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IBEW News

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The Muskrat Falls hydroelectric facility in Labrador will be one of the largest in North America, part of a multi-year project to tap into eastern Canada's vast water resources.

Canadian Members Help Build Historic Dam, Transmission Project

A legacy project. Historic. Huge. All have described the endeavor to harness the vast natural resources of Newfoundland and Labrador, Canada's easternmost province. And for good reason. Approximately 1,900 kilometers of transmission line—over land and undersea—will be built and laid to interconnect the province of Nova Scotia to Newfoundland and Labrador for the first time and supply them with hydroelectric clean energy. And IBEW members are making it happen.

HARNESSING A CLEAN FUTURE

"There's enough guy wire on this project to wrap around the world twice," said St. John's Newfoundland and Labrador Local 1620 Business Manager Terry Rose.

More than 1,400 members are currently working on the CA\$8.5 billion dollar project, with more to come on as it continues through 2017. In addition to Local 1620, one other St. John's local is working on site, St. John's Newfoundland and Labrador Local 2330. Contractors of Nalcor Energy—the provincial crown corporation involved—also employ over 200 Innu, one of Canada's First Nations tribes, 31 of whom are IBEW members. (Nalcor also employs 250 members of Churchill Falls, Newfoundland and Labrador,

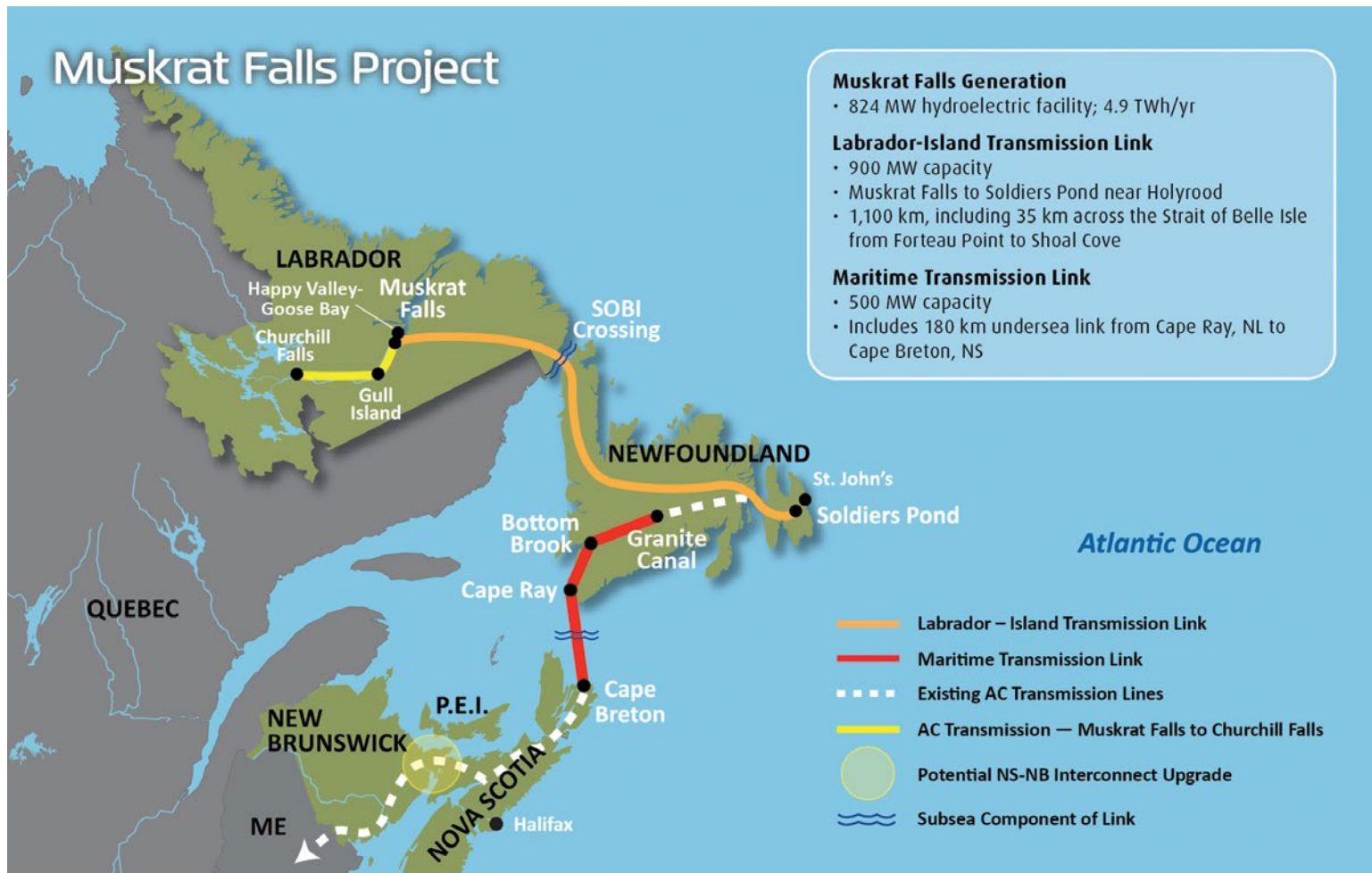
Local 2351 at the hydro generating facility, and approximately 600 members of St. John's Local 1615 hydro operations throughout the province.)

Dubbed "Lower Churchill" after the river on which it relies, the project will be carried out in two phases, the first of which is currently underway at Muskrat Falls in Labrador. Tapping into the vast hydroelectric power of the area, it will make the province almost entirely greenhouse gas-free once complete.

The first phase involves two parts: building the dam and generating facility at Muskrat Falls and constructing the transmission lines that will carry the electricity out. These lines will travel through Labrador on to Newfoundland and into Nova Scotia, crossing two straits along the way. The entire project encompasses approximately 1,400 kilometers and has 20 work sites. It will eventually power not just the provinces involved, but much of Maritime Canada and the northeastern United States.

TRANSMISSION PROJECT *continued on page 2*

Canadian Members Help Build Historic Dam, Transmission Project



The first of two phases, the Muskrat Falls project entails the construction of a dam and generating facility, and over 1,000 kilometers of transmission line. It is scheduled for completion in 2017.



One of the rarities of this multi-year deal is that Nalcor wanted there to be only one union involved: the IBEW. The local unions in Newfoundland and Labrador already represent 250 members currently at the hydro generating station at Churchill Falls and more at Newfoundland Hydro.

‘Doing all that work under one banner, one union [IBEW], means there are no jurisdictional disputes with other trades. We have people doing all facets of the work.’

— First District International Vice President Bill Daniels

“It’s a different approach,” said First District International Vice President Bill Daniels, of the project agreement that includes the transmission, switchyard, converter station and substation work. “Doing all that work under one banner, one union, means there are no jurisdictional demarcation lines. The owner, contractors and union all work together as a team.”

Ed Martin, president and CEO of Nalcor, said, “Every time there’s a difference we sit at the table with respect.”

With the entire operation being done by the IBEW, this means in addition to the high-voltage work, there are members doing everything from clearing brush and building the power station to cooking the meals, as well as building the converter and grounding stations and entrances to the underwater transmission portion. Throughout the vast, rural terrain that encompasses the project, IBEW members are powering it all.

Phase One: Muskrat Falls

Four transmission lines will run from Muskrat Falls, two 315-kilovolt alternating current lines heading west and further inland to Churchill Falls where another generating station resides. The other two 500-kilovolt direct current lines will travel east to Newfoundland. The lines going east, called the Labrador-Island Link, will be a high voltage direct current transmission system, 60 meters wide and 1,100 kilometers long.

After leaving Muskrat Falls, the Labrador-Island Link will travel across the Strait of Belle Isle, going undersea and resurfacing on land in Newfoundland. Nalcor says it will take about three years to complete this portion. The subsea transmission work will be performed by a specialty contractor.

From there the project will head southeast across the province to St. John’s, including 700 kilometers of new high-voltage direct current transmis-



sion and a converter station at Soldiers Pond, near St. John’s.

Another transmission line, called the Maritime Link, will go from the converter station at Granite Canal on the west coast of Newfoundland, south to Nova Scotia. That line, a 480-kilometer high-voltage direct current transmission link, will also have an undersea component as it crosses Cabot Strait.

Among the challenges of building these underwater lines are pack ice and the icebergs floating down from Greenland. To deal with these frozen obstacles, there will be cables with a horizontal directionally drilled conduit to protect them from the ice. These conduits will be able to take the cables approximately 70 meters below the surface, said Nalcor.

Energy for Future Generations

Beyond the massive size and scope of the project is the amount of clean energy it will bring to these provinces and beyond. The Newfoundland and Labrador government estimates that the Muskrat Falls Generating Station will have a capacity of 824 megawatts and an annual energy production of 4.9 terawatt hours. That translates to approximately 275,000-300,000 homes powered, said Gilbert Bennett, vice president of Nalcor. Or enough energy to supply power to 500,000 people according to First District International Representative Mike Power.

“It will supply an awful lot of clean

power, and green energy to places that haven’t had it before now,” said Local 1620 Assistant Business Manager Don Murphy.

In addition to job creation, the massive project is harnessing a renewable resource that will be there for generations to come. “We’re going to pay big time for it up front, but in the long run it will save taxpayers money,” Rose said. “It’s a renewable resource and it will be there for 100 years or more to come, for our children, grandchildren, great-grandchildren, and continuing generations.”

With a goal of creating a greener and more environmentally responsible energy source, Nalcor Energy and Emera, Inc., the company handling the project in Nova Scotia and the west coast of Newfoundland, have taken steps to ensure they make as

Scott Walker Vows to Spread his Union-Busting Policies Nationwide

Republican presidential hopeful Scott Walker declared all-out war on unions at a town hall meeting in Las Vegas on Monday, Sept. 14.

The famously anti-union Wisconsin governor unveiled a set of proposals designed to roll back decades of labor law, including scrapping all federal government employee unions, eliminating the National Labor Relations Board and making right-to-work the law of the land unless individual states opt out.

“He has been a disaster for working people in Wisconsin,” said IBEW International President Lonnie R. Stephenson, “and now he is trying to inflict the same pain on working people across America. And even if Scott Walker isn’t his party’s nominee, it’s telling that not a single one of his fellow Republicans has had the courage to call this policy what it really is—a direct attack on working people and on the American middle class.”

Ann Hodges, a professor at the University of Richmond who has studied labor law for more than 40 years, called Walker’s proposals “draconian,” telling the Associated Press, “This will take the breath away from anyone who’s worked in labor relations for any length of time.”

In addition to the top-line proposals, Walker also pushed a plan to make organizing more difficult, blocking union officials’ access to employee information

like phone numbers and banning the automatic withdrawal of union dues for any political activity.

Walker first gained national attention during a protracted fight with unions less than two months into his first term as governor, where he effectively ended collective-bargaining rights for state employees despite a huge outcry from Democrats and working people of all stripes.

Hamill, the son of a longtime Local 3 member told the story of his immigrant father’s life-changing induction into the IBEW brotherhood in the early 1960’s.

In a moving piece printed in the New York Daily News, Hamill says:

“My father’s union rewrote the life story of my family. The year after my father became a Local 3 man, we had our first-ever vacation, in a bungalow in

‘He has been a disaster for working people in Wisconsin and now he’s trying to inflict the same pain on working people across America.’

— IBEW President Lonnie R. Stephenson

Embraced by the conservative billionaire Koch brothers and their affiliated organizations, he successfully fought off a recall election in 2012 and won re-election in 2014.

“He made it almost illegal to be a union member in Wisconsin,” said Milwaukee Local 715 Business Manager Mark Biedenbender, who saw an entire bargaining unit at a local PBS station wiped out. “To take his Wisconsin policies national would just be devastating.”

After Walker’s announcement, Denis

Keansburg, N.J. The brotherhood of my dad’s union lifted my family out of tenements and housing projects into the middle class. Before every Thanksgiving dinner, my father would look over the bounty and raise a toast to ‘Local 3 President Harry Van Arsdale Jr.’

“So when I hear a clown like Scott Walker promising to bust unions from sea to shining sea, I see a guy who wants to send American middle-class workers back to the sweatshop and into a two-tiered nation of haves and have-nots.” ■



rest of the country.”

The project has been a long time in the making, beginning with meetings in 2010. In February 2012 Nalcor offered its unique partnership with the IBEW. Having been sold on the Code of Excellence—a promise to perform the job to the highest safety standards, skill and commitment to the project—the corporation wanted to make it an integral part of their new venture.

“Our philosophy was something they liked. The proof is there that it’s working well, keeping issues to a minimum and ensuring safety is at the top of the list. Everybody’s happy,” Power said.

Nalcor also spoke of the relationship and benefits of the code, viewing it as a win-win that plays to the strengths of both organizations.

“It’s good employment for good IBEW members. We’re looking forward to doing this on-time and on-budget,” Rose said.

Once this phase is complete in 2017, phase two begins at Gull Island, three years after the completion of Muskrat Falls, said Nalcor. It will involve the construction of 2,200-megawatt hydro generating facility and related transmission lines. The combined capacity will be more than 3,000 megawatts.

Newfoundland and Labrador is home to extraordinary natural beauty with no shortage of breathtaking scenery. Nicknamed the Big Land, Labrador boasts 293,000 square kilometers sprawling toward the Arctic Circle. Lonely Planet describes it as, “Undulating, rocky, puddled expanses form the sparse, primeval landscape. If you ever wanted to see what the world looked like before humans stepped on it, this is the place to head.” ■

small a footprint as possible. When raptors and other birds—many of which are protected species—are nesting, they are not to disturb them. They are not allowed to cut and leave woodchips in the water. Workers are also trained to deal with spills and leaks. Murphy said that there has been almost zero pollution thus far.

“You are definitely impacting the land, but we are trying to limit the impact as much as possible,” Murphy said. “There is a lot of concern about the environment.”

Martin noted that this is the first time the island of Newfoundland has been connected electrically both ways to North America. He also noted that, in addition to Newfoundlanders and Labradorians becoming 98 percent carbon-free, they are partnering with Nova Scotia to help them close some of their heavy fuel-burning plants. Excess energy will be sold to Ontario and other Atlantic provinces as well as to the United States.

“In 35 years there will essentially be free power,” Martin said of how the project will eventually pay for itself. “We’re thrilled to be able to point the way for the



Pro-labor protestors campaign to remove Scott Walker from office in 2012. The effort was ultimately unsuccessful.

Photo used under a Creative Commons license from the Wisconsin AFL-CIO



A Q&A with The IBEW's Power Player

Rep. Donald Norcross of New Jersey

Folsom, N.J., Local 351 member and New Jersey Rep. Donald Norcross in his office on Capitol Hill.

Most IBEW members are more familiar working with the kind of power that flows through wires than the kind of power that moves through the marble halls of the Capitol.

But as the Electrical Workers' recent series about members in elected office shows, the IBEW is a crucial part of raising the voice of working families.

One of the most successful and highest-profile trade unionists in politics today is one of our own, U.S. Rep. Donald Norcross, a journeyman inside wireman from Folsom, N.J., Local 351 since 1983.

Norcross was elected in a special election last fall to replace the incumbent who had retired before his term ended. Norcross—then a state senator from the Camden area, across the Delaware River from Philadelphia—won the election, and unlike most newly elected representatives, he went straight to Washington to finish the remainder of his predecessor's term. It gave Norcross a few months seniority over the rest of the incoming freshman class but it also meant that, for a month, he was simultaneously a member of Congress and a business agent for Local 351.

