

# THE ELECTRICAL WORKER

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International Brotherhood of Electrical Workers

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## IBEW News

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## NOTICE

Due to the number and length of required notices in this issue, In Memoriam, Who We Are and Letters to the Editor do not appear. They will return in January.

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The man who sparked a movement is getting a museum to honor his memory.

At a time of terrifyingly high mortality rates and paltry pay in the new field of electrical work, Henry Miller knew what needed to be done, and he dedicated his life to making it happen. From the St. Louis boarding house where he lived almost 125 years ago, the lineman founded the National Brotherhood of Electrical Workers, which would later become the International Brotherhood of Electrical Workers.

Now that modest brick house is being turned into a museum, thanks to St. Louis Local 1, the flagship local union of the IBEW.

## FOUNDATION OF A BROTHERHOOD

The quest to purchase and restore the Henry Miller house began in 2009 with a video produced by the International Office's Media Department on the IBEW's origins. The six-minute video tells the story of Miller and the Brotherhood's early days in St. Louis. It also discusses the role of the boarding house and, perhaps more importantly for Local 1, that it was still standing just six miles from their office, at 2726-2728 Dr. Martin Luther King Drive. Realizing that this structure was one of very few tangible items left from the Brotherhood's birth, Local 1 leaders set out to bring the building home.

"If this is the home that our founding fathers met in to form the National Brotherhood of Electrical Workers, then we have to save it," said Local 1 Business Manager Frank Jacobs, also a fourth generation IBEW member and grandson of the district's first international vice president.

In August of 2014, Local 1 leaders embarked on their mission to buy the house. They finalized the purchase less than a year later for \$53,680.

While the building bears the marks of its previous incarnations, like weather-worn signs betraying its past as a corner market, little is known of the building's history since Miller's time, or how it evaded demolition when everything else on the block has since been torn down. While some of these answers may be lost to history, Local 1 leaders have been digging into the past to determine what the building looked like at the turn of the last century, and restore it for posterity.

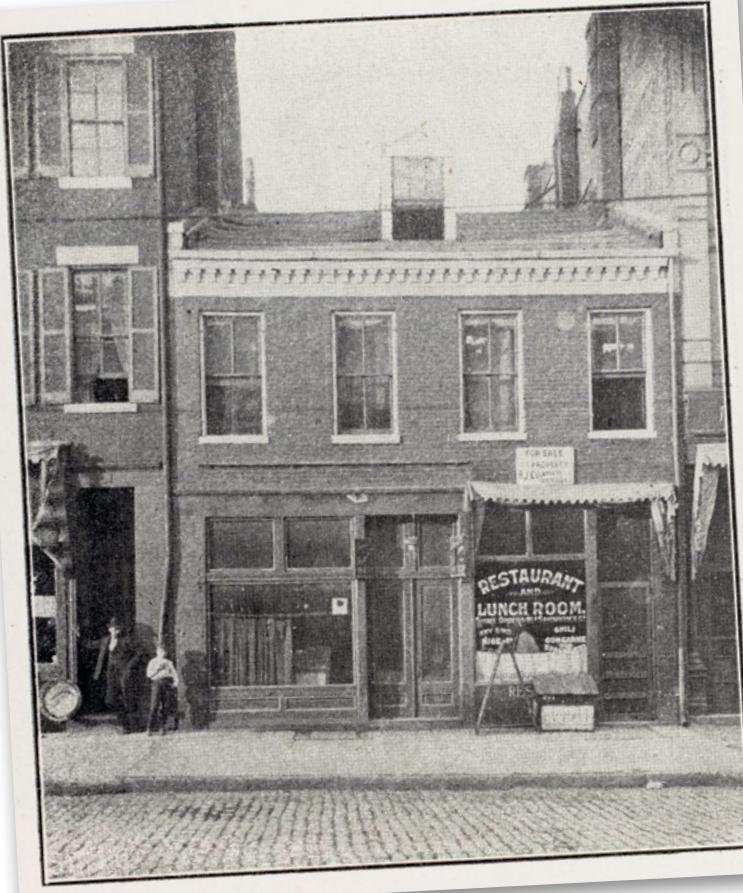
## Reviving the Past

Local 1 leaders are committed to returning the building to its original style as much as possible so visitors will see what Miller saw in his day. The first floor, then a saloon, will be converted into the museum, with display cases showing pieces from Local 1's collection,

HENRY MILLER HOUSE MUSEUM *continued on page 2*

Continued from page 1

# The Birthplace of a Union to Be Reborn as a Museum



*Local 1 has been researching the history of the house and building design from the late 1800s to ensure the renovation's historical accuracy. Left: a photo from that era of a building on the same block as the Miller house. Above: a sketch of the building as it is believed to have looked around the time of the IBEW's founding.*

including some personal items of the founding fathers and a copy of the original minutes from the AFL affiliation. Miller's room, located on the second floor, will also be restored. Modern touches will be included where necessary, such as an elevator to ensure the building meets Americans with Disabilities Act standards. There will also be space for meetings and events.

"We're going to bring the building back to the way it was," said Local 1 Recording Secretary John Kahrhoff, who also directs membership development.

Once Jacobs gave the official go-ahead last year, Local 1 leaders began evaluating the house to determine its condition and whether it would survive a restoration. Any fears they had were quickly alleviated. A mechanical engineer found the structure to be in surprisingly good shape.

Old photos show the block, called Franklin Avenue back then, crowded with buildings in the late 1800s. When the adjacent buildings were demolished—the building now stands alone on the stretch

of road—the brick sides were left exposed. A protective coat that was applied to prevent leaking during that time also saved the brick. The façade however, was replaced in the 1920s and will need to be redone to reflect that of Miller's era.

While the foundation is in good shape, the interior, having been abandoned for decades, requires extensive work. The long-vacant property came with a leaky roof that rotted the entire interior wood structure. It will need to be completely removed, as will the back wall, to allow access and restoration.

According to Kahrhoff, a single lamp bulb still hangs from a four-foot long rag-wire Edison base socket in the middle of the room where the founding fathers met, suggesting the level of neglect this section of the building has endured since early last century. Surrounding this artifact of electrical history are dilapidated walls and ceilings, chunks of plaster and wood and random remains from the building's past. Metal headboards lie rusting on the floor while aging wood boards hang from the ceiling like stalactites.

A Local 1 contractor will act as a general contractor on the project. Local 1 will also do the wiring.

The boarding house is located in a neighborhood called JeffVanderLou. Once a poor and neglected area, it is now experiencing a revitalization. The house sits 300 yards from the Scott Joplin House, an official historic site. A contemporary of Henry Miller, Joplin was an African-American composer and pianist known largely for ragtime compositions, many of which he produced while living there in the early 1900s, according to the Division of State Parks website.

*The only building still standing on that section of Dr. Martin Luther King Drive, Henry Miller's former home will cost approximately \$6 million to renovate and maintain.*



## The Man Who Started it All

A widower with no known family ties, Miller dedicated his life to organizing electrical workers. After speaking with other workers at an expo in St. Louis in 1890, he saw a pattern of long and dangerous days for meager pay, with little training. A union was the clear answer, and with help from the American Federation of Labor, Miller and others came together and formed the first St. Louis electricians' union, Local 5221 of the AFL.

But Miller knew that true bargaining power could only come from a national union. So he set out to make it happen. In 1891, in the unassuming boarding house he called home, the first convention was held, with 10 delegates in attendance. It was there that the NBEW was born, with Miller elected as the first president.

Everywhere he went he talked about the benefits of organizing a union. In his first year, locals were chartered in Chicago; Milwaukee; Evansville, Ind.; New Orleans; Toledo, Ohio; Pittsburgh; Cincinnati; Duluth, Minn.; Philadelphia; and New York, among others.

His tenacity and courage were recognized by many of the people he encountered, including fellow officer J.T. Kelly, the union's first secretary-treasurer. "No man could have done more for our union in its first years than he did," Kelly said.

Miller remained president until 1894 and died two years later while working for the electric utility company Potomac Light and Power (now Pepco) in Washington, D.C. He had no money at the time and was buried at the company's expense. The IBEW has since maintained his grave.

As Kelly wrote upon his death, "He was generous, unselfish and devoted himself to the task of organizing the electrical workers with an energy that brooked no failure." ■

## The Electrical Workers Historical Society: Preserving IBEW's Legacy

It wasn't long after St. Louis Local 1 purchased the old home of Henry Miller that union leaders realized it was the beginning of an endeavor to create a lasting testament to the history of the IBEW. With that in mind, and with the help of the international office, they created the Electrical Workers Historical Society.

"We're grateful to Local 1 for all their efforts to secure the Henry Miller house and are pleased to work with them on the next steps," said International President Lonnie R. Stephenson. "We have a rich history that we are proud of, and now we have a place to showcase it."

The Society, a nonprofit that has filed for tax exempt status, will manage and raise funds for the building's restoration and ongoing operations as a museum. The property is currently owned by Local 1's building corporation and will be transferred to the Society.

In addition to managing the funds, the Society will maintain the museum as a space for education and preservation of the IBEW's history, and to foster deeper understanding and appreciation of the Brotherhood and the broader labor movement.

The Society is governed by a board of directors, including International President Lonnie R. Stephenson, Secretary-Treasurer Salvatore J. Chilia, 11th District Vice President Curtis E. Henke, Local 1 Business Manager Frank D. Jacobs, and James I. Singer, lawyer for Local 1. All funds collected will be used for the purposes of restoring and maintaining the museum.

"We've come a long way since Miller and the other founders started this union," Jacobs said. "It's important that we don't forget that. We need to know where we came from." ■



# Be a Part of the IBEW's History

The renovation and restoration of the Henry Miller house is expected to cost approximately \$6 million for construction and ongoing operations and is being funded through donations to the Electrical Workers Historical Society, a non-profit that has filed for tax exempt status. Beginning at the \$100 giving level, donors may receive gifts, many of which are customizable and will decorate Founders' Park. Gifts include bricks, paver stones, commemorative plaques and benches, and even museum wings. All donors will receive a certificate of acknowledgement watermarked with an image of the Miller home.

## Individual Contributions

### \$100 Donation

Metal cast coin



### \$250 Donation

Copper cast coin



### \$500 Donation

Silver cast coin



Local 1 is casting commemorative coins with an image of the boarding house on one side and a hand-drawn National Brotherhood of Electrical Workers fist with lightning bolts on the other.

### How to Give\*

Donate online at [nbeiw-ibewmuseum.org](http://nbeiw-ibewmuseum.org). Checks or money orders can be made payable to the Electrical Workers Historical Society: IBEW Local 1, 5850 Elizabeth Ave., St. Louis, Mo., 63110.

\* Please note the Electrical Workers Historical Society will not accept contributions from employers of employees the IBEW represents, seeks to represent or would admit to membership.

## Individual and Local Union Contributions

### \$1,000 Donation

4" x 8" Personalized & Customized Brick



Have a brick personalized to commemorate your family or local union. The bricks will be located in Founders' Park.



### \$5,000 Donation

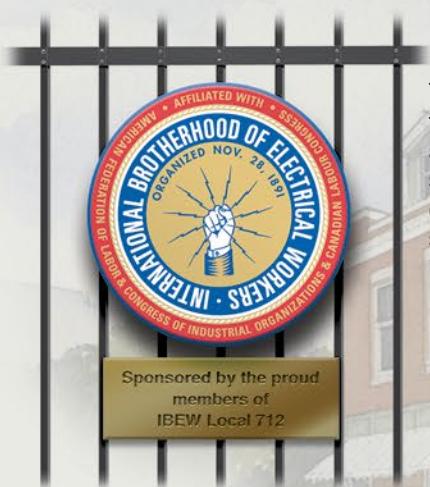
24" x 24" Personalized & Customized Paver

Stone pavers will be placed throughout the courtyard. These stone pavers will stand out, as will your message.

## Premium Contributions

### \$10,000 Donation

IBEW Fence Emblem



The fence around the property will be a prime spot to show off your local's dedication and support for the history of the IBEW.

### \$50,000 Donation

NBEW 4' x 4' Stone Emblem or IBEW 4' x 4' Stone Emblem



### \$25,000 Donation

Customized Granite Bench



Local unions may dedicate a granite bench for courtyard visitors.

Your local union may sponsor the NBEW's first hand-drawn emblem or the familiar contemporary IBEW logo.

### \$75,000 Donation

Founding Fathers Statues on a Pole

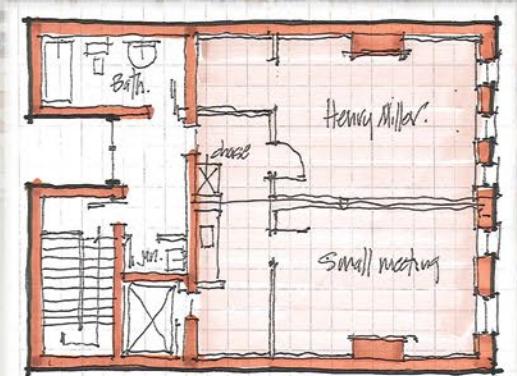
There will be 10 resin lineman statues atop poles, representing each of the founding fathers, bordering Founders' Park. Each pole will be identified with a founding father's name and the local union that sponsored it.



THIS POLE AND STATUE REPRESENTS HENRY MILLER ONE OF THE FOUNDING FATHERS OF THE NBEW THIS DISPLAY IS POSSIBLE THANKS TO IBEW LOCAL 1

### \$100,000 Donation

Museum Floor Sponsor



Local unions can sponsor each of the three floors and will be publicly acknowledged for their generous contributions.

# LOCAL LINES

## Tribute to 74-Year Member

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

Local 8 retiree Jack Ulery has “retired”—again! Jack retired from the trade in 1982, but for the past 32 years he has held the Local 8 Retirees Club office of treasurer. At age 94, Jack stepped down as Retirees Club treasurer in June, and the club presented him with a plaque in appreciation for his years of service. Best wishes to you, Jack, on your “second retirement”!

Local 8 officers and staff wish all IBEW members and their families a Merry Christmas and a happy, safe and prosperous new year.

*Mike Brubaker, P.S.*



Retired Bro. Jack Ulery (center) receives plaque presented at Local 8 Retirees Club meeting. From left are Retirees Club members Karen Holden, phone chairperson; Cynthia Locker, treasurer; J.J. Ulery; Jim Inebnit, president; and Shirley Streichert, activities director.

## Organizer Appointed; Steady Work Picture

L.U. 12 (i,o&se), PUEBLO, CO—Change is in the air at Local 12. A new organizer, Bro. Robert Armijo, was appointed in August. Bro. Armijo promises to be a great asset to our organizing efforts. Bro. Victor Tenorio resigned in July from the Apprenticeship Committee. He has been a dedicated participant since 2001. We thank him for his years of service.

There has been an increase in outside line work in the area recently. The work picture is steady for our local inside contractors.

Hope everyone takes time to enjoy friends and family this holiday season.

*Susan J. Johnson, P.S.*

## Parade Grand Marshal; Annual Fantasy of Lights

L.U. 16 (i), EVANSVILLE, IN—Sept. 7 this year marked the 129th anniversary of the Tri-State Labor Day Association’s Annual Labor Day Celebration. Local 16 Bus.

## Submitting Local Lines Articles

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

Mgr. Paul Green served as this year’s grand marshal. Local 16 won the Labor Day Parade Award for its excellent showing. Bro. Ed Kiesel’s daughter Taylor graced this year’s Queen’s Court. And afterward, everyone shared a delicious meal with other IBEW locals. Special thanks to Bros. Brandon Gretler, Ricky Rush and Charles Marler, and to all those who worked tirelessly making this event possible.

The Local 16 Family Picnic was Oct. 18. This event cannot happen without the help of the many volunteers, who prepare smoked pork butt with side dishes; obtain door prizes; set up tables, drinks and ice cream; check in members; procure and hand out gifts for members’ children in attendance; sell raffle tickets and half-pot tickets; call bingo games; help with children’s activities; and clean up after it all. Thank you to all.

The 22nd Annual Fantasy of Lights fundraising event should be in full swing by the time you read this article. This is the union’s major charitable effort and anyone who can assist with nightly maintenance would be very welcomed.

*Donald P. Beavin, P.S.*

## 2015 Scholarships Awarded

L.U. 24 (es,i&spa), BALTIMORE, MD—At the Sept. 22 union meeting, the IBEW Local 24 Scholarship Fund awarded scholarships. The 2015 scholarships are the first ever awarded from the Local 24 Scholarship Fund.

Ten scholarships were awarded in the amount of \$1,000 each. Various union members in attendance randomly drew applicants’ names from a hat to select the winners from among 45 eligible applicants.

The Local 24 Scholarship Award recipients and the schools they are attending are as follows: Asya Shaw - Towson University; Dylan Demchuk - University of Maryland, Baltimore County; Jill Flener - University of Maryland, College Park; Stephanie Gold - Stern College for Women, Yeshiva University; Katlyn Pangle - Anne Arundel Community College; Steven Parsley - University of Maryland, University College; Samantha Ramsey - Community College of Baltimore County; Alexandra Siebenhaar - Anne Arundel Community College; Courtney Wilford - Towson University; and Christopher Wright - Saint Leo University.

Congratulations, scholarship recipients!

*Gary R. Griffin, B.M.*

## Holiday Season Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—As this year concludes and you are doing your holiday shopping, please remember to purchase gifts made in the USA. It helps keep Americans working and strengthens our economy. It’s also assurance that

what you buy is safe and well-made.

I hope you plan to take an evening out for some brotherhood and sisterhood fun by attending one of our Christmas parties/meetings. The D.C.-area party/meeting will be Dec. 4; Front Royal will be Dec. 11; and Roanoke will be Dec. 12.

