

# THE ELECTRICAL WORKER

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## IBEW News



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*Strategy, Training, Cultural Change*

## Technological Revolution Advances in Construction

*Chapel Electric's Miami Valley Hospital project in Dayton, Ohio, used 3D design to array electrical components for patient rooms and corridors in a 21,000-square-foot prefab facility staffed by multiple trades.*

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The latest revolution in the commercial construction industry came in waves of trucks transporting prefabricated concrete walls and floors to construction sites. On those sites, the dwindling lines of cement trucks and fewer workers in black boots floating and finishing concrete were probably noted by all, but mostly taken to heart by the trades affected.

Today, similar market forces are altering the nature of electrical work in the construction industry—in a big way. It used to be that construction was

## THE FUTURE IS NOW

predominantly done outdoors, within often harsh, unpredictable elements; no longer.

Whether it is called prefabrication or modularization, a growing segment of construction work is taking on the characteristics normally associated with manufacturing. Mass production and “lean” manufacturing techniques that increased the competitiveness of domestic industries like automobiles are being increasingly applied to electrical construction.

Electricians are constructing whole floors of hospitals, office buildings and even nuclear power plants on the ground in climate-controlled warehouses, only later installing them in the nearly finished structures. Labor and material costs are lower and time at the job site is reduced. For employers hoping

to gain the upper hand in tight competition with non-union companies, prefab will be an important tool, says IBEW International Representative John Bourne, who works on business development.

The marriage of construction and manufacturing has major consequences for contractors, electricians, the IBEW and the Electrical Training Alliance (formerly the NJATC).

“It’s hard for some of us veteran electricians to get our heads around prefab,” says Bourne. “But the bottom line is no one is better suited to master these methods and technology than IBEW members. If we don’t, our contractors will lose big projects. When a customer is building a billion-dollar hotel, he is looking to reduce construction time. That’s where prefab comes in. Mastering prefabrication is all about gaining more projects to keep more journeymen and apprentices working.”

**TECHNOLOGICAL REVOLUTION** *continued on page 2*

# Strategy, Training, Cultural Change Technological Revolution Advances in Construction

## Construction's Wake-Up Call

The North American construction industry's prefab wake-up call came in 2010 in a time-lapse YouTube video from China showing a 15-story hotel being built in just six days. The new era of prefabrication had arrived.

The video was aired at the 38th International Convention in Vancouver by Rex Ferry, the outgoing president of the National Electrical Contractors Association.

"I, like you in this room, used to think that [electrical construction was] import-proof," Ferry told delegates. "But, when I searched for this video to show to my members, I did a 'China prefab' search and ended up getting four pages of companies in China that are prefabricating ... I strongly believe we are in an industrial revolution ... We need to sit down and come up with the ways to make us more competitive in this new and ever changing market."

New methods of construction require new skills and using old skills in new ways. Contractors employing hundreds or even thousands of IBEW members, like Rosendin Electric, say one of their greatest needs is for designers who combine the journeyman skills of an electrician with a mastery of 3D building information modeling (BIM) software and other technical tools.

The old blueprints are being replaced by digital drawings and the best people to wield the stylus in the cubicles, say contractors, are those who know the electrical trade at the ladder level.

Joan Fultz, a 38-year Dayton, Ohio, Local 82 member and her local's first woman journeyman, is a prefab pioneer. In 2002, she was working on the National Archives and Records Administration building in Dayton, when her employer, Chapel Electric, decided to prefabricate a complicated lighting system in the facility's large warehouse. Chapel's owner, Dennis Quebe, formerly NECA's national president, and the company's president, Buck Ross, both IBEW hands, were "progressive and willing to try new things," she says.

"I was skeptical myself when we



first started prefabricating," says Fultz, who worried about the impact on the number of journeymen and apprentices who would be called out. Her concerns were quickly answered as she saw the potential for jobs to be finished quicker, freeing workers up to begin new phases or entirely new projects.

## Large-Scale Prefab on Ohio Hospital Project

By 2010, Fultz, who has worked as a foreman, general foreman and project manager, was at the center of one of the first large-scale prefabricated projects launched by a North American signatory contractor. Chapel Electric's futuristic work on a 12-story, 250,000-square-foot addition at Miami Valley Hospital was celebrated on



the cover of ENR (Engineering News Record) and two other trade publications.

Working with Chapel's 3D designers, Fultz helped ensure that all of the electrical components needed for 178 patient rooms and 120 corridors were properly arrayed in a 21,000-square-foot former warehouse, two miles from the job site and staffed by mechanical, electrical, plumbing and drywall trades.

The Miami Valley project brought jobs, hope and attention to a local union struggling to survive in a once-strong industrial metropolis named one of the 10 fastest-dying U.S. cities in 2009. The hospital's construction schedule was cut by two months, costs were reduced nearly 2 percent and there were zero injuries on the job.

Completed sections, or pods, were transported to the job site on Saturdays, when the project's tower crane was free to lift them onto the hospital's floors.

It only took eight hours to install 33 bathroom pods, and a week-and-a-half to install most of the rooms and corridors on each 30,000-square-foot patient floor.

Today, Fultz says, almost all of the projects that come through Chapel's office

are coordinated through BIM. And she has helped other signatory contractors set up prefab shops in joint ventures.

As she observes designers and planners on the jobsite using iPhones and tablets, Fultz, who has initiated a mentoring program in Local 82, says, "I tell all our apprentices to never stop learning and go back to school and master the software and new tools that are being used in the field."

## Merging Journeyman/ Designer Skills

"We have leveraged the skills of software experts with the skills of IBEW wiremen to form the most recognized BIM team in North America," says David Elkins, Rosendin's general superintendent covering the company's Southwest and Mid-Atlantic region.

"Since it's electricians who review drawings and specifications, they are able to use their firsthand experience to understand that just because one can theoretically model something a certain

*Rosendin Electric has built prefab facilities totaling 100,000 square feet, employing IBEW members in nine shops from California and Oregon to Virginia.*

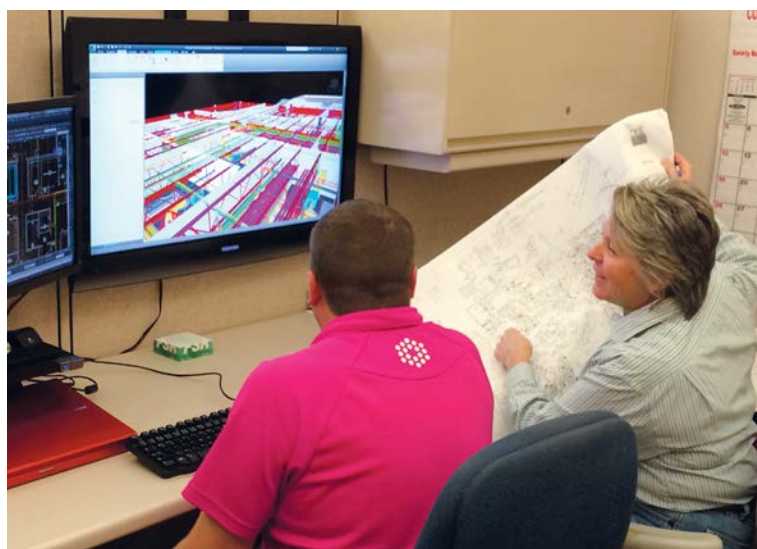
way, that doesn't mean you should," says Elkins. "Unless you have been in the field, you don't know how difficult it may or may not be to install a raceway modelled and prefabricated a certain way."

With more accurate information Rosendin began to deepen its use of "packaging," also called "kitting," putting pre-assembled rough-ins for three or four rooms of a building on carts and delivering them to electricians who installed them without taking time to go searching for the job's components.

Rosendin has built prefab facilities totaling 100,000 square feet, employing IBEW members in nine shops from California and Oregon to Virginia. The company's facility in Sherman, Texas, a subsidiary of Rosendin Holdings, employs 25 members who pre-assemble and pre-wire electrical skids destined for large customers across North America.

At Rosendin's Tempe, Ariz., facility, Elkins says, the company has combined the concept of "just in time" delivery with prefabrication.

"Since the BIM department is literally feet away from the prefab department, the teams work together with incredible efficiency," says Elkins. Throughout the prefab process, he says, are multiple quality control checkpoints, eliminating possible rework in the field. Components are loaded on trucks and only delivered the day they are being installed, packaged in a way that reduces waste, improves safety and reduces cost, allowing the company to be competitive in nonunion markets.



*Joan Fultz, right, a 38-year member of Dayton, Ohio, Local 82, is a prefab pioneer who advises new members to master the software and new tools that are being used in the field.*

## IBEW MEDIA WORLD

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

### www.ibew.org

The IBEW's official website has a new look, with improved layout and easier navigation. The new [www.ibew.org](http://www.ibew.org) is a one-stop shop for union information.

### YouTube

During the week, Steve Diethelm works as a journeyman wireman with Martinez, Calif., Local 302. But on the weekend, he's helping maintain acrobatic aircraft for the Patriots Jet Team, a volunteer group that entertains air show crowds across the West. [YouTube.com/TheElectricalWorker](http://YouTube.com/TheElectricalWorker).

### Vimeo

In February, ADT in Winston-Salem, N.C., locked out 19 workers after dragging out first contract talks. The technicians have been trying to get an agreement since voting in 2013 for representation from IBEW Local 342. The employees have a simple message: Let us get back to work. [Vimeo.com/IBEW](http://Vimeo.com/IBEW).



### HourPower

Right now on [IBEWHourPower.com](http://IBEWHourPower.com), we examine the IBEW's partnerships with contractors and government in a case-study about IBEW Local 915. Check it out!



### ElectricTV

GM is relying on the NECA-IBEW team at the Chevy Cruze factory in Lordstown, Ohio. Today on [ElectricTV.net](http://ElectricTV.net), go inside and see how we're helping GM go green!



Working in climate-controlled prefab facilities, IBEW members are helping reduce construction time and costs, enabling contractors to get the jump on new projects.

Vincent Poole, an eight-year member of Elmira, N.Y., Local 139, works as a prefab shop foreman for signatory John Mills Electric. "Prefabrication is particularly effective when we move from one phase of a job to the next," says Poole, who says he prefers working with tools to spending time at a computer console.

On a recent project, says Poole, electricians had installed branch circuitry before a building's walls were erected. Journeymen and apprentices who once would have been laid off until the next phase began were brought into the prefab shop to prepare for the next phase, trad-

ing 13-degree winter cold for a climate-controlled shop with bright LED lights and parts and tools nearby, not 20 minutes down the road.

Mike Jensen, a 17-year member of Atlanta Local 613 and former JATC instructor, works for Cleveland Electric, employing 1,000 IBEW members and currently using prefabrication on projects including hospitals, a major pharmaceutical company campus and the Atlanta Falcons stadium. Jensen says out of Cleveland Electric's 20 BIM designers, 17 are IBEW members. "We see ourselves as doing work virtually before we do it physically.

Technology keeps coming. We need to embrace it, not fight it," he says.

Merle Porter, a Rosendin field supervisor and 24-year journeyman wireman member of Los Angeles Local 11, says he never thought a computer would be a regular part of his job. Today, he shows up on a project with an iPad, pulls up on a screen the room or floor he is working on and performs quality control checks to make sure the company's needs are being met. "It would help us out if we had more apprentices topping out who had a full knowledge of BIM," says Porter.

## Tightening Up Building Information Modeling Training

The Electrical Training Alliance of Phoenix Local 640 is moving in just that direction. The alliance began a second set of classes, four nights and four hours long in late 2014 to familiarize apprentices and journeyman with BIM. The popular classes, paid in part by employees, are supported by seven employer representatives. The local worked with Autodesk Software Inc. and the Electrical Training Alliance to secure software suites at discounted prices for the training.

"The BIM classes are designed to bridge a gap between the computer guys who do the modeling and the field personnel," says Local 640 Electrical Training Alliance Director Shawn Hutchinson.

Ken Beach, a 12-year Local 640 member who attended the first round of classes said, "It was a good pilot class. We gave the instructor a lot of insight and our three days were lost in time as we were engulfed in computers."

The Electrical Training Alliance is developing a BIM course that can be delivered at training centers or online. A train-the-trainer program for the curriculum will be included at the next meeting of the National Technical Institute, says Jim Boyd, the alliance's senior director. The alliance has also established a purchase program for training centers to obtain licenses for Autodesk software at a reduced price.

"We are extremely open to receiving input from IBEW members into the development of our curriculum," says Boyd. ■

## Contractors Say: No More 'Missing the Boat' on Prefab

In 2011, Lindsay Mills, president of John Mills Electric, based in Elmira Heights, N.Y., a governor of his local NECA chapter, attended one of the group's meetings where prefabrication was discussed. "A big chunk of contractors were prefabbing," says Mills. "I asked myself how we missed the boat."

Mills sent project managers to seminars on lean construction and arranged visits with two contractors already invested in prefabrication, a large nonunion business in Baltimore and a large union shop in Seattle.

Upon the managers' return, Mills reached out to Wilkes-Barre, Pa., Local 163, Elmira, N.Y., Local 139 and Ithaca, N.Y., Local 241 for support. "The business managers said, 'If this stuff works, we won't stand in the way,'" says Mills, who went ahead and doubled the size of the company's office space and constructed a prefabrication shop.

"Prefab is an evolution," says Mills, who employs 110 IBEW members. "We need buy-in from top to bottom," journeymen electricians, for instance, who will call the prefab foreman with ideas for improvement.

"We finished some eye-opening, good projects with prefabrication," says Mills. Projects have enlisted crews of journeymen, apprentices, construction wiremen and construction electricians. They include prevailing wage rate work in hospitals and commercial buildings.