The Electrical Worker sat down with Norcross in July in his office in a House office building south of the Capitol.

EW: How has the transition to Congress been going?

DN: In New Jersey I had relationships built over 25 years so I knew the people, the players. When I went to Trenton, it was just an expansion of that to the northern part of the state where I knew many of the people, but we knew them very quickly. Here, my relationships were few and far between. So it is about building new relationships and finding new ways to work together.

EW: Have you had moments where you were able to make a difference because you were not just another lawyer?

DN: It was coming near the end of 2014 and the [The Kline-Miller Multiemployer Pension Reform Act] was coming to the floor [the bill updated rules governing underfunded multiemployer pension funds.]

Rep. George Miller [former Democratic chairman of the Education and

Labor Committee, who retired in 2015] was ending his career. He was an old friend of labor and had been working for so long on that and at the last minute something finally got patched together to help some retirees facing real hardships because their pension plans had been poorly managed.

I was traveling back and forth to New Jersey, and the night before I am delivering my very first speech in Congress, in my mail, I had my first pension check, which was from a multi-employer pension. Here we are trying to save multi-employer pensions, and we had tough choices to make, and I have this envelope in my hand that almost nobody else in Congress would get.

It means something. It means something very much to me. I understand how important it is to save those pension funds.

I spoke on the floor and the law was passed and signed by the president. It was incremental. We got halfway home to where we need to be to make the correc-

tion. There is still work to do, but it was incredible timing to say the least.

EW: President Bush issued an executive order forbidding project labor agreements in federal contracts. President Obama reversed that with his own executive order in 2009, but union contractors are still having a tough time. What are you doing about that?

DN: This is a big concern of mine and I had a meeting with Rep. Derek Kilmer out of Washington state on this.

When I was president of the New Jersey Building Trades, I negotiated well over a 100 project labor agreements, just in my area. And in the U.S., in total, since 2009 when President Obama issued an executive order allowing project labor agreements to be signed with the federal government, we have nine federal PLAs in the whole country. In nearly six years. Nine.

Derek Kilmer had one of them [in his district]. So, he and I are working together, meeting with the building trades, to try to reignite and to address the reasons why this isn't happening. There are systemic problems, with people who have been there so long they pushed the executive order aside.

EW: You mean the career military procurement officers are resisting signing the PLAs?

DN: Exactly.

And what we want to get across is that they aren't just about putting local people to work, but giving them the training to have a trade for life. It is also about the women and minorities that we recruit every month, it is about putting our veterans to work through Helmets to Hardhats. So when I hear project labor agreements are no good, I think, this is about paying back a debt we owe to these veterans for putting their lives on the line for us.

thinking about how it is all put together. It never leaves you.

EW: So what did you talk about?

DN: As you can imagine there is such an array you can get your hands around, but coming from where I come from, where every day you are trying to put members to work, and with the horrific unemployment we have been having, that sticks with you.

Because we can get bogged down in the minutiae. We can forget that we are trying to put people to work.

I told him, and he agreed, that the best social program is a job.

EW: Would you say that is your top priority, jobs?

DN: It is all around jobs. When I was a business representative for Local 351, it was my job to get work for the members. Now I have half a million constituents and I want to make sure the economy works for all of them, not just those on the top.

The stories I heard in the building trades, about people giving up, taking their lives, you don't forget that. I never want to go to another member's funeral, and look at their wife or kid ... that someone would lose all hope and think that was their only way out. That sticks with me, and I am willing to share that story.

When people are sitting at home, they aren't paying taxes and it is a drain on their self-esteem. It can get to you.

So I keep that with me, we have to remember why we are here.

EW: So how do you do that?

DN: Diversity comes in many shapes and sizes and one of them is your background and experiences. There are 211 lawyers in Congress; there is one electrician now. And I am proud to be it.

I bring those experiences. Time after time it comes back to affordable education opportunities. And I believe that. But not everyone goes to college. Now we have college. It is called our apprenticeship program.

EW: Last December, I saw a picture of you with the president, flying to your district on Air Force One. Was that your first time flying on the presidential plane?

DN: Yes it was. It was a remarkable day. We got a call here, asking if I would like to ride with the president up to the Joint Base McGuire-Dix-Lakehurst for his speech thanking the troops [and marking end of combat operations in Afghanistan]. So I checked my schedule... [laughs]

I drove over to Andrews, walked in to the waiting room, and we were about to get on and I asked, "Where is everyone?" and they said, "You're it."

And at that point, it was remarkable. From working in refineries, splicing wire, I am about to go on the most famous plane in the world with the most powerful man to have a discussion about issues of concern to us.

We had a few minutes to sit down and talk about my priorities, and certainly to hear the president's, and thank him for the work he is doing.

While we were waiting for the president they gave me the full tour of Air Force One, and as an electrician I'm looking and



In a display case, the business agent desk plate from the 11 years Norcross spent at Local 351.

EW: Why isn't apprenticeship included in national conversations about higher education?

DN: Education is key. But education comes in many shapes and sizes.

I had a conversation two days ago where I asked a colleague what was the largest private group of educators in the country. If it were a college it would be the third largest university in the U.S. It's called the union apprenticeship systems. We have over 900,000 apprentices.

Whenever we talk about affordable education, nobody seems to talk about what is already in place and the value we get for it.

EW: With so few working class members of Congress and so many lawyers, what do your colleagues simply not understand?

DN: During the pipeline discussion, I heard comments from the floor, that these are only part-time jobs, short duration jobs.

It infuriated me. That is my life. Short-term jobs are what make a career!

Not that there was anything sinister, there was just a lack of understanding that this is what the building trades do.

The day you start you are working yourself out of a job. But that is the nature of it. That is what happens. So when we talk about the highway bill or infrastructure, that is in my wheelhouse. So one of my primary jobs is to educate members about what our life is like, and what our priorities are.

I remember when I was a young apprentice, the first time I collected unemployment, it was devastating. My vision of unemployment was, you lose your job, that is the end. Well losing your job in the trades is the end, but it also the beginning of a new one. It is what we do. We go to work. We get laid off. We go to a new job. That is how it works. Start a new one.

It is a very different perception than the average guy on the street, or member of Congress, understands.

EW: You opposed passage of fast track authorization for the Trans-Pacific Partnership. Efforts to deny it looked strong at first, but ultimately failed. What happened?

DN: That was one of the saddest days I've had here. We worked very hard but the fact is when every Republican and some Democrats, very few, wanted it to happen, it is going to go through.

It is giving me flashbacks to NAFTA, which we fought and that was 25 years ago. It is remarkable. Last week, just across the river from me in Pennsylvania, there is a Nabisco factory that makes the Ritz and Oreos. They announced it was being shut down and it was moving to Mexico. That would not have happened if NAFTA didn't pave the way. It wasn't that the plant was losing money. It was profit-

able. Just not making enough money.

So the next Oreo you bite into will be made in Mexico, off the backs of the 350 people who were laid off. And this happened last week.

So when you talk about these trade agreements, when you talk about the entire economy, it might marginally help us. But let's talk about the losses.

All the working people down below are paying an ultimate price.

And for people who talk about trade adjustment programs, it is like offering a condemned man a last meal. The food might be really good, but he is still dead at the end; they still lose their jobs.

The jobs don't come back. And if they do, it is under different conditions, you make less, less benefits, and the pension is completely different. And these were the conversations we had in the caucus, but the vote was what it was.

I still believe for the U.S. this is a very bad deal.



Norcross holds a section of the wire he used to splice when he worked in Camden's waterfront refineries.

EW: Why is it important for our members to run, to get involved politically beyond supporting candidates?

DN: Why is that important? Every dollar spent by the New Jersey government comes under prevailing wage. There is no debate. It is part of the law. We can do project labor agreement as part of the law. We have family medical leave. It is part of the law. That is because people who hold the values we do understand that on a different level.

It is not just about corporate profits, it is about fairness across the board.

But when you are running for the first time, it is tough. You have no frame of reference. How do you put together a campaign committee? What are you going to run for? But once you see people in organized labor doing it, it is easier for the next guy to think, "I can do that!" and they can build on what we've learned.

So I need friends in Congress. I could use them. Because there are not enough of us. I need more friends. Run. ■

IBEW Input Helps Shape Obama's Pollution Plan

The Clean Power Plan will put a greater emphasis on renewable energy sources like wind and solar in the years to come.

Huddled in near-freezing temperatures on the steps of the U.S. Capitol in January 2013, observers might have been forgiven for neglecting to think about global warming. But when President Barack Obama stepped to the podium to take the oath of office and lay out his second-term agenda, he made clear that his priorities were squarely focused on the looming threat of climate change.

"We will respond to the threat of climate change," he declared, "knowing that the failure to do so would betray our children and future generations ... The path towards sustainable energy sources will be long and sometimes difficult. But America cannot resist this transition, we must lead it."

In August, Obama followed through on a large piece of that promise, issuing his landmark Clean Power Plan in an East Room ceremony with Environmental Protection Agency Administrator Gina McCarthy. "I am convinced that no challenge poses a greater threat to our future and future generations than a changing climate," he said, praising the EPA's two-year effort as "the single most important step America has ever taken in the fight against global climate change."

The plan, by imposing state-by-state caps on carbon emissions, aims to achieve a 32-percent reduction in power plant pollution, dramatically reducing the negative effects of one of the nation's largest sources of greenhouse gases.

Skeptics, however, have legitimate concerns that the plan's prescribed carbon cuts rely on overly-optimistic projections that could sacrifice power grid reliability and good jobs for relatively small carbon reductions.

In most cases, it will be up to the individual states to decide how to strike the correct balance in meeting the plan's strict pollution limits. Hitting emissions targets for the majority of states will include a mix of solutions that include converting coal facilities to natural gas, installing carbon-capturing technologies, and increasing reliance on renewable sources like solar and wind. Measures to increase energy efficiency and reduce power demand will also be factors.

"We've been involved since the

beginning of this process," said IBEW Utility Department Director Jim Hunter, "and thankfully, we were able to win some important concessions from the EPA to help preserve good-paying jobs and ensure power grid reliability. It's still far from perfect, but it took into account a lot of our concerns."

'Thankfully, we were able to win some important concessions from the EPA to help preserve good-paying jobs and ensure power grid reliability.'

— IBEW Utility Department Director Jim Hunter

The final rule issued in August is markedly different from the draft order circulated in July of last year. Thanks to input from third parties, including the IBEW, the EPA measure allows for the establishment of regional carbon-trading exchanges, where states whose emissions are lower than set limits could sell pollution credits to others unable to meet their goals.

"The trading programs offer the opportunity for expanded wind and solar power in places where those resources are abundant, and that increases the need for new transmission lines, which create jobs for IBEW members," Hunter said.

Because devising balanced carbon-cutting proposals won't be an easy task, the IBEW also successfully pushed for an extended timeline for states to submit their individual plans. In the final rule, states will be able to apply for two year-long extensions, giving them until 2018 to craft acceptable solutions.

Other IBEW-recommended changes were also implemented in the final plan, including giving states credit for zero-carbon nuclear plants in meeting targets and the addition of a short-term safety valve designed to keep critical coal plants open

in order to protect power grid reliability.

"The safety valve is important," Hunter said, "because we estimate the carbon cuts could lead to a loss of 56 gigawatts of power nationwide. This gives power-producers some short-term flexibility to make sure the lights stay on."

Even with all of the changes, critics, including the IBEW, still have concerns that the president's good intentions could have serious consequences in terms of good jobs lost.

An Economic Policy Institute study released in June suggested that the plan would have a positive net-job impact in the short term, but that longer-term prospects for well-paid union jobs diminish over the next decade.

"Obviously, our members' jobs are still a huge concern to us," Hunter said, "and we're working with the Department of Energy and other impacted unions to make the president's plan work for everyone."

Just days after the final EPA rule was announced, Hunter was in Detroit with Energy Secretary Ernest Moniz and representatives from the Steelworkers and the Utility Workers unions establishing a working group designed to maximize job creation as the plan begins to be implemented.

"This partnership," said IBEW International President Lonnie R. Stephenson, "will allow the Energy Department and energy industry professionals to provide input to help state officials develop implementation plans with an eye on maintaining grid reliability and good jobs."

But that cooperation alone won't remedy all the problems IBEW has with the White House's emissions plan, Stephenson warned. "We're still concerned about the effects of the EPA's plan on our power system, which could result in higher energy prices and increased brownouts and blackouts."

"The only real way to create a sustainable energy policy," he said, "is for Congress to act in a bipartisan way with full input from experts and industry stakeholders. We will continue to press lawmakers to develop a long-term plan to protect energy jobs and maintain reliability and service for customers across the nation." ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2016

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

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

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

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

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

payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2016 must do so during the month of November 2015. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during the November open period. Objections filed during this open period will become effective on January 1, 2016, and will remain effective for as long as the objector remains in the bargaining unit.

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

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

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2013-14 fiscal year, 47.69% of its expenditures were for “chargeable” activities and 52.31% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annu-

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

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

The IBEW Agency Fee Payers Objection Plan¹

1. Nonmembers’ Right to Object.

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

2. Procedure for Filing Objections.

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

3. Reduction in Agency Fees.

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

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

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

4. Calculation of Reduction in Per Capita Payments.

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

5. Per Capita Reduction Check.

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

6. Appeal to Impartial Arbitrator.

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

a. The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.

b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, issued on June 1, 1986.

c. Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.

d. The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.

e. While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event that the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

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

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

NORTH OF 49°

Time for a Change? Building Trades Weigh in on the Canadian Elections

It's the closest three-way race since the 1980s and the longest election in over a century. If the building trades have their way, it will also be Prime Minister Stephen Harper and his Conservative Party's bon voyage.

Let's Build Canada, a coalition of building trades unions, launched this year with two goals in mind for the election: educate their members and promote a pro-worker message to the voting public. And with 1.3 million people out of work, 200,000 more than before the recession, a lot is at stake.

Harper's government has passed multiple anti-worker bills, including Bill C-377, which imposes heavy reporting obligations on unions, and C-525, which makes the union certification process harder but the decertification process easier for workers under the federal labour code. The coalition is hoping that the discontent they have been hearing can be channeled into action at the polls.

"A lot of people aren't happy with the current government," said Matt Wayland, political action/media strategist for the First District. "People are ready for change."

Indeed, according to a poll commissioned for CTV news in August, 66 percent of Canadians said it is "time for a change in government."

Only 61 percent of Canadians voted in the last election, leaving opportunity to increase turnout this cycle. Seniors, those 65 years and older, comprise the largest voting bloc, with younger voters, those 18-35, turning out the least. That 18-35 group is growing; the party that can reach them will have a substantial advantage in future elections. The election is scheduled for Oct. 19.

Let's Build Canada is focusing on three issue areas: investing in infrastructure, creating good jobs, and building fairness and equality. Considering that one in every 14 Canadians works in the construction trades, and that the population is expected to grow, infrastructure investment is a major issue. Modernizing Canada's infrastructure is expected to require approximately 320,000 new skilled construction workers, which means opportunities for Canadians to learn a trade with a good wage. And with income inequality on the rise, skilled union jobs are one of the best ways to decrease the disparity between the richest and the rest.

