin Nordquist, Benjamin Olen, Ekaterina Pashkevitch, Andrew Turcotte and Brian Valk. Congratulations!

The Local 96 election of officers was held in June. Thank you to all past officers and Board members for your service. Also, thank you to the Election Judge Harry Hart and the tellers for your assistance. Congratulations to all elected officers and board members: Bus. Mgr. Leo Miller Jr., Pres. Robert Fields, Vice Pres. John Horgan, Rec. Sec. Timothy West, Treas. Luke Carpenter; Executive Board members George Carpenter, Thomas Maloney, David Martinelli, Joseph Messier; and Examining Board members Sean Courtney, Kevin Fitman, Kevin Larocque and Zephirin Mondor.

This is a big election year and we need to show our support for the candidates who back working people and union causes. To learn more about the candidates the local endorses, or to volunteer as a supporter, contact the hall or visit us online at www.ibewlocal96.org.

Luke E. Carpenter, Treas./P.S.



Local 96 apprentice graduates joined by instructors Tim West (far left) and Lenny Ciuffredo (far right).

Local Lines

Contract Negotiations

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL—Greetings from IBEW Local 108 in Tampa! We have been quite busy lately and don't anticipate a break anytime in the foreseeable future. Pres. Chris Parsels and Unit 6 Rec. Sec. Bill Cate attended the Florida AFL-CIO Convention in Hollywood, FL. Convention activities included political phone banking to contact our fellow union brothers and sisters, meeting candidates, and voting for the candidates we would endorse for upcoming elections.

In July, Pres. Chris Parsels attended the IBEW Fifth District Progress Meeting in Orlando, FL, and got updates on the Duke Energy and Progress Energy merger, as well as the ITC and Entergy deal for the transmission grid spanning from the Great Lakes to the Gulf of Mexico.

At this writing we were scheduled to start negotiations with Tampa Electric Company, WEDU, and Seminole Electric in the next few months. Members should be sure to attend their unit meetings so they can stay informed.

We thank and congratulate the following Local 108 members who retired recently: Don Delancey, a 47-year IBEW member and former Sensor Systems employee; and former TECO employees Lee Service (42 years of IBEW service), Terry Sweat (40 years of IBEW service) Charles Mobley (38 years of service), Carl Montalbano (36 years), Sam Vasquez (30 years), Cecil Nedd (26 years) Steve Wade (26 years) and Mario Herce (17 years).

Bill Cate, P.S.

100th Anniversary Celebration

L.U. 110 (em,i,rt,spa&u), ST. PAUL, MN—Thank you to Bro. Joe Lubitz, chairman of the 100 Year Anniversary Committee, for providing the Local 110 article below. It was through his dedication that the anniversary event went so well.

"On July 28, IBEW Local 110 celebrated our 100 year anniversary in St. Paul. The weather was excellent and we had over 3,000 attend this family picnic. The 34th Infantry Division Red Bulls Honor Guard presented the flags, followed by a moment of silence. U.S. Sens. Al Franken and Amy Klobuchar along with U.S. Reps. Betty McCollum and Keith Ellison addressed the crowd. The tent we had for shade was the largest assembled in St. Paul (100' x 260'), just shy of a football field. We had a total of six Mississippi Riverboat cruises with about 300 people per cruise. All of our raffle prizes were made in the USA or hand made by our members. Mancini's restaurant served 2,000 steak dinners, 500 chicken dinners and 500 macaroni and cheese kid's meals. Schell's Brewery, the only union brewery in Minnesota, supplied Schell's beer, Grain Belt Premium beer and Nordeast beer. Thank you, brothers and sisters, for a family celebration that we will remember. Thank you to my committee, the office

staff, officers of our local union, volunteers who helped that day, with a special thank you to my wife, Julie. It would not have happened without you all!" — Joe Lubitz

Brian Winkelaar, P.S.

2012 Graduation Ceremony

L.U. 112 (c,i&st), KENNEWICK, WA—On July 13, Local 112 celebrated 26 apprentices completing our JATC program and becoming journeyman inside wiremen. Local 112 was fortunate to have two very special speakers at our 2012 graduation ceremony.

First, Ninth District Int. Vice Pres. Michael S. Mowrey addressed the graduates. After congratulating them, Vice Pres. Mowrey spoke about the importance of honoring the oath they all took at initiation. NJATC Exec. Dir. Mike Callanan then addressed the grads and challenged them to do three things: 1) Continue your education; take classes to improve your skills. 2) Teach your apprentice; remember your best journeyman and try to follow his/her example. 3) Go to the job with the right attitude, displaying the right behavior every day.

Local 112 thanks both Vice Pres. Mowrey and Dir. Callanan for taking time out of their busy schedules to attend our 2012 graduation ceremony.

As always, Local 112 is very proud of our graduating apprentices. This year, seven of the 26 grads achieved craft certification. Valeriy Gis completed the five years with a 93.6 percent grade point average; Rod Worthington had a 96 percent GPA; and Kris Tuura had a class high of 97.4 percent GPA.

Local 112 is blessed with two outstanding instructors, Greg Greiner and Greg McMurphy. Training Dir. Dennis Williamson and Office Manager Sasha Mshar also do an outstanding job at our Training Center.

Joe Legard, Organizer

Nov. 6 Election Day Choice

L.U. 124 (ees,em,i,mar,rt,se&spa), KANSAS CITY, MO—The Kansas City work picture is finally looking better, but there's not much work yet for book two. We are in the process of using the construction electrician/construction wireman classifications.

Our nation has an election coming up and the choice for labor has never been easier. Mitt Romney told the Associated Builders and Contractors that if elected he would end project labor agreements his first day in office. He also promised to end Davis Bacon prevailing wage laws and implement "right to work" (for less) at the federal level. Romney also has a record of outsourcing American jobs to low-wage foreign workers; one example is the massive steel mill in Kansas City that his company divested and offshored. Romney's stances make the choice easy for working families because his economic plan creates more jobs in China than in the U.S.

We remember recently deceased members: Ronald F. Adair, Frederick Brownlee, William L. Eckart, Gerald F. Fredericks, Hugh A. Gardiner, Charles C. Griffey, William J. Leary, Rick McEvoy, James B. Taylor, Phillip Thomas, Darwin F. Thompson and Steve D. Waisner.

Congratulations to newly retired members: Roy A. Carroll, Gary S. Enloe, Jack Feeling, Richard W. LeValley, Hrydorij Mychalczuk, Jack Oberndorfer, Max Ralston, Richard R. Raines, Raymond L. Schaaf, Harvey M. Stewart and Christopher H. Weber.

Steve Morales, P.S.

100th Anniversary Gala

L.U. 146 (ei,i&rts), DECATUR, IL—Local 146 has powered the prairie since 1912 and on September 8 we celebrated at our 100th anniversary gala. It was a tremendous event and great to see so many IBEW members and guests attending.

Our annual Labor Day parade and picnic in September were themed "Rebuilding America's Past." The crowd was the largest in recent years and it was great to see so many apprentices participate. Thanks to all for your support. Journeymen and apprentices alike also volunteered at the Macon County Fair, Decatur Celebration, and Habitat for Humanity projects.

The Local 146 work picture was not favorable over the summer. The Taylorville Energy Center project never made it out of the state legislature—once again, another reason to elect labor-friendly candidates in November. Several Local 146 members have secured employment in sister locals, and we thank those locals.

Check out our newsletter at www.ibew146.com—and if you are in the Decatur/Mattoon area, see the Red Light and Green Light lists before shopping and support those businesses that support us. You can also find us on Facebook.

Congratulations to recent retirees: Terri Fraley, Darrell Weakly, Jim Clark, Jim Nance, Dennis Donoho, Bruce Harshbarger and Jim Bopp. Thanks to all for your years of service.

Our deepest sympathy to the families of our recently deceased members: John Jones, George Hadley and Carl Moyer. These brothers will be remembered.

Please VOTE in November and support Pres. Barack Obama.

Rich Underwood, R.S.