Prefabrication, says Mills, has helped to keep a more constant workforce, minimizing surges and falloffs, to remain competitive in choice markets like schools.

Because of security concerns, more school districts are demanding that construction work be performed when classes are not in session, says Mills. Prefabrication



Lindsay Mills, president of John Mills Electric, Elmira Heights, N.Y., says prefabrication has helped keep a constant workforce to remain competitive in choice markets like school construction.

allows projects to continue while students are in class and stay ahead of schedule when schools recess.

"We started dabbling in prefab in 2011, but took a leap of faith in 2013," says Ray Bruegman, president, Miller Electric. "We've had uphill battles and climbs but we've seen success. We have been following the ratios of our collective bargaining agreement to staff our prefab shops and we are now getting work done faster in the field."

Start-up costs for facilities and software for full-scale prefabrication are significant, but contractors say prefab yields significant cost advantages. Getting the balance right is now part of the IBEW's recently-launched Market-Based Contractor Training, designed to help union members found their own contracting businesses. The reality is owners of large-scale projects are demanding prefabrication, including Apple, which is building a 1-million-square-foot campus in California, says Gerald Pfeiffer, business manager, San Jose, Calif., Local 332.

Prefab is not just for large projects, warns John Bourne, an IBEW international representative assigned to business development. Niche applications are proving nearly as profitable. Oklahoma Electric Supply, staffed by members of Oklahoma City, Local 1141, for instance, markets prefabricated temporary power systems for construction sites.

"You used to go out with an auger and a drill to power a site," says Seventh District International Representative Gary Buresh. "Now the temporary system is built on skids and set in the ground with a forklift. What used to take two days, takes two hours." ■



# Voters Pick Favorites in 17<sup>TH</sup> IBEW PHOTO CONTEST

**H**igh above the earth, linemen carefully replace a high-voltage structure that was battered by Washington's winter. By framing the scene with towering evergreens and a mountainous backdrop, Seattle Local 77 member Derek Williams turned this moment into the most popular shot of the 17th IBEW Photo Contest.

"Looking down the [valley] corridor, being out in the woods, in God's country—it gave us a nice view," Williams said of his photograph that features linemen and apprentices who work for Chelan County Public Utility District.

Iconic images of linemen on the job scored big in this year's contest, which drew more than 4,000 votes overall from members and the general public.

Boston Local 104 member Derrick Maciel nabbed second place with a shot of members working atop a massive transmission tower.

Third place honors went to Vacaville, Calif., Local 1245 member Shawn Murphy for his vivid, colorful shot of three linemen apprentices plying their trade.

About 300 submissions from members across the U.S. and Canada were narrowed to a field of 15 finalists in January. Voters selected their top three favorites via online ballots between Jan. 26-Feb. 9.



01

**1st Place Winner (\$200)**  
**Derek Williams, Seattle Local 77**

Storms and wintry weather can deal blows to transmission infrastructure. East of the Cascade Mountain Range in Washington, a barrage of Mother Nature's worst wreaked havoc on lines during the 2013-2014 winter.

"There were heavy snow loads and trees were breaking around power lines," said Williams, 31, who spent much of that winter pulling marathon shifts to help get the power back on for thousands of residents in the central part of the state. But their work would be a temporary fix until conditions would allow for crews to come in and make lasting repairs to the high-voltage structures.

On a balmy September morning last year, Williams and a crew of journeymen and apprentices took to the poles near Stevens Pass about an hour-and-a-half drive east of Seattle. While the crew—including line foreman Kenny Pfister, journeyman linemen Jessie Nick and Jared Montgomery and apprentices Joel McIntosh and Brandon Hughes—worked on the repairs, Williams snapped his winning photo on a digital camera that the employees keep handy to document jobs.

Without the aid of bucket trucks, the members performed the needed upgrades by hand—"old school rigging," Williams said—which he estimated ranked popular with contest voters who are experienced in the trade and appreciate the difficulty and skill such a task entails.



02

**Second Place Winner (\$150)**  
**Derrick Maciel, Boston Local 104**

Teamwork isn't just a word—it's a vital insurance policy when doing high-altitude work like the two members in Maciel's photo. Here we see both safety and symmetry, hallmarks of the union ethos and art in the everyday.

Maciel, a third-year apprentice lineman working for contractor L.E. Myers Co., snapped this photo of a travelling apprentice, left, and fellow Local 104 apprentice Brian Wilson while they put new lines on a transmission tower looming more than 360 feet above the Penobscot River in central Maine.

"It was a good job to be a part of," said Maciel, who spent a year-and-a-half on the road doing the project. "We usually pulled six tens a week, more in the summertime."

Being that high above the ground inspired Maciel to take the photo with his camera phone. "It was one of those things where you've never seen anything like it—you just have to take a picture."

Maciel said that his fellow apprentices were happy with the photo and the quality, on-the-job skill it represents. "The apprenticeship is going really well for us," he said. "I was lucky to get in, I've got six more months, then I'm a journeyman. In the cold weather it can get really tough, but I love it all. What's not to love?"



**03** **Third Place Winner (\$100)**  
**Shawn Murphy**, Vacaville, Calif., Local 1245

Take away the workers, the wires and the pole, and Murphy captured a crisp, clean nature scene worthy of a travel brochure. Add the members back in, and you get a sense of how, for thousands of IBEW men and women, outside work isn't just a job—it's a natural calling.

In Murphy's photo, apprentices Bill Jordan, top, Kyle Giesser, left, and Will Baker are at work about 70 feet off the ground changing rotten arms and installing new insulators on a pole overlooking an area golf course. The members work for Roseville Electric, a small contractor.

"They're going to be great journeymen," said Murphy, who took the photo with his iPhone from a nearby bucket truck. "It's a good trade—it takes a different breed, a different kind of person to be a lineman."

With more than a decade in the trade, Murphy said he often takes photos on the job site. After seeing an ad for the photo contest last year, he decided to enter for the first time.

"I thought the picture looked really nice, and I wanted to get these apprentices some good recognition for what they do," Murphy said.



**H** **Honorable Mentions (\$50)**  
**Michael Vander Weit**, Cranbury, N.J., Local 94

As the previous photos show, working in the outdoors lends itself to bright, bristling colors. But here, Vander Weit's skillful black and white rendering offers a noir-like take on a perennially popular image.



**H** **Honorable Mentions (\$50)**  
**Thomas Lawless**, Long Island, N.Y., Local 25

Lawless' vibrant photo of the Big Apple, with the Tribute in Light beams shining heavenward, commemorates the tragedy of 9/11 while also showing the vitality of a resilient city that thrums with life, movement and energy.

*Editor's note: Unfortunately, a few individuals tried unsuccessfully to bypass the computer safeguards on our contest page, resulting in hundreds of fraudulent votes that judges flagged and discarded. We appreciate the vast majority of the members and the voting public who played fair, keeping in mind the spirit of fun and friendly competition that this photo contest has represented for nearly 20 years.*

# NORTH OF 49° | AU NORD DU 49° PARALLÈLE

## Supreme Court of Canada Upholds Workers' Rights

**T**he Supreme Court of Canada sided with workers' rights earlier this year, ruling that Saskatchewan's "essential services" act violated the nation's Charter of Rights and Freedoms.

The court also ruled that members of the Royal Canadian Mounted Police—Mounties—have the right to organize and collectively bargain.

The ruling Saskatchewan Party passed the Public Service Essential Services Act in 2007 as part of a series of bills meant to limit the rights of labour unions.

The act gave the provincial government the authority to unilaterally declare any public sector employee as providing an essential service, thus preventing them from participating in strike action.

Critics, including the Saskatchewan Federation of Labour, say the bill effectively removed the right of public workers to strike.

"We've always protected the public during labour disputes, and ensured job action is a last resort," said SFL President Larry Hubich. "However, the recognition of the right to strike is necessary to restore the balance between workers and employers."

In its 5-2 decision, the court found on Jan. 30 that the act violated the Charter's guarantee of freedom of association.

Since taking over in 2007, Premier Brad Wall's Saskatchewan Party government has passed or introduced numerous anti-workers bills. So many that Financial Post columnist Terence Corcoran termed the province "Saskawisconsin," in reference to Wisconsin under Gov. Scott Walker.

Soon after taking power, Wall's government passed legislation that eliminated majority sign-up in union elections. And in 2010, it passed Bill 80, which alters labor law to allow for organizing "wall-to-wall," not segmented by job description.

Critics say it opened the door for employer-favored unions like the cross-craft Christian Labour Association of Canada to take work from the building trades.

Labour leaders weren't surprised when the International Trade Union Confederation added Saskatchewan to its annual global survey of places with the worst records of workers' rights violations, which included such countries as Colombia, Belarus and Iran.

"The Supreme Court's decision is a reminder to every politician that workers' rights are a key foundation of Canadian democracy," said First District Vice President Bill Daniels. "This is a win for everyone who believes in freedom of association—both inside and outside of the workplace."

In another decision, the court struck down a rule banning members of the Royal Canadian Mounted Police from collectively bargaining.

RCMP members have fought for the right to organize a union for more than a decade. The court's ruling is a reversal of



Credit: Richard Eriksson

an earlier decision banning Mounties from organizing.

"Now we're going to be able to deal with management and make sugges-

tions and sit down at the table and have frank discussions, with the end result being resolution," Rae Banwarie, president of the Mounted Police Professional

Association of Canada, told CTV.

The federal government has one year to rewrite labour law to bring it into compliance with the court ruling. ■

*Canada's highest court upheld the right of members of the Royal Canadian Mounted Police to collectively bargain in a decision earlier this year.*

## La Cour suprême du Canada défend les droits des travailleurs

**L**a Cour suprême du Canada a soutenu les travailleurs plus tôt cette année. La loi applicable des « services essentiels » de Saskatchewan contrevenait à la Charte des droits et libertés de la nation.

Conformément à la jurisprudence de la Cour, les membres de la Gendarmerie royale du Canada (GRC) sont en droit de s'organiser et de négocier collectivement.

En 2007, le pouvoir décisionnel de la Saskatchewan a adopté la Loi sur les services essentiels des services publics dans le cadre d'une série de projets de loi destinés à limiter les droits des syndicats.

Ce nouveau projet de loi confère au gouvernement provincial le droit unilatéral de déclarer tout emploi du secteur public comme étant un service essentiel ainsi privant tous les employés de participer à une grève.

Les critiques ainsi que la Fédération du travail de la Saskatchewan mentionnent que cette Loi enlèvera définitivement le droit aux travailleurs de participer à une grève.

Le Président Larry Hubich de la fédération précise : « Nous avons toujours protégé le public au cours des conflits du travail et croyons qu'une mesure drastique ne devrait être imposée qu'en dernier recours. » « Toutefois, la reconnaissance du droit de grève est nécessaire pour rétablir l'équilibre entre les travailleurs et les employeurs ».

Selon la décision 5/2 rendue par la Cour le 30 janvier, cette loi violait la garantie de la liberté d'association prévue par la Charte.

Depuis la prise de pouvoir en 2007, le Premier ministre Brad Wall de la Saskatchewan en 2007, a réussi ou a présenté de nombreux projets de loi anti-travailleurs. Ils étaient si nombreux que le chroniqueur Terence Corcoran du *Financial Post* a surnommé la province *Saskawisconsin* en référence à Wisconsin sous la gouverne de Scott Walker.

Peu après la prise du pouvoir, le gouvernement Wall a adopté la loi destinée à éliminer la majorité des procédures électorales entièrement réservées à la signature

de la carte syndicale. En 2010, le projet de loi 80 (*Construction Industry Labour Relations Act*) a été adopté où le modèle « inattaquables » cherche à organiser tous les travailleurs sur un chantier, sans tenir compte de leur métier.

Les critiques proclament que ce dernier a ouvert la porte pour favoriser les syndicats contrôlés par l'employeur comme le CLAC (*Christian Labour Association of Canada*) au détriment des différents quarts de métier.

Les dirigeants syndicaux n'ont pas été surpris lorsque la Confédération syndicale internationale (CSI) a ajouté Saskatchewan à son sondage mondial annuel comme l'un des endroits au monde qui a le pire bilan en ce qui concerne le droit de la personne y compris, Colombie, Bélarus et l'Iran.

« La décision de la Cour suprême est tout simplement un rappel à tous les politiciens que le droit des travailleurs est un élément clé à la démocratie canadienne », a dit le Vice-président du Premier District Bill Daniels. « Ceci est une victoire

pour tous ceux et celles qui croient à la liberté d'association—autant à l'intérieur qu'à l'extérieur du milieu de travail. »

Dans une autre décision, la Cour a abrogé la loi bannissant la Gendarmerie royale du Canada (GRC) de négocier collectivement.

Les membres de la GRC luttent depuis plus de dix ans pour le droit de créer un syndicat. Cette décision tribunal est le renversement d'une loi antérieure qui était destinée à bannir la GRC d'organiser un syndicat.

Dans une entrevue accordée à CTV, le président Rae Banwarie de l'Association Canadienne Professionnelle de la Police Montée (ACPMP) déclare : « Maintenant, nous allons pouvoir s'adresser à l'administration, leur faire part de nos suggestions, s'asseoir ensemble à la table et d'engager un franc dialogue ».

Le gouvernement fédéral à un délai d'un an afin de réécrire le droit du travail pour la mettre en conformité avec la décision de la Cour. ■

## TRANSITIONS

### RETIREMENT

#### Tim Collins



After more than 40 years in the IBEW, Sixth District International Representative Tim Collins retired effective Jan. 1.

Collins was business manager of Gary, Ind., Local 697 and a trusted advisor to a generation of Sixth District International Vice Presidents.

Most of the men on his dad's side of the family worked in the steel mills. Much of the rest of the immediate family, including Collins' father, were IBEW electricians. Collins' maternal grandfather started his IBEW apprenticeship in 1924, later opening his own contracting business and becoming president of the Gary National Electrical Contractors Association chapter.