Let's Build Canada launched a social media push in August with advertising kicking in after Labour Day. The site also has a section where business managers can log in and access a kit with member-to-member oriented items like hardhat stickers, posters, lawn signs and fliers. The goal is to reach as many mem-

bers as possible and drive home the message that voting union matters. With so many trades coming together and speaking with a consistent message on core issues, the group is hoping that will amplify their reach and resonance.

"Instead of just playing in our own sandbox, we are working collaboratively and using the same message, one that fits all sectors and members," Wayland said.

The coalition is non-partisan, so no endorsements will be made. Members can access information on the parties and their records by way of the LBC website. Visitors can also find images and other information to share on social media platforms like Facebook and Twitter.



Let's Build Canada is mobilizing the building trades to get out the vote for working families.

LBC coalition unions include the IBEW, the Plumbers, the Ironworkers, the International Union of Painters and

Allied Trades and the International Association of Sheet Metal, Air, Rail and Transportation Workers. ■

AU NORD DU 49° PARALLÈLE

Temps pour un changement? Les Syndicats des métiers de la construction interviennent aux élections canadiennes.

C'est la course à trois candidats la plus serrée depuis les années 80 ainsi que l'élection la plus longue depuis plus d'un siècle. Le jour où les Syndicats des métiers de la construction (SMCC) réussiront à passer leur message, on pourra dire adieu au premier ministre Stephen Harper et à son parti conservateur.

Let's Build Canada qui fait partie de la coalition avec le SMCC, a lancé cette année deux buts qu'il faut se rappeler pour l'élection; éduquer leurs membres et promouvoir un message de « pro-ouvriers » au public. Il y a un grand enjeu si l'on considère qu'il y a 1.3 million de personnes sans emploi ce qui représente plus de 200 000 personnes avant la récession.

Le gouvernement a passé plusieurs projets de loi anti-travailleurs; comme le C-377 qui crée de lourdes tâches administratives pour les syndicats ainsi que le C-525 qui complique le processus d'accréditation syndicale tout en rendant le processus de désertification plus facile pour les travailleurs sous le code fédéral du travail. Cette coalition souhaite transformer ce mécontentement en actes au scrutin.

« Beaucoup de gens ne sont pas heureux avec le gouvernement actuel, » dit Matt Wayland action politique/stratège en relation médiatique du Premier District.

« Le monde est prêt pour le changement. »

Le récent sondage d'opinion commandé en août par le bulletin des nouvelles de la chaîne CTV, 66 % des Canadiens disent : « il est temps de changer le gouvernement. »

Seulement que 61 % des Canadiens ont voté aux dernières élections, ce qui laisse la possibilité d'augmenter le taux de participation pour ce cycle. Le bloc d'électeurs de 65 ans et plus est plus grand que le bloc des 18-35 ans. Le groupe des 18-35 ans est en croissance, le parti qui réussira à gagner leur confiance aura un avantage substantiel aux élections futures. L'élection est prévue pour le 19 octobre.

Le SMCC se concentre sur trois avenues différentes : investir dans l'infrastructure, créer de nouveaux emplois ainsi que d'encourager l'égalité et l'équité. Alors que 1 Canadien sur 14 œuvre dans le domaine de la construction, on attend à ce qu'il y ait une hausse en termes de croissance dans la population. Investir dans l'infrastructure est une question importante. Pour moderniser l'infrastructure du Canada, nous avons besoin environ 320 000 nouveaux travailleurs en construction. Ce qui représente une belle occasion pour les Canadiens qui désirent apprendre un nouveau métier avec un bon salaire.

Avec l'inégalité des revenus à la hausse, les meilleurs moyens de faire baisser la disparité entre les plus riches et le reste sont les emplois qualifiés et syndiqués.

En août, le SMCC a lancé une cam-

pagne de messages publicitaires sur les médias sociaux qui apparaîtront après la fête du Travail. Le site a aussi une section où les gérants d'affaires peuvent ouvrir une session et accéder à une trousse pour les membres, comme : casques de sécurité, autocollants, affiches, affiches de pelouse et brochures. Le but est d'entrer en contact avec le plus de membres possible afin qu'ils saisissent l'importance de voter. Avec la réunion d'autant d'associations professionnelles pour transmettre les messages sur des questions fondamentales, ce groupe souhaite élargir leurs champs d'action afin de maximiser les résultats.

« Au lieu de nous concentrer sur notre territoire uniquement, nous travaillons en collaboration pour utiliser un message qui convient à l'ensemble de tous les secteurs, » mentionne Wayland.

La coalition est non-partisane, donc aucun endorsement ne sera effectué. Les membres peuvent avoir accès à l'information sur leur parti et leurs antécédents via le site web du SMCC. Les visiteurs peuvent ainsi trouver des images et autres informations qu'ils peuvent partager sur leurs médias sociaux comme Facebook et Twitter.

La coalition du SMCC inclut la FIOE, les plombiers, les monteurs de charpentes métalliques, the international Union of Painters and Allied Trades, et le International Association of Sheet Metal, Air, Rail and Transportation Workers. ■

IBEW MEDIA WORLD

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

www.ibew.org

The new www.ibew.org is your hub for union information.

And read *The Electrical Worker* online!

YouTube

Burlington, Vt., Local 300 was hit hard by the Great Recession, but managed to increase membership by over 30 percent in just two years. Find out how.

YouTube.com/TheElectricalWorker

Vimeo

The future of the IBEW is in good



hands. The Brotherhood's initiative to engage and inspire young workers is ready to mobilize the next generation

Vimeo.com/IBEW

HourPower

At this year's NTI, the Electrical Training Alliance launched a



series of courses geared toward leadership development. Find out what the inaugural class thought about VOLT Academy. IBEWHourPower.com!

ElectricTV

Travel with us to Los Angeles to see how the NECA/IBEW Team is at the center of The Bloc project, rewiring the Sheraton Hotel from the ground up. ElectricTV.net!



CIRCUITS

New Labor Ruling Changes the Game for Millions

The days of companies hiding behind sub-contractors and taking an intentional arms-length approach to employment matters appear to be numbered, following an Aug. 27 ruling by the National Labor Relations Board.

The decision means that if a parent company has a significant amount of control over conditions of employment—i.e. McDonald's Corp. over restaurants owned by franchises—they also share in employer responsibility.

For contract workers, temporary employees and just about anyone who works for an employer contracted under a parent company, this could have far-reaching implications.

"This is a victory for working families," said International President Lonnie R. Stephenson in response to the ruling. "The significance of this cannot be underestimated."

In a statement on the ruling, the Board wrote, "With more than 2.87 million of the nation's workers employed through temporary agencies in August 2014, the Board held that its previous joint employer standard has failed to keep pace with changes in the workplace and economic circumstances."

The new standard for determining a joint-employer relationship says that, if a



The NLRB makes parent companies more accountable to contracted employees.

parent company contracts work and exercises a substantial amount of control over the conditions of employment, that company will now be considered a "joint employer" and therefore subject to the standards and laws that come with that. It also applies even if the parent company doesn't necessarily exercise control but reserves the right to do so.

"The decision by the National Labor Relations Board could upend the traditional arms-length relationship that has prevailed between corporate titans such as McDonald's and its neighborhood fast-food franchises," wrote Lydia DePillis for the Washington Post. "And it comes as concerns are growing about a generation

of new Internet-fueled businesses such as Uber and Lyft that depend heavily on independent contractors."

As for how this will affect IBEW members, much remains to be seen. Since many in construction already have agreements for contracting, there may not be much change in that sector, said Virgil Hamilton, director of construction organizing. For others however, this could give more power to workers and force more accountability on parent companies.

"Any time workers can organize and influence the party affecting working conditions, it's a good thing," said Elizabeth Bunn, director of the AFL-CIO's organizing department.

The ruling resulted from a 2013 case brought by Teamsters Local 350 in Daly City, California, against Browning-Ferris Industries of California, a waste management company. The company used a temporary staffing agency called Leadpoint to provide workers for various jobs. When the local tried to organize those employees, it wanted to do so with both Leadpoint and Browning-Ferris. The union argued that it was the larger company that determined the working conditions and consequently should be involved.

"Today's decision is another step to show that companies can no longer claim they are not employers when problems arise," said Ron Herrera, director of the Teamsters Solid Waste and Recycling Division. "Instead of pointing fingers if a worker gets hurt, companies will now be accountable. It's the decent and reasonable expectation that workers should have at work." ■

Business Manager Marvin Kropke, the 2013 decision to reach out to veterans was an easy one.

"We're in the middle of one of the largest drawdowns of active duty troops since Vietnam," he said. "There's an opportunity for us to make a big difference in these people's lives, and it's the least we can do to try to help them, to try and prioritize them and give them some opportunity for their service to our country."

And in July, for the first time, Local 11 and the Los Angeles County chapter of the National Electrical Contractors Association welcomed an all-veterans pre-apprenticeship boot camp to their joint Electrical Training Institute in Commerce.

The 29 veterans who completed the two-week course spanned every branch of the military, with one even joining the program before his active duty service in the Marine Corps was officially over.

"These vets are such a good fit," said Local 11 Treasurer Eric Brown, himself a former sailor who left the Navy in 1980. "They've got the discipline, the work ethic, and they crave the structure IBEW provides. We tell them exactly what's expected of them, and that's a lot like the military."

During the 13-day program, a requirement for all apprentices starting at Local 11, instructors teach students the basics of pipe-bending, ladder safety, and scissor-lift operation, along with countless other skills that will put them ahead of

schedule when they report to the job site.

"We give them safety training too," Brown said, adding that first aid, CPR, ladder safety and some OSHA certifications are also covered. "So these are all things that give the contractor the comfort of saying, 'Here's a guy who didn't just go in and out to a construction site, somebody who's not going to walk off the side of a building.'"

And while dozens of veterans had already completed Local 11's boot camps in mixed classes, the July program was unique thanks to the camaraderie an all-veteran group could provide.

"We had a day that we set aside to have a little bit of a lunch with them," Brown said, "and we brought in some of the existing vets who were a little further into their apprenticeships, some for five or six months, and some for four years."

Brown, who also serves as Local 11's apprenticeship coordinator, said Kropke went around the room and had each service member introduce themselves with branch and rank, and that the exercise was helpful in developing the bond between them.

"The whole thing really helped me out because I was still in that military mindset," said Cesar Miramontes, a Marine Corps veteran just days removed from a five-year stint as a drone technician. He credited the boot camp with helping to ease his transition into civilian life.

"The camaraderie was really important," Miramontes said. "I was there with people who understood what I was going through, and I probably would have had a harder time in a group with fewer vets."

The idea to put on an all-veterans boot camp was partly the brainchild of Sgt. Maj. Mike Kufchak, a 32-year veteran of the Marines who retired in 2013 and was recruited to Local 11 by Kropke (See "Iron Mike's New Mission," July 2015).

Before shedding the uniform, Kufchak was the highest-ranking senior enlisted officer in the Marine Corps' 1st Marine Division. Dubbed "Iron" Mike by his comrades, he helped to lead more than 26,000 men and women into combat, earning himself two Bronze Stars and a Purple Heart.

But when the time came to leave the Marines, Kufchak was looking for a mis-



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Union Locals make a donation of \$1,000 to receive 50 calendars or \$2,000 to receive 100 calendars and sell them for \$30, raising \$10 per calendar. Locals that donate \$1,000 by Dec. 1, 2015 will receive a U.S. made Carhartt jacket, and Locals that donate \$2,000 by Dec. 1, 2015 will receive a union-made Remington 870 Express. One free firearm per 100 calendars, while supplies last.

Visit <http://52guns.unionsportsmen.org>

Vets Reporting for Civilian Duty in Los Angeles

Transitioning from military to civilian life is a well-documented struggle, and returning soldiers often feel like they've slipped through society's cracks.

But at Local 11 in Los Angeles, there is a plan to embrace America's heroes, to help smooth their separation from the military and to get them started in careers, not simply jobs.

For Vietnam veteran and Local 11



Training Director Brett Moss teaches pipe-bending to U.S. Army veteran Eric Cooper during the July boot camp. Photo: Mark Savage/Building Trades News

TRANSITIONS

sion, and he found it at the IBEW. Today, he is charged with helping Local 11 recruit military veterans, and by July he had enlisted enough former service members to make the idea of an all-veterans boot camp feasible.

"These guys and gals," he said, "they're reliable, responsible, dependable, and they have great aptitude about themselves, and they show up with a great work ethic."

"Coming out of Iraq and Afghanistan, we have this tremendous number of veterans with combat experience who wanted to serve their nation, and now they're looking for careers that will stay with them the rest of their lives. And the IBEW offers that opportunity, with the same benefits they got in the military and the same sense of community and common purpose they had in uniform."

And Local 11's commitment to veterans doesn't stop there.

With so many new veterans entering the trade thanks to Kropke's leadership and Kufchak's efforts, said Brown, "A bigger goal is to have a veterans group or a veterans' mentorship going on, so there's even more of an internal brotherhood within the Brotherhood."

And Kropke hopes other business managers, other contractors' associations and other unions take notice. "I'm in a position to help," he said, "and I'm stepping forward. I hope others in my position around the country will step up just like these young men and women did when they volunteered." ■

more than 200 species of birds. Otters, bats, foxes, deer and bears are among the mammals who call the swamp home, one of which paid a visit to the project.

"We all got a kick out of a piece of 4x4 that a bear had taken a chunk out of overnight—definitely a reminder that we weren't working on home turf," Fisher said.

The swamp, a 112,000-acre refuge in southern Virginia and extending into North Carolina, also holds historical significance. Prior to the Civil War, it served as a shelter and route to the north for slaves seeking freedom. The swamp has also been designated as a landmark on the National Underground Railroad Network to Freedom.

The boardwalk will allow refuge visitors to better explore this diverse and storied wetland. Once completed, it will comply with both the Americans with Disabilities Act and the Architectural Bar-

riers Act, and will include blinds for photography as well as hunting opportunities for those with disabilities.

Launched in 2010, U.S.A.'s Work Boots on the Ground program brings together union members willing to volunteer their time and expertise to projects that conserve wildlife habitat, educate future generations of sportsmen and women, improve public access to the outdoors or restore America's parks.

The Union Sportsmen's Alliance is a union-dedicated, 501(c)(3) nonprofit organization whose members hunt, fish, shoot and volunteer their skills for conservation. The USA is uniting the union community through conservation to preserve North America's outdoor heritage. For more information, visit www.union-sportsmen.org or www.facebook.com/union-sportsmen. ■



Local 80 volunteers build a new boardwalk at Virginia's Great Dismal Swamp National Wildlife Refuge, including Business Manager Matt Yonka, left, Organizer Phil Fisher and Quentin Cressman.

DECEASED

Leo T. Kabatt



The IBEW regrets to report that former Pension and Death Claims Department Director Leo Kabatt died on Aug. 6. He was 70.

A native of Pennsylvania, Brother Kabatt was initiated in 1967 as a member of Norristown, Pa., Local 380. He worked as a journeyman inside wireman for numerous contractors in the Philadelphia area and was active in the COPE committee and other local union activities. Prior to that, he served in the Air Force from 1962-1966 as an electronics technician stationed at Westover Air Force Base in Massachusetts.

After attending night school, Kabatt received a Bachelor of Science from Villanova University. In 1979 he was appointed international representative and worked at the International Office in the Pension and Death Claims Department. In 1982, he was appointed director of the Purchasing and Office Supplies Department. Among his many duties was setting up displays at labor union shows. Five years later he returned to the Pension and Death Claims Department as director.

In addition, he worked for 12 years assisting directors of the Council on Industrial Relations on facilitating cooperative labor relations.