Our very active retirees, after a summer break, held their annual crab feast in October and their raffle drawing in November. The Retired Members Club will set sail in 2016 on a cruise to Bermuda, as well as Nassau and Coco Cay, Bahamas! If you are interested in going, please contact Rick Warner.

The officers and staff wish everyone a happy and safe holiday season.

Several members passed away since our last article: Raymond L. Smith, Wayne A. Wildman, Maurice I. Katz, Jason A. Hill, Paul F. Lehmann, William G. Enlow, Sidney G. Marsh, Peter M. Schroeder, Clyde V. Burkhardt Jr., Jeremiah M. Banks and Michael L. Brummett Jr. They will be missed.

Best wishes to the new retirees: Steven H. Bettis, Michael E. Burke, Sheldon Johnson, Larry M. Bridges, Robert E. Deckow, Michael K. Donaldson, Frederick R. Gast, James T. Moseley, Larry F. McGlamary and Ralph P. Woodward.

*Charles E. Graham, B.M.*



Local 34 Bus. Mgr. Paul Flynn displays honorary street sign.

## City Avenue Named In Honor Of Departed Labor Leader

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL—Departed Bro. Mark H. Ayers dedicated his life to the belief that all working men and women have the right to collectively bargain, earn a living wage, and have a quality retirement. Bro. Ayers fought for these rights first as business manager for Local 34, followed by his appointment to head the IBEW Construction and Maintenance Department by then-international president Edwin D. Hill, and finished up his illustrious career as president of the AFL-CIO Building and Construction Trades Department from 2007 until his passing in April 2012.

A list of Bro. Ayers’ accomplishments

and community service will not fit in this short article, but he will be honored once again here in Peoria, IL.

The City of Peoria has renamed part of Spalding Avenue as Honorary Mark H. Ayers Way. Additionally, on Oct. 9, the Peoria Labor Temple renamed its meeting room Mark H. Ayers Unity Hall. Many of us never had the pleasure of meeting Bro. Ayers, but we reap the rewards of his distinguished career and his lifetime of service, and can only hope to live up to the example he set.

*Marc Burnap, P.S.*

## In Downtown Cleveland—Resurgence & Building Projects

L.U. 38 (i), CLEVELAND, OH—We recently were awarded two major projects that will bring more than 500 new apartments to downtown Cleveland. These conversions of the Standard Building and the Leader Building will provide over 100,000 man-hours of work for Local 38 members.

The East Bank Flats, on the Cuyahoga River, just opened 250 apartments and multiple restaurants and entertainment venues, all built 100 percent union under a project labor agreement (PLA).

The newest addition to the East Bank development is the Punch Bowl Social, a 28,000 square foot, two-story structure that features a restaurant, four bars, and lots of old-school entertainment like bowling, darts, marbles, ping pong, shuffle board, vintage arcade games and karaoke. [See photo, below.] The rooftop area will be completed soon.

Be sure to come see the new development and patronize the businesses for building with union trades. It is great to see the resurgence of people in downtown Cleveland.

More projects are planned, including the new 20-story apartment building that is being built on University Circle. Plans are also going forward for the 54-story NuCleus mixed-use complex, to be built just north of “The Q” Arena.

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



IBEW Local 38 Ullman Electric crew at the newly open Punch Bowl Social venue in the redeveloped East Bank of the Flats. From left: Mike Greenhill, Mike Kaspick, John Broderick, Jim Carcioppolo, Ryan Dominick, Matt Keglovic, Mark Robinson and Tony Carosielli Jr.

## Trade Classifications

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

## Contracts Ratified; Film & TV Initiative Enacted

L.U. 40 (em,i&mps), HOLLYWOOD, CA—After California Assembly Bill 1839, the Film and TV Tax Credit initiative, passed the legislature and was signed by Gov. Jerry Brown, work is steadily making its way back to California and Hollywood. A majority of productions have signed contracts, and we are working vigorously to get them all signed. Our contract with Alliance of Motion Picture and Television Producers and the stage managers' contract were seamlessly ratified by our members—and now the years ahead are looking up. Thanks to all members on the negotiation committees.

On July 22, our newly elected officers were sworn in. Congratulations to: Bus. Mgr./Fin. Sec. Marc Flynn, Pres. Don Easy, Vice Pres. Juan Rodriguez, Treas. Hector Burriel, Rec. Sec. Stephan Davis; Executive Board members Lawrence Boudreault, Michael Courtois, Stacy Freyre, Robert Murphy and Matthew Gruber; and Examining Board members Jesus Barron, Eric Lefebvre and Nicholas Renteria.

Local 40 also wishes to congratulate newly appointed IBEW Int. Pres. Lonnie R. Stephenson.

At this season, we pause to remember the members we lost this year, particularly Bro. Alberto Penunuri Jr., who passed away July 27 at the Harry Potter project jobsite at Universal Studios. Bro. Penunuri was an enthusiastic member of the project and looked forward to its completion. Alberto had a big heart, a love for his family and a passion for the movies. He was known for his bold personality and his kindness. We thank electrical contractor Morrow-Meadows for halting the job when Bro. Penunuri passed away, and we also thank members Wendy Brefka and Mike Goodwin for their quick response.

Happy holidays to all IBEW members and their families.

*Matthew Gruber, Exec. Brd. Mbr.*

## Annual Fall Trap Shoot & Summer Picnic a Success

L.U. 42 (catv,em,govt,lct&o), HARTFORD, CT—Local 42 held its Annual Fall Trap Shoot at the Fin Fur & Feather Club in Chaplin, CT, on Oct. 3.

The Retirees Club wishes to formally thank all the brothers and sisters of Local 42, their families and friends who attended the local union's picnic Aug. 29. The club holds an annual 50/50 raffle every year, which is always a great success.

Please be advised that all Local 42 union meetings are the second Thursday of each month at 7 p.m. The meetings are held at the Knights of Columbus Hall, 1831 Main St., East Hartford, CT.

Winter is coming up fast on us. Remember to work safe and drive carefully.

Please join us for our annual Local 42 Members Holiday Party on Thursday, Dec. 10. Local 42 wishes everyone safe and happy holidays.

*Jacquelyn Moffitt, P.S.*

## Business Manager Appointed To Port of Portland Commission

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR—Local 48 leadership is working to help make Oregon and southwest Washington even better. Local 48 Bus. Mgr. Gary Young has taken on new responsibilities that promise to bolster labor's position in Oregon's ever-shifting economy.

Oregon Gov. Kate Brown recently nominated Bus. Mgr. Young for a position on the Port of Portland Commission and the state Senate ratified the nomination. The Port of Portland owns four marine terminals, including Oregon's only deep-draft container port, and three airports. The Port also manages five

industrial parks around the metropolitan area.

Bus. Mgr. Young has a longtime record of leadership skills. He has served as business manager since 2012. His career includes service as an inside wireman, union volunteer and longtime Executive Board member. As business manager, Gary is also a trustee on: the Harrison Electrical Workers Trust Fund, the Edison Pension Trust, the Cornell Hart Pension Plan, and NECA/IBEW apprenticeship training committee.

Bus. Mgr. Young is committed to being accessible to the members and emphasizes the importance of: a high level of commitment, professional performance and strong personal character. This has been his winning formula and we have a smooth running local to prove it.

At the 2015 Oregon Building Trades convention, delegates unanimously elected Gary as president of the Oregon Building Trades Council.

When interviewed, Gary thanked Local 48 members for their professionalism, work ethics, volunteer service and commitment as union members. With our membership's involvement and Gary's leadership, we are all working to make Oregon and southwest Washington an even better place for working people.

*Bob Blair, P.S.*

## Remembering Fallen Members

L.U. 50 (u), RICHMOND, VA—As we all know, finding a comfortable balance between work and family time can be quite challenging. Please take a few moments each day to recognize those who are important in your life. It is with deep regret that we report the loss of six Local 50 active members in 2015.

Our recently departed members include: Raymond Chamberliss, who worked as a tool keeper at Surry Nuclear Station; Jonathan Dressler, who was a lineman, Fredericksburg District; Phillip Morris, who was an electrician at SNS; Roger Sine, who worked as an electrician in the Herndon District; Robert Thomas, who was a meter servicer, Woodbridge District; and Richard Wilkins, who worked as an electric serviceman -1st class, Chuckatuck District.

Local 50 represents the hourly workers employed by Dominion, Monongahela Power, Virginia Natural Gas, BARC Electric Cooperative and Craig-Botetourt Electric Cooperative. The territories that we cover include most of Virginia, eastern North Carolina and part of West Virginia.

On behalf of Local 50 members, officers and staff, we send our condolences to the families, friends and co-workers of our fallen members.

*John Albert, Treas./B.R.*

## Ballot Measure 2C: 'A Smart Deal for Denver'

L.U. 68 (j), DENVER, CO—Our work picture has slowed somewhat. We have 123 on Book I and 58 on Book II, with a few calls trickling in.

We met with Denver Mayor Michael Hancock on Aug. 5 in support of ballot initiative 2C—"A Smart Deal for Denver" to try and ensure that the National Western Center Stock Show Complex and Interstate 70 construction projects will be under best value con-

tracting if the initiative passes. [Editor's Note: At press time, results of the Nov. 3 Denver ballot measure 2C were pending.]

In August, New Member Education saw 28 new members join Local 68. On Aug. 12, Eighth District Int. Rep. Guy P. Runco conducted an informative Code of Excellence class for 53 members. Our annual picnic on Aug. 15 with over 500 in attendance was a great success.

Sept. 7 saw a great turnout of members and contractors at the Louisville Labor Day parade. Also in September, our New Member Education class welcomed 20 new members to Local 68.

On Sept. 25, Local 68 hosted the 30th Biennial Colorado AFL-CIO Constitutional Convention at our hall. Union brothers and sisters from other AFL-CIO unions were under our roof for good meetings and great networking.

At the Sept. 25 Denver apprenticeship evening graduation banquet, 20 new journeymen and two voice/data/video technicians graduated. Congratulations to all.

May members and their families have a safe and happy holiday season.

We extend deepest sympathy to the families of recently deceased Bros. Douglas M. Legge and Duane E. Wiley.

*Jack Cox, Pres.*

## Solar Installation Project

L.U. 70 (lctt&o), WASHINGTON, DC—Miller Brothers is the union electrical contractor on a solar panel installation project underway in Frederick, MD. The project includes installation of 67 acres of solar panels, which will generate 19.5 megawatts of clean energy.

IBEW members from several locals are performing the inside and outside work on this joint project. [See photo, below.] Construction of a new overhead power line was ahead of schedule at this writing and covers miles of new lines and "underbuild" going through wetlands where no mechanized equipment could be used. Local 126 journeyman lineman Kevin Schutz is general foreman on that part of the project, with the help of members from Local 70. Good job, guys.

Steve Fiorito, a journeyman wireman out of Local 98, also is a general foreman on the project. With the help of journeyman wiremen from Local 24, that work includes running miles of wire and making countless terminations to the panels and other equipment. Looks great, guys. Good job.

James Keller, a member of Local 57, and his crews have worked very hard to keep the job moving forward. Good job, guys. We also had help from Local 37 members on the project. Thanks, guys.

With all union workers on the job working together, the project is looking great and is ahead of schedule. Thanks to all our union brothers on a job well done.

*Jimmy Horton, B.R.*

## Members Participate in Annual Lineman's Rodeo

L.U. 104 (lctt,o&u), BOSTON, MA—On Saturday, Oct. 17, Local 104 joined in the competitions at the 32nd International Lineman's Rodeo in Kansas City, KS.



*IBEW members at jobsite of Miller Brothers electrical contractor solar panel installation project in Frederick, MD.*

Local 104 retiree Claude "Cut" Levesque volunteered as a judge, and Local 104 journeyman Mick Van Natta, who is Northeastern Joint Apprenticeship Training area coordinator, accompanied our two teams—a team of four apprentices and a team of three journeymen—representing Local 104. On our local's apprentice team were Josh Dubois, Joe Spargo, Tyler Couto and Kyle Lazaron; and on our journeyman team, Brian Lovell, Eric Bowden and Joe Jodoin. It was reportedly the largest turnout for the annual rodeo. Although our men did not take home a trophy, they had a real good showing for the IBEW.

"It was really amazing to see so many linemen from everywhere, including Jamaica, Canada, England and Alaska," Bro. Van Natta said. Congratulations to all the men who competed.

*Brian T. Murphy, B.M./F.S.*



*At the 2015 Lineman's Rodeo: Local 104 journeyman team, Brian Lovell, Eric Bowden, Joe Jodoin; apprentice team, Josh Dubois, Joe Spargo, Tyler Couto, Kyle Lazaron; and journeyman lineman/NEAT area coordinator Mick Van Natta.*

## Red Cross Blood Drive

L.U. 110 (em,i,rt,spa&u), ST. PAUL, MN—The brothers and sisters of Local 110 have done it again. On Sept. 24, they donated 51 units of blood at their third Red Cross Blood Drive of 2015. Total units donated for the year was 150 units. The efforts of the electricians of Local 110 have always been greatly appreciated, and their support of the community blood program will go a long way toward replenishing blood supplies and ultimately saving lives. Thanks, brothers and sisters, for your willingness to share this lifesaving gift. Our next drive will be on Jan. 20, 2016.

*Jon "Jack" Buchal, Asst. P.S.*

## 'State of Union' Report & Going Forward Together

L.U. 134 (catv,em,govt,i,mt,rtb,rt,spa&t), CHICAGO, IL—At a special meeting, Bus. Mgr. Don Finn gave a "state of the union" address. His report covered the last year, current issues our local is dealing with and future issues we will be facing.

Our finances are in the best shape they have been in for the last 10 years. Our business agents are working night shifts and weekends monitoring areas where there is a nonunion presence. We have been successful in turning around some large projects. Project labor agreements (PLAs) have been signed on nine upcoming big jobs. Our apprentices and retirees have each been assigned a business agent to listen to their concerns.

We are in the political fight of lives here, along with all of our sister locals in Illinois, combating the anti-labor, so-called "right-to-work" agenda of our current governor. Our PAC fund is healthy and we are in 100 percent political mode mobilizing all of our members to become involved in the various political committees and voter registration campaigns being initiated.

Going forward, we will be talking with our contractors association to relax some work rules germane to our area, which will help us organize smaller contractors. With all the vertical construction occurring in the West Loop and the lack of parking, the needs of our membership have outgrown our building. Preliminary steps have been taken to relocate our union hall.

## LOCAL LINES

After the business manager's report, various questions were asked and answered and constructive suggestions given by concerned members. Overall, the meeting was very informative and positive. Our future has challenges but together we are prepared to face them all.

Frank Cunningham, R.S.

## Work Outlook is Strong

L.U. 136 (ees,em,i,rtb&u), BIRMINGHAM, AL—Local 136 continues to see work opportunities develop. We have several projects with our local powerhouses, an upcoming steel mill project, and more commercial work in our jurisdiction.

Our membership has increased by 23 percent in the past year as a result of organizing efforts by Local 136 staff and members, and our fellow organizers from 5-DOT (Fifth District organizing team) headed up by IBEW State Organizing Coordinator Jed Dunnagen, as well as surrounding locals. Local 136 thanks everyone involved in organizing efforts.

Since our last report in The Electrical Worker, we have signed two new contractors. We look forward to building a great relationship with these contractors and having them become prosperous in our jurisdiction.

We thank everyone who attended our Annual Labor Day Cookout. Approximately 300 brothers and sisters attended to celebrate together here at the union hall. It was a huge success and a great display of brotherhood among our members and their families. We also have great attendance at our retirees meetings; special thanks to Bro. Tommy Trenor and all of our retired members who attend these meetings and continue to support Local 136.

Our work outlook is very good through the end of the year and will continue looking up as we move into 2016. Local 136 wishes our members and their families a joyous holiday season and a happy new year.

Dennis "Pick" England, Organizer

## New Instructors &amp; Recent Appointments

L.U. 146 (ei,i&rts), DECATUR, IL—Happy holidays from Local 146! May 2016 be a prosperous year for all of us.

Congratulations to Myra Walters on her recent appointment by the Executive Board as the Local 146 treasurer to fill a vacated unexpired term, and congratulations to Justin Martin for his appointment as the new Local 146 organizer.

All of our apprentices are working and back in class at our Midstate Electrical Training Center. There are now 62 indentured apprentices. With the beginning of classes, we also welcome new instructors Lionel Sanders and Drew Karr. Best of luck to everyone.

Our condolences go out to the families of recently deceased members John Ramsey and David Riley. Our departed brothers and their service to the union will never be forgotten.

Rich Underwood, R.S.

## Work Picture Busy; Garden of Lights Display

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—Local 158, like other locals in Wisconsin, is flush with work and in need of manpower. We had an outage at Point Beach Nuclear Plant in October, and we have another one scheduled for March 2016. Our signatory contractors have been busy and have also attained some future work. My hope is that this trend continues. We are taking in new members to supply help for these calls, but we need to also replace our members who are retiring. I also would like to thank the traveling brothers and sisters who have helped us man our work.

Our local, in partnership with our contributing contractors, is once again sponsoring our annual display for the Green Bay Botanical Gardens' Garden of Lights event. It runs from November through December during the holiday season. As in the past our display is the showpiece 60-foot-long, walk-through Caterpillar attraction with 20,000 LED lights. Last year more than 62,000 people attended this seasonal event.

Donald C. Allen, B.M.