Collins began his apprenticeship in 1973, joined Local 697 a year later and topped out in 1977. Within a year he was appointed to the newly formed safety committee, and after its chairman resigned, took it over.

"While I was an apprentice, the local still had two meetings a month and we had to go to one, but I went to all of them," Col-

lins said. "[The local union hall] was where I grew up. It was like an extended family."

In 1978, Collins began classes at Indiana University's Labor Studies Department which, at that time, was a well-funded and ambitious program to professionalize the ranks of labor leaders.

"I went in just to take the labor history class and got sucked in," Collins said. "I simply don't know how anyone survives as a business manager without the kind of education I received there."

**'The local union hall was where I grew up. It was like an extended family.'**

— Tim Collins, retired Sixth District international representative

Collins graduated in 1983 and, four years later, was elected business manager of Local 697.

Collins said his proudest achievement as business manager was creating and implementing the local's first referral system.

Collins was reelected three years later and in 1991, was appointed to the Council on Industrial Relations by then-International President J.J. Barry.

"I learned that increasing the profile of the union's presence is a huge part of the job and 90 percent of that is just showing up. If you are the only one from the labor community you get appointed to committees and then it is amazing what you can get done if you wear a tie and don't foam at the mouth," he said.

In 1993, Barry appointed Collins to the Sixth District office, where he soon became the administrative assistant for then-International Vice President James P. Conway and continued in that position for Conway's successors, Jerry O'Connor and Lawrence Curley.

"There are more than 140 locals in the Sixth District and I handled a lot of the administrative and operations work for the Vice Presidents," Collins said. "What I loved was the interaction with people from all over the country in all branches. I really saw the strength and diversity of the IBEW in that job."

In 2002, Collins received his final assignment, to service the locals in Chicago and Northern Illinois.

Please join the officers in thanking Brother Collins for his faithful service to the IBEW. We wish him a long and fulfilling retirement. ■

## ORGANIZING WIRE

### Asplundh Organizing Vote a Landslide in Indiana

Asplundh tree-trimmers in Indiana recently voted 67 to 6 to join the IBEW, the 22nd successful organizing election at the company in less than two years.

The 111 Fort Wayne-Muncie tree-trimmers will become members of Indianapolis Local 1393 after their first contract is signed. The IBEW is now negotiating contracts for more than 1,000 Asplundh employees and additional elections are in the coming weeks around the country.

"I was really hoping for a vote this strong that would show the company that they would stand up for themselves and each other," said Sixth District Lead Organizer Mike Green of the Feb. 12 vote.

Green said the victory built on an earlier win in Michigan. Tree trimmers there voted 69 to 11 for representation by Grand Rapids Local 876 on Oct. 2.

"Many of the tree trimmers in Indiana have worked in Michigan and vice versa, so there is a real connection," Green said. "We began an all-out organizing push just after their vote win and had an election petition filed within a few weeks."

Membership Development International Representative Alan Freeman said the organizing drive at Asplundh is gaining strength and speed.

"Workers in one place are talking, and workers everywhere else are listening. Social media has been a huge part of



*An inherently dangerous profession, tree-trimmers are noting the safety protections as well as other benefits of collective bargaining.*

our success at Asplundh," Freeman said.

Brian Groom, Sixth District lead organizer in Michigan, said the win is part of a regional wave of organizing fervor that grew out of a vicious series of November 2013 wind and ice storms.

"It was a real storm with terrible damage and a lot of Asplundh guys ended up working beside IBEW utility workers," Groom said. "They figured out they were kind of getting the shaft."

Green said that every election is unique, but there is a common thread

through all of the yes votes.

"During the recession, the mindset was 'I have a job and I need to keep it,'" Green said. "Now that the work is starting to come back, they have choices to go somewhere else and get better pay and better conditions, or they can stay here and improve their conditions and go home at night. They got the picture. They get it."

Freeman says Asplundh organizing is accelerating across the country in North Carolina, Connecticut, Michigan, Indiana, West Virginia and Ohio. ■

## Summary Annual Report for Int'l Brotherhood of Electrical Workers' Pension Benefit Fund

This is a summary of the annual report for the INT'L BROTHERHOOD OF ELECTRICAL WORKERS' PENSION BENEFIT FUND, (Employer Identification No. 53-0088380, Plan No. 001) for the period July 1, 2013 to June 30, 2014. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Statement

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$150,160,313. These expenses included \$10,808,013 in administrative expenses and \$139,352,300 in benefits paid to participants and beneficiaries. A total of 454,178 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits. The value of plan assets, after subtracting liabilities of the plan, was \$2,042,525,952 as of June 30, 2014 compared to \$1,838,467,408 as of July 1, 2013. During the plan year the plan experienced an increase in its net assets of \$204,058,544. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$354,218,857, including participant contributions of \$60,565,048, gains of \$95,611,873 from the sale of assets, earnings from investments of \$197,875,355 and other income of \$166,581.

### Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the plan assets; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator

SALVATORE J. CHILIA  
International Secretary-Treasurer  
900 7th Street, NW  
Washington, DC 20001  
45-3912185 (Employer Identification Number)  
(202) 728-6200

The charge to cover copying costs will be \$13.50 for the full report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

International Brotherhood of Electrical  
Workers' Pension Benefit Fund  
900 7th Street, NW  
Washington, DC 20001

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

# CIRCUITS

## FairPoint Workers Ratify New Agreements

More than 1,800 IBEW and CWA members throughout Northern New England returned to work Feb. 25 at FairPoint Communications after a months-long strike.

IBEW and CWA leaders and members are praising the agreements negotiated with federal mediators as a win for working families who have manned the picket lines in sub-freezing weather this winter to hold out for a better deal.

"This is great news for our members, their families and our communities," said Augusta, Maine Local 2327 Business Manager Peter McLaughlin. "Our members remained united and committed to this fight for more than four months and today we have a fair deal that will bring them back to work and provide good service for our communities."

FairPoint workers in Maine, New Hampshire and Vermont went on strike Oct. 17 after the company walked away from the bargaining table. FairPoint demanded millions in concessions, cuts to retirement benefits and the power to outsource New England jobs to low-paid, out-of-state contractors.

The strike saw major delays in repair and service calls and increased wait times for customer service.

"Our communities have seen the results of outsourcing these last four months, and it has not been pretty," said Manchester, N.H., Local 2320 Business Manager Glenn Brackett. "There's no replacement for well-trained, skilled workers."

FairPoint agreed to let employees participate in the IBEW/NECA Family Medical Care Plan, which brings better benefits and lower costs.

"It's a better plan for less money," said International Representative Bob Erickson. The agreement also protects retirement benefits for existing employees and maintains job security against possible outsourcing.



More than 1,800 IBEW and CWA members ratified new agreements with FairPoint Communications Feb. 25, ending a months-long strike.

Community and labor groups gave strong support to FairPoint workers, raising more than \$350,000 for a solidarity fund to help strikers.

Numerous elected officials throughout the region also spoke out in support of a fair contract.

The new contract will be in effect until Aug. 4, 2018.

"What happened at FairPoint proves that solidarity works," said IBEW International President Edwin D. Hill. "By sticking together and refusing to surrender their commitment to their community and families, IBEW and CWA members have shown how the middle class can stand up and fight back." ■

## ADT Locks Out N.C. Security Techs

After months of stalled negotiations and obstructionist tactics, ADT locked out 19 of its employees in Winston-Salem, N.C., on Feb. 13. The move came one month after workers voted decisively to keep the International Brotherhood of Electrical Workers Local 342 as their bargaining agent.

Employees—installation specialists and service technicians who provide home and business security service—voted for representation by the IBEW in 2013 and have been negotiating for a first contract ever since.



ADT locked out 19 of its North Carolina security technicians Feb. 13. Credit: BIRD

"ADT has dragged out talks for nearly two years, using every trick in the book to prevent us from coming to an agreement," said Local 342 Business Manager Alvin Warwick.

The company's final offer would slash employee pay by up to 30 percent.

"They don't want to pay us a fair wage," ADT technician Brook Tolar said in a video released by the IBEW. "They want us to work till you drop—no family values whatsoever."

Management has brought in replacement workers to perform the locked-out workers' jobs, including out-of-area contractors—some with little experience installing ADT systems.

The Florida-based company's insistence on wage cuts prompted a 9-9 vote for decertification last October.

The union filed charges against the company with the National Labor Relations Board, challenging the decertification vote and charging ADT with putting illegal pressure on employees during the period leading up to the October election.

The NLRB agreed, negotiating a re-run vote with management. On Jan. 14, workers voted for the IBEW by more than a 2-1 margin.

"Sophisticated employers know how to play the game," said Lucas Aubrey, an IBEW attorney. "Companies will drag out contract talks until some workers start

to dissent, then some will call for a decertification."

The IBEW represents approximately 1,000 ADT employees. Workers are also represented by the Communication Workers and the Office and Professional Employees International Union in some locations.

This isn't the first time the company has been accused of violating workers' rights.

Numerous unfair labor practices have been filed against ADT over the years. In 2012, the United States Court of Appeals for the Sixth Circuit ordered ADT to reinstate its collective bargaining agreement with its workers in Kalamazoo, Mich., after the company tried shutting down the union facility and shifting jobs to nonunion employees.

Despite its efforts to squeeze wages in North Carolina, ADT's top officers have been paid more than \$31 million in total compensation since the company was spun off from its Swiss-based parent,

Tyco International Ltd., in 2012.

Chief executive Naren Gursahaney alone was paid more than \$17.5 million in the last three years.

"This is a profitable operation in Winston-Salem," said Local 342's Warwick. "Locking out their workers is absolute corporate greed."

Go to [www.bit.ly/ADTLockOut](http://www.bit.ly/ADTLockOut) to see the video. (This url is case sensitive.) ■

## Local 3 Project Helps Remake New York

It's one of the most important transit projects in New York City history. The city is near completion of a \$1 billion extension of the Metropolitan Transit Authority's 7 subway line.

When completed, the new line will extend the 7 line from Times Square in Midtown Manhattan to a new station at 34th Street along the Hudson River—right next to the largest real estate development project in U.S. history: Hudson Yards.

The extension has meant more than 200 jobs for members of New York City Local 3, wiring the tunnels and a new station.

**'We're part of creating a neighborhood where there are going to be families and children and schools.'**

— Anthony Falleo, Local 3 business representative

"To actually see a new subway system being built from scratch, you're happy to see that you're part of something brand new," said Local 3 member Randy Russo.

The Hudson Yards Redevelopment Project is a massive effort to remake Manhattan's far west side neighborhoods, bringing new housing, commercial development, and with the completion of the 7 line extension, mass transportation to the area.

"We're part of creating a neighborhood where there are going to be families and children and schools," said Local 3 Business Representative Anthony Falleo. "It's all because of the men and women of Local 3."

Go to [www.bit.ly/IBEWSubway](http://www.bit.ly/IBEWSubway) to see Local 3 members at work. ■



Members of New York Local 3 work on a \$1 billion extension of the city's subway line.



# IBEW MERCHANDISE

[www.ibewmerchandise.com](http://www.ibewmerchandise.com)

### Beer Mug \$5.00

Clear glass mug with etched IBEW logo. 12 ounce capacity.



### Ladies Camouflage Hat \$11.25

Pink and green brushed cotton camouflage hat with custom IBEW lettering. Adjustable size to fit all.



### Tie Tack/Lapel Pin \$3.00

Gold-tone bar with raised IBEW initials, features a jewelry grade ball clutch. Can be used as a tie tack or lapel pin.

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



## St. Louis IBEW Helps Kick Off City's Pro Soccer Season

As any soccer fan knows, the key to success is having a sharp group of professionals at the top of their game.

The same is true for union electricians in the field. That's one reason why the IBEW's flagship local union is helping sponsor the St. Louis Football Club for its inaugural 2015 season. When the team steps onto the field, they will be clad in crisp new jerseys emblazoned with the NECA/IBEW Electrical Connection logo on the front.

"Much like IBEW/NECA, soccer has

a long tradition of excellence in St. Louis," said Jim Curran, executive vice president of the Electrical Connection. "We are proud to be part of that tradition through our support of St. Louis Football Club."

The sport's culture in the city dates back more than a century. Teams like the Stars, the Ambush and the Storm have been notable competitors in the North American Soccer League, the Major Indoor Soccer League and other leagues over the decades.

Patrick Berry, executive director of the city's team, expressed gratitude toward the Brotherhood. "We look forward to representing the IBEW/NECA partnership and the city of St. Louis every time our players pull on their jerseys," he said.

The St. Louis Football Club plays in the United Soccer League, which kicked off its first season in 2011. Home games will be played starting in April at St. Louis Soccer Park in nearby Fenton.

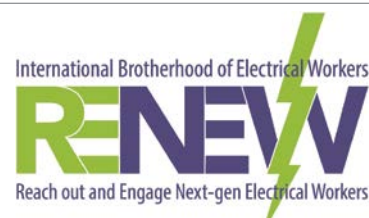
"This is a tremendous opportunity for our IBEW membership," said Local 1 Business Manager Frank Jacobs. "You'll find our workforce throughout the community supporting boys and girls soccer—from the little ones first learning to kick the ball, to the schools, churches and soccer leagues that ultimately develop the talent that defines St. Louis' soccer tradition. With the popularity of soccer in St. Louis, the IBEW/NECA Electrical Connection logo will be in many households and worn all over town."

Area residents can pre-order jerseys and get more information about the upcoming season at [www.saintlouisfc.com](http://www.saintlouisfc.com). ■

## Young Workers on the Rise in the Fourth District

Young members of Reach out and Engage Next-gen Electrical Workers in the Fourth District had a busy and productive year organizing volunteer events and canvassing during the 2014 election.