"He was an energetic person," said Dale Dunlop, former executive assistant. That sentiment was echoed by Mark Evert, a long-time friend and former executive assistant to International Secretary Jack Moore. "He was a busy guy. And he did a bang-up job."

Evert also said the work Kabatt cherished most was helping retirees and their families.

"He was particularly sensitive to that. He never wanted to make any mistakes," Evert said, noting that Kabatt often said that for many retirees, it was their first encounter with the International Office and the least he could do was make sure their experience was a positive one. "The IBEW could do worse than getting more men like Leo."

Kabatt retired in March 2003, after 35 years with the Brotherhood. In recent years, he enjoyed playing golf, remodeling his home, talking politics and walking his dog Barney.

Brother Kabatt is survived by his wife, Alice, and four sons, Paul, Philip, Michael and Gregory, and four grandchildren. His oldest son, Paul, is an inside wireman and member of Local 380. Brother Kabatt was always proud to report that all four of his sons served in the U.S. Marine Corps.

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

Swatting Swarming Bugs, Volunteers Build a Bridge Through a Swamp

The Great Dismal Swamp is much more inviting now that Norfolk, Va., Local 80 members have helped construct a smooth path across an area with the greatest biodiversity in the state.

Over a hot and sticky weekend, nine members of the Young Brotherhood of International Brotherhood of Electrical Workers from Local 80 volunteered with the Union Sportsmen's Alliance to construct a boardwalk in a cypress marsh. The Young Brotherhood is part of IBEW's Reach out and Engage Next-gen Electrical Workers, which aims to encourage young workers to become active in their local unions.

"Our young workers group actually had a lot of fun working that weekend in the swamp," said Phil Fisher, Local 80 membership development coordinator. "We were told this boardwalk will be used to help disabled people gain access to a scenic outlook. Knowing that we were able to have a hand in making that possible was a huge motivator for this group."

It's not just swarming bugs that visitors will see. The Great Dismal Swamp, a federally protected national wildlife refuge, is home to five major forest communities, 57 species of butterflies, over 60 species of reptiles and amphibians—including three venomous snakes—and

SPOTLIGHT ON SAFETY

Work Safe, Please. But Just in Case...

The IBEW prides itself on having the best trained workers in the business, and no skill claims a higher priority than safety.

But IBEW Director of Safety and Health David Mullen has been flying blind.

When Mullen began his job in July 2014, he found that accidents and fatalities were woefully underreported. Many locals and business managers were not even aware of their constitutional requirements to report serious lost-time accidents and fatalities to the International Office.

"Imagine as a business manager, you were going into contract talks without information about wages and benefits," Mullen said. "That's what it's like for me going to Occupational Safety and Health Administration or the American National Standards Institute without accurate accident information."

So, for the last year, Mullen, with help from the IBEW's Information Technology Department, has overhauled the electronic accident reporting system, Form 173, making it both easier to find and simpler to understand and use. Now, he is leading web-based info sessions, or "webinars," teaching business managers and local staff how to use the new system.

In them, Mullen delivers some surprising statistics. In 2014, only 10 IBEW fatalities were reported to the International Office using Form 173. "I wish that were all we had," Mullen said, "but the number was clearly higher." OSHA officials estimated the number higher, at 22, and members of the IBEW's Construction and Maintenance Department and Safety Caucus came up with numbers ranging from 22 to as high as 38.

"We have to do better than that," Mullen said. Of the nearly 850 IBEW locals, just 125 have used Form 173 to report accidents or fatalities, and only 20 to 25 do so regularly. The new system, accessed from the 'Safety and Health' page of IBEW.org, aims to fix that.

The new Form 173 takes just a few minutes to complete and, for the first time, can be edited later if new information comes to light, like accident investigation results or when citations are issued to an employer. "We hope this will encourage business managers to fill out the form within a few days of the accident instead of waiting for the results of investigations that sometimes take months to complete," Mullen said.

Another feature of the overhauled system allows business managers to designate



The IBEW has overhauled its electronic accident reporting system to make it easier and simpler to use. Photo used under a Creative Commons license from Flickr user Steve Case

other members and staff who can also fill out Form 173, again with the hope of increasing the rate at which accidents and fatalities are reported. Business managers were sent a PowerPoint presentation in early August with instructions on how to register new users and navigate the website.

With the improved system and his department's aggressive education program, Mullen hopes the IBEW will have a much better picture in the months and years to come of real-time accidents and fatalities, enabling him to better represent members' interests when new safety rules and regulations are discussed. "Better, more accurate information," he said, "gives us the tools we need to keep workers safe." ■

LOCAL LINES

2015 Apprenticeship Graduates

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

Local 8 congratulates the Toledo Electrical JATC class of 2015. The commencement banquet was held in July, graduating 22 inside wiremen, seven voice-data-video wiremen, and five residential wiremen. Tracy Busch, from the residential program, was named Outstanding Apprentice, and Gregory McCann, from the inside program, was named "Apprentice of the Year." Best wishes to all the graduates reaching this milestone. We wish them well in their careers as journeyman electricians.

The Toledo Electrical JATC was awarded the Journeyman Education Award at the Fourth District Progress Meeting in July. Congratulations to Training Dir. Dave Wellington and all the instructors and board members on this awesome achievement.

[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.]

Mike Brubaker, P.S.



Local 8 apprentices present Journeyman Education Award. From left, apprentices Shaun Solly and Josh Brint; JATC Training Dir. Dave Wellington; JATC board members Eric Grosswiler and Ken Fischer. [See Editor's Note in article.]

Contracts Ratified; October Election of Officers

L.U. 10 (u), JOHNSON CITY, NY—Local 10 officers have been busy with negotiations in the last year or so. Contracts were negotiated and ratified at New York State Electric and Gas, Somerset Power Plant, Otsego Electric Cooperative, Cayuga Power Plant, Oneida-Madison Electric Cooperative and Delaware County Electric Cooperative.

At the time of this writing, nominations for Local 10 officers have begun, with the local union election scheduled for October.

We would like to say thank-you to the officers appointed by the International at the time of the

amalgamation of several locals to form then-newly chartered Local 10, effective April 2014. Their work is very much appreciated.

Please check the schedule for union meeting times and locations in your area.

Don S. Tuttel, P.S.

New Apprenticeship Director

L.U. 12 (i,o&se), PUEBLO, CO—This year Local 12 and Local 667 joined forces for the 2015 IBEW Annual Picnic. The Pavilion in Pueblo West was the venue of choice this year with the swimming pool close by. The menu included burgers and hotdogs with plenty of side dishes and dessert. Everyone from retirees to apprentices had a great time. Big thanks go out to all those who helped, from planning to cooking to clean up.



Local 12 Apprenticeship Dir. Dan Kraus.

Local 12 has recruited a new apprenticeship director. Bro. Dan Kraus is taking the reins and we look forward to working with him. Dan went through Local 12's apprenticeship program and will use his expertise to help propel the JATC forward. Our appreciation goes out to Bro. Brian Miller for his relatively brief but highly productive stint as the Pueblo Electrical JATC director.

[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.]

Susan J. Johnson, P.S.

Local Union Picnic Oct. 18

L.U. 16 (i), EVANSVILLE, IN—IBEW Local 16 congratulates the apprenticeship graduates of the 2015 Inside Wireman program: Brad D. Addington, Aaron J. Cartwright, Marvin E. Cayce, Darren M. Cloud, Seth D. Comer, Scott B. Flagg, Mark J.A. Grossman, Phillip M. Hasty, Luke M. Houchin, Dakota J. Huff, Justin R. Johnson, Mark E. Marshall, Idris G. Mitchell, Erick N.

Voelker, and Michael J. Wiley. This year, the academic award and the John D. Brenner Memorial Award both went to Brad D. Addington. Best wishes to these new IBEW journeymen.

Local 16 will hold its family picnic on Sunday, Oct. 18. This annual event features excellent food, nice door prizes, gifts and entertainment for the children, award ceremonies, and a great opportunity to connect with other brothers and sisters. Volunteers are always very welcome, so if you can make some time available, please come on out to help. For more information, check your mail or contact the union hall.

As of this writing, Evansville Teamsters have been going through challenging negotiations with the school board that potentially could have a lasting negative effect on their union. Many thanks to all who have shown solidarity and who realize that harm to any trade is a threat to all.

Donald P. Beavin, P.S.

Apprenticeship Graduation

L.U. 24 (es,i&spa), BALTIMORE, MD—The officers and members of Local 24 congratulate the Baltimore JATC graduating class of 2015. When this class started five years ago, there were 80 apprentices. On July 17 at the graduation event there were 43, of those original 80, who persevered and successfully completed the five-year program to graduate. Of those 43 graduates, seven had perfect attendance for all five years. Two of the graduates received the Highest Average Award with a 94 percent grade average over five years. We wish all the new graduates a long, healthy and prosperous career.

[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.]

Gary R. Griffin, B.M.



Baltimore Local 24 congratulates apprenticeship graduating class of 2015.

Scholarship Award Recipients

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC—Local 26 is proud to announce the four winners of this year's scholarship award: Ryan Brode, Carly Herber, Katelyn Murphy and Anna Nelson.

Ryan is the son of Bro. Douglas Brode and will attend Virginia Polytechnic Institute and State University to pursue a degree in engineering, with the goal of becoming an aerospace engineer. Carly is the daughter of Bro. Stephen Herber and will attend Liberty University to pursue a bachelor's degree in business administration. Katelyn is the daughter of Bro. Richard Murphy and will attend Towson University to pursue a degree in education. Anna is the daughter of Bro. Mark Nelson and she plans to attend St. Mary's College to pursue a degree in biology/environmental science.

I'd like to remind everyone of the importance of the elections on Tuesday, Nov. 3. It is extremely important that you help re-elect friends of labor in the state and local races.

We extend condolences to the families of members who passed away since our last article: Joseph K. Neuland, Howard W. "Smitty" Smith, Albert N. Miller and Steven B. Reba.

Best wishes to new retirees: Harry W. Hardy, Michael B. Liller, Anthony A. Lewis, Eugene P. Sanchez, Robert F. Cunningham, Dennis W. Brown, George O. Buckler, Warren L. Crites, James W. Foley, Hoa T. Khong, Lawrence L. Nevitt, Thomas M. O'hagan, Richard C. Patterson and John K. Jones.

Charles E. Graham, B.M.

Tribute to a Life of Service

L.U. 32 (i&u), LIMA, OH—Local 32 is saddened to report that then-Pres. Richard "Stimpy" Kohli Sr. passed away on June 17.

With Bro. Kohli's passing, the local lost a leader; our office secretary Penny Kohli lost her husband; and Local 32 member Nicholas Smith and apprentice Richard Kohli Jr. lost their dad. Bro. Richard "Stimpy" Kohli fought a courageous battle with cancer. He served the

Submitting Local Lines Articles

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

Trade Classifications

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

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



Local 32 late Pres. Richard "Stimpy" Kohli Sr.

Thank you to Randy Striff, former recording secretary, for providing information for this article.

Larry Cox, B.M./F.S.

Groundbreaking Ceremony For New Training Facility

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL—On July 24, the long-anticipated groundbreaking ceremony for our new JATC facility took place. [Photo at bottom, left.]

The \$2.5 million, 22,000-square-foot facility was carefully designed through many meetings over the past year with the members of the JATC board. Local 34 members understand that excellent training sets us apart from nonunion workers, and so voted to take 40 cents an hour off base wages to help fund construction and operations of the new facility. Not only will it accommodate training for apprentices, but also will provide a modern training facility for journeyman update classes as well.

Welding booths, manholes for confined-space training, and an overhead crane to teach rigging are just a few highlights of the school. There are future plans to install solar and wind technologies to train our members in those booming, high-tech power generation and distribution systems.

The JATC committee also took a tour of the Marvel Furniture factory in Chicago to look at the furnishings planned for the new training facility. All furnishings are union-made and installed. Keeping pace with the aggressive timeline, the general contractor hopes to have the facility built and ready for apprentices by the start of the second semester in January 2016.

[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.]

Dave Lowder, B.R.

Construction Projects Are Underway in Cleveland

L.U. 38 (i), CLEVELAND, OH—Tens of thousands of man-hours have been worked by Local 38 members at the East Bank Flats project under a project labor agreement negotiated by the Cleveland building



At the groundbreaking for Local 34's new training facility. From left, Adam Larson, JATC; Dave Zeller, NECA; Local 34 Pres. Tim Sprout; Ron Mauerman, JATC; Training Dir. Brandon Currie; Mark Kawolsky, NECA; Mike Snyder, NECA; Local 34 Bus. Rep. Dave Lowder; Steve Gardner, NECA; and Local 34 Bus. Mgr. Paul Flynn. [See "Editor's Note" in article.]



Cleveland, Ohio, Local 38 members working for Zenith Systems at Case Western Reserve University's Maltz Performing Arts Center project.

trades. Tenants are starting to move into the new 250-apartment complex, and the restaurants and night clubs are beginning to open. It all looks great including the new 1,200-foot boardwalk along the Cuyahoga River, with all of its decorative lighting.

Interest in downtown Cleveland continues to grow. There are at least another 1,000 apartments planned to go into the Standard, Leader and Huntington Bank buildings, which should bring additional man-hours starting this fall.

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

Certification Requirements

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT—Local 42 held its chartered fishing trip, "BA" members picnic, "A" members picnic, and cod fishing trip. The events were all very successful and everyone had a great time.

A note to the "A" members and travelers who would like to sign Local 42 Out-of-Work Books: Journeyman linemen and apprentices are required to have completed all required classes for First Aid, Basic Life Support, Bucket Rescue and Pole Top Rescue, and to have current certifications. All other classifications should have completed classes and have current certification for First Aid and Basic Life Support at a minimum. Commercial Driver's License holders must have an updated medical card issued by a physician registered with the Department of Transportation.

A reminder from the Local 42 OSHE Safety & Training Department: The State of Connecticut Department of Transportation is in the process of changing the Class A Commercial Driver's License (CDL-A) testing requirements. If you hold a CDL-B license at this time, we strongly encourage you to get it upgraded to a CDL-A as soon as possible. All CDL-A license holders will be grandfathered in automatically.

Continuing education classes were held for Connecticut Electrical License holders on Sept. 12 and Sept. 19.

The "BA" membership has been growing steadily throughout the year. Local 42 and Lewis Tree Service Inc. have started a Safety & Training program, which is going well. We have seen a positive growth in the number of stewards this year as well.

Upcoming events include the trap shoot on Oct. 3 and the union meeting and Christmas party (smoker) on Dec. 10.

Jacquelyn Moffitt, P.S.

Union Members & The Ultimate Right to Vote

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR—Oregon ranks fifth in the nation for voter turnout with just under 70 percent voter participation. Local 48 members take politics seriously and are actively participating in the election process in record numbers. Bus. Mgr. Gary Young is leading the charge with the support of our Political Rep. Joe Esmonde and all our Local 48 members and their families.

The next election cycle will require union support to defeat anti-worker efforts such as the so-called "right-to-work" initiatives. Such anti-union efforts have succeeded in some other states with low voter participation. The message on some corporate news networks is that politicians "are all the same, so why bother voting." Meanwhile, anti-union factions whip up a high voter turnout among their base. Thankfully, the seeds of voter apathy have not taken root in Oregon—our union brothers and sisters are well aware of political strategies and the importance of their votes.