## 'A Great 2015—An Even Better 2016'

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—As 2015 comes to a close, we look back on a year that was filled with many good things. Our work picture improved dramatically with many new projects underway and even more looking to break in the new year.

This year saw Local 164 continuing to move forward with many improvements and positive changes in our local and our apprenticeship training program, as well as the return of some of our most treasured traditions—our annual outing and our December dinner dance. All who attended these wonderful events had a great time.

With the holiday season upon us, Bus. Mgr. Dan Gumble, Pres. Tom Sullivan, all the officers and staff of Local 164 wish our members, all our fellow brothers and sisters, and their families a merry Christmas, happy holidays, and a safe, healthy and prosperous new year.

Warren M. Becker, V.P.

## Labor Day Bike Ride Fundraiser

L.U. 222 (o), ORLANDO, FL—For the past three years, Local 222 has hosted an annual Labor Day Fundraiser Bike Ride. This year we are pleased to share the news of yet another successful ride. With the help from some of our sister locals, we were able to host the ride from Tampa to Daytona for approximately 60 riders. We kicked off the ride in Tampa, stopping for lunch at Lake Harris Hide-Away, in Leesburg, and wrapping up the day at Local 756 for barbecue and fellowship with ride participants and the members of Local 756.

Funds raised this year benefit St. Jude Children's Hospital and the Local 222 Children's Fund, and we're excited to say we raised over \$5,600!

A special thank-you to our sponsors—IBEW Locals 177, 349, 627, 756 and 915; union contractors C&C Powerline, Heart Utilities, Henkels & McCoy and L. E. Myers—as well as our financial partner, PowerNet Credit Union, for all their support. Also a special thank-you to all who participated in this year's ride. It wouldn't have been nearly as successful—or fun—without you.

Bill Hitt, Pres.



At the kickoff for Local 222's annual Labor Day Bike Run.

## Solar Projects Planned

L.U. 234 (i&mt), CASTROVILLE, CA—Local 234 expects two utility-scale solar projects, each covered by a project labor agreement (PLA), to begin in early 2016.

Both projects will provide good, green construction jobs, including associated support, maintenance and operation positions after completion. The



Local 234 members turned out to support approval by school district board of trustees for \$75 million PLA for construction of a new high school.

## Continuing the Battle

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—Sometimes it's fun to look into our union's past. While looking through some of the historical articles published in the IBEW Journal in the early years, I found a particularly interesting Local 292 article published in the early 1900s.

In 1918, then-press secretary L.E. Anderson wrote: *"We are in the grip of a severe winter with very little demand for our labor power. At present there are about 100 members out of employment, out of a membership of 250. All traveling brothers take notice. A few months ago the Fixture Hangers (L.U. No. 541) decided to affiliate with L.U. No. 292 which was accomplished a short time later, with great success. The struggle for better conditions, etc., is always on in peace as well as war and we should always remember that our fight is here in the U.S.A. and not in Europe. The president was elected because he kept us out of war. See to it that he does. Yours for world peace and working class solidarity."*

These words ring as true today as they did almost 100 years ago. We must keep up the good fight, brothers and sisters. Remember to thank a veteran any chance you get!

Eric Peterson, B.R.

## 2016 Construction Forecast

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Season's greetings, brothers and sisters.

Local 300 Unit 1 inside construction experienced a decent year of employment and again saw some growth in membership. Slow and steady wins the race. Unfortunately, the closing of Vermont Yankee Nuclear Plant is counteracting these increases.

On a positive note, at the time of this writing Bus. Mgr. Jeffrey Wimette and Bro. Louis Lacroix are in the midst of an organizing drive with the employees of a nationwide tree trimming company.

Our local's 2016 construction forecast seems to be looking more sunny than cloudy. A great deal of construction is anticipated; our contractors simply need to successfully bid the jobs and we need to deliver them on time and under budget.

All of us from Local 300 wish all of you a safe and successful 2016.

Tim LaBombard, Mbr. Dev.



Wellness Pays at Local 300: Bro. Tom McDonald (left) won end-of-year "Wellness Calcutta" grand prize of \$1,000 and Bro. Paul Norris (right) won a \$500 prize. Additional prizes were awarded at the wellness program event, which included an excellent meal and nutritionists as guest speakers.

Mark Crenshaw, Pres.

## Success Raises the Bar

L.U. 302 (i,rts&spa), MARTINEZ, CA—Lately, we have enjoyed some success in securing work through project labor agreements, including a \$55 million wastewater project, a billion-dollar wastewater project, and continued work on several school projects covered by existing PLAs.

However, our successes seem to elicit more creative opposition from our adversaries. Charter schools, once a way for parents to focus their child's education on a specific field of study, have lately been used as a way to circumvent prevailing wage laws and use lower building standards.

"Vertical construction" policies allow contractors to say they are "union," although they are only signatory to one or two lower-paid crafts that do everything, giving them an unfair advantage over fair contractors.

Another way nonunion contractors undercut our good local contractors is by bringing in workers from long distances where the pay scale is not as high.

This requires us to continually develop strategies around educating our city leaders and members of the public about the disasters these policies can bring. We cannot expect them to continue to advocate for us and our industry if we don't direct their attention to the true cost and true value a qualified and motivated labor force brings with it.

*Bob Lilley, A.B.M.*

## Summer & Fall Social Events

L.U. 306 (i), AKRON, OH—We hope everyone had a safe, happy summer. Work here in Akron has been slow but is improving gradually.

Throughout the summer and fall we had many opportunities to get together for fun and brotherhood. On Aug. 8 we held our family picnic at Sluggers and Putters with this year's added attraction of a new roller coaster.

On Aug. 22 we held our Local 306 Golf Outing at Paradise Lake. This year four of our retirees took first place: Glenn Sheller, Denny Henkle, John Hornacek and Leonard Eddy. Congratulations to them and all the other prize winners.

On Sept. 5 we held our 2nd Annual Car Show to raise funds for our sick or injured members. This year the weather was perfect and we were able to raise enough to help many of our brothers and sisters and their families. Thank you to all who attended and donated for this worthy cause and thanks to our Social Committee, officers, and E-Board for their help with all these events.

On Sept. 7 we marched in the annual Barberton Labor Day Parade. As always we had a great turnout and show of solidarity. We also thank the many contractors who brought their line trucks to the parade.

With sadness we report the passing of retired Bros. George "Pete" Miller and Ross Hammel. We send our condolences to their families.

*Thomas Wright, P.S.*



*Local 306 golf outing winners: Glenn Sheller (left), Denny Henkle, John Hornacek and Leonard Eddy.*

## Positive Work Picture

L.U. 332 (c,ees,j&st), SAN JOSE, CA—Work continues to be good, with several tech companies such as



*Attendees enjoy the Local 332 annual union picnic.*

Apple and Nvidia building new campuses and remodeling older ones.

The work picture has been steady and reliable all year and we expect this to continue.

Our annual union picnic saw approximately 2,100 members and family in attendance. Thanks to all who helped to make it a success.

Congratulations to the 87 JATC apprenticeship graduates this year. Our JATC accepted 143 new apprentices in 2015, bringing the total to 521 apprentices currently indentured in the local. [Editor's Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," *The Electrical Worker* (Sept. 2014), and at [www.ibew.org](http://www.ibew.org).]

Recent jobsite accidents remind us that safety must always be the top priority. When you see an unsafe condition, please stop everything and see that it is corrected. You may be saving the life or health of a brother or sister.

*David Bini, Organizer*



*Local 340 Bus. Mgr. Tom Okumura (left) congratulates Bro. Ron Puleo, winner of a 2015 IBEW Founders' Scholarship.*

## Founders' Scholarship Award

L.U. 340 (i,rts&spa), SACRAMENTO, CA—At the Oct. 7 membership meeting, I was proud and honored to report that Local 340 Rec. Sec. Ron Puleo was awarded a 2015 IBEW Founders' Scholarship.

Bro. Puleo currently has an associate degree in business administration. While he was pursuing a bachelor's degree in union leadership at National Labor College, the school closed. He then transferred to Penn State University to study organizational leadership with a minor in business management. Bro. Puleo's goal is to utilize the Founders Scholarship to serve the IBEW and the wider labor community in whatever leadership capacity he can. His dedication to union service is demonstrated not only by his role as Local 340 recording secretary, but also as an alternate trustee on our Health & Welfare Trust and as an active PAC committee member. I had no hesitation in recommending Bro. Puleo for this scholarship, and we wish him the best in his endeavors to help the IBEW continue to engage, represent and grow.

The work picture in Local 340's jurisdiction, and throughout the country, has picked up. The last nine months of 2015 have been very good to our members in that if they wanted to work, they definitely could. We look forward to a great 2016!

Local 340 members and officers wish everyone a happy holiday season.

*Tom Okumura, B.M.*

## Honoring Veterans & Helping Our Heroes

L.U. 352 (u), LANSING, MI—We have begun gathering items for an event called "Capital Area Stand Down For Veterans." This is our third year participating in the event, which is organized by Volunteers of America Michigan.

Homeless veterans in the community are served lunch and granted access to: veteran services, haircuts, health screenings, legal services, Social Security and benefits information and assistance, vision testing and job assistance. Also provided are needed items such as clothing, shoes, toiletries and bus passes. This year's campaign is led by Bro. Dewayne Williams, who is a Vietnam veteran, with support by Sisters Honey Bentley and Fin. Sec. Lisa Faber-Ryan.

The number of homeless veterans in America was estimated at 49,933 in January 2014 according to the U.S. Department of Housing and Urban Development. Another startling statistic is that returning veterans are twice as likely to become homeless as other Americans, with female veterans four times more likely to become homeless than male veterans. More than 50 percent of these veterans suffer from physical, mental and/or emotional disabilities. These men and women risked their lives protecting our freedoms. In gratitude, Local 352 will have a table/booth at this event for veterans in the spring.

*Maggie Rich, V.P.*

## Year in Review

L.U. 444 (i&mt), PONCA CITY, OK—Looking back, this has been a great year for our local. Much of that has been fueled by the big turnaround at the Phillips 66 refinery.

For the first time in more than two decades, the local powerhouse has consistently started using fair labor practices. That's good news, as it gives Local 444 a greater ability to help man the work with additional out-of-town brothers.

It's also been a year of change, with former business manager Robert Shelton retiring. He's done a great job with the local and for the IBEW as a whole, and we wish him a happy retirement for all his hard work. As your new business manager, I must say that I have some pretty big shoes to fill. But with the steady guidance and assistance of all who've helped me settle in to this new position—especially Brother Shelton—I am looking forward to the future with optimism.

We've also hired Shawn Howerton as our first-time organizer, and we anticipate strong results in the coming year. I know that additional progress we make will be a result of our members and contractors (new and old) working together to develop a community-wide understanding and deeper appreciation of the IBEW.

Thanks for a great year. Let's have another.

*Micheal Leonard, B.M.*



*A view of the IBEW Local 444 union hall in Ponca City, OK.*

## Members Donate Fishing Charter Trip to Veterans

L.U. 494 (em,i,mt,spa&t), MILWAUKEE, WI—The IBEW Local 494 membership bid on and won a Lake Michigan charter fishing trip. The members then decided to donate the trip to a veterans' organization. We were able to get four veterans from the Veterans Administration out on Lake Michigan in the month of August.

We hosted Dallas Kobringer, a War World II veteran; his brother Jerome Kobringer, a Korean War veteran; Jim Kostuch, a Vietnam veteran; and Scott Flaughier, an Iraq War veteran and owner of Veterans Electric.

The charter, The Fishing Bug, was captained by Angelo Trentadue, a Local 494 retired member and his first mate, Dale Johnson, an IBEW Local 430 retired member.

Dan Small from MPTV Outdoor Wisconsin was also on board along with a cameraman and a sound technician. After a productive and fun five-hour excursion, all four veterans came back with at least one fish apiece. Everyone on board had a great time and wished it never had to end. Before they went out, Bus. Rep Kurt Jante gave them a couple of the 494 fishing lures. Luckily for us they caught a fish on one. I would personally like to thank all of the members of Local 494 for their generosity.

*Dean A. Warsh, B.M.*



*Local 494 hosted veterans on charter fishing trip. From left are: Dallas Kobringer, Scott Flaughier, Dan Small of MPTV, Jerome Kobringer and Jim Kostuch.*

## Labor Day Parade

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—On Sept. 7 Sarnia hosted its annual Labour Day Parade, and as always Local 530 made our presence known.

It was nice to see a large number of our members participate, as well as members from other locals who were working in our jurisdiction. Following the parade everyone was welcomed at the Polish Hall for food, drinks and activities for the children. As always a thank-you goes to members who brought their vintage cars to showcase our retirees (the people who fought to achieve what we enjoy today). This annual event would not happen without the efforts of our Recreation Committee. Thank you to all involved for their participation.

Local 530 is saddened by the passing of Bro. Harvey Jay. He will truly never be forgotten!

*Al Byers, P.S.*

## Labor Day, Steward Classes & Apprenticeship Graduates

L.U. 558 (catv,em,i,mt,o,rtb,rtsp,spa&u), SHEFFIELD, AL—Local 558 was fortunate to participate in the Shoals Central Labor Councils' annual Labor Day events again this year. This event has been held annually for a record 93 years and is reportedly the nation's oldest Labor Day event. It is a pleasure to report that Local 558 was the top contributor for this event. We won first place in the float division and had the "top two" in individual donations for prizes.

Also, this summer we held two job steward

## LOCAL LINES

classes with a great turnout. We thank the International Office for its assistance, along with the Federal Mediation and Conciliation Service. We believe education is vital to our membership and this was demonstrated by the high turnout of our participants.

Congratulations to the 2015 NJATC journeyman lineman apprenticeship graduating class (see photo below). The Apprentice Lineman of the Year was Bro. Chad Oliver. We are very proud of the graduates' accomplishments and dedication. We know they will be an asset to our local and the community they serve.

**[Editor's Note:** The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014 and transitioned into the Electrical Training Alliance. See "NJATC Transitions into the Electrical Training Alliance," *The Electrical Worker* (Sept. 2014), and at [www.ibew.org](http://www.ibew.org).]

We send our best wishes throughout the holiday season and look forward to a great year in 2016.

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



Local 558 congratulates apprentice lineman graduates. Front row: graduates Wendell Riner (left), Devon Hegler, Tyler Hudson, Steven Schultz, Chad Oliver and Robin Wear. Back row: Instructor John W. Thompson, Asst. Dir. Mac McCreless, Dir. Ron Weaver, Instructor Philip Irions and Instructor Roy McDonald. Not pictured: graduate Brian Strange.

## Brotherhood & Solidarity

L.U. 570 (i,mo,spa&u), TUCSON, AZ—Local 570 was proud to be part of the first Arizona-wide IBEW Solidarity Picnic held Oct. 3. There was a good turnout from all seven Arizona locals to join together to celebrate brotherhood and solidarity.

While the work picture appears stronger in other parts of the country, work is still slow in our jurisdiction. We are thankful for the work Sturgeon Electric and Spectra Electric had last year at Freeport-McMoRan Mine in Morenci, AZ. Things have slowed down in the mining industry with the drop in copper prices; however, Spectra still has about 20 members working on the site as of this writing. Some of our contractors have indicated they are starting to pick up some work. Stark Electric and Sturgeon recently were awarded a large project at Banner University Medical Center in Tucson, which should put some members to work sometime next year. Local 570 looks forward to a busier 2016.

Scott W. Toot, Pres.



Local 570 members at jobsite with Spectra Electric in Morenci, AZ. Back row, from left, Troy Wright, Antonio Jasso, Mike Pugh, Clayton Oertwig; front row, Fernando Armijo, David Lara and Anthony Leyvas. Not pictured: Chris Salazar and Roy Armenta.

## Code of Excellence Project — Data Center Job a Success

L.U. 584 (ees,em,es,i,rts,spa&u), TULSA, OK—Several members represented the IBEW on the recent large data center project in Tulsa. Special thanks go out Bros. Curtis Merriweather and Don Shivers, Atlanta Local 613; Howard Day, Kenny Shivers, Harlan Saulsberry, Jacob Hille and Darrell Thompson, Tulsa Local 584; and Ralph Merriweather, International Representative.

The job provided many great work opportunities for many brothers and sisters. The project is a Seventh District Code of Excellence job, and has gone two-and-a-half years without a grievance. Thanks to everyone who worked on that project helping make it a success.

We are also ramping up our communications efforts, and we are pleased to announce our dynamic new website at [www.ibew584.com](http://www.ibew584.com). Check it out for all the news and happenings in the Tulsa area. Also, please "like" our Facebook page at [www.bit.ly/ibew584](http://www.bit.ly/ibew584).

We have lots of announcements and current content to share with our membership.

Thanks for a great year, and we look forward to many more excellent opportunities in 2016.

Alan Shipman, B.M./F.S.

## Arizona Day of Brotherhood

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ—On Oct. 3, Arizona IBEW members gathered for a day of brotherhood at our first Arizona IBEW Solidarity Picnic. Approximately 2,500 members and their families from seven Arizona locals, as well as district international representatives, came together for a day of great food, kids' games and some first-class story telling on a beautiful day.

It was great to see how large our membership really is in our red state and to realize the possibilities that could arise if we all come together for a common cause. Special thanks to the nearly 100 apprentice volunteers, as well as members from each local, who worked hard to help make this a special day of brotherhood. The picnic was a great success and everyone deserves a round of applause.

We also had our yearly service pin ceremony. It is always great to see the smiles of the pin recipients' family members. Among the recipients were Local 640 Bus. Mgr. Dean Wineur, who received his 20-year pin, as well as Sixth District Int. Vice Pres. Steven M. Speer, who received his 40-year pin. It was a true day of brotherhood here in Arizona.

