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 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.”

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.
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 2000 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 prefabbing ... 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 journeymen 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 Chapel, 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 prefabbing,” 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 came 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 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.
Contractors Say: No More ‘Missing the Boat’ on Prefab

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, trading 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 63 and former IATC instructor, works for Cleveland Electric, employing 1,200 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 technology keeps coming. We need to embrace it, not fight it,” he says.

Murf Porter, a Rosendin field supervisor and 24-year journeyman wireman member of Los Angeles Local 112, 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.

In 2011, Lindsay Mills, president of John Mills Electric, 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 234 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 falters, 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 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 Bruegeman, 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 find their own contracting businesses. The reality is owners of large-scale projects are demanding prefabrication, including Apple, which is building a 5-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 3141, 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 Distict 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.”

Tightening Up Building Information Modeling Training

The Electrical Training Alliance of Phoenix Local 640 is moving in 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 engrossed 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.

HourPower Right now on 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, go inside and see how we’re helping GM go green!
High 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.

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.
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.

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.

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.

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.
Supreme Court of Canada Upholds Workers’ Rights

The 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 labour law to allow for organizing “wall-to-wall,” not segment by job description.

Critics say it opened the door for employer-favoring 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 an earlier decision banning Mounties from organizing.

“No we’re going to be able to deal with management and make suggestions 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.

La Cour suprême du Canada défend les droits des travailleurs

Le Président Larry Hubich de la fédération précise : « Nous avons toujours protégé le public au cours des conflits du travail et croisons 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.

La Cour suprême du Canada a souhaité que les travailleurs plus tôt cette année. La loi applicable des « services essentiels » de Saskatchewan concernait 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 qu’un emploi 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 a un délai d’un an afin de récrire le droit du travail pour la mettre en conformité avec la décision de la Cour.
Tim Collins

RETIREMENT

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 1942, 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,” Collins 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.”

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 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 697 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.

“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 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 favoring the union with victories in November and December as well as new organizing in 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.”

“Collins was like a business manager without the kind of education I received there.”

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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 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
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

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 2377 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.

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 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.

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,” said Lucas Aubrey, an IBEW attorney. “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 $7.5 million in the last three years.

“This is a profitable operation in Winston-Salem,” said Local 342’s Warwick. “Locking out their workers is absolutely corporate greed.”

Go to 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 $3 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 to see Local 3 members at work.
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, Durham, Riley, Walter, Smith and Galtbrath.

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 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 of 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 XXI 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.

IEBW charged the Iron Workers with violating Article XX, Section 2, by interfering with Local Union 1,345’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.

IEBW 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 Charters,” 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., Car Number D36252. Brother Treis, a retired member of IBEW Local Union 1, presently receiving IBEW Pension Benefits, allegedly violated Article XI, Section 6 (h), 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

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.
LOCAL LINES

**Organizing Road Show**

L.U. 8 (as,em,lmn,rt,v,rtsp,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.

**Fantasy of Lights' Volunteers**

L.U. 16 (o), EVANSVILLE, IN—Local 16 members were able to both demonstrate their abilities and bring clients to their Electricians Rehabilitation Center by volunteering their skills for the 21st Annual Ritz’s Fantasy of Lights. For two months volunteers hauleed, set up, and maintained displays that allowed the center to raise over $545,643, one of the highest totals to date. These funds will help to underwrite up to 1,022 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 10 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 Gletcher, 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. Beavis, P.S.

**Union Festivities Build Unity**

L.U. 12 (Loxie), 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 reminiscéd and new friends were welcomed. The children received gifts, and the raffle gave cash prizes to a few lucky adults.

The work picture is fairly steady. No big jobs are expected for the near future. Negotiations are underway as of press time for skilled electricians. Market recovery and the CE/CW program were also discussed.

For additional information, please refer to our website www.ibewlocal26.org.

**IBEW Member Elected To Maryland Legislature**

L.U. 24 (cmon,rt,v,rtsp,spa) | BALTIMORE, MD—We are proud to announce that Local 24’s 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.