Our union leadership works hard to determine which candidates will fight for the rights of working people and then shares the list with Local 48 members. The list can be found by logging in as a member on Local 48's website www.ibew48.com and clicking the "Political Conversations" tab. IBEW Local 48's goal is 100 percent member participation in exercising the ultimate American right.

Bob Blair, P.S.

Industry Nights & Specialized Training Sessions

L.U. 68 (i), DENVER, CO—Greetings, brothers and sisters.

Work remains steady here in Local 68. We are still hitting Book II with job calls.

On June 10-11, Local 68 held Organizing Industry Nights in Ft. Collins and in Denver. We had a good turnout for both events and have signed up several new members as a result.

On June 18, IBEW Int. Rep. Guy P. Runco was at our hall to conduct the eight-hour Stewards Class for 12 members. Thanks to Guy and all who participated.

The Denver Joint Electrical Apprenticeship Training Committee (DJEATC) hosted Interview Training at our building on 54th Avenue. It was well-attended and will help keep us on track with consistent and meaningful interviews. **[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.]

Local 68 and the other IBEW Colorado locals hosted the Eighth District Progress Meeting held July 27-29. We had good presentations and workshops downtown at the Denver Convention Center. Thanks to those who worked to help make this event a success. Local 68 thanks all members who attended. Hope all the out-of-town brothers and sisters in attendance had an enjoyable time in Denver.

Local 68's summer picnic was Aug. 15. I will give an update on the picnic next time.

Remember to work safe and professionally as always, brothers and sisters.

We extend our deepest sympathy to the families of our recently deceased members: Merton F. Brooks, Gregory B. Coffman, James R. Tucker, James A. Meissner, Paul Karuzas, Donald Musich, Matthew D. Lamb, Joshua J. Pina and Anthony R. Deckert.

Jack Cox, Pres.

'IBEW Workers Get it Done'

L.U. 70 (lctt&o), WASHINGTON, DC—Here at Local 70, we wish to thank the local union members and signatory contractor Henkels & McCoy Inc. for all their safe and efficient work in the D.C. area.

Henkels & McCoy has been working on Pepco projects, under the reliability contract, for some time now. IBEW members working with H&M have been replacing poles, reconditioning primary wire, changing out open-wire secondary with triplex and quadruplex wire, replacing transformers and transformer banks, installing reclosers, etc., in an area that is congested with traffic and where the streets are lined with trees to camouflage the pole lines. Their safe and efficient work has kept some of the work out of nonunion hands and has proven to the power company that union working people can get it done. The outlook is very good for our members to be working on this system for some time.

We mourn the passing of Bro. Wayne Bangs. He will be greatly missed.

Jimmy Horton, B.R.

2015 Apprentice Graduates; Young Worker Volunteers

L.U. 80 (i&o), NORFOLK, VA—Local 80 recently held the apprenticeship graduation ceremony for the class of 2015. The graduates are: Ken Young, Kevin Hill, Shawn Hoffman, Chris Uzzle, Daniel Hernandez, Kyle Hewitt, Robert Reyes, Joshua Bryant, Jeremy Francisco, Matthew Lessard, Mark Agnese, Joshua Taraskiewicz, Council Lennon and Ed Hickey. Congratulations to all of these new journeymen. For the first time in Local 80, three apprentices received the Outstanding Apprentice Award: Daniel Hernandez, Jeremy Francisco and Matthew Lessard. Joshua Taraskiewicz received an award for perfect attendance throughout his apprenticeship.

The Young Brotherhood of Local 80, the local's young workers group, has been busy. They have continued to volunteer their time, recently working to



Local 70 members are working with Henkels & McCoy Inc. on Pepco projects.

LOCAL LINES

install new lighting on the battleship USS Wisconsin at Nauticus in Norfolk. They also worked for a weekend with the Union Sportsmen's Alliance building a walkway through a portion of the Great Dismal Swamp. The Young Brotherhood meets the second Tuesday of each month and is open to any member interested in helping represent Local 80 in the community.

W. Dennis Floyd, A.B.M.

Politically Active Members

L.U. 98 (as,catv,em,i&it), PHILADELPHIA, PA—Philadelphia's IBEW Local 98 had another outstanding success in the recent primary election.

Local 98 former political director Bobby Henon is unopposed in his Philadelphia City Council race. Henon, one of council's rising stars, will begin his second term in January 2016.

Ed Neilson, another former Local 98 political director, won the Democratic nomination for an Aug. 11 special election for state representative in Pennsylvania's 174th District. Neilson previously served in both the State House and on the city council. **[Editor's Note: Ed Neilson won the Aug. 11 special election.]**

Local 98 and most of the city's public and private unions supported Democrat Jim Kenney in the mayoral primary. Kenney won the primary in a landslide and is the prohibitive favorite to win in the fall.

Finally, Kevin Dougherty, administrative judge of the Philadelphia Court of Common Pleas and brother

of IBEW Local 98 Bus. Mgr. John J. Dougherty, won one of three Democratic spots in the nomination to run in the November general election for the Pennsylvania Supreme Court.

With the continued incursion of Koch Brothers-funded organizations that are pushing so-called "right to work" and other anti-union measures, the opportunity to place Judge Dougherty on the state's highest court is one that labor must capitalize upon. As we approach the fall election season, Local 98 political activism remains in high gear.

Bryan Burrows, P.S.

Motorcycle Run Benefit

L.U. 102 (em,govt,i,mt,o&ws), PATERSON, NJ—Our 2nd Annual Motorcycle Run and Cruise-In was July 25. It was a great turnout on a beautiful day. Over 100 bikers enjoyed a one-hour ride, while classic cars were enjoyed back at the union hall. More importantly, in true IBEW fashion, we were happy to give back to the communities we serve. Over \$30,000 was raised that day for The Seeing Eye, a guide-dog school in Morristown, NJ, which is reportedly the oldest guide-dog school in the world. The school's mission is to enhance the independence, dignity and self-confidence of people who are blind, through the use of specially trained guide dogs. We thank Dave Fiore and all the volunteers who made this event possible.

We are happy to report that, since our last article,

another Local 102 member has joined our ranks of public servants. Local 102 training instructor and Executive Board member Dan Petrozelli will be serving the Bridgewater Raritan School District. Dan will take his seat on the school board effective November 2015. We are certain Dan's passion for educating the members of Local 102 will translate well as he begins advocating for the children of his district. Congratulations, Dan!

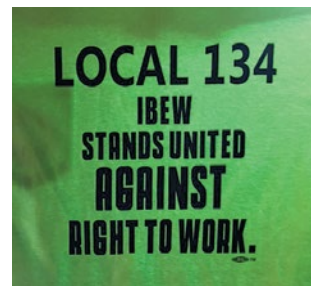
Bernie Corrigan, Pres.



Local 98 rallies support for worker-friendly political candidates.

Mobilizing & Moving Forward

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL—At our August membership meeting, we heard a strong pro-labor, anti-right-to-work speech by Illinois state Rep. Lou Lange. Local 134 is mobilizing now, to help ensure that Rep. Lang and all labor-friendly state legislators retain their seats in next year's election. Also, in an effort to broadcast our message, our members



Local 134 T-shirt broadcasts a pro-worker message.

will be wearing T-shirts every Friday with an anti-right-to-work message. We hope this mobilization campaign will grow with the participation of other labor organizations in Illinois.

In July, Bus. Mgr. Donald Finn appointed Carole Pollitz as a business representative. Carole is the first female construction business representative at Local 134. Carole, a 28-year member and former apprenticeship instructor, brings a wide range of experience to the administration. Our best wishes go with her in this new endeavor.

In other news, our first local union picnic was a success. The local plans to make this an annual event, and we look forward to double the attendance next year.

At press time, plans were underway for the grand opening of the new Solar Teaching Facility at the IBEW-NECA Technical Institute in Alsip. The facility will be used to educate a whole new generation of electrical workers.

Frank Cunningham, R.S.

'Healthy Work Picture'

L.U. 136 (ees,em,i,rtb&u), BIRMINGHAM, AL—The Local 136 bowling team would like to thank IBEW Detroit Local 58 for hosting the 71st annual IBEW Bowling Tournament and looks forward to seeing everyone next year in Las Vegas for the 72nd annual event.

Local 136 continues to see work opportunities develop. Several environmental projects ongoing with our local powerhouses, an upcoming steel mill project, and more commercial work are the basis for a healthy work picture.

The local has ongoing steward training classes and will expand training with the IBEW Education Department on other topics.

Congratulations go out to our recent apprenticeship graduates and to the incoming class.

Service pins were awarded to several members in the first half of the year. Most notably were: 50-year pins presented to Bros. Louis R. Baker, Bill H. Dickie, William R. Harris, Guy D. Scott; and a 60-year pin presented to Bro. James L. Landrum. Special thanks to these brothers for their many years of faithful service to the IBEW.

Bruce Morrison, B.R.

Officer Transitions

L.U. 146 (ei,i&rts), DECATUR, IL—Congratulations to our former Local 146 business manager/financial secretary Shad Etchason. Shad was appointed by IBEW Int. Pres. Lonnie R. Stephenson as a Sixth District international representative.

Josh Sapp was appointed as Local 146 business manager/financial secretary to fill the unexpired term

of office; Bus. Mgr. Sapp previously served as an assistant business representative/organizer. Congratulations also to former vice president John Warner, who was appointed local union president to fill the office vacated by former president Brett Kruttsinger. Jeff Taylor was appointed vice president, and Jeff Westendorf was appointed to the Executive Board.

The 15th Annual Golf Outing was held in June, and this year's team of Shannon St. Pierre, Daniel McSperritt, Kevin Leveck and Kevin White were victorious. Local members this summer have volunteered at the Macon County Fair, the Decatur Celebration and the Annual Labor Day Picnic.

Our condolences go out to the families and friends of three members who recently passed away: Bros. Arthur Thies, Matthew Grissom and Kenneth Gordon.

Rich Underwood, R.S.

Historical Photographs Needed

L.U. 150 (es,i,rt&spa), WAUKEGAN, IL—Local 150 will celebrate its 100th anniversary this year. I am still looking for photos and other memorabilia, particularly photos of old jobs. This is your last chance to contribute something to our 100th anniversary celebration and let all our members see these items, so take a look at your old photos. Please see me at any union meeting or leave items at the hall in my name. Thanks for any and all contributions and just to clarify: all items will be returned to the owners.

The JATC has scheduled many journeyman update classes for the upcoming months ranging from conduit bending, CPR/first aid, PLCs, foremanship, license prep, NFPA 70E, OSHA 10, OSHA 30, building automation, troubleshooting, code calculations, Code NEC1-21, and significant changes to Code NEC1-21. What a great opportunity to brush up on our skills, review past course material and earn continuing education units. Please take this opportunity to check it out and sign up for a class or two. Many of these would be helpful if you plan on going on the road.

[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.]

I am also looking for any photos our members might want to share with the membership of places they might have worked on the road in the past.

See you at the union meeting.

Wendy J. Cordts, P.S.

Training Facility Additions

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI—At our July membership meeting, the local approved plans to build an addition to our current facilities for some new classrooms, a training lab and an expanded parking lot. If everything goes well we should be done with construction by early 2016. Local 158 has experienced a resurgence in the need for training for our current members and hoped-for future members. Our Education Committee is working hard at setting up classes, including new classes, and also recruiting teachers. We eagerly anticipate the achievement of these positive new developments.

We have been fairly busy this summer in terms of our work picture, and we should be busier this fall, with some projects starting and a shutdown at Point Beach Nuclear Plant scheduled. We hope the work will last through the winter.

Donald C. Allen, B.M.

IBEW MERCHANDISE

**Embossed Denim Jacket \$57.00**

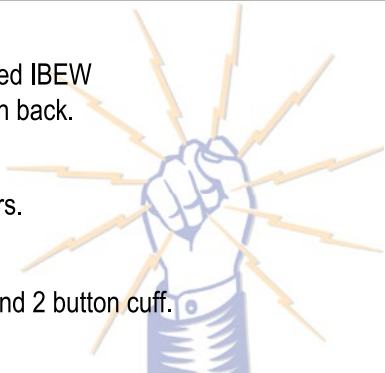
100% cotton, rugged blue denim, with embossed IBEW initials on front and large 10" embossed logo on back.

Retired Auto Tag Frame \$6.00

Chrome frame with black panel and white letters.

Denim Shirt \$30.00

Denim - 100% cotton with button down collar and 2 button cuff. IBEW initials above pocket on left chest.



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

www.ibewmerchandise.com

A Career of IBEW Service

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ—Local 164 wishes to congratulate and thank Bro. Jeff Gallup, who retired June 26. Jeff has served our local with distinction throughout his 40-year career. He served in many capacities, both in the field and as an officer. He was a Local 164 Executive Board member, recording secretary, treasurer and business agent. Jeff has also served our local as our longtime substance abuse counselor, and he is committed to serving our members in this capacity in retirement.

Jeff has always been there for his fellow brothers and sisters and their families and will continue to do so, because brotherhood is something we share for life. We thank Jeff for his service and commitment to this local and we wish him a long and healthy retirement.

Warren M. Becker, V.P.

Tribute to Leadership; Annual Picnic in October

L.U. 234 (i&mt), CASTROVILLE, CA—Our local wishes to commend Int. Pres. Emeritus Edwin D. Hill for his tireless efforts on behalf of IBEW members, as well as all electricians and everyone who works to provide a living wage for their family. It has been an honor and privilege to uphold and serve the principles of the IBEW under his leadership. We extend our congratulations on his years of successful leadership. Pres. Emeritus Hill, you deserve all the best in retirement and we wish that for you. Thank you from each of us here at Local 234.

We also congratulate newly appointed Int. Pres. Lonnie R. Stephenson. We proudly pledge to uphold and serve the IBEW principles under his leadership.

As we round out the summer here on the Monterey Bay, it is time to note that our Local 234 Annual Family Picnic will be held Oct. 10. The picnic is our opportunity to recognize our members for their years of excellent service and share great barbecue on a fun-filled day.

Stephen Slovacek, P.S.

Newly Elected Officers

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY—On July 7, the newly elected officers of Local 236 were sworn in by former business manager Donald Rahm. After serving as business manager for 12 years, Don decided not to run for re-election. We would like to say “thank you” to Don for his many years of great leadership, service and dedication to the IBEW, our local union and the Capital District building trades. We also thank all of our outgoing officers for their service and wish our new officers the best of luck as they begin their new leadership roles.

Newly elected officers include: Bus. Mgr. Mark Lajeunesse, Pres. John Mosher, Rec. Sec. William Bulger, Treas. Michael Torres, and Executive Board members Steven Rifenburg, Kyran Chesterfield, Geoffrey Hayden, Michael Mastropietro, Eric Folmsbee, Michael Martell and Gary Merritt.

Michael Torres, P.S.

2015 Apprenticeship Graduates

L.U. 270 (i&o), OAK RIDGE, TN—Congratulations to the apprenticeship graduating class of 2015. The graduates are: Scott Beaty, John Bowers, Jasmine Carrigan, Dustyn Copeland, Kevin Foust, Bekki Graham, Jacob Lequire, Greg McFalls, Wes Rowland, Allen Russell, Bryan Shackelford and Michael Thomas.

At the time of this writing, our work picture is

still very slow. We have a large project at the Y-12 DOE (U.S. Department of Energy) facility in Oakridge that should start sometime in the fall of 2016.

Please remember to attend our union meetings and support your local.

