After six years of shelved projects and record unemployment, things are starting to look up for the construction industry—even if the upturn remains fragile and tentative.

“2012, you could have felt hopeful about the economy on any given day. Some days, you also could have felt the opposite. It was the year of the rocky recovery,” writes Jeff Gavin in the Electrical Contractor, a publication of the National Electrical Contractors Association. “But if you take a closer look at what happened in key construction sectors and the economy as a whole, you’ll find a fragile recovery gaining strength for 2013.”

Despite the large number of construction workers on the bench—unemployment is still running upward of 14 percent—many IBEW business managers see work in their areas picking up, with 2013 shaping up to be their best year since the Great Recession started in 2007.

Unemployment among IBEW inside wiremen is down to 19 percent, a drop of seven points from

CONSTRUCTION continued on page 2
the height of the recession, while outside construction boasts near full employment.

“We have quite a few big projects on our radar screen,” says Miami Local 394 Business Manager Bill Riley, who also serves on the International Executive Council. Some of the jobs in store include the $1 billion Port of Miami Tunnel, some large condo units, and various commercial projects throughout Miami-Dade County. While still short of the employment picture before the recession, most Local 394 members are back to work.

In its 2013 industry outlook report, McGraw-Hill Construction says record low interest rates and an improving housing market will help make single-family housing, multi-family housing and commercial building among the fastest growing sectors. Manufacturing and institutional building (health care and universities) can expect to see modest growth, while public works will see a slide as federal budget retrenchment slashes funds for infrastructure work. Pinched state and municipal budgets will limit non-federal public works as well.

Electric utilities construction has been a bright spot for construction since 2009, thanks in part to federal investments in nuclear, renewable energy and transmission upgrades. But the sector is expected to see a decline in 2013 due to regulatory challenges for coal, nuclear and renewables and the completion of several large projects last year.

Despite the encouraging data, the recovery remains tentative. The industry’s biggest fear—that congressional stalemate could easily reignite a recession, which is mirroring or contagion from the Euro-debt crisis—the biggest fear—that congressional stalemate could easily reignite a recession, which is mirroring or contagion from the Euro-debt crisis. Despite the worst economic crash in decades, the IBEW regained its share of work in the public sector. Construction Organizing Scott Hudson. The IBEW’s beefed-up Membership Development Department has jumped—started construction organizing since 2005, using creative tactics like industry nights—

Despite the worst economic crash in decades, the IBEW regained its share of work in the public sector. Construction Organizing Scott Hudson. The IBEW’s beefed-up Membership Development Department has jumped—started construction organizing since 2005, using creative tactics like industry nights.

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Despite the worst economic crash in decades, the IBEW regained its share of work in the public sector. Construction Organizing Scott Hudson. The IBEW’s beefed-up Membership Development Department has jumped—started construction organizing since 2005, using creative tactics like industry nights.
public events promoted in the local press to attract nonunion electricians—worksites, blitzes, local ads and social media to win over nonunion workers.

“Two sides of the same coin,” he says. Membership Development also launched new tools to help organizers and business managers in the field. The Organizer Accountability and Reporting System—OARS—is an online program that gives IBEW activists the tools to assess progress daily on all aspects of organizing and learn from each other’s successes and failures.

The Member to Future Member program—which recruits union volunteers to talk to nonunion workers—has also been vital in seizing organizing opportunities, says Membership Development Department International Representative Alan Freeman.

Perhaps the most important component of the IBEW’s market recovery program has been the cultural shift—both in the union hall and the contractor’s office—that puts organizing and growth front and center, says Kingery.

“In order to expand we need to actively let firms and nonunion contractors see what we have to offer,” he says. “It’s about building relationships so the industry knows who we are and what we can offer.”

Changing the culture also means reaching out to members about implementing the recovery program and why it matters to them.

“It’s always tempting for members to stop paying dues and drop out,” says Kingery. “We’ve worked to educate them about the long-term benefits of sticking with the union, even through the bad times. And most of them agreed.”

First District Sees Steady Growth During Global Recession

In stark contrast to the slumbering recovery in the United States, Canada’s construction market continues to run on all cylinders, fueled by the country’s booming resource extraction industry.

The big problem for Canadian contractors and workers isn’t that there are too many workers chasing too few jobs. It’s that there are too many jobs and not enough workers.

According to the Construction Sector Council’s annual report, Canada will need 339,000 new construction workers by 2020 just to keep up with the coming retirement of the baby-boom generation.

Nowhere will be the squeeze be felt more strongly than Alberta, which is highly dependent on skilled construction labor to keep its growing oil- and gas-based economy growing.

“To realize Alberta’s full potential—and the spinoff benefits in other provinces—this imminent work force challenge must be addressed immediately by industry and by governments,” writes the Construction Owners Association of Alberta in a 2011 position paper.

But near-full employment doesn’t mean the challenges of growing the IBEW are any less urgent than they are in the U.S.

“The First District isn’t taking anything for granted,” First District Vice President Phil Flemming told the Electrical Worker last fall about the IBEW’s organizing efforts.

Anti-labor provincial governments, the growth of faux unions like the Christian Labour Association, and an increasingly aggressively nonunion sector mean that the First District has made organizing and market development a top priority.

“We are taking an aggressive and proactive approach to building the IBEW to continue to make sure it remains the right choice for a generation of electrical workers,” says Flemming.

The First District’s efforts have paid off, with the IBEW in Canada seeing a net growth of approximately 1,900 construction “A” members since 2002: Edmonton, Alberta, Local 242 and Toronto, Ontario Local 553 saw the biggest growth, both adding 1,300 new “A” members over the last five years.

The IBEW—along with the Canadian Building Trades—is also working with employers to help meet the coming skilled labor crunch.

Last summer, the Building Trades entered into a joint agreement with the Canadian Association of Petroleum Producers to increase training opportunities and support provincial and federal policies that make it easier for workers to go to where the jobs are.

“The IBEW needs a marketing plan to capture the lion’s share of the new work force,” says First District Organizing Coordinator Mike LeBlanc. “This is an excellent opportunity for the IBEW to reinvent itself and increase our membership to levels we have not seen before.”

Texas Member Taken Hostage, Killed in Algeria

Victor Lovelady was a member of Beaumont, Texas, Local 479.

In the numerous news reports about Lovelady, one fact remained obscure.

Victor Lovelady, 57, was a journeyman inside wireman, a second-generation member of Beaumont, Texas, Local 479. The 34-year member had not only exemplified excellence in the trade, he assisted in apprenticeship training.

International Representative David Gonzalez, a former Local 479 business manager, says, “I traveled with Victor to Austin for work in the early ’90s. He was extremely well-versed in control and instrumentation and relocated to Houston a few years ago. It’s sad that he took a job in Africa that called for him to work 28 days, followed by 28 days at home with his family to spend time with them only to be killed by terrorists.”

Gonzalez says Lovelady’s father, Dewey, and his uncle, Huey, were both members of Local 479. A native of Nederland, Texas, Lovelady was working for BP subcontractor ENGlobal Corporation, to inspect the plant, run by Algeria’s state oil company in cooperation with foreign firms.

Thirty-seven hostages, including two other Americans, were killed at the plant.

Victor Lovelady’s family members say he was a hero long before the project manager for a Houston-based energy firm was killed at an Algeria natural gas plant after being held hostage by Al Qaeda terrorists.

Mike Lovelady told the Port Arthur News his brother, a whiz with electronics, who was killed in Januay, would help elderly neighbors with their home repairs. His daughter, Erin, told KDVM-TV Channel 6 News, “He was so laid back and understanding. I could have told him anything.”

In a letter to Victor Lovelady’s spouse, International President Edwin D. Hill said, “The IBEW will always be grateful for Victor Lovelady’s service as our member. He not only promoted excellence in our trade; he mentored others to follow his example. We are thinking of you in your mourning and we hope for the day when men of character like your husband can live out their days without facing the cowardly violence of terrorism.”

An account has been established to help Victor Lovelady’s family. Donations may be sent to: Victor Lovelady Account Five Point Credit Union P.O. Box 1366 Nederland, Texas 77627
THE WAR ON THE MIDDLE CLASS

Working Families Unite Against Attacks

Anti-worker candidates fell short at the polls last November, but that hasn’t stopped right-wing state lawmakers and their billionaire backers from following in the footsteps of Wisconsin Gov. Scott Walker and Ohio Gov. John Kasich, using the legislative process to weaken unions and silence the voices of working families.

The new year has brought a fresh wave of attacks in legislatures across the country, and working families are getting organized to stand up for the middle class. Check future issues of the Electrical Worker and IBEW.org for more on the fight for workers’ rights.

Kansas

In the Sunflower State, lawmakers are considering legislation that would drastically curtail the rights of teachers, fire fighters and other public workers to participate in the political process. A House bill introduced in January would prohibit public-sector unions from setting up automatic paycheck deductions to fund political activity—even with the employee’s approval.

The bill would also ban public-sector unions from spending voluntary political contributions on almost any kind of political activity—including lobbying and taking part in referendums. Public sector unions are already held to a higher standard by state law compared to their non-public counterparts, according to IBEW organizing Director Paul Lira.

“While we haven’t always seen eye to eye with Republican lawmakers in Wisconsin, the Koch brothers and Washington, D.C.-based anti-union organizations like Americans for Prosperity and the Club for Growth spent millions of dollars on radio and TV ads to oust moderate Republicans during last August’s primaries. Former Senate President Steven Morris—one of the Republicans who lost his primary to a conservative challenger—told the Huffington Post that the Koch brothers, who helped fund the campaign of his opponent, are using Kansas as a testing ground for their ideological agenda.

“They said it would be an unconservative utopia,” he said. “It depends on your definition of utopia.”

A companion bill has been introduced in the Senate. Gov. Sam Brownback (R) has not yet taken a public position. Lira says the so-called “paycheck protection” bill is only one part of a national campaign to roll back unions and quash workers’ rights.

“It’s the same stuff we saw in Wisconsin, Michigan and Indiana,” he says. “It’s all part of a nationwide anti-union agenda.”

Pennsylvania

The Central Pennsylvania Building and Construction Trades are “showing a united front and getting word out to business managers and members to keep them abreast of right-to-work bills and other legislation that would hurt our members,” says Harrisburg Local 143 Business Manager Robert Bair.

While Republican legislator Rep. Daryl Metcalfe has introduced right-to-work bills in the state Legislature for 14 years that failed to pass, MSNBC’s Ed Schultz quoted the host of the regionally-syndicated radio program The Rick Smith Show, about the challenge presented by several new bills that would undermine collective bargaining.

Describing a bill that would allow unionized public employees the option to leave their unions whenever they choose, Smith says:

“The Bloom bill [proposed by Republican Rep. Stephen Bloom] is particularly dangerous because it may be viewed as not as extreme while achieving the same destructive ends.”

Mike Kwashnik, business manager of Wilkes-Barre Local 163, agrees with Smith’s assessment, taking his warning from last year’s legislative session:

“Last year, we had a horrible bill on unemployment benefits pass the Legislature. It took effect on Jan. 1 and devastates construction workers by making it even harder to achieve eligibility. The state is trying to balance the unemployment benefits budget deficit on the backs of construction workers.”

Bills are also introduced in the current session, says Kwashnik, to gut the ability of employers and unions to negotiate project labor agreements. As local unions across Pennsylvania develop a battle plan to stop anti-worker legislation, Robert Bair draws hope from the success of unions during the November 2012 election cycle in turning members out to vote, helping elect three new friends of working families to the state Senate.

“The building trades will be circling the wagons to stop right-to-work,” he says. Kwashnik, who recently hosted a presentation by his local union’s attorney explaining the damage being wrought by the state’s restrictive unemployment compensation program, says his local is focusing on educating members on the facts of right-to-work.

“International President Hill said it all in his column, ‘Michigan’s Big Step Backward,’ in the January issue of The Electrical Worker,” he says. “He pointed to how right-to-work laws drive down wages for all workers by an average of $1,500 a year, whether they are union or not. He also highlighted that 28 percent more workers go without health insurance in right-to-work states than in non-right-to-work states.”

Iowa

Iowa has been a right-to-work state since 1947, but that’s not enough for some right-wing lawmakers. In January, a House subcommittee passed a resolution that would inscribe right-to-work language into the state constitution. The Jan. 23 subcommittee meeting was stormy, with scores of union supporters and pro-worker advocates in attendance.

State AFL-CIO President Ken Sagar says lawmakers are trying to pass a constitutional amendment because the GOP fears control of the Legislature may switch in 2014.

“Pro-worker candidates were only a few hundred votes away—across a handful of districts—from taking the state House and Senate in 2012,” he says. Sagar, a member of Cedar Rapids Local 204, adds “the ultra-right sees this as their chance to make right-to-work for less permanent.”

While Sagar questions whether the constitutional change has enough support in the Senate to move forward, he says the AFL-CIO is mobilizing its members and educating them on why right-to-work is bad for the middle class.

“We need to explain to every union member how important politics is and why it makes a difference in their lives,” he says.

He points to the effectiveness of the Working Iowa Neighbors program, which since its launch in 2009 has fielded scores of union members for office—from school boards to the legislature—in making the labor movement a real force in Iowa politics. “It’s like an apprenticeship in elected office,” he says.

With such determined opponents in Des Moines, Sagar says organized labor has to mobilize its members on the grassroots level year-round. “Labor isn’t a jobs trust program, it’s a social movement on behalf of all working people.”

Record Profits at Comcast, But Workers Hit Harder on Health Care

The cold gray of winter may be upon the Northeast, but for many at Comcast, it’s all sunny skies. Company profits aren’t just up—they’re at record-setting levels.

“As I reflect on the last year, the growth and evolution of Comcast … has transformed us into a Fortune 50 company,” writes Kevin Casey, Comcast Northeast Division President, in a Jan. 2 email to employees thanking them for their on-the-job expertise. “Its [sic] for the first time, the market value of the company reached $100 billion.”

That puts Comcast’s value higher than heavyweights like McDonald’s, Home Depot or Disney.

But for thousands in the field who install and maintain Internet, cable and phone services for customers nationwide, the company’s fiscal milestone arrived with yet another steep hike in employees’ health care costs.

“Employees are going to be paying $452 per month this year for their families’ health care,” said IBWE organizer Steve Smith, who is working to help organize Comcast employees in the Northeast.

“You have to ask yourself—if Comcast is making so much money, why can’t they do better for those doing the hard work that helps make the company so successful?”