"There are half-dozen very active locals in the district," said Jimi Jette, RENEW chair in the Fourth District and a member of Columbus, Ohio, Local 1466. "There are also young workers at many other locals at all stages, from exploring starting a chapter, to recruiting members, to organizing events."



Jette said that he is now seeing members of all ages at RENEW events including the Local 1466 volunteer day at the Columbus Community Food Kitchen and a Habitat for Humanity volunteer day

organized by RENEW members of Norfolk, Va., Local 80.


Involving the entire membership makes it clear, Jette said, that RENEW isn't about demographics—it's about the future of the brotherhood.

"One guy told me he loved to see us young cats getting involved," Jette said. "If the intent is to pass the torch, you need to have the members who have been there before." ■




St. Louis Local 1's IBEW/NECA partnership is sponsoring the city's pro soccer team this season. Players revealed their new jerseys—with the Electrical Connection logo—at a gala event.

Apply for the **IBEW Founders' SCHOLARSHIP**



**DEADLINE: MAY 1, 2015**



Apply now at [www.ibew.org/FoundersScholarship](http://www.ibew.org/FoundersScholarship).

The IBEW's founders not only charted a course toward excellent safety and exceptional skill. They had a vision that members would be some of the brightest minds in the labor movement.

Awards are given each year to exemplary members based on academic achievement and potential, character, leadership, social awareness and career goals. Take your union dedication to the next level with a college degree.

## December International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8 a.m., by Secretary Lavin, on Tuesday, December 16, 2014, in Washington, D.C. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Walter, Smith and Galbraith.

### International President Hill

International President Edwin D. Hill met with the members of the International Executive Council to discuss a variety of matters affecting all branches of the Brotherhood.

### International Secretary-Treasurer Chilia

International Secretary-Treasurer Salvatore (Sam) J. Chilia presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood—both in Canada and in the United States. Resolution of IEC regarding funding of the Pension Plan for International Officers, Representatives and Assistants and the Pension Plan for Office Employees of the IBEW was discussed.

### Legal Defense

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

### Financial Reports

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

### Resignation of IEC Officer and Confirmation

A letter of resignation was submitted by Joe Smith, Sixth District, IEC. The council accepted his letter of resignation and wished Brother Smith continued success in his appointment to International Representative to the Seventh District.

President Hill appointed Chris J. Wagner to fill the vacancy to the Sixth District of the IEC. The IEC voted unanimously to confirm International President Hill's appointment to be effective January 1.

### Article XX and XXI Cases

In 2014, the IBEW was involved in two Article XX disputes, one dispute under the AFL-CIO Executive Council's "Dispute Resolution Procedure for Raids Involving Unions with Solidarity Charters", and no disputes under Article XXI.

IBEW charged the Iron Workers with violating Article XX, section 2, by interfering with Local Union 134's established collective bargaining relationship with Stanley Access. After mediation, the Iron Workers withdrew its election petition, and the IBEW withdrew its Article XX charges.

IBEW Local Union 47 and Local Union 440 and the Southern California District Council of Laborers all have collective bargaining agreements with International Line Builders (ILB). The Laborers have filed an election petition for a unit defined as all laborers performing work for ILB under the Laborers' master multi-employer agreement; both Local Unions 47 and 440 have intervened in the election proceeding. The Laborers have filed Article XX charges against the IBEW. It is the position of

the IBEW that ILB is engaged in construction, which is excluded from Article XX. Mediation is being scheduled.

The IBEW was involved in one dispute under the AFL-CIO Executive Council's "Dispute Resolution Procedure for Raids Involving Unions with Solidarity Clauses," which the AFL-CIO Executive Council adopted in February 2014. The dispute was filed by the International Brotherhood of Teamsters, charging the IBEW, LIUNA and IATSE with agreement to perform work the Teamsters had traditionally performed at the Philadelphia Convention Center. The Teamsters acknowledge that its main dispute is with LIUNA, the only union to which the Convention Center has assigned Teamsters' work. At the request of the Teamsters the complaint has been postponed by the AFL-CIO while the Teamsters and LIUNA attempt to resolve the problem.

### Charges Filed with the International Executive Council Against Anton N. Treis, Jr. of Local Union 1

On October 6, 2014, Brother Kenneth D. Landwehr, Jr., a member and business agent of IBEW Local Union 1 filed charges against Anton N. Treis, Jr., Card Number D386252. Brother Treis, a retired member of IBEW Local Union 1, presently receiving IBEW Pension Benefits, allegedly violating Article XI, Section 6 (d), of the IBEW Constitution. This case has been deferred until the first quarter IEC meeting.

### Retirement of International Officers

Michael S. Mowrey, International Vice President, Ninth District  
Effective—November 1, 2014

### Retirement of International Representatives

John C. Briston, International Representative, IBEW Sixth District  
Effective—October 1, 2014

C. James Spellane, International Representative, Media Advisor, effective—January 1, 2015

Clayton W. White, International Representative, IBEW Seventh District  
Effective—August 1, 2014

### Retirement of International Office Employees

Diane M. Moore, Secretary 3, Grade 6, Safety Department  
Effective—October 11, 2014

Nancy L. Smith, Accountant II, Grade 6, Political & Legislative Affairs Department  
Effective—December 31, 2014

This regularly scheduled meeting was adjourned on Wednesday, December 17, 2014, at 4:16 p.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Monday, February 2, 2015, in Naples, Florida.

### For the International Executive Council

Patrick Lavin, Secretary  
December 2014

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult [www.ibew.org](http://www.ibew.org), clicking on the International Executive Council link on the "About Us" page. ■

# LOCAL LINES

## 'Organizing Road Show'

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH—Greetings, brothers and sisters.

In January Local 8 officers, staff and rank-and-file members attended an informational organizing meeting at Local 252 in Ann Arbor, MI. The IBEW Sixth District Office hosted the Michigan Organizing Road Show to discuss why we organize and why it is important to our survival. Topics discussed included the future retirement of our baby boomers and the possible impact that will have on our industry's need for skilled electricians. Market recovery and the CE/CW program were also discussed.

At RENEW (Reach out and Engage Next-gen Electrical Workers) meetings in January and February, professor Timothy Messer-Kruse, labor specialist from Bowling Green State University, addressed Local 8 members on the subject of labor history. Messer-Kruse is chairman of the Ethnic Studies Dept. at BGSU. The presentation was educational for all in attendance.

Negotiations are underway as of press time for the Inside and Residential contracts, which expire in May. Happy spring!

*Mike Brubaker, P.S.*

## Union Festivities Build Unity

L.U. 12 (i,o&se), PUEBLO, CO—Local 12 celebrated the holiday season with a night of union brotherhood. The evening's activity was well-attended at the local's meeting hall with food and drink for all. There were lots of laughs as old friends reminisced and new friends were welcomed. The children received gifts, and the raffle gave cash prizes to a few lucky adults. It's good to see the membership having fun together. This is what builds unity.

The work picture is fairly steady. No big jobs are in the immediate future, but our signatory contractors are staying busy.

*Susan Johnson, P.S.*



*Labor specialist professor Timothy Messer-Kruse addresses IBEW Local 8 members at a RENEW meeting.*

## 'Fantasy of Lights' Volunteers

L.U. 16 (i), EVANSVILLE, IN—Local 16 members were able to both demonstrate their abilities and bless clients of the Easter Seals Rehabilitation Center by volunteering their skills for the 21st Annual Ritzzy's Fantasy of Lights. For two months volunteers hauled, set up, and maintained displays that allowed the center to raise over \$154,643, one of the highest totals to date. These funds will help to underwrite up to 3,222 sessions of physical, occupational and speech therapy for tri-state children and adults who couldn't otherwise afford these life-changing services. Since its inception, Fantasy of Lights has underwritten 59,029 therapy sessions and generated over \$2,833,407 to benefit the center.

The membership wishes to acknowledge Mr. William Mattingly for 19 years of devoted service to the JATC. Bill has consistently advanced the program while doing all he could for every apprentice. His presence on the committee will be greatly missed. Best wishes, Bill, for a well-deserved "retirement."

Many thanks go to Paul Green, John Brady, Dan Gretler, Jeff Brady and Steve Nellis for their efforts to negotiate a fair and equitable collective bargaining agreement that will serve the needs of the membership and promote the unionized electrical industry.

*Donald P. Beavin, P.S.*

## IBEW Member Elected To Maryland Legislature

L.U. 24 (es,i&spa), BALTIMORE, MD—We are proud to announce that Local 24 now has one of our own members in the Maryland House of Delegates looking out for working families. On Jan. 14, at the Statehouse in Annapolis, Bro. Cory McCray was sworn into office for a four-year term as state delegate for the 45th district. We look forward to working with Delegate McCray on labor and social issues that affect all of us. Please stand with me in wishing Bro. McCray much success.



*Maryland Delegate Cory McCray (left) with Local 24 Bus. Mgr. Gary Griffin.*

New prevailing wage rates went into effect in January. I am pleased to announce that through the diligent work of Local 24's staff and the contractors that participated, we have been successful in maintaining our Baltimore inside rate as the prevailing rate for the Baltimore jurisdiction. Now let us hope that our newly elected governor keeps the enforcement in place so our contractors can compete on the same playing field.

Our work picture remains slow as of this writing. If you are on the out-of-work list, please remember to re-sign between the 10th and the 16th of each month. Have a safe spring and summer.

*Gary R. Griffin, B.M.*

## Spring & Summer Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—It's finally springtime in Washington, DC! Union representatives for Local 26 members are hard at work negotiating a new Inside and Residential Agreement. Thanks to those of you who sent in suggestions.

Mark your calendar for some great upcoming events. Here are a few of them to note. The Local 26 Electrical Workers Motorcycle Riding Club's 4th Annual Poker Run will be Saturday, May 2. Our annual Dollars Against Diabetes golf outing will be Monday, June 1. The Manassas, VA, picnic will be Saturday, June 20; and the Edgewater, MD, picnic will be Saturday, Aug. 1. For additional information, please see our quarterly magazine, In Charge, or visit our website [www.ibewlocal26.org](http://www.ibewlocal26.org).

Several members passed away since our last article: Rodney M. Spaulding, Joseph F. Orlando Jr., Steven T. Moxley II, Ali R. Blackhear, Serge E. Salles, Richard G. McGowan, James B. Blackman, John J. Noone, Stephen R. Lewis and Everett Gerardi. They will be missed.

Best wishes to recent retirees: David E. Allison, Michael A. Acree, Daniel C. Morehead, James E. Nugent, Ezzard R. White, Banjerd B. Wongcharoenth, Trent H. Bergendahl, Brian H. Brigden, Robert B. Craig, Christopher D. Dykes, James A. Hass, Ronald R. Jackson, Joseph V. Sobnosky Jr., Jorge Heredia, Gregory A. Coffren, Tyrone E. McKoy, Domingos J. Miranda, John F. Roberts and William F. Tydings III.

*Charles E. Graham, B.M.*

## Training & Market Share

L.U. 34 (em,i,mt,rts&spa), PEO-RIA, IL—Local 34 has taken a huge step to securing the local's future in central Illinois. On Saturday, Jan. 24, local members decided to take 40 cents of their upcoming hourly wage increase and re-allocate it to the funding of our JATC. With this additional income into the JATC budget, we will be able to buy the training tools necessary to make sure that all of our members, from apprentices to journeymen, will be able to master any new technology required to perform our work. Local 34 officers congratulate all the members who helped make this dream of a newly modernized JATC a reality. Congratulations also go to all IBEW members of other locals who also have made similar sacrifices to ensure the future of our industry. Our 100+ years of experience illustrate that there is no substitute for quality training when it comes to increasing our market share.

Finally, our thanks also go out to Bus. Rep. Dave Lowder and the members who participated in our annual blood drive. With Dave's hard work, all of the time slots for donations were filled and then some.

*Marc Burnap, P.S.*

## Work Picture Update

L.U. 38 (i), CLEVELAND, OH—At this writing, the weather had slowed down construction on multiple projects in our jurisdiction. So, as soon as the weather breaks we will see much more activity on projects like the Cleveland Clinic Cancer Center, the American Greetings building, the Hilton Hotel, the CWRU Medical Center and the East Bank Flats.

Recently I was in a meeting with the developers of the East Bank Flats project. They told me that it is their plan to have all of the restaurants and retail shops open by this summer. If that comes to fruition, then there is a lot of work that needs to be done

## Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email ([locallines@ibew.org](mailto:locallines@ibew.org)) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at [www.ibew.org/articles/journaldeadlines.htm](http://www.ibew.org/articles/journaldeadlines.htm). Please email or call the Media Department at (202) 728-6291 with any questions.

## Trade Classifications

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

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



Local 38 crew on a P.J. Ellis Electric project for Expedient Data Center: project foreman Daniel Wise (left), Frank Medancic, John Kurowski, Robert Gross, Andrew Wise and Eric Gross.

between now and then. At press time, many of our members are currently working onsite for Gateway Electric on the apartments. The first floor of the 250-unit apartment building will feature multiple restaurants and retail shops. There will also be several stand-alone buildings for other restaurants and music venues along the 1,200 foot boardwalk to be built along the Cuyahoga River.

Shown in the above photo is an IBEW crew who recently worked with P.J. Ellis Electric Co. to install two 1,500 kilowatt CAT diesel generators that will provide emergency power to the recently expanded Expedient Data Center, located at Neo Parkway in Garfield Heights, OH.

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

## EWMC Convention Volunteers

L.U. 40 (em,i&mps), HOLLYWOOD, CA—Hello, IBEW. Over the Dr. Martin Luther King Jr. holiday, Local 40 member and Vice Pres. Juan Rodriguez, along with the Southern California Chapter of the Electrical Workers Minority Caucus, traveled to Atlanta, GA, for the 25th Anniversary of the Electrical Workers Minority Caucus Convention. The Southern California EWMC comprises members from IBEW Locals 40, 45, 47, 440, 441 and 569. Convention participants included EWMC Chapters and IBEW members from across the U.S.