Regina Guy, R.S.



Local 270 apprenticeship graduates: front row, Jasmine Carrigan (left), Bekki Graham, Greg McFalls, Kevin Foust, Scott Beaty, Allen Russell; back row, Wes Rowland, Michael Thomas, Bryan Shackelford, John Bowers, Jacob Lequire and Dustyn Copeland. Seated is Training Dir. A.J. Pearson.

'Trade Night' at the Ballpark

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN—Monday, June 22, was Trade Night at Target Field ballpark. Approximately 100 members from Local 292, along with nearly 1,000 other trade union members, took in a Minnesota Twins baseball game and enjoyed a pre-game barbecue. At the game, fellow Local 292 member and retiree Brian Peterson threw out the first pitch. Brian, who is both a longtime IBEW member and a dedicated supporter of veterans, was instrumental in the construction of the All Veterans Memorial in Richfield, MN.

Amazon.com is building a new order-fulfillment/warehousing center in Local 292's jurisdiction. “Code of Excellence” is the theme. We will prove yet again that the IBEW is the right choice. Amazon will build more of these centers. The IBEW's goal is to build all of them.

At the time of this writing, our work picture outlook is improving, and we are even occasionally getting into Book 2. The Vikings stadium is 60 percent finished and is employing more than 150 electricians and more than 1,000 other trades working people. The stadium project is reportedly the largest construction job in the history of Minnesota. Additionally, there are numerous tower cranes in and around the metro area, which means only good news for our members and other trades.

Eric Peterson, B.R.

Dragon Boat Festival Award

L.U. 300 (govt,i,mt&u), MONTPELIER, VT—Local 300 members from the inside construction and utility groups took home second place at the 10th annual Dragon Boat Festival and charity fundraiser on a beautiful August day in Burlington, VT. The “IBEW Solar



Local 300 members win second-place award at Dragon Boat charity race in Burlington, VT.

Dragons” consisted of 21 members: 20 members who paddled and one drummer, who kept the team in sync. The Solar Dragons also raised over \$3,500 to help support the continued efforts on behalf of those who have cancer. The team was captained by Jazmine Thompson, apprentice journeyman wireman.

The construction season went well; however, it can always be better. We look forward to the continued positive attitude and motivated drive of the next generation of journeymen and apprentices to continue the forward momentum of improving customer, contractor and member relations. Kudos to all for your continued support of the IBEW.

Keep your eyes on the upcoming political debates and the agenda of our political officials; they should be interesting.

The holidays are soon approaching and we wish all IBEW members a safe, happy holiday season. Cheers and best wishes!

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

Steward Training Via Webinar

L.U. 340 (i,rts&spa), SACRAMENTO, CA—In June, Local 340 held a Steward Training class in Sacramento for 25 attendees (17 inside wiremen, one county employee, and seven sound and communication installers).

What was different about this class from those we've had in the past was the fact that our Redding members were saved from having to travel the 300 miles roundtrip to Sacramento, by participating in the training via Webinar. Thanks to Int. Rep. Tracy Prezeau, from the IBEW Education Dept., who worked closely with our organizers and our Redding Asst. Bus. Mgr. Andrew Meredith to make this happen. Congratulations to all of Local 340's new stewards. With work picking up the way it has in our jurisdiction, this training will definitely benefit all of our members.

Speaking of work, at this midsummer writing, Local 340's biggest job—the Sacramento Entertainment & Sports Center, home of the Sacramento Kings basketball team—is in full force and going very well. You can log on to our website www.ibewlocal340.org for a live feed of this project.

Rest in peace, Bros. Wilbur Benedict, Herb

Mather, Ilie Nedelcu, Carl Vining and Farris “Doc” Wadsworth.

Tom Okumura, B.M.

Officers Sworn In; Member Runs for State Office

L.U. 400 (es,i&o), ASBURY PARK, NJ—On July 24, recently elected officers were sworn in at the monthly union meeting. Re-elected officers include: Bus. Mgr. Guy Peterson, Pres. Ed Wells, Vice Pres. Larry Scisco and Rec. Sec. Brian Hruska. Treas. Thomas J. Tucker was elected for a first term. Executive Board members are: Pat O'Keefe, Lee Sanborn, Robert Shimko, Joe Volpe and Rich Volpe III. Examining Board members: Pete Dinicolas, Bill Mansfield, Mike Ricca and Brian Waterman. The leadership strives to represent each and every member and to ensure Local 400 a steady and strong future.

Local 400 is also active on the political front to advance the cause of workers. Bro. Eric Houghtaling, a longtime Local 400 member, is running for a seat in the New Jersey State Assembly. Eric is officially endorsed by the state AFL-CIO and the New Jersey State Building and Construction Trades.

Local 400, under the team name Circuit of Hope, participated in its very first Relay for Life in Wall, NJ. We are proud to report that the team raised over \$2,800 for the American Cancer Society to aid in the fight against cancer.

Raven Morris, P.S.



Local 424 Unit 1 Retirees Pancake Breakfast crew.

Summertime Union Activities

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA—Here in the “Great White North” summers are often brief, so we make the most of warm weather fun and social activities.

First was Unit 2 Calgary's successful June 26 members Golf Tournament. Next was their Pancake Breakfast & BBQ Lunch for the start of the 10-day Calgary Stampede & Exhibition. The venue moved north to the Unit 1 Edmonton 8th Annual Family Picnic, where Tina Stevenson (the organizer behind this event from the beginning) did a superb job once again, along with husband Scott, of keeping the kids and parents entertained with games and activities, face painters, balloon animals and great food. Thank you, Tina and Scott!

Unit 1 Retirees held their Annual Pancake Breakfast & BBQ Lunch on the July 17 start of Edmonton's 10-day Exhibition, raising \$479 for future projects. Finishing off a month of summer fun was the July 24 Unit 1 Golf Tournament, with a few Local 424 signatories participating. Thank you to the many volunteers and everyone who helped make all the events a success.

We salute Bro. Larry Gatner, who retired in June after 19 years as a Local 424 assistant business manager in Calgary. Previously, he served for 14 years on the Local 254 E-Board, (before those “A” members were amalgamated into Local 424 in 1998). Larry has been a dedicated, hard worker for the local and will be missed. We will still have the benefit of his many years of knowledge as a trustee on our Education Trust Fund, since he will remain in that post.

Dave Anderson, P.S.

LOCAL LINES

Solidarity for Success

L.U. 466 (em,es,i&rts), CHARLESTON, WV—Hello from “Almost Heaven” West Virginia. Our local is in its 101st year as a chartered IBEW local.

We wish to acknowledge the following Local 466 members for their service in positions of leadership: Bert McDermitt, IBEW regional organizing coordinator; Dave Efaw, secretary-treasurer, West Virginia State Building & Construction Trades Council; John Boyd, IBEW state organizing coordinator; and Roy Smith, former secretary-treasurer of the West Virginia State BTC. We thank them for their dedicated service.

We thank Pres. Terry Turley, Sec./Treas. Mike Anderson and member Josh Milam for the successful Bass Fishing Tournament at Sutton Lake. Despite relentless rain, everyone had a great time. The rain continued during our annual picnic at Shawnee Park in Dunbar, WV, which also was a great success. We thank Bus. Mgr. Joe Samples and committee members Jason Cobb, Jason Samples and Chris Samples for their work to make the picnic a great time for all, especially the members’ children. We thank all those whose generosity contributed to the success of the picnic.

We have much to be thankful for, but we do face challenging work ahead in order to divert a political disaster, given that the last election turned our state “red,” as in the GOP. Please go vote in the next critical election in 2016. This is crucial to the survival of our union trades. I am proud to have a “Proud Union Home” sign in my front yard; the signs are available at our union hall.

Larry Fogarty, P.S.

Summer Golf Tourney

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA—Our annual summer picnic was July 19 at Tecumseh Park and everyone there enjoyed a great time.

On July 24-25, our local ball team competed in Windsor. We thank all who participated and extend a special thank-you to Local 773 for the hospitality.

Aug. 7 brought the annual Local 530 golf tourney at Huron Oaks. We had a perfect day and everyone enjoyed a steak dinner and left with a prize. This year the winning scramble team had a score of -14. Congratulations!

We thank our sister locals for helping us provide manpower during our short busy times.

Al Byers, P.S.

2015 Apprenticeship Graduation

L.U. 558 (catv,em,i,mt,o,rtb,rts,spa&u), SHEFFIELD, AL—Greetings, brothers and sisters.

On May 28, we held our annual Apprenticeship Graduation Banquet recognizing the class of 2015. We are proud of the graduates’ accomplishments and



At Local 558 apprentice graduation banquet. Front row: wireman graduates Matt Corsbie (left), Randy Hallman, Daniel Sullivan, Andrew Borden, Robert McGee III and Chase Smith. Back row: then-Asst. Training Dir. Mac McCreless, recently appointed as the new training director; wireman graduates Andrew Huggins, Bart Gillis, Daniel Bates, Lakin Newton; and then-Training Dir. Ron Weaver.

dedication, and we look forward to their part in shaping our future. This class had 10 wiremen and seven linemen. Apprentice of the Year awards went to wireman graduate Bro. Matt Corsbie and lineman graduate Bro. Chadwick Oliver.

At the graduation ceremony, special recognition went to Bro. Ron Weaver, then-training director, who has served with dedication and devotion. This occasion marked Bro. Weaver’s final apprentice graduation banquet as director; he is beginning a new future in electrical contracting. Bro. Weaver devoted 11 years to crafting a world-class training facility and we wish him success in his new endeavor. We are pleased to announce that Bro. Mac McCreless was appointed as the new training director. He will continue to guide this program in a positive direction.

We are excited to report that we have reached a five-year agreement with Tombigbee Electric in Hamilton, AL. The work picture here was slow throughout the summer. However, we do foresee several major projects later this year. We extend our gratitude to all the fellow IBEW locals that were able to provide employment for our members this summer. We wish the entire Brotherhood and all fellow members the best for the upcoming season.

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



Local 568 congratulates 50-year members François Painchaud (left), Roméo Paquette and Raymond Labbé.

Honors for 50-Year Members

L.U. 568 (c,ees,em,i&o), MONTREAL, QUEBEC, CANADA—Local 568 is proud to count among its members three individuals each holding more than 50 years of membership!

During the regular August meeting, Bus. Mgr. Laurent Talbot proudly presented the honorees with a watch and a certificate of honors. It is a great privilege to count these retired 50-year members among us. They have remained faithful IBEW members throughout the years despite all the changes and challenges that organized labour has ever known. We wish to strongly thank and extend our warmest congratulations to Mr. Raymond Labbé, Mr. Roméo Paquette and Mr. François Painchaud.

•••••

L.U. 568 (MONTRÉAL)—Le local est fier de compter parmi ses membres trois personnes détenant plus de cinquante ans de membership! C’est lors de l’assemblée régulière du mois d’août que le gérant d’affaires



Attendees gather for first meeting of the Local 606 RENEW committee.

monsieur Laurent Talbot leur a offert avec fierté une montre ainsi qu’un certificat d’honneur. C’est un immense privilège de les compter parmi nous. Ils sont restés fidèles à la I.B.E.W. malgré tous les changements et bouleversements qu’a connus le monde syndical. On tient fortement à remercier tout en présentant nos plus sincères félicitations à monsieur Raymond Labbé, monsieur. Roméo Paquette ainsi qu’à monsieur François Painchaud.

Laurent Talbot, B.M./F.S.

Active RENEW Committee

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL—Local 606 is proud to announce that we have a vibrant and active RENEW committee. In May this year, Local 606 Pres. Clay McNeely and journeyman wireman David Ramos led their first RENEW (Reach out and Engage Next-gen Electrical Workers) meeting and immediately started planning how they could help the local.

The RENEW committee’s first project was volunteering for the Industry Night event the organizing department was planning for July. Twenty-five volunteers were at the Industry Night to direct traffic, assist the organizers in gathering and entering data from attendees, and translate for those whose first language was not English. The event was a huge success and the RENEW committee played a major part in making that happen. [Photo at top, right.]

The RENEW committee now meets on a monthly basis and plans on expanding their membership and continuing to make an impact on the local.

With great sadness we report the death of several Local 606 members: John Griffis, Keith Johnson, Willie Edgar, Joe Hill, Robert Light and Bill Waites, who was a 65-year member. These gentlemen all personified what it means to be an IBEW brother, and they will be sorely missed.

Fernando Rendon, R.S./P.S.

Apprenticeship Graduates

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ—Congratulations to our most recent apprenticeship graduating class of the Phoenix Electrical JATC. The graduates are: Chakir Chaabane, Jasen Ericson, Sergio Gonzalez, Anthony Hernandez, Daniel Spanbauer, Jorge Tec and Oleary Yazzie. Good luck, brothers, in your career as journeyman wiremen.

[Editor’s Note: The National Joint Apprenticeship Training Committee (NJATC) rebranded in 2014



Local 640 apprenticeship graduates: Jasen Ericson (left), Oleary Yazzie, Sergio Gonzalez, Anthony Hernandez, Jorge Tec, Chakir Chaabane and Daniel Spanbauer.

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.]

Our work outlook is still very slow here in Phoenix. We hope the work picture will start picking up toward the end of the year and get some of our brothers and sisters back to work. We send a big thanks to all the locals out there that are employing our members who are currently traveling.

Our condolences go out to the families of our recently deceased members: James W. Sylvander, Wayne Key, Charles T. Robinson, Dale O. Faust and Harry W. C. Smith. Rest in peace, brothers.

Remember to work safe always. In solidarity.

Jeff Sears, P.S.

Election of Officers

L.U. 666 (i,mt&o), RICHMOND, VA—The election of local union officers took place in June. A great big thanks goes out to everyone who ran for an office; our local is strongest with interested and involved members.

Officers elected include: Bus. Mgr. Jim Underwood, Pres. Harry “Freddie” Zahn IV, Vice Pres. J. D. Jenkins, Rec. Sec. Chris Horton, Fin. Sec. Larry Jarvis and Treas. Tom Cox.

Re-elected to the Executive Board: Bill Faina, Chris Phillips, David Clarke and Henry White. New Executive Board members: Thomas Beach and Eric Lambert. Elected to the Examining Board: Anthony Coleman, Michael Clark, Chris Adams, Scott Rowe and Brad Bullock.

There was greater participation in this election than the last. As always, a good democracy requires involvement. Turn out, cast your ballot next election, and attend your union meetings between now and then!

Recent retirees are: Vance D. Harris and Robert B. Winfree.

Charles Skelly, P.S.

Outstanding Work Picture

L.U. 684 (c,i,rt&st), MODESTO, CA—Greetings, brothers and sisters. This year has been outstanding for us so far. The Quinto Solar Project is still going strong and Gallo Glass Plant is still hiring more help. Our books are almost empty. The upcoming Wright Solar Project has been delayed a few months, but as of press time it is still expected to man up toward the end of the year. We should be able to roll right into it,



Local 684 Electric Motor Shop day crew at Gallo Glass in Modesto, CA.

and the future looks bright for next year too. Many thanks to all the traveling brothers and sisters who have helped man these projects.

As this article went to press, Local 684 was looking forward to our Sept. 12 annual picnic at its new location—The Turlock Sportsman Club. With all the traveling members working in our jurisdiction, we were hoping for a great turnout and good opportunity to spend some time away from the jobsites with the many new faces we have met. All were welcomed to join us at the picnic.

Dave Jones, P.S.