Citing figures Smith obtained from numerous Comcast employees, the new health care rates have more than doubled in the last two years. In 2010, workers paid $22 per month for coverage—and that figure has grown each year despite the company’s added profits.

At the same time, U.S. health care inflation rose just 17 percent since 2010, according to data collected by the Kaiser Family Foundation. Had the workers’ out-of-pocket expenses held steady with those averages, Comcast techs would now be paying $248 for their family health plans—as opposed to the $452 they are paying now.

In addition to the higher costs, workers’ wages haven’t been able to close the gap. In many cases, any raises employees received had been nullified once the newer, higher health care costs kicked in.

“I’ve spoken with employees who have actually sat down and done the math comparing wages and health care cost increases,” Smith said. “Many are finding that even after they get a raise, they’re taking home less because out-of-pocket medical expenses keep taking bigger bites.

“This [cost increase] shows that the hard-working men and women who help keep Comcast running need more strength at the bargaining table—and that’s only going to come by organizing more and more workers,” Smith said.
4,500-Member Independent Union Affiliates with Los Angeles IBEW

The Engineers and Architects Association has represented professional employees with the city of Los Angeles for more than 100 years. Now EA members—who do everything from working as forensic scientists with the Los Angeles Police Department to technicians at LAX airport—will have an even stronger voice in the workplace and at the bargaining table. On Jan. 22, the 4,500 members of the Engineers and Architects Association voted to affiliate with Los Angeles Local 11.

The EA represents highly-skilled, educated professionals, including chemists, building engineers and accountants.

“We have workers in most of the city’s agencies,” says EAA Executive Director Gregory West. “We basically help make the city run.”

Founded in 1893—only one year after Local 11—the EAA has been independent for most of its history, unaffiliated with any national union or the AFL-CIO.

But strapped municipal budgets and increasing pressures on public-sector unions made the benefits of affiliating with a larger union clear to EA members—and their eyes immediately turned to the IBEW.

“It’s time for us to have a strong affiliation with a group that can help us fight for our benefits, which are being cut down left and right,” says EAA Board of Governors member Amelia Hernandez. “We have earned these benefits, but we can’t defend them alone.”

EA members were attracted by Local 11’s strong bargaining position with the city. The local represents workers in nearly every city department. They also wanted a union that valued professionalism and a commitment to excellence on the job and had high expectations from their representatives.

“Both of our organizations represent workers dealing with complex systems—jobs that demand the highest level of professionalism,” says Local 11 Business Manager Marvin Kropke.

Melissa Popovic, president of the EAA Board of Governors agrees. “Even though it may seem that our two unions are radically different, it is the mutual demand for professionalism and high level of experience and education that makes this a great fit.”

Local 11’s strong grassroots political program and visibility with city and state leaders were also strong selling points, “Local 11 is known for its political clout,” says West. “And you need that to make things happen for working people.” Affiliation also connects EA members with the Los Angeles County Federation of Labor and the wider California labor movement.

“The theme of the campaign was ‘stronger together’ and now that we have completed the merger, we are,” says Assistant Business Manager Dick Reed. EAA leaders first indicated interest in the IBEW last year after a committee was formed to study potential unions with which to affiliate.

“Part of our commitment to our members was to find a suitable affiliate to join up with,” says EAA Board of Governors member Larry Day. The IBEW’s status in Los Angeles made it the committee’s recommended choice.

Local 11 hosted more than 30 meetings with members across the city in the months leading up to the vote.

“Transparency and winning rank- and-file members’ buy-in was our goal,” says Local 11 Assistant Business Manager Kevin Norton. “We wanted their input so they would be leaders in the process.”

While benefitting from the resources and staff of the IBEW, the EA will still maintain its own structure as a unit of Local 11.

“This is an historic event for the L.A. labor movement and Local 11,” says Kropke. “We’re a dynamic, inclusive organization that delivers and we welcome our brothers and sisters of the EAA into the IBEW.”

IBEW Ad Campaign Broadcasts Union Message in a Big Way

Across the country, IBEW members are hearing the same thing from friends and family: “Just saw your ad the other day.”

The union’s TV advertising campaign is entering its eighth month, and the reception is overwhelming, says IBEW Media Department Director Jim Spellane.

“We’ve heard from so many people telling us how great it is to see that we are aggressively taking to the airwaves in such a big way and on a national scale,” he says.

The latest ad, “Who is the IBEW?” explains to viewers just what our members do for the country every day—from running cable and fixing power lines to keeping the railroads moving and working in some of America’s most advanced factories.

“We’re the people who bring the power to your home,” says the narrator over images of IBEW members at work. “The ones who make sure your phone calls and Internet keep speeding along. We build things—like schools and hospitals.”

The 30-second ad is running on MSNBC, CNN, CNBC, Headline News, CBS Sunday Morning and ESPN. The spot will also run on CBS March 12 during NCAA basketball games.

Last year, the IBEW ran ads during NFL games. One of them, ”The Comeback,” showed IBEW members building America’s infrastructure, fueling the country’s economic recovery.

International President Edwin D. Hill says the campaign is in line with a resolution passed at the 2011 38th International Convention calling on the IBEW to actively promote its message to the broader public.

“These ads are getting the word out about what the IBEW is all about and let customers and the general public know that we stand for excellence and professionalism on the job,” says Hill.

Produced in house by the IBEW Media Department’s production staff, members of Washington, D.C., Local 1200, the professionally shot and edited spots have brought a lot of positive attention to the Brotherhood.

“IT was great seeing that ad yesterday!” wrote member Pete Waska Jr. on the IBEW’s Facebook page. “I think that we, along with the other building trades, should be doing a lot more of it!”

Other union members also expressed their excitement on seeing a labor union promoting itself to the American public on some of TV’s most highly-rated programs.

“I really am proud of your ads even though I am not a member of the IBEW,” wrote Machinists union member John J. Leveque on Facebook.

All three IBEW ads can be seen on YouTube at: www.youtube.com/user/TheElectricalWorker
Report of Independent Auditors

To the International Executive Council of the International Brotherhood of Electrical Workers

We have audited the accompanying consolidated statements of financial position of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union) as of June 30, 2012 and 2011, and the related consolidated statements of activities and of cash flows for the years then ended. These financial statements are the responsibility of the International Union’s management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform an audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for expressing an opinion on the effectiveness of the International Union’s internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by the International Union’s management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2012 and 2011, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

Bethesda, MD
September 11, 2012

International Brotherhood of Electrical Workers and Subsidiaries
Consolidated Statements of Financial Position
YEARS ENDED JUNE 30, 2012 AND 2011

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<tr>
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<th>2012</th>
<th>2011</th>
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Liabilities and Net Assets

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<td>Accounts payable and accrued expenses</td>
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<th>Liabilities</th>
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International Brotherhood of Electrical Workers and Subsidiaries
Consolidated Statements of Activities
YEARS ENDED JUNE 30, 2012 AND 2011

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</tr>
<tr>
<td>Other income</td>
<td>$3,426,902</td>
<td>$3,596,395</td>
</tr>
<tr>
<td>Total operating revenue</td>
<td>$127,723,899</td>
<td>$116,907,963</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program services expenses</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field services and programs</td>
<td>$87,280,072</td>
<td>$99,031,671</td>
</tr>
<tr>
<td>IBEW Journal and media relations</td>
<td>$6,509,510</td>
<td>$7,060,247</td>
</tr>
<tr>
<td>Industry trade program</td>
<td>$11,405,832</td>
<td>$12,855,478</td>
</tr>
<tr>
<td>Per capita tax expense</td>
<td>$7,904,566</td>
<td>$7,865,876</td>
</tr>
<tr>
<td>Legal defense</td>
<td>$2,630,463</td>
<td>$2,433,468</td>
</tr>
<tr>
<td>Total program services</td>
<td>$115,730,443</td>
<td>$131,307,056</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting services expenses</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance and oversight</td>
<td>$6,461,826</td>
<td>$6,923,339</td>
</tr>
<tr>
<td>General administration</td>
<td>$6,549,745</td>
<td>$7,807,449</td>
</tr>
<tr>
<td>Total supporting services</td>
<td>$13,011,571</td>
<td>$14,730,788</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Change in net assets from operations before investment and other income</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>$6,667,822</td>
<td>$7,402,159</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>$6,667,822</td>
<td>$7,402,159</td>
</tr>
<tr>
<td>Net appreciation in fair value of investments</td>
<td>$4,232,564</td>
<td>$4,794,127</td>
</tr>
<tr>
<td>Total investment income</td>
<td>$10,204,247</td>
<td>$12,196,285</td>
</tr>
<tr>
<td>Net investment income</td>
<td>$9,880,139</td>
<td>$9,482,765</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other income (expense)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Conversion expense</td>
<td>$(15,919,084)</td>
<td>-</td>
</tr>
<tr>
<td>Gain on sale of property and equipment</td>
<td>3,120</td>
<td>3,120</td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>597,591</td>
<td>1,018,089</td>
</tr>
<tr>
<td>Total other income (expense)</td>
<td>$(15,318,373)</td>
<td>$1,018,089</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Change in net assets before pension-related and postretirement benefit charges other than net periodic benefits costs</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Defined benefit-related charges other than net periodic benefits costs</td>
<td>$1,018,115</td>
<td>$1,065,115</td>
</tr>
<tr>
<td>Pension benefits</td>
<td>$24,372,325</td>
<td>$24,372,325</td>
</tr>
<tr>
<td>Net appreciation in fair value of investments</td>
<td>$2,432,564</td>
<td>$4,794,127</td>
</tr>
<tr>
<td>Total investment income</td>
<td>$27,120,325</td>
<td>$27,120,325</td>
</tr>
<tr>
<td>Net investment income</td>
<td>$9,880,139</td>
<td>$9,482,765</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities for postretirement benefit obligations</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security purchases pending settlement</td>
<td>$8,193,374</td>
<td>$7,682,157</td>
</tr>
<tr>
<td>Deferred per capita tax revenue</td>
<td>$6,634,713</td>
<td>$6,634,713</td>
</tr>
<tr>
<td>Reciprocity Agreement funds pending settlement</td>
<td>$2,576,362</td>
<td>$3,115,083</td>
</tr>
<tr>
<td>Mortgage loan payable</td>
<td>$61,646,361</td>
<td>$64,439,072</td>
</tr>
<tr>
<td>Other</td>
<td>$1,460,998</td>
<td>$1,160,001</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>$206,108,154</td>
<td>$313,409,553</td>
</tr>
</tbody>
</table>

| Total liabilities and net assets | $375,493,821 | $566,930,746 |

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unappropriated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Operating revenue | $108,665,614 | $97,733,421 |
| Initiation and reinstatement fees | $1,272,258 | $1,087,567 |
| Rental income, net | $13,394,936 | $13,707,814 |
| Sales of supplies | $964,189 | $782,736 |
| Other income | $3,426,902 | $3,596,395 |
| Total operating revenue | $127,723,899 | $116,907,963 |
### International Brotherhood of Electrical Workers and Subsidiaries

#### Consolidated Statements of Cash Flows

**Years Ended June 30, 2012 And 2011**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows from operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash flows from</td>
<td>$108,625,512</td>
<td>$101,473,469</td>
</tr>
<tr>
<td>Affiliated chartered bodies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>6,658,065</td>
<td>7,527,497</td>
</tr>
<tr>
<td>Rental income</td>
<td>13,176,536</td>
<td>13,232,074</td>
</tr>
<tr>
<td>Participant contributions collected on behalf of PBF</td>
<td>64,784,114</td>
<td>56,311,157</td>
</tr>
<tr>
<td>Reimbursement of administrative expenses from PBF</td>
<td>3,175,000</td>
<td>3,175,000</td>
</tr>
<tr>
<td>Other</td>
<td>2,572,646</td>
<td>2,669,997</td>
</tr>
<tr>
<td><strong>Cash provided by operations</strong></td>
<td>188,992,400</td>
<td>184,408,194</td>
</tr>
<tr>
<td><strong>Cash paid for</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries, payroll taxes, and employee benefits</td>
<td>$(93,705,626)</td>
<td>$(84,882,822)</td>
</tr>
<tr>
<td>Service providers, vendors and others</td>
<td>$(45,154,879)</td>
<td>$(31,523,233)</td>
</tr>
<tr>
<td>Participant contributions remitted to PBF</td>
<td>$(55,156,955)</td>
<td>$(56,173,200)</td>
</tr>
<tr>
<td>Per capita tax</td>
<td>$(7,904,566)</td>
<td>$(7,865,876)</td>
</tr>
<tr>
<td>Interest</td>
<td>$(7,539,660)</td>
<td>$(7,539,660)</td>
</tr>
<tr>
<td><strong>Cash used for operations</strong></td>
<td>$(209,461,686)</td>
<td>$(187,984,791)</td>
</tr>
<tr>
<td><strong>Net cash used for operating activities</strong></td>
<td>$(20,469,286)</td>
<td>$(5,576,597)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows from investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Repayments on loans and advances made to chartered bodies</td>
<td>11,500</td>
<td>1,085,500</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>$(1,960,482)</td>
<td>$(763,651)</td>
</tr>
<tr>
<td>Purchase of investments</td>
<td>$(176,324,669)</td>
<td>$(299,155,506)</td>
</tr>
<tr>
<td>Proceeds from sale of property and equipment</td>
<td>3,120</td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>194,528,587</td>
<td>271,224,329</td>
</tr>
<tr>
<td>Net short-term cash investment transactions</td>
<td>5,867,289</td>
<td>(8,449,752)</td>
</tr>
<tr>
<td><strong>Net cash provided by investing activities</strong></td>
<td>22,125,345</td>
<td>3,940,920</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows from financing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments on mortgages and other notes</td>
<td>$(2,792,711)</td>
<td>$(2,640,173)</td>
</tr>
<tr>
<td><strong>Net cash used for financing activities</strong></td>
<td>$(2,792,711)</td>
<td>$(2,640,173)</td>
</tr>
<tr>
<td><strong>Effect of exchange rate changes on cash</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net decrease in cash</strong></td>
<td>$(539,061)</td>
<td>$(1,257,761)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Begining of year</strong></td>
<td>6,509,148</td>
<td>7,766,909</td>
</tr>
<tr>
<td><strong>End of year</strong></td>
<td>$5,970,087</td>
<td>$6,509,148</td>
</tr>
</tbody>
</table>

#### Reconciliation of change in net assets to net cash used for operating activities

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$(84,135,526)</td>
<td>$60,774,916</td>
</tr>
<tr>
<td>Noncash charges (credits) included in income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>6,754,399</td>
<td>7,008,674</td>
</tr>
<tr>
<td>Net depreciation (appraisal) in fair value of investments</td>
<td>$(4,323,564)</td>
<td>$(48,794,127)</td>
</tr>
<tr>
<td>Gain on sale of property and equipment</td>
<td>$(3,120)</td>
<td></td>
</tr>
<tr>
<td>Currency translation adjustment</td>
<td>$(597,591)</td>
<td>$(1,018,089)</td>
</tr>
<tr>
<td><strong>Changes in accruals of operating assets and liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>$(3,483,709)</td>
<td>1,662,273</td>
</tr>
<tr>
<td>Unbilled rent receivable</td>
<td>$(218,373)</td>
<td>(475,740)</td>
</tr>
<tr>
<td><strong>Other assets</strong></td>
<td>1,486,103</td>
<td>(376,275)</td>
</tr>
<tr>
<td><strong>Excess or deficiency of pension plan assets over projected benefit obligation</strong></td>
<td>55,632,114</td>
<td>(21,521,791)</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>(738,830)</td>
<td>378,238</td>
</tr>
<tr>
<td>Accrued postretirement benefit cost</td>
<td>8,739,000</td>
<td>(837,787)</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>531,535</td>
<td>717,195</td>
</tr>
<tr>
<td>Reciprocity Agreement funds pending settlement</td>
<td>$(538,721)</td>
<td>$(1,003,856)</td>
</tr>
<tr>
<td>Payroll deductions and other liabilities</td>
<td>345,997</td>
<td>(88,288)</td>
</tr>
<tr>
<td><strong>Net cash used for operating activities</strong></td>
<td>$(20,469,286)</td>
<td>$(3,576,597)</td>
</tr>
</tbody>
</table>

### International Brotherhood of Electrical Workers and Subsidiaries

#### Notes to Consolidated Financial Statements

**YEARS ENDED JUNE 30, 2012 AND 2011**

**Note 1. Summary of Significant Accounting Policies**

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

**Basis of Presentation**—The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers, its wholly-owned subsidiary, Headquarters Holding Company, Inc., and the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%.

