

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

CONSTRUCTION • UTILITIES • TELECOMMUNICATIONS • MANUFACTURING • GOVERNMENT • BROADCASTING • RAILROAD

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 12 | No. 8 | August 2018

IBEW News



Livelihoods Lost

IBEW, Milwaukee
Retool P.R.
Lineworkers **3**

Killer Addiction

B.C. Local Provides Life-Saving
Overdose Training **3**

Taking Care

Union-Run Clinics Offer Solidarity
in Health Care **20**

In This Issue

Editorials **2**

Letters to the Editor **2**

North of 49° **6**

Circuits **7**

Politics & Jobs **8**

Transitions **9**

Local Lines **11**

IEC Minutes **17**

In Memoriam **18**

Who We Are **19**

THE IBEW's 2018 PHOTO CONTEST

For details see page 17



With crucial midterm elections drawing near, America's working families are being squeezed tighter every day by anti-worker policy decisions from every branch of government.

From the aftershocks of tax cuts to a perilous new era for union members, choices being made by the White House, Congress, the Supreme Court and many state legislatures are threatening family budgets, affordable health care, retirement security, rights at work and other ways working people measure their quality of life.

Voters will decide in November whether the pain recedes or deepens.

“This is the most consequential election of our lifetime.”

— *International President Lonnie R. Stephenson*

“This is the most consequential election of our lifetime,” International President Lonnie R. Stephenson said. “We know you’ve heard that before, but today the party that controls the federal government and most statehouses is doing unprecedented harm to working families, and I guarantee we haven’t seen the end of it.”

What kind of harm? Average non-management wages are down, not rising as politicians promised when they sold last year’s GOP tax cuts. Companies are using the lion’s share of tax savings to buy back stock, with little, if any, trickling down to workers. Social Security, Medicare and Medicaid are targeted to lose a shattering \$1.5 trillion, putting their long-term viability at risk if lawmakers fail to act. And Obamacare’s most popular provision — the protection

of more than 100 million Americans with pre-existing medical conditions — is hanging by a thread after the Justice Department refused to defend it in court.

New laws, executive orders, agency-level rulings and court decisions are steamrolling worker protections. States are repealing prevailing wage laws and pushing right-to-work laws. Federal agencies, led by political appointees openly hostile to workers and unions, are revoking rules that keep workers safe on the job and ensure they’re paid what they’re owed. The Labor Department late last year killed an Obama-era rule that made 4.2 million deliberately underpaid workers eligible for overtime.

The most brutal blow to unions was delivered by the Supreme Court in late June in *Janus v. AFSCME*. On top of a rash of rule changes making it harder for workers to organize and bargain collectively, *Janus* is a crushing decision for public sector union members — including tens of thousands in the IBEW — that is reverberating throughout the labor movement.

There’s nothing abstract about the ramifications, Stephenson said.

IMBALANCE OF POWER *continued on page 4*

FROM THE OFFICERS

Diversity is Our Strength



Lonnie R. Stephenson
International President

Forty years ago, President Jimmy Carter issued an executive order calling for more women in the building trades. But today, still only about 3 percent of the construction workforce is female. That's bad for women, and it's bad for the industry.

This month, you'll read about Boston Local 103's Susan Eisenberg, a retired journeyman wireman and author, who thinks that number should have risen more by now. That it hasn't means we're losing a lot of smart and capable people, she said, and I couldn't agree more. Missing out on quality potential electricians isn't something we can afford to let happen.

Eisenberg was among the first class of women to enter the trades back in 1978, and she and her sisters proved that women are just as capable as men of doing the work. But increasing the ranks of women, and other underrepresented groups like people of color, takes more than just an executive order. We need to be intentional about recruiting — and retaining — those who have been historically underrepresented in the IBEW.

We're in the midst of a construction shortage. There's more work than there are skilled workers to do it, and a lot of those workers are about to retire. To put it simply, we need more people. And as the head of an international union, I want those people organized. I want them to have a voice on the job and a contract to ensure they're paid what they're worth and treated with dignity and respect.

This union — our union — was founded with the goal of organizing everyone in the electrical industry. Today more than ever, "everyone" means men and women and people of all races and backgrounds. The millennial generation is the most racially diverse in U.S. history, and they accounted for 76 percent of the increase in union membership last year. That's good news. The next generation sees the power in a union.

This year, we held the first meeting of our Diversity and Full Inclusion initiative, which delegates called for at our International Convention in 2016. We're working at the international and local levels to reach beyond our traditional ranks. It's no easy task. It means having sometimes uncomfortable conversations and swimming against the stream. But being in the labor movement has never been easy. Our entire history is one of rising up against powerful forces designed to keep us down. And we don't shy away from something just because it's hard.

There are a lot of qualified people out there who deserve a good wage and benefits, a secure retirement and the safety — and solidarity — that comes with a union. We need to let them know that our doors are open.

The IBEW has been around for more than 125 years, and we plan on being here for another 125, at least. That means recognizing that diversity is a strength, and that we are stronger together. ■

After Janus

In late June, the Supreme Court issued one of its most anti-worker rulings in history.

In the case of *Janus v. AFSCME*, the conservative majority ruled that public-sector unions could no longer collect "fair share" dues from nonmembers who benefit from a collectively bargained agreement.

The Court claims the case is about free speech. There could be nothing further from the truth. No worker can be compelled to join a union or support political causes they disagree with. What the *Janus* case is really about is politically motivated union busting.

For years, deep-pocketed right-wing think tanks and wealthy donors like the Koch Brothers have funded politicians and bankrolled lawsuits with the goal of destroying the power of the labor movement.

Their substantial investments paid off big time last year, when President Trump appointed known union-foe Neil Gorsuch to the Supreme Court, giving conservatives a solid majority.

Make no mistake, this is not just an attack on public-sector unions. It is an assault on the rights of every working person. Because, as we have seen in state after state, attacks on public-sector workers' rights are almost always followed up by attempts to eliminate prevailing wage or to pass right-to-work legislation.

Janus is a painful reminder that elections do indeed have consequences and it underlines just how important it is that we clean house this November and elect a Congress committed to upholding, not tearing down, workers' rights.

Some members in good faith believed Trump's claims that he was on our side. This decision makes it crystal clear that if we care about our union, none of us can afford to make that mistake again.

Janus is an enormous setback, no question. But there is no reason for despair. Because history shows that the courts and Congress can never stop the power of a unified labor movement.

Labor's approval level is higher than ever, and more and more Americans are getting organized and joining unions. Even in deep red states, where right-to-work has been in place for decades, union membership is up.

For example, in Texas last year, unions grew at their highest rate in more than three decades. We've seen union density go up in other southern states as well, including Virginia, Arkansas, Georgia and Louisiana.

And the recent series of teachers' strikes, mostly in states where unions are historically weak, shows that grassroots worker solidarity can win victories in even the most hostile political climates.

Our answer to the Supreme Court and to all the union-busters in Congress and our state capitals is to keep organizing and fighting on behalf of all working families.

More than ever, organizing must be our mantra and the center of all we do as IBEW members.

The IBEW's founders never gave up, even in the face of a hostile judiciary and political elite. Like those founding brothers, we will continue to work toward our mission of giving voice to working people, *Janus* or no *Janus*. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS TO THE EDITOR

The Right-To-Work Scam

I'm a retired member of Local 969, coming up on 64 years in the IBEW. After reading in the *Electrical Worker* about right-to-work in October 2017 and "How Politicians are Killing Democracy One District at a Time" in May 2018, right-to-work has my attention once more.

To prove what I thought, I met with the Aspen, Colo., Chamber of Commerce in my hometown, where I once had a business. I asked them, "If I joined the Chamber, could I receive all the benefits of membership without paying my dues?" You'll be shocked to hear they said "No."

It's funny that an organization that's one of the largest supporters of the idea of right-to-work isn't interested in letting me have a free ride with them when that's what they want unions to do for non-members.

I'll never understand why IBEW members don't vote for their paychecks and working conditions. What ever could be more important?

*James H. Ward, Local 969 retiree
Grand Junction, Colo.*

Trump Should Step in to Save IBEW Jobs

[Responding to "Take Our Jobs to Mexico? Massachusetts Members Fight Back," from July 2018's *Electrical Worker*]:

President Trump should step in and stop the Philips Lighting plan to move their Fall River, Mass., plant and its 160 jobs to Mexico. He promised he'd keep American jobs in the USA.

*Joseph Petrvalsky, Local 213 retiree
Vancouver, B.C.*

Grateful for the Brotherhood

I was awarded my 60-year pin for service in May of this year at Local 68's old timers' luncheon. I served my apprenticeship in Chicago at Local 134 and ended my career in Denver when I retired in 2001. It gives me great pleasure to be a member of such a fine organization. I learned many things about life and many life skills from my relationships with other members.

The training that I received in the IBEW, the Red Cross and the Boy Scouts of America helped me save a life on the way to the union picnic in 1998. I helped pull a gentleman from an airplane that had crashed just seconds before we got there. I received the IBEW's lifesaving award soon after. It was one of the proudest moments of my life.

Today, at 79, I'm spending my retirement — made possible by the IBEW — assisting teachers in all grades as a substitute teacher in Colorado.

Thanks to the IBEW for making all of this possible.

*Wally Von Helms, Local 68 retiree
Denver, Colo.*



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

Janus Was the Tip of the Iceberg

Before you vote next election, here is something to consider. The recent Supreme Court decision on *Janus* was a step in quieting the working class voice. This is not about dues — look deeper.