Former Local 692 Training Dir. Paul LeVasseur with his grandchildren.

Training Director Retires

L.U. 692 (i,mt&spa), BAY CITY, MI—We wish former Training Dir. Paul LeVasseur a happy and healthy retirement. Paul started his inside wireman apprenticeship in 1982 and topped out of the apprenticeship program in 1986. Paul served as Local 692 training director from 1993 until his retirement. He retired on April 1 this year.

A reminder to members: Please remember to take your morning and afternoon work breaks. These work breaks are a negotiated provision of our contract agreement. We need to remember that our members, both past and present, have worked very hard to win the benefits we enjoy every day. We do not want them taken away.

We have some important elections coming this fall for seats on the City Commission in Bay City. Elections for Wards 2, 4, 6 and 8 are scheduled. If we win these seats, we could possibly make gains in securing prevailing wage. Please contact your state legislators about the importance of our state's prevailing wage law.

We are saddened to report the passing of three retired members: Bros. John H. Gilmore, Anthony W. Konwinski and Ronald J. Voisine. Our thoughts and prayers are with their families.

Tammy Gottleber, P.S.

New Contract Agreements

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t&u), WEST FRANKFORT, IL—We have new contract agreements with Dynegy, Clay

Electric Cooperative, and Washington County.

The three-year Dynegy contract, retroactive to July, features annual wage increases of 2.65 percent, 1.15 percent and 1.15 percent in each respective year of the contract. It includes the NECA/IBEW Family Medical Care Plan, and secured post-retirement medical with a \$1 million lump sum contribution by the company.

The five-year contract with Clay Electric Cooperative, for Clerical & Physical workers, features annual wage increases of 2.5 percent, 2.5 percent, 2.5 percent, 2.5 percent and 3.0 percent in each respective year of the contract. It includes LINECO insurance and no concessions.

The Washington County contract provides 8.75 percent in wage increases over four years; progression to the top paying classification, as applicable; and no concessions.

At this writing, negotiations were scheduled to begin in September at Mt. Vernon Neon and in October at the City of Poplar Bluff - Municipal Utilities, Electric Department.

Our Outside work remains strong with several jobs in all three states of our jurisdiction, and many of the jobs have overtime.

On the Inside, construction projects that receive (Illinois) state funding are in jeopardy of being shut down due to the political stranglehold of Gov. Bruce Rauner. As of this writing, our referral books are as follows: Inside Construction—51; Outside Construction—6; and Line Clearance—4.

Keep up with the local's events and happenings by checking us out on Facebook or visiting our website at www.ibewlocal702.org.

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



Local 702 members Mike Bumgarner (left), Jimmy Yost, J.T. Savage and Jerry Williams (not pictured) participated in the 2015 Illinois AFL-CIO 8th Annual COPE Golf Day, winning the tournament and the \$600 prize money, which they graciously donated back to the COPE fund.

2015 Apprentice Graduates

L.U. 704 (catv,em&i), DUBUQUE, IA—Five individuals recently completed our JATC apprenticeship programs. The graduates were honored at a recent Apprenticeship Graduation Dinner (see photo below). Inside wireman graduates are: Bros. Wesley Veach, Jared Kruser, Trevor Udelhofen and Dan Schumacher. Bro. Nicholas Johnson graduated as a telecommunications technician/installer.

[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.]

Congratulations to graduates of the five-year journeyman wireman program and the three-year journeyman technician program. We all know that the apprenticeship process can be very challenging at times. Local 704 fellow brothers and sisters wish all of the graduates a smooth start to long and successful careers as IBEW journeymen.

Local 704 members extend condolences to the family of Bro. Elmer Sisler, a longtime member who passed away July 21. Elmer was a World War II veteran who served in the South Pacific. In 1942 Bro. Sisler was initiated into the IBEW. Elmer proudly celebrated a 73-year IBEW membership. His family is carrying on the IBEW tradition. Elmer's son Mike Sisler is a journeyman and owner of Sisler Electric, and his grandson Charlie Sisler is a journeyman.

Ron Heitzman, P.S.



At the Local 704 Apprentice Graduation Dinner are: JATC Committee Chmn. Dennis Dietzel (left); JATC Training Dir. Owen Leeser; graduates Wesley Veach, Jared Kruser, Trevor Udelhofen, Dan Schumacher; and Local 704 Pres. Dave Wilson. Not pictured: graduate Nicholas Johnson. [See "Editor's Note" in article.]

TVPPA Lineman's Rodeo, Motorcycle Ride & Golf Outing

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN—Lenoir City Utility, Plateau Electric Cooperative and the Sevier County Electric System participated in the TVPPA (Tennessee Valley Public Power Association) Lineman's Rodeo in June this year.

Local 760 is proud of its members and their par-



IBEW Local 760 members participated in TVPPA Lineman's Rodeo weekend event in June.

ticipation and wishes to thank everyone who helped make the event a success. There was a touching ceremony with the raising of the American flag, along with the state flags, and a tribute to our fallen brothers and sisters we have lost over the past year. Solidarity is the greatest strength in a union, and Local 760 members represented the IBEW and our local very well in displaying their unity and camaraderie. Members also participated in a motorcycle ride through the east Tennessee mountains while others played in a golf outing. Both events went well and were enjoyed by all. Special thanks to Sevier County Electric System for hosting the event this year and to Walters State Community College, Service Electric and the Sevierville Golf Club for their hospitality.

Jason Leary, Organizer

Officers Re-elected

L.U. 824 (t), TAMPA, FL—On June 6, the membership of IBEW Local 824 overwhelmingly re-elected the entire slate of officers and Executive Board members for a three-year term.

Elected officers are: Bus. Mgr./Fin. Sec. Danny Alfonso, Pres. Erik Jones, Vice Pres. Jim Emminger, Rec. Sec. Dora Mullis, Treas. Pam Elleby; and Executive Board members Todd Bolick, Tom Huston, Sue Jerome, Ricky King, Keith LaPlant, Zaida Menendez, John Riddlebarger

and Jason Smith.

All of the officers and the Executive Board had the honor of being sworn in by Harrison Thornhill, past president of Local 824 (from 1987-2009) and a 58-year IBEW member.

The officers and board members are humbled to be re-elected and look forward to serving the membership.

Keith LaPlant, P.S.



Local 824 officers and staff: Keith LaPlant (left), Josh Saladino, Dan Wagner, Tom Huston, Dora Mullis, Erik Jones, Harrison Thornhill, Zaida Menendez, Ricky King, Danny Alfonso, Michelle Agne, John Glye and Todd Bolick.

LOCAL LINES

Tribute for Longtime Service

L.U. 1116 (em,lc&t&u), TUCSON, AZ—We would like to recognize our 2015 retirees who retired during the first quarter of this year and thank them for their many years of service and commitment to the IBEW. Without the struggle of these men and women, we would not have the benefits, wages and safety standards that we enjoy today. They are a testament to the principle that “Every Member Counts!”

Congratulations to the recent retirees: James Hartnett (29 years of service), Wayne Terpstra (41 years of service), James Morris (35 years), Edward Hermosa (34 years), Jon Aguirre (34 years), Steve Spencer (33 years), Christopher Buck (27 years), George Martinez (42 years), Bruce Buffum (44 years), Nancy Kane (16 years), Martin Overholtz (41 years) and Michael Riesgo Jr. (35 years). Thank you to these brothers and sisters for their years of service.

Roger Asplin, P.S.

saying, “If you ever see a turtle on a fence post, you can be sure he didn’t get there by himself.” Just one of the nuggets of wisdom from the wise old man on the mountain top.

Harry Murray, Mbr. Dev. Dir.



Local 1316 Bus. Mgr. Ralph Snowden (left), retired former business manager Johnny Mack Nickles, office manager Marsha Selby and Pres. Harry Murray.

Labor Hall of Fame Honoree

L.U. 1316 (i&o), MACON, GA—Congratulations to Bro. Johnny Mack Nickles! On July 25, the Georgia State AFL-CIO inducted our retired former business manager/ financial secretary into its Labor Hall of Fame. The award recognizes Bro. Nickles’ career and dedication to working for the benefit of not only our membership but also to working families throughout Georgia.

At the awards ceremony, Nickles was overheard

Solidarity & Strength

L.U. 1466 (u), COLUMBUS, OH—So far, 2015 has been a good year for Local 1466.

In addition to ratifying our three-year agreement with American Electric Power, we have been busy swearing in new members and working to add to our ranks. It is our hope that the recent trend of hiring new apprentices in the Line Department, combined with our continuing organizing efforts in all classifications, will help our local to grow and gain strength.



Local 1466 new line apprentices Adam Price (left) and Josh Ridenhour (center) are sworn in by Pres./Bus. Mgr. Dan German.

We welcome our new members and encourage them to attend their union meetings to find out more regarding what the Brotherhood is all about. We also thank all of our shop stewards for stepping up and taking the time to sit down and talk to new members about the IBEW. By sticking together and having each other’s backs, we will continue to build solidarity and strengthen IBEW Local 1466 for years to come.

Jimi Jette, P.S

Officers Elected

L.U. 1988 (mo), ALBUQUERQUE, NM—Local 1988 recently held its election of officers.

The local union membership, employed at



Local 1988 Bus. Mgr./Pres. James Jaramillo (seated); standing, Vice Pres. Cesar Maestas (left), E-Board members Ernest Trujillo and Shawn Baca, Rec. Sec. Steve Goodrich, E-Board member Floyd Lopez and Treas. Gene Wade. Not pictured: Fin. Sec. Debbie Duran, and E-Board members Jason King and Vince Urvanejo.

Ernest Trujillo, P.S.

Sandia National Labs, elected local union officers for a three-year term. Officers elected are: Bus. Mgr./Pres. James G. Jaramillo, Fin. Sec. Debbie Duran, Vice Pres. Cesar

IT’S TIME FOR

Photo Contest Rules:

1. The contest is open to active or retired IBEW members only. The person submitting the photo must be the person who took the photograph. Members may enter more than one photo.
2. International Officers and staff are not eligible.
3. Photos can be submitted as digital files of at least 300 dpi, in color or black and white, on slides or prints. The preferred print size is 8"x10". For more guidance on electronic photo sizes, go to www.ibew.org. Click on the Photo Contest button, and see the “Contest Rules and Photo Guidelines.”
4. All submissions become the property of the IBEW Media Department.
5. Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or subjects conveying images of the electrical industry or the union.
6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g. a safety committee, a linemen’s rodeo, a union meeting) can be submitted in place of individual names.
7. Photos previously published in IBEW publications or the website are not eligible for submission.
8. The preferred method of entry is through the Photo Contest application on the IBEW website at www.ibew.org.
9. If entering via U.S. mail, please fill out the contest entry form and affix it to each photo you submit for the contest and mail it to the **IBEW Photo Contest, 900 Seventh Street NW, Washington, DC, 20001**.
10. Fifteen finalists will be selected and posted on www.ibew.org for final judging by the public. The winners will be featured in an upcoming issue of the Electrical Worker.

Contest Entry Form

Name _____

Address _____

City and state _____

Zip code _____

Phone number _____

E-mail address _____

Local union number _____ IBEW card number _____

Photo description _____

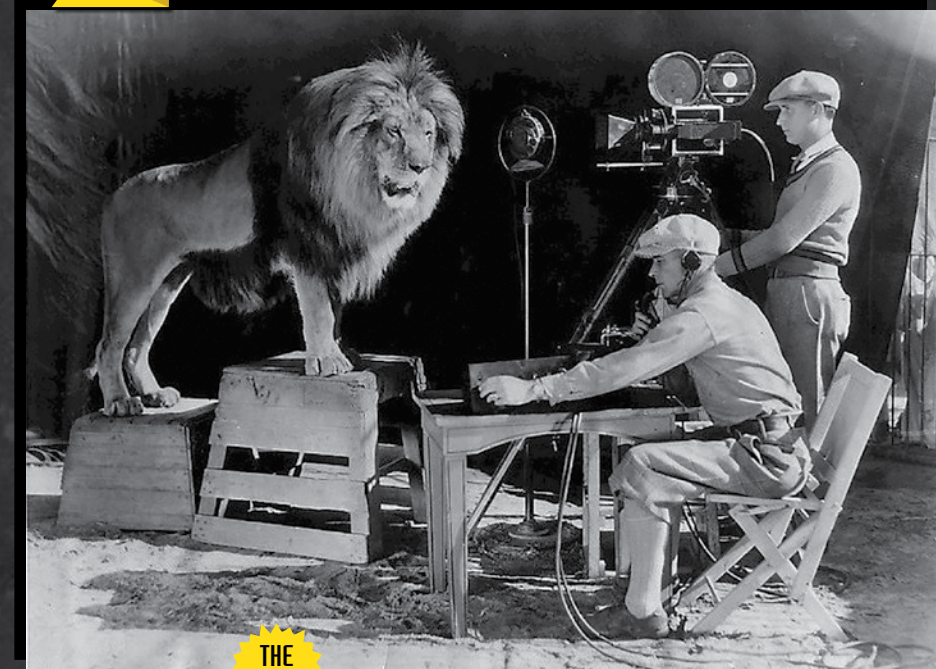


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IBEW'S PHOTO 2015 Contest

Enter Today!

Deadline: Nov. 30

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

Honorable Mention: \$50

What makes a good photo? Is it the lighting or the contrast? Is it the colors or the subject? Maybe it’s the story that’s being told through the photo. Who better to convey the experiences and stories of IBEW membership through photography than members themselves?

For more than 16 years members of the IBEW from all over the U.S. and Canada have sent in images of their work. They capture shots that exemplify who we are as one of the largest and highly-skilled unions in the world. Now it’s your turn.



International Brotherhood of Electrical Workers

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

EXECUTIVE OFFICERSFourth District
William W. RileyThird District
Donald C. Siegel**Lonnie R. Stephenson**
International PresidentFifth District
Michael WalterFourth District
Kenneth Cooper**Salvatore J. Chilia**
International
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Unions Rising

**Lonnie R. Stephenson**
International President

We all know this economy puts the screws on working families. Something that seems to be forgotten is that this is not an act of God. Laws written by people run the economy, not the laws of nature.

The recessions and financial crises of the last decades have created an upside-down waterfall of money to the already rich. It is a crazy thing, a waterfall that goes up, but the rich and their powerful friends have been trying to convince us that it is normal.

You have to say they had some success. Many Americans support politicians who have been eagerly tearing down the economy our parents and grandparents built.

All of us in the organized labor movement know what makes workers better off: a collective bargaining agreement between a company and a unified workforce. You know who is catching on? Everyone else.

In an August Gallup poll, 60 percent of Americans approved of unions, up from 48 percent seven years ago. Only about one-third thought unions should have less power than we do today.

Not surprisingly, in an economy with little promise for millions except the children of billionaires and millionaires, the younger you are, the better a union looks to you. Among 18-to-34-year-olds, two out of three support unions.

Ten years of hard times has blown away acres of fairy dust. They are ready to listen to us, and more importantly, ready to speak for themselves. Every member of this union can be an organizer, and every working man and woman can get organized. So speak up. They are listening. ■

Our Founding, Our Future

When the IBEW held its first convention 125 years ago, only 10 delegates attended. It was so small it was held in a room in the boarding house where our founding father, Henry Miller, was staying. What they started in that room though, laid the foundation for what our 725,000 members enjoy today. As we look ahead to our 39th convention, in the city of our union's birth, we would do well to remember these roots.