Our condolences go out to the families of recently deceased members John Haggerton and Karl Michael. Rest in peace, brothers.

Jeff Sears, P.S.

## Honoring Retirees

L.U. 692 (i,mt&spa), BAY CITY, MI—On Friday, May 29, our local held a Retirement Party to honor new retirees. Honored were: Rodney Baker, Mark Baranek, Mark Bauer, Philip Bejcek, Mark Chaffin, Daniel Chomas, Daniel DeGroff, William Drayer, Michael Engwiss, Dennis Federspiel, Michael Frantz, Grant Gehringer, Brian Hines, Richard Jasinski, Randy Johnroe, Terri Jurn, Mark Kerr, John Klele, Russell McLean, Timothy Ranck, Albert Render, Donald Renigar, Karl Shawl, James Shea, Hubert Snodgrass, Christopher

Szeszulski, Craig Taunt, Roger Terry, Mark Thompson, Cary Trier, Kurt Vogel and Paul LeVasseur. We congratulate the retirees and thank them for their years of service. We wish them health and happiness in their retirement years.

We wish to recognize some of our members who participated in the Wireman's State Golf Tournament. Tournament results were as follows: Mark Baranek - low actual; Tom Theisen - low handicap; and Tom Theisen, Terry Ames, Terry Brandenburg and Phil Bejcek - low team handicap.

We are saddened to report the passing of retired Bros. Frederick J. Schmidt and Donald G. Ahler. Our thoughts and prayers are with their families.

We wish everyone a merry Christmas and a happy new year 2016!

Tammy Gottleber, P.S.



At the Local 692 retirement party on May 29.

## 4<sup>th</sup> Annual Solidarity Drawing; Champion Teams & Organizing

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t&u), WEST FRANKFORT, IL—On Sept. 3, in the re-run of the election for business manager, Steve Hughart was again overwhelmingly re-elected by a total of 818-269. Thank you to everyone who turned out to vote.

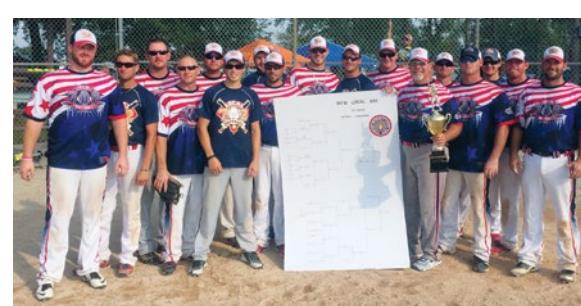
The 4<sup>th</sup> Annual IBEW Local 702 Solidarity Drawing was a huge success. Winners were: Brandon Keesee, who won \$25,000; Aaron Suits - \$10,000; The Law Firm of Schuchat, Cook & Werner - \$5,000; Aaron Sarver - \$1,000; Matt Conklin - \$1,000; John Griffin - \$1,000; Mike Cosimi - \$1,000; and the Southern Illinois Central Labor Council - \$1,000.

At the Southeast Missouri (SEMO) Labor Picnic, the local's Tug Of War team retained the top spot for the third year in a row, pulling through the brackets going undefeated, with no match lasting longer than 11 seconds.

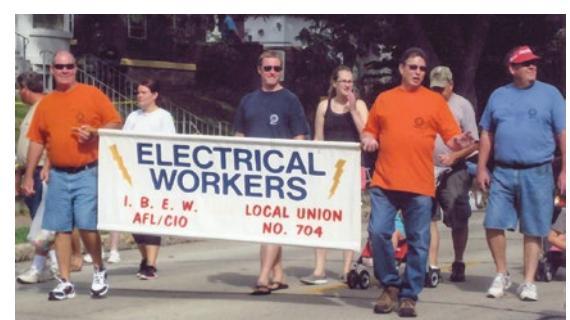
Our organizing efforts in Missouri continue. We are currently in negotiations with Scott County for two new groups, the dispatchers and the county jail staff. A representation election for county sheriff's deputies was held Oct. 19 and the vote was 12-2 in favor of IBEW representation. At the City of Sikeston, we received voluntary recognition from the Council for the Street and Park Departments.

As of press time, our referral books are as follows: Inside Construction—67; Outside Construction—1; Line Clearance—6.

Mark Baker, B.R./P.S.



The Local 702 softball team won this year's Local 601 Softball Tournament, completing a five-game sweep in Champaign, IL, for the championship.



Local 704 contingent marches in Labor Day parade: Matt Stuckey (left), Elizabeth Rausch, Pete Hird, Emily Wilson, Ron Heitzman, Dave Wilson and Jeff Phillips.

## Celebrating Labor Day

L.U. 704 (catv,em&i), DUBUQUE, IA—Dubuque's Annual Labor Day Parade was filled with individuals depicting the multitude of labor organizations in our community.

IBEW Local 704 was well-represented by members and family who marched down the Main Street parade route. The almost two-hour long event with over 100 separate units was well-attended by the Dubuqueland community. Company trucks followed the IBEW banner and marchers representing the electrical industry, who turned out to show that we are ready, willing and able to address all electrical needs from design and install to project completion. After the parade, a family picnic was held at Swiss Valley Park. Thanks go out to all who participated.

Recent recipients of IBEW service pins were recognized for service of 50 years or greater. Congratulations to the following brothers: 50-year members Wayne G. Gardner, Daniel J. Hammel and Thomas J. Mitchley; 55-year members Milton A. Avenarius and Stanley P. Thor; and 65-year member Lester W. Amendia. An achievement to be proud of!

Ron Heitzman, P.S.



IBEW Local 736 communications workers at Norfolk Southern Corp.: front row, Gary Holt (left), Adrian Delong; back row, Brian Dunford, Roland Harris, Robert Saunders and Daniel Martin.

## IBEW Members at Work On Norfolk Southern Corp. Project

L.U. 736 (rr), PRINCETON, WV—IBEW Local 736 communications workers employed by Norfolk Southern Corp. in Bluefield, WV, recently started a project to upgrade the microwave system, dispatch consoles and Wi-Fi wireless networks for the railroad in the Bluefield, WV, and Pocahontas Division.

These upgrades are essential to modernize the communications networks and provide faster data rates and more bandwidth within the microwave network, allowing more precise train detection and communications, and will also provide a network back to Atlanta for the upcoming Positive Train Control project.

New consoles and servers are being installed at the dispatch center in Bluefield and surrounding NS Railroad offices to modern IP based controls and touch screens. This will enhance the communications with trains and per-

sonnel in the field.

Norfolk Southern Corp. prides itself in using modern technology and a skilled labor force to advance into the future.

Thank you to Local 736 member Roland K. Harris, an employee at Norfolk Southern in Bluefield, WV, for providing information for this article.

Gareth L. Mills, B.M./Pres.



IBEW Local 760 members and families enjoy Membership Appreciation Day.

## Membership Appreciation Day

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN—In the spirit of promoting fellowship amongst our members, Local 760 of the IBEW hosted our first Membership Appreciation Day in September.

With many of our members being able to work in their jurisdiction, it was good to see the members and their families come out to the IBEW Training Center to share their experiences and “catch up” with each other. The inflatable slide and bounce house were a huge hit with the kids, and many raffles were held for various prizes and T-shirt giveaways. Thank you to all the volunteers who helped make the day a success. We hope to build on this event each year into the future and to make it an annual event. Volunteer pride was on display and the burgers and hot dogs were a great fit to go along with snow cones and popcorn on such a perfect day for the event.

Jason Leary, Organizer



A view of Local 804's new training facility and union office.

## New Training Facility & Office

L.U. 804 (i&o), KITCHENER, ONTARIO, CANADA—Sept. 1, 2015, marked the beginning of a new era for Local 804. We have taken possession of a new purpose-built, state-of-the-art training facility and union office. Our new address is 5158 Fountain Street North, Breslau, Ontario N0B 1M0.

Local 804 is committed in showcasing the IBEW brand to the community with investment in skills and training, maintaining a long tradition that our contractors and owner/clients have come to rely on. Our focus to inspire the next generation of electrical professionals with modern equipment and skilled training staff will serve as our gratitude for the hard work and dedication of those members who came before us.

The brothers and sisters of Local 804 can be proud of their pledge of growth and development in the electrical industry. Together this marks a new foundation of a fraternal duty established in April 1942 and, as then, will deliver the best and brightest electrical workers in the trade.

Dino Celotto, P.S.

## Successful Member Trainings

L.U. 1002 (o&u), TULSA, OK—Local 1002 completed three one-day steward/member-to-member seminars

in August, with about 40 members stepping up to be even more effective on the job.

We're thrilled with the number of stewards who went through this training. We believe this will reflect in better member representation, as well as increased organizing through the member-to-member training.

We had solid representation from Public Service Company of Oklahoma, Southwestern Power Administration and Outside Construction. Plus, two of the stewards are from newly organized co-op Choctaw Electric, where employees overwhelmingly ratified their first contract in January. It was inspiring to see so much brotherhood on display, especially for the new members who are eager to have more of a voice on the job.

The local has also been increasing our communication efforts with a more robust social media presence and a new YouTube page at [www.bit.ly/ibew1002youtube](http://www.bit.ly/ibew1002youtube). If you haven't yet, please "like" our Facebook page at [www.bit.ly/ibew1002facebook](http://www.bit.ly/ibew1002facebook).

In solidarity,

Jeff Bolin, B.M.

## New Members Welcomed; TEP Contract Negotiations

L.U. 1116 (em,lctt&u), TUCSON, AZ—With our current contract ending Dec. 31 of this year, our local officers have been in negotiations with Tucson Electric Power and at press time have finished drafting a tentative new contract to be voted on by our members.

Due to the loss of many longstanding members to retirement this year, the local has worked to increase membership and has successfully organized 61 new members thus far in 2015. This organizing drive has been advanced as a result of creation of the Volunteer Organizing Committee (VOC) and the efforts of Lead Organizer Robert Sample. Thank you to Robert for his innovative ideas in recruitment and to Bus. Mgr. Frank Grijalva for his support of the VOC. A special thanks goes out to the boots on the ground, our VOC members, for their hard work in spreading the union message.

Roger Aspin, P.S.

## Annual Fall Family Picnic

L.U. 1466 (u), COLUMBUS, OH—On Saturday, Sept. 26, Local 1466 held our annual Fall Family Picnic. This event grows and gains in attendance every year, and 2015 was no exception! It was nice to see so many families join us for the festivities. Congratulations to all of those who won door prizes, and to Bros. Steve Long and Jesse McCain for placing first in this year's corn-hole tournament. Thanks to everyone who came out, and we look forward to seeing you again next year!

We would also like to thank everyone for working hard and looking out for each other this year. Have a safe and happy holiday season, and we'll see you in the new year!

Jimi Jette, P.S.



Local 1466 member Herb Womack teaches some of the younger picnic guests how to play corn-hole.

# RETIREEs

## Summer & Fall Events

RETIREEs CLUB OF L.U. 1, ST. LOUIS, MO—Greetings, from the Local 1 Retirees Club. I hope everyone had a great summer. Our Labor Day parade and picnic in September were terrific, with beautiful weather and warm camaraderie.

John Wozniak is our club's new vice president. Welcome aboard, John.

On Sept. 16 we had our Retiree Luncheon. On Nov. 18 we held our regular retiree meeting. Local 1's Health Fair took place Oct. 3. Thanks to all who participated in these various events and helped to make them a success.

A national election is approaching. Everyone should be registered to vote and stay informed. We need to elect men and women who are interested in improving the lives of working people.

Neal McCormack, R.S.

## Recent Chapter Activities

RETIREEs CLUB OF L.U. 3, NEW YORK, NY, NORTH NEW JERSEY CHAPTER—At this writing, we're enjoying a beautiful fall season! Members enjoyed our fall luncheon meeting at LaTerrazza Restaurant, where we enjoyed great food and camaraderie along with the meeting, led by Chmn. John McCormick.

Recent chapter activities included a bus trip to Mohegan Sun Casino and a three-day trip to the Villa Roma in Callicoon, NY; also several of us enjoyed seeing West Side Story at the Westchester Broadway Theater. Our annual picnic was held at Congers Lake in July and members enjoyed a wonderful catered barbecue, great camaraderie, and even a little music & dancing!

Our week at the Educational Center in Cutchogue was very well-attended (see photo below) and we now know how to live to 100! We also enjoyed a delicious Tuesday pot luck dinner and a Wednesday evening barbecue, both provided by our members.

Several members attended the Labor Day parade in New York City and some joined the Westchester/Putnam Chapter at the homecoming Army/Bucknell football game at West Point! Plans are underway at press time for a holiday luncheon meeting and our newly formed activities committee is busy formulating plans for 2016! Happy holidays to all!

John Krison, Acting P.S.



Local 3, Westchester/Putnam Chapter, Retirees Club members assemble on Labor Day.

## Election of New Chairmen

RETIREEs CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER—At our monthly meeting on June 9, our new chairman, David Torres, and vice chairman, John Baranski, were elected to the board. We welcome them both to the board and look forward to their leadership, energy and commitment. The remaining slate of officers ran unopposed.

In addition, Bart Vey has volunteered to undertake the newly created position of house chairman. We thank the membership for their continued support and the special camaraderie that we have in our chapter.

Showing our pride and commitment in caring about our communities, the chapter chartered a bus for transportation to the 2015 Labor Day parade in New York City. The event was thoughtfully arranged by Local 3 Pension Dir. Tom Gallagher, and included sandwiches and refreshments. The parade, joined by union members numbering in the thousands, marched up Fifth Avenue, beginning at 44th Street and terminating at 67th Street. We demonstrated that we are still a united force and the labor movement is alive, healthy and strong in New York City and beyond. God bless America.

John Rich, P.S.  
Bob Cuneo, P.S.



Local 3, North New Jersey Chapter, Retirees Club members at Educational Center in Cutchogue, NY.



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WWW.IBEW.ORG

## RETIREES

## 2016 Cruise &amp; Updates

RETIREES CLUB OF L.U. 26, WASHINGTON, DC—This year we broke our own record, with over 500 dues-paying members! If you are over 50 years old (retired or not), please join our meetings, travels and events (crab feast, cruise and raffle drawing.) If you plan to visit in the area on the second Saturday of the month, call the local for details and join us.

Our 2016 cruise will be to Bermuda and the Bahamas, departing June 9. For details call our travel coordinator, Rick Warner at 240-472-0438.

Our bus trips often sell out quickly. If interested in future fun trips, please let Bro. Warner know. September's trip to QVC and October's Delaware Park Casino trip were sold out!

In December we will visit the National Christmas Center. In March 2016, we may attend a live biblical show in Pennsylvania. And we plan more Delaware Park Casino trips.

On Oct. 10, some 119 people attended the Retired Members Club Crab Feast in Annapolis, MD. At this event, we honored Bro. Michael Acree (who traveled from Arizona) and presented him with his 40 year service award. We also celebrated Bro. Steve Walker's birthday with cake brought by his wife, Dodie. Mark your calendars for Oct. 8, 2016!

At our Thanksgiving/November meeting we pulled raffle winners. We are always thankful in November for the tickets sold to raise funds that support our medical equipment program! We are grateful for good health and every holiday season our members are with us.

Susan Flashman, P.S.



*At the Local 26 Retirees Club Crab Feast are: Local 26 Fin. Sec. Mike Shoemaker (left), service award recipient Mike Acree (center) and Retirees Club Pres. Dick Bissell.*

## Annual Retirees Luncheon

RETIREES CLUB OF L.U. 35, HARTFORD, CT—I would like to thank Dennis Machol and Charlie Rose for their dedication in participating in the Alliance for Retired Americans.

The Retirees Club wishes to thank Local 35 Bus. Mgr. Bruce Silva for attending our Annual Retirees Luncheon held at Adams Mill Restaurant in Manchester on Oct. 21. Thanks to Local 35 for their generosity in hosting the lunch.

On Veterans Day in November, we remember all IBEW members who served our country. We appreciate our veterans' service.

Best wishes to everyone for a happy and healthy holiday season.

Kenneth R. White, P.S.

## 'Come &amp; Join Us'

RETIREES CLUB OF L.U. 42, HARTFORD, CT—Happy holidays! The Retirees Club thanks the Local 42 office staff and members for all their help at Local 42's annual family picnic.

This year's raffle was a grand total of \$3,554. Congratulation to the winner! The winner was able to bring home \$1,778.

Attention Local 42 Retirees: Come and join the Retirees Club, which meets bimonthly at the Local 42 union hall. We are located at 379 Wetherell St., in Manchester, CT. It's a great time to get together with

old friends, share great stories and enjoy free refreshments. The annual dues are only \$12. If you are interested in joining the club please feel free to contact us at (860) 646-7297.

Retirees Club Pres. John Shane and the club thank all the members for their support.

Jacquelyn Moffitt, P.S.



*Local 60 Retirees Club members received service awards at May 14 special meeting: front row, John Weber (left), Leroy Joost, Robin Johns; back row, Cleo Gibb, Stanley Zettner, Ernest Elsworth and Charles Watson.*

## Wounded Warriors Project

RETIREES CLUB OF L.U. 60, SAN ANTONIO, TX—After the summer break, the club met on Sept. 10, with 40 members present. Planning the events for 2016 was on the agenda, along with forming various committees and naming committee chairpersons.

Our Christmas project once again will be the Wounded Warriors project. The collection of personal items will be delivered to the WW headquarters after our Dec. meeting.

The date of the Golf Tournament Fundraiser for 2016 will be determined most likely right after Fiesta, which will be April 14-24. Location will be determined by the Golf Committee.