Medicare/Medicaid and Social Security are next. Unions stand up for the working class. Efforts to diminish unions are simply a step in taking away your voice. Don't think this is just about dues. President Trump has already voiced his opinion that child labor laws are too strict. The 40-hour workweek and overtime will be on the list too. Republicans in 20 states filed a lawsuit in federal court in Texas early this month to rule that the pre-existing condition provisions of the Affordable Care Act are unconstitutional. Do you see the tangled web here?

Make America Great is a smoke screen/diversionary tactic. "Look over here" so you don't see what is going on over there.

Fight back! Union Yes!

*Karen Lane, Local 827 vice president
East Windsor, N.J.*

IBEW, Milwaukee Donate \$40,000 in Tools to Puerto Rican Lineworkers

When Hurricane Maria made landfall in September, Puerto Rico's electrical infrastructure was essentially washed away. Only 5 percent of the island's power system survived the devastation.

PREPA, the perpetually-underfunded state-run electrical company, had little in the way of replacement supplies, and power had still not been completely restored when hurricane season returned at the start of June.

“We wanted to make sure they understand that we are brothers.”

When IBEW members from Orlando, Fla., Local 222 raced to the island to assist in the recovery, they learned that, in addition to the heartbreaking stories of lost homes and loved ones, many of Puerto Rico's lineworkers had also lost their personal tools. The men and women tasked with rebuilding the island's shattered electrical grid were piecing things back together without the tools of the trade.

“They were working with hand tools like we had back in the late '50s and early '60s,” said International President Lonnie R. Stephenson. “Our members worked with them and saw what bad conditions they had and decided to do something about it.”

They began, Stephenson said, collecting money out of their own pockets and then reached out to Local 222 Business Manager Bill Hitt to start collecting at home.

The group raised more than \$20,000.

“We could see these guys are out there doing the best they could with little or nothing. They'd actually built lines with stuff they found lying on the ground,” Hitt said. “We wanted to make sure they understand that we are brothers. We do the same work they do.”

Fifth District International Vice President Joe Davis reached out to Milwaukee Tool, a close partner to the Fifth District that matched donations in the past, including a generous donation to Haitian lineworkers a year ago. Milwaukee doubled the value of the donation.

“When they came to us with this opportunity, we felt it was very important for us to show support for the people of Puerto Rico and what the IBEW is doing down here,” said Scott Teson, vice president of skilled trades for Milwaukee Tool at the April 29 event in San Juan, which he attended with Stephenson, Davis, Hitt and International Executive Council member Bill Riley.

Tool kits worth nearly \$3,000 each were donated to more than 20 PREPA workers, Hitt said.

“When you have had so much taken away from you, to have just a little bit given back is huge,” Hitt said.

PREPA worker Emanuel Otero was chosen to speak at the event.

“We are trying to make our best work to turn on the power for the community. We appreciate the linemen workers who came from Florida. Without that help, we would have had a lot more people without power,” he said. “We don't have enough tools to work on the live lines, or the underground power lines, so of course the tools will help.”

The IBEW also donated 88,000 pounds of clean water to Catholic Charities to distribute to the parts of the island that still have not had regular service restored.

“The IBEW is not a business. It is a family, and this is what families. We help each other. The looks on their faces were worth their weight in gold,” Riley said. “Puerto Rico has a long way to go, and the IBEW will be here to support them.”

In sadder news from Puerto Rico, the officers regret to report the death of former Syracuse, N.Y., Local 97 president Thomas J. Primero. Even though he was retired, when



the call went up for volunteers to reconnect the power after Hurricane Maria, Primero stepped up. For three months, the 74-year-old had been doing what he loved best, his family said: helping people. He suffered a fatal heart attack March 18. In lieu of flowers, his family requested donations be sent to the Mohawk Hudson Humane Society in Menands, N.Y. ■

IBEW and Milwaukee Tool representatives presented the \$40,000 donation to the Puerto Rican linemen in San Juan in April.



B.C. Local Provides Life-Saving Overdose Training to Members

Illicit drug overdoses are claiming a staggering number of lives in British Columbia, and Vancouver Local 213 members are learning how to help.

More and more people are dying from drug overdoses across the U.S. and Canada and the construction industry isn't immune. In fact, it's one of the hardest hit sectors of the workforce. And the epidemic is not showing signs of slowing down.

According to Fraser Health, a regional public health authority, men aged 19-59 working in the building trades have been disproportionately represented in the number of opioid deaths, often because the highly physical jobs they perform result in pain management techniques that eventually cross the line into substance abuse.

“The construction industry is losing more workers — specifically men — than any other industry,” said Vicky Waldron, Construction Industry Rehabilitation Plan executive director, in the Journal. CIRP is a joint initiative of the Construction Labour Relations Association of British Columbia and the B.C. Building Trades Council.

In March, Local 213 offered a free training on how to use Naloxone, a life-saving medication that can reverse the effects of an opioid overdose.

“Communities are being devastated and this is a free and effective way to help,” said Local 213 Business Manager Adam Van Steinburg. “Our members were all for it.”

In British Columbia, more than 1,400 people died from an overdose in 2017, according to the province's coroners

service, and fentanyl, a deadly synthetic opioid that's more toxic than heroin, was involved in 84 percent of those deaths.

In many cases, people aren't seeking out fentanyl but are unknowingly consuming it in other drugs like cocaine. This cross-contamination is showing up in almost 90 percent of street drugs, according to a study by Vancouver Coastal Health, reported the CBC.

“That's a real concern,” said Local 213 dispatcher Mandeep Saggu, who organized the training. “I knew there were some members who had been affected and weren't getting the proper help.”

About 25-30 people attended the two-hour training, held in partnership with CIRP. Participants were each given a Naloxone kit, which includes three vials of the drug and a needle to administer it. Members practiced injections on lemons.

“It's a valuable skill to have, just like first aid,” said Local 213 member Emelia Coleman-Shepherd, who took the course. “I'd recommend it to anyone.”

Half of the Naloxone training was dedicated to learning how to use the kits. The other half covered mental health issues.

“Mental health and addiction run hand in hand,” said IBEW International Representative Jim Watson, who runs a two-day workshop on mental health, one that some Local 213 members have taken. “The goal is to let people know that it's OK to not be OK and we are there to help.”

Waldron says part of their work involves not just harm reduction techniques like Naloxone training, but reduc-



Vancouver, British Columbia, Local 213 offered a free training on how to use Naloxone, a life-saving drug that can reverse the effects of an overdose.

ing the stigma associated with addiction. For that reason, she doesn't say “addiction” or “substance abuse,” and instead says “substance use.” And someone isn't an addict, they're “substance affected.”

“Shame and stigma are perhaps some of the greatest barriers our clients face when thinking about reaching out for help,” Waldron said.

The Code of Excellence can also play a role in treatment, Watson said.

“The Code ties in so well,” said Watson, who has been trained in mental health first aid, substance abuse and community service. “It's about relation-

ships and looking after our own, so we can continue to send out our best.”

Saggu says that if a member is experiencing problems with substance use or mental health, they can contact the local for help.

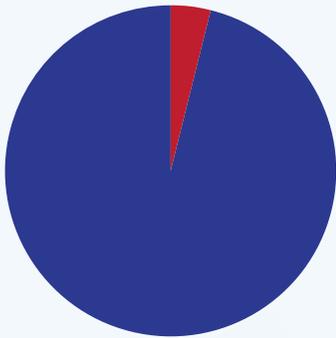
The province offers Naloxone, also known as Narcan, for free to qualifying individuals, and many pharmacies carry it. Members can also contact CIRP for a kit and training.

“It's everyday people we're talking about, not just people on the street,” Saggu said of the epidemic. “It could happen to anyone, including a brother or sister.” ■

Tax Cuts at Six Months: How American Companies are Spending Their Windfall

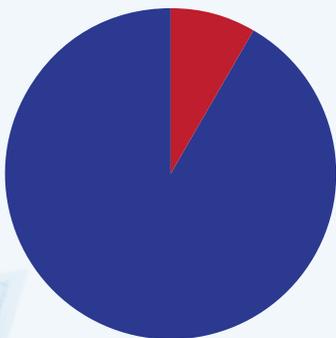
As of June, only 402 out of 5.9 million employers had announced raises or one-time bonuses.

ONLY 4.3% of workers are getting bonuses or raises



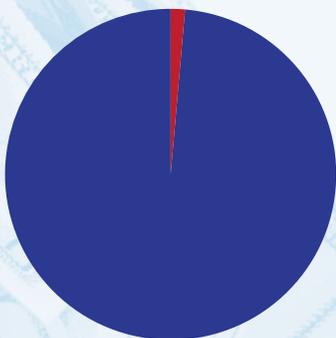
6.7 MILLION
out of
155 MILLION

Corporate tax savings
11 TIMES MORE
than raises/bonuses for workers



\$77 BILLION
vs.
\$7 BILLION

Companies are spending
70 TIMES MORE to buy back stock than they are sharing with workers through wage hikes or bonuses



\$493 BILLION
vs.
\$7 BILLION

Source: Americans for Tax Fairness

IMBALANCE OF POWER

One-Party Government Tips the Scales Against Workers

► *Continued from page 1*

“You can draw a straight line from attacks on workers’ rights to the financial anxiety of working families,” he said. “When people are free to join unions and bargain for fair wages and benefits, it changes their lives.”

Below, the Electrical Worker takes a closer look at just some of the fallout for working people 18 months into one-party government.

Falling Wages

Tax-cut evangelists promised working people the moon.