**Note 2. Tax Status**

The Internal Revenue Service has advised that the International Union qualifies under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws. Headquarters Holding Company, Inc. and IBEW Headquarters Building, LLC are not taxing entities for federal income tax purposes, and thus no income tax expense or deferred tax asset has been reported in the financial statements. Income of the Companies is taxed to the members in their respective returns.

**Note 3. Investments**

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities.

**June 30, 2012**

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Fair Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Short-term cash investments</strong></td>
<td>$18,308,350</td>
<td>$18,308,350</td>
</tr>
<tr>
<td><strong>Government and government agency obligations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate bonds and notes</td>
<td>20,638,718</td>
<td>21,200,481</td>
</tr>
<tr>
<td>Stocks</td>
<td>38,540,602</td>
<td>39,987,135</td>
</tr>
<tr>
<td><strong>Mortgage loans</strong></td>
<td>3,000,000</td>
<td>3,000,000</td>
</tr>
<tr>
<td><strong>Mutual funds</strong></td>
<td>18,932,546</td>
<td>19,702,157</td>
</tr>
<tr>
<td><strong>AFL-CIO Housing Investment Trust</strong></td>
<td>18,582,033</td>
<td>17,839,778</td>
</tr>
<tr>
<td><strong>103-12 entities</strong></td>
<td>83,243,493</td>
<td>101,081,200</td>
</tr>
<tr>
<td><strong>Limited partnership</strong></td>
<td>15,978,928</td>
<td>16,411,747</td>
</tr>
<tr>
<td><strong>AFL-CIO Housing Investment Trust</strong></td>
<td>339,740,533</td>
<td>380,722,858</td>
</tr>
</tbody>
</table>
The International Union uses generally accepted accounting standards related to Fair Value Measurements, for assets and liabilities measured at fair value on a recurring basis. These standards require quantitative disclosures about fair value measurements separately for each major category of assets and liabilities, clarify the definition of fair value for financial reporting, establish a hierarchical disclosure framework for measuring fair value, and require additional disclosures about the use of fair value measurements.

The three levels of the fair value hierarchy and their applicability to the International Union’s portfolio investments, are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 – Quoted prices for similar assets or liabilities, or inputs that are observable, either directly or indirectly, for substantially the full term through corroboration with observable market data. Level 2 includes investments valued at quoted prices adjusted for legal or contractual restrictions specific to the security.

Level 3 – Pricing inputs are unobservable for the asset or liability, that is, inputs that reflect the reporing entity’s own assumptions about the assumptions market participants would use in pricing the asset or liability. Level 3 includes private portfolio investments that are supported by little or no market activity.

The following is a summary of the inputs used as of June 30, 2012, in valuing investments carried at fair value:

<table>
<thead>
<tr>
<th>Description</th>
<th>Total Investments at June 30, 2012</th>
<th>Quoted Market Prices for Assets (Level 1)</th>
<th>Significant Other Observable Inputs (Level 2)</th>
<th>Significan Unobservable Inputs (Level 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$18,308,350</td>
<td>$ –</td>
<td>$18,308,350</td>
<td>$ –</td>
</tr>
<tr>
<td>Stocks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial services</td>
<td>22,509,256</td>
<td>1,278,506</td>
<td>–</td>
<td>21,230,750</td>
</tr>
<tr>
<td>Banks</td>
<td>8,622,193</td>
<td>8,622,193</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Retail</td>
<td>7,893,000</td>
<td>7,893,000</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Oil &amp; Gas</td>
<td>7,558,925</td>
<td>7,558,925</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Pharmaceuticals</td>
<td>6,739,598</td>
<td>6,739,598</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Computers</td>
<td>6,196,803</td>
<td>6,196,803</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>5,745,625</td>
<td>5,745,625</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>9,737,784</td>
<td>9,737,784</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Software</td>
<td>4,813,378</td>
<td>4,813,378</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Healthcare</td>
<td>3,583,553</td>
<td>3,583,553</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>64,555,868</td>
<td>64,555,868</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Corporate bonds and notes</td>
<td>39,987,135</td>
<td>–</td>
<td>39,987,135</td>
<td>2,000,000</td>
</tr>
<tr>
<td>Government and government agency obligations</td>
<td>21,200,481</td>
<td>–</td>
<td>21,200,481</td>
<td>–</td>
</tr>
<tr>
<td>Mortgages</td>
<td>3,000,000</td>
<td>–</td>
<td>3,000,000</td>
<td>–</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>18,945,522</td>
<td>18,945,522</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>756,635</td>
<td>756,635</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Limited partnerships</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attalus Multi Strategy FD LTD</td>
<td>8,620,535</td>
<td>–</td>
<td>8,620,535</td>
<td>–</td>
</tr>
<tr>
<td>Common/collective trusts</td>
<td>14,611,747</td>
<td>–</td>
<td>14,611,747</td>
<td>–</td>
</tr>
<tr>
<td>103-12 entities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>57,727,873</td>
<td>–</td>
<td>57,727,873</td>
<td>–</td>
</tr>
<tr>
<td>Equity</td>
<td>11,863,764</td>
<td>–</td>
<td>11,863,764</td>
<td>–</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>31,489,563</td>
<td>–</td>
<td>31,489,563</td>
<td>–</td>
</tr>
<tr>
<td>Other alternative investments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peral funds</td>
<td>9,219,243</td>
<td>–</td>
<td>9,219,243</td>
<td>–</td>
</tr>
</tbody>
</table>

The following is a summary of the inputs used as of June 30, 2011, in valuing investments carried at fair value:

<table>
<thead>
<tr>
<th>Description</th>
<th>Total Investments at June 30, 2011</th>
<th>Quoted Market Prices for Assets (Level 1)</th>
<th>Significant Other Observable Inputs (Level 2)</th>
<th>Significant Unobservable Inputs (Level 3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$24,231,018</td>
<td>$ –</td>
<td>$24,231,018</td>
<td>$ –</td>
</tr>
<tr>
<td>Stocks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Services</td>
<td>27,697,797</td>
<td>6,467,047</td>
<td>–</td>
<td>21,230,750</td>
</tr>
<tr>
<td>Oil &amp; Gas</td>
<td>8,522,553</td>
<td>8,522,553</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Technology</td>
<td>8,378,531</td>
<td>8,378,531</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Healthcare</td>
<td>7,755,719</td>
<td>7,755,719</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Banks</td>
<td>7,316,992</td>
<td>7,316,992</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6,137,339</td>
<td>6,137,339</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Computers</td>
<td>5,263,130</td>
<td>5,263,130</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Energy</td>
<td>5,238,723</td>
<td>5,238,723</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>4,805,483</td>
<td>4,805,483</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Retail</td>
<td>4,390,050</td>
<td>4,390,050</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>72,827,761</td>
<td>72,827,761</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Corporate bonds and notes</td>
<td>41,501,108</td>
<td>–</td>
<td>39,501,108</td>
<td>2,000,000</td>
</tr>
<tr>
<td>Government and government agency obligations</td>
<td>25,439,469</td>
<td>–</td>
<td>25,439,469</td>
<td>–</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>17,131,315</td>
<td>17,131,315</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Fixed income fund</td>
<td>–</td>
<td>540,169</td>
<td>540,169</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Limited partnership</td>
<td>Attalus Multi Strategy FD LTD</td>
<td>18,310,434</td>
<td>–</td>
<td>18,310,434</td>
</tr>
<tr>
<td>Common/collective trusts</td>
<td>15,252,175</td>
<td>–</td>
<td>15,252,175</td>
<td>–</td>
</tr>
<tr>
<td>103-12 entities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>54,647,719</td>
<td>–</td>
<td>54,647,719</td>
<td>–</td>
</tr>
<tr>
<td>Equity</td>
<td>14,105,315</td>
<td>14,105,315</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>31,630,206</td>
<td>31,630,206</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Other</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Total</td>
<td>3,055,355,732</td>
<td>$134,907,116</td>
<td>$1,111,441,078</td>
<td>$1,111,441,078</td>
</tr>
</tbody>
</table>
The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

Note 4. Pension Plans
The International Union maintains two defined benefit pension plans to cover all of its employees. Employer contributions to the plans are based on actuarial costs as calculated by the actuary. The actuarial valuations are based on the unit credit cost method as required under the Pension Protection Act of 2006.

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2012 and 2011 is summarized as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service cost</td>
<td>$10,603,750</td>
<td>$9,803,305</td>
</tr>
<tr>
<td>Interest cost</td>
<td>26,368,510</td>
<td>18,783,959</td>
</tr>
<tr>
<td>Expected return on plan assets</td>
<td>(19,694,386)</td>
<td>(16,047,527)</td>
</tr>
<tr>
<td>Net amortization of (gain) loss</td>
<td>4,412,982</td>
<td>7,388,297</td>
</tr>
<tr>
<td>Net amortization of prior service costs</td>
<td>43,437</td>
<td>1,148,210</td>
</tr>
<tr>
<td>Net periodic pension cost</td>
<td>$15,734,293</td>
<td>$21,076,244</td>
</tr>
</tbody>
</table>

Included in net periodic pension cost for 2012 and 2011 is $43,437 and $1,148,210, respectively, representing the amortization of amounts previously recognized as changes in un restricted net assets but not included in net periodic pension cost when they were amortized. The amount expected to be amortized into net periodic pension cost for 2013 is $36,490. Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related charges other than net periodic pension cost for the years ended June 30, 2012 and 2011 are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net actuarial gain</td>
<td>($62,922,251)</td>
<td>($23,224,115)</td>
</tr>
<tr>
<td>Amortization of prior service cost</td>
<td>43,437</td>
<td>1,148,210</td>
</tr>
<tr>
<td>Net periodic pension cost</td>
<td>$62,878,814</td>
<td>$24,372,325</td>
</tr>
</tbody>
</table>

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2012 consist of the following:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net actuarial loss</td>
<td>$137,272,459</td>
<td>$36,490</td>
</tr>
<tr>
<td>Net prior service cost</td>
<td>36,490</td>
<td>36,490</td>
</tr>
<tr>
<td>Net periodic pension cost</td>
<td>$137,308,949</td>
<td>$137,308,949</td>
</tr>
</tbody>
</table>

The Plans’ obligations and funded status as of June 30, 2012 and 2011 are summarized as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service cost</td>
<td>$16,000,000</td>
<td>$15,000,000</td>
</tr>
<tr>
<td>Interest cost</td>
<td>9,769,000</td>
<td>9,266,000</td>
</tr>
<tr>
<td>Net periodic pension cost</td>
<td>$25,769,000</td>
<td>$24,266,000</td>
</tr>
</tbody>
</table>

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

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

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total $748,261 and $119,248 as of June 30, 2012, 2011, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were $929,628 and $864,733 for the years ended June 30, 2012 and 2011, respectively.

Note 5. Postretirement Benefits
In addition to providing pension benefits, the International Union provides certain health care, life insurance and legal benefits for substantially all employees who reach normal retirement age while working for the International Union.

Postretirement benefit costs for the years ended June 30, 2012 and 2011 include the following components:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service cost</td>
<td>$168,981,000</td>
<td>$160,252,000</td>
</tr>
<tr>
<td>Interest cost</td>
<td>428,052,605</td>
<td>359,640,265</td>
</tr>
<tr>
<td>Net periodic pension cost</td>
<td>$596,033,605</td>
<td>$499,892,265</td>
</tr>
</tbody>
</table>

The accumulated postretirement benefit obligation and funded status at June 30, 2012 and 2011 are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postretirement benefit obligation</td>
<td>$168,981,000</td>
<td>$160,252,000</td>
</tr>
<tr>
<td>Fair value of plan assets</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Excess of benefit obligation over plan assets</td>
<td>$168,981,000</td>
<td>$160,252,000</td>
</tr>
</tbody>
</table>

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of $7,200,000 and $6,319,000 for the years ended June 30, 2012 and 2011, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2013 is $7,982,000.

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

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discount rate</td>
<td>6.00%</td>
<td>6.00%</td>
</tr>
<tr>
<td>Average rate of compensation increase</td>
<td>5.00%</td>
<td>5.00%</td>
</tr>
<tr>
<td>Expected long-term rate of return on plan assets</td>
<td>7.00%</td>
<td>7.00%</td>
</tr>
</tbody>
</table>

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2012, were assumed to increase by 10% for medical, 10% for drugs, 10% for Medicare Part D subsidies, 5.5% for dental/vision, 6% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 5.5% after 2025. If the assumed rates increased by one percentage point it would increase the benefit obligation and net periodic benefit cost as of June 30, 2012 by $24,685,000 and $2,797,000, respectively. However, if the assumed rates decreased by one percentage point it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2012 by $20,287,000 and $2,239,000, respectively.