The Retirees Club is excited to announce its new website [www.lu60retiredmembersclub.com](http://www.lu60retiredmembersclub.com). The site offers a variety of information and a walk down memory lane with pictures of club members. An informational page for active members was added regarding how to start the retirement process (phone numbers and address of pension plans along with documents needed.)

The Retirees Club meets the second Thursday of each month. The club takes a summer break from June through August. Meetings start at 12 noon; after a short business meeting lunch is served with 10 games of bingo following. The club meets at the Plumbers and Pipefitters Apprenticeship Bldg., 3630 Belgium Lane. The club is open to all Local 60 retirees or honorary members as well as their spouse or widow/widower. Please join us.

Sandy Rogers, P.S.

## Annual Retirement Dinner

RETIREES CLUB OF L.U. 90, NEW HAVEN, CT—On Oct. 1, Local 90 held its annual retirement dinner at the WoodWinds in Branford, CT. We gathered to honor the most recent group of new retirees. They are: Ronald Bodle, Richard Bohan, William Braver, Louis Cifone Sr., Russell Cooper Sr., John Fainer, Kenneth Lavoie, Brian Maher, Dennis Mangiulli, Steven Natale, Joseph Piazza, Donald Ruef, Robert Tomei, Gene Toro and the late Peter Canning, honored posthumously. Congratulations to all and thank you for your service to the IBEW. We invite you to join our club.

Our Retirees Club's annual holiday luncheon is scheduled for Dec. 1 at Fantasia in North Haven, CT. At press time we are looking forward to the event. The food,

the service and especially the company are always great.

We wish all IBEW members and their families a joyful holiday season and a happy, healthy and safe new year.

Richard Launder, P.S.

## Winter Season Activities

RETIREES CLUB OF L.U. 113, COLORADO SPRINGS, CO—As I write this, Colorado's high mountain peaks glisten under a layer of newly fallen snow and the golden aspen leaves are beginning to carpet the ground around us.

As the chill autumn air compels us to complete our preparations for the coming winter, we find ourselves raking leaves, draining irrigation systems, cleaning rain gutters and looking for a caulking gun to slow a coming winter draft. Some may be preparing for an elk or deer hunt, or waxing skis or dusting off snowmobiles in anticipation of winter fun. Whatever your winter activities, be sure to pencil in time for our monthly Retirees Club luncheon.

If you were absent due to travel this past summer, come and share your travel adventure with us. Please know we miss you when you're gone.

Isn't it great that the IBEW has provided us with great pensions so when we do set our tools aside, we still have an income to enjoy life? We have so much to be thankful for! Merry Christmas to you and a happy, healthy new year!

Can you identify the class of 1966 apprenticeship graduates pictured in the accompanying photo? (See photo below.)

Bill Campbell, P.S.



*Vintage photo of Local 113 apprenticeship graduating class of 1966: standing, Ron Brackett (left), Bob Morgan, Archie Scott; seated, Emil Sawell, Bob Braun, Ike Arnold and L. "Corky" Patterson.*

## 'Stand Together &amp; Vote'

RETIREES CLUB OF L.U. 134, CHICAGO, IL—Gov. Bruce Rauner is waging war against organized labor. On his so-called "turn around" agenda, Rauner wants a series of changes to benefit corporations and weaken unions in Illinois. This would bring down the wage rate all across the state, and it would bring down the



*Local 134 retirees at September luncheon meeting at union hall.*

standard of living for middle-class working families.

Gov. Rauner's demands for provisions to weaken collective bargaining and prevailing union wages do not promote the dignity of work and the rights of workers.

All unions in Illinois have to stand together in opposition to Gov. Rauner's agenda. If labor had stood together in fraternity and solidarity at the voting booth last election, we wouldn't be contending with a governor who makes no bones about his attempts to break the back of labor.

Always vote if you want your voice heard. Otherwise, only the 1 percenters will be running your state and country. A depressing 36 percent of registered citizens voted in the last Illinois election. That dismal percentage indicates that Rauner does not have "the people's mandate," but he does have the power of office to ruin the middle class and harm the lives of disadvantaged families and seniors. Your vote counts!

Our September luncheon meeting was delicious as always. We also had a speaker from Mayflower Tours, who presented travel ideas for our club for the future. If you are interested, contact Gerry White.

Louis Rodriguez, P.S.

## Veterans &amp; VA Benefits

RETIREES CLUB OF L.U. 212, CINCINNATI, OH—Many military veterans and their spouses miss out on pensions available to them through the Veterans Benefits Administration, U.S. Department of Veterans Affairs.

There are three types of VA pensions available to veterans who served even a single day, during wartime: Basic, Household, and Aids and Attendance (A&A). Depending on income, assets and other circumstances, A&A is a tax-free benefit designed to provide financial assistance to help cover the cost of long-term care in the home, an assisted living facility or in a nursing home. This benefit is for those veterans and surviving spouses who require the regular attendance of another person or caregiver in at least two of the daily activities of living such as transportation, dressing, bathing, cooking, eating, grooming, homemaking and maintenance. Maximum compensation can be sizeable ranging from \$1,700 for a qualified veteran, \$1,100 for a surviving spouse, and \$2,000 for a married veteran. Disability is not a requirement. If you don't qualify for A&A, you may be eligible for another type of pension. For more information, go to website [www.va.gov](http://www.va.gov) or apply at a local VA office with your DD214. It could be worth your time. The VA office is very helpful.

Wishing all a happy, healthy Christmas season.

Bob Schaefer, P.S.

## Activities &amp; Events

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO—The Retirees Club met Oct. 27 at one of our favorite places for family style fried chicken and country ham, Claysville Store Restaurant in Claysville, MO. This restaurant is owned by Local 257 member Mark Hooibrik and his wife, Laura.

Summer was a busy season. In August our group

went to the Lyceum Theater in Arrow Rock, MO, and saw "Driving Miss Daisy." In September we began the month with the Labor Day parade in Jefferson City. The Retirees Club decorated a float from which they gave out candy and balloons to the kids. Emil Fischer and grandson followed driving his 1950 Studebaker, five-window coup. There was a good turnout with many labor unions participating and Jefferson City residents watching.

Also, Local 257 had its annual picnic at a park in Jefferson City. As usual, everyone enjoyed the afternoon visiting, playing games and eating good barbecue. A few of our retirees were recognized with service award pins. They were: for 60 years of service - Paul Gallatin; for 55 years - Donald Cessna and Emil Fischer; for 50 years - Herman Grothoff, Bob Kauffman, Richard Owens and Jerry Rehagen; and for 45 years - Phil Butts and Bill Jurgensmeyer. Congratulations to everyone!

*Delores Melloway, P.S.*



*At the Local 530 Annual Retirees Golf Tournament: Tom Schliehauf (left), Bob Friedrich, Phil Schliehauf, Kent Wilcox, Herb Burdett and Chuck Nisbet.*

the links, and a total of 42 members who enjoyed the meal following the round of play.

This year the trophy for lowest score went to the team that comprised: Tom Schliehauf, Phil Schliehauf, Kent Wilcox and Chuck Nisbet. The tournament was well-organized again this year by Bob Friedrich and Herb Burdett.

*Nancy Stinson Philbin, P.S.*

### Best Original Float Award

RETIREES CLUB OF L.U. 586, OTTAWA, ONTARIO, CANADA—Our Retires Club remains very active with newer members joining monthly as they retire from the electrical trade. The monthly meetings are well-attended and always end with a luncheon. We have wonderful participation in the annual Labour Day parade where the Retirees Club organizes our float and dresses our participants.

Three times we have received the "Best Original Float" award and trophy. This year we had two horse-drawn wagons, decked out with signs, banners and balloons, carrying our retirees.

Our group has developed a yen for travel, and in addition to monthly trips of one to three days by bus, we have travelled farther afield with up to seven-day trips to Atlantic City, NJ, and New York City; Washington, D.C.; Boston, MA; and Las Vegas, with a tour of Hoover Dam. We also enjoyed a week touring Alaska and a seven-day cruise back to Vancouver, BC, to attend the 38th IBEW Convention. Additionally, we enjoyed a seven-day bus trip tour of the three Maritime Provinces. In the past year we have had a total of 1,590 participants at our events. Who says retirees don't enjoy themselves or get around anymore? Our entire group has now become one family.

Often we tend to forget that these retirees suffered during some of the worst unemployment periods and sacrificed during strikes for better working conditions, wages, pension and benefits plans, and shorter work weeks. We thank the local union officers and members for their union support and financial assistance for these retirees.

*Bill Warchow, P.S.*

*Recent Local 257 service award recipients include: front row, retirees Emil Fischer (left), Paul Gallatin, Don Cessna, Richard Owens, Phil Butts and Bill Jurgensmeyer; back row, Jerry Rehagen, Bob Kauffman and Herman Grothoff.*

### Come Join the Fun'

RETIREES CLUB OF L.U. 349, MIAMI, FL—As 2015 comes to a close, we can reflect on the many activities we have enjoyed this year. In January we traveled to St. Augustine, FL, for a few days of fun and sightseeing in that historic city. In April we went on an Everglades airboat ride. At the time of this October writing, we were looking forward to the union picnic in mid-October, our Thanksgiving luncheon at Calder Racetrack and our Christmas luncheon at the Seminole Hard Rock Casino.

We congratulate Ben Makofsky, who was awarded his IBEW 65-year pin by Local 349 Bus. Mgr. Bill Riley at our Oct. 8 meeting.

The Local 349 Retirees Club meets at noon on the second Thursday of each month at the union hall. The meeting is followed by a potluck luncheon. We invite all retirees to join us. Spouses are also welcome. We are in the planning stages for next year's annual trip, so come on out and join in the fun.

*Doyle Rutland, P.S.*

### Summer Events Successful

RETIREES CLUB OF L.U. 530, SARNIA, ONTARIO, CANADA—Our club had a wonderful summer, filled with warm sunshine and great get-togethers. In July we travelled to Huron County Playhouse to see the live stage play "Chicago," arrangements made by George Mathieson. In August, after our regular Thursday meeting, we enjoyed a fresh pickerel lunch at Purdy Fisheries, arranged by Kathy Coates.

Several of our members take responsibility for various events we attend throughout the year, thereby lessening the burden of one person needing to do all the work.

Every September we hold our Annual Retirees Golf Tournament, held at the beautiful St. Clair Parkway Golf Course. After the tournament, golfers and non-golfers alike gather together to enjoy a feast of chicken and ribs in the spacious dining room overlooking the course. This year we had 29 golfers out on

the links, and a total of 42 members who enjoyed the meal following the round of play.

This year the trophy for lowest score went to the team that comprised: Tom Schliehauf, Phil Schliehauf, Kent Wilcox and Chuck Nisbet. The tournament was well-organized again this year by Bob Friedrich and Herb Burdett.

*Nancy Stinson Philbin, P.S.*

### Food Bank Volunteers

RETIREES CLUB OF L.U. 611, ALBUQUERQUE, NM—Local 611 retirees are still helping with food bank distributions to needy families each month. The event has moved to the AFSCME parking lot through December and still takes place the last Friday of each month. We welcome a first-time volunteer, retiree Ralph Cochrane, and encourage all retirees who can to help in this worthwhile project.

We retirees must remember to be cautious about giving out our personal identity information. Take notice in parking lots and in stores, and be wary of potentially dishonest, fraudulent people at our front doors, on the telephone, or online. If in doubt as to what safeguards to look for, contact your local AARP, which has free publications and can answer questions about scams and identity theft. Related information is also available at the U.S. Bureau of Consumer Protection, FTC, website [www.consumer.ftc.gov/scam-alerts](http://www.consumer.ftc.gov/scam-alerts).

We offer our condolences to the families of retirees who recently passed away: Hildon O. Simmons, Vernon Clark, John Solar, Ivan J. Johnson and Anthony "Tony" Negri. Bro. Negri, who passed away last June, retired from a New York local, lived in Rio Rancho and attended Local 611 Retirees Club functions. Condolences also to the families of Bros. Philip J. Garcia and Jose D. Renteria.

Although we don't have regular Retirees Club meetings, remember that regular Local 611 meetings are the third Saturday of each month, and the Local 611 history book of current events is always on display at union meetings.

Wishing everyone a merry Christmas and a happy, healthy new year.

*Tracy Hall, Pres.*

deaths were noted, followed by a moment of silence.

At the August meeting, Pres. King announced he is working with Local 702 Pres. James Sanchez to acquire merchandise from the local. Furthermore, the need to help staff the pavilion at the fair was discussed and assignments were made.

At the October meeting, special guest Judge Brad Bleyer asked for and received the club's support in the upcoming election. Also, the club recognized Bro. Ival Maxwell and his wife for 64 years of marriage, and Bro. Sam Jones for his 100th birthday. A thank-you was extended to all who helped out at the state fair, including Bruce Dallas, Bob Caby, Jim Nolen, Dave Cosimi and Charlie May. The club is looking into having retiree license plate frames produced. Bro. Jim Campbell invited club members to view his holiday house for the next meeting.

At both meetings, the drawing was held and the deposit for the club was announced, then the meetings adjourned.

*Mark Baker, P.S.*



*Local 702 retiree Sam Jones, age 100, and wife Eva attended August Retirees Club meeting.*

### Happy New Year

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL—We wish you all a happy and healthy upcoming 2016. This past year has gone by so quickly.

Our fall meetings were very well-attended. As usual, all the food was delicious, and we are very grateful to all of our cooks, who spend many hours making it so wonderful! Our meetings would not be the same without them and everyone else who pitches in!

With sadness, we report that since our last article several members have passed away. We extend our condolences to the families of our late brothers: William F. Dudley Sr., Raymond F. Drozd, James W. Merrick Jr., William W. Parke and Robert C. Rawlins.

We invite any retired or unemployed brothers and sisters and their spouses who are in the area to come and join us. Our meetings are the second Thursday of each month, 11:30 a.m., at the Local 756 Union Hall, Port Orange, FL.

*Diane Gibbs, P.S.*



*Local 756 Retires Club Pres. Steve Gibbs (left) presents member George Pettingill with his 35- and 40-year service pins.*



*Local 586 retirees gather to participate in Labour Day parade in Ottawa with a large union flag and several banners on display.*

## 2014 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 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. Plan expenses were \$182,274,220. These expenses included \$13,725,438 in administrative expenses and \$168,548,782 in benefits paid to participants and beneficiaries. A total of 98,514 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,545,077,680 as of December 31, 2014, compared to \$4,871,294,842 as of January 1, 2014. During the plan year the plan experienced an increase in its net assets of \$673,782,838. 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.

Lonnie R. Stephenson  
NEAP Trustee

year. The plan had total income of \$856,057,058, including employer contributions of \$427,680,672, gains of \$13,866,720 from the sale of assets, earnings from investments of \$411,802,732, and other income of \$2,706,934.

**Minimum Funding Standards**  
Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

### 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:

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, 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 Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-

3266, (301) 556-4300. The charge to cover copying costs will be \$13.50 for the full annual report, or \$.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 at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210.

Salvatore J. Chilia  
NEAP Trustee

John M. Grau  
NEAP Trustee

Dennis F. Quebe  
NEAP Trustee

## IBEW MERCHANDISE



### IBEW Pocket Knife \$24.00

3" wood handle with brass accents and etched with IBEW.  
2.25" stainless steel blade.

### Black Beanie Hat \$5.00

100% acrylic knit hat with embroidered 1" IBEW initials.

### IBEW Initials Tie Tack \$2.25

Gold-tone tie tack with cut-out IBEW initials.  
Features jewelry grade ball clutch with safety chain.