Over the four-day convention, Juan and the EWMC were extremely busy. When they were not team building or attending seminars on how to actively bring members into our unions, they were visiting the birth and resting place of Dr. Martin Luther King Jr. Juan was also able to visit Dr. King's church.

Additionally, Juan and the EWMC members performed a day of service/volunteer work at a local church installing ceiling lights, repairing fans, electrical outlets, switches, and some light yard work; the church also serves as a community men's shelter.

It was a great pleasure for Juan to represent his IBEW Local 40 and give back through service, to show that IBEW members are all about brotherhood, service and community.

Juan Rodriguez, V.P.



A group of EWMC participants from several IBEW locals gather for a day of community service.

## Training Classes Offered

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—At this writing, our work picture is slow for our "A" members. We hope work will pick up soon, although we don't yet have a definite timeframe as of press time. For our "BA" members, work slowed down for the winter months. We hope the work picture will improve in a couple of months.

We increased our "A" and "BA" membership throughout 2014. This does not include the travelers working in Local 42's jurisdiction.

We had two major snow storms in late January and early February. The first snow storm dumped almost 3 feet of snow, and the second one almost another foot of snow.

Those storms kept all of Local 42 very busy with restoration work.

IBEW Local 42's OSHE Safety & Training Department is offering classes that are scheduled through June. The department is offering a Mass Hoisting Continued Education class for 2A and 1B endorsements only. Classes do fill up quickly. To sign up, please call 860-643-4048.

Everyone out working in the field, please stay safe.

Jacquelyn Moffitt



Port Westward Unit 2 facility jobsite for Local 48 project.

## Safety Teamwork Wins

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR—Local 48 Bus. Mgr. Gary Young is extremely proud of the outstanding performance of the IBEW members at the 224-megawatt Port Westward Unit 2 project near Clatskanie, Oregon. The \$300 million facility is powered by 12 Wartsilla 18V50SG natural gas fueled engines.

Pacific Gas & Electric and the construction management company, Black & Veatch, gave kudos to the professionalism of the 150 IBEW wiremen employed at the facility.

Talk with these 150 IBEW brothers and sisters and you will learn that this project held special significance because of the safety teamwork attitude that permeated the entire jobsite. Local 48 Pres. Erik Richardson worked on the project and noted: "We all looked out for each other to keep everyone safe." This project is another example that safety is much more than training. IBEW safety is an attitude of respect and concern for our brothers and sisters.

Bob Blair, P.S.

## Habitat 'Blitz Build' Volunteers

L.U. 58 (em,i,rtb,spa&t), DETROIT, MI—For the past four years, Habitat For Humanity of Detroit has held a red carpet awards ceremony to honor the hard work of their volunteers. Their annual Blitz Build



Local 58 members receive award: Carlos Cardona, left, Ron Oldani, Stephanie Conflitti, Mike Kustarz, BM/FS Michael Richard, Treasurer Mike Conflitti, WXYZ-TV Channel 7 anchor Alicia Smith, Pres. Andy Dunbar, Rob Zawadzki, Felicia Wiseman, Kevin Mack, Chris Keeling.

takes over 3,000 volunteers to build seven houses in a seven-day period. IBEW Local 58 and NECA have been involved with this Blitz Build project for the last two years. In total, Habitat has constructed over 100 homes on Detroit's east side.

Habitat for Humanity presents "Habbits" awards to notable volunteers, faith groups, and many other categories. One such category was Community Partner of the Year.

IBEW Local 58 Bus. Mgr./Fin. Sec. Michael Richard was present at the recent ceremony to accept this very special award Community Partner of the Year award on behalf of the hundreds of Local 58 sisters and brothers who helped during the 2014 Blitz Build.

IBEW members have the skill and knowledge to excel in the electrical industry, and that provides unique opportunities to give back to our community. When a Habitat

house is completed, we help an entire family for a lifetime. For decades, IBEW Local 58 has provided labor on over 100 Habitat homes in the metro Detroit area, and we look forward to the 2015 build this August.

Andy Dunbar, Pres.

## New Organizer Training

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters. Hope you all had a great Christmas and rang in a happy new year. Santa here at Local 68 got wish lists from 443 happy children.

On Jan. 12-14 at Local 68, we hosted New Organizer Training presented by the I.O. Education Dept. for IBEW Seventh and Eighth District organizers. A total of 64 members including organizers, rank-and-file members and officers received a wealth of helpful information during three days of training. Thanks to all who attended and generously donated to Local

68's Wireman's Brotherhood Fund, which helps our sick and needy members and their families.

Local 68 members carried our banner in the Jan. 19 Martin Luther King Jr. parade on downtown streets to celebrate Dr. King's battles on behalf of working families.

On Jan. 24, we held an informational seminar here at the hall. The main guest was Celinda Campbell, from Compusys of Utah, which manages the Health, Pension & Annuity Benefit Fund for the IBEW Eighth District Trust. Campbell answered questions regarding member and spouse health benefits.

Our work picture dimmed somewhat around the winter holidays but seems to be back on the upswing. Thanks to all our traveling brothers who have come in to help build ongoing projects.

Work safe and take care of your union brothers and sisters.

We extend deepest sympathy to families of our recently deceased brothers: Roger R. Lee, Jay E. Davis, Gilbert L. Williams and Clifford A. Harvey.

Jack Cox, Pres.

## Young Workers Group

L.U. 80 (i&o), NORFOLK, VA—Our local's young workers group, The Young Brotherhood, has been busy over the winter, representing Local 80 in the community. They have been actively working with Habitat for Humanity and recently worked at the Food Bank of Southeastern Virginia. They will continue their volunteer work this spring aboard the battleship USS Wisconsin in Norfolk.

The Young Brotherhood group meets the second Thursday each month, 6 p.m., at the union hall; they invite anyone, regardless of age, to participate.

Local 80 extends our sympathy to the families of several brothers who passed away in the last year: Seabron A. Adamee, Keith Callow, Lawrence Horner, Allan Edwards and Albert "Robbie" Robinson.

W. Dennis Floyd, A.B.M.



Local 68 hosts New Organizer Training session, presented by Int. Rep. Tracy Prezeau.

## LOCAL LINES



Local 82 Bro. Wilbur Fink (center) receives 65-year service pin. With him are his sons, Local 82 members John Fink (left) and Tom Fink.

## Annual Awards Ceremony

L.U. 82 (em,i,mt&rtb), DAYTON, OH—On Aug. 8 last year, Local 82 held its Annual Retiree Pin Dinner, Charles E. Toon Scholarship Awards and Hall of Induction Ceremony.

A 65-year pin was presented to Wilbur Fink, and a 60-year pin to Claude E. Krug. The 55-year pin recipients were: Jerry A. Bell, Graham T. Boyd, John L. Carmody, Robert G. Carmody, Thomas E. Frye, Ronald D. Howard, Fredrick J. Hurst, Elisha C. McCulley, John M. Molnar, Paul Napier, Jack A. Reasor, Robert H. Saunders, John E. Schmid, John R. Stoops and Arnold B. Thomas. The 50-year pin recipients were John Alley, Harold A. Bogard, Joseph D. Caserta, Nelson W. Craport, James B. Holderman, Michael J. Manley, Jerry L. Miller and Denny H. Wells. A total of 156 brothers received service awards, ranging from 5-year pins to 45-year pins. Congratulations to all.

Local 82 also recognized two members who volunteered their time and energy to help start Local 82's Pension, Health & Welfare Funds, and the local's first journeyman test. These two brothers, Bud Manley and L.B. Alley, will be enshrined in the Local 82 Hall of Fame.

Twenty-three apprentices received \$250 scholarships to help pay for their books and school expenses. The local 82 softball team helped the cause by donating some of the money they raised during their fish fry. Thanks to all who help raise funds for this great cause!

Doug Searcy, P.S.

## Bus. Mgr. Appointed to NJEDA



IBEW Local 102 Bus. Mgr. Pat Delle Cava.

L.U. 102 (em,govt,i,m,t,o&w s), PATERSON, NJ—On Jan. 16., Gov. Chris Christie, upon recommendation of state Sen. Pres. Stephen M. Sweeney, appointed Local 102 Bus. Mgr. Pat Delle Cava to the New Jersey Economic Development Authority. All of us at Local 102

congratulate our business manager. This appointment is a testament to Pat's hard work and the respect he has garnered throughout the state. He will serve the state of New Jersey with the same passion he brings to work every day at Local 102.

Christmas has come and gone, but it's never too late to thank all the volunteers who run our annual children's Christmas party. It's always great to see our members and their families enjoy the day, but it's what happens after the party that we are most proud of.

Thanks to the continued support of the mem-

bership, after the party concludes and each child has received a gift from Santa, the Christmas party committee loads up the trucks with all the remaining gifts. They drive to Paterson, NJ, where they drop the gifts off at the Pediatric Unit of St. Joe's Hospital and the Battered Women's Shelter. It's what the IBEW does best—give back to the communities we serve. Thanks, brothers and sisters!

Bernard Corrigan, Pres./B.R.

## Toys for Troops' Families

L.U. 104 (lctt,o&u), BOSTON, MA—For the past seven years, the Plymouth-Bristol Central Labor Council (PBCLC) of Massachusetts has put on a toy distribution event for families of Massachusetts veterans. The opportunity for Local 104 to be part of this event is especially wonderful. For years we have contributed to help these military families in need and the veterans who have fought for our freedom.

A 47-year member and Local 104 journeyman lineman, Bro. Ernie Dechene, recording secretary, and his wife, Patti, have been strong advocates for the event and have attended it for years. They have always tried to encourage me to go, and for this recent drive I made the opportunity happen. What a gift it was to attend. The opportunity to witness the event firsthand and see how our IBEW local, along with other local unions in the PBCLC, can make a difference in the lives of others was priceless. My calendar already has next year's event scheduled. That we also had time to connect with state Sen. Marc Pacheco, (see photo below) a strong advocate for working families in Massachusetts, only added to the experience of the day.

Hugh A. Boyd, A.B.M.



Local 104 Rec. Sec. Ernie Dechene (left), Massachusetts state Sen. Marc R. Pacheco and Local 104 Asst. Bus. Mgr. Hugh Boyd.

## K2 Wind Energy Project

L.U. 120 (c,i&o), LONDON, ONTARIO, CANADA—Local 120 congratulates the new members who were sworn in at the December 2014 monthly meeting. Welcome to all! We hope that our new members take their newfound status in our union close to heart as we all do.

The K2 Wind Power Project in Huron County continues toward its near completion at the time of this writing. With 140 wind turbines, a 500 kilovolt substation, a 230 kilovolt transformer station and the first full IBEW switchyard, the project kept many IBEW members employed throughout its duration. Local 120 extends thanks to Locals 105, 303, 773 and 804 for their travellers who also worked on the project.

Thanks to Local 424 for calls for the Surmont 2 project; to Local 993 for the Kitimat Modernization

Project; and to Locals 530 and 1687 for their calls to various projects. Those jobs kept good brothers working and that is very much appreciated.

Dave Vossen, P.S.

## Standing Up for Workers

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO—The 2015 Missouri General Assembly has convened and as expected, the GOP super-majority has filed more than two dozen anti-worker bills. Numerous right-to-work (for less), prevailing wage, unemployment and workers compensation bills have been filed. All introduced by ultra-conservatives who do not understand labor issues, or just don't care about workers. We are fortunate to have a governor who will use his veto pen if any of these bills reach his desk, but we expect the GOP super-majority to limit his ability to stop anti-labor bills. It is important to let your state legislators hear your opposition to bills that will have a negative impact on your job. Members can contact our State Political Coordinator/Local 124 Pres. Rudy Chavez with any questions or for assistance reaching your legislator.

We remember recently deceased members: Kenneth Bunney, Lawrence B. Faeth, Steven McIlvene, Don Robinson, Terry L. Sims and Michael P. Sullivan. They will be missed.

Congratulations to recently retired members: Peter J. Asta, David L. Baldrige, Mike D. Bedell, David A. Dykal, David D. Hooper, Melvin A. Klinge, Robert J. Lusignan, Edward T. McCormick, Frank D. Mathews, Mark W. Norris, Donald L. Stewart, Donald G. Vincent, James T. Wadlow Jr. and Timothy W. Zeigler.

Steve Morales, P.S.

## Politically Active Membership

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—On Jan. 12, Republican Bruce Rauner was sworn in as state governor. Illinois is a "blue island" surrounded by red states. We must remain diligent in protecting worker rights and getting out our message.

At this writing, the city of Chicago mayoral and aldermanic elections were scheduled for Feb. 24, 2015. At press time, election results were not yet available. As always, Local 134 continues to be a force in working to elect labor friendly candidates. Bus. Mgr. Don Finn reported that we have a 92 percent win rate for endorsed candidates.

At press time, we were gearing up to host the March 14 post-St. Patrick's Day parade PAC Party at Boyle Auditorium. Regardless of the weather, our PAC Party, the largest of its kind, is always well-attended by members, their families and friends, and many politicians.

The work outlook is very promising. We hope that by the time this article is published, we will have put hundreds of our approximately 1,000 unemployed members back to work.

Frank Cunningham, R.S.

## Spring Work Picture Picks Up

L.U. 146 (ei,i&rts), DECATUR, IL—Work has picked up somewhat this spring. Work at the Fuyao/PPG glass plant has started and there will be a 20-day outage at the Clinton Nuclear Power Plant at the end of April. Work however has not started for the Enbridge pipeline or the Cronus Fertilizer projects.