“President Trump and the GOP promised that these huge tax cuts would primarily help the middle class, give workers a \$4,000 raise, and lead to major business investment,” said Frank Clemente, executive director of Americans for Tax Fairness. Six months later, “none of those promises have come true. The law gets an ‘F’ for failing to deliver.”

Even Republican Sen. Marco Rubio — who voted for the bill — doesn’t believe the tax cuts are reaching working America.

“There is still a lot of thinking on the right that if big corporations are happy, they’re going to take the money they’re saving and reinvest it in American workers,” Rubio told *The Economist* in April. “In fact, they bought back shares, a few gave out bonuses; there’s no evidence whatsoever that the money’s been massively poured back into the American worker.”

Most workers haven’t seen a raise at all. For four out of five non-management employees in the private sector, wages fell 0.1 percent between May 2017 and May 2018, according to the Bureau of Labor Statistics’ June report.

On an hourly basis, that amounts to a few pennies. But they add up. The average full-time worker earning \$45,000 annually is losing about \$2.50 a week or \$125 a year. When compared to the raises they were promised and the effect on the economy at large, that’s significant, experts say.

“The falling wages promise to exacerbate historic levels of U.S. inequality. It means workers who were already making less are falling further behind, (and) gains are going almost exclusively to people already at the top of the economic ladder,” *The Washington Post* reported June 15, based on interviews with economists across the political spectrum.

In other words, “Paychecks should be getting fatter at a time when unemployment is low.”

“This is odd and remarkable,” Steven Kyle, a Cornell University economist told *The Post*. “You would not normally see this kind of thing unless there were some kind of external shock, like a bad hurricane season, but we haven’t had that.”

Taking Stock

Corporations are making record profits, but profits and tax savings largely aren’t being spent on wages or investment in job-creation. Rather, they’re being used to buy back stocks, lining the pockets of wealthy shareholders and Wall Street.

In the first quarter of 2018, the 500 richest U.S. companies announced \$485 billion in stock buybacks. That’s 70 times the \$7 billion they have given or promised workers through one-time bonuses and small raises.

Working people aren’t benefiting, even indirectly. “Stock buybacks usually go to the high earners, and high earners usually save rather than spend,”



IBEW members in Illinois and Missouri are using their political power to fight for themselves and their union rights.



said economist Beth Ann Bovino of Standard & Poor’s. “Whether businesses do invest in areas that improve productivity remains to be seen.”

Consider Harley-Davidson. Peddling the tax cut bill, Republicans heralded the iconic motorcycle maker as a business that would invest its tax savings in new jobs and factories. Instead, the company announced it was shutting down its plant in Kansas City, Mo., costing 800 jobs. That was before the political eruption this summer when Harley executives said the escalating trade war was forcing them to move thousands more jobs overseas.

Companies paid record dividends to shareholders in the first quarter of 2018, which means little to most Americans. Ten percent of households control 84 percent of all stock and the top 1 percent alone own 40 percent of shares, according to a 2016 analysis.

Meanwhile, growth in consumer spending has slowed since last year, with gas prices — about 60 cents higher per gallon and rising still — draining disposable income.

Little wonder that a Monmouth University poll in June showed that only 34 percent of Americans still supported the tax cuts, a 6-point drop from their April survey.

Holes in the Safety Net

With 10,000 baby boomers reaching retirement age every day, Social Security and Medicare face big challenges and fierce battles.

Alarming headlines aside, the programs aren’t going bankrupt. The dispute is about how — or if — to fix and strengthen them.

There are viable long-term solutions that economists say are virtually foolproof, certainly for Social Security. Toward that end, Democrats have introduced more than a dozen bills in the 115th Congress.

Republicans have long wanted to slash benefits, raise the age of eligibility and even privatize programs they deride as “entitlements.” Now they’re arguing for swift action, based on the soaring deficit their tax cuts created.

A 10-year budget plan released by House Republicans in June would drain \$537 billion from Medicare. Combined with cuts to Medicaid and other health programs, and \$4 billion from Social Security, more than \$1.5 trillion in safety net funds would disappear.

“It’s day and night — the difference between helping working people or hurting them,” Stephenson said.

“One side is fighting to protect the benefits you’ve spent your entire work lives earning. The other wants to cripple Social Security and Medicare and put your retirement security in the hands of the same reckless financiers who collapsed the economy 10 years ago.”

The programs’ annual reports in May forecast that Social Security’s trust fund will dry up in 16 years and Medicare’s in half that time, predictions that have fluctuated wildly over the years.

Even if Congress did nothing, Social Security would have sufficient funds to pay 77 percent of benefits after 2034 and Medicare could cover more than 90 percent.

Gradually raising the Social Security payroll tax by 1 percent point would go a long way toward balancing its books, as would raising or eliminating the cap on the highest earners. Currently, workers earning more than \$128,400 don’t pay any additional FICA taxes.

Both annual reports were signed by the same four trustees, all members of the Trump administration. That’s notable because the reports tie GOP tax cuts and attacks on the Affordable Care Act to the programs’ troubles.

“The trustees made crystal clear that policies of congressional Republicans and the Trump White House have damaged the financial prospects of both programs,” wrote *Los Angeles Times* business columnist Michael Hiltzik. While “the GOP continually claims that it’s imperative to make both programs healthier, the truth is that Republicans are doing their best to cut the legs out from under both.”

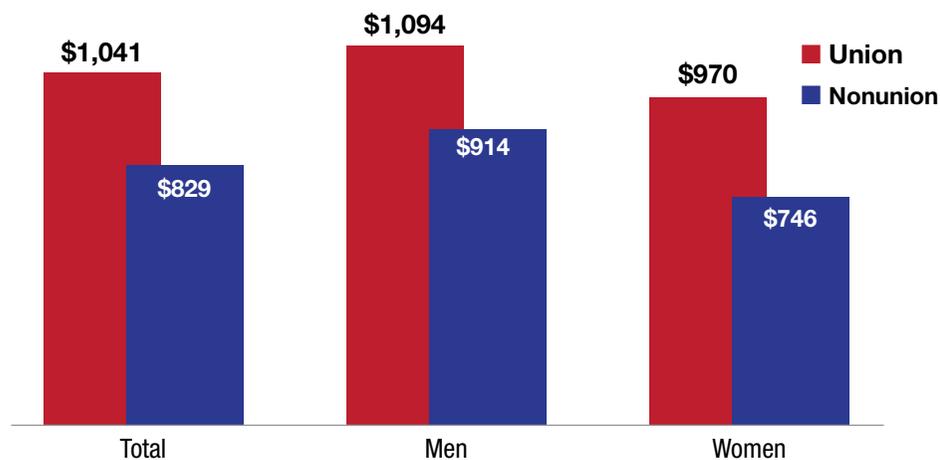
Failing Health Care

One of the most popular provisions of the Affordable Care Act is its protections for Americans with pre-existing medical conditions — a wide-ranging term that can include everything from cancer and heart disease to high blood pressure, depression, migraines, asthma, diabetes, even acne and countless other common maladies.

About half of adults under age 65 have one or more health problems that, until 2014, insurers could use to deny coverage or charge outrageous rates. Now a

The Union Difference

Median weekly earnings for full-time workers in 2017



Source: U.S. Bureau of Labor Statistics

federal lawsuit filed by several states would once again put coverage out of reach for tens of millions of people.

Rather than defend the Affordable Care Act in court, as the government normally does when federal law is challenged, the Trump administration has joined the lawsuit — a colossal boost for insurance companies and their already staggering profits.

A bipartisan group of eight governors from Alaska, Colorado, Maryland, Montana, Nevada, North Carolina, Ohio and Pennsylvania signed a statement in June urging the White House to reconsider.

“We’re asking the administration to reverse their decision and instead work with Congress and governors on bipartisan solutions to protect coverage and lower health care costs for all Americans, all while protecting those with preexisting conditions,” the governors said.

In the States

States have their own agendas where workers are concerned.

Republican-controlled legislatures have used their power for decades to pass right-to-work laws that impede union organizing and workplace democracy. Increasingly, they’re declaring war on prevailing wage laws, too.

In June, Michigan became the latest state to repeal prevailing wage. Missouri partially rolled back its law in May, with other repeals the past three years in Indiana, Wisconsin, West Virginia and Kentucky.

Four Republicans in Michigan’s Senate and seven in the House joined all Democrats in opposing the bill, but there weren’t enough votes to overcome the GOP’s supermajority.

“A vote for this repeal is a vote to condemn the economic futures of workers across this state,” Rep. Sam Singh said on the House floor. “You are telling workers across Michigan that they are not worth the cost of quality work.”

Since Indiana repealed its law in 2015, average wages for construction workers have fallen 8.5 percent, according to an economists’ study released in January.

Writing about the report in a column for the Kansas City Star, Marc Poulos of the Illinois Economic Policy Institute called out the “political lunacy of essentially advocating middle-class wage cuts.”

“Repeal,” he said, “is a self-inflicted wound on the economy, the construction industry and taxpayers.”

Missouri voters go to the polls on Aug. 7 to try to repeal the right-to-work law passed by their Republi-

can-controlled Legislature last year. Union members are banding together to encourage voters to say “No” to Proposition A.

Supreme Injustice

In a 5-4 ruling by its conservative majority, the Supreme Court overturned 40 years of established law in a case intended to cut off the legs of public-sector unions.

The ruling in *Janus v. AFSCME* was the second to last decision handed down on the final day of the Court’s term in June, but there was little suspense.