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

**www.ibewmerchandise.com**

## Report of Independent Auditors

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

We have audited the accompanying consolidated financial statements of the International Brotherhood of Electrical Workers and subsidiaries (collectively the International Union), which comprise the consolidated statements of financial position as of June 30, 2015 and 2014, and the related consolidated statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the International Brotherhood of Electrical Workers and subsidiaries as of June 30, 2015 and 2014, and the consolidated changes in their net assets and their consolidated cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

*Cairne CPA Group, PLLC*

Bethesda, MD  
September 23, 2015

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Financial Position

JUNE 30, 2015 AND 2014

	2015	2014		
	Unappropriated	Appropriated	Total	Total
<b>Assets</b>				
<b>Cash and cash equivalents</b>	\$ 13,401,123	\$ -	\$ 13,401,123	\$ 6,577,265
<b>Receivables</b>				
Loans and advances to chartered bodies	517,500	-	517,500	539,000
Per capita tax receivable	10,952,702	-	10,952,702	12,310,262
Due from Trust for the IBEW Pension Benefit Fund	-	-	-	13,250
Unbilled rent	3,320,841	-	3,320,841	2,570,315
Accrued interest and dividends	530,361	-	530,361	501,178
Security sales pending settlement	654,994	-	654,994	715,703
Other	1,820,994	-	1,820,994	2,157,791
<b>Total receivables</b>	<b>17,797,392</b>	<b>-</b>	<b>17,797,392</b>	<b>18,807,499</b>
<b>Investments – at fair value</b>	<b>280,074,104</b>	<b>170,077,000</b>	<b>450,151,104</b>	<b>437,687,567</b>
<b>Property and equipment – at cost</b>				
Land, building and improvements	133,266,733	-	133,266,733	131,885,827
Furniture and equipment	46,284,835	-	46,284,835	47,301,433
Accumulated depreciation	179,551,568	-	179,551,568	179,187,260
Net property and equipment	(59,185,061)	-	(59,185,061)	(55,160,628)
<b>Other assets</b>	<b>120,366,507</b>	<b>-</b>	<b>120,366,507</b>	<b>124,026,632</b>
Deferred leasing, organization and financing costs (net of amortization)	3,473,049	-	3,473,049	2,891,934
Prepaid expenses	958,622	-	958,622	741,768
Inventory of merchandise and office supplies, at cost	1,184,987	-	1,184,987	1,149,403
Other	622,517	-	622,517	258,068

Total other assets	6,239,175	-	6,239,175	5,041,173
Total assets	\$437,878,301	\$170,077,000	\$607,955,301	\$592,140,136
<b>Liabilities</b>				
Accounts payable and accrued expenses	\$ 5,124,840	\$ -	\$ 5,124,840	\$ 4,630,912
Due to Trust for the IBEW Pension Benefit Fund	487,481	-	487,481	-
Excess of projected benefit obligation over pension plan assets	50,250,534	-	50,250,534	53,593,164
Liability for postretirement benefits	-	170,077,000	170,077,000	168,967,000
Security purchases pending settlement	7,624,246	-	7,624,246	8,663,311
Deferred per capita tax revenue	7,689,664	-	7,689,664	7,810,603
Reciprocity Agreement funds pending settlement	9,856,219	-	9,856,219	3,443,826
Mortgage loan payable	52,262,295	-	52,262,295	55,567,565
Other	1,210,330	-	1,210,330	1,306,715
Total liabilities	134,505,609	170,077,000	304,582,609	303,983,096
<b>Unrestricted net assets</b>	<b>303,372,692</b>	<b>-</b>	<b>303,372,692</b>	<b>288,157,040</b>
Total liabilities and net assets	\$437,878,301	\$170,077,000	\$607,955,301	\$592,140,136

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Activities

YEARS ENDED JUNE 30, 2015 AND 2014

	<b>2015</b>	<b>2014</b>	
	<b>Unappropriated</b>	<b>Appropriated</b>	<b>Total</b>
<b>Operating revenue</b>			
Per capita tax	\$129,568,708	\$ -	\$129,568,708
Initiation and reinstatement fees	1,539,348	-	1,539,348
Rental income, net	10,909,543	-	10,909,543
Sales of supplies	942,433	-	942,433
Other income	4,282,480	-	4,282,480
Total operating revenue	147,242,512	-	147,242,512
<b>Operating expenses</b>			
Program services expenses			
Field services and programs	90,235,201	9,341,061	99,576,262
Media relations	7,924,055	416,471	8,340,526
Industry trade programs	14,589,478	1,529,851	16,119,329
Per capita tax expense	7,239,467	-	7,239,467
Legal defense	2,747,985	-	2,747,985
Total program services	122,736,186	11,287,383	134,023,569
Supporting services expenses			
Governance and oversight	6,281,476	571,904	6,853,380
General administration	6,343,666	923,713	7,267,379
Total supporting services	12,625,142	1,495,617	14,120,759
Total operating expenses	135,361,328	12,783,000	148,144,328
Change in net assets from operations before investment and other income	11,881,184	(12,783,000)	(901,816)
Investment income			
Interest and dividends	6,477,014	-	6,477,014
Net appreciation in fair value of investments	14,128,916	-	14,128,916
Investment expenses	(1,238,867)	-	(1,238,867)
Net investment income	19,367,063	-	19,367,063
Other income (expense)			
Gain/(loss) on sale of property and equipment	11,947	-	11,947
Loss on lease termination	-	-	(1,172,065)
Currency translation adjustment	(1,416,376)	-	(1,416,376)
Total other income (expense)	(1,404,429)	-	(1,404,429)
Change in net assets before pension-related and postretirement benefit (charges)/credits other than net periodic benefits costs	29,843,818	(12,783,000)	17,060,818
Defined benefit-related (charges)/credits other than net periodic benefits costs			
Pension benefits	(6,354,446)	-	(6,354,446)
Postretirement health care benefits	-	4,509,280	4,509,280
Change in net assets	23,489,372	(8,273,720)	15,215,652
Unrestricted net assets at beginning of year	288,157,040	-	288,157,040

<b>Change in appropriation for postretirement benefit costs</b>	(8,273,720)	8,273,720	-	-
<b>Unrestricted net assets at end of year</b>	<b>\$303,372,692</b>	<b>\$</b>	<b>- \$303,372,692</b>	<b>\$288,157,040</b>

## International Brotherhood of Electrical Workers and Subsidiaries Consolidated Statements of Cash Flows

YEARS ENDED JUNE 30, 2015 AND 2014

	<b>2015</b>	<b>2014</b>
<b>Cash flows from operating activities</b>		
Cash flows from		
Affiliated chartered bodies	\$ 133,287,110	\$ 123,922,812
Interest and dividends	6,447,831	6,236,781
Rental income	10,159,017	9,928,754
Participant contributions collected on behalf of PBF	63,681,258	60,839,364
Reimbursement of administrative expenses from PBF	2,600,000	2,750,000
Other	11,031,670	2,578,298
Cash provided by operations	227,206,886	206,256,009
Cash paid for		
Salaries, payroll taxes, and employee benefits	(86,180,948)	(95,521,458)
Service providers, vendors and others	(53,420,666)	(42,731,178)
Participant contributions remitted to PBF	(63,330,527)	(60,719,181)
Per capita tax	(7,239,467)	(7,671,577)
Interest	(3,028,522)	(3,224,564)
Cash used for operations	(213,200,130)	(209,867,958)
Net cash provided by (used for) operating activities	14,006,756	(3,611,949)
<b>Cash flows from investing activities</b>		
Loans and advances made to chartered bodies	-	(52,500)
Repayments on loans and advances made to chartered bodies	21,500	19,500
Purchase of property and equipment	(4,865,930)	(5,164,951)
Purchase of investments	(221,196,109)	(196,209,518)
Proceeds from sale of property and equipment	1,696,155	23,746
Proceeds from sale of investments	216,707,056	198,157,072
Net short-term cash investment transactions	5,176,076	6,698,972
Net cash provided by (used for) investing activities	(2,461,252)	3,472,321
<b>Cash flows from financing activities</b>		
Payments on mortgages and other notes	(3,305,270)	(3,124,735)
Net cash used for financing activities	(3,305,270)	(3,124,735)
Effect of exchange rate changes on cash	(1,416,376)	(1,452,180)
Net increase (decrease) in cash	6,823,858	(4,716,543)
<b>Cash and cash equivalents</b>		
Beginning of year	6,577,265	11,293,808
End of year	\$ 13,401,123	\$ 6,577,265
<b>Reconciliation of change in net assets to net cash provided by (used for) operating activities</b>		
Change in net assets	\$ 15,215,652	\$ 85,654,647
Noncash charges (credits) included in income		
Depreciation and amortization	6,260,732	6,524,056
Net appreciation in fair value investments	(14,128,916)	(36,475,725)
(Gain)/loss on sale of property and equipment	(11,947)	15,294
Loss on lease termination before termination fees received	-	1,323,768
Currency translation adjustment	1,416,376	1,452,180
Changes in accruals of operating assets and liabilities		
Receivables	1,678,424	(2,244,385)
Unbilled rent receivable	(750,526)	2,205,929
Deferred leasing costs, before amortization	-	(830,010)
Other assets	(616,887)	(18,118)
Excess or deficiency of pension plan assets over projected benefit obligation	(3,342,630)	(42,610,168)
Accounts payable and accrued expenses	493,928	(855,363)
Accrued postretirement benefit cost	1,110,000	(16,755,000)
Deferred revenue	(120,939)	892,826
Reciprocity Agreement funds pending settlement	6,412,393	(1,814,196)
Payroll deductions and other liabilities	391,096	(77,684)
Net cash provided by (used for) operating activities	\$ 14,006,756	\$ (3,611,949)

REPORT OF INDEPENDENT AUDITORS *continued on page 14*

## International Brotherhood of Electrical Workers and Subsidiaries

# Notes to Consolidated Financial Statements

YEARS ENDED JUNE 30, 2015 AND 2014

### Note 1. Summary of Significant Accounting Policies

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

**Basis of Presentation**—The consolidated financial statements include the accounts of the International Brotherhood of Electrical Workers and the IBEW Headquarters Building LLC, of which the International Brotherhood of Electrical Workers owns 99%. The IBEW Headquarters Building LLC holds title to real estate, an office building that was acquired in June 2004, which beginning late-January 2005 serves as the headquarters for the International Brotherhood of Electrical Workers. All inter-organization accounts and transactions have been eliminated in consolidation. The International Union maintains an appropriated fund designation for internal tracking of postretirement benefits.

**Method of Accounting**—The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with U.S. generally accepted accounting principles.

**Investments**—Generally, investments are carried at fair value. Changes in fair value of investments are recognized as unrealized gains and losses. For the purpose of recording realized gains or losses, the average cost method is used. Purchases and sales are recorded on a trade-date basis. The purchases and sales pending settlement are recorded as either assets or liabilities in the consolidated statements of financial position. Pending sales represent amounts due from brokers while pending purchases represent amounts due to brokers for trades not settled. All pending transactions at June 30, 2015 and 2014 were settled in July 2015 and July 2014, respectively.

**Property and Equipment**—Building, improvements, furniture and equipment are carried at cost. Major additions are capitalized. Replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation is computed using the straight-line method over the estimated useful lives of the related assets, which are as follows:

Building and improvements	10-40 years
Tenant improvements	Life of respective lease
Furniture and equipment	2-10 years

**Accounts Receivable**—Trade accounts receivable are reported net of an allowance for expected losses. Based on management's evaluation of receivables, the allowance account has a zero balance at June 30, 2015 and 2014.

**Inventory**—The International Union maintains an inventory of supplies for use and for resale to local unions and individual members. Inventory is stated at average inventory cost which approximates the selling price of items held.

**Canadian Exchange**—The International Union maintains assets and liabilities in Canada as well as the United States. It is the intent of the International Union to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes, all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the consolidated statements of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the consolidated statements of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in "Currency translation adjustment" in the consolidated statements of activities.

**Statements of Cash Flows**—For purposes of the consolidated statements of cash flows, cash is considered to be amounts on hand and in demand deposit bank accounts subject to immediate withdrawal.

**Estimates**—The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

### Note 2. Tax Status

The International Union is generally exempt from federal income and District of Columbia franchise taxes as an organization described in Section 501(c)(5) of the Internal Revenue Code. The International Union is, however, subject to tax on net profits generated by activities defined as unrelated business activities under applicable tax law. IBEW Headquarters Building, LLC (the Company) is not a taxpaying entity for federal income tax purposes, and thus no income tax expense or deferred tax asset has been reported in the consolidated financial statements. Income of the Company is taxed to the members in their respective returns. The International Union's Forms 990, *Return of Organization Exempt from Income Tax*, and Form 990-T, *Exempt Organization Unrelated Business Income Tax Return*, for the years ended June 30, 2012 through 2014 are subject to examination by the Internal Revenue Service (IRS), generally for three years after they were filed.

### Note 3. Investments

The following methods and assumptions were used to estimate the fair value of each class of financial instruments which are listed below. For short-term cash investments, the cost approximates fair value because of the short maturity of the investments. Generally, government and government agency obligations, corporate bonds and notes, stocks, the AFL-CIO Housing Investment Trust, and mutual funds fair values are estimated using quoted market prices. For mortgage loans, the fair value is determined based on the discounted present value of future cash flows using the current quoted yields of similar securities. Investments in 103-12 entities are generally carried at fair value using net asset value per share as reported by the investee, while the fair values of investments in limited partnerships are estimated based on financial information provided by each partnership.

	June 30, 2015	
	Cost	Fair Value
<b>Short-term cash investments</b>	\$ 11,878,207	\$ 11,878,207
<b>Government and government agency obligations</b>	41,916,646	41,517,910
<b>Corporate bonds and notes</b>	44,198,528	42,921,237
<b>Stocks</b>	134,771,893	179,735,402
<b>Mortgage loans</b>	2,558,370	2,661,373
<b>Mutual funds</b>	361,666	455,518
<b>103-12 entities</b>	79,545,076	124,833,036
<b>Limited partnership</b>	14,600,000	15,504,413
<b>Other alternative investments</b>	15,260,055	13,303,488
<b>AFL-CIO Housing Investment Trust</b>	17,646,492	17,340,520
	<b>\$362,736,933</b>	<b>\$450,151,104</b>

	June 30, 2014	
	Cost	Fair Value
<b>Short-term cash investments</b>	\$ 16,774,562	\$ 16,774,562
<b>Government and government agency obligations</b>	41,741,517	41,834,014
<b>Corporate bonds and notes</b>	43,530,014	44,114,787
<b>Stocks</b>	120,929,740	166,268,603
<b>Mortgage loans</b>	2,711,534	2,814,537
<b>Mutual funds</b>	720,100	874,309
<b>103-12 entities</b>	79,668,644	119,478,735
<b>Limited partnership</b>	14,600,000	15,056,014
<b>Other alternative investments</b>	14,048,596	13,511,837
<b>AFL-CIO Housing Investment Trust</b>	17,144,092	16,960,169
	<b>\$351,868,799</b>	<b>\$437,687,567</b>

The International Union uses generally accepted accounting standards related to Fair Value Measurements, for assets and liabilities measured at fair value on a recurring basis. These standards require quantitative disclosures about fair value measurements separately for each major category of assets and liabilities, clarify the definition of fair value for financial reporting, establish a hierachal disclosure framework for measuring fair value, and require additional disclosures about the use of fair value measurements. The three levels of the fair value hierarchy and their applicability to the International Union's portfolio investments, are described below:

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

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

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

The following is a summary of the inputs used as of June 30, 2015, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2015	Quoted Prices for Assets (Level 1)	Market Observable Inputs (Level 2)	Significant Other Inputs (Level 3)	Significant Unobservable Inputs (Level 3)
<b>Cash and cash equivalents</b>	\$ 11,878,207	\$ -	\$ 11,878,207	\$ -	-
<b>Stocks</b>					
Financial services	15,617,340	-	-	-	15,617,340
Banks	15,489,866	15,489,866	-	-	-
Pharmaceuticals	15,304,440	15,304,440	-	-	-
Retail	10,493,483	10,493,483	-	-	-
Semiconductors	8,905,059	8,905,059	-	-	-
Oil & gas	8,476,688	8,476,688	-	-	-
Computers	8,166,481	8,166,481	-	-	-
Software	7,092,860	7,092,860	-	-	-
Diversified Financial Services	6,381,309	6,381,309	-	-	-
Media	5,014,395	5,014,395	-	-	-
Other	78,793,480	78,793,480	-	-	-
<b>Corporate bonds and notes</b>	42,921,237	-	42,921,237	-	-
<b>Government and government agency obligations</b>	41,517,910	-	41,517,910	-	-
<b>Mortgage loans</b>	2,661,373	-	2,661,373	-	-
<b>Mutual funds</b>	455,518	455,518	-	-	-
<b>Limited partnerships</b>					
Grosvenor Institutional Ptnrs	15,504,413	-	-	-	15,504,413
<b>Common/collective trusts</b>					
AFL-CIO HIT	17,340,520	-	17,340,520	-	-

**103-12 entities**

INDURE REIT LLC	72,300,921	-	72,300,921	-
ULLICO Diversified International Equity Fund	17,068,141	-	17,068,141	-
Western Asset US Core Plus	35,463,974	-	35,463,974	-
<b>Other alternative investments</b>				
Permal Fixed Income	13,303,488	-	-	13,303,488
	<b>\$450,151,104</b>	<b>\$164,573,580</b>	<b>\$241,152,283</b>	<b>\$ 44,425,241</b>

Net gains (losses) (realized /unrealized) reported above are included in net appreciation (depreciation) in fair value of investments in the statement of activities for the year ended June 30, 2015 and 2014. The amount of the net gains (losses) related to investments held at June 30, 2015 and 2014 was \$1,584,992 and \$(4,191,238), respectively.

Investments for which fair values were determined using Level 2 inputs include investments in corporate bonds and notes, Government and government agency obligations, mortgage loans, and investments in common/collective trusts and 103-12 entities which report at net asset value per share. Investments in corporate bonds and notes, Government and government agency obligations and mortgage loans have been estimated using the market interest rates for securities of similar risks and maturities. Investments whose fair values have been based on reported net asset values per share include the investments in the AFL-CIO Housing Investment Trust, INDURE REIT LLC, ULLICO Diversified International Equity Fund, and Western Asset US Core Plus LLC.

The principal investment strategy of the AFL-CIO HIT is to construct and manage a portfolio composed primarily of mortgage securities, with higher yield, higher credit quality and similar interest rate risks as the Barclays Capital Aggregate Bond Index. The HIT uses a variety of strategies to maintain a risk profile comparable to its benchmark index. These strategies include, but are not limited to, managing the duration (a measure of interest rate sensitivity) of its portfolio within a range comparable to the benchmark index, and managing prepayment risk by negotiating prepayment restrictions for mortgage securities backed by multi-family housing projects, including market-rate housing, low-income housing, housing for the elderly or handicapped, intermediate care facilities, assisted living facilities and nursing homes.

The objective of investment in INDURE REIT LLC is to generate income and return through real estate investments. The objective of investment in ULLICO Diversified International Equity Fund is to seek long-term growth of capital consistent with risk reduction through diversification of its portfolio. The objective of investment in Western Asset US Core Plus LLC is to maximize long-term total return consistent with prudent investment management. The fund invests at least 70% of its total assets, either directly or indirectly through commingled investment vehicles, in investment grade debt and fixed income securities.

Investments for which fair values were determined using Level 3 inputs include stock, corporate bonds and notes, limited partnerships, and other alternative investments. The investment in corporate bonds and notes consists of a single investment of \$2,000,000 that is carried at its outstanding principal balance.