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 15th and the 16th of each month.

Have a safe and summer.

Gary R. Griffin, B.M.

**Spring & Summer Events**

L.U. 26 (es,em,eg,gov,lmn,rt,spa) | 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.

Cardiologist Donald K. Graham, B.M.

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

I would like to thank the following members for their dedication and hard work:

- Federal Government: Frank J. Biesiada, Millicent M. Davis, Gregory A. Coffren, John D. Johnson, Tyrone E. Lacey, Branford W. 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.

- Radio-Television Broadcasting: Marc Burnap, P.S.

- Electrical Installation: Marc Burnap, P.S.

- Sound & Public Address: Sam Stayansa

- Telephone: Ray P. Gamble

- Utility: Steve B. Honan

- Warehouse and Supply: Samuel J. Snyder

- Service Occupations: Michael S. Mathews

**Training & Market Share**

L.U. 34 (em,lmn,rtsp,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.

Several members passed away since our last article: Rodney M. Spaulding, Joseph F. Orlando Jr., Steven T. Moxley, Arv R. Blackhearn, Gerald G. McGowan, James B. Blackman, John J. Noon, Stephen R. Lewis and Everett Gerardy. They will be missed.


Charles E. Graham, B.M.

**Work Picture Update**

L.U. 38 (a), 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 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.

**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) 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/localineditdeadlines.htm. Please email or call the Media Department at (202) 728-6291 with any questions.

**Trade Classifications**

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| (rt) | Radio-Television Service |
| (sa) | Service Occupations |
| (s) | Shopmen |
| (se) | Sign Erector |
| (spa) | Sound & Public Address |
| (st) | Sound Technicians |
| (x) | Utility |
| (swj) | Utility Office Workers |
| (ws) | Warehouse and Supply |

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.
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 5,200 foot boardwalk to be built along the Cuyahoga River.

Shown in the above photo is an IBEW crew who recently worked with PJ. 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.

**Denis Meaney, B.M./J.S.**

### EWMC Convention Volunteers

L.U. 40 (em,amps), HOLLYWOOD, CA—Hello, IBEW. Over the Dr. Martin Luther King Jr. holiday, Local 40 member and Vice Pres. Juan Rodriguez, along with a crew from IBEW Locals 40, 45, 47, 440, 441 and 68 members from IBEW Locals 40, 45, 47, 440, 441 and 58, traveled to Atlanta, GA, for the 25th Anniversary of the Electrical Workers Minority Caucus.

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 Locals 40 and give back through service, to show that IBEW members are all about brotherhood, service and community.

**Juan Rodriguez, V.P.**

### Training Classes Offered

L.U. 42 (cat,em,govt,k1t1e), 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 OSH Safety & Training Department is offering classes that are scheduled through June. The department is offering a Mass霍sting Continued Education class for 2A and 1B endorsements only. Classes do fill up quickly. To sign up, please call 860-343-9409.

Everyone out working in the field, please stay safe.

**Jacquelyn Moffett**

### New Organizer Training

L.U. 68 (il), 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 Wimene’s Brotherhood Fund, which helps our sick and needy members and their families.

Local 68 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.

**Andy Dunbar, Pres.**

### Safety Teamwork Wins

L.U. 48 (c,em,lbhnts,sltm), 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 Gar-canarie, Oregon. The $300 million facility is powered by 12 Wartsila 38V5G7 natural gas fueled engines.

Pacific Gas & Electric and the construction management company, Black & Veatch, gave kudos to the professionalism of the 150 IBEW workers 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 Richard-son 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.**

### Young Workers Group

L.U. 80 (ak), NORFOLK, VA—Our local’s young work-ers group, The Young Brotherhood, has been busy over the winter, representing Local 80 in the commu-nity. They have been actively working with Habitat for Humanity and recently worked at the Food Bank of Southeastern Virginia. They will continue their volun-teer 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: Seaborn A. Adamee, Keith Callow, Lawrence Horner, Allan Edwards and Albert “Robbie” Robinson.