“With the most hostile anti-union forces in the country driving this case, union-busting billionaires paying the bills and a Supreme Court that is now stacked against workers, we could hardly be surprised by this assault on workers’ rights,” Stephenson said.

The ruling means state and local government workers are no longer required to pay the agency fees that make it possible for unions to negotiate contracts, handle grievances and otherwise represent the interests of all employees in a bargaining unit. Agency fees cover representation work only, not political action that unions take on behalf of workers.

In effect, *Janus* aims to strip public unions of funds and power to fight for workers the same way that states use right-to-work laws to impede private-sector organizing.

Wealthy anti-worker foundations and powerful corporate lobbies engineered the case, making Illinois state employee Mark Janus its public face.

Janus was the third case the court heard on the issue in the last five years, which is virtually unheard of, said Celine McNicholas, labor law and policy director at the Economic Policy Institute.

She called it a “legal strategy by very determined plaintiffs with a lot of money to spend” who weren’t giving up until they got the answer they wanted.

Senate Majority Leader Mitch McConnell made sure they did. Abusing Senate protocol, he stacked the court against workers by refusing to hold hearings on President Obama’s nominee to fill the late Antonin Scalia’s seat, keeping it open for a Republican president to nominate a new justice.

The ruling in *Janus* was the court’s most far-reaching decision harming workers, but not the only one. Twisting an obscure 1925 law, the same 5-4 majority took away the right of workers to have their day in court. Under the ruling in *Epic Systems v. Lewis*, companies can now force employees to settle disputes through arbitration.

“The decision not only closes the courthouse door to workers, it effectively bars them from any tribunal where they can vindicate their rights,” UCLA law professor Katherine Stone wrote in SCOTUS Blog, which covers the court. “It is depressing to see the Supreme Court majority give such short shrift to worker rights without any serious engagement with the issues at stake.”

AFL-CIO Secretary-Treasurer Liz Shuler, a member of Portland, Ore., Local 125, wrote, “I used to think the Supreme Court was the last institution left that was impervious to politics, but this proves otherwise. Now we have to fight even harder, come together and mobilize.”

New York, New Jersey and California, took preemptive action to blunt the damage, passing laws that give public-sector unions a better chance of recruiting new members. Union organizers in those states will have access to contact information for workers and can talk to them during the workday about the benefits of joining.

All unions and the causes that matter to workers and working families are going to be hurt by *Janus*, Huffington Post labor reporter Dave Jamieson said.

“Republican lawmakers around the country have been trying to peel back collective bargaining rights and weaken the political clout of unions,” he wrote. “The relative strength of the public employee unions has helped labor as a whole beat back some of those efforts. After *Janus*, those unions may be less able to provide mutual aid.”

It’s bad for the country as a whole, EPI’s McNicholas said.

“I fear it will really be destructive to our notions of public services and state and local governments. And I think that eroding government as a force of good in people’s lives is absolutely the end goal for many of these organizations.”

I’m Union. I Vote.

Politicians at every level have the power to make our lives better or worse.

Our votes in November will decide who calls the shots over the next two, four and six years, decisions that can start the healing process for working people or inflict more harm.

Some IBEW members have been hitting the streets and the phones since primary season to campaign for pro-worker candidates on their states’ midterm ballots, including IBEW brothers and sisters.

The entire labor movement is committed to change. In June, the AFL-CIO and thousands of union volunteers kicked off a massive voter education effort about the issues that matter to working families, a program mirrored by the IBEW’s own efforts through the grassroots political program.

“We’ve always maintained that the IBEW isn’t a partisan organization,” Stephenson said. “If you support working families and the right for people to come together in union to fight for fairness in the workplace and a better shot at life, we’ll support you whether there’s an ‘R’ or a ‘D’ next to your name.

“But the folks in charge right now — they’re running roughshod over our union rights, they’re giving away the store to the top 1 percent and making it harder for people who need health care the most to get it at an affordable price. Working people are being left to fend for ourselves.

“That’s why I’m asking each and every member of the IBEW to get educated on the issues for November. Volunteer with your local. Knock on some doors. Talk to your neighbors. Working families can’t afford another two years like the ones we’ve just had.” ■

Are you registered to vote?

Check your state’s voter registration deadline for the Nov. 6 general election. Consult your Secretary of State for additional information or visit vote.org/voter-registration-deadlines.

* denotes the option to register on Election Day

State	Mail-in Registration Deadline
Alabama	10/22/18
Alaska	10/07/18
Arizona	10/09/18
Arkansas	10/09/18
California	10/22/18*
Colorado	10/29/18*
Connecticut	10/30/18*
Delaware	10/13/18
District of Columbia	10/16/18*
Florida	10/09/18
Georgia	10/09/18
Hawaii	10/09/18
Idaho	10/12/18*
Illinois	10/09/18*
Indiana	10/09/18
Iowa	10/27/18*
Kansas	10/16/18
Kentucky	10/09/18
Louisiana	10/09/18
Maine	10/16/18*
Maryland	10/16/18
Massachusetts	10/17/18
Michigan	10/09/18
Minnesota	10/16/18*
Mississippi	10/09/18
Missouri	10/10/18
Montana	10/09/18*
Nebraska	10/19/18
Nevada	10/09/18
New Hampshire	11/06/18*
New Jersey	10/16/18
New Mexico	10/09/18
New York	10/12/18
North Carolina	10/12/18
North Dakota	registration not required
Ohio	10/09/18
Oklahoma	10/12/18
Oregon	10/16/18
Pennsylvania	10/09/18
Rhode Island	10/07/18
South Carolina	10/09/18
South Dakota	10/22/18
Tennessee	10/09/18
Texas	10/09/18
Utah	10/07/18
Vermont	11/06/18*
Virginia	10/15/18
Washington	10/08/18
West Virginia	10/16/18
Wisconsin	10/17/18*
Wyoming	10/22/18*

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Trudeau's Pipeline Rescue a Boon for IBEW Jobs

Canada's recent decision to buy a western provinces pipeline and oversee its controversial expansion has many in the IBEW's First District hoping for an increase in job opportunities for members in British Columbia and Alberta.

"A pipeline project this big is naturally going to be complicated," said First District International Representative Laird Cronk. "A lot of interests are involved, but one positive result of the government's purchase could be that hundreds of good jobs will become available for members of the IBEW and other building trades."

Since 1953, the Trans Mountain pipeline has transported about 300,000 barrels of petroleum products per day along a roughly 700-mile journey through the Rockies from Edmonton to Vancouver. It would take around 1,400 tanker trucks to achieve the same results.

Alberta's oil sands contain an estimated 165.4 billion barrels of crude oil, the third-largest reserves on Earth. Canada exports most of its energy products to the U.S., though, so it hopes that tripling the volume of pipeline-ready petroleum products from Alberta will help it access more lucrative international markets. While the federal government has jurisdiction over environmental and interprovincial concerns, provinces retain a say over how their resources get used.

In 2013, Houston-based Kinder Morgan applied for permission to proceed with a CA\$7.4 billion expansion, the latest of several over the system's history. At the time, the national and provincial governing bodies in play were led by political parties that have historically leaned pro-business.

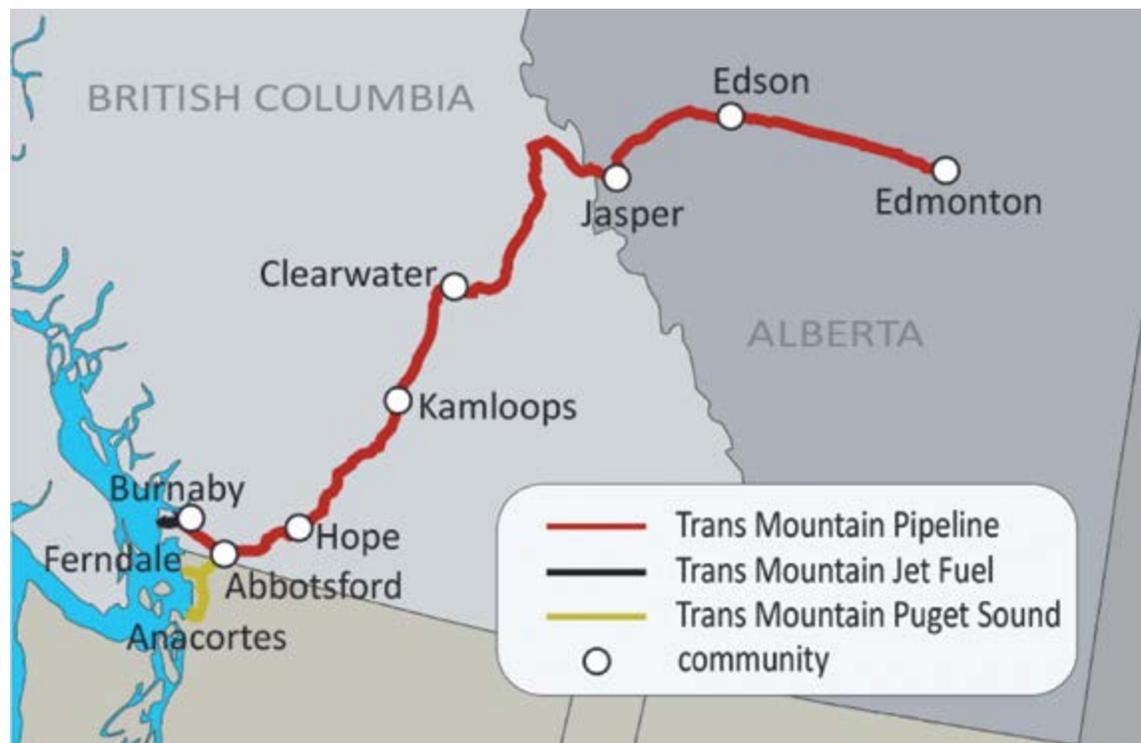
Three years later, Canada's National Energy Board approved the project, but by then, new leaders at the federal level and in British Columbia and Alberta had renewed concerns about the expansion's impact on the environment.