The fair value of the stock investment in ULLICO Inc. is determined by management based on annual valuations performed by an independent third party. The principal valuation technique is the dividend discount and discounted cash flow methodology while also using the guideline public companies and transactions multiples methodologies. The weighted average of each method is 50%, 25% and 25% respectively. The stock has been classified as Level 3 because it is not actively traded and there are no directly comparable inputs. The fair value of the limited partnership investment in Energy Harvest Group is based on management's determination that the investment is not readily marketable and the partnership has not generated any income since inception.

The fair value of the limited partnership investment in Grosvenor Institutional Partners is based on the International Union's ownership share of .2791% of total partnership net assets of approximately \$5.19B. Grosvenor invests primarily in portfolio funds whose fair values are reported at net asset value (NAV). If no such information is available, an estimated fair value is determined in good faith. Approximately 73% of Grosvenor's investments are based on Level 2 inputs and the remaining 27% on Level 3 inputs.

The fair value of the investment in Permal Fixed Income Holdings NV is based on the International Union's ownership share of .40% of total fund net assets of approximately \$3.68B. The fund's investments are made principally with portfolio managers who focus on the fixed income markets. The fair values of investments held by the fund are generally based on the last available price or NAV as reported and provided by open-ended underlying funds, agents, or sub-managers thereof. Approximately 95.4% of the fund's investments are valued using Level 1 and 2 investments, and 4.6% are based on Level 3 investments due to redemption restrictions.

**Note 4. Pension Plans**

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

The annual measurement date is June 30. The net periodic pension cost for the plans for the years ended June 30, 2015 and 2014 is summarized as follows:

	<b>2015</b>	<b>2014</b>
<b>Service cost</b>	\$ 14,121,208	\$ 13,885,173
<b>Interest cost</b>	20,171,824	19,625,111
<b>Expected return on plan assets</b>	(26,686,241)	(22,834,366)
<b>Net amortization of loss</b>	2,651,680	7,175,554
<b>Net periodic pension cost</b>	\$ 10,258,471	\$ 17,851,472

Total amounts recognized as changes in unrestricted net assets separate from expenses and reported in the statement of activities as pension-related changes other than net periodic pension cost for the years ended June 30, 2015 and 2014 are as follows:

	<b>2015</b>	<b>2014</b>
<b>Net actuarial gain</b>	\$ 8,921,884	\$ 41,209,373

The following is a summary of the inputs used as of June 30, 2014, in valuing investments carried at fair value:

Description	Total Investments at June 30, 2014	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<b>Cash and cash equivalents</b>	\$ 16,774,562	\$ -	\$ 16,774,562	\$ -
<b>Stocks</b>				
Financial services	13,171,558	-	-	13,171,558
Banks	12,897,751	12,897,751	-	-
Pharmaceuticals	11,389,445	11,389,445	-	-
Oil & Gas	10,703,028	10,703,028	-	-
Retail	9,706,616	9,706,616	-	-
Computers	7,576,691	7,576,691	-	-
Chemicals	5,974,334	5,974,334	-	-
Software	5,813,510	5,813,510	-	-
Media	5,110,553	5,110,553	-	-
Semiconductors	5,025,530	5,025,530	-	-
Other	78,899,587	78,899,587	-	-
<b>Corporate bonds and notes</b>	44,114,787	-	42,114,787	2,000,000
<b>Government and government agency obligations</b>	41,834,014	-	41,834,014	-
<b>Mortgage loans</b>	2,814,537	-	2,814,537	-
<b>Mutual funds</b>	874,309	874,309	-	-
<b>Limited partnerships</b>				
Energy Harvest Group	1	-	-	1
Grosvenor Institutional Ptnrs	15,056,013	-	-	15,056,013
<b>Common/collective trusts</b>				
AFL-CIO HIT	16,960,169	-	16,960,169	-
<b>103-12 entities</b>				
INDURE REIT LLC	66,814,370	-	66,814,370	-
ULLICO Diversified International Equity Fund	17,944,986	-	17,944,986	-
Western Asset US Core Plus	34,719,379	-	34,719,379	-
<b>Other alternative investments</b>				
Permal Fixed Income	13,511,837	-	-	13,511,837
	<b>\$437,687,567</b>	<b>\$153,971,354</b>	<b>\$239,976,804</b>	<b>\$43,739,409</b>

Changes in Level 3 Category	Beginning Balance 7/1/2013	Net Gains (Losses)	Purchases	Sales	Transfers In (Out) Level 3	Ending Balance 6/30/2014
<b>Stocks</b>	\$16,984,600	\$(3,813,042)	\$ -	\$ -	\$ -	\$ 13,171,558
<b>Corporate bonds and notes</b>	2,000,000	-	-	-	-	2,000,000
<b>Limited partnerships</b>	10,532,284	(376,270)	4,900,000	-	-	15,056,014
<b>Permal fund</b>	10,405,189	(1,925)	3,108,573	-	-	13,511,837
	<b>\$39,922,073</b>	<b>\$(4,191,237)</b>	<b>\$8,008,573</b>	<b>\$</b>	<b>-</b>	<b>\$43,739,409</b>

Amounts that have not yet been recognized as components of net periodic pension cost as of June 30, 2015 consist of the following:

<b>Net actuarial loss</b>	<b>\$ 81,225,228</b>
---------------------------	----------------------

The net periodic pension cost is based on the following weighted-average assumptions at the beginning of the year:

	<b>2015</b>	<b>2014</b>
<b>Discount rate</b>	4.75%	4.75%
<b>Average rate of compensation increase</b>	4.50%	4.50%
<b>Expected long-term rate of return on plan assets</b>	7.00%	7.00%
The Plans' obligations and funded status as of June 30, 2015 and 2014 are summarized as follows:		
	<b>2015</b>	<b>2014</b>
<b>Fair value of plan assets</b>	\$412,528,196	\$396,835,242
<b>Projected benefit obligation</b>	462,778,730	450,428,406
<b>Deficiency of plan assets over projected benefit obligation</b>	\$50,250,534	\$53,593,164

Benefit obligations are based on the following weighted average assumptions at the end of the year:

	<b>2015</b>	<b>2014</b>
<b>Discount rate</b>	4.75%	4.75%
<b>Average rate of compensation increase</b>	4.50%	4.50%

Employer contributions, employee contributions and benefit payments for the years ended June 30, 2015 and 2014 were as follows:

	<b>2014</b>	<b>2014</b>
<b>Employer contributions</b>	\$20,437,247	\$20,037,967
<b>Employee contributions</b>	1,628,390	1,574,354
<b>Benefit payments</b>	24,406,446	23,560,060

Total expected employer contributions for the year ending June 30, 2016 are \$18.1 million. Total expected benefit payments for the next 10 fiscal years are as follows:

Year ending June 30, 2016	\$25,778,123
2017	26,344,127
2018	26,904,868
2019	27,568,110
2020	28,336,870
Years 2021 – 2025	153,841,785

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

Total pension plan weighted-average asset allocations at June 30, 2015 and 2014, by asset category, are as follows:

<b>Asset category</b>	<b>2014</b>	<b>2014</b>
<b>Cash and cash equivalents</b>	5%	6%
<b>Equity securities</b>	61%	59%
<b>Debt securities</b>	20%	20%
<b>Real estate and other</b>	14%	15%
	<b>100%</b>	<b>100%</b>

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

The following is a summary of the inputs used as of June 30, 2015, in valuing the assets carried at fair value by the two plans:

<b>Description</b>	<b>Total Investments at June 30, 2015</b>	<b>Quoted Market Prices for Assets (Level 1)</b>	<b>Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>
<b>Unitized Pool Investments</b>				
Cash and cash equivalents	\$ 15,886	\$ 15,886	\$ –	\$ –
Common stock	143,082,775	143,082,775	–	–
Preferred stock	98,963	98,963	–	–
Corporate bonds	16,100,631	–	16,100,631	–
U.S. Government and government agency obligations	25,964,642	7,768,301	18,196,341	–
Common/collective trusts	116,244,588	–	47,273,929	68,970,659
Limited partnership	6,669,552	–	–	6,669,552
103-12 entities	72,776,098	–	72,776,098	–
Other alternative investments	8,611,381	1,160,007	–	7,451,374
<b>Total</b>	<b>389,564,516</b>	<b>152,125,932</b>	<b>154,346,999</b>	<b>83,091,585</b>
<b>Non-Pool Investments</b>				
Cash and cash equivalents	637,925	637,925	–	–
Common/collective trusts	6,157,619	–	–	6,157,619
Canadian Government obligations	3,300,950	1,476,488	1,824,462	–
Corporate obligations	8,494,537	–	8,494,537	–
Common stocks	19,747,560	19,747,560	–	–
Pooled investment fund	1,648,860	–	1,648,860	–
<b>Total</b>	<b>39,987,451</b>	<b>21,861,973</b>	<b>11,967,859</b>	<b>6,157,619</b>
<b>Other Assets and Liabilities</b>				
Accrued investment income receivable	520,946	520,946	–	–
Accounts payable and accrued expenses	(296,925)	(296,925)	–	–
Net transactions pending settlement	(8,118,032)	(8,118,032)	–	–
	(7,894,011)	(7,894,011)	–	–
Net assets, total	421,657,956	166,093,894	166,314,858	89,249,204
Less: share to other employers	(9,129,760)	–	(6,669,497)	(2,460,263)
<b>Fair value of plan assets</b>	<b>\$412,528,196</b>	<b>\$166,093,894</b>	<b>\$159,645,361</b>	<b>\$ 86,788,941</b>

The following is a summary of the inputs used as of June 30, 2014, in valuing the assets carried at fair value by the two plans:

<b>Description</b>	<b>Total Investments at June 30, 2014</b>	<b>Quoted Market Prices for Assets (Level 1)</b>	<b>Other Observable Inputs (Level 2)</b>	<b>Significant Unobservable Inputs (Level 3)</b>
<b>Unitized Pool Investments</b>				
Cash and cash equivalents	\$ 5,857	\$ 5,857	\$ –	\$ –
Common stock	135,048,624	135,048,624	–	–
Corporate bonds	14,499,828	–	14,499,828	–
U.S. Government and government agency obligations	25,514,730	6,271,569	19,243,161	–
Mutual funds	12,808,646	12,808,646	–	–
Common /collective trusts	105,327,623	–	44,022,499	61,305,124
Limited partnership	6,476,669	–	–	6,476,669
103-12 entities	60,930,766	–	60,930,766	–
Other alternative investments	7,568,072	–	–	7,568,072
<b>Total</b>	<b>368,180,815</b>	<b>154,134,696</b>	<b>138,696,254</b>	<b>75,349,865</b>
<b>Non-Pool Investments</b>				
Cash and cash equivalents	630,259	630,259	–	–
Common/collective trust	7,856,413	–	–	7,856,413
Canadian Government obligations	4,158,421	1,596,784	2,561,637	–
Corporate obligations	9,370,496	–	9,370,496	–
Common stocks	22,538,767	22,538,767	–	–
Mutual Funds	1,986,986	–	1,986,986	–
<b>Total</b>	<b>46,541,342</b>	<b>24,765,810</b>	<b>13,919</b>	

Net assets, total	(9,975,235)	(9,975,235)	–	–
Less share to other employers	404,746,922	168,925,271	152,615,373	83,206,278
Fair value of plan assets	(7,911,680)	–	(6,296,093)	(1,615,587)
	<u>\$396,835,242</u>	<u>\$168,925,271</u>	<u>\$146,319,280</u>	<u>\$81,590,691</u>

The following is a summary of the changes in Level 3 investments for the years ended June 30, 2015 and 2014:

Changes in Level 3 Category	Common/ Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
<b>Beginning balance - 7/1/2014</b>	\$ 69,161,537	\$ 6,476,669	\$ 7,568,072	\$ 83,206,278
<b>Net gains (losses) (realized/unrealized)</b>	9,227,191	192,883	(795,243)	8,624,831
<b>Purchases</b>	82,498,224	–	678,545	83,176,769
<b>Sales</b>	(85,758,674)	–	–	(85,758,674)
<b>Transfers in/out Level 3</b>	–	–	–	–
<b>Ending balance - 6/30/2015</b>	<u>\$ 75,128,278</u>	<u>\$ 6,669,552</u>	<u>\$ 7,451,374</u>	<u>\$ 89,249,204</u>

Changes in Level 3 Category	Common/ Collective Trusts	Limited Partnerships	Other Alternative Investments	Total
<b>Beginning balance - 7/1/2013</b>	\$ 64,438,036	\$ 5,837,939	\$ 6,936,793	\$ 77,212,768
<b>Net gains (losses) (realized/unrealized)</b>	5,781,307	638,730	(11,243)	6,408,794
<b>Purchases</b>	96,212,888	–	642,522	96,855,410
<b>Sales</b>	(97,270,694)	–	–	(97,270,694)
<b>Transfers in/out Level 3</b>	–	–	–	–
<b>Ending balance - 6/30/2014</b>	<u>\$ 69,161,537</u>	<u>\$ 6,476,669</u>	<u>\$ 7,568,072</u>	<u>\$ 83,206,278</u>

The International Union maintains a Supplemental Plan under Internal Revenue Code Section 457 to pay pension benefits required under its Constitution that cannot be paid from its qualified defined benefit plans. The liability for amounts due under the Supplemental Plan have been actuarially determined and total \$473,485 and \$866,900 as of June 30, 2015 and 2014, respectively. The International Union also contributes to a multiemployer defined benefit pension plan on behalf of its employees. Contributions to this plan were \$1,030,611 and \$996,050 for the years ended June 30, 2015 and 2014, respectively.

#### Note 5. Postretirement Benefits

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

Postretirement benefit costs for the years ended June 30, 2015 and 2014 include the following components:

	<b>2015</b>	<b>2014</b>
<b>Service cost</b>	\$6,616,000	\$7,190,000
<b>Interest cost</b>	7,866,000	7,811,000
<b>Amortization of prior service cost</b>	(1,699,000)	(1,699,000)
<b>Total postretirement benefit cost</b>	<u>\$12,783,000</u>	<u>\$13,302,000</u>

The accumulated postretirement benefit obligation and funded status at June 30, 2015 and 2014 are as follows:

	<b>2015</b>	<b>2014</b>
<b>Postretirement benefit obligation</b>	\$170,077,000	\$168,967,000
<b>Fair value of plan assets</b>	–	–
<b>Excess of postretirement benefit obligation over plan assets</b>	<u>\$170,077,000</u>	<u>\$168,967,000</u>

The above postretirement benefit cost does not represent the actual amount paid (net of estimated Medicare Part D subsidies) of \$6,692,000 and \$6,489,000 for the years ended June 30, 2015 and 2014, respectively. The net actuarial loss that will be amortized from unrestricted net assets into net periodic benefit cost during 2016 is \$6,091,000.

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

	<b>2015</b>	<b>2014</b>
<b>Discount rate</b>	4.75%	4.75%

Weighted-average assumptions used to determine benefit obligations at end of year:

	<b>2015</b>	<b>2014</b>
<b>Discount rate</b>	4.75%	4.75%

The assumed health care cost trend rates used to measure the expected cost of benefits for the year ended June 30, 2015, were assumed to increase by 8.0% for medical, 8.0% for drugs, 4.25% for dental/vision, 6.0% for Medicare Part B premiums, and 3% for legal costs. Thereafter, rates for increases in medical, dental, drug costs and the Medicare Part D subsidy were assumed to gradually decrease until they reach 4.25% after 2028. If the assumed rates increased by one percentage point, it would increase the benefit obligation and net periodic benefit cost as of June 30, 2015 by \$26,652,000 and \$2,861,000, respectively. However, if the assumed rates decreased by one percentage point, it would decrease the benefit obligation and net periodic benefit cost as of June 30, 2015 by \$21,903,000 and \$2,262,000, respectively.

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

Year ending June 30, 2016	\$7,106,000
2017	7,439,000
2018	7,894,000
2019	8,352,000
2020	8,844,000
Years 2021 – 2025	<u>\$60,908,000</u>

The International Union appropriated investments of \$170,077,000 at June 30, 2015 to pay for future postretirement benefit costs.

Subsequent to June 30, 2015, the International Union changed its arrangement for providing medical and prescription coverage for both active and retired employees. These benefits will now be provided through the NECA/IBEW Family Medical Care Plan, a multiemployer defined benefit health and welfare plan. In accordance with U.S. generally accepted accounting principles, the International Union will no longer report a liability for the excess of the postretirement benefit obligation over plan assets in connection with the provision of these benefits. This change is expected to reduce the International Union's reported liability for postretirement benefits by approximately \$100-\$115 million as of June 30, 2016.

#### Note 6. Mortgages Payable

The Company has two mortgages payable, \$40 million to Massachusetts Mutual Life Insurance Company and \$40 million to New York Life Insurance Company, secured by substantially all of the Company's assets. The mortgage loans bear interest at an annual rate of 5.63% and are payable in monthly installments of principal and interest totaling \$529,108, and mature on July 1, 2019, at which time the remaining principal and interest amounts of \$37,191,699 are due in full. Future minimum payments on the mortgage obligations are due as follows:

Year ending June 30,	2016	\$12,501,182
2017	13,272,106	
2018	13,168,553	
2019	12,615,705	
2020	12,587,663	
Thereafter	70,851,229	

Less:  
interest portion  
(10,326,594)  
\$52,262,295

#### Note 8. Litigation

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

#### Note 9. Related Party Transactions

The IBEW provides certain administrative services to the International Brotherhood of Electrical Workers' Pension Benefit Fund (Fund), for which the International Union is reimbursed. These services include salaries and benefits, facilities, computer systems, and other administrative services. The amount reimbursed totaled \$2,600,000 and \$2,750,000, for the years ended June 30, 2015 and 2014, respectively.