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

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discount rate</td>
<td>6.00%</td>
<td>6.00%</td>
</tr>
<tr>
<td>Weighted-average assumptions used to determine benefit obligations at beginning of year:</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

The objective of investment in INDBU, REIT, inc, which is shown above as 103-12 entity, is to generate income and return through real estate investments. Redemptions from the Fund are limited to 20% of the net asset value of a shareholder’s total investment.

The objective of the investment in Pennal Funds, which is shown above as other alternative investments, is a long term capital appreciation with moderate volatility and risk through investments with high quality investment managers focusing primarily on fixed income securities in worldwide markets.
A Favorable Landmark Decision
L.U. 11 (its&spa), LOS ANGELES, CA—The end of agreements (PLAs).
Bro. Greg Kloepel, chief legal counsel for the Fraternal Order of Police Lodge 15, represented the union in this historic case.

Submitting signed representation cards, Bro. Kloepel requested that the Colemanfield and University City police departments agree to engage in collective bargaining talks regarding the officers’ terms of employment. Unfortunately, both cities refused to sit down at the bargaining table. Without further progress, Bro. Kloepel filed suit on behalf of the union.

In a victory for organized labor, the Missouri Supreme Court ruled that not only do the cities have to bargain collectively with the union, but they also must bargain with a goal of reaching an agreement.

This is a huge victory for labor organizations across the state—a victory championed by Bro. Kloepel. Congratulations, Greg!


Matt Gober, P.S.

PLAs Ensure Work in Los Angeles
L.U. 11 (its&spa), LOS ANGELES, CA—The end of 2012 showed an increase in man-hours in Local 11 with a large number of hours under project labor agreements (PLAs).

The PLAs ensure work in Los Angeles for Local 11 members. According to Asst. Bus. Mgr. Dick Reed, “the outlook for the number of projects that will start and that are under contract make 2013 look more promising than 2012.”

Major upcoming projects include the 70-story-high Wilshire Grand Hotel, a federal courthouse in downtown, the Century Plaza and Century City Center, the Metropolitan Transit Authority rail projects, a 20-year $1.1 billion project at the University of Southern California, and work at numerous school district schools.

While 2012 brought 400 megawatts of solar projects, this year will bring approximately 1.4 gigawatts with eight major projects.

We will also see the electrification of our Port of Los Angeles with the Alternative Maritime Power (AMP) program, and lighting retrofits throughout the city through Los Angeles Department of Water & Power/IBEW Local 18.

Additionally, we are all crossing our fingers in hopes of a new NFL football stadium in our city. All new major projects will be covered under PLAs, which will continue to add job calls. These PLAs could not have been successful without the activism and efforts of our members appearing at public hearings and city council meetings all year long.

Diana Limon, P.S.

Utility Local Update
L.U. 15 (u), DOWNERS GROVE, IL—Last November we had over 225 members travel to help out after the devastation of Hurricane Sandy. These members worked 66 hours and eight off for weeks with no injuries. We had an Underground Department Reorganization Agreement with ComEd that increased members’ pay, gave new job titles and set up a 10-hour-day pilot program that passed a ratification vote by 240 to 18. A call center consolidation was completed in December.

On the generating side, the nuclear branch members agreed to an Outage Agreement for maintenance by a vote of 305 to 277. This agreement keeps travel voluntary, helps equalize the time and gives more consistency from outage to outage.

Edison Mission Energy—parent of Midwest Generation, the owner of our fossil stations (Waukegan, Will County, Joliet and PowerOne)—filed for bankruptcy on Dec. 17, 2012. The company has said it is not going after the union contract and we are looking to continue business as usual at the stations. The company filed a Chapter 11 bankruptcy, which is set up to help the company restructure its finances and emerge from bankruptcy a viable company. This is in contrast to a Chapter 7 bankruptcy, which is to liquidate a company’s assets.

We sent eight members to the IBEW Illinois State Conference in November and 20 members to the Nuclear Conference in November. Ten members attended Arbitration School in December at the University of Illinois.

Doug Weda, P.S.

Michigan—Right to Work (for less)
L.U. 17 (cab,em,lett,ol,k), DETROIT, MI—Brothers and sisters, if you live in a state where Republicans dominate the House, Senate and the governor’s office—hold on to your hard hats! With 18 percent union density in Michigan, the right-wing establishment changed Michigan to a so-called “right-to-work” state in just eight days! As of this writing, we anticipate another Republican attack to repeal the Prevailing Wage Act in Michigan. If this happens, you will see a tidal wave of nonunion doing our work, and wages will plummet on our commercial agreements where federal dollars are used.

On a positive note, we settled our Utility and Contractors agreements with wage increases for all classifications. Just before the Christmas 2012 holiday, work was suspended for 640 of our line clearance tree trimmers. Most of those laid off should be back to work as of this printing. We have 155 members on Book 1 on our construction agreement and anticipate full employment this year according to the utility. I thank our members who donated money and time to provide food for some of our unemployed members during the holiday season. This is what unions should do for members.

Despite the attacks on unions in Michigan, I have no doubt that opponents have underestimated our resolve. Local 17 has existed for 122 years and we are not going anywhere without a fight!

Dean Bradley, B.M./P.S.

Food Bank Donations
L.U. 37 (em,lu), FREDERICTON, NEW BRUNSWICK, CANADA—In the spirit of sharing with the less fortunate citizens of New Brunswick, Local 37 donated $370 each to seven food banks around our province last December, amounting to $2,590.

As pictured in the photo below, IBEW Local 37 Grand Falls Unit Chair Danny Woods made a presentation to Grand Falls Regional Food Bank Pres. Glenn Rioux.

Bob Podylinski, R.S./P.S.

Contract Negotiations
L.U. 21 (cab,ov,sp), DOWNERS GROVE, IL—The new leaders of Local 21 have been very busy since taking office in July 2012 and things don’t seem to be letting up anytime soon.

Within days of being sworn in, the IBEW Telephone System Council T3 reached an agreement with AT&T to extend the collective bargaining agreement for one year until June 22, 2013. This year’s negotiations with AT&T will be challenging, especially after seeing the draconian demands management sought last year.

In 2012, new agreements were reached for our members working at Altura, The City of Chicago 911-912-913-914 Center (Office of Emergency Management and Communications), JUICE Inc. (Joint Utility Locating Information for Excavators), and Verizon.

The contract at Johnson Controls was extended until May 6, 2013, and bargaining continues for our members working at Comcast West and Frontier Communications.

The contract for our members working at CenturyLink expires in September. Negotiations for our members working for Peoria and Vermillion counties will be tough, due to local governments legislating tighter budgets.

The attacks on union workers across the nation have been relentless. If we want to turn the tide, we all must fight together. It will take the solidarity of all of our members to protect our rights and reach fair contracts that preserve our core ideals.

Bob Podylinski, B.M.

Local 37 Grand Falls Unit Chair Danny Woods (left) presents donation to Grand Falls Regional Food Bank Pres. Glenn Rioux.

Trade Classifications

<table>
<thead>
<tr>
<th>Classification</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alarm &amp; Signal</td>
<td>Electrical Inspection</td>
</tr>
<tr>
<td>Atomic Research Service</td>
<td>Electrical Manufacturing</td>
</tr>
<tr>
<td>Bridge Operators</td>
<td>Signs</td>
</tr>
<tr>
<td>Cable Splicers</td>
<td>Technicians</td>
</tr>
<tr>
<td>Cable Television</td>
<td>Fixture Manufacturing</td>
</tr>
<tr>
<td>Communications</td>
<td>Government</td>
</tr>
<tr>
<td>Crane Operators</td>
<td>Inside</td>
</tr>
<tr>
<td>Electrical Equipment</td>
<td>Instrument Technicians</td>
</tr>
<tr>
<td>Radio-Television Service</td>
<td>Lightning Protection</td>
</tr>
<tr>
<td>Sound &amp; Public Address</td>
<td>Maintenance</td>
</tr>
<tr>
<td>Telephone</td>
<td>Marine</td>
</tr>
<tr>
<td>Utility</td>
<td>Manufacturing Office</td>
</tr>
<tr>
<td>Warehouse &amp; Supply</td>
<td></td>
</tr>
</tbody>
</table>

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.
11

Habitat for Humanity Volunteers
L.U. 105 (cs&i), Canton, OH—Local 105 and the membership continue efforts in giving back to the communities where we live and work. In early November, Local 105 and Sullivan & Mclaughlin Companies broke ground on a Habitat for Humanity project with the City of Lowell. (In the photo below, Bus. Agent Lou Antonelli is pictured along with Lowell city officials.) The project is an urban renewal plan starting with the building of four new homes. In hopes of turning the deteriorating neighborhood back into the community it once was years ago, our members are donating their time and effort in writing these new homes.

The children’s Christmas party was held at the hall on Dec. 2 last year for Local 103 members and their families. Santa greeted all the children who waited in the long line and gave them an early Christmas gift. After visiting with Santa, the kids enjoyed watching a magic show and getting their faces painted. It was a great day for the children to see Santa and for the parents to see old friends. Many people dedicated their time and energy to make this day so special for the children, and for that a special thank-you goes out to all of you.

Kevin C. Molinieux, P.S.

Service to Community
L.U. 43 (em, i&ts), Syracuse, NY—Work slowed down through January and started to pick up again in February. The Turning Stone Casino announced a $20 million expansion to begin in early spring. Continuously throughout the efforts of Local 43 Pres. Pat Costello, we have maintained a close relationship with the Oneida Nation and they continue to honor a project labor agreement (PLA) put in place years ago. Continuing a tradition started by earlier classes, our first-year apprentices throughout last year collected bottles and cans, nonperishable food and monetary donations to be dispersed at Christmas. Gifts purchased from monies collected were distributed at the following hospitals: Rome Memorial, Cortland, Oswego, Faxon-St. Luke’s, Crouse, and Golsano Children’s hospitals. The apprentices also collected 2,602 pounds of food that was delivered to our area food bank, along with a $400 check donated by NECA.

Jim Crabett, P.S.

2013 Work Picture is Promising
L.U. 47 (ltt, m, o, u, uwk), Diamond Bar, CA—Happy St. Patrick’s Day! The 2013 new year has started with more promise than we have witnessed in years. Outside construction work continues to be strong. The utilities are making improvements and upgrades to an aging electrical grid. Bus. Mgr. Pat Lavin addressed the Riverside City Council urging them to support the Riverside Transmission Reliability Project, which includes a new double-circuit 230-kV transmission line, a 230/69 kV electrical substation, and new 69 kV sub-transmission lines. Local 47 crews from Southern California Edison (SCE), Bear Valley Electric and the cities of Riverside and Anaheim responded to the damage caused by Hurricane Sandy. The skilled workers of the IBEW, once again, showed they are ready to respond to any emergency wherever needed.

SCE continues its efforts to restart the San Onofre Nuclear Generating Station, which has been shut down for a year. Local 47 has supported the company in its efforts with both the Nuclear Regulatory Commission and California Public Utilities Commission.

We had our annual Christmas celebration on Dec. 14 last year. Santa and Mrs. Claus gave toys to the youngsters who attended. More than 200 members, families and friends were on hand.

Live well, work safe, work union!

Stan Stosel, P.S.

Members Ratify Contracts
L.U. 53 (ltt, o, rts & u), Kansas City, MO—Following is a wrap-up of 2012 events:

On Dec. 7, a three-year agreement with Se-Ma-No Electric Cooperative of Mansfield, MO, was ratified. The agreement features a 2 percent wage increase for each year of the agreement, and the co-op will switch medical coverage from NRECA to LINECO.

We also ratified a two-year Construction Agreement that includes a 1.5 percent wage increase for each year of the contract.

We ended 2012 with our Annual Christmas Party at the Local 53 hall. It was a great time within the Brotherhood to spread a little holiday cheer together.

Moving into 2013!—We are still in negotiations with a new group, Water Pollution Control of Independence, MO.

Looking Good, Local 53!—We have a new look! We are in the process of updating and remodeling our building. When it is done and completed, step by step and see the results.

Hope all finds and keeps you well … Local 53!

Tracy A. Riley, VP

Organizing Success
L.U. 177 (bo, Bees, i, m, o, o & pet), Jacksonville, FL—Although short-term jobs may have picked up a little, there still aren’t any significant projects happening in our area anytime soon. Times are still pretty tough in the area and there still aren’t any significant projects happening in our area anytime soon.

Mike Kostelecky, P.S.

‘Work Picture Appears Sunny’
L.U. 41 (em, cs, gov’t, I, se & spa), Buffalo, NY—As we come out of the winter thaw, things appear to be looking a little sunnier. One of our manufacturers, Niagara Transformers, is constructing a new facility and we also have a couple of other projects on the horizon that should put most of book 1 back to work sometime this summer.

On March 27 we will gather again at Niagara Square in downtown Buffalo for the annual St. Patrick’s Day Parade. The weather the past couple of years has been terrific for this event and so has the turnout. Active and retired members assemble with their families and friends for refreshments prior to walking up Delaware Avenue in front of tens of thousands of revelers who, at least for one day, are celebrating their “Irish heritage.” Anyone who would like to join us, please contact the union office.

Since our last article, Local 41 held its annual St. Patrick’s Day parade. The 2013 new year has started with more promise than we have witnessed in years. Outside construction work continues to be strong. The utilities are making improvements and upgrades to an aging electrical grid. Bus. Mgr. Pat Lavin addressed the Riverside City Council urging them to support the Riverside Transmission Reliability Project, which includes a new double-circuit 230-kV transmission line, a 230/69 kV electrical substation, and new 69 kV sub-transmission lines. Local 47 crews from Southern California Edison (SCE), Bear Valley Electric and the cities of Riverside and Anaheim responded to the damage caused by Hurricane Sandy. The skilled workers of the IBEW, once again, showed they are ready to respond to any emergency wherever needed.

SCE continues its efforts to restart the San Onofre Nuclear Generating Station, which has been shut down for a year. Local 47 has supported the company in its efforts with both the Nuclear Regulatory Commission and California Public Utilities Commission.