Prime Minister Justin Trudeau was challenged to reach a compromise that satisfied both provinces plus the goals of his 2016 climate action plan. Alberta Premier Rachel Notley eventually was persuaded to accept expansion, but B.C. Premier John Horgan remains concerned about the potential for spills and the effect of increased oil tanker traffic on Vancouver Harbour.

"Our government is determined to defend British Columbia's interests within the rule of law and in the courts," Horgan said. A number of local governments and groups representing some of Canada's indigenous peoples also are challenging the project's approval.

The controversies proved too hot for Kinder Morgan to handle, so the company announced on April 8 that it was walking away from the whole thing by the end of May unless Ottawa stepped in to smooth things over.

"Access to world markets for Canadian resources is a core national inter-



The Trans Mountain pipeline runs from Edmonton, Alberta, through the Rockies, carrying petroleum for export near Vancouver, B.C.

est," Trudeau responded on Twitter. "The Trans Mountain expansion will be built."

On May 29, the federal government

announced it would spend CA\$4.5 billion to buy the line and its expansion from Kinder Morgan, while continuing to pay the compa-

ny to manage operations and construction.

"This was a strategic short-term move to keep the pipeline open until the govern-

ment can find another company to run things," Cronk explained, adding that one effective way to allay British Columbia's concerns would be to have the expansion safely built by skilled, unionized tradespeople.

"Now that it's passed the legal hurdles and it appears it's going to be built with federal funding," he said, "the IBEW and the other building trade crafts need to be on it."

While much of the current expansion work is taking place under unbreakable open-shop contracts, even temporary federal ownership could help the construction trades gain access to future work through negotiation of community benefit agreements.

"The government has a responsibility to craft CBAs with local labor, sustaining wages, and safety in mind," Cronk noted. "The expansion project remains complicated, but with the right agreements, IBEW members could gain access to quality, long-term jobs at the pipeline's pump stations and terminal." ■

Le plan de Trudeau pour sauver le pipeline est avantageux pour les emplois de la FIOE

La récente décision du Canada d'acheter le pipeline des provinces de l'Ouest et l'agrandissement controversé donne espoir à de nombreuses personnes au Premier District de la FIOE de manière à augmenter les occasions d'emplois pour les membres de la Colombie-Britannique et de l'Alberta.

« Un projet de pipeline de cette ampleur sera naturellement compliqué, » dit Laird Cronk représentant international du Premier District. « Beaucoup d'intérêts sont impliqués, mais un des résultats positifs de l'achat du gouvernement peut donner lieu à des centaines de bons emplois aux membres de la FIOE et pour d'autres métiers de la construction. »

Depuis 1953 que le pipeline Trans Mountain transporte environ 300 000 barils de produits de pétrole par jour en parcourant un trajet d'environ 700 miles dans les Rocheuses d'Edmonton jusqu'à Vancouver. Il faudrait environ 1 400 camions-citernes pour arriver au même résultat.

Les sables bitumineux situés en Alberta contiennent une estimation de 165,4 milliards de barils de pétrole brut, la troisième plus grande réserve au monde. Le Canada exporte la plupart de ses produits énergétiques aux É-U, alors qu'en espérant tripler le volume des produits pétroliers prêt pour le pipeline

depuis Alberta, donnera accès aux marchés internationaux plus lucratifs. Bien que les préoccupations environnementales et interprovinciales relèvent du gouvernement fédéral, la province conserve toutefois le droit sur la façon dont leurs ressources seront utilisées.

En 2013, Kinder Morgan établit à Houston a demandé la permission d'aller de l'avant avec l'agrandissement de 7,4 milliards de dollars canadiens, il s'agit du dernier de plusieurs au cours de l'histoire du réseau. À l'époque, les autorités à l'échelle nationale et provinciale en poste dirigeaient des partis politiques qui étaient historiquement connus avoir un penchant pour les entreprises.

Trois ans plus tard, l'Office national de l'énergie du Canada a approuvé le projet, mais depuis, les leaders au niveau fédéral ainsi qu'en Colombie-Britannique et en Alberta ont renouvelé leurs préoccupations face à l'impact de l'agrandissement sur l'environnement.

Le premier ministre Justin Trudeau a été mis au défi pour trouver un compromis qui convenait aux deux provinces en plus de ses objectifs du plan d'action 2016 sur le changement climatique. La première ministre de l'Alberta Rachel Notley a finalement été convaincue d'accepter l'agrandissement, mais le premier ministre de la

Colombie-Britannique John Horgan demeure préoccupé par les risques de déversements et l'effet du trafic élevé des pétroliers dans le port de Vancouver.

« Notre gouvernement est déterminé à défendre les intérêts de la Colombie-Britannique conformément aux règles du droit et ceux des tribunaux, » mentionne Horgan. Un certain nombre de gouvernements local ainsi que de groupes représentant quelques peuples autochtones au Canada contestent aussi l'approbation du projet.

Les controverses se sont avérées trop difficiles à gérer pour Kinder Morgan, l'entreprise a donc annoncé le 8 avril qui laissait tomber le projet à la fin mai à moins qu'Ottawa intervienne pour arranger les affaires.

« Avoir accès au marché mondial pour les ressources canadiennes est un principal intérêt national, » c'est ce que Trudeau a répondu via Twitter. « Le Trans Mountain sera construit. »

Le 29 mai, le gouvernement fédéral a annoncé dépenser 4,5 milliards de dollars canadiens pour acheter la ligne et l'agrandissement de Kinder Morgan, tout en continuant de payer l'entreprise pour gérer les opérations et la construction.

« C'était une stratégie de courte durée pour maintenir la disponibilité du pipeline jusqu'à ce que le gouvernement

trouve une autre entreprise pour gérer les affaires, » explique Cronk, tout en ajoutant qu'une des façons les plus efficaces d'apaiser les préoccupations de la Colombie-Britannique serait d'avoir l'agrandissement construit en toute sécurité par des gens de métier qualifiés et syndiqués.

« Maintenant qu'on a passé les obstacles d'ordre juridique et il semblerait que la construction aura lieu grâce au financement fédéral, » dit-il, « la FIOE et les autres métiers de la construction ont besoin d'en faire partie. »

Alors que la majorité de l'agrandissement actuel est effectué dans le cadre d'ententes d'atelier ouvert ne pouvant être résiliées, même les propriétés fédérales temporaires peuvent aider à donner accès à des emplois futurs aux métiers de la construction par le biais de la négociation d'ententes sur les retombés locaux communautaires.

« Le gouvernement a la responsabilité de créer ces ententes avec la main-d'œuvre locale, d'assurer les salaires et en gardant la sécurité à l'esprit, » souligne Cronk. « Le projet d'agrandissement demeure compliqué, mais avec les bonnes ententes, les membres de la FIOE peuvent avoir accès à des emplois de qualité et à long terme aux stations de pompage et au terminal du pipeline. » ■

CIRCUITS

Final Steps in Place for 'True-up' Arbitration After Railroad Members Ratify Agreement

IBEW railroad branch members covered under the U.S. National Freight Agreement ratified the proposed 2015-2019 contract in May, International President Lonnie R. Stephenson announced, and arbitration was set to resolve the few remaining issues.

Last December, the IBEW reached a tentative agreement with the National Carriers Conference Committee (NCCC), the freight railroads' bargaining group. The May 8 ratification, by a vote of 1,929 to 1,560, followed the agreement's initial, narrow rejection in February.



After months of back and forth, the IBEW's members working in freight rail ratified a new 4-year agreement in May.

"After that February vote, we immediately engaged the railroads in an attempt to obtain something better for our members," said IBEW Railroad Department Director William Bohné, "and we resumed negotiations with the NCCC."

IBEW negotiators told the railroads that the union still was not pleased with the proposed agreement, especially in light of the companies' continued streak of record profits. "We wanted to see improvements for our members in the areas of wages, health-and-welfare benefits, vacations, and sick days," Bohné said, adding that there were concerns that the railroads might try to extract further, unacceptable concessions during negotiations.

"They responded that they were not willing to offer us anything more than what the other organizations, including four of the six unions in our coalition, had already accepted," he said, "and that — whether we like it or not — a pattern had been established, since 90 percent of their agreement workforce had already accepted the contract."

"Our experience and history tell us that these patterns are difficult, if not impossible, to break," Bohné said.

During the negotiations, the IBEW's team sought help from the National Mediation Board. "We made a strong case to them," Bohné said, "while reminding the

board about the record profits that the railroads continue to make." But the board members exhibited little sympathy, he said, essentially repeating the railroads' line about the established pattern.

Bohné and members of the negotiating committee also visited the IBEW's railroad locals around the country, answering members' questions about the proposed contract and explaining why voting to ratify the agreement was, under current circumstances, the recommended option. Joining Bohné were International Representatives Jeff Burk and Al Russo, along with Railroad System Council General Chairmen Jim Wisniski (Council 2), Tom Owens (Council 6), J.J. Giuliano (Council 9), Dale Doyle (Council 16), and many of their assistants.