**W. Dennis Floyd, A.B.M.**

### Habitat ‘Blitz Build’ Volunteers

L.U. 58 (em,ltb,spa&i), 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 volun-teers. Their annual Blitz Build takes over 3,000 volunteers to build seven houses in a seven-day period. IBEW Local 58 and NIECA have been involved with this Blitz Build project for the last two years. In total, Habitat has instructed over 100 homes on Detroit’s east side.

Habitat for Humanity presents “Habibes” awards to notable volun-teers, 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 electric-ial 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.**

### Young Workers Group

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**W. Dennis Floyd, A.B.M.**
Annual Awards Ceremony

L.U. 82 (em,lm,lttrb), DAYTON, OH—On Aug. 8 last year, Local 82 held its Annual Retirement Dinner, Charles E. Toon Scholarship Awards and Hall of Fame L.U. 82 (em,lm,mt&rtb), DAYTON, OH—On Aug. 8 last year, Local 82 held its Annual Retirement Dinner, Charles E. Toon Scholarship Awards and Hall of Fame.

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. Car moody, Robert G. Carmody, Thomas E. Fyve, Ronald D. Howard, Fredrick J. Hurst, Eliska C. McCulley, John M. Molnar, Paul Napier, Jack A. Reaser, Robert H. Sau nders, 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, Jer ry L. Miller and Denny H. Wells. A total of 56 brothers received service awards, ranging from 25- year pins to 45-year pins. Congratulations to all.

Local 82 also recognized two members who vol unteered 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 Seary, P.S.

Bus. Mgr. Appointed to NJEDA

L.U. 102 (em, gov,lmt, mt, s&w), PATerson, NJ—On Jan. 16, Gov. Chris Christie, upon recommen dation of state Sen. Pres. Stephen M. Swee ney, 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 members, annual awards ceremony and scholarships, Local 82 is always proud of its members. Time has not yet passed away: Herman Hilligoss, Johann “Haunzy” Zielder and John “T.J.” Slaughter. Our brothers will be missed.

Richard C. Underwood, R.S.

IWEB Member Appointed to Serve on County Board

L.U. 164 (em, lm, lnt, m, rtb), 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 Mont veil, 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 repre senting 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.


To Serve on County Board

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Bro. Sullivan has always been committed to serving our communities. He previously served as councilman in Bergenfield, NJ, from 1998-2002 and in Mont veil, 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 repre senting 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.


Steward Training Sessions

L.U. 236 (lmt, p, rktb, rsk), ALBANY, NY—We thank Int. Rep. Craig Duffy, from the IWEB Education Department, for joining us in January to provide IWEB Construction Steward Training and Code of Excellence stewardship 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 Lachi Electrical sales representa tive 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

Steward Meetings

L.U. 104 (lctt,o&u), BOSTON, MA—For the past seven years, the Plymouth-Bristol Central Labor Council (PBCC) of Massachusetts has put on a toy distribu tion event for families of Massachusetts veterans. The opportunity for Local 104 to be a 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 linemen, Bro. Ernie Dechene, recording secretary, and his wife, Patty, 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 IWEB local, along with other local unions in the PBCC, 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. Mark Pache co, (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.

Politically Active Membership

L.U. 794 (ctavm,govt, lnt, m, rtb, rsk), CHICAGO, IL—On Jan. 17, 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 234 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 employed members back to work.

Frank Cunningham, R.S.


Spring Work Picture Picks Up

L.U. 146 (lctt,o&u), DETROIT, MI—Work has picked up somewhat this spring. Work at the Fujiya/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 Harsh barger, Gary Plummer, Lionel Sanders, Al Henn, Mar vin 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 “Haunzy” Zielder and John “T.J.” Slaughter. Our brothers will be missed.

Richard C. Underwood, R.S.

IWEB Member Appointed to Serve on County Board

L.U. 164 (em, lm, lnt, m, rtb), 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 Mont veil, 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 repre senting 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 292 apprentice Dana Jefferson (second from right) stands with other EWMC volunteers at the Hope Women’s Shelter in Atlanta.