We had our annual Christmas celebration on Dec. 14 last year. Santa and Mrs. Claus gave toys to the youngsters who attended. More than 200 members, families and friends were on hand.

Live well, work safe, work union!

Gregory R. Ingult, A.B.M.

Presenting donation to Food Bank of Central New York are: Local 43 apprentices Alex Garbonou (left), Mark Hoffman, Tim Cox, Rick Brown, Adam Town (holding NECA check), Brien Woodard, Brian Buske, Dominic Hill, Dave Graves and Dave Voellm. Instructor David Nichols is at far right; Lynn Hy, CNF Food Bank, is at front, center (holding banner).

Phil Brown, P.S.

2013 Election of Officers in 2013
L.U. 111 (em, cs & u), Denver, CO—Nominations for union officers begin in April 2013. The election of Local 112 officers, Executive Board members, and Unit 1 Examining Board members will occur this year.

The election process starts at April unit meetings, where nominations will be made. A mail ballot will then be sent to all active members in good standing during the month of May, with ballots to be counted on June 7. Members will vote for candidates for the following offices: business manager, financial secretary, president, vice president, recording secretary, and treasurer; additionally, seven Executive Board members will be elected (with six elected at large, and one to be elected from Unit 1), and three Examining Board members (elected from Unit 1’s journeyman Linemen).

The official notice of the IBEW Local 111 nominations and election will be mailed in March. Please make a point to attend your unit meetings in April and participate in this very important election.

Mike Kostelecky, P.S.

‘Stand Together’
L.U. 225 (lt, o, s&u), Portland, OR—A new year brings opportunity. After a year that saw Michigan become the 24th “right-to-work” state and Hostess Brands close, which eliminated nearly 18,000 workers, we need to prepare for 2013 by committing to three things: solidarity, communication and education. Employer, classification, and location do not matter; we are Local 129; members and need to stand together on issues. Employers may have reason to make changes, but we must ensure that these modifications do not divide and conquer our membership. Changes that benefit individuals or pit classifications do not divide and conquer our membership. Together, we can protect your rights while securing your future.

Mary Gnarl, P.S.

‘Organizing Success’
L.U. 237 (ltt, o, n, u), Jacksonville, FL—Although short-term jobs may have picked up a little, there still aren’t any significant projects happening in our area anytime soon. Times are still pretty tough in the area and there still aren’t any significant projects happening in our area anytime soon.

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northeast Florida. I thank all of those locals, from all across the country, that have been working our broth- ers and sisters as they travel to earn a living. I hope Local 177 can return the favor someday.

Thanks go to Bro. David Gates for a job well done as political coordinator for Local 177 during the 2012 elections. Bro. Gates was instrumental in turning out the vote in our local and other locals in the Central Labor Council as well as the general public.

Congratulations to the organizing department for winning a representation election with the Duval County School Board maintenance employees. We are currently negotiating a contract for our new Unit 2. Over 200 school board maintenance workers will soon be covered under a collective bargaining unit.

Thanks to the volunteers who made Local 177’s Children’s Christmas Party and Retirees Christmas Luncheon a great success. Retired Bro. Bill Gehm played the role of Santa for the 37th year. I hope all IBEW brothers and sisters have a great and prosperous year.

Alan Jones, Pres./P.S.

Gateway Pacific Terminal
L.U. 391 (L,Me,RT,SB,EB), EVERETT, WA—At the time of this writing, the struggle goes on for the Gateway Pacific Terminal as the EIS (environmental impact statement) process begins. Members of Local 391 along with others from labor, business, government and the community have attended numerous meet- ings to show support for construction of the multi-commodity dry bulk cargo-handling facility.

The terminal is meeting opposition from the environmental community over potential hazards of coal dust from the additional train traffic and the ter- minal itself. Coal trains have been traveling through the area for a number of years on their way to a ter- minal in Canada and will continue along these tracks in growing numbers. The question is, do they continue to cross the border or unload at the new, environmentally safe, Gateway Pacific Terminal? When approved, the Gateway Pacific Terminal will be constructed with strict environmental requirements, with bringing growth to the region’s economy. It will create more than 4,000 construction jobs at its peak, 1,250 permanent family-wage jobs and $140 million a year in economic benefits.

As labor, business, government and the com- munity continue the campaign, it reminds us how important it is for all of us to do our part.

Tim Sübue, P.S.

2012 Election & Voter Turnout
L.U. 193 (L,Me,RT,SB,EB), SPRINGFIELD, IL—Brothers and sisters, what a nice pro-labor, pro-American, pro-progressive 2012 election it was. Labor did not receive 100 percent—however, Mitt & Paul never “hobbled” into our White House and the GOP never seized the U.S. Senate! A big “thank- you” goes to those who voted. Turnout was the key in preserving our way of working and living.

Congratulations to all those pro-labor candi- dates and office holders! At this writing, the debt ceil- ing, budget and fiscal matters, Hurricane Sandy recovery and other issues still need to be decided. Both parties need to start working together for the betterment of all of America. We will need all the help we can muster. Write your senators and congressmen. You might want to put them on “speed dial” as well?

The IBEW Local 193 Christmas party last year was a success and all had a good time. With deep regret we report the passing of members Mike Moore and Norman “Zeko” Dennison. Local 193 extends condolences to their families and friends.

Happy new year to all for 2013. Hopefully it will be better than 2012, as we move forward.

Dan Hudson, P.S.

100th Anniversary Celebrated
L.U. 197 (em,SB,EB), BLOOMINGTON, IL—We hope 2013 will be a great year for our industry.

Our local celebrated our 100th anniversary last fall. The party was held at the Marriott Hotel and Convention Center, which approximately 30 of our members helped build a few years back. The meal was great, the refreshments plentiful and the camaraderie even better. Gail Eichelberger and Dennis Reroux had scanned some old and new photos and put them on a digital video disc, which was played on the big screen throughout the entire evening. It was pleasant to see a history of mem- bers coming together at community events, union meetings, golf outings, softball tournaments, and on various jobs sites. If you wish to see the pictures, there are copies at the hall.

Dignitaries attending the party included Sixth District Int. Vice Pres. Linnie R. Stevenson, Sixth District Int. Rep. Paul A. Noble, Illinois Organizing Coordinator Dave Bums, and officers from some sister locals. Thanks to those who served on the party com- mittee including Rich Veltengruber, Lance Reece, Mike Russell, Stephanie Aschenbrenner, Sara Jones, Renee Riddle and Jana McLean. Also thanks to members who attended. We look forward to keeping the local around for the next 100 years. [Photo, below]

In April it’s time for elections here in McLean County. Bus. Mgr. Lance Reece is running for a posi- tion on the Heartland Community College Board. It’s important we get to the polls and help him get elected. This community needs more working-class voices and Lance has stepped up to the challenge. Get involved in the local union and stay involved!

Mike Raukies, P.S.

Preparing for Special Election
L.U. 223 (em,gw,EB), BROCKTON, MA—As we move forward into 2013, we have two newly elected legis- lators, U.S. Sen. Elizabeth Warren and U.S. Rep. Joseph P. Kennedy III, and we are now preparing for a special election to fill the Senate seat vacated by newly appointed Secretary of State John Kerry.

Being involved in politics is a never ending battle, and we must elect people who will constantly look out for our best interests.

As we write this, the Cape Cod solar projects should be moving forward with a spring start. With the past year of election uncertainty behind us, let’s hope that the economy and elected officials in Congress move us forward. As the casino resort moves forward, let’s hope the projects begin in Massachusetts sooner rather than later.

Doug Nelson, B.A.

Happy Birthday, 269!
L.U. 269 (eb), TRENTON, NJ—On the night of Dec. 1 last year, members of Local 269 celebrated 100 years of existence in grand style in the main ball- room of the Westin Hotel in Princeton. Members traded their coveralls and work boots for dinner jackets and wingtips to enjoy a night of fine dining, cocktails and live music. Local politicians and friends of labor were invited as guests of the membership.

Attendees were especially honored by the presence of Int. Pres. Edwin D. Hill, Pres. Hill handed out service pens to eligi- ble members. A special service award was presented to recently retired local president and longtime trade school director Cliff Reiser for his years of dedicated service and com- mitment to the local.

After the speeches and awards presentation, the mem- bership settled in to enjoy the fruits of their labors. Old friends caught up, new friends were introduced, and all had a good time. Such an event requires a lot of hard work and planning and we thank all of those who helped make our anniver- sary a very special and memorable night.

Brian Jacoppo, P.S.

2012 Apprenticeship Class
L.U. 257 (em,RT,EB,EB), JEFFERSON CITY, MO— Congratulations to the 2012 apprentice graduating class—another fine class with a bright future in the electrical field. Local 257 held a graduation dinner and presented completion awards at Meadow Lake Acres on July 6. Thanks to all the instructors with the five-year program!

A new three-year contract for Local 257 inside wiremen was negotiated and ratified. Thanks to everyone who came out and voted on this contract! Our new contract is effective March 1, 2013.

For Local 257 telephone branch members, the previous Centurylink contract was up in November 2012. After tough negotiations, a new contract was ratified. We are glad to have that contract settled and to move ahead.

The Local 257 work picture looks steady with most members working. This spring, work is planned at the Callaway Nuclear Plant; that project will include 257 workers. Steel is being put up at the new St. Mary’s hos- pital in Jefferson City with an outlook for workers to start hitting the job in the fall of 2013. On a sad note we lost several members in 2012: Millard Specie, Richard VanSover, Gary Fisher, Dwain Manley, Jim Cernko, Grant Gallatin, Tom Thornberry, Don Britts, Mandin Paulley, Karen Cox, John Hume and Clarence Cialdino.

They will be missed. Our condolences and prayers are with their families.

Support your local to keep our union strong!

Ryan Buschjost, P.S.

2012 Apprentice Graduation Awards

‘Honoring Those Before Us’

‘Honoring Those Before Us’
L.U. 343 (LS,PA,EB), LE SUEUR, MN—Local 343 hon- ored 2012 retirees and graduating apprentices at the annual awards banquet held at Treasure Island Casino in Red Wing.

The following members retired in 2012: Ronald Fuerstenau, with 49 years of membership; Joseph Wilcox, 42 years; Larry Hoehn, 45 years; Richard Winkel, 37 years; Thomas Capp, 36 years; Thomas Wleziorak, 35 years; Steve Bernard, 34 years; Louis Downing, aka “Santa,” 32 years; Richard Olson, 25 years; James O’Neill, 16 years; Wayne Schlott, 15 years; and Ronald Nickel, with 12 years.

We say thank-you and happy retirement to these 12 recent retirees, and at the same time we welcome and congratulate the 26 graduating apprentices of 2012.

Now it is the responsibility of our members who are experienced journeymen to mentor the new journeyman wiremen in the ways of the
Brotherhood. Take pride in your work and pride in yourself. The work we do is a reflection of ourselves and our union. Teach and lead by example. We are the union. Make those who came before us proud.

Tom Small, P.S.

Some of the Local 349 members who volunteered their help during the 2012 election season.

Members Keep Union Strong

L.U. 349 (em,es,i,mp,rtb,nts,spa&u), FO LSO M , NJ—At our August 2012 union meeting, we handed out a 60-year pin to Bro. Philip Schraedel. Also, we sent 60-year pins to Bros. Howard Baggett, Benny Biscotti and Pete C. Reukelaar. Additionally, 65-year pins were sent to Bros. Harry Olson, John Valenino and Lewis Turner. Thank you to all pin recipients for your years of service and help in making Local 349 and the IBEW a strong union.

Over 400 friends attended our December Friends of Labor Luncheon. Great food and socializing were enjoyed by all. Thank you to Pres. David Karcher and the Entertainment Committee for the Children’s Christmas party. Everyone enjoyed food, fun and prizes. It all made for a great party.

We also thank Pres. Karcher and the Entertainment Committee for all the events they do each year. We had about a 95 percent success rate in electing candidates we endorsed for the November 2012 elections. This was because of all the help we had from local union volunteers. [See photos, at top.] We could have had the 100 percent if more members had helped.

Attend your union meeting and stay informed. This local has been here 109 years; let’s keep it here for another 109 years.

Remember our troops and our working IBEW members overseas. May we bring them home safe.


Big Solar Installations

L.U. 351 (c,i,es,im,ptb,nt,spa&k), FOLSOM, NJ—Local 351 continues to be very successful with solar installations in our area. The picture accompanying this article shows the Medford solar project with phases I and II completed. The oval section was phase I and was completed in late December 2011. Phase I mixed out at 85 members and was completed in 14 weeks; the solar array produces 6 megawatts of power. Phase II was completed in October 2012; it mixed out at 87 members and was completed in 12 weeks. The phase II array produces 6.5 megawatts of power.

Both phases were completed on time and under budget. All work performed on the project was done 100 percent by IBEW members. A third phase is scheduled in 2013, and when completed this solar array will produce approximately 18 megawatts of power.

Medford Solar Inverter installation, an IBEW Local 351 project with phases I and II completed.

‘Hard Work & Dedication’

L.U. 369 (es,es,im,ftb,nt,spa&k), LOUISVILLE, KY—After being scolded by some of our members for a lack of articles, I am submitting this report about topics important to our local. Although our work picture has not been as bright as we would like, we have been very fortunate. We weathered the recent financial storm and there appear to be a lot of possibilities on the horizon, so close but just out of reach for now. But there is one thing that has been consistent, something that we have always been able to count on.

I’m talking about those who serve as the backbone of many local unions. The ladies who work in our office, they volunteer throughout the year for several charities. They walk in fundraisers, volunteer at soup kitchens, etc. For every shirt, hoodie, hat and anything else they come up with that is sold through the local union, one dollar is added to the price—and then each year, along with help from some of our members and contractors, we make donations to local charities. Additionally, the office people basically keep everything here running smoothly. Far too often they go unnoticed behind the scenes, serving the membership of their respective locals. Many of these workers may not be members themselves, but they inspire the brotherhood and sisterhood, which we all cherish, with their hard work and dedication.

So here’s to you hard working IBEW office people; thanks for all you do. Brothers and sisters, the next time you make a trip to your local union, remember, without them we probably don’t exist.

John E. Morrison Jr., P.S.

2012 Annual Food Drive

L.U. 459 (ees,em,gt,unl), JOHNSTOWN, PA—One often hears negativity in the media concerning unions and rarely anything positive—but unions do a lot of good including volunteer community service.

Since 1983, Local 459 has conducted a very successful annual food drive. The drive begins in November and runs through December. Our members and employers have donated generously over the years and have raised over $71,282.