Touring the country and meeting directly with railroad branch members, the IBEW's team also was mindful of the disappointingly low turnout for the initial ratification vote, where only about 20 percent of railroad branch members voted to reject the agreement. At the time, the union was considering whether to resume mediation or to petition the NMB for a release from the mediation process.

"We were in a difficult situation," Bohné said. Had the board agreed to a release, it would have offered binding arbitration and granted the parties a 10-day window to consider the offer. A rejection either from IBEW or the NCCC would then trigger a 30-day cooling-off period, at the end of which rail members could strike while the railroads would be free to impose new wages and working conditions.

But within that cooling-off, President Donald Trump would have had the ability to appoint a presidential emergency board, which has 30 to 60 days to hold hearings and investigate disputes, and ultimately to make recommendations for a new contract. At that point, a strike can be called, the railroads can impose new terms and conditions, or — most likely — Congress can step in and pass a law that becomes the new contract, typically under PEB-recommended terms.

The negotiating committee, with Stephenson's support, insisted that railroad local presidents should have the final say on whether the tentative agreement should be resubmitted to branch members for a vote. An early April poll indicated the presidents' overwhelming support for doing so.

Following much deliberation — taking into account the likelihood of a PEB, the current anti-labor climate on Capitol Hill, and the uphill "established pattern" battle the union faced, Bohné said, the negotiating committee put the agreement back out for what would be its eventual ratification.

"I personally know how passionate committee members were about obtaining something better for members," he said, "how hard they worked, and how frustrated they are that, in this round,

that possibility had all but disappeared."

But ratification, unfortunately, was not the end of the story. One final hurdle remained: a July 10 arbitration hearing regarding what's called a "true-up."

"Our contract was ratified on May 8," Bohné said, "so the railroad companies insisted that their national health plan needed a 'true-up' to recoup money that they claimed the plan lost because our members' plan was implemented four months after the plans that cover 90 percent of the rest of the unionized railroad workforce."

For the negotiating committee, a true-up was unacceptable. The IBEW could not agree to this, Bohné said, so the parties agreed to send the issue to arbitration.

Complicating matters further, the railroads indicated that no retroactive pay would be issued until after an arbitration award came down on the "true-up" case, again pressing the idea that deducting a "true-up" from retroactive pay in this manner is how it has been handled with other unions.

"We told the railroads that we aren't interested in what other unions have done — the IBEW hasn't agreed to it," Bohné said. "We have been strenuously arguing that there is no provision for them to forestall retroactive payments, and we will continue to fight to have the retroactive pay paid in a timely manner."

The agreement, he said, states that retroactive payments were in fact due within 60 days of its effective date — that is, July 7. Waiting for the arbitration added a burdensome delay.

"This 'true-up' is just corporate greed," Bohné said. "We made every attempt to have the railroads back off this demand — even interrupting a private meeting of their labor relations vice presidents to make our final plea."

The IBEW retained a top rail labor law firm to handle the arbitration case on its behalf, and a decision was set to be rendered after this issue of The Electrical Worker went to press.

The agreement, covering all IBEW members working on railroads involved in national bargaining, is retroactive, effective Jan. 1, 2015, through Dec. 31, 2019, with general wage increases through 2019.

Visit ibew.org/railroad to learn more about the new agreement. ■

Sportsmen's Alliance Salutes Local 26 Leader for Conservation Work

For "tireless efforts to rally fellow union members for conservation," the Union Sportsmen's Alliance honored Washington, D.C., Local 26 Business Manager George Hogan this spring for accomplishments that include restoring a popular Potomac River fishing pier.

Executive Director Scott Vance presented Hogan with its 2018 IBEW Conservation Steward of the Year Award at the Construction and Maintenance Conference in April. The award honors excep-



Local 26 Business Manager George Hogan, in orange shirt near center, is pictured with union volunteers on the Potomac River fishing pier they rebuilt last fall. The Union Sportsman's Alliance has named Hogan the 2018 IBEW Conservation Steward of the Year.

tional volunteers from each of USA's charter unions who donate their time and skills in the preservation of North America's outdoor heritage.

Hogan, a fourth-generation IBEW member, raised funds and enlisted more than 100 highly skilled volunteers last fall to repair the decaying Jones Point Park fishing pier on the Potomac River in Alexandria, Va. It marked the alliance's 100th Work Boots on the Ground project, a program which last year alone provided skilled labor for 27 conservation infrastructure projects in 15 states.

The award also recognizes Hogan's leadership roles in events that support USA's good works. Those include chairing the Capital Area Conservation Dinner the past two years, assisted by Local 26 Business Agent Rich Murphy. One of the organization's most successful fundraisers, the dinner helped pay for timber and other materials to restore the pier.

"George Hogan exemplifies the spirit, hard work and solidarity that make us

stronger together and help us change lives through our mission," Vance said in presenting the award.

Accepting it, Hogan recalled helping eager children learn to fish the day the pier reopened. "Some of these kids had never held a rod or caught a fish. We taught them a little about fishing and they were super elated," he said to a ballroom filled with IBEW members. "If you're not involved with the Union Sportsmen's Alliance, get involved because it's the greatest thing we have ever gotten involved with."

Local 26 electricians and other building trades volunteers — including brick layers, stone masons, elevator constructors and steel workers — rebuilt the pier and made it compliant with Americans With Disabilities Act regulations over six weekends last September and October.

"It's been a combined trade effort to replace this well-used pier and give it back to this community," Hogan said in October. "I guarantee you could probably drive a tank on it with no problem." ■

IBEW MERCHANDISE



Right Choice T-Shirt \$10.00

100% cotton pre-shrunk black t-shirt with full color back & left chest silk screened logo art.

Black and Silver Logo Patch, 3" \$2.00

3" Embroidered IBEW cloth patch - 100% nylon twill. Black and silver logo. Designed to be used on motorcycle vests.

IBEW Motorcycle Tag Frame \$6.00

Chrome motorcycle frame with white IBEW initials. Fits most standard tag sizes.

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

www.ibewmerchandise.com

THE FRONT LINE: POLITICS & JOBS

'I Come From Labor': Tenacious Nevada Sister Brings Working Family Values to Statehouse Race

Jennie Sherwood bursts with enthusiasm as she talks about her run for the Nevada state Assembly. It's plain to see that the first-time candidate has a zest for life that she isn't afraid to let show, even in the often-stodgy business of politics.

"One of the things I really try to do is continue to be myself," said Sherwood, past chair of Las Vegas Local 357's sign unit, whose tradecraft lights up the glittery, neon Strip and beyond. "I just want to talk from my heart. And listen. It seems like nobody in politics really wants to listen."

Sherwood won the Democratic primary in June for Assembly District 2 west of Las Vegas. She was on the edge of her seat for hours election night, describing a "mix of shock and jubilation and surprise and happiness" when the race was called.

Her opponent outspent her \$12,000 campaign budget by \$30,000, but Sherwood's resolve and charisma proved more valuable, netting her 54 percent of the vote.

Now she's on the November ballot, challenging a Republican incumbent who's held the seat for 10 years, including two as Assembly speaker.

As her campaign moved into its new phase and she got ready to knock on Republican voters' doors, she focused on worries shared by all Nevadans, topped by an education system ranked worst in the nation. She tells voters she's "dedicated to fixing our problems, just like you are, regardless of party."

"When you get down to the fundamentals of issues, we all want solutions," Sherwood said. "But then we get so caught up in how we do it that we turn against each other instead of working with each other. I want to get into the nitty-gritty of the issues and find that common ground."

Active in her county and state Democratic committees, Sherwood threw her hat in the ring just before the primary's March filing deadline. At the time, she was midway through Emerge America, the party's months-long training program for future women candidates.

"I was looking to run in a couple of years," she said. "But then I thought, 'I'm sitting here in the year of the woman during a blue wave. If I don't jump in now, I might miss my chance.'"

Jim Halsey, assistant business manager and political director for Local 357, gave Sherwood the reference she needed for Emerge, believing she'd make a good candidate one day. "We've had other women from the local go through Emerge, and we usually prefer they complete the whole class and then run," he said.

But Sherwood was ready and eager. She told Halsey, her friend and mentor, that she wanted to run for state Senate. But the party and labor were already backing a seasoned candidate in her Clark County district. So they looked at Assembly District 2, where a Democrat new to Nevada was running.

Sherwood believed her working-class Las Vegas roots and career as a tradeswoman would appeal to voters in a race against a Harvard-educated doctor, lawyer and professor who'd moved from Indiana in 2017. She was right.

"Her campaign is a perfect example of our members using their commitment to the community to help elect one of their own," Halsey said. "We truly believe we can make Las Vegas a better place to live. Our sister, Jennie Sherwood, can help make that happen."

Her platform includes taking on Nevada's right-to-work law, raising the minimum wage, restoring rights to



Las Vegas Local 357 members and other activists gather for a labor walk to help elect union sister Jennie Sherman (kneeling with sign) to Nevada's state Assembly.

public-sector unions "that have taken a huge beating" legislatively and other pro-worker reforms, along with tackling economic, education and health care issues.

Thinking about the state's public schools crisis and education in general, she believes trades are part of the answer. "I come from labor," Sherwood said with pride. "Not only do I want to strengthen K-12, I want to strengthen trade schools. The world needs skilled, talented labor. I want Nevada to be the labor trainer of the country."

Local 357 Business Manager Al Davis believes Sherwood could get a lot done. "The leadership skills she acquired as sign unit chairman will serve her well in the state Assembly," he said. "We look forward to having another voice for labor in elected office."