IBEW Utility Conference: Infrastructure & Work Force

L.U. 160 (lctt,o&u), MINNEAPOLIS, MN—The 2012 IBEW Utility Conference was held in Houston, TX, in June. Local 160 had a delegation present. IBEW Utility Dept. Dir. Jim Hunter and his staff put on a

wonderful conference. Houston Local 66 did a great job hosting the conference and welcoming attendees. It was good to compare our issues in the Midwest with the other areas of the U.S. and Canada. One topic discussed was the aging work force. Companies seem slow to realize they must start hiring replacement workers. There was discussion about coal-fired power plant closings and the potential building of nuclear plants. People who work in the power industry understand that renewable forms of energy are important sources for generating electricity, but they can't replace coal or nuclear. Thankfully, the IBEW is out front leading the way, working with utilities to try to find solutions to extending the working lives of aging power plants.

"This is the most important election ever" may sound cliché—but in 2012 it's true. If the labor movement doesn't stand up to "Citizens United" and the big money which that infamous court ruling on campaign finance ushered in, we may never get another opportunity. So it's time to vote for those who stand with labor. And when labor friendly people are voted into office, we have to hold them accountable. So get involved for the sake of the labor movement and the middle class. Make sure your voice is heard on Election Day Nov. 6.

James P. Brereton, P.S.

'Cast a Vote for Workers'

L.U. 196 (govt,mt,o,t&u), ROCKFORD, IL—As we head for fall, the work picture here has been very steady and the outlook is promising. A bad decision by the Illinois Commerce Commission in May on the new formula-based rate increase for ComEd has slowed the planning a bit, but work should continue to improve in our area.

Local 196 recently participated in the third annual Northern Illinois Sporting Clay shoot through the Union Sportsmen's Alliance (USA) and we enjoyed a day of brotherhood while breaking a few targets. Participants had a good time and I hope support for the USA continues to grow in the IBEW; they do a great job at their events.

In July we received a very good decision for the IBEW Outside Branch from the National Labor Relations Board on a jurisdictional issue that went to a hearing back in December of 2011, but it was well worth the wait.

As all of organized labor is under attack by some very opportunistic radical conservatives, our only chance is to put feet on the street, educate our members on the real political issues—and actually walk into the booth and cast a vote for the labor friendly candidates in our area. No vote equals no future. Get on it.

Eric Patrick, B.M.

Apprenticeship Graduates

L.U. 222 (o), ORLANDO, FL—Greetings to all. Our June meeting was well attended and Bus. Mgr. Mike Bell was pleased to present Bro. Butch Goff with his 50-year service pin. [Photo, pg. 13.] Bro. Goff has been a journeyman lineman, assistant business manager and company owner in his 50 years of service. He has served in each of these roles with a sense of dedication and integrity that makes you proud to have worked with and for him. We hope Butch has many more years of IBEW service in him.

We also congratulate our members who recently completed their SELCAT apprenticeships: journeyman linemen Steven Eggers, Eric Estrada,



IBEW Local 110 celebrates its 100 Year Anniversary in St. Paul, MN.

Randy Maxwell Jr., Daniel Wamsley and Underground Technician Thomas Pitts. Local 222 wishes these members the best in their IBEW careers.

Southeastern Line Constructors Apprenticeship & Training (SELCAT) is an educational partnership between the Southeastern Line Constructors Chapter, National Electrical Contractors Association (NECA) and local unions of the IBEW.

Bill Hitt, A.B.M.



Local 222 Bus. Mgr. Mike Bell (left) presents 50-year service award to Bro. Butch Goff.

2012 Apprentice Graduates

L.U. 226 (em,i,rtb,rts&spa), TOPEKA, KS—Congratulations to the Local 226 apprentice graduating class of 2012. [See photo, at right, top.] The graduates, joined by Instructor Greg Whitworth, gathered for the photo in front of the local's 3.6 kW solar array that they helped install in October 2011.

Graduate Josh Price received the 2012 Coleman Morris Outstanding Apprentice Award. Local 226 is proud of all the graduates and wishes them success in their IBEW careers.

Robert Bausch, Organizer

A Salute to 2012 Graduates

L.U. 234 (i&mt), CASTROVILLE, CA—Our local has the honor and pleasure to introduce to the construction industry our 2012 Graduating Class of Inside Apprentices. It is especially noted that Joaquin Correa-Mickel and Jesus Ramirez both had perfect attendance for all five years. Jeff Flippin distinguished himself as our Outstanding Graduating Apprentice, and has earned the honor of attending NTI this year. We recognize and salute all the graduates for their years of dedicated hard work. They make us proud to commend them to an industry that is constantly growing and changing. We look forward to working side by side with them.

Stephen Slovacek, P.S.



Local 234 inside graduating class of 2012: Daniel Lujan (left), Ricardo Rubio, Enrique Lara, David Espinoza, Berardo Trujillo, Matthew Kulich, Joaquin Correa-Mickel, Jeff Flippin and Kasey Jeska.



Local 226 congratulates the class of 2012 apprentice graduates. From left: Jason Patterson, Luke Thompson, Nathan Dickson, Jared Brock, Jacob Wilson, Brian Carlson, Daniel Courter, Neil Olejnik, Brent Varney, Kevin Norton, Instructor Greg Whitworth and Josh Price.



Local 236 congratulates the Tri-City JATC class of 2012.

Kudos to JATC Graduates

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—As the fall season is upon us, we wish to look back and say congratulations to our 2012 apprentice graduates. In June, we held a graduation dinner to honor 33 men and women who completed the JATC apprenticeship program to become Local 236 journeyman wiremen.

We also recognize our newly elected officers, who were sworn into office at our July meeting by past president Phil Clemens. Congratulations to: Bus. Mgr. Donald Rahm, Pres. Mark Lajeunesse, Vice Pres. Skip Goyette, Rec. Sec. Paul Fitzmaurice, Treas. Michael Torres; and Executive Board members Randy Angerosa, Richard Boyd, William Bulger, Kerry Chesterfield, Eric Folmsbee, Geoffrey Hayden and Steven Rifenburg.

We hope everyone had a safe and enjoyable summer, and we urge everyone to get involved as we prepare for the very important Nov. 6 presidential election.

Michael Torres, P.S.

Welcome to Newly Elected Officers

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR—The Local 280 election is over and we welcome our newly elected officers: Bus. Mgr. Tim Frew, Pres. John Close, Vice Pres. Jeremy Bate, Treas. Tim Miller, Rec. Sec. Larry Fisher; At-Large Executive Board members Julie Emmett, Matt Forsberg, Lynn McDonald; and Examining Board members Mike Eastland, Travis Johnson and Jeremy Kroon.

We also congratulate the following new journeyman, who completed their JATC apprenticeship: David Anderson, Jeremy Bate, Clint Burgess, Billy Burress, Kevin Carlile, Shawn Ceniga, Jerry Clowers, Jason Cook, Matthew Crowl, Kevin Cryer, Ryan Davis, David Dixon, Ross Ellis, David Fahlgren, Alfred Fleming, Matt Forsberg, Nicholas Frye, Robert Giles, Matthew Gilmore, Stephen Goodman, David Hammang, Luke Harris, Vicki Horton, Ryan Johnson, Joseph Jorgensen, Chet Kendall, David Kikendall, Garret Lane, Sean McAllister, Justin McKay, Adan Mendoza, Richard Meyner, Brian Mohatt, Michael Popish, Joshua Powell, Trase Privratsky, Charles Read, Carlos Rivera,



Local 280 welding class students train to certify. From left, welding students David Fahlgren, Mike Popish, Ryan Covey, Kevin Scavera, Mark Davis, Troy Grant, Rick Sturgess; and instructors Ty Winegar and Tom Mann.

Curtis Rutherford, Reza Shahparast, Adam Simpson, David Slack, Ryan Stroup, Rick Sturgess, Donnie Thompson, Curtis Towns, Vernon Unruh, Christina VanLeeuwen and Matt Vohs.

Thanks to JATC Dir. Dave Baker for making our welding class a reality! Instructors Tom Mann and Ty Winegar have done an outstanding job of preparing students to certify.

Work safe and vote for candidates who support labor and working families on Election Day Nov. 6!

Jerry Fletcher, P.S.