Local 146 will be negotiating six different agree-

ments in 2015 including the Motor Shops and the Inside Agreement.

Congratulations to the following members on their recent, well-deserved retirement: Dennis Harshbarger, Gary Plummer, Lionel Sanders, Al Henn, Marvin Knox and Jim Schable.

We extend our sincere condolences to the families and friends of Local 146 members who recently passed away: Herman Hilligoss, Johann "Hauzy" Zielder and John "J.T." Slaughter. Our brothers will be missed.

Richard C. Underwood, R.S.

## IBEW Member Appointed To Serve on County Board

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—Local 164 is proud to announce that local union Pres. Thomas J. Sullivan Jr. was chosen to fill a vacant seat on the Bergen County Board of Freeholders. He was chosen by the county Democratic Committee to fill the seat formerly held by newly elected Bergen County Exec. James Tedesco. Bro. Sullivan was sworn in to his new position by the county executive at a public ceremony on Jan. 28 this year.

Bro. Sullivan has always been committed to serving our communities. He previously served as councilman in Bergenfield, NJ, from 1998-2002 and in Montvale, NJ, from 2005-2007. Local 164 Bus Mgr. Dan Gumble, officers, staff and members congratulate and support Pres. Sullivan in his new leadership role as Bergen County freeholder. We know he will do a great job and will stand up and work hard for the residents of Bergen County just as he has always done for Local 164 members in his leadership roles within the local.

We look forward to the future with Tom representing not only union labor but also all the residents of Bergen County. He will bring his previous experience, new ideas and a fresh perspective to his new role as Bergen County freeholder. Congratulations and best of luck, Tom!

Warren M. Becker, V.P.



Local 164 Pres. Thomas J. Sullivan delivers acceptance speech at Bergen County Democratic Committee meeting.

## Steward Training Sessions

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—We thank Int. Rep. Craig Duffy, from the IBEW Education Department, for joining us in January to provide IBEW Construction Steward Training and Code of Excellence steward training to our members. The training provided great information on topics such as: the role of the steward, the legal rights and obligations of the steward, problem solving and communication skills. This training will help provide our members with the tools necessary to be effective in their role on the job-site. We also thank Lachut Electrical sales representative Mike Fallacaro for providing "medium voltage splicing/termination" training and certification to a group of our members.

We are happy to announce that more than 300 service pins were distributed to Local 236 members in

2014. Service awards, which ranged from five-year pins to 65-year pins, were presented to eligible active and retired Local 236 members. Congratulations to all pin recipients, and thank you for your service to the IBEW.

Michael Torres, P.S.

our jerseys and we are happy to say that they are made in Minnesota. Ages on the team varied from 19 to 60 and no major injuries were reported.

Dan Hendrickson, B.M.



Local 292 apprentice Dana Jefferson (second from right) stands with other EWMC volunteers at the Hope Women's Shelter in Atlanta.

## EWMC & IBEW Volunteers

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—During the week leading up to Dr. Martin Luther King Jr. Day this year, 14 members of IBEW Local 292 attended the annual conference of the Electrical Workers Minority Caucus (EWMC) in Atlanta, GA.

As a Local 292 first-year apprentice, Dana Jefferson had a unique opportunity not only to attend workshops on social media, technology, communications and organizing—but also to volunteer at the Hope Woman's Shelter. Several years ago Dana stayed at that shelter before moving to Minnesota. Being able to give back to the shelter that had once helped her gave Dana a great sense of accomplishment and pride. The highlight of Dana's visit to the conference was the opportunity to meet retired IBEW business manager Sister Robbie Sparks, an original member and later president of the Electrical Workers Minority Caucus. Dana noted her admiration of Sister Sparks' great vision, drive and achievements.

On Feb. 7, Jared Allen's Homes for Wounded Warriors handed over the keys to a new, accessible house to veteran U.S. Marine Sgt. Colin Faust. IBEW Local 292, with the Minneapolis Chapter of NECA, is proud to support this build by providing volunteers and covering the cost of the entire electrical system.

Carl Madsen, B.R./P.S.

## Hockey Tournament

L.U. 294 (ees,em,i,rts,spa&u), HIBBING, MN—Local 294 is proud to announce that our hockey team placed third at the Como Oil Hockey Tournament in Hibbing, MN. Local 294 also receives high praise for



Hibbing, MN, Local 294 hockey team.

## Frigid Winter Work; Solar Projects & Organizing

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Hello, brothers and sisters. Hopefully by the time you read this article, the temperature in Burlington, VT, will be much higher than 15 below zero, which was recorded here on a mid-winter day earlier this year.

Since our last article, Entergy has implemented its first reduction of labor at the Vermont Yankee Nuclear Facility. We are thankful that the

majority of the laid-off workers have secured employment in facilities elsewhere in the nation.

Our inside construction unit experienced a busy 2014 and seems to be accelerating into 2015. This is in most part due to the many solar installations being performed by one of our contractors. This has allowed us to organize many workers, experience relatively full employment, and to have travelers from many locals come to our jurisdiction. All indicators point to construction continuing at this pace through 2015.

We extend our thanks and praise to all the brothers and sisters who last winter were out there breaking a sweat in -20 degree weather. You are the IBEW!

Timothy J. LaBombard, Mbr. Dev. Dir.



Bro. Larry Drake of Local 1253 winters in "balmy" southern Vermont while working as a traveler on a Local 300 project.

## Service Awards Presented

L.U. 306 (catv,ees,govt,i,mo,rtb&t), AKRON, OH—Local 306 thanks our social committee, officers,

members (active and retired) and their families for their help with planning and conducting our local's many social functions. This participation has always been a labor of love and brotherhood, and it is greatly appreciated. One such event was our Dec. 6 Christmas party last year, and as usual all had a wonderful time. Festivities included entertainment by ventriloquist Daniel Jay, face painting, temporary tattooing, a toy giveaway and a visit from "you know who."



IBEW Local 320 congratulates its Youth Caucus members.

Our December union meeting is always well-attended, and service awards are presented afterward. Wilbur Repp received a 65-year service award. Award recipients also included: for 60 years of service—Harold Albright, Franklin "Jerry" Bowers, Robert Cannady, Norman Hisao, Donald Kingan, Ronald Peck, Alvin Tasker, Paul Textor, Joseph Tassone, John Weber; for 55 years—Frank Bindreiter, Gary Carpenter, Richard DeWitt, Gerald Ferrell, William Hose, Glenn Stoltz; for 50 years—Myron Stewart; and for 25 years—Brian Christ, Kevin Delsavio, Richard Fieldson, Ellen Herman, Wendy Michl, Michael Paull, David Welch, Michael Wenger and Duane Whittaker. We congratulate all and thank them for their longtime IBEW service.

With sadness we report the loss of active Bro. Daniel Trettel and retired Bros. William Monchack, Norman Toler, Duane Ganyard, Laverne "Bill" Dutt and Eugene Baker. We extend our condolences to their families.

Thomas Wright, Mbr. Dev./P.S.

## Youth Caucus Going Strong

L.U. 320 (catv,t&u), POUGHKEEPSIE, NY—It is no secret that the Third District Youth Caucus is making a real impact throughout the IBEW. I first became familiar with this program at the 2013 Progress Meeting in Atlantic City, NJ, where a group of young workers from several IBEW locals received recognition for their volunteer work repairing homes damaged by Hurricane Sandy. The youth demonstrated that working together makes us stronger, and they showed the community the good work that union members do.

Local 320 Bus. Mgr./Pres. John Kaiser and I began listening to monthly conference calls of the Third District YC, and its co-chairs Chris Erickson Jr. and Tara Chupka provided information about how to get a youth caucus started in our own local.

On July 18 last year, Local 320 held our first

Youth Caucus meeting and we are going strong. In 2014, we brought members Cory Fleischman and Brandon Mergendahl as delegates to the Progress Meeting in Pittsburgh. We participated in the Community Day of Action by hosting a golf fundraiser to benefit local fire departments and we volunteered at a local food bank. We are planning a bowling fundraiser for lymphoma/leukemia research.

The enthusiasm of these young workers is inspiring wider interest among all members. Our current YC members include: Heather Landry, John Fanelli, Cory Fleischman, Brandon Mergendahl, Allison Fusaro, Joelle Rima, Scott Bradley, Matt Brunke, Glen Guadagno, Ed Hanley, Marcia Delgado, Casandra James, Jessica Aufiero and Kate Kelly.

Youth Caucus members have also inspired other unions. Many are impressed with the IBEW Reach out and Engage Next-gen Electrical Workers (RENEW) program and want to know how to get younger members involved.

Allison Morris, R.S./P.S.

## Thanks to Volunteers

L.U. 332 (c,ees,i&st), SAN JOSE, CA—Thanks to our volunteers, our local was well-represented at the campaign kickoff for Tim Orozco, candidate for the San Jose City Council. We hope to see Tim elected to the city council in the April 7, 2015, special election for the open seat in District 4.

Local 332 volunteers not only give their time, but also give of themselves in other ways as well. Thanks to local volunteers, our quarterly blood drive in partnership with Stanford University Medical Center collected over 120 pints last year.

The work picture remains steady here. The San Jose Earthquakes soccer stadium is now completed, as is the new San Francisco 49ers stadium, both in Santa Clara. To see an IBEW Media Department video on the construction of the San Francisco 49ers stadium, go to: [www.youtube.com/watch?v=m00C41aZl00](http://www.youtube.com/watch?v=m00C41aZl00).

David Bini, Organizer



Local 332 volunteers gather at union hall: Francis Whiston (left), Juan Alvarez, Jon Rodriguez, David Torres, Gabe Cobos, David Piercy, Robert Godinez, J.P. Wolfe, Tom Watt, Dan Jones, Enrique Ramos and Brandon Quibelan. Not pictured Alberto Chipres.

## LOCAL LINES

## Portable Training Classroom

L.U. 340 (i,rts&spa), SACRAMENTO, CA—Local 340 recently purchased and completely remodeled a portable classroom, which is now being used primarily for CE/CW apprenticeship training as well as journeyman inside wireman exam testing, fifth-year foreman classes and continuing education classes for journeyman wiremen. This classroom sits behind our apprenticeship building and has been a great addition to our training facility. We are also in the process of sprucing up the grounds around our union hall with new lights, flag poles, etc. while also making some much-needed improvements inside our hall. If you're in the neighborhood, stop by to see the changes.

We have gotten many good reviews from the members regarding Local 340's brand new website. Log on to [www.ibewlocal340.org](http://www.ibewlocal340.org) and have a look.

The work picture has picked up in our jurisdiction and since January, we have been putting our members back out to work after a very bad three-year dry spell. We believe this improved work picture will continue for at least the next two years.

It is with regret that I report the passing of retired Bro. Thom Rhorabough. Rest in peace, brother.

*Tom Okumura, B.M.*

## Appointments Announced

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL—On Dec. 6, the local held its annual kids Christmas party. There were toys for all the children as well as a hot dog lunch complete with chips, cookies, etc. A big, heartfelt thank-you goes out to our newly retired member who serves as Santa. Bro. Ty Hillman does an excellent job and the kids love him. Ty greets each and every child and brings a lot of joy to all.

At our December membership meeting, Honor Pins were presented for IBEW years of service. Gold watches were awarded to recently retired members: Ronald Anderson, William Bloom, David Carey, James Cook, Neil Cuthbertson, Randy Genna, Steven Herd-koltz, Dale Manning, Roy Montgomery, Dennis Nighswonger, Terry Reglin, Timothy Reigle, Michael Salbego, Daniel A. Smith and Thomas Troxell. We also enjoyed hot-off-the-bone ham sandwiches with all the sides, and of course the spirit of brotherhood that only an IBEW member would understand.

*Chris Molander, P.S.*

## Habitat for Humanity Project

L.U. 440 (i,rts&spa), RIVERSIDE, CA—On Jan. 10, a group of 15 IBEW brothers gave up their Saturday to help rough in three Habitat for Humanity homes being built in Riverside.

This opportunity not only allowed us to give back to the community, but also to put our differences aside and work side by side with one of the nonsignatory contractors located in our jurisdiction. Everyone worked well together; we even had a chance to break bread, crack some jokes and assist one another in tasks throughout the day.

IBEW Local 440 thanks everyone who participated, and a special thanks to Bro. Ray Garcia. Every brother who volunteered did so because they wanted to give back. Bro. Garcia not only took the lead on this project, but he also did Local 440 a great service by contacting other brothers and getting their commitment to participate.

Some brothers signed up for the project on a list at the hall, and a couple showed up just by word of mouth. Again thank you all! And to all members reading this: Please let us know if you would be willing to participate in future community service projects so that we can start making commitments in advance for such projects.

*Bernie Balland, Mbr. Dev.*

## Celebrating the Century

L.U. 446 (i), MONROE, LA—Our local turned 100 this year. A 100th anniversary celebration is planned for April 25. Please mark your calendars and help celebrate the occasion.

We congratulate two local union members who recently achieved significant milestones. Bro. James R. Robinson recently was awarded his IBEW 60-year service pin. Bro. Douglas W. Smelser is our most recent retiree and he was awarded an IBEW retirement watch.

We thank both of these brothers for their longtime service and wish them the very best in the years ahead.

*Joshua Palmer, B.M./F.S.*



Recently retired Local 446 Bro. Douglas W. Smelser (center) with Pres. Ken Green (left) and Bus. Mgr. Joshua Palmer (right).

## Apprentice Graduates

L.U. 464 (mt), COVINGTON, VA—2014 was quite a year for the Local 464 apprentices. The union and Mead-Westvaco reached a Dual Craft Apprenticeship Agreement approximately three years ago and both are starting to reap the rewards.