In fact, Sherwood said, she held all positions in the unit at one time or another, experience that's been invaluable. "I've always been really good at talking sense to people, getting them to see a different view," she said. "I've gotten people who were dead-set against the union to join the union, showing them that it's better for all of us."

Halsey said one of Sherwood's strengths is that she isn't afraid to take on her party. "One thing she says a lot is that she wants to put a backbone back in the Democratic party. Sometimes she offends other Democrats, she irks some people. But she's tough and passionate and she wants change."

Local 357 members are gearing up for more labor walks and phone banks for Sherwood as November's midterms approach. "I never would have gotten through the primary without them," she said, gushing with gratitude for the local, her family and friends. She gave her father a special shout-out, saying he knocked on roughly 300 doors a week for her while still recovering from a fall from a second-story window.

Sherwood worked as a journeyman signman for Yesco, one of the world's largest sign companies, for more than a decade. She's given up the trade in recent years to care for family members and is on honorary withdrawal from the local. Her husband, Jerry Cooper, is an active member, a crane foreman who installs some of the massive Las Vegas signs his wife once serviced.

Those signs are part of what made her fall instantly in love with Las Vegas when it became her home at age 5.

"My first weekend in Vegas, Mom and Dad thought it would be a good idea to go for a walk," Sherwood shares on her campaign website. "I could not believe how big and bright our great city was! The endless flashing neon lights racing up 'The Dunes' sign, then back down again was mesmerizing! The chasing bulbs continuously going around and around

the buildings had me in awe. Who would have thought that 14 years later it would be me putting all those flashing neon and chasing bulbs to work?"

No wonder people Sherwood meets on the campaign trail tell her, "I love your passion."

Her reply?

"You haven't seen anything yet." ■

50-Year Member, Louisiana Political Heavyweight Calls it a Career

Ben Nevers has filled a wide variety of roles since entering the apprenticeship program at Bogalusa, La., Local 1077 more than 50 years ago.

He's been a journeyman inside wireman, successful business owner, respected member of the Louisiana House and Senate and trusted adviser to the governor. Now he'll add grateful retiree.



Ben Nevers, middle, then-chief of staff to Louisiana Gov. John Bel Edwards, examines approaching floodwaters in the state during a January 2016 helicopter flight with Maj. Gen. Glenn H. Curtis, adjutant general of the Louisiana National Guard.

Nevers announced his retirement as Gov. John Bel Edwards' chief of staff in February to return to Bogalusa and spend more time with his six grandchildren and three great-grandchildren.

"I felt like they were at the age where I needed to get back with them and enjoy life," he said. "It was a privilege to serve people all those years, in both the business and political fields. But I spent a lot of time doing it and I needed to get back to my family."

Nevers, a U.S. Army veteran, was Local 1077's business manager before starting Nevers Electrical

Contracting in 1980. He remains its president and CEO and the company is an IBEW signatory contractor.

He served on the Bogalusa School Board before being elected as a Democrat to the Louisiana House in 2000 and the Senate in 2004, where he was a defender of labor rights and respected on both sides of the political aisle. The Legislature historically has been controlled by Democrats, but the GOP has controlled both chambers since 2013.

One of his proudest moments came in 2015, when he helped Edwards — also a staunch advocate for union rights in the Deep South — get elected governor, giving Democrats a rare statewide win in the region. Edwards responded by asking Nevers to be his chief of staff.

"I told him I would do it for one year and we would evaluate it after that," Nevers said. "As a chief of staff to the governor, it's a 24-7 job. With all the catastrophes and the many things happening in the states, it's really a difficult position. I was so proud to serve for him and I know he's going to continue to do a great job."

Indeed, one of Nevers' primary roles while serving as chief of staff was coordinating the state's response to record levels of flooding in 2016.

"Ben Nevers has been one of my closest friends in the Legislature and a fierce advocate for the people of Louisiana for more than 30 years," Edwards said in a statement. "Over the last year and during my time in the Legislature, I turned to Ben for guidance, support and prayers, and he has delivered on each. I know I speak for a lot of folks at the state Capitol when I say that we will miss seeing Ben around here every day, but we know he won't be going far."

Fellow Democrats weren't the only ones showing Nevers with praise.

"Ben's ever calming, steady and caring voice will be missed at the state Capitol," Louisiana Senate president John Alario, a Republican, told the Baton Rouge Advocate. "Throughout his years of service as a school board member, state legislator and then as the governor's chief of staff, Ben had earned the respect and friendship of his colleagues, staff and constituents. He has always been dedicated to giving Louisiana's hard-working families the tools they need to improve themselves, their communities and their state."

Nevers' approach was simple, although it sounds old-fashioned in the day of hyper-partisan national politics. Bi partisanship works.

"I believe when you have a problem, reasonable people can sit down and discuss the solution," he said. "Not everyone will get their own way, but it's in the best interest of the country and each state if we solve the problems we have. The partisanship stereotype has gone too far. We should be able to work together and be able to identify and solve problems."

Nevers said any success he's had was made possible by being an IBEW member. He was proud of how the union supported the campaign of Edwards, a graduate of the U.S. Military Academy and his longtime colleague in the General Assembly.

"I am very thankful," he said. "The IBEW stepped up, as well as others in organized labor, and helped tremendously in that election cycle. I've heard this governor tell many business people he wanted to make sure organized labor had a place at the table, be treated fairly and have a chance to be part of any work that takes place in the state of Louisiana." ■

Credit: Creative Commons / Flickr user Louisiana National Guard

TRANSITIONS

RETIRED

William Daniels



Capping off a 42-year career, First District Vice President William Daniels retired on July 1.

"Bill is one of the hardest-working people I know," said Frederickton, New Brunswick, Local 37 Business Manager Ross Galbraith, who is also a member of the International Executive Council. "He takes his work very seriously, and it's always been for the benefit of the members."

A member of Thunder Bay, Ontario, Local 402, Daniels was initiated into the IBEW in 1977. The journeyman wireman was originally a member of Local 339, before inside members were granted their own charter in 1980. He served on Local 402's executive board from 1987 to 1990, when he was elected business manager. He also served as president of the IBEW Ontario Provincial Council of Business Managers and as chairman of the IBEW Canadian Caucus for the 2001 International Convention.

"I don't think it was Bill's aspiration to become business manager, but he stepped up to the plate when we needed him to. His predecessor had to step down for medical reasons," said Local 402 Business Manager Glen Drewes. "Bill helped 402 get through some lean years."

In December 2003, the Fort William, Ontario native was appointed international representative, servicing 13 construction locals in his home province. He served in that role until 2013 when he was appointed by then-International President Edwin D. Hill when First District International Vice President Philip Flemming died suddenly on May 25.

"Bill really showed his commitment then. He didn't have time to transition into the role, he had to hit the ground running," said International President Lonnie R. Stephenson. "He really came through for the Brotherhood."

Drewes says that was Bill's way, especially being from northwestern Ontario, to not shy away from duty.

"It's his Northern way of doing business," Drewes said. "No job or assignment was too tough for him."

As vice president of the First District, Daniels was in the unique position of being vice president for all of Canada, a vast territory that reaches all the way to the Arctic Circle.

"He's vice president of an entire country, and it's one that takes six hours to fly across," Galbraith said. "Just speaking logistically, it can be taxing. And yet, he was always available if you needed to reach him."

Daniels always made sure to represent the Canadian experience, Galbraith said, which is a benefit to both sides of the border.

"We have a distinct perspective and it's one that brings value to the table," Galbraith said. "Bill was always good about creating an environment where everyone was heard, and the IBEW is stronger for it."

Part of that perspective has been on display during the North American Free Trade Agreement negotiations between the U.S., Canada and Mexico. Daniels and others in the Canadian labor movement have been helping direct the course of the Liberal government's actions.

In September 2017, Canadian Prime Minister Justin Trudeau demanded a rollback of right-to-work laws in the U.S. The laws, which allow workers to opt out of fees associated with union representation, have been shown to depress wages and weaken collective bargaining power. No such laws exist in Canada.

"We've been asked for input from the beginning," Daniels told the Electrical Worker last year. "After every round of negotiations, the Liberal government has made sure to update us on progress and to listen to our concerns."

Canada's membership numbers have grown during Daniels' tenure, Galbraith noted, and while that's attributable to a number of factors, Brother Daniels' dedication was definitely one of them. The IBEW currently more than 71,000 Canadian members.

"My time as vice president has had its challenges, but it's also been very rewarding," Daniels said. "Getting to work with the caliber of people who share the common interest of making life better for working people ensures that the rewards surpass the challenges."

Those people, and the relationships he's built, are what Daniels says he'll miss the most.

"The beauty of this job is the people you meet along the way," Daniels said. "Retirement won't tarnish those relationships."

Daniels' advice for his successor, Thomas Reid, is to take time for self-care.

"This job can take its toll," Daniels said. "You can't do a good job of representing others if you forget to look after yourself, so remember to take the time to appreciate the things you like to do and the family you cherish."

It's advice Daniels plans to apply to himself in retirement.

"I want to spend more time with my wife, children and grandchildren," Daniels said. "Unfortunately, doing this job means that you spend a lot of time away, which translates into your family making the very same sacrifices that you make."

Drewes says he suspects Daniels will also take up an old hobby, one that he's won recognition for: fishing.

"I'm sure Bill and his teammate [Local 402 retiree] Brother Randy Stecky will continue fishing all over Northwestern Ontario without worrying about Monday mornings," Drewes said. "All of us here at Local 402 wish him well in his future endeavors and we kindly ask him to leave some fish in the lakes for us."