The money and food collected are distributed to food banks/Salvation Army in areas where our members work, and grocery store gift cards are sent to a few of our members who are off work for some reason.

As of this writing, Local 459 was wrapping up our annual food drive for 2012. Special thanks go to our stewards who collect and to our members and employers who make the drive so successful.

Yes, unions do a lot of good and the Local 459 Food Drive is definitely one example.

Mary M. Perdew, R.S.

3rd Generation IBEW Family

L.U. 375 (c,hs,ees,k), ALLENTOWN, PA—IBEW Local 375 held its annual Family Christmas Party on Dec. 9, 2012. Approximately 200 members and their families enjoyed hot dogs on the grill, candy, ice cream and homemade cookies. The entertainment for the party was Al Grout—juggler/comedian/magician. There were plenty of young “helpers” to perform in his act. The highlight of the day was a visit by “Santa” (retired member Dale Clouser). Everyone had a great time. Thanks go to all who made the day special, including “Santa” and retired member Wayne Yenser (Yenser’s Tree Farm), who once again donated our Christmas tree.

Accompanying this article is a picture of the Moyer family, a third-generation IBEW family. Family members include Grandfather William Moyer, who has 53 years of IBEW service; his son Barrie Jr., 35 years of service; and three grandsons—Barrie Jr., with six years of service, Jessie, with 10 years of service, and recently initiated apprentice David.

Congratulations and thanks to the Moyer family for your service to the IBEW.

Dave Reichard, A.B.M.

Work Picture Update

L.U. 477 (it), SAN BERNARDINO, CA—I hope all are having a good 2013 so far and that everyone survived 2012. Local 477 continues to do well even though our work has slowed down a little.

The Ivanpah Solar Electric Generating System plant project at the state line will be wrapping up this summer, with the hope of more such work in the future.

We continue to have work at the Molycorp Inc. mine, and we are working at the downtown San Bernardino Justice Center project. There are also many other small projects throughout our jurisdiction.

Shown in the photo below are several Local 477 members who participated in a clay target shooting event held last December at neighboring Riverside, CA. Local 440. The event was a great time for everyone and included a lunch and a raffle. Until next time, be safe.

Kenny Felts, Pres.

At a Local 369 fundraiser, member Rickey Riggs (center) wins raffle. From left: Bernie LaRue, Ronda Goodin, Riggs, Debbie Roby and Joanne Caple.

Local 477 members participate in clay target shooting event. Leo Gonzales (left), Mike Burgum, Justin Gaudin, Kenny Felts, Joe Madrid and Dean McKerman.

Local 375 congratulates the Moyer’s, a third-generation IBEW family. From left: Barrie Moyer Sr., Jessie, William (seated), David and Barrie Jr.
A ‘Great New Beginning’

L.U. 553 (c,i), SANTA ROSA, CA—Greetings from beautiful Northern California. We wish all brothers and sisters a lucky and prosperous 2013.

We successfully concluded 2012 with a great ending and a new beginning. In the first week of December last year, Local 553 made its last mortgage payment on our union hall. We now own our hall free and clear! We then ended 2012 with closing escrow the very last day of the year on a building that will become our new state-of-the-art training facility. Bus. Mgr. Jack Buckhorn and Training Dir. Steve Stobel set a goal to have the new facility operational by fall semester.

Our work picture looks hopeful. The first week of January started with calls rolling in putting journeymen and apprentices to work. Journeymen, please keep your state certifications current as this is a requirement to be dispatched to any job. The state certification must be renewed every three years—and 32 hours of continuing education are required during the three-year intervals between renewals. OSHA 10 is a great class to have and will last for 60 days this year. Our Republican governor has promised not to introduce so-called “right to work,” so presumably we can breathe easier for at least a year.

In December our state lost one of labor’s ardent supporters, then-Rep. Ben Lujan, who was the New Mexico House of Representatives. Lujan passed away Dec. 18 and will be missed not only by labor unions but by everyone who knew him.

The local extends condolences to the families of recently deceased members: Ronny J. Stewart, Gayko Valich, Louis E. Howard, Donald Boyd, Paul L. Wyant, Leo Olson, Sam Candela and Eric Camron. They will be missed.

Remember: Union meetings are on the third Thursday of each month.

Denise Saoa, P.S./B.R.

A Friend of Labor Mourned

L.U. 611 (c,t,uo,stu,spa), ALBUQUERQUE, NM—In December last year Local 611 members ratified the contract with the NECO contractors. We held our annual Children’s Christmas Party in December. Despite a smaller than usual turnout, it was still a great success. Each year the party committee does an outstanding job. Thanks, guys.

The state legislative session started in January and will last for 60 days this year. Our Republican governor has promised not to introduce so-called “right to work,” so presumably we can breathe easier for at least a year.

In December our state lost one of labor’s ardent supporters, then-Rep. Ben Lujan, who was the New Mexico House of Representatives. Lujan passed away Dec. 18 and will be missed not only by labor unions but by everyone who knew him.

The local extends condolences to the families of recently deceased members: Ronny J. Stewart, Gayko Valich, Louis E. Howard, Donald Boyd, Paul L. Wyant, Leo Olson, Sam Candela and Eric Camron. They will be missed.

Remember: Union meetings are on the third Thursday of each month.

Darrell J. Blair, P.S.

AEJTC Apprentice Graduation

L.U. 613 (em,lu,ots&spa), ATLANTA, GA—On Nov. 3, 2012, the Atlanta Electrical JATC graduated its largest apprenticeship class in IBEW Local 613 history. (See photo, above.) There were 103 graduates in the class of 2012, and of that group only 10 were unable to attend the graduation ceremony. Most all graduates brought their families to the event. There was a hotel room full of graduates, spouses, contractors, children, office staff and officers.


Each year the apprenticeship committee is given the difficult task of nominating an outstanding apprentice. It was especially hard last year because of the large number of students who greatly excelled in their studies. For 2012, the honor was bestowed upon Brandon Adams. He is currently working for Brook’s, Berry and Haynie, one of our longtime contractors. Reportedly, the 2013 apprenticeship class may be even larger.

Brenda Andrews, P.S.

Strong Work Picture

L.U. 617 (ct,ms), SAN MATEO, CA—The work picture for the first time in several years, looks very good. Members are enjoying steady employment at several new hospital and medical facility projects: Kaiser and Sequoia in Redwood City and Palo Alto Medical Foundation in San Carlos. San Francisco International Airport currently has $200 million in projects underway with over $2 billion more to begin in the next few years. And the many tenant improvement projects underway signal a steady and sound recovery. There is a bright light at the end of the tunnel!

The defeat of Prop 32 in California was icing on the cake. At local levels in Burlington, Daly City and San Carlos, labor phone banked, precinct walked and voted into place over $37 billion of future construction projects in four different school districts! Workers elected 13 labor-friendly candidates to city and county offices. While national elections grab headlines, local politics matter! Many thanks to all those union workers and their families, friends and neighbors who answered the call to keep our way of life in San Mateo County strong and prosperous into the new year!

On Dec. 6 last year, over 200 members and their families gathered to celebrate the Christmas season and Santa made a visit. The union hall was replete with holiday spirit thanks to the Golden Gate Lionel Rail Road Club’s model train display, and the many staff and volunteers who made this an enjoyable celebration.

Dan Pesini, VP

A new addition to the IBEW Local 617 family attends holiday party.

Welcome to New Members

L.U. 627 (u), FORT PIERCE, FL—in recent months, we have seen an increase of 40 members at Local 627. The most recent new members, Bros. John Shirk and John Oydas, are Connect and Disconnect specialists. The new members are graduates of the apprentice programs that Local 627 participates with, in conjunction with Indian River State College and Florida Power & Light. These members will fill positions with Nuclear Power, Transmission & Distribution and also as substation electricians.

The highlight of our December 2012 meeting, in addition to swearing in new members, was the presentation of a retirement wish to Bro. Louis Sneefer for his 30 years of IBEW service and membership; the presentation was made at our annual Christmas party held the day of the meeting. The Transmission and Distribution service centers were recognized for completing a year of operation without an OSHA incident.

The extended power upgrades to Plant St. Lucie Nuclear Units 1 & 2 are now complete. We will continue to stress “safety first” for all of our brothers and sisters. We look forward to a new year of providing safe and efficient labor.

Our thoughts are with the people still suffering from the effects of Hurricane Sandy. Our local traveled many members to the hard-hit areas to help in the restoration project. We wish all involved the best of luck with restoration efforts.

Roy Yee, P.S.

Softball Tournament Win: Brotherhood & Sportsmanship

L.U. 649 (u,lt,rs,spa), ALTON, IL—At our December meeting, Local 649 recognized the team that won the 36th annual IBEW Local 649 Softball Invitational Tournament.

After a victory over Local 701, we lost to Local 702. We fought our way back through the loser’s bracket. With solid defense and balanced offense, we defeated Local 103, Local 34, perennial favorite Local 505, and defending champion Local 176.

That set up a showdown with undefeated Local 702. In the double elimination tournament, we had to beat them twice. We went into the seventh inning down 10 runs, but battled back within two.

It was the bottom of the seventh, two on and two out. Sean Watson stepped to the plate. In seven games, Sean failed to reach base only three times and amazed the crowd with towering home runs. Local 702 walked him intentionally, loading the bases for Greg “Peaches” Eilerman. Peaches responded with a walk-off grand slam. Our moment—
Certificates

Service Awards & Graduation Certificates

Service Awards & Graduation Certificates

Local 665 softball tournament champs: front row, Pat Friedel, Kerry Massman, Greg “Peaches” Eilerman, Jesse Rutherford; back row, Travis Lee, Steve “Lucky” Twichell, Keith “Stick” Berry, Drew Bailliam, Mark Klaus and Justin Hillin.

tum carried into the championship game. We short
gained Local 773.

Local 649, the smallest local in the tourna-

ment, claimed the championship trophy.

We thank Local 601 and all the participants.

Win or lose, there is no finer example of IBEW broth-

erhood and sportsmanship.

Charles Yongey, A.B.M.

Work Picture Improves

The Greater Essex County School Board sought a judicial
review regarding its status as a construc-
tion employer. The Labour Board’s Court of
Appeal dismissed this appeal. This
upholds the decision of the Labour Board that the
school board is a construction industry employer.

Local 773 represents the electrical workers at the
school board. With this decision we will continue to
perform all maintenance/construction for the
school board.

A banquet will be held April 13 to celebrate
Local 773’s 95th anniversary. I wish to thank in
advance the volunteers who are working hard to make this evening a successful event.

David Spencer, P.S.

IEBEW Community Volunteers

L.U. 975 (I&am), TAMPA, FL—A sunny and warm
December Saturday morning did not deter approxi-
mately 26 members of Local 975 who turned out to
volunteer their time and talents for a good cause.

Retired member and former signatory contractor Ken Robinson in collaboration with the South Tampa Ecumenical Ministries (STEM) joined efforts
with Metropolitan Ministries to build the Faith Café
in an effort to feed our neighbors in need. Local 975 members and staff spent the day completing the
rough-in and service on the new community build-
ing in Tampa. MJA Electric pulled the permits.

Bro. Ken Robinson commented on how proud
the people of STEM were to see that so many qual-

ified men and women came out to share their gifts,
to help with the project. He was proud to see every-

one having a good time working to help others and
noted that we showed joy in being able to give back
to our community. It was a good way to spend the
day with our brothers and sisters helping those we
may never meet.

Thanks go out to Bro. Roberto Rosa and his
volunteers for hosting our annual Christmas party
last year and bringing our members together to cel-
brate the holiday season.

Theresa King, P.S.

Storm Recovery Assistance

L.U. 1460 (I&L&L), LONG ISLAND, NY—
Superstorm Sandy caused outages for over 1 million
electric customers, and 100,000 gas customers
were affected. On behalf of Bus. Mgr. Donald Daley
and the Long Island community, I wish to thank the
members of Local 1460 and the thousands of IBEW
members who came to assist. Thank you for all of
your hard work, dedication and long hours. Thank
you for showing Long Island what a safe and profes-


ional work force IBEW members are. It was truly a
pleasure working alongside IBEW brothers and sis-
ters from across the United States and Canada.

Many of our members had their homes dam-
gaged by the superstorm. Many thanks go to the
International for the IBEW Unity Fund and to IBEW
Local 1460 for its help with administration of the IBEW
Disaster Fund NYC. Thank you to all of the locals
that have contributed to the fund. Your contribu-
tions will help not only Local 1460 members but
also IBEW members throughout the region.

In December the members of our LCT Division
(line clearance tree trimming) approved a three-month extension of their collective bargaining agreement.

We began full negotiations in February. As of this writing we are just beginning negotiations on behalf of our WRS Environmental Services Inc. members.

Thomas J. Dowling, R.S.

IBEW Community Volunteers

L.U. 673 (I&am), PANISEVILLE, OH—At our
December union meeting, years-of-service awards
were given out. The true gift of honor was Bob
Eldridge, who received his 65-year pin.

Bob received a standing ovation as his award was read.

At the reception afterward Bob made his rounds
introducing himself to many members who are too
old to have ever worked with him. It would have
been impossible to talk with Bob on this evening
and not come away impressed with his love for our
trade and our organization.

Following the service awards presentation,
our apprentices were recognized. The graduating
fifth-year class received their certificates, and the
outstanding apprentices for each class received a
check equal to the cost of their books for the year.

[Photo, at right] Congratulations to everyone.

Jim Braunlich, P.S.

IEBEW Community Volunteers

L.U. 673 (I&am), PANISEVILLE, OH—At our
December union meeting, years-of-service awards
were given out. The true gift of honor was Bob
Eldridge, who received his 65-year pin.

Bob received a standing ovation as his award was read.

At the reception afterward Bob made his rounds
introducing himself to many members who are too
old to have ever worked with him. It would have
been impossible to talk with Bob on this evening
and not come away impressed with his love for our
trade and our organization.

Following the service awards presentation,
our apprentices were recognized. The graduating
fifth-year class received their certificates, and the
outstanding apprentices for each class received a
check equal to the cost of their books for the year.

[Photo, at right] Congratulations to everyone.