EWMC & IBEW Volunteers

I.U. 292 (em,govt,i,mo,rtb&t), 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.

Our inside construction unit experienced a busy fall 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.

Hockey Tournament

L.U. 294 (em,rtb,tsk&pa), HIBBING, MN—Local 294 is proud to announce that our hockey team placed third at the Comol Oy Hockey Tournament in Hibbing, MN. Local 294 also receives high praise for 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.

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.

Frigid Winter Work; Solar Projects & Organizing

L.U. 320 (govt,mo,rtb,tl), 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 record 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.

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TIMOTHY J. LABOM BARD, MBR. DEV. DIR.

Youth Caucus Going Strong

L.U. 320 (atv,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 Atlanta, GA, 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 Chopka provided information about how to get a youth caucus started in our own local.

On July 18 last year, Local 320 held its first Youth Caucus meeting and we are going strong. In 2014, we brought members Cory Fleischman and Brandon Mengendahl 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 Mengendahl, Allision Fusaro, Joelle Rima, Scott Bradley, Matt Brunke, Glen Guadagno, Ed Hanley, Marcia Delgado, Casandra James, Melissa 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. 322 (civ,tl&u), 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 322 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=m0OC41aZIo0.

GLEN GUADAGNO, MGR./PRES.

Bro. Larry Drake of Local 1253 winters in “bulmy” southern Vermont while working as a traveler on a Local 300 project.

Service Awards Presented

L.U. 306 (civ,es,gt,mo,rtb,t), AUCKIN, 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.”

LOCAL 306 BUS. MGR./PRES.

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David Bini, Organizer
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. Smeler 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.T.S.

100th Anniversary Celebration

L.U. 466 (em,s,ibwts,irts), 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 Ten- nant; a representative from the U.S. Sen. Joe Manchin; retired IBEW International representative Greg Gorn; 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 master of ceremonies 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.

Remind: 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 Dinner in St. Alburn, WV. We gratefully appreciate the support of Local 466 officers and members. Thank you for 100 great years!

Larry Fogerty, P.S.

Work Picture & Brotherhood

L.U. 530 (Loibtr), SARNA, 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 733; Sudbury, ON; Local 1687; Kamloops, BC; Local 993; and Edmonton, AB; Local 442.

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

Al Byers, P.S.

Contracts Ratified

L.U. 585 (catv,ems,ib,ibwts,rtb,spakuj), SHEFIELD, 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 Shools Utilities.

We are excited to have ratified contracts with: Packaging Corp. of America, Tuscarilla 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.

Local 446 members Craig Chambers (left) and Tim Elmore.

**Contract Approved**

**L.U. 1466 (6) COLUMBUS, OH—We have ongoing contract negotiations with AEP, since our agreement is set to expire in 2015. Our local, along with our System Council, has spent the majority of 2014 and the first part of 2015 trying to work out our master contract, local contract and wage agreement with the company. We are glad to report that, after voting, our members have approved a final contract, which includes the first steps toward wage equalization between the IBEW Locals on AEP property, as well as significant increases in many classifications that will start to bring our wages in line with our peers in the utility industry. We have been pushing for this for years, and because of our members standing up and speaking out at every opportunity, we are finally starting to see some good results. Thank you for not being afraid to make your voices heard. We would like to thank the other Locals on the System Council for sticking together to help get this done. We still have a ways to go, but the hard work and perseverance of our members will continue to push things in the right direction, and get us to where we need to be.

In ongoing membership development campaigns, we have recently had success in organizing some of the non-members we had on the property.

**Roger Askins, P.S.**

**Holiday Remembrance**

**L.U. 2324 (6), SPRINGFIELD, MA—On Dec. 15, IBEW members attended a New Vision Florist sponsored 40 graves at the annual Wreaths Across America event at the Agawam Veterans Cemetery. The goal of the organization is to see that every veteran’s grave across America has a wreath for the Holiday. The wreaths cost $30 each.