November Election & Solidarity

L.U. 292 (em,govt,irtb,rts&spa), MINNEAPOLIS, MN—The general election in November is about defending our standard of living and way of life in Minnesota, our jobs, children's education, health care and our future. We need to ensure friends of labor get elected and gain a majority in the Minnesota Legislature so we can take so-called "right to work" (for less) off the agenda.

"The most important word in the language of the working class is solidarity." That quote from the late labor leader Harry Bridges (1901-1990) has much deeper meaning now. The legendary Bill Bailey added: "In unity there is strength. We can move mountains when we're united and enjoy life—without unity we are victims. Stay united."

Over 120 members attended the IBEW 292 Golf Tournament at the Fox Hollow Golf Club in Rogers, MN. Thanks go to Fox Hollow for taking care of our members during the excessive heat. The putting contest was successful, with large contributions made to our food shelf by our winning members. Bus. Mgr. Rodger Kretman is pleased we were able to bring the IBEW 292 Golf Tournament back to the membership.

The first half of our office remodel is complete. We are staying on the same floor of the United Labor Center in Minneapolis, moving across the hall. The entire office space will be completed in October, at which time we will hold an open house.

We thank all our members for respecting the work rules of neighboring locals, especially during contract negotiations. By supporting other unions, and especially IBEW local unions, we reinforce the ideals of brotherhood and solidarity.

Carl Madsen, P.S.

Vermont Utilities Merger

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—During the month of June, Gaz Metro, parent company of Green Mountain Power Corp. (the second largest electrical utility in Vermont), purchased Central Vermont Public Service Corp. (the largest electrical utility in

Local Lines

Vermont). Both companies will combine assets to form the largest utility in Vermont—servicing approximately 70 percent of Vermont's electrical needs. Both groups are represented by IBEW Local 300 and have separate and distinct bargaining agreements. GMP and the union are engaged in the task of formulating and negotiating a single agreement. We wish both groups well.

Members employed with Vermont Yankee ratified a one-year extension on their agreement with the owner, Entergy Corp. The union and Entergy will have continued discussions to create alternative medical plans that meet the needs of both parties.

The new apprenticeship year is under way and we wish all members of the apprenticeship a productive training season. We encourage all apprentices to take control of their own destiny. The union allows you a voice—utilize it.

Local union officers encourage those members who are not registered to vote to please do so. Exercise your right to the democratic process.

Please keep in mind that safety is first.

Jeffrey C. Wimetete, B.M./F.S.

Annual Golf Outing

L.U. 306 (i), AKRON, OH—On Saturday, July 7, our annual Local 306 Golf Outing was held at Paradise Lake Country Club. Despite the record-breaking heat, everyone had a good time. The 1st place prize was awarded to Bob DeGeorge and Dave Nutt. The 2nd place prize went to Jim Bush, Tim Meighen, Dan Martin and Norm Yanik. Congratulations to all, and a big thank you to Local 306 Pres. Mike Kammer, Cyndy Colley, Jim Deckert and Bob Latham for helping set up and run the outing.

During any election year there are many polarizing issues that divide us as voters. But fair wages, safe working conditions, affordable health care, and the right to collectively bargain are issues that we can all agree on and that should be of the utmost importance to everyone. The attack on the working class grows each day. If we are to continue fighting against the attacks, we must elect like-thinking friends and allies. It's up to us to help those who would help us. This will no doubt be a close election, so please make every effort to "Get Out the Vote." Remember, every vote counts.

With sadness we report the loss of Bro. Ronald Keller and retired Bros. Stephen Marshall, Howard Wood and Kenneth Mong. We send our condolences to their families.

Thomas Wright, P.S.

Brothers Helping Brothers

L.U. 320 (catv,t&u), POUGHKEEPSIE, NY—Shown in the accompanying photo (at top, center) are Local 320 members, joined by family members of Bro. Tony Roberts, as they pause while sheet rocking and installing heating equipment in the Roberts' house.

Bro. Tony Roberts, a 20-year IBEW member, works at the Dynegey Northeast Generation Roseton and Damskammer power plants as a 1st class yardman. He has faced some difficult times in the last two years.

Bro. Roberts suffered a serious motorcycle accident on his way to work; at that time, doctors found that he needed major heart surgery. After recovery from the accident, Bro. Roberts had the heart operation.

Only three weeks after his surgery and while



Members of IBEW Local 320 gather with the Roberts family.

he was recovering at home, the family house caught fire, destroying the second floor and heavily damaging the first floor. Due to many complications and unforeseen delays, the rebuilding stretched on.

Subsequently, Local 320 Bus. Mgr./Pres. John Kaiser, with the help of shop steward Mike Hichak and local member Frank Canino, organized the sheet rocking party. Approximately 15 members participated during the course of the day lending a hand carting, cutting and installing sheetrock while others installed the heating system. Pres. Kaiser said: "This is what a local is, helping our fellow brothers and sisters during their tough times. Some of the members came to the job site directly from completing working the midnight to 8 a.m. shift. They are there for each other."

John P. Kaiser, B.M./Pres.

A New Outlook & New Contractor

L.U. 340 (i,rts&spa), SACRAMENTO, CA—Local 340 had a busy summer—teaching and learning!

We held three Member-to-Member classes. Afterward, local officers, staff and rank-and-file members who attended the classes went house calling. We visited our own members as a way to re-energize the local membership.

This new Ninth District class, which teaches a one-on-one approach to union members, was actually the idea of a Local 340 member several years ago. While attending a Comet Class, Bro. Tom Davis concluded that members sometimes become complacent about their union and thought it would help to reach out to members on a personal level to share ideas.

This class and this approach have been well received. We intend to continue monthly member-to-member action, as we have seen members we visited getting more involved with the local. They attend meetings, help at the annual picnic, volunteer to get out the vote in the November election, which is crucial for unions, etc. Success!

Organizer Scott Steelman arranged to have Bro. Matt Kolbinski, Pro Union Consulting, teach the New Contractors class this summer. It was well attended by interested members. After completing the class, Bro. Leonardo Velasquez became an IBEW Local 340 inside signatory contractor. Welcome to Four ACE Electrical Services Inc.! Two other members are interested in signing up also. Again, success!

Reporting the loss of members is never easy. Retirees Hiram Jones, Elmer Kunz, Wes Rhodes and Lou Roberts, former linemen, have passed away. We also lost active member Bro. Danny Roberts.

Don't let anyone silence our union voices. Vote in November!

A.C. Steelman, B.M.

Work Picture Picks Up

L.U. 354 (i,mt,rts&spa), SALT LAKE CITY, UT—Fortunately, during the spring and summer months, the work in Utah increased enough that we were able to put a large number of traveling brothers and sisters to work.

To that fine group of skilled men and women who travel around the country helping man the work in areas where the work picture is picking up, Local 354 says thank you for a job well done.

The Annual Service Award Party in July was well attended. The local started a new tradition of presenting a gold watch to retirees when they reach 50 years of service. It was great to see

members enjoying the camaraderie, food and drink—and listening to some of the stories shared is always a highlight. Notably, retiree Peter Spangenberg received his 65-year pin and gold watch. Congratulations to all the service award recipients. Thank you to everyone who helped make the pin party a success.

Bus. Mgr. Rich Kingery was appointed last spring by Int. Pres. Edwin D. Hill to sit as a representative of labor on the Council of Industrial Relations. It is a great honor for this local to have our business manager chosen to preside with fellow business managers over the cases of locals that are fighting to keep their standard of living as high as possible even in tough times. Thank you, Rich, for accepting another huge responsibility.

Manya Blackburn, R.S.

Appointed to Labor Post

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—Congratulations to Bus. Mgr. Darrin Golden on his recent appointment as a vice president of the

Illinois AFL-CIO. Bro. Golden was appointed to serve out the term of a board member who retired and he will run for re-election in the fall. He is the first person from the Rockford area to hold the position of state AFL-CIO vice president.

The general election is fast approaching and we are pulling out all the stops to elect friends of working families such as: Pres. Barack Obama; Cheri Bustos, candidate for the U.S. House of Representatives from the 17th Congressional District of Illinois; Steve Stadelman, candidate for the Illinois Senate; Illinois Sen. Mike Jacobs, who is running for re-election; and Carl Wasco and Mike Smiddy, candidates for the Illinois House.