Classroom apprenticeship instruction is accomplished with online computer-based training. Time is allotted every month for apprentices to attend a session at a training center staffed by union members. Also during this time, the different disciplines are paired up and assigned either electrical jobs or instrument jobs. Instrument specialists working on electrical jobs will serve as the apprentices—likewise, the electrical specialists working on instrument jobs will be apprentices for that part of the training.

Early 2014 saw the first graduation as Tim Morgan received his electrical certification. Complementing Tim's accomplishment, three members' external licenses were also re-evaluated and shown to comply with state requirements. Those three members—Craig Chambers, Tim Elmore and Matt Hall—were immediately stepped up in pay and utilized in the dual craft capacity. As the year progressed more members would complete their certification. Additional 2014 graduates included: for electrical certification—Jerry Craghead Sr., Jerry Craghead Jr., Scott Harris, Gary Smith, Tim Warlitner and Paul Wright; and for instrument certification—C.R. Anderson, Sam Arrington, Tim Baldwin, Todd Cook, Roger Gibson, David Horn, Mike Newman, Jerry Rice, Bernie Teaford and Andy Wiseman. Congratulations to all of these brothers.



Local 464 members Craig Chambers (left) and Tim Elmore.

In other news, on Oct. 4 last year, the local held its 5th Annual Fundraiser Golf Tournament. Well over \$1,000 was raised. This event typically draws a full crowd and is the highlight event capping off the end of great summer golf. Hope you have a chance to join us for this year's wonderful event.

*Cliff Persinger, P.S.*

## 100<sup>th</sup> Anniversary Celebration

L.U. 466 (em,es,i&rts), CHARLESTON, WV—January 23, 2014, marked the 100th anniversary of our local's founding. On April 12 last year the local held an awards dinner and 100th year celebration at the Four Points Sheraton Hotel. Special guests included: West Virginia Sec. of State Natalie Tenant; a representative from the office of U.S. Sen. Joe Manchin; retired IBEW international representative Greg Gore; and pension fund consultant Pete Smith.

We had 272 members and guests in attendance. Retired Bro. Bill Jeffers, a

66-year IBEW member, was the most longtime member present and at age 85 also the oldest member in attendance. A total of 57 members received service awards ranging from five-year pins to 45-year pins. Many recipients were present to receive their award in person.

Each member received a copy of a very nice history of our local, a booklet produced by Union Histories. Members also received several 100th anniversary commemorative items with the Local 466 logo, including a lapel pin, a 2-inch brass coin, a tall glass and more. We thank everyone who helped make our 100th year celebration such a memorable occasion.

Reminder: Retirees Club meetings are the first Wednesday of every month, 1:30 p.m., with lunch provided. Retirees also meet for a Dutch breakfast on the third Wednesday of every month at Mo's Diner in St. Albans, WV. The retirees appreciate the support of Local 466 officers and members. Thank you for 100 great years!

*Larry Fogarty, P.S.*

## Work Picture & Brotherhood

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—At the time of this writing Local 530 is experiencing full employment and would like to thank our sister locals for helping us man the jobs in our jurisdiction.

We also wish to thank several locals for continuing to employ our members who choose to help man jobs away from home; this is a freedom we enjoy. Our thanks go to: Windsor, ON, Local 773; Sudbury, ON, Local 1687; Kamloops, BC, Local 993; and Edmonton, AB, Local 424.

Local 530 is saddened by the recent passing of Bros. Ralph Camden and Jack Edwards.

*Al Byers, P.S.*

## Contracts Ratified

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—Greetings, brothers and sisters. We have been extremely busy with finalizing and negotiating

several contracts.

Through our strong partnership with Wolf Creek Federal Services on the Installation Support Services contract at Redstone Arsenal in Huntsville, AL, we bridged a multi-year contract and organized all of the fire-alarm mechanics who were added to this project.

At the Toyota Engine Plant project in Huntsville, AL, the final phases of work are being successfully completed. The project has experienced no interruptions and is on time—validating the importance of a workforce that has the required skills, aptitude and knowledge.

At press time, wage negotiations for Tennessee Valley Authority (TVA) annual and hourly employees have been completed, as well as negotiations with Muscle Shoals Utilities.

We are excited to have ratified contracts with: Packaging Corp. of America, Tuscumbia Utilities, and Joe Wheeler Electric Membership Corp.

As of this writing, we are in the process of opening discussions and negotiations on several other agreements.

The outlook for this year appears very positive with a scheduled annual outage at the TVA Browns Ferry Nuclear Plant, and the possibility of several hydro projects under discussion.

We send our best to everyone throughout the Brotherhood and wish all a successful, productive 2015.

*Tony Quillen, Pres./A.B.M.*

## 'Spring into Union Meetings'

L.U. 692 (i,mt&spa), BAY CITY, MI—As of this writing in late winter, work was a little slow, but projects were being bid.

We have seen success with our business and membership development efforts, using the CE/CW addendum at full rate to secure work for our members on the Meijer store construction project in Alpena, MI. We are the only union craft on the project, with about 12 brothers on the job.

In January, our local hosted the Sixth District Organizing Road Show. Approximately 70 members from neighboring IBEW locals attended. Members participating were presented an overview of the future outlook and received information about the critical importance of organizing to ensure a strong future for our members.

We are sad to report the passing of retired Bro. Thomas H. Voisine. Our thoughts and prayers are with his family.

This is contract year; please attend your union meetings to get the latest information. It is always important to go to the meetings when you can. By attending union meetings, you will know what is going on and have an opportunity to voice your opinion on matters.

Work safe!

*Tammy Gottleber, P.S.*

## 2015 Contract Negotiations

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t&u), WEST FRANKFORT, IL—We are proud to once again host our annual Retiree Luncheon at Rend Lake Conservancy District, on Tuesday, April 7. Please inform any Local 702 retired member whom you know about the event and encourage them to contact the union hall for details.

We will be negotiating numerous new agreements this year. Negotiations on the following contracts will be underway: Dynege, Outside Line Construction, Alcoa, Mt. Carmel Public Utility, SIUC Broadcast Engineers, Mt. Vernon Neon, Consolidated Communications (ICTC), Washington County, Flora School District, Ozark Border (clerical), and the City of Poplar Bluff (municipal utilities) Electric Department.

Newly elected Illinois Gov. Bruce Rauner has rolled out his anti-labor agenda, which includes







# Annual Funding Notice for National Electrical Benefit Fund

## Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the plan” or “NEBF”) and general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the plan has substantially rebounded. As a result, the plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is for the plan year beginning January 1, 2014 and ending December 31, 2014 (“plan year”).

## How Well Funded Is the NEBF?

Under federal law, the plan must report how well it is funded by using a measure called the “funded percentage.” This percentage is obtained by dividing the plan’s assets by its liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. Your plan’s funded percentage for the plan year and each of the two preceding plan years is set forth in the chart below, along with a statement of the value of the plan’s assets and liabilities for the same period.

Funded Percentage			
	2014 Plan Year	2013 Plan Year	2012 Plan Year
Valuation Date	January 1, 2014	January 1, 2013	January 1, 2012
Funded Percentage	84.75%	85.30%	84.87%
Value of Assets	\$12,526,882,222	\$12,124,629,409	\$12,055,503,524
Value of Liabilities	\$14,781,355,674	\$14,214,010,207	\$14,204,941,551

The funded percentage and value of assets shown above reflect the election of funding relief under the Preservation of Access to Care of Medicare Beneficiaries and Pension Relief Act of 2010.

## Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date for the plan year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the plan year, rather than as of the Valuation Date. Substituting the market value of assets for the actuarial value used in the above chart would show a clearer picture of a plan’s funded status as of the Valuation Date. The fair market value of the plan’s assets as of the last day of the plan year and each of the two preceding plan years (to match the Valuation Dates) is shown in the following table:

	December 31, 2014	December 31, 2013	December 31, 2012
Fair Market Value of Assets	\$12,827,132,645	\$12,431,896,702	\$10,832,768,557

## Critical or Endangered Status

Under federal pension law a plan generally will be considered to be in “endangered” status if, at the beginning of the plan year, the funded percentage of the plan is less than 80 percent or in “critical” status if the percentage is less than 65 percent (other factors may also apply). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status, the trustees of the plan are required to adopt a rehabilitation plan. Rehabilitation and funding improvement plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time.

NEBF was not in endangered or critical status in the plan year.

## Participant Information

The total number of participants in the plan as of the plan’s Valuation Date, January 1, 2014, was 512,871. Of this number, 228,620 were active participants, 127,503 were retired or separated from service and receiving benefits, and 156,748 were retired or separated from service and entitled to future benefits.

## Funding and Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to the level of assets needed to pay for benefits promised under the plan currently and over the years. The funding policy of the plan is to ensure that the employer contributions to the plan, coupled with long-term investment returns, will keep the plan financially secure and permit the plan to meet all current and future liabilities. The Trustees have determined that the 3% of gross labor payroll contribution rate will continue to satisfy this funding policy.

Once money is contributed to the plan, the money is invested by plan officials called fiduciaries, who make specific investments in accordance with the plan’s investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment management decisions. The investment policy of the plan is to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments are prudent and that the individual investment funds and managers are achieving the goals established by the plan.

Under the plan’s investment policy, the plan’s assets were allocated among the following categories of investments, as of the end of the plan year. These allocations are percentages of total assets:

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	0.06%
U.S. Government securities	6.64
Corporate debt instruments (other than employer securities):	
Preferred	—
All other	9.46
Corporate stocks (other than employer securities):	
Preferred	0.47
Common	24.94
Partnership/joint venture interests	16.13

Real estate (other than employer real property)	0.04
Loans (other than to participants)	2.48
Participant loans	—
Value of interest in common/collective trusts	29.54
Value of interest in pooled separate accounts	0.81
Value of interest in master trust investment accounts	—
Value of interest in 103-12 investment entities	—
Value of interest in registered investment companies (e.g., mutual funds)	4.00
Value of funds held in insurance co. general account (unallocated contracts)	—
Employer-related investments:	
Employer securities	—
Employer real property	—
Buildings and other property used in plan operation	—
Other	5.43

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

## Right to Request a Copy of the Annual Report

A pension plan is required to file with the U.S. Department of Labor an annual report called the Form 5500 that contains financial and other information about the plan. Copies of the annual report are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. For 2009 and subsequent plan years, you may obtain an electronic copy of the plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the Form 5500 search function. Or you may obtain a copy of the plan’s annual report by making a written request to the plan administrator. Individual information, such as the amount of your accrued benefit under the plan, is not contained in the annual report. If you are seeking information regarding your benefits under the plan, contact the plan administrator identified below under “Where to Get More Information.”

## Summary of Rules Governing Plans in Reorganization and Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans. The plan administrator is required by law to include a summary of these rules in the annual funding notice. Under so-called “plan reorganization rules,” a plan with adverse financial experience may need to increase required contributions and may, under certain circumstances, reduce benefits that are not eligible for the PBGC’s guarantee (generally, benefits that have been in effect for less than 60 months). If a plan is in reorganization status, it must provide notification that the plan is in reorganization status and that, if contributions are not increased, accrued benefits under the plan may be reduced or an excise tax may be imposed (or both). The plan is required to furnish this notification to each contributing employer and the labor organization.

Despite these special plan reorganization rules, a plan in reorganization could become insolvent. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

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

## Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that can not be forfeited (called vested benefits) are guaranteed. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the plan’s monthly benefit accrual rate, plus 75 percent of the next \$33.00 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$500.00, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$500.00 / 10), which equals \$50.00. The guaranteed amount for a \$50.00 monthly accrual rate is equal to the sum of \$11.00 plus \$24.75 (.75 x \$33.00), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

Example 2: If the participant in Example 1 has an accrued monthly benefit of \$200.00, the accrual rate for purposes of determining the guarantee would be \$20.00 (or \$200.00 / 10). The guaranteed amount for a \$20.00 monthly accrual rate is equal to the sum of \$11.00 plus \$6.75 (.75 x \$9.00), or \$17.75. Thus, the participant’s guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under the plan within 60 months before the earlier of the plan’s termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee pre-retirement death benefits to a spouse or beneficiary (e.g., a qualified pre-retirement survivor annuity) if the participant dies after the plan terminates, benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

## Where to Get More Information

For more information about this notice, you may contact the Trustees of the National Electrical Benefit Fund, who are the plan administrators, at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, or (301) 556-4300. For identification purposes, the official plan number is 001 and the plan sponsor’s name and employer identification number or “EIN” is Trustees of the National Electrical Benefit Fund, 53-0181657. For more information about the PBGC, go to PBGC’s website, [www.pbgc.gov](http://www.pbgc.gov).

Edwin D. Hill	Salvatore J. Chilia	John M. Grau	Dennis F. Quebe
NEBF Trustee	NEBF Trustee	NEBF Trustee	NEBF Trustee



International Brotherhood of Electrical Workers

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

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**FROM THE OFFICERS**

## Tomorrow is Here



**Edwin D. Hill**  
International President

Successful learning can take place using both methods. But pen and paper is yesterday's technology. The iPad is where things are headed.

Electrical construction inhabits a similar technological mix from yesterday, today and tomorrow, moving beyond the world of hard copy blueprints and extensive assembly on the job site.

Prefabrication in climate-controlled facilities and the spread of building information modeling where drawings can be manipulated on an electronic tablet right on the job site are where the industry is going.

Competition is ratcheting up as more electrical contractors, union and non-union, invest in these technologies and methods to lower project completion times and save money. To stay in the game, every contractor and every local union will need to devise their own strategies to adapt to these quickly developing changes.

One of the unique aspects of our union's cornerstone industry is the close relationship between signatory employers and our members. In so many other industries, employers view new technologies as a means to weaken a union's influence, a way to replace dues-paying members with others from outside our ranks and culture.