Service Awards & Graduation Certificates

Service Awards & Graduation Certificates

Local 649 outstanding apprentices receive awards. Back row, Training Dir. Rich Goodmanson (left), Apprentice Trustee Rory Breedlove; front row, apprentices Don Ziemak (first year),

David Mealy (third year), and David Goeta (fourth year).
**Positive Work Picture**

L.U. 1290 (cat,lt,tt,o,ls,ku), SYRACUSE, NY—We hope everyone had a good holiday season. The work situation is good here in New York state, with full employment in both the A and B chapters. The outlook is positive as it is hoped there will be many jobs starting as you read this. National Grid looks to be starting a few more projects in central New York. We shall see, as National Grid’s fiscal year ends March 29. Iberdrola (NYSEG and RG&E) is still letting out quite a bit of work. Since Hurricane Sandy, Con Edison and Orange & Rockland Utilities have also let out a considerable amount of work.

Currently we have 142 apprentices with another boot camp anticipated to start in the spring. Our current Utility, Commercial & Traffic Signal agreements expire in May. We will be negotiating a new contract and bringing it around the state for ratification, hopefully in April.

Buy union, buy American!  

*Jennifer Schneider, P.S.*

**Officers Sworn In**


Receiving plaques for their dedication to Local 1307 were: David Adkins, past president/business manager; Lindley Hudson, past vice president; Eddie Sparks, past financial secretary; and Debbie Fidderman, past recording secretary. At this writing, they are looking forward to their upcoming retirement.

Our annual Christmas party last year was a big success. Thanks to Fourth District Int. Reps. Charles W. “Chuck” Tippie and Steven R. Crum for attending. Once again, Local 1307 met the challenge from a local charity to help families in need during the holiday season.

Local 1307 mourns the loss of Bro. Ots Savage Jr. Bro. Savage, hired in 1988 by Delmarva Power, held the position of stock keeper when he passed away. He will be missed by all.

*Save jobs, limit imports.  

Charles T. Harris Jr., P.S.*

**A Union Brother is Mourned**

L.U. 1933 (cat,tt,tt,tt,tt), INDIANAPOLIS, IN—With great sadness we report the passing of a fellow union member, Bro. Brent Minton. Bro. Minton, who was age 33 and a journeyman linemen, died in an on-the-job accident on the morning of Tuesday, Oct. 2, 2012, while performing his duties for Orange County REMC. Bro. Minton was an 11-year member of IBEW Local 1933 and served as a member of the union’s Bargaining Committee. Bro. Minton is survived by his wife, Crystal, and his young son and daughter.

The aging work force in the recent years and lack of hiring at the utilities have the work force at such an all-time low that one utility, Duke Energy in Indiana, is looking to hire qualified journeyman linemen and 30 linen apprentices in 2013.

The devastating impact of Superstorm Sandy has at this writing mobilized our brothers and sisters to help the people on the East Coast hit by the storm. The local had over 600 members dispatched to the East Coast from Duke Energy, all construction agreements and Veventen Energy, those dispatched included gas workers to journeyman linemen. Veventen Energy dispatched over 80 employees in the gas division alone (photo above).

*Robert C. Fox, P.S.*

**Local Lines**

**L. U. 1307 (om,om,om,om), BALTIMORE, MD—**Local 1307 completed its election of officers with little opposition. There was one office for Executive Board member that had opposition and the only other office open was for the Executive Committee of 501-2. Congratulations to all newly elected officers. They are as follows:

*Bus. Mgr./Pres.:* Darrin F. Guffrie, Vice Pres. Fred Richards, Rec. Sec. Thomas J. Rostkowski, Treas. George Fulton, Fin. Sec. Ray Donet and Executive Board members Anthony Behrens (Southern District), Delaney Burkart (Mid-Eastern District), Jeffrey Dunn (Northern District) and Corey Snell (Canadian District).


*Thomas Rastkowski, R.S.*

**Elective of Officers**

L.U. 1501 (ees,em,oe,pet,rt,sk), BALTIMORE, MD—Local 1501 completed its election of officers with little opposition. There was one office for Executive Board member that had opposition and the other office open was for the Executive Committee of 501-2. Congratulations to all newly elected officers. They are as follows:

*Bus. Mgr./Pres.:* Darrin F. Guffrie, Vice Pres. Fred Richards, Rec. Sec. Thomas J. Rostkowski, Treas. George Fulton, Fin. Sec. Ray Donet and Executive Board members Anthony Behrens (Southern District), Delaney Burkart (Mid-Eastern District), Jeffrey Dunn (Northern District) and Corey Snell (Canadian District).


*Thomas Rastkowski, R.S.*

**IBEW Members Re-elected to Alaska Legislature**

L.U. 1547 (om,om,om,om), ANCHORAGE, AK—Local 1547 Bus. Mgr. Mike Hodsdon presented a 50-year pin to his father, retired journeyman lineman Max Hodsdon. Bro. Max Hodsdon was initiated into the IBEW July 1, 1962.

Two members from Local 1547 were re-elected to the state legislature. Sen. Bill Wielechowski, associate general counsel for IBEW Local 1542, was re-elected to a four-year term in the Alaska State Senate. Rep. Chris Tuck, a Local 1547 organizer, was re-elected to a two-year term in the Alaska State House.

*Melinda Taylor, P.S.*

**Next Era Contract Extension**

L.U. 1837 (rtb&u), MANCHESTER, ME—IBEW Local 1837 members ratified a one-year contract extension in late December with NextEra Energy just prior to its sale of Maine and New Hampshire generation assets to Brookfield Renewable Energy Partners. Effective Feb. 25, 2013, all employees were to receive a 4 percent general wage increase, while employees in the Production Specialist and Senior Production Tech A classifications were to receive an additional 1.5 percent equity pay increase.

Approximately 90 IBEW members work for NextEra Energy (formerly FPL-Maine) generating electricity. They maintain and operate the oil-fired plant on Cousins Island in Yarmouth, Maine, and the hydro dams on the Kennebec, Androscoggin, and Saco rivers.

Both the contract extension and sales agreement include assurances that those IBEW members will continue working with all their present terms and conditions of employment. The contract extension also states that although the union has been assured in good faith that no Maine fossil assets are currently being considered for sale or transfer, IBEW Local 1837 would be given reasonable advance notice if the company decided to do so.

“I’m glad that our members at NextEra agreed to this extension,” Local 1837 Bus. Mgr. Dick Rogers said. “It’s a fair deal for all of our members and I’m satisfied that it’s the best contract extension agreement we could reach.”

FPL-Maine acquired the Maine assets from Central Maine Power Company in 1998, shortly after Maine’s electric deregulation law prohibited a company from owning both generation and distribution assets. Many of the IBEW members who work at the NextEra facilities are former CMP employees who worked at their jobs prior to deregulation and the sale, and are longtime union members.

*Matthew D. Beck, Organizer*

**Local Lines**

**IBEW Local 1837 Bus. Mgr. Dick Rogers (left) joined by IBEW members Ed Goodale (center) and Greg Sirois in counting contract ratification ballots.**
The IBEW Founders’ Scholarship honors the dedicated wiremen and linenmen who, on November 28, 1891, organized the International Brotherhood of Electrical Workers. Each year the officers of the IBEW are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned.

This award is for $200 per semester credit hour at any accredited college or university toward an associate’s, bachelor’s or postgraduate degree in a field that will further the electrical industry overall (as determined by the Founders’ Scholarship Administrator). The maximum distribution is $24,000 per person over a period not to exceed eight years.

**RULES FOR ENTRY**

**Eligibility Checklist**

The Founders’ Scholarship competition is an adult program, to be used solely by IBEW members. It is NOT for the children of members.

1. Applicants must have been in continuous good standing and have paid dues without an honorary withdrawal for four years preceding May 1 of the scholarship year, or be charter members of a local union.

2. Each applicant must be recommended in writing by the local union business manager. If there is no business manager, then the recommendation must come from the local union president, system council chairman or general chairman.

3. At least two additional letters of recommendation must be sent by individuals who are familiar with the applicant’s achievements and abilities.

4. Copies of all academic transcripts from high school, college, apprenticeship or other educational and developmental programs must be submitted.

5. A complete résumé is required. The résumé should outline the applicant’s education and work history; military service; special honors or awards; and involvement in union, civic, community or religious affairs.

6. Applicants are required to submit a 250-500 word essay (typed and double spaced). The title and topic must be: “How I Will Use My Founders’ Scholarship to Benefit the International Brotherhood of Electrical Workers and the Electrical Industry.”

7. Materials need not be sent at the same time but all must be postmarked prior to May 1 of the scholarship year.

**Selection of Winners**

Awards will be based on academic achievement and potential, character, leadership, social awareness and career goals.

The independent Founders’ Scholarship Selection Committee will be composed of academic, professional and community representatives. They will examine the complete record of each scholarship applicant to choose the winners. All applicants will be notified, and the scholarship winners will be featured in The Electrical Worker.

**Responsibility of Each Founders’ Scholar**

Scholarship winners must begin their studies in the term immediately following receipt of the award or in January of the following year. Each term’s earned grades must be sent to the Founders’ Scholarship Administrator together with a Founders’ Scholarship Progress Sheet. After the first calendar year in the program, and by each August 1 thereafter, the annual Founders’ Scholar paper is due. The paper must be at least 1,000 words on a labor-related topic, covering any aspect affecting the current labor movement or labor history. Scholarships are not transferable and are forfeit if the student withdraws or fails to meet the requirements for graduation from the school. If a serious life situation arises to prevent continuation of studies, the scholarship winner may request that the scholarship be held in abeyance for a maximum of one academic year.

**APPLICATION**

Please print clearly or type

Name ____________________________
Address ____________________________
Telephone # ____________________________
Email ____________________________
Birthdate ____________________________
Member of local # ____________________________
Card # ____________________________
On IBEW Membership Card or Does Receipt
Initiated into IBEW ____________________________
Month/Year ____________________________
Most recent employer ____________________________
Job classification ____________________________
Work telephone # ____________________________
Proposed field of study ____________________________
Degree expected ____________________________
School (list your first and second choices) ____________________________
First ____________________________
Second ____________________________
Did you complete high school or receive a GED? Yes ☑ No ☐
Did you take apprenticeship or skill-improvement training? Yes ☑ No ☐
Do you have any education certificates or professional licenses? Yes ☑ No ☐

Have you taken any college courses? Yes ☑ No ☐
Send transcripts to the Scholarship Committee.
Name used on class records
The creation of this scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel or halt the IBEW Founders’ Scholarship Program at any time and without giving any reason, provided that each scholarship winner already in school under its right to alter, suspend, cancel or halt the IBEW Founders’ Scholarship program may request that the scholarship be held in abeyance for a maximum of one academic year.

Mail application materials postmarked prior to May 1 to:

**IBEW FOUNDERS’ SCHOLARSHIP COMMITTEE**
900 Seventh Street, NW
WASHINGTON, DC 20001

Form 172
Revised 09/12

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**Note 6. Mortgages Payable**

The IBEW Headquarters Building LLC (the “Company”) has two mortgages payable, $40 million to Massachusetts Mutual Life Insurance Company and $40 million to New York Life Insurance Company, secured by substantially all of the Company’s assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of $529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of $37,191,698 are due in full. Future minimum payments on the mortgage obligations are due as follows:

<table>
<thead>
<tr>
<th>Year ending June 30</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>$6,345,296</td>
</tr>
<tr>
<td>2014</td>
<td>6,345,296</td>
</tr>
<tr>
<td>2015</td>
<td>6,345,296</td>
</tr>
<tr>
<td>2016</td>
<td>6,345,296</td>
</tr>
<tr>
<td>2017</td>
<td>6,345,296</td>
</tr>
<tr>
<td>Thereafter</td>
<td>81,636,783</td>
</tr>
</tbody>
</table>

**Note 7. Royalty Income**

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the rights to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO. In turn, the AFL-CIO has sub-licensed the rights to use the International Union intangible property to Household Bank Nevada, N.A., for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union. These agreements commenced on March 1, 1997. For the years ended June 30, 2012 and 2011 the International Union recognized as revenue $1,795,936 and $1,800,070, respectively.

**Note 8. Litigation**

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

**Note 9. Related Party Transactions**

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers’ Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, rent, computer systems, and other administrative services. The amount reimbursed totaled $1,173,000 and $1,150,000, for the years ended June 30, 2012 and 2011, respectively.

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

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

**Note 10. Operating Leases**

The International Union, through its subsidiary IBEW Headquarters Building, LLC, has entered into agreements to lease space in its building. In addition, the International Union subleases a portion of its office space. These leases, which expire at various dates through 2025, contain renewal options. Future minimum rental payments, excluding the lease payments due from the International Union, due under these agreements are as follows:

<table>
<thead>
<tr>
<th>Year ending June 30, 2013</th>
<th>Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
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</tr>
<tr>
<td>2014</td>
<td>7,500,107</td>
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<td>2015</td>
<td>6,935,093</td>
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<td>2016</td>
<td>6,008,546</td>
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<tr>
<td>2017</td>
<td>4,193,706</td>
</tr>
<tr>
<td>Thereafter</td>
<td>11,966,556</td>
</tr>
</tbody>
</table>

**Note 11. Risks and Uncertainties**

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.
The Electrical Worker was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NB EW became the IE BEW 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 IE BEW 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.

EXECUTIVE OFFICERS

Edwin D. Hill
International President

Salvatore J. Chilia
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

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Robert W. Pierson

First District
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
Ross Goldbraith

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Second District
Frank J. Carroll

Third District
Donald C. Siegel

Fourth District
Kenneth Cooper

Fifth District
Joe S. Davis

Sixth District
Lunrie R. Stephenson

Seventh District
Jonathan B. Gardner

Eighth District
Ted C. Jensen

Ninth District
Michael S. Mowrey

Tenth District
Robert P. Klein

Eleventh District
Eugene H. Henke

THE ELECTRICAL WORKER

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Len Shindel

Carol Fisher

Alex Hogan

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James H. Jones

Len Turner

Carlos B. Bateman

John Sellman

Erin Sutherland

Asifa Haniff

Ben Temchine

HOW TO REACH US

We welcome letters from our readers. The writer should include his or her name and address and, if applicable, IE BEW local union number and card number. Family members should include the local union number of the IE BEW member to whom the Electrical Worker's mailing list is kept. 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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FROM THE OFFICERS

Path to Recovery

Edwin D. Hill
International President

Help Wanted. It’s been a long time since we’ve seen those two words connected with the construction industry. But after the biggest downturn since the Great Depression—and a recession that slashed 2 million construction jobs—contractors, economists and business managers are reporting the first shoots of economic recovery.

As a union, we don’t set interest rates, tell companies when to invest or play a role in raising consumer confidence levels—all factors in construction’s tentative recovery.