Nearly 8,000 veterans and their spouses are buried in the Agawam cemetery, 1,692 wreaths were laid on graves. Organizers hope in the future, they’ll have enough wreaths for every gravestone.

**Christine Cosini, P.S.**

**Kudos to Recent Retirees**

L.U. 1066 (6), DAYTONA BEACH, FL—In the past year the following Local 1066 members have retired: Toni M. Brinklow, Steven Dale Mullins, Stephen Francisco Spanik, and Lisa K. Welch.

Sister Brinklow worked as a meter electrician. She has 35 years of IBEW service. She was a female to have been given this award.

Bro. Mullins, who has 35 years of IBEW service, has been recognized as the first community. Susie has also been recognized as the first female to have been given this award.

Bro. Spanik, a 40-year IBEW member, worked as a chief substation electrician. Port Orange working as a cable splicer.

Bro. Spanik, a 40-year IBEW member, worked as a chief substation electrician. Port Orange working as a cable splicer.

Local 2156 outstanding apprentices Christopher Hengsteler, left, Susie McCann, and Jason Nash.

**Holiday Remembrance**

**L.U. 1116 (em, kti, u), TUCSON, AZ—This year’s outstanding apprentices from Local 1116 are, from left, Christopher Hengsteler, journeyman linenaker/cableman; Susie McCann, journeyman designer; and Jason Nash, journeyman mechanic. Susie was also awarded the prestigious Chuck Huggins Community Service Award, which is presented to an outstanding apprentice who has contributed his or her time to the community. Susie has also been recognized as the first female to have been given this award.

All three recipients have shown the highest level of dedication and commitment to their training and crafts, so we would like to congratulate them for the extra effort and hard work!

**Roger Askins, P.S.**
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<tr>
<th>Local Name</th>
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<td>1</td>
<td>Crecelius, R. E.</td>
<td>12/28/14</td>
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<td>2</td>
<td>Jacqueymin, D. A.</td>
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<td>Wick, C. G.</td>
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<td>Zeiser, K. G.</td>
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<td>5</td>
<td>Driewer, C. R.</td>
<td>12/7/14</td>
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<td>6</td>
<td>Cochran, G. L.</td>
<td>10/22/14</td>
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<td>7</td>
<td>Cooper, R. J.</td>
<td>12/14/14</td>
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<td>8</td>
<td>Cundari, A. J.</td>
<td>12/8/14</td>
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<td>9</td>
<td>Moss, R. J.</td>
<td>9/10/14</td>
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<td>10</td>
<td>Chang, H. K.</td>
<td>11/12/14</td>
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<td>11</td>
<td>Glaubitz, D. G.</td>
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**Members for Whom PBF Death Claims were Approved in February 2015**

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**In Memoriam**

The Electrical Worker | April 2015
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 benefits payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide a 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.

Funding and Investment Policies
Every pension plan must have a funding policy and an investment policy. Generally, the plan's funding policy is to ensure that the employer contributions to the plan, coupled with long-term investment returns, will be $177.50 ($17.75 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 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 $33.00, or $44.00. 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 participant'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 if the participant dies after the plan terminates, benefits above the normal retirement age and some early retirement benefits. In calculating a participant'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). 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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 1889 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.

Tomorrow is Here

Edwin D. Hill
International President

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.

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HOW TO REACH US

We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom The Electrical Worker is mailed. Please keep letters 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
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Timely innovation is the rule in a world that is changing more rapidly than ever. The Electrical Worker, like this publication's predecessors, is committed to providing timely information to the IBEW membership.

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 came 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 toward 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.
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 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 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.

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Thrives in Golden Gloves

Local 1 Apprentice

St. Louis Local 1 apprentice Jurmain McDonald, right, boasts success on the job site 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 1933 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 worker 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 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 he met via Shad’s mother, who encourages McDonald 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 Howell, “Taking care of my family drives me,” and he gets more accomplished in one day than most of us do in a week.”

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

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

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“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.”

“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.

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.

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