As we walk the streets that long ago held the footprints of our original delegates, we should take a second to recount just how far we've come.

In Miller's day, there were no apprenticeships, and nothing close to adequate pay or safety standards. That's what our fathers fought for and what we continue to fight for today. The wires we work on now may not be the same as those in 1891, but the men and women working on them deserve the same rights: dignity, respect and the wages and benefits that provide a fair standard of living. Whether we're wiring incandescent or LED lights, we all deserve a voice. And by learning from our past we can better fight our battles today.

There's no question that working conditions have improved since Miller's day. There's also no question that our work is not done. Just as in those early days, the rights of working families will not be freely given. We need to fight for them.

We will have far more than 10 delegates at the convention next year, but the objective remains the same: to come together from our diverse backgrounds and focus on the shared goal of organizing all working men and women in the electrical industry. And with our theme "Our Founding, Our Future," we will honor our past as we move forward.

It's time to go back, to the future. ■

**Salvatore J. Chilia**
International Secretary-Treasurer**HOW TO REACH US**

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

Send letters to:

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

Or send by email to: media@ibew.org

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LETTERS TO THE EDITOR

A Real Example

John Weber is a true forefather of San Antonio Local 60. On May 14, John received his 75-year service pin along with an appreciation plaque at a special awards luncheon hosted by the Local 60 Retired Members Club.

A World War II veteran, John Weber was initiated into Local 60 in 1940. Starting with his first job with Wright Brothers Electrical, John also worked for Fisk Electric, UHR, Graham & Collins, Blessings and a few others.

As a member of Local 60, John held the office of president from 1967 to 1973 and the office of secretary for four years. He was also on the apprenticeship committee and a member of the AFL-CIO council. John would often stop by apprentice classes to encourage the young members to attend their union meetings. He firmly believed in his union.

In 1965, a young journeyman foreman, Richard Suggs, needed help running a three-story, 600-bed barrack job at Lackland Air Force Base, and John Weber was sent to mentor him. Richard stated "although John had been in the trade much longer than I, he respected my position on the job and was there for me in any capacity for which I needed him. He treated me as an equal. I am thankful that I had John as an example of how a real Brotherhood works. In the 50+ years that I have known him, John has not changed."

After 47 years, John hung up his hard hat in 1987 to enjoy retirement with his lovely wife of 69 happy years, Dorothy.



John Weber

Sandy Rogers, Local 60 retiree
San Antonio

Kudos to Prison Program

Upon reading my August 2015 Electrical Worker, the article on the front page, "Angola Prison Program Offers Skills, Redemption," caught my attention and imagination immediately. Please credit Judges Laurie White and Arthur Hunter along with Warden Cain for thinking outside the traditional "lock 'em and leave 'em" mentality that so dominates our archaic prison system in America today. Also, credit our brothers, sisters and union-minded employers, of which there are so few in Louisiana. A progressive program like Angola's could prove to be a model for many young people stuck in America's futile prison system. I hope this program proves itself a valuable rehabilitation tool that can put many young people back on the right path in life.

Doug Szabo, Local 68 retiree
Denver

Calling IBEW Musicians

I host a radio show from Arkansas State University called "Blues Where You least Expect It" (featured in February 2011 Electrical Worker article, "Ark. Member Spins Blues-Inspired Tunes for College Radio"). It airs every Saturday night at 9 p.m. central at 91.9 FM and streams live at kasu.org. Local 1516 has supported and underwritten my show for the past eight years. Every season I write two or three thank-you shows supporting the IBEW in general and my local specifically. This is not your regular blues show. I highlight just how far the blues have influenced all other musical genres since. I do not play blues artists, but artists that are not known for the blues. On any given Saturday you will hear everything from Andy Griffith singing "How Long Blues" from 1959 to Megadeath covering Muddy Waters' "I Ain't Superstitious."

There must be a lot of musicians affiliated with the IBEW and I'm looking to highlight their music. While I get requests from my brothers and sisters to play their favorite songs, this time I would like to hear your music, with a few stipulations:

- It must be or have been commercially available, which includes digital downloads (whether it's free or not such as ReverbNation.com, or freemusicarchive.org or any of the pay per song websites).
- It must be radio friendly (watch the language).
- While the show covers blues it can be any sub-genre of blues/rock, country/blues, just to name a couple. If you are interested in this project please contact me at thatwasblues@yahoo.com.

Jim "The Generator Man" Drennen, Local 1516 member
Jonesboro, Ark.



Jim Drennan

WHO WE ARE

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

RENEW: Busting Union Stereotypes in the South

For Caleb Long, hard work, public service, and the importance of education were values instilled early on in life. Long's father, Eddie Long, is a 41-year veteran of Chattanooga's Local 175, and growing up in a union household meant security and a chance to chase not only a college education, but a master's degree as well.

But after years at the University of Tennessee-Chattanooga, including two during his apprenticeship, Long was ready for a career, and not one that left him sitting in a cubicle all day.

"When I was a student, I had no experience or any kind of background in construction other than being from a blue-collar household," he said. "But coming out of school, I was just like any other kid. I didn't know what I wanted to do, and I came to know construction work as something I enjoyed a lot."

Today, Long is a journeyman inside wireman working on the Tennessee Valley Authority's Watts Barr Unit 2 nuclear plant. Expected to be completed later this year, Unit 2 will be the first nuclear reactor to come online in the United States in more than two decades.

But Long has been making the most waves in Chattanooga for the work he isn't being paid for. As one of the leaders of Local 175's active RENEW (Reach out and Engage Next-Gen Electrical Workers) chapter, he and his fellow young leaders are giving back to their community and drawing the right kind of attention.

Most recently, the group of about 20 RENEW members collected 52 backpacks worth of school supplies along with the Chattanooga Area Labor Council, accounting for more than half of the North Chattanooga Recreation Center's goal.

And in May, RENEW members coordinated logistics and entered four teams in Hamilton County's Relay for Life charity walk, raising more than \$5,000 for the American Cancer Society and drawing lots of positive press in the local newspapers.

"It's a way that [the community] can see there's not a bunch of young knuckleheads out there wasting or squandering the hard work and effort that got Local 175 to where it is today," Long said of the group's service activities.

"Every meeting, we ask our group a simple question," Long said. "What do you want to do?" And then we'll do it. And we've used that to empower the individual, we've used it to empower the local, and we've used it to advertise labor's val-



RENEW members Caleb Long, left, Duane Evans, and Mike Starling deliver a check to Melinda Craft, a representative of the American Cancer Society, after their participation in May's Relay for Life event.

ue within the community."

The last part, Long says, is integral in growing union density in the historically unfriendly South. As the Tenth District representative on the RENEW committee, he hopes to continue harnessing the energy from RENEW projects to promote labor in communities across every district.

Business Manager Barry Key, who retired at the end of August after more than 40 years, praised the work his local's RENEW chapter has done. "They're very loyal to their cause," he said, "And they take a lot of their own time to do things that get Local 175's name out there. There's a great future for this local thanks in part to the good work they're doing."

For Long, giving back to the brotherhood that has done so much for him has special meaning.

"For 38 years, I have benefited from a union paycheck—either my dad's or my own—and my son continues to benefit



Zack Ballard, left, Toby Shelton, Darius Long, and Zac Painter of Chattanooga Local 175 RENEW volunteering at the city's Relay for Life.

from a union paycheck. For those outside of union labor, it can be hard to understand," he said. "But my dad was always able to provide for his family, and now I've always been able to provide for mine. And that's what it's all about." ■

Want to Start a RENEW Chapter in Your Local Union but Not Sure How?

RENEW, the young workers initiative of the IBEW since 2011, has chapters across the United States and Canada. But the goal is for every local union to have one, said the Civic and Community Engagement Department's Rachel Bryan, international representative for community outreach.

With the input of the RENEW Advisory Committee, RENEW is rolling out a new toolkit. Available electronically on the Local Connections section of www.ibew.org, it offers guidance to young workers looking to create a RENEW program, including:

- How to establish and structure a committee
- Determining relevant issues crucial to younger members
- How to reach out and work with other labor unions and community groups
- Templates and proven strategies to move the IBEW forward.

"With so many nearing retirement," she said. "It's time for us to step up." ■

HAVE YOU MOVED?
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www.ibew.org/ChangeMyAddress

The Secret Plot to Undermine an American Cornerstone

Book Review: *Social Security Works* by Nancy J. Altman and Eric R. Kingson

In 2008, Peter G. Peterson, the former CEO of Lehman Brothers, formed a foundation and endowed it with a billion dollars of his own cash.

Unlike foundations formed by other billionaires, Peterson's wasn't aimed at alleviating world hunger or eradicating disease. In fact, one of the foundation's primary goals is to promote cutting Social Security and other popular programs that keep millions out of poverty in the name of "deficit reduction."

Social Security, established in 1935 during Franklin D. Roosevelt's administration as an antidote to the Depression, was originally composed of two insurance programs—unemployment insurance and old age insurance. It included aid to dependent children and the blind. Developed under the leadership of Secretary of Labor Francis Perkins, the program was described by FDR as "[a law] which will give some measure of protection to the average citizen and to his family against the loss of a job and against poverty-ridden old age."

In "*Social Security Works: Why Social Security Isn't Going Broke and How Expanding It Will Help Us All*," authors Nancy J. Altman and Eric R. Kingson place Peterson's opposition to Social Security in the context of an 80-year war of misinformation against the program that began even before it was passed.

Despite compelling narratives on the founders and adversaries of a program that continues to keep millions of seniors, children and disabled workers out of poverty, "*Social Security Works*" isn't just a history book.

Altman and Kingson make a strong, convincing and well-documented case for why the program is essential, how opponents exaggerate its financial challenges and, most importantly, how Social Security can be strengthened not just for current retirees, but for generations to come.

Policy experts who served on a bi-partisan national commission in the 1980s to reform Social Security, the authors discuss the collapse of private, collectively-bargained pension plans. Many of the plans covered manufacturing workers whose jobs have been outsourced over the past few decades, a development that has decimated the savings of retirees, including tens of thousands of IBEW members.

Layered on top of the decline in the wealth of working families is the growing divide between the wealthiest Americans and average workers, a gap that has reduced the payroll deductions and taxes on Social Security income that have helped to build Social Security's \$2.8 trillion surplus.

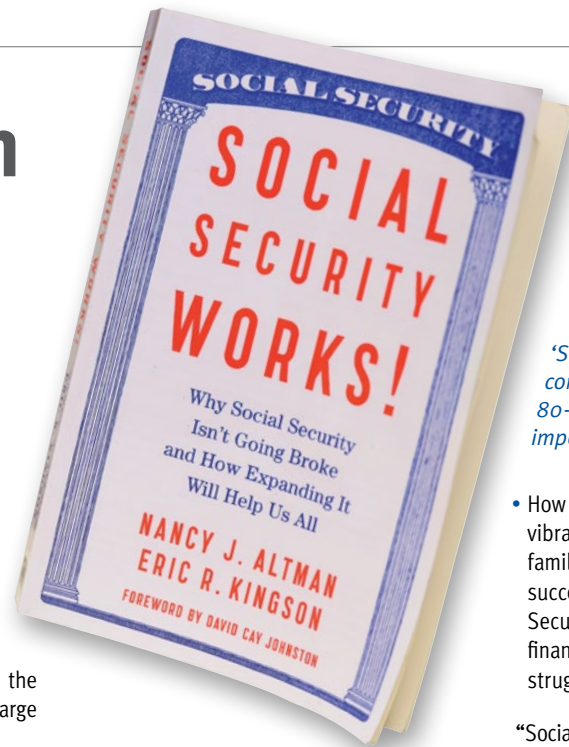
But fixing the program for the future would not be difficult, say the authors. By very slightly raising the current cap on income that is taxed to fund Social Security and implementing other common sense measures, the program can be strengthened. Eight bills to

expand Social Security have been introduced in Congress.

The beneficiaries of an "All Generations Plan" proposed by the Social Security Works coalition, co-founded by the authors, will not be just current retirees or the baby boomers who will be retiring in large numbers over the next few years.

"Younger generations will reap greater benefits from an across-the-board increase [in benefits] than today's old," say the authors. "That's because, in raising the benefits of current beneficiaries, we also raise the benefits of those who will receive them in the future, and because today's old will receive this benefit improvement for fewer years than tomorrow's old."

Peterson and others label any attempt to increase Social Security's tax revenues as a move to "punish the entrepreneurs." In response to that charge, the authors cite stark statistics and pose sharp questions on what will



'Social Security Works!' convincingly argues the 80-year-old program is more important than ever.

- How will we build a strong and vibrant future for working families if guys like Paul Peterson succeed in undermining Social Security and placing a heavier financial burden on already struggling families?

"*Social Security Works*" provides not just answers, but ammunition for union members and retirees to set the record straight, to convince our fellow citizens to support the strengthening of a critical program that, while still overwhelmingly popular, is under relentless attack. After all, that support is essential to move politicians away from the harmful prescriptions of some of their wealthiest campaign donors.

"This book is an important call to the U.S. Congress," says AFL-CIO President Richard L. Trumka. "*Social Security Works*" explains how and why expanding Social Security is a solution to our nation's retirement income crisis." ■

happen if Social Security benefits are cut or the program is privatized:

- Who will help the growing number of grandparents who save taxpayers billions of dollars in foster care while they stretch their savings to the breaking point caring full-time for their grandchildren?
- Who will help middle-aged workers of medium and low incomes who are forced to supplement the savings of their aging parents while simultaneously providing for their children's education?

New Election Rules Boon to Organizing



'Employers just don't have as much time to terrify their workers'

— Carmella Thomas, IBEW Director of Professional and Industrial Membership Development.

The National Labor Relations Board's new rules governing union representation elections have shortened the time between a petition for an election and a binding vote by nearly 40 percent, according to NLRB statistics released in August.

The new rules implemented in April allow unions to electronically file petitions for a union election and cut the time between the acceptance of the petition and the election from 45 days to 21. Companies are required to notify their employees of the election with posters and, in some cases, by email, and provide the union with a full list of the workers eligible to vote, including shifts and locations, or they lose the right to contest the makeup of the bargaining unit.

"It has absolutely made things faster, and our win rate in elections since April has been nearly 100 percent," said IBEW Director of Professional and Industrial Membership Development Carmella Thomas. "Employers just don't have as much time to terrify their workers or simply wear them down."

Employers' groups like the Chamber of Commerce have condemned the rule, saying it does not leave them enough time to mount a response to what they called "ambush elections."

Companies also have to declare whether they will fight specific issues raised in the

union petition. If the company is silent about any part of a petition, it cannot later contest it in court.

"It means all the issues are on the table early and the companies can't delay and delay and delay by continually raising new objections at the NLRB or in court," Thomas said.

An NLRB statement said the rule was "designed to introduce common sense changes that will eliminate barriers workers face when they decide to have a vote on whether to form a union."

The rule does require more of unions as well. They must notify an employer as soon as a petition is filed. That gives employers several more days to act than in the past, when notification came from the NLRB after it had processed a petition.

The new rule has improved the likelihood of a successful election, but the early notification of employers and the short window before a vote means organizing campaigns have to do more preparation before they file a petition.

"It all has to be in order and locked down before we move for a vote," Thomas said. "We can't hope to line up more people in the weeks before the election because there isn't time. I tell our organizers to prepare their contacts, 'You aren't going to be working for the next three weeks; it is going to be wall-to-wall anti-union meetings.' You have to be ready now." ■

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