Yet here, in electrical construction, some of our leading contractors are making an investment in training members for new positions that merge their on-the-job savvy and experience with the latest generation of computer-aided design.

Listen to their voices in this issue of the *Electrical Worker*. These contractors say not only is their investment paying off, they want more members to step up and train to design tomorrow's buildings.

I am heartened by the NECA-IBEW collaboration with Autodesk to more affordably supply software to train members in BIM. This program truly demonstrates the Electrical Training Alliance, formerly the National Joint Apprenticeship Training Committee, is more than a new name. It's a new partnership that is aggressively training our members in the latest technologies they need to succeed.

But tools are only as good as those who use them. Forward-looking local unions will jump on BIM training, help harness prefabrication techniques and work with our signatory contractors to move our industry into tomorrow. ■

## A Shrunken Dream

Four years after Wisconsin gutted public workers' ability to bargain collectively, the state became the 25th in the nation to pass so-called right-to-work legislation.

The law was passed with the same old promises of jobs that never come and flowery appeals to freedom. We've seen these old familiar lies before, starting with the biggest lie: what right-to-work does. It doesn't free a single worker to skip paying dues to a union they disagree with. That's been the law since 1947. Right-to-work laws force unions to negotiate for and legally represent people who pay nothing to maintain the union.

It is especially galling that the vote came just after Gov. Scott Walker compared the peaceful protest of his state's teachers, secretaries and attorneys to the campaign of torture and murder waged by the barbarians of ISIS. But the insult pales in comparison to the real damage his actions will cause.

Walker believes bravely beating down Wisconsin's working moms and dads armed with nothing but his own courage and all the resources corporate America can muster are his path to the White House. He likes to think of himself as Ronald Reagan resurrected.

Back in 1981, when Reagan decertified the Air Traffic Controllers union, maybe it could have been said that the labor movement wasn't ready for what was coming. As bad as Reagan's policies towards unions were, at least he had the decency to acknowledge in a December 1981 speech that union membership was "one of the most elemental human rights."

We know what we're up against now. And while unions may not have the strength we had 40 years ago, we have an advantage we didn't have then: a record of wage stagnation, unemployment, financial crises and bank bailouts. They've shrunk the American dream down to a carrot dangling on a stick and a lapel pin with the word freedom on it.

We have our eyes open, and more Americans every day are telling pollsters they wish they had a union to bargain for them, free from the interference of the likes of Scott Walker.

Election Day 2016 is less than two years away. We have a lot of work to do. Let's show America what tough really looks like. ■



**Salvatore J. Chilia**  
International Secretary-Treasurer

**HOW TO REACH US**

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

**Send letters to:**

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

Or send by email to: [media@ibew.org](mailto:media@ibew.org)

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## “LETTERS TO THE EDITOR”

### I'll Second That Motion

I can only agree with Brother Mike Lee Miera of Pocatello, Idaho, Local 449 in his letter in the February issue (“IBEW U?”). Having been a member of the IBEW since 1967, I spent a lot of that time traveling and following the work, and I’ve seen exactly what Bro. Miera is talking about.

I can’t recall the number of times I rose to initiate a new member, and it’s the same old procedure: “Raise your right hand and repeat after me,” a shake of the hand, then: “Welcome to the local and take a seat.”

In some cases the new member might get a copy of the local collective agreements and, if they are lucky, a copy of the IBEW Constitution, and maybe a copy of the local’s bylaws.

I’ve never in my 35+ years, seen a copy of Robert’s Rules of Order issued to a new member, or even a condensed issue of the Rules to make it easier to understand.

In all my years attending monthly IBEW meetings, I can recall the number of times I’ve seen members told they’re “out of order” even though they might have a good idea, or sometimes they don’t understand why things are done the way they are, and you end up with a member that’s been embarrassed in front of his brothers and sisters. It’s probably the last time you’ll see that member at a regular IBEW meeting. The member becomes frustrated because he or she can’t make changes or get answers to their questions, suggestions or ideas.

In my own local, I tried to initiate a study session to get into the basics of Robert’s Rules of Order. If I recall correctly, the B.A.’s statement at the time was “what the heck do we want with a bunch of seagoing lawyers?”

Furthermore, one must understand that in numerous cases, lack of knowledge of Robert’s Rules of Order makes it difficult for a member to stand for public office because he or she doesn’t understand the basic rules of running or participating in a public meeting that follows Robert’s Rules of Order.

*Keith D. Kirkpatrick, 1003 retiree  
Nelson, British Columbia*

### Nice Spots

I think the ads on the PBS programs NewsHour and Washington Week are great but they should also feature the educational programs the IBEW supports. It would give PBS viewers a better view of union workers. They may have never met one. I always hired IBEW electricians because of their education.

*Alfred Lockett Sr., Local 9 retiree  
Chicago*



**From Facebook:** Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

### Power Professionals

I’m praying for all those who are working in the severe cold to keep the power on and the people safe. I’m married to a retired IBEW brother, so I know the anxiety families go through when linemen are out doing their jobs.

*Becki Myers  
Austin, Texas*

### Self-Serving Politicians

[Illinois] Gov. Bruce Rauner is always looking out for himself. His actions speak loud when it comes to working people. We just don’t matter. That’s why we need to stay united and stand up to this guy.

*Scott Garwick, Local 364 member  
Rockford, Ill.*

## WHO WE ARE

If you have a story to tell about your IBEW experience, please send it to [media@ibew.org](mailto:media@ibew.org).



## Local 1 Apprentice Thrives in Golden Gloves

*St. Louis Local 1 apprentice Jurmain McDonald, right, boasts success on the jobsite and in the boxing ring.*

**A** force to be reckoned with. That’s how the St. Louis Labor Tribune describes Local 1 first-year apprentice Jurmain McDonald.

An amateur boxer, McDonald, age 25, had just scored a second round technical knockout over his opponent at a match held during Frost Electric Supply’s annual trade show in November.

Since that fight, McDonald has amassed a record of 9 and 1 with five knockouts. His victories include three wins in the 165-pound weight class in the novice round of the regional Golden Gloves tournament in January, where he was designated the most valuable fighter. He will fight in April in the next round of the Golden Gloves, an amateur competition established in Chicago in 1923 that has launched the careers of many world champion fighters.

“My first love was always basketball but I always liked boxing, too,” says McDonald, who played hoops at Westminster College in Fulton, Mo., before leaving school to work full-time in 2012.

McDonald was packing boxes at Scholastic Publishers in Jefferson City when a construction wireman told him about Local 1’s pre-apprenticeship program. He visited the union’s website, then the union hall and moved to St. Louis a year later.

“I had no electrical experience. I was really green, but I’ve learned a lot and really enjoy being part of a good program,” says McDonald.

McDonald was green in boxing, too, still playing pickup basketball games when he met Shad Howard, a professional boxer who encouraged him to give the sport a try. So, McDonald showed up at the North County Athletic Association gym, one of 22 in the city that has produced champions like Henry Armstrong in the 1930s, Archie Moore in the 1950s and Leon, Michael and Cory Spinks in recent decades.

“Jurmain is one of the easiest kids I’ve ever trained,” says Jimmie Howell, his boxing coach. That’s no trivial praise, coming from a 77-year-old former top Golden Gloves competitor who serves as

president of the North County Athletic Association boxing gym and heads up St. Louis Amateur Boxing, sponsors of Golden Gloves competitions.

“Jurmain’s a super-nice young man, but a gifted athlete, too. I don’t have to push him too much. He seems to figure out his opponent and he gets stronger as the fight goes on,” says Howell.

It’s not easy to balance daily training with work as a construction electrician, apprenticeship classes and spending time with his three children. But McDonald says his wife, Tashira, is his biggest fan. “Taking care of my family drives me,” he says. And now his co-workers, friends from church and the union hall are starting to show up at his fights.

After getting home from work at about 4 p.m., McDonald runs for an hour and then trains at the gym from 5-7 p.m. He works out every day of the week, only lightening up his regimen on Mondays.

Howell says McDonald’s busy schedule and lack of ring experience can be advantages. While he has trained some boxers who don’t work regular jobs and have more time to devote to training, says Howell, they often lack McDonald’s discipline and focus. A retired postal worker, Howell has coached many members of the building trades over the years, including Sid Taylor, a promising fighter and member of the Laborers who was killed in a fall on a construction site a few years back. And Howell fondly recalls Local 1 hosting Golden Gloves tournaments at the union hall in the 1970s.

Mike Newton, a Local 1 examining board member, says the boxer has put as much heart into his apprenticeship as he has poured into his new sport. “I’ve been more impressed with Jurmain the more I’ve gotten to know him,” he says. “He’s humble and he gets more accomplished in one day than most of us do in a week.”

As for McDonald’s limited rounds in the ring, Howell says, “Jurmain hasn’t been a boxer, so he hasn’t been hit a lot,” recalling a sparring match where the

broad-shouldered apprentice with the powerful legs of a football running back “took apart” a veteran of 55 fights. And, unlike younger boxers who spend more time on their phones than their feet, McDonald, says Howell, has maintained muscle tone and conditioning through years of basketball and weight training.

“Jurmain has a natural ability to counterpunch and slip punches,” says Howell, whose gym, converted from an old meat market, offers its training at no charge to boxers. He has advised McDonald, who has not yet been knocked down, to expect much stiffer competition at his next tourney in April.

While McDonald works to emulate the technique of boxers like Floyd Mayweather and Muhammad Ali, his sports heroes were closer to home.

“My favorite and most inspirational athletes are actually two of my closest friends,” says McDonald. He attended high school in Jefferson City with Sylvester Williams, a Denver Broncos defensive tackle, and Joe Prophet, who plays professional basketball in Spain. Williams worked in a factory assembling radiators for trucks before deciding to attend college and get back on the gridiron.

“Sylvester and Joe were the first to give me the blueprint to success because they came from nothing and worked hard to achieve their goals. That’s what pushes me to fight at the highest potential possible and professionally one day,” says McDonald.

For McDonald, the skills training, decent paychecks and benefits of union membership are now coming with a posse of union supporters from Local 1 in the stands cheering him on.

Along with Newton, his gallery has included Local 1 officers and leaders, including Jim Douglas, John Karhoff Jr., Tom George Jr., Steve Muehling, Greg Schwartz, Jeff Witt and John Moyle.

“Jurmain is a class act and a phenomenal fighter who always brings a crowd with him,” says Douglas. “He’s usually the hit of the ring.” ■



## New OSHA Standards Tackle Utility, Construction Practices

*IBEW plays critical role clarifying new OSHA rules, enhancing safety procedures*

**T**he Occupational Safety and Health Administration settled a lawsuit last month brought by a group of investor-owned utilities, with the end result clarifying new standards that will affect many IBEW members.

In April 2014, OSHA issued updated standards for electric power generation, transmission and distribution for general industry and construction. The standards apply to minimum approach distances, electric arc protection, flame resistant clothing, fall protection and more.

After OSHA's revisions, The Edison Electric Institute, an association representing investor-owned electric companies across the U.S., filed a lawsuit with the District of Columbia Circuit Court of Appeals citing the need for clearer understanding before the new standards should be enforced. Filing similar suits were the Utility Line Clearance Coalition and the Tree Care Industry Association.

"The industry wanted clarification on how to implement rules—what they would and wouldn't get cited for," said David Mullen, director of IBEW's Safety and Health Department at the International Office in Washington, D.C.

To address EEI's concerns, OSHA reached out to the IBEW to join the proceedings—not as a party to the suit, but as key industry stakeholders. The

union represents about 250,000 members who work in the utility sector.

"We're held in very high regard by OSHA when it comes to these kind of things," Mullen said. "Our part was, very simply, to help work with the process. We were never part of the lawsuit, but because of our standing in the industry, they wanted us at the table."

Lawyers from EEI, OSHA and the IBEW worked for six months beginning last September to clarify language in the 2014 standards leading up to February's settlement. "IBEW members should be fully aware that the new standard is now enforceable," Mullen said. "Companies are going to be held more accountable. Training is going to be better. Job briefings are going to be better. We should be more informed on the job now."

"The long-overdue final rule updating a 40-year-old standard will save nearly 20 lives and prevent 118 serious injuries annually," said David Michaels, OSHA's assistant secretary of labor. "Electric utilities, electrical contractors and labor organizations have long championed these much needed measures to better protect the men and women who work on or near electrical power lines."

Mullen said that the IBEW's main goal in the process has been to do what's in the best interest of the membership. "Our people go into potentially dangerous conditions, day in and day out," he said. "If these new standards save even one more life, they will be worth it."

Mullen urges IBEW members to make frequent visits to the newly updated IBEW Safety and Health Department webpage, located at [www.ibew.org/Safety-Health](http://www.ibew.org/Safety-Health).

Learn more about the new regulations and their timeline for implementation at [www.bit.ly/OSHAstandard](http://www.bit.ly/OSHAstandard). (This url is case sensitive.) ■

*'Trainings are going to be better. Job briefings are going to be better. We should be more informed on the job now,' said David Mullen, IBEW Safety and Health Department director.*

### Some revisions to the OSHA standards include:

- **Fire and heat protection:** Flame resistant clothing is defined as personal protective equipment and should be provided by the employer (including shirts and pants).
- **Information transfer:** Utilities are held to higher standards to communicate to contractors—who must then brief employees—regarding all issues of protection on the job. "OSHA has laid the foundation that this is paramount to keeping our people safe," Mullen said.
- **High voltage safety:** OSHA has revised the minimum approach distances for voltages of 5.1 kilovolts and more. Additional requirements regarding higher voltage standards will be gradually phased in through 2016.
- **Fall protection:** Many new changes are in effect for members, depending on the nature of their job classifications and work assignments. Specific information regarding poles, aerial lifts and more can be found at [www.bit.ly/IBEWfallprotection](http://www.bit.ly/IBEWfallprotection).