When union people get out and vote, usually union candidates win. And when union members get out and work campaigns for friends of working families, our chances to elect those candidates grow exponentially better.

Local 364 Bros. Charlie Laskonis and Ty Hillman recently traveled to Philadelphia to represent Local 364 joining thousands of union members who participated in the labor-wide Worker's Stand for America rally. The focus was to bring the message of America's Second Bill of Rights to the public and focus national attention on jobs, economic opportunity and restoring the American dream for all.

Charlie Laskonis, B.A.



Meeting after a press conference are: Local 364 Bus. Agent Charlie Laskonis (left), U.S. Sen. Dick Durbin of Illinois, U.S. House of Representatives candidate Cheri Bustos and Local 364 Bus. Mgr. Darrin Golden. At the press conference, Bustos vowed to fight for working families and Sen. Durbin noted that she will deliver on that promise.

Officers Sworn In

L.U. 388 (em,i,rts&spa), STEVENS POINT, WI—IBEW Local 388 is saddened by the death of Bro. James Joseph Blonien. James passed away April 28 at age 54. I had the privilege, like many other members, to have worked alongside Jim and can honestly call him a brother and a friend. Jim leaves behind a wife and daughter. He will be greatly missed by all who knew him.



Local 388 newly elected and re-elected officers are sworn in. From left: Bus. Mgr./Fin. Sec. Dean Miller, E-Board members Jeff Starr and Jason Kay, Vice Pres. Stephen Parrott, E-Board members John Klosinski and Robert Cyran, and Pres. John Danczyk.

At the time of this writing, our Biomass Energy Project is extremely slow at manning up; as far as manpower goes, we are not sure how far into book one it will get or if it will get into book two at all. It appears that other projects are starting up around the country; hopefully traveling brothers and sisters found employment somewhere over the summer.

Local 388 held its election of officers and Dean Miller was sworn in at our July meeting as our new business manager/financial secretary along with our other newly elected and re-elected officers. Congratulations to all of our officers. The members and I also wish to say thank-you to former business manager Dave Northup for serving this local for so many years in so many capacities.

Local 388 officers are: Bus. Mgr./Fin. Sec. Dean Miller, Pres. John Danczyk, Vice Pres. Stephen Parrott and E-Board members Jeff Starr, Jason Kay, John Klosinski and Robert Cyran.

Guy LePage, P.S.

75th Anniversary Celebrated

L.U. 412 (u), KANSAS CITY, MO—Happy 75th birthday, Local 412!

On Aug. 11 this year, Local 412 celebrated the 75th anniversary of its founding. From its humble beginnings, Local 412 has represented members working in the electrical utility industry since 1937. Currently, Local 412 has more than 800 members working under its agreement. The members work in fossil fuel plants, combustion turbines, and wind turbines in the states of Missouri and Kansas.

Debi Kidwiler, P.S.

Annual Pancake Breakfasts

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA—July marked the 25th annual Local 424 Members Pancake Breakfasts in Calgary and Edmonton done by the respective Unit Retirees.

Calgary held their pancake breakfast for about 200 Unit 2 members on the first Friday of the 10-day Calgary Stampede festival. After the breakfast, they served a lunch menu featuring Bro. Dave Handley's own smoked, spice-rubbed roast beef, and barbecue fare. They raised \$153 (through donations) for the Unit 2 Retirees. A salute to "Executive Chef" Dave Handley, "Sous Chefs" Asst. Bus. Mgr. Ron Davis and Unit 2 Chm. Darcy Duthie, and the Calgary Retirees for a job well done.

On July 20, the opening of Edmonton's 10-day exhibition, Unit 1 Retirees did a full breakfast, and later a lunch menu, serving about 260 members and raising \$671. Thank you to the retirees and spouses who helped out. Special thanks to BBQ Chefs Dick Owen, Dennis Unguran and Bob Hunter.

On July 14, Tina Stevenson, wife of member Scott Stevenson, once again did her usual exemplary job organizing the Unit 1 Kids Picnic with the help of a few members and retirees. Kids enjoyed cotton candy, BBQ goodies, juice drinks, games, face painting and a "bouncy house."

July was a busy, fun month in this local ... and the weather cooperated for all three venues!

Dave Anderson, P.S.

IBEW Members Restore Power

L.U. 466 (em,es,i&rts), CHARLESTON, WV—The derecho of June 29 hit the wonderful state of West Virginia with a crippling blow. It was followed by multiple storms hitting the state for the following three weeks. Power outages were reportedly the worst ever in the state's history. Most of us were out of power for a week and many were out two weeks. Thank goodness for our many brothers from other states who came to our aid in the miserable weather that was well over 90 degrees every day. Surrounding states were hit hard also making it extremely difficult to get help fast. I met and personally thanked two groups, one from Florida and one out of Ohio. IBEW brothers from other neighboring states, including Alabama, also traveled here to help restore power. We are extremely grateful for all the IBEW brothers who came to our aid.

I am truly proud to be a member of an organization whose many members are true brothers, not only to their union members but to all mankind! Local 466 active and retired members as well as all of West Virginia salute and thank all the IBEW members for their assistance.

With regret we acknowledge the passing of the following brothers: Clyde Edelman Jr., Larry Angle, Ken Balsom, Mickey Moore and 71-year member Jack Craze, who was age 91. They will be missed.

Larry Fogarty, P.S.



Charleston, WV, Local 466 thanks all the fellow IBEW members from sister locals outside the state, including the brothers pictured, who helped restore power after fierce summer storms.

Steps to Recover Market Share

L.U. 520 (i&spa), AUSTIN, TX—Newly elected Local 520 officers are: Bus. Mgr. Chris Wagner, Pres. Lane Price, Rec. Sec. Ann Pannell and Treas. Mark Sherrell. Elected Executive Board members are: Gaynell Wilson, Mike Barnes, David Grossman, Eddie Kincaid, Billy Payne, Dale Slaughter and Terry Tindall. Elected to serve on the Examining Board are: Gabe Flores, Philip Lawhon and Tommy Williamson. Congratulations to all.

Bus. Mgr. Wagner reported meeting with Central Texas NECA, Local 72 and District representatives regarding ways we may recover our market and promote use of organized labor in the central Texas area. To show signs of cooperation, the LMCC jointly approved an advertisement in the Construction News monthly periodical for the central Texas area. We look forward to the challenges before us and rely on the strength of all our brothers and sisters as we move forward in all our endeavors.

Lane Price, Pres./P.S.



Among Local 558 service award recipients are, from left: former business manager Lance Blackstock (50 years of service), former apprentice director Bud Blackstock (55 years of service), P.E. Wesson (60 years), James I. Beavers (65 years) and Grant Azbell (70 years).

'Thanks to Fellow Locals'

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—Aug. 10 marked Local 530's annual golf tournament. Unfortunately rain that day forced the cancellation of the golfing event. Those who stayed enjoyed the afternoon in the 19th hole with cold beverages and a steak dinner.

With limited work over the past few months and nothing in the foreseeable future as of this writing, Local 530 would like to thank the following locals for employment opportunities: Ottawa Local 586, Sudbury Local 1687 and Regina Local 2038.

Local 530 is saddened by the recent passing of Bro. Rick Davidson.

Al Byers, P.S.

Apprentice Graduating Class

L.U. 540 (i), CANTON, OH—Local 540 extends congratulations to the 2012 JATC Apprentice Graduating Class.

The recent graduates are: Mike Gordon, Jeff Trissel II, Chad Rumbold, Tim Sawyer, Andrew Kline, Andrew McCarty, Charles Williams, Scott Thomas, Nathan Istnick and Logan Schmidt.

We are proud of the graduates and wish them much success in their IBEW careers.

Jerry Bennett, P.S.



Local 540 class of 2012 JATC apprentice graduates.

Organizing Blitz a Success

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—At this writing, work across the jurisdiction is somewhat slow, but the fall outage at the TVA Browns Ferry Nuclear Plant will begin Oct. 26 and will be a boost for our members as well as some travelers.

Toyota Motor Manufacturing, Alabama, Inc. located in Huntsville has begun groundbreaking on its expansion, but we do not expect calls until early spring 2013.

In other news, Local 558 hosted an Organizing Blitz in August with organizers from Louisiana, Mississippi and Alabama assisting, as well as state organizing coordinators from the Fifth District. Thank you, brothers, for all your hard work and dedication on a successful blitz.

At Local 558's August union meeting, a presentation of service pins was held; eligible members received service pin awards for 25 to 70 years of service. Special congratulations and thank you to everyone for their longtime IBEW membership and for making this local what it is today!

Mac Sloan, Mbr. Dev.

A New Meeting Hall

L.U. 666 (i,mt&o), RICHMOND, VA—The regular meeting on July 13 was held in our newly opened meeting hall at 1400 East Nine Mile Road in Richmond. The new facility is fantastic. Please join us on the second Friday of each month to attend a meeting and check out our new home.

Newly elected officers were sworn in during the July meeting for a three-year term. Congratulations to: Bus. Mgr. James H. Underwood, Pres. Harry F. "Freddie" Zahn IV, Vice Pres. James A. Bell, Rec. Sec. John C. Gandy, Fin. Sec. Larry R. Jarvis and Treas. Maynard E. Dowdy.

Local Lines

Newly elected Executive Board members are: David L. Clarke, William M. Faina, Jason "J.D." Jenkins, Christopher S. Phillips, Omar A. Rafe and Henry W. White.

Examining board members are: Anthony L. Coleman, Brad Bullock, Christopher Hitchcock, Phillip Bullock and Jarod Clouse.

Thank you to everyone putting their energy into working for our local!

Charles Skelly, P.S.

75th Anniversary & Retirement Celebration

L.U. 692 (i,mt&spa), BAY CITY, MI—Our local held a joint 75th Anniversary and Retirement Celebration at the Double Tree Hotel on Friday, May 11. Notably, the electrical wiring at that hotel was done by our IBEW members with skill and union pride.

We congratulate all the retirees and thank them for their years of service and dedication to Local 692. Members honored for their retirement were: Mark Allen, Wayne Diveley, Ronald Ervin, Richard D. Hubert, Donald Jezewski, Wayne L. Lewis, Milton Simmons, Thomas Theisen, David Varner, Raymond Vermeesch, Albert E. Casey, Kenneth Cisko, Dennis Gandy, Douglas Harshman, Alan Haynes, William B. Koenig, Gary Koenig, Timothy Lappin, Michael Loll, Dennis Moore, Mark Pawlak, Tim R. Peil, Nathan Shawl, Roy Trumble, Charles Voisine, Grant Williams, Michael Chaffin, Daniel J. O'Leary, Ronald Eurich, Donald Martin, Charles Miller, Michael Potter, Thomas Ryder, Michael Schutt, C. Gil Archambo, Thomas Barbeau, Thomas Bejcek, Gregory Bentley,



At Local 692's celebration in May, Pres. Brian Klele (right) receives a U.S. flag, which was flown over the U.S. Capitol, presented by Dusty Houser, staff member for U.S. Sen. Carl Levin.



Newly elected Local 702 officers take oath of office.

Hulon and Janet Wisniewski.

Please, everyone, do your patriotic duty and vote in November.

Tammy Gottleber, P.S./R.S.

Getting Out the Vote

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lcct,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORT, IL—Our local union election was held June 8. We congratulate Bus. Mgr. Steve Hughart and all officers elected by our members.

Bus. Rep. Tate Wright graduated from the National Labor College on June 23. The dedication it takes to successfully complete a bachelor's degree while working reflects Tate's commitment to better represent our members.

At press time, negotiations continue with Ameren and Frontier Communications with very little movement.

The Labor Day celebration was Sept. 3, and thanks go out to all those who turned out to participate.

We will be busy with the upcoming elections and the scheduling of door knocking, phone banks, and whatever it takes to make sure President Obama is re-elected to office.

Marsha Steele, P.S.

November Election

L.U. 716 (em,i,lct,rts&spa), HOUSTON, TX—Greetings, brothers and sisters. Local 716 wishes you and yours the best. By the time of this publica-

inside contract negotiations with NECA that resulted in a trip to the CIR in Washington, D.C., the work picture should be improved. Many thanks go to all the locals that have been able to put our members to work during these troubling times.

We have some bad news to report regarding our two GE facilities. In the past few months we have had a transfer of work and a closure.

Please remember the importance of the upcoming November elections. Encourage your family, friends, neighbors and co-workers to vote to protect the rights of working Americans, who deserve a decent way of life and a retirement with dignity.

On a lighter note, our Labor Day celebration was a success, as always, and special thanks go out to the Labor Day Committee for their hard work. The holidays will be upon us all before we know it. Please celebrate responsibly, be safe, and God bless you and our troops serving to protect our great nation.

John E. Easton Jr., B.M./F.S.

2012 Apprentice Graduates

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN—Congratulations to Local 760's newest journeyman wiremen. [See photo, at bottom.]

The brothers topped out under the watchful eye and guidance of Training Dir. A.J. Pearson. Our union's future is truly secure and bright with men such as this leading the way.

George A. Bove, B.M./F.S.

Service Awards to Retirees

L.U. 852 (i,o&u), CORINTH AND TUPELO, MS—At our August monthly meeting, we recognized the following retired members for their longtime service to the local union and presented service pin awards:

Recognized for 50 years of service—Robert O. Dickerson, Benny E. Grimes, James M. Hardin; for 55 years—Ernest E. Choate, Lowell G. Tucker; for

60 years—Leo C. Cremeen, Larry W. Landrum, James J. Tapp; for 65 years—Charles F. Benson, James D. Harris [see photo below], Marvin R. Harwood; and for 70 years of service—Guy E. Watts.

We thank these brothers for their many years of dedicated IBEW service.

Jim Hubbard, B.M.



Local 852 retired Bro. James D. Harris (right) receives 65-year service award presented by Pres. Randy Sumler.

Three-Year Contract Ratified

L.U. 910 (ees,i&t), WATERTOWN, NY—The IBEW Local 910 negotiation committee and the Northern New York Chapter of NECA reached a tentative agreement proposal on March 22 this year. The tentative agreement was presented to the membership at the April 3, 2012, regular meeting. After reviewing the proposed changes and wage increases, the membership voted to ratify the new agreement, which took effect retroactively to April 1, 2012.

The three-year agreement includes increases of \$1.05, \$1.25 and \$1.35, respectively. After a presentation by fund manager John Love on the status of our funds, the membership also voted to allocate this year's increase in both the Inside and Residential Agreements. The Inside increase was split with \$0.83 to Health and Welfare, \$0.20 to Pension, and \$0.02 to LMCC (labor management cooperation committee). The Residential Agreement is in its second year and its scheduled increase was voted to be allocated to Health and Welfare (\$0.75—Group 1, and \$1.00—Group 2). There were also a few language changes and additions to the Inside Agreement, which will be summarized for the membership's reference and posted on our Web site www.ibew910.org.

The 2011-2012 apprentice school year is complete and congratulations go out to the recent graduates: Ryan Blanchard, Nichole Bricker, Matthew Dillabough, Kenneth Heater, Daniel Johnson, Loudon



Local 760 apprentice graduating class of 2012, joined by Training Dir. A.J. Pearson (seated, center).



2012 IBEW PHOTO CONTEST

IT'S BACK!

It's the determination in a lineman's face when he climbs to vertigo-inducing heights. It's the glint of sunshine reflecting off an icy transmission tower. It's in the images all around you, that you see in your day both on and off the job. And we want you to share them.

Ending Soon!

The popular competition is back after last year's hiatus when leaders, members and staff were gearing up for the 38th International Convention in Vancouver, B.C. So grab your camera and see what develops!

DEADLINE: OCT. 31, 2012

Full contest rules and prize information available at www.ibew.org.

June International Executive Council Meeting

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

Kent, Craig Lamoy, Andrew Menke, Donald Peloquin, Miles Pencke, Tyler Tynon and Neil Willmart.

Roger LaPlatney, P.S.

Legrand Contract Ratified

L.U. 1040 (em), HARTFORD, CT—IBEW Local 1040 successfully negotiated and the membership ratified a new three-year contract with Legrand/Wiremold Company of Hartford in April.

Negotiations were conducted with the skilled leadership of IBEW Int. Rep. John L. Faria and a great Local 1040 team.

Congratulations and thanks to Int. Rep. Faria, Local 1040 Bus. Mgr. Lorraine Tinsley, and all officers and members involved for achieving successful negotiations.

Don McNamara, P.S.

Organizing is Key

L.U. 1116 (em, lctt&u), TUCSON, AZ—Our Southwest Energy Solutions and Tucson Electric Power members at the Springerville Generating Station have been very successful in their internal organizing efforts. These members have been spreading the word of the union's importance and why we should support the organization that watches over our benefits, pay and workplace safety.

Our IBEW officers applaud our Springerville members and thank you for your trust, support and dedication; we appreciate your tireless efforts to further the purpose of our local union by serving on the safety committee, serving as a union steward or by being a union member, all of which ... "Make Us a Stronger Union."

Welcome to new members: Charles Lee, Joseph Hargett, Ethan Myers, Jeffery Glazer, Juan Lopez, Joshua Slade, David Stanneart, Stephanie Klontz and America Martinez.

R. Cavaletto, P.S.



Local 1116 Bro. Rick Ryan, Springerville Unit chairman, is all smiles with recent organizing success of new members.

Election of Officers

L.U. 1634 (em), CORALVILLE, IA—An election of officers for Local 1634 was recently held.

Elected were: Bus. Mgr./Pres. Charles Holder, Vice Pres. Stephanie Bails, Rec. Sec. Sue Miles, Fin. Sec. Shelley Anderton, Treas. Sue Gerlits, and Executive board members Jeremiah Sinnwell, Doug McColl, Jessica Trimpe, Freedom Sims and Dan Holub.

A special thank-you goes to the election committee: Judge Bert Heitman and tellers Mary Kennedy, Jeff Miller, Raejean Fairbanks and Jean Sheppard.

Stephanie Bails, V.P.

The regular meeting of the International Executive Council was called to order at 8:30 a.m., by Chairman Pierson, on Tuesday, June 5, 2012, in Colorado Springs, Colorado. Other members of the council in attendance were Lavin, Calabro, Calvey, Clarke, Smith, Furer, and Riley. Walter was excused. Motion, made and seconded to approve the minutes of the January 20, 2012 minutes, motion carried. Motion, made and seconded to approve the conference call meeting Monday, May 14, 2012, at 11:00 am, regarding Local Union 488, motion carried.

International President Hill

International President Edwin D. Hill met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood. President Hill made a presentation to the IEC for marketing and advertising the IBEW through various media and requested \$5,000,000.00 for this purpose. As such, motion was made and seconded to authorize the expenditure of \$5,000,000.00 to market and advertise the IBEW Brand through various media outlets, motion carried.

International Secretary-Treasurer Chilia

International Secretary-Treasurer Salvatore (Sam) J. Chilia presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood - both in Canada and in the United States. In addition, a report was presented on the IBEW Unity Fund expenditures followed by a discussion on the future recommendations of the fund. President Hill recommended that we send another letter for additional funds to continue the fight. A motion was made and seconded to approve the mailing of a letter regarding further contributions to the IBEW Unity Fund, motion carried.

Legal Defense

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

Financial Reports

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

Local Union(s) Under International Office Supervision

International President Hill advised the council members that there are no local unions under the supervision of the International Office, at this time.

IBEW and Subsidiaries—
Consolidated Financial Statements
for March 31, 2012

Reviewed, Approved and Filed

IBEW Headquarters Building LLC—
Financial Statements
for March 31, 2012

Reviewed, Approved and Filed

Trust for the IBEW Pension Benefit Fund
and Subsidiaries—
Consolidated Financial Statements
March 31, 2012

Reviewed, Approved and Filed

Pension Plan for International Officers,
Representatives and Assistants of the IBEW—
Financial Statements
March 31, 2012

Reviewed, Approved and Filed

Pension Plan for Office Employees of the
International Brotherhood of Electrical Workers—
Financial Statements
March 31, 2012

Reviewed, Approved and Filed

Article XX and XXI Cases

During the first six months of 2012, the IBEW was involved in one dispute under Article XX of the AFL-CIO Constitution

(UNITE/HERE and IBEW Local 1158) and one dispute involving organizing responsibilities under Article XXI (IBEW Local 1260 and AFT). Both disputes were resolved by agreement of the parties.

Appeal Filed with the International Executive Council
By Lawrence F. Richmond, Card Number D-283875,
A Member of Local Union 103, IBEW

By letter dated May 14, 2012, Brother Lawrence F. Richmond is appealing the I.S.T.'s denial of pension benefits and the requirement to reimburse the PBF \$4,682.16 for pension overpayments. In addition, Richmond was ordered to pay all local union dues for the period referenced. After a thorough review of the facts presented in this case, the members of the executive council find his appeal without merit and is hereby denied.

Appeal Filed with the International Executive Council
By Perry Speranza, Card Number D-624320,
A Member of Local Union 353, IBEW

Brother Perry Speranza is appealing the Local 353 Trial Board decision of June 10, 2010. Speranza was found guilty of violating Article XXV, Section 1(i) by disturbing the peace and harmony of a low rise meeting. Chairman Stevens would not let Speranza speak at the low rise meeting because Speranza didn't work under the agreement and would not let him appeal his decision to the body due to IVP Flemming's letter to Speranza prior to the meeting. IVP Flemming and IP Hill denied his appeal as well. After a thorough review of the facts presented in this case, the members of the executive council grant Brother Speranza's appeal and hereby reverse the decision of the Local 353 trial board decision finding him guilty of violating Article XXV, Section 1(i). Please note, however, that the IEC has not concluded that Brother Speranza had a right to speak, only that he had a right to appeal the chairman's decision limiting debate to those who worked under the agreement. Nor did the IEC agree with Brother Speranza's contentions that the trial board was biased or that he should have been permitted to introduce a tape recording made surreptitiously during the meeting. Brother Speranza produced no evidence of bias, and the fact that he and some members of the trial board ran for office on different electoral slates did not disqualify them from serving on the trial board. Moreover, the practice of secretly recording local union meetings is unfair to the members who do not know that they are being recorded. The trial board therefore was not wrong in refusing to admit the tape recording into evidence.

Appeal Filed with the International Executive Council
By Michael A. Duker, Card Number D-600867,
A Member of Local Union 236, IBEW

Brother Michael A. Duker's claim for IBEW disability pension was submitted to IBEW's reviewing doctor for consideration; however, his claim was not approved. On April 16, 2012, Brother Duker is appealing the decision to the International Executive Council. In addition, Brother Duker supplied a letter from his doctor dated February 27, 2012. After a thorough review of all the facts in this case, it is the decision of the International Executive Council, to grant the appeal and approve the IBEW disability pension effective January 1, 2012.

Retirement of International Representatives

John Amodeo, International Representative
Third District
Effective—April 1, 2012

Dan Hetzel, International Representative
Seventh District
Effective—April 1, 2012

Greg Gore, International Representative
Fourth District
Effective—May 1, 2012

James Dahlberg, International Representative
Sixth District
Effective—May 1, 2012

Ron Burke, International Representative
Membership Development, I.O.
Effective—June 1, 2012

Mary Harrigan, International Representative
Sixth District
Effective—July 1, 2012

Gerald Wilson, International Representative
First District
Effective—July 1, 2012

James Schlosser, International Representative
Third District
Effective—July 1, 2012

Gerald Larson, Organizer
First District
Effective—July 1, 2012

Terry Lockett, International Representative
Fourth District
Effective—August 1, 2012

Tina Thoman, International Representative
Director of 401(k)
Effective—August 1, 2012

Retirement of International Office Employees

Janice Boylan, Office Employee, I.O.
Effective—March 2, 2012

Glenda Brahame, Office Employee, I.O.
Effective—April 5, 2012

Karen Adriani, Office Employee, I.O.
Effective—April 7, 2012

Joanne Lester, Office Employee, I.O.
Effective—June 1, 2012

Vested Retirement Pension

Deborah Anderson, Office Employee, I.O.
Effective—July 1, 2012

Vested Pensions Approved

Membership in L.U.

Richard A. Spitulski	0008
Steven R. Beers	0046
Hullander, Jeffery S.	0311
Farrington, Robert S.	0429
MacGregor, Sylvia A.	0527
Bryant, Robert P.	0756

Birth Date Changes (31)

Membership in L.U.		Membership in L.U.	
Bredensteiner,	0001	Lineback, Robert L.	0001
Thomas A.			
Ballato, Gary A.	0003	Del Juidice, Philip T.	0003
Johnson, Phillip L.	0020	Grace, Larry E.	0032
Slate, Robert R.	0058	McLaughlin,	0103
		Maureen M.	
McConnell, Kevin M.	0124	Robinson Jr., Johnnie	0130
Sexton, Freeman M.	0146	Brown, Ronald L.	0175
Taylor, Clifford R.	0212	Schicchi, Marino	0230
MacDonnell, Neil A.	0258	Hendryx, Michael D.	0275
Rickwa, Ted L.	0291	Jelic, Stanko	0353
Meade, Gerald L.	0365	Cooper, Harold F.	0369
Foo, Thomas	0424	Ford, Glenn C.	0424
Wolf, Kenneth C.	0461	Jarrell, Lynn	0479
Chiasson, Laurent	0568	Dufour, Andre	0568
Andrade, Jess A.	0595	Alcala, Peter	0611
Rogers, Michael D.	0700	Tyler, Jerry E.	0702
Bost, Walter L.	0728		

The Next Regular International Council Meeting

This regularly scheduled meeting was adjourned, on Wednesday, June 6, 2012, at 10:00 a.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Wednesday, August 29, 2012, in New Jersey.

For the International Executive Council

Patrick Lavin, Secretary
June 2012

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



International Brotherhood of Electrical Workers

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

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Edwin D. Hill
International President

Salvatore J. Chilia
International Secretary-Treasurer

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Robert W. Pierson

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Joseph P. Calabro

Second District
Myles J. Calvey

Third District
John R. Clarke

Fourth District
William W. Riley

Fifth District
Michael Walter

Sixth District
Joe P. Smith

Seventh District
Patrick Lavin

Eighth District
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Michael S. Mowrey

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Robert P. Klein

Eleventh District
Curtis E. Henke

THE ELECTRICAL WORKER

Editor

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Edwin D. Hill
International President



Salvatore J. Chilia
International Secretary-Treasurer

It's show time. By the time you will receive this issue of *The Electrical Worker*, President Barack Obama and Republican candidate Mitt Romney will be debating and making their final push for our votes.

The IBEW didn't wait until after the Democratic and Republican conventions to talk about the issues facing union members and all Americans on Nov. 6.

We brought together thousands of workers and our families in Philadelphia on Aug. 11 to make clear to both political parties that we want positive action that will move our nation forward—positive action that will secure the place of workers in our society and create a broadly shared prosperity, not just more wealth for those on the top tier.

This election represents a clear choice between those two alternatives.

A few years back, we might have categorized a promise to block or reverse generations of progress made by unions—like Mitt Romney's vow to the anti-union Associated Builders and Contractors (see page 3)—as bluster or false bravado.

But that was before the painful loss of collective bargaining rights by public workers in Wisconsin. That was before last year's implementation of right-to-work laws in Indiana and the successful movement by unions to stop Ohio from following Wisconsin's lead.

That was before tens of thousands of Americans, including some of our own members—frustrated by unemployment and a slow economic recovery—returned the U.S. Congress to corporate and Tea Party control in 2010.

We would certainly like to return to a time when Republicans in Congress could join with Democrats to enact legislation without being called traitors by their party's leaders.

But, brothers and sisters, that is not the world we live in.

We should no longer have any doubts about the real priorities of a right wing that has consistently obstructed significant legislation to put Americans back to work just to make President Obama appear ineffective. We shouldn't second guess the motives of politicians who would threaten to sink our national economy just to protect tax breaks for their wealthiest campaign donors. That is their record.

There was a time before widespread political polling and daily discussion of "enthusiasm gaps" and "candidate likeability" percentages when union voters took a hard look at both candidates and asked themselves a simple question: "Which one has demonstrated in record and words that they are on my side?"

The world has grown far more complex, but that question can be easily answered in 2012. It can be answered by hundreds of thousands of autoworkers, parts workers and even some IBEW members whose jobs were saved by the Obama-Biden administration's rescue of General Motors and Chrysler. Can we afford to forget the absolute contempt of Mitt Romney, who said "Let Detroit go bankrupt?"

To those who say that President Obama has failed to turn around our economy fast enough, we refer you to the words of Bill Clinton at the Democratic National Convention: "No one, not me, not anybody else, no one could have completely healed that [recession] and built a whole new economy and brought us back to full employment in just four years. It has never been done in the history of the world."

"Which candidate is on my side?" That question can be answered by U.S. military veterans who no longer have to travel three hours for medical care because they have VA medical clinics nearby thanks to Obama-Biden administration initiatives, or by citizens who were denied medical insurance because of pre-existing conditions, but who now have coverage under the Affordable Care Act.

In 2008, the IBEW Journal detailed how President George W. Bush had packed government agencies with leaders selected almost exclusively from corporate America. Conflicts of interest were rampant. Many had thin resumes in their areas of responsibility.

All that has changed. President Obama has appointed experts to lead agencies, men and women who see their role as protecting people, not just corporate profits. Many come from the ranks of the labor movement, or as in the case of Secretary of Labor Hilda Solis, from union families.

Under Secretary Solis' watch, fatalities on the job have gone down by 18 percent. And wage theft, which gives unfair advantages to nonunion contractors, has been successfully challenged by a beefed up force of investigators. DOL has sent strong financial support for renewable energy training to many union apprenticeship programs.

The surest way to undo the progress that leaders like Barack Obama, Joe Biden and Hilda Solis have made in building a more balanced, progressive society is to vote for Mitt Romney and Paul Ryan on Nov. 6. We simply cannot afford to return our agencies of government to the highest bidders.

This debate is not about "small" government or "big" government but the need for good, balanced government. The Obama administration has demonstrated that commitment over the last four years and the president and his appointees deserve our votes. ■



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HOW TO REACH US

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

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by e-mail to: media@ibew.org

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Letters to the Editor

More Scott Walkers?

After all the articles and editorial negative comments about conservatives, tea party activists and the Republican Party, now the IBEW officers want us to come together. You think this could be because of the wake-up call from Wisconsin? Maybe the IBEW faithful such as myself have shown that all members do not support public sector unions? Maybe the taxpayers don't support outside union hooligans entering a state and trying to impose their union philosophies? What happened in Wisconsin should send a clear signal that states should be able to make their own decisions (10th Amendment anyone), and that there are far too few Scott Walkers?

An editorial from the July edition of the Electrical Worker said that Republicans make up from 12 to 40 percent of IBEW and that those Republicans should get more involved with union support. I can't speak for all Republicans (I'm a conservative); however, I can tell you that my voice has always been silenced because I don't believe in the direction that the IBEW officers have been steering the membership. I can also tell you that the political money from the dues of those 12 to 40 percent has not been going to the candidate of their choice. If the officers of the IBEW want to have support of the entire membership maybe they could incorporate some other more inclusive philosophies? Unions have lost support and membership because they have isolated themselves behind socialist leaders!

Steve Nelson, Local 57 member
Salt Lake City, Utah

Putting Politics Aside

I have been disheartened lately by some of the rhetoric regarding this upcoming election. Some brothers told me that, in the past, they had voted for "W" Bush based on issues relevant to morality, religious beliefs, etc., and I can only say "Follow your heart, Brother." (My personal allegiance and loyalties are to God, my family, my country and then the IBEW.)

Today, we are awaiting the outcome of a presidential election, the results of which will have the greatest impact on union labor since the beginning of the Industrial Revolution. President Obama and his political antics have disappointed me on several issues, and I make no apologies for him or the Democratic Party. However, Mitt Romney and his crew may very likely put us back in the Stone Age. In a speech to the Associated Builders & Contractors at the Biltmore Hotel, (reported by CSPAN's "Road to the White House") he stated the following agenda. On "Day One" to "curb" the practice of giving "union bosses an unfair advantage" in contracting by:

- Ending government favoritism toward unions contracting on government projects
- Ending project labor agreements
- Fighting to repeal Davis-Bacon
- Fighting for right-to-work laws

Brothers, put politics aside and think about our right to work, not for the right to work for less! We have fought for years for the right to take a break, eat lunch with some dignity, earn a living wage, protect the rights of all working people on our projects, and be able, through training and intent, to produce an honest day's work for a day's pay in a journeyman-like manner, and manage to get safely home before dark. Please, look toward what is at stake and what is important to us. (Don't worry about who pays the most taxes—if you're not working, you won't have to pay any income tax at all.)

This is not about greed or advantage or politics. It is about protecting the rights and conditions of all members of organized labor, things we have fought for 100 years to acquire and keep for ourselves, our families and our nation.

W.L. "Sam" Smothers, Local 702 member
West Frankfort, Ill.

It is time in this country for workers to acknowledge that something needs to be done in the political arena. We need to elect politicians who will support our right to a decent wage and benefits that will allow us to retire with some dignity. It doesn't matter whether you work under a collective bargaining agreement or not. We need to come together as a country of working men and women who deserve these conditions. We need to stop listening to those politicians who want us to be a separated work force. We are and will continue to be the backbone of this country; the rich will not and cannot do what we do. They want it done but at a wage that we cannot raise a family under.

Wake up, American workers.

Ron Schock, Local 53 retiree
Kansas City, Mo.

Who We Are

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

Tragedy to Triumph at First Energy's Toledo Edison

In May 2009, members of Toledo, Ohio, Local 245 were alarmed when Bruce Bartos, a senior lineman in his 37th year at Toledo Edison, died from injuries sustained during an annual training procedure required by OSHA.

Bartos, who loved gardening, wood-working, University of Michigan football and spending time with his two children and six grandchildren, had mounted a bucket and was performing a self-rescue exercise when he fell about eight feet and broke his leg. Two days later, he succumbed to an injury-related blood clot.

The piercing irony of losing a fellow member during a yearly training exercise shook workers' confidence in Toledo Edison's safety program.

For both union members and managers, the question was: Could this tragedy be channeled into improving safety on the job? Three years later, the answer is a reverberating yes.

Local 245 Assistant Business Manager Ken Erdmann, a second-generation Toledo Edison lineman, says confidence has been restored through a partnership approach to safety. "The message is that labor and management must always work together with regard to safety in the workplace," says Erdmann, who was strongly supported by the International office, the Fourth District, Local 245 and managers at Toledo Edison, a subsidiary of First Energy.

Dennis James, a 20-year member of Local 245 who serves as First Energy's advanced safety representative, helped establish a 2010 "Speak up for Safety" program. In turn, the first group of union members from each department at the utility was selected by their co-workers as safety ambassadors to identify safety issues on the job and promptly address them with management and their local union leaders. "If we don't find out that something out in the field is broken," says James, "we can't fix it." The bottom-up approach, he says, represents a dramatic change in workplace culture.

"When I was an apprentice, we were told to keep quiet. We were only needed to work from the neck down," says James. Today, he says, "Even younger workers have the gall to speak up for safety and most senior leaders respect their concerns." And rather than simply focusing on the negative when safety rules are broken, managers are encouraged to accompany their direc-



After the tragic death of a co-worker in 2009, members of Toledo, Ohio, Local 245 and their managers at Toledo Edison established a bottom-up approach to safety that has resulted in fewer hazardous conditions and improved equipment at the utility.

tives with positive feedback on other aspects of their crew's performance.

Underscoring the parties' safety focus, a memorandum of agreement was signed providing for the appointment of a full-time union safety and training representative to visit crews, observe safety practices and identify remedial training to improve the safety culture.

Robert Hawkins, a 28-year Local 245 member, began serving as the union's full-time safety representative in February. He had planned on retiring July 1, but says, "This position is something that was needed 30 years ago. I took the job—which was designed to be rotated every six months—because I knew that I would be trusted by our members and, with my experience, I could jump hurdles and knock barriers down to make it work."

Hawkins, who has served for 16 years on a regional safety committee started by First Energy's predecessor, says his passion for safety began in 1992 when his partner was fatally electrocuted by 480 volts. In the wake of the finger-pointing after the accident, Hawkins says, "The most important thing was, 'Here is a buddy who is never going home to see his wife and children again.'" He says, "I gave my wife a hug and kiss and promised her that I would take ownership of my own safety and return home every night just as I left that morning."

Today, Hawkins conducts safety audits, including reporting back to a director on whether workers are properly using personal protective equipment. To maintain trust, he leaves off their names and truck numbers. When a particular violation—like failure to wear rubber boots—is widespread, he says, rather

than targeting individuals, group meetings are held to underscore the importance of wearing safety equipment.

Information on how to reduce safety violations now more often comes from the director than from front-line managers, thus carrying more authority and isolating the importance of improving safety performance from all other issues between managers and crews.

One day a month, Local 245 leaders and Toledo Edison directors drive around visiting work crews soliciting safety concerns.

Chad Weasel, an eight-year substation electrician who has worked as a safety ambassador for a year, says the new program has led First Energy to overhaul vehicles for safety. He says, "Safety ambassadors are a channel our guys can go through where they can bring up issues without getting chewed out or ignored."

During the first week of June, linemen, substation operators, meter workers and associated employees gathered for yearly OSHA refresher training at Toledo Edison's third annual safety fair. While managers coordinated the event, safety ambassadors directed a new group each day through all of the training sessions, recording their progress.

Hawkins advises others who want to establish joint programs to appoint members who are dedicated to safety and will work hard to overcome initial hurdles. He says they need to practice the "three P's"—passion, perseverance and praise.

Weasel says the benefits of safety awareness on the job spill over to the home. "I now make sure that my family, too, is working with the safest equipment, from trampolines to soccer balls." ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2013

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

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

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

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

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee

payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2013 must do so between November 1 and December 31, 2012. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November-December open period. Objections filed during this open period will become effective on January 1, 2013, and will remain effective for as long as the objector remains in the bargaining unit.

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

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

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2010-11 fiscal year, 51.22% of its expenditures were for “chargeable” activities and 48.78% of its expenditures were for “non-chargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction—

thereby giving objectors a larger reduction than if the locals used their own figures.

Some public sector collective bargaining laws require different procedures for honoring the rights of non-members. If you are a public employee covered by such a law, your local union will advise you of the proper procedure to follow to register your objection.

The IBEW Agency Fee Payers Objection Plan¹

1. Nonmembers’ Right to Object.

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

2. Procedure for Filing Objections.

Each fee payer who wishes to file an objection must do so in writing, addressed to the International Secretary-Treasurer (IST) at the International Office of the IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001. In registering their objections, objectors must include their name and address, the LU to which they pay fees, their nonmember identification number, if known, and their Social Security number. Objections must be post-marked during the first 30 days after an employee becomes an agency fee payer (either by being hired or transferred into the bargaining unit, or by resigning from union membership) and becomes obligated to pay agency fees to an IBEW LU under a collective bargaining agreement or, for current bargaining unit members, during the month of November. (The open period may be extended in Convention years.) Objections will be effective for as long as the objector is in the bargaining unit.

3. Reduction in Agency Fees.

No later than January 31 of each year (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who has perfected his or

her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

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

5. Per Capita Reduction Check.

No later than January 31 (or as soon as possible after receiving a timely mid-year objection), the IST will mail each individual who has filed a timely objection a check representing the reduction in per capita payments to which he or she is entitled for the entire calendar year. The reduction checks will be accompanied by a description of the major categories of expenditures, an explanation of how the amount of the reduction was determined and an explanation of the appeal procedure.

6. Appeal to Impartial Arbitrator.

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

- a. The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.
- c. Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.
- d. The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

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

¹ Where public employees are employed under a law requiring different procedures, the employees’ Local Union will provide information about the proper procedures to follow.