On behalf of the members, officers and staff, we thank Brother Daniels for all his years of hard work and dedication and wish him and his family the very best in his retirement. ■

APPOINTED

Thomas Reid



International President Lonnie R. Stephenson has appointed Thomas Reid as international vice president for the First District, which covers Canada's 10 provinces and three territories. The appointment, which was approved by the International Executive Council, fills the unexpired term of the retiring William Daniels, effective July 1.

"Tom has been a tremendous resource for our members in Canada for many years," Stephenson said. "Although Bill Daniels is leaving behind some huge shoes to fill, I'm confident that Tom is more than up to the task, and that electrical workers in the First District will benefit from his experience and wisdom."

Reid hails from Belleville, Ontario, "an area that doesn't traditionally go union," he said. In fact, when he started out working in the electrical trade, it was for a non union contractor.

But while Reid was in trade school, Kingston, Ontario, Local 115 organized the contractor, he said, and when he tried to return as a second-term apprentice, the local told him that he couldn't join the union unless he agreed to go through its own apprenticeship from the start.

Unprepared to abandon his training up to then and effectively start all over, Reid proceeded to get his journeyman ticket and to take on work wherever he could — although he found that, in many non union shops, pay often was based on seniority rather than on the work performed.

"Then, life happened," he said. "I got married, started a family — and started thinking about benefits. I knew I couldn't do that on my own." In the intervening time, Reid recalled, the IBEW had initiated some organizing changes that wound up making it easier for electricians in his situation to choose to join, and he was initiated into Local 115 shortly before his 24th birthday.

"When I joined, it was one of the

proudest days of my life," he said, learning quickly that many of the negative stories he had heard about unions were false.

But Reid wasn't happy about some of the grumbling he heard from long-serving members. "They said, 'New guys are ruining the union,'" he recalled. "I knew that was wrong, and that the way to change that was for me to go in front of the room."

It didn't take him very long to become active in Local 115. In 1987, Reid became the local's recording secretary; three years later, he was elected to its executive board. During both stints, he served as the Belleville unit's chairman, and he was an active member of Local 115's organizing committee.

"Organizing is our life blood," he said. "There isn't any problem we can't solve when we organize."

In 1993, IBEW's Construction Council of Ontario, which represents approximately 16,000 members in 11 construction locals across the province, hired Reid to serve as an organizer.

"Eastern Ontario was my area," he said, "because I was centrally located in Belleville." He worked with three locals: Oshawa Local 894 (since amalgamated with Toronto Local 353), Ottawa Local 586, and his home local. His background, coming from non union contractors, proved useful time and again, as he was able to draw on his experience to help convince signatory contractors and electricians about the benefits of IBEW.

In 1998, then-International President J.J. Barry appointed Reid as an international representative to assist then-First District Vice President Donald Lounds and successors Phillip Flemming and William Daniels. In his new role, Reid focused his efforts on construction and industrial organizing.

There, Reid also represented IBEW on the General Presidents' Maintenance Committee for Canada/National Maintenance Council for Canada, an alliance of industrial maintenance building trades that negotiates and administers multi-trade agreements for maintenance work on industrial facilities.

"I think what we've done there is phenomenal," Reid said. "Maintenance work is good, steady work."

In 2013, Daniels asked Reid to come to the district's offices in Mississauga and work as his executive assistant, and the new vice president had nothing but good things to say about his predecessor.

"Bill's work ethic is really second to none," he said. "He is very committed and dedicated to the Brotherhood. He lives and breathes it; he's very loyal."

"You make a lot of acquaintances in this business, but very few true personal friends," Reid said, "and I consider Bill a true personal friend."

Reid is excited about the next step of his service to the First District. "As they say, 'A change is as good as a rest,'" he said. "It feels like a fitting progression for my career. It's part of what's so wonderful about the IBEW."

Also supporting Reid's appointment are his wife, Kathy, and his adult children — daughters Kate and Meagan, along with

son Peter, an apprentice with Local 115.

Please join the officers, staff and membership in wishing Brother Reid success as he takes on this new leadership role. ■

RETIRED

Will Paul



Support Services Director Will Paul, who used the skills he learned while a Naval machinist as a springboard to an IBEW career,

retired effective Aug. 1.

A native of Baltimore who was raised in suburban Timonium, Md., Paul knew little about organized labor while growing up. Neither of his parents were union members. After one year of college, he enrolled in the U.S. Navy, where he served for six years as a machinist, including a 4½-year stint aboard the USS Dwight D. Eisenhower, a nuclear-powered aircraft carrier.

The experience took him to 17 countries and changed his life, he said.

"It forces you to grow up and accept responsibility," said Paul, who was Petty Officer 1st Class at the time of his discharge in 1983. "It's also a good educational tool because you learn a trade. Getting out of the Navy, I was qualified to work at any nuclear power plant in the country."

He returned home to Baltimore but found the local utility wasn't hiring, so he took a job at the Vermont Yankee Nuclear Power Plant and became a member of Montpelier, Vt., Local 300.

After about a year there, he took the advice of some co-workers and got involved in the local union, where he served on the executive board, as chief steward and on several labor management committees and two negotiation committees, all while working as a licensed reactor operator.

"Good management knows the value of a partnership," Paul said. "When you were active in the union, the management [at Vermont Yankee, which closed in 2014] knew your value."

After 10 years at Vermont Yankee, Paul, his wife and three young children moved to the Washington, D.C., area after he was appointed to be an international representative in the Utility Department, focusing on nuclear and electricity generation and environmental issues.

In 2003, International President Edwin D. Hill asked him to become the director of the newly formed Support Services Department, which combined several areas in the International Office, including printing, filing, imaging and the mailroom. It is in charge of purchasing supplies and equipment for the I.O. and making them available to the district offices and local unions.

It wasn't easy for Paul to leave the Utility Department. His work there provided lasting memories, such as when he was part

TRANSITIONS continued on page 10

Get your **Go Green** ELECTRICAL WORKER delivered each month *via email*. It's convenient & helps cut down on paper waste. Go to www.ibew.org/gogreen and sign up today!



Scan with a QR reader

TRANSITIONS *continued*

of a group of environmental experts that met in the White House with advisors to then-President Clinton. Paul also went door-to-door during organizing attempts at Baltimore Gas & Electric and traveled to Japan for three weeks in exchange program with the Japan Institute for Labor Policy.

But he was honored that Hill asked him to take on the added responsibility.

"When the international president asks, the answer is 'Yes sir,'" Paul said.

Paul and his staff were extensively involved in the setup and planning for three International Conventions. He also was in charge of the sale of IBEW merchandise and preventing outside entities from using the IBEW's copyright-protected logo without permission.

Throughout his tenure, Paul said he always tried to remember that he worked for the members, and that he had a responsibility to wisely use the portion of their dues sent to the International Office.

"We're all blessed with IBEW membership," he said.

Paul and his wife, Janet, plan to keep their home in Olney, Md., and make good use of a boat they recently purchased on Chesapeake Bay. He also plans to remain an avid volunteer in the community. Paul was active in several organizations throughout his career, including 20 years with the Olney Boys and Girls Club and nine years with the Boy Scouts.

The officers, staff and members thank Brother Paul for his service and wish him and his family a long, happy retirement. ■

RETIRED

Jim Ross



Jim Ross never expected to be a director, an international representative, a business manager or even, really, a union wireman.

No one in his family worked in the trades and there was, he said, an expectation that he would go to college. In high school in Parkersburg, W. Va., he worked summers and weekends for a friend of the family, a nonunion electrical contractor, to save up money for school.

But in his first year at West Virginia University, he discovered he was a pretty good electrician for a Biology-Chemistry double major. He was back home a year later, back with the contractor, and he was happy.

"I just love construction. You can't beat working with your hands. I like looking back and saying, 'I built this,'" Ross said.

While he loved the trade, and the boss treated him well he said there were no benefits, no vacation, no future.

His mother, Christine, worked at a union metal fabrication shop, Murray Metal. The message she brought home was that he needed to get down to the hall at Parkersburg Local 968 and put in an application.

It took three more years before he could leave the nonunion contractor in 1977. Ross never waited around for another job.

First it was the picnic committee. Within two years of topping out, he was appointed to the executive board.

"I don't know what they saw in me, but I never missed a meeting, and whenever they asked for a volunteer, I stood up and asked what the job was later," Ross said. "I have a sense of gratitude for all I have, and I enjoyed the trade."

In 1985, only eight years after topping out, he was president of the local. A decade after that, the executive board appointed him business manager.

"After so many years as president I understood the position and really, the question I asked wasn't why I should be business manager. It was more, 'If not me, who?' No one else had the experience," Ross said.

Local 968 wasn't big, boasting just 180 members when Ross took over, but it was active. No business manager ever ran unopposed and Ross ran four times, each one a fight — a fight he won.

"My proudest achievement is beginning the shift in mindset towards growing the membership," Ross said. "We were buying jobs, and that had to end."

After the fourth run, the man he succeeded at Local 968, Greg Gore, then a Fourth District international representative, made a recommendation. The Construction Department needed an experienced hand, someone who understood the National Maintenance Agreement and the General President's Project Maintenance Agreement, which Ross did.

"It was stressful, and when the opportunity presented itself, I thought it might be time," Ross said.

As an international representative Ross managed relationships with contractors, intervening to keep disagreements from turning into disputes. When International President Emeritus Edwin D. Hill needed someone to take over the Political Department, Ross again said "yes."

"I always remember the date: April 1, 2015," he said. "April Fool's Day."

Capitol Hill wasn't a world he ever felt comfortable in, he