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

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

#### Note 10. Operating Leases

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

Year ending June 30,	2016	\$12,501,182
2017	13,272,106	
2018	13,168,553	
2019	12,615,705	
2020	12,587,663	
Thereafter	70,851,229	

Less:  
interest portion  
(10,326,594)  
\$52,262,295

#### Note 11. Risks and Uncertainties

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the consolidated statements of financial position.

#### Note 12. Subsequent Events Review

Subsequent events have been evaluated through September 23, 2015, which is the date the consolidated financial statements were available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying consolidated financial statements. ■



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

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International President

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**William W. Riley**

Third District  
**Donald C. Siegel**

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#### HOW TO REACH US

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

##### Send letters to:

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

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

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## FROM THE OFFICERS

# An Investment in History



**Lonnie R. Stephenson**  
International President

When we meet next year in St. Louis to celebrate the 125th anniversary of our founding, we will be able to do something we have never done before. We will be able to walk down the hallways our founding father Henry Miller once walked, adding our footprints to the foundation of our union.

A lot has changed since 1891, but in some ways we are still fighting the same fights. We're still negotiating for fair wages and working conditions, and respect in the workplace. Being able to visit the house where it all started will remind us not just how far we have come, but how possible change can be.

The Henry Miller house will be our touchstone for inspiration. By visiting and learning from the history of this great union, we can move forward with the knowledge and strength to fuel our current battles. Our tool chest may have grown over the past 125 years, but the principles remain the same.

With the establishment of the Electrical Workers Historical Society, we can restore and maintain the house for future generations. The board of the 501(c)(3) will manage the funds and oversee operations and ensure that this real life representation of where we come from remains in solid condition, both structurally and in terms of its mission: to educate and enlighten the work of the Brotherhood and the broader labor movement. It is our home and we have the chance to open its doors to all who believe in the cause of giving working men and women a voice.

This time of year is one of reflection for me and for giving thanks for all that I have, and much of that is due to this great union. I never forget how fortunate I am to be able to go to work every day to a job that I love, and one that allows me to help so many others.

The Henry Miller boarding house was the beginning of the journey of the Brotherhood that continues to this day, and a testament to his legacy. I hope you will join me this holiday season in contributing to this indispensable piece of our history. ■

# Supreme Threat

As 2015 draws to a close, unions are under attack, and from the same bunch who have been at it for years.

Early next year, the Supreme Court will hear oral arguments in a case most people have never heard of, but one that could do enormous damage to your collective bargaining rights. *Friedrichs v. California Teachers Association* threatens to undermine public employee unions by eliminating the fair share fees that non-members pay when we negotiate on their behalf.

A ruling against the teachers union in this case would essentially make right-to-work the law of the land for all public-sector employees, from City Hall up to the federal level, causing serious pain to the labor movement everywhere, including among our own tens of thousands of public employees. At the IBEW, a ruling against labor could affect linemen at public utilities, police officers, district attorneys and other state and municipal staff.

That, of course, is exactly what the case's sponsors want. The anti-worker Center for Individual Rights actually begged judges to rule against them time and time again just so they could speed this case to the Supreme Court.

These are the same groups, backed by the billionaire Koch brothers and their CEO friends, who are pursuing right-to-work laws designed to tear us down all over America. We recently beat them back in Missouri, and now they're showing they're not satisfied letting voters and their elected representatives decide for themselves. Instead, they're using their money and influence to try and backdoor right-to-work into law through the courts.

And don't think for a minute that a negative ruling is only bad for public employees. A decision for the *Friedrichs* plaintiffs could set a dangerous precedent for the rest of our members in the private sector as well.

Over the next year, we'll be talking a lot about the elections, and cases like these are what's at stake. The next president could be responsible for replacing at least three of the Supreme Court's justices, and we can't afford to let corporate bigwigs reshape the court for decades to come.

The Koch brothers don't trust hard-working Americans to decide what's best for themselves, so they've vowed to spend nearly \$1 billion in 2016 to silence you and stack the court with ideologues determined to see the end of labor rights. Together, we're going to take our country back. ■

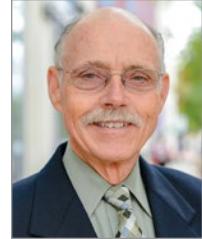


**Salvatore J. Chilia**  
International Secretary-Treasurer

# TRANSITIONS

## RETIRED

### Howdy Ritchie Jr.



After 45 years of service to the IBEW, Director of the Pension and Reciprocity Department Howard L. "Howdy" Ritchie Jr. retired on Oct. 31.

Born in Washington, D.C., Brother Ritchie attended St. John's College High School and joined Local 26 in 1971, topping out as a journeyman wireman in 1975.

During his construction career, Ritchie worked on high-profile projects like the J. Edgar Hoover FBI building on Pennsylvania Avenue and above and below ground extending the D.C. subway system and installing third rail heat tape.

In 1986, Ritchie was elected to Local 26's examining board and appointed to staff four years later. While working as a business representative, he serviced government workers, eventually organizing the maintenance staffs at the Pentagon and the Holocaust Museum.

In November 1998, Ritchie was appointed to serve out the term of Local 26 Business Manager Cecil "Buddy" Satterfield, who had been elevated to international representative. Ritchie was elected to the position in 2001.

In 2003, Brother Ritchie was appointed international representative, starting in the Construction and Maintenance Department.

"I was lucky to get to start in that department working for Mark Ayers," Ritchie said, recalling his efforts in helping the IBEW break into new renewable energy markets. "He was a great guy to work for, and I learned a lot from him."

In 2006, then-President Edwin D. Hill appointed Brother Ritchie director of the Personnel Department, where he would serve eight and a half years.

"That was a great job," Ritchie said. "I got to know everyone in the building and really came to understand the bigger picture of what's going on across the IBEW."

As head of personnel, Ritchie was especially proud of the work the union did with the March of Dimes charity. "We had a really strong commitment to that, and it was really rewarding to be part of helping them," he said. Every year, the IBEW is one of the biggest fundraisers for the March of Dimes in the Washington, D.C., area.

Ritchie also enjoyed his relationship with international office employee Len Shindel, who was the shop steward for the Office and Professional Employees Local 2. "We earned each other's respect," Shindel said of his years hammering out contracts and settling employee issues with Ritchie. "You work together when you can, and when you disagree, you do it respectfully. That's what you hope for in any employee-management relationship."

Jack Heyer, who succeeded Ritchie as personnel director last year, was especially grateful to be able to call on his predecessor over the course of the last year. "Howdy's experience and background were a huge asset," Heyer said. "He was always willing to assist with anything asked, and I know he will be missed by all who had the pleasure to work with him."

For the last 13 months, Brother Ritchie said how fulfilling it has been getting to know the members, retirees and the hard-working men and women of the Pension and Reciprocity Department. "It's an important side of this union, and one I learned a lot about."

But, with the arrival of his 65th birthday and his wife's recent retirement, Ritchie decided it was time to bid the IBEW farewell to spend more time traveling,

relaxing at the beach in Ocean City, Maryland, and with his grandchildren, who live in the D.C. area.

The IBEW officers, staff and membership wish Brother Ritchie a long, happy and healthy retirement. ■

## APPOINTED

### Bruce Burton



IBEW International President Lonnie R. Stephenson has appointed Bruce Burton to be the director of the Pension and Reciprocity Department, effective Nov. 1. He succeeds Howard "Howdy" Ritchie Jr., who retired.

Burton was born in Detroit, and was initiated into Local 58 in 1982 when he started his apprenticeship. He topped out in 1985 and worked as a journeyman inside wireman for 17 years.

Bruce quickly became politically active in city and statewide politics, said former Local 58 Business Manager Jeff Radjewski.

"He started volunteering on local campaigns, developing relationships and real skill," said Radjewski, who is now the Sixth District Organizing Coordinator.

He was elected recording secretary for Local 58 in 1991, vice president in 1997. During presidential election years, Local 58 had a full-time registrar for nearly a year, a position Burton filled several times.

Burton stopped working with the tools in 1999 when he was hired to be a business representative for non-construction units.

"It was easy to see that Bruce had a knack for this," said Radjewski. "He had really distinguished himself as a politically astute operator in the state. When Rep. David Bonior was majority whip, he and Bruce were on a first name basis. But he had that kind of relationship with the members too. They listened and they liked him."

Burton was appointed international representative in the Political/Legislative Affairs Department by then International President Edwin D. Hill in 2002.

"Building relationships is the single most important tool, but our influence comes from the size of our membership and our ability to get our members involved," Burton said. "Where it really pays off is when that 30-year-old we supported in their run for city council runs for Congress a decade later. They remember where we came in."

Burton said that over the last dozen years, many of organized labor's political victories were defensive, protecting the gains of the past.

"I'm not bothered by that, because we have strong benefits worth protecting," Burton said. "Saving Davis-Bacon, and state-level so-called mini Davis-Bacon laws has meant a lot for our members on payday."

However, Burton said much remains to be done on energy, environmental and pension issues.

As the new director of the Pension and Reciprocity Department Burton will oversee a department that touches every "A" member of the IBEW, ensuring those eligible for the Pension Benefit Fund get their checks.

"The Pension Benefit Fund is one of only three pensions structured as a union dues-financed plan with no employer involvement," Burton said. "The IBEW established it before the 1947 law that created multi-employer pensions. I am very proud of that."

Burton will also oversee the reciprocity system that ensures construction members working outside their home local's jurisdiction maintain their health and pension benefits. ■

When construction members traveled to work before the reciprocity system was created, they were often dropped out of their local's pension and health insurance programs. Now, most travelers see the benefits portion of their pay packages sent back to their home local so they can maintain their healthcare and keep building for retirement.

"It is a complex and extremely important program that makes life better for our traveling brothers and sisters," Burton said.

The IBEW officers, staff and membership wish Brother Burton much success in his new position. ■

## DECEASED

### Roy Dickinson



Retired Senior Executive Assistant Roy Dickinson died on Sept. 25 after a two-year battle with cancer, his son Gary said. He was 76.

Brother Dickinson was a Washington native and became a member of Local 26 in 1958, earning journeyman wireman status in 1961. He was appointed international representative in 1966 before serving as assistant director of the research department from 1974-86.

"He was an aggressive guy, which was kind of good for the job," said Robert Wood, the head of research during Dickinson's tenure there. "He had the right goals in mind. He was a hard worker and a good IBEW guy."

Wood said Dickinson's research on companies the IBEW negotiated with was some of the best in organized labor and proved invaluable to locals. Many of them asked him to sit in on their own negotiations, Wood said.

"He knew his job," Wood said. "He could go into any of the negotiations with the big utilities and make a strong case for our workers and the benefits they should get."

The IBEW formed its pension and employees benefit department at its 1986 convention in Toronto. Dickinson was named a senior executive assistant with oversight over the department.

Wood said Dickinson was instrumental in getting IBEW's reciprocity agreements established, which allow construction electricians to maintain their pension and health benefits when traveling outside of their home local for work.

"We had a lot of obstacles to overcome in getting that done," Wood said.

Dickinson graduated from the University of Maryland in 1966 with a Bachelor of Arts degree. He lived in Silver Spring, Maryland, and was a longtime member of the Montgomery County Democratic Central Committee. He retired from the IBEW in 1998.

"He was a dedicated and strong believer in unions throughout this entire life," Gary Dickinson said. "It was something he was involved in from day one."

Dickinson's wife, Nancy, died in 2009. He is survived by sons Mark and Gary and three grandchildren. His family asks that donations in his memory go to the American Cancer Society or the American Macular Degeneration Foundation. ■

## DECEASED

### Thomas J. Hickman



The IBEW regrets to report that Thomas J. Hickman, former executive assistant to the international president and director of manufacturing, died on Sept. 28. He was 80.

A native of Nebraska, Brother Hickman was initiated in 1957 as a member of Omaha Local 1974. He worked as a lineman and showed his union dedication early on. When he went to work for the new AT&T Western Electric factory, he quickly joined the IBEW organizing committee. After that successful campaign, he became the shop steward and a member of the wage incentive committee. He served the local for nine years in various capacities, including vice president.

"We definitely grew up in a union household," said Scott Hickman, Brother Hickman's son. "There were never any foreign cars at our house."

In 1965, then-International President Gordon Freeman appointed Hickman an international representative for the 11th District. Two years later he became the administrative assistant to then-International Vice President Robert Garrity, whom he considered to be a mentor. After Garrity's retirement, Hickman also served as administrative assistant to then-11th District Vice President Jack F. Moore. In 1977, he was transferred to the international office to become the new director of manufacturing.

"It was a big move for us, leaving Nebraska for Washington," Hickman said. "But he loved being there."

During his tenure as manufacturing director, he was responsible for the negotiation of several agreements and contracts with companies including Westinghouse, General Electric, RCA and AT&T. He was also committed to fostering better cooperation among the national and international unions in the electrical and telecommunications industries.

Additionally, he promoted and developed labor/management committees and improved health care plans. Hickman also oversaw the first manufacturing department conference. In 1987, he was appointed to executive assistant to then-International President John J. Barry.

"He was always very proud of his time with the IBEW," Hickman said. "He was thrilled every time he got a promotion."

He participated in the Carnegie-Mellon University's Labor-Management Forum and as a member of the Department of Labor Task Force on Economic Adjustment and Worker Dislocation. In addition, he served as a guest lecturer at the University of Nebraska, Peru State College and the U.S. Air Force Boot Strap Program.

Hickman retired in 1990 but continued to work on behalf of labor. He consulted with former Secretary of Labor Bill Usery, helping unions and management better work together. It was during this time that he worked to bring an end to the 1994 baseball strike.

In his spare time, Hickman enjoyed woodworking, golfing and camping with his family.

Brother Hickman is survived by his wife Irene; his children Deborah "Debbie" J. Fahrenholz, Julia M. Marks, Scott T. Hickman, Theodore "Ted" J. Hickman, P. Joseph "Joe" Hickman; 14 grandchildren; many great grandchildren and his dog, Alfie.

On behalf of the entire IBEW membership and staff, the officers send our condolences to Brother Hickman's family. ■



Flickr photo by Creative Commons user Justin Trudeau

Voters opted for Justin Trudeau, the son of late Prime Minister Pierre Trudeau, a popular and influential leader from the late 1960s to the early 1980s.

Working with other building trades unions, the IBEW helped form the Let's Build Canada coalition to help educate union members and promote a pro-worker message to the general public.

The group's top two issues were infrastructure investment and creating good job opportunities for young workers.

In 1955, federal spending accounted for one-third of all infrastructure investments. Today, that number is 13 percent.

Canada is also facing a skilled worker shortage, particularly as the baby boom generation exits the workforce. Modernizing Canada's roads, bridges and electrical system is expected to require approximately 320,000 new skilled construction workers. Let's Build Canada focused on pushing the parties to support expanding apprenticeships programs to meet the need.

Trudeau promised to invest \$125 billion (CA) in infrastructure, and support a \$750 million annual increase in funds for training programs.

Daniels says that one of the prime minister's first acts should be to repeal Bills C-377 and C-525.

While a historic win for the Liberals, the labor-friendly New Democratic Party lost dozens of seats, as many voters tired of the Conservatives swung toward Trudeau as the best chance to beat Harper.

But at least one New Democratic candidate got to celebrate Oct. 19. Winnipeg, Manitoba, Local 2085 member Daniel Blaikie narrowly defeated an incumbent Conservative Member of Parliament in his Manitoba riding (district).

Among his issues were reversing Harper's cuts to health care services and protecting retirement security.

"My riding is a good representation of some of the issues that are facing the country," Blaikie told the CBC. "There's not a single issue but there is a single theme, which is that ordinary working Canadians are facing a lot of challenges when it comes to being able to afford some basic things like pension, child care or good health services."

## Canadians Dump Anti-Worker Conservatives

*In a year of unprecedented electoral activism from IBEW members, the new Liberal majority promises increased spending on infrastructure projects, training programs*

**A**fter nearly a decade in office, Canadian Prime Minister Stephen Harper's Conservative government was ousted by voters Oct. 19, in a massive wave election that

brought the Liberal Party back to power. Led by Justin Trudeau, son of late Prime Minister Pierre Trudeau, the Liberals captured 184 out of 338 seats in the House of Commons—more than enough

to form a majority government.

But it wasn't just the Liberals who were celebrating. The labor movement was also cheering the defeat of Harper, who is leaving behind a strong anti-union legislative record.

"The federal government has led an onslaught of attacks against the labor movement through various forms of right-to-work legislation, trampling workers' rights, and watering down health and safety measures. These attacks have been hidden in omnibus budget bills or disguised as private members bills all the while being directed by the prime minister's office," said First District Vice President Bill Daniels.

This record includes Bill C-377, which imposed heavy reporting requirements on unions, and C-525, which made it harder for workers covered by the federal labor code to form a union, all while making it easier to decertify one.

The IBEW was particularly active in this year's election, building a national grassroots political program to educate members on the issues and to get them to the polls.

"We've already had some of the elected MPs from both the Liberals and the New Democrats thank us publicly for all our efforts in helping them get elected," said First District Political Action/Media Strategist Matt Wayland.

## Notice to Participants in the National Electrical Annuity Plan Explanation of Preretirement Surviving Spouse Benefit

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon

(1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

### Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in

writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's Office for the appropriate forms.

### Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump

sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office.