What we do control is our commitment to training and excellence and our market share—the percentage of electrical construction done by IE BEW members and our signatory contractors. When our market share heads south, it means the nonunion guys—not us—set the standards for wages and benefits. And it means we have less power to capture the work that is out there.

Nearly 30 years ago, we started to grapple with some uncomfortable truths. In the middle of one of the biggest construction booms in decades, we were getting shut out. Even though jobs were plentiful, our control of the market was slipping year by year and unless we changed how we did things, we would soon be irrelevant.

A lot of people didn’t want to hear it, and I don’t blame them. It’s human nature to stay in our comfort zone, to stick with what we’re used to.

But indecision and procrastination were luxuries we didn’t have. We had a choice: become a dwindling core of craftsmen comfortable with holding onto our little corner of the market, or live up to the words of our constitution and aggressively organize all workers in the electrical industry.

Our market recovery program was well underway when the crash hit. Immediately we started to get pushback. Why are we trying to organize new members when we can’t put our existing ones to work? Why are we bringing in new job classifications when 20-year journeymen are sitting on the bench?

The market numbers we report in this issue explain why. After dipping a couple of points in 2009 and 2010, our employment share is back to its pre-recession level of 30 percent.

Unions usually get wiped out by recessions. We suffered a net loss of members, along with the entire industry. But we’re not about to be wiped out, which means more jobs and more work this time for our members as the economy picks up.

Getting back to where we once were is only a first step, not a reason to spike the football. We have to continue to focus, to paraphrase President Clinton, like a laser on jobs and winning more and more work.

The current administration needs to heed the same advice. The economy is improving, but we are still a long way from full recovery. President Obama—and the IE BEW—can’t afford to get distracted from what still must be our No. 1 task: creating good jobs.

NLRB Protections Targeted

I t should be a simple proposition. Citizens, the majority of whom are workers, pay taxes to support a National Labor Relations Board that helps ensure the majority is treated fairly in our nation’s workplaces.

That was the reason the National Labor Relations Act was passed in 1935, creating the board charged with enforcing the legal right of workers to form unions and collectively bargain with their employers.

Seventy-eight years after the NLRA was passed, three judges on the U.S. Court of Appeals for the District of Columbia—all appointed by Republican presidents—have rendered a decision that could cripple the recent work of the NLRB and set a precedent for more damage in the future.

In late January, the judges ruled that President Obama’s recess appointments to the NLRB were illegal. Seventeen of the 23 recess appointments, Congress Left Washington for home without pounding the gavel for a full recess, keeping Congress only nominally in session simply to block any presidential appointments.

Since their appointment by President Obama, the new members of the board have rendered decisions protecting workers—like covering tax liabilities in back pay awards or protecting the right to criticize one’s employer in social media.

Big business interests complained to their friends in Congress that the NLRA was too “aggressive.” So, Republicans, who lead the House, slickly set the table for the judges to knock down the president’s appointees and leave their decisions over the past year in legal jeopardy.

At the time of the recess appointments, Congress Left Washington for home without pounding the gavel for a full recess, keeping Congress only nominally in session simply to block any presidential appointments.

They succeeded in court, despite the fact that presidents—as far back as James Madison—have made recess appointments, including 23 to the NLRA since 1838.

The Obama administration is expected to appeal the D.C. Circuit’s decision to the U.S. Supreme Court.

We don’t know how the Supreme Court will rule. But we do know that we value a democracy where rules are made in the interests of the majority, not a small, powerful and wealthy minority.

The slick, sinister moves of this Congress remind us that elections have consequences. As long as the U.S. House of Representatives remains under its current control, the rights of all working people are in jeopardy.
Why Union?

My grandfather was a proud union man. “Stelly,” he would say, “make sure that you get into a union when you grow up, otherwise you might be employed with some character that likes to stick it to the man.” It wasn’t until several years later that I understood. Before becoming an electrician I saw how big companies were “sticking it to the man.” My first electrical job was nonunion. I felt lucky to have made it home safe every day. Now that I belong to Local 233 as a sister, I see why everyone should belong to a union.

IBEW ensures that safety protocols are followed by the companies. They ensure wages that are not going to leave me working but barely able to afford housing and food. They accept all genders and nationalities. They endorse training, and a feeling of acceptance. There’s a brotherhood and sisterhood that happens with its members. Not to mention all of the other health and pension benefits.

I catch myself paraphrasing my dear grandfather to my four children: “When you grow up, you make sure you belong to a strong union. Otherwise you risk working for a company that likes to stick it to the man.”

Stefany Tunshell, Local 233 member
Vancouver, B.C.

In the Spotlight

I would like to congratulate this year’s winners of the IBEW Photo Contest. I enjoy viewing the photos and have also offered entries in the past. I do have issues with some of the photos that are chosen by the committee that make it to the final selection to be voted on by the public. It is stated that the photos should “spotlight [the] IBEW at work.” While this year’s top three winners include our members at work, many photos do not include any actual membership involvement. Sure, photos of high lines covered in ice, bridge lights and wind turbines are very scenic. Where in any of these types of photos is there any real proof that the work was even performed by our members? I am just as stumped as to how each year this continues. I truly enjoy the contest, but will never submit a photo that doesn’t include a member doing the work that truly spotlights the IBEW.

Thomas Zieke, Local 66 member
Rochester, NY

(Editor’s Note: We’re glad Brother Zieke enjoys the contest, which has proven popular among our members and the public. We would point out that the full text of contest rule 5 states: “Photos entries must have an IBEW theme of some sort, with IBEW members at work, engaged in union-related activity or subjects conveying images of the electrical industry or the union.” We feel that shots of power lines, conduit and the like taken on the job meet these criteria and reflect the pride our members take in bringing such projects to completion.)

No Apologies

I am a retired, 42-year member of the IBEW. My son is a union electrician. Bob Walton, Local 203, “A Diversity of Views,” December 2012 says he votes with his wallet as his guide. Brother Wickwire, Local 414, “Politics and the Working Class,” December 2012 would call me ignorant for having a different set of priorities. I have difficulty supporting a president who changes his mind and endorses gay marriage, will not support the Defense of Marriage Act, and won’t support the rights of the unborn. I find it almost laughable as well, that out of hundreds of candidates the IBEW endorsed, there was not one Republican among them. Even International President Hill suggested that, “we find common ground,” and reject “short-sighted partisan bickering.” That might go a long way for union members as well, if we are willing to have the discussion.

Gary Vander Bent, Local 21 retiree
Chicago

(Editor’s Note: We respect Brother Vander Bent’s opinion, but the facts tell a different story. The IBEW contributed to at least the following numbers of Republican candidates for election in 2012: 14 candidates for federal positions; 42 candidates for local positions and 30 candidates for state positions. We do not require local unions to provide the political party of candidates at the state and local level. Therefore, it is likely the IBEW contributed to more Republican candidates than are counted above. Local 21, Mr. Vander Bent’s local union, contributed money to Donald Moffett, a Republican running for the Illinois State House of Representatives. It has always been our policy to support those politicians who support us on the issues that affect our ability to make a living: right to work, project labor agreements and David Bacon laws, as well as those whose votes reflect the values that make the middle class thrive. These candidates are overwhelmingly from the Democratic Party.)

Letters to the Editor
IBEW Helps Build World’s Largest Yogurt Plant in Idaho

Chobani Greek-style yogurt came out of nowhere five years ago and blew the bigger brands off the shelves. Founded by Hamdi Ulukaya, a Turkish immigrant from a dairy-farming family, Chobani is a classic entrepreneurial success story, one that started in upstate New York and gathered a commanding market force that couldn’t be denied or contained.

Last November, the Chobani story’s next chapter was celebrated with the grand opening of a new plant in Twin Falls, Idaho. The 955,000-square-foot facility is the largest yogurt plant in the world, processing 31 million pounds of milk a day and 12 million cases of yogurt a week. It is estimated that nearby dairy farms will need to add 70,000 cows to produce enough milk to keep the plant producing.

If those numbers are hard to fathom, so is the fact that the entire $450 million plant was up and running 10 months after groundbreaking, with no small credit going to 400 electricians working for five signatory contractors who didn’t only work long hours running miles of conduit and cable tray, but redesigned massive equipment manufactured elsewhere to meet U.S. standards.

“My compliments go out to Business Manager Rodney James, members of Local 449 and supporting travelers for using Code of Excellence principles and alternate classifications to bring the Chobani project in under budget and on time.”

– Ted Jensen, Eighth District International Vice President

“Every IBEW man or woman who worked on this project should stand proudly with their heads held high,” says Pat Bristol, general foreman for Shambaugh and Son, a signatory design/build firm and subsidiary of EMCOR.

“They worked diligently, sometimes six and seven days a week to accomplish a quality job in record time,” says the 45-year member of Pocatello Local 449. The plant is expected to employ 400 workers and have an economic impact to the region of more than $1 billion. Local 449 Business Manager Rodney James says before the Chobani project kicked off, local union members who were fortunate enough to stay working through the recession were spread across Idaho and south to Salt Lake City. Dispatching enough hands to the job was the first challenge, not made any easier by the local’s steep wage scale differential between Idaho’s eastern and western counties. Wages are $4-per-hour higher and benefits 50 percent greater in the eastern counties than in the western quadrant where Chobani broke ground. Local 449 negotiated to increase wages $4-per-hour and won double-time for overtime hours, attracting travelers from Las Vegas and other jurisdictions.

Contributing to the success in boosting wages and building a stable workforce available for the duration of the project, James tapped the market for stepping up,” says Bristol. When folks dip into the then-12th District staff, now the Tenth District.

“We got it done.”

While many of his local union co-workers had worked on everything from residential wiring to nuclear power plant construction, the 19-year member says some of the travelers had scant experience working with rigid pipe and other features. “We worked together to get guys on track,” he says. “We need to thank the travelers for stepping up,” says Bristol. To power the facility, contractors needed to bring in 20 megawatts of additional power from Idaho Power. Chobani is weighing plans to build a power plant on the premises.

While Lochridge and Bristol had worked on other major projects like the advanced waste treatment plant for low-level nuclear wastes at the sprawling Idaho National Laboratories, they see more promise in expanding the local’s market share through a growing relationship between signatory contractors, members and Chobani. Forty to 50 members are still at work at the new plant and Chobani is already discussing expanding the cold warehouse and adding a new plant to produce cheese.

“My compliments go out to Business Manager Rodney James, members of Local 449 and supporting travelers for using Code of Excellence principles and alternate classifications to bring the Chobani project in under budget and on time,” says Eighth District International Vice President Ted Jensen.

“ Sometimes it looks like the whole country is against unions, yet the immensity of this job and the quality of our work shows that we’re not the bad guys,” says Bristol. When folks dip into their favorite Chobani flavor, he says, they should understand that the yogurt wouldn’t be on their tables without the IBEW members and other building trades who worked so hard and skillfully to make the new plant a showcase of quality American construction.

Transitions

APPOINTMENT

Jim Ross

International Representative Jim Ross was appointed Director of the IBEW Political/Legislative Department effective Jan. 1. Ross, who had been assigned to the Construction and Maintenance Department, replaces Brian Baker, who was promoted to Executive Assistant to the International Officers.

“My first IBEW job was as a registrar in my local union,” says Ross, a journeyman inside wireman who was initiated into Parkersburg, W.Va., Local 561 in 1977 after attending college for two years. Assigned to the Construction Department in 2007, Ross was responsible for the National Maintenance Agreement, the General Presidents Agreement, the Joint National Industrial Agreement for Instrument and Control Systems Technicians and overseeing jurisdictional disputes and grievances.

“I’m excited for the opportunity that my new position holds,” says Ross, who adds that he is fortunate to be moving into an arena where the IBEW has “recognizable influence” backed by a “strong, dependable, knowledgeable staff.”

“Coming from a small local, we didn’t have lots of staff. I dealt with local and state politics on a regular basis,” says Ross, who was elected business manager of his local in 1995 and served on his area’s AFL-CIO central labor council.

While being involved in national politics is important to help shape policies on everything from job safety to the environment, Social Security and health care, says Ross, “involvement in local politics is equally or more important.”

“The key to being effective in local politics, says Ross, is building coalitions and ties across party lines. While the West Virginia Legislature had a Democratic majority during his tenure as business manager, he learned that “reaching out to all members of the Chamber of Commerce and the city council, not just the Democrats, was essential.”

“I’ve always been a hard worker who is willing to accept new challenges,” says Ross. “None of this would be possible without the support and sacrifice of my wife, Valerie,” says Ross, who has three sons and enjoys golf and woodworking in his spare time.

On behalf of the entire staff and membership, the officers wish Brother Ross great success in his new position.

DECEASED

Ernest Hanson ‘Han’ Massey Jr.

We regret to report that retired Tenth District International Representative Ernest “Han” Massey Jr. died on Jan. 16 at the age of 68.

Brother Massey was born on July 21, 1944, in Mecklenburg County, N.C., and was initiated into Charlotte Local 3191 in 1964, serving on the negotiating committee and as shop steward. For seven years he was president of Local 1902 until 1976, when he was appointed as an International Representative assigned to the then-Twelfth District staff, now the Tenth District.

Massey began his career as a journeyman gas man after two years in the North Carolina National Guard. He serviced locals throughout the Carolinas for 22 years before his retirement—the 37th anniversary of his initiation—on Aug. 1, 1999.

International Representative Jim Springfield remembers Massey as a life-long organizer.

“He was the youngest International Representative I ever heard of,” Springfield said, adding that Massey was 21 when he joined the district staff. “He was a young, assertive, very competent, smart guy.”

Retired International Representative Gene Ruff worked with Massey for 15 years. Ruff said the challenge that best captured Massey at work was an unfair labor practices dispute with Phrelli Power Cables & Systems in Abbeville, S.C. Workers struck Phrelli several times and the legal battle bounced up and down in the federal court system.

“That dragged on for years, but Han won millions of dollars in back pay for the workers,” Ruff said. “He held that group together.”

Ruff said it was how he did things as much as what he did that made him successful.

“He was thoughtful, and really pleasant, with a real quick dry wit. He had a manner that made you trust and confide in him,” Ruff said. “The world just isn’t as nice a place without Han.”

Massey leaves behind his mother, Mary Edith Boyd Massey, his son, Chris, his daughter Cissi and his four grandchildren: Marissa, Kenneth, Kathryn and Chrislin. He was preceded in death by his wife, Karen.

The officers, members and staff express our deep condolences to Brother Massey’s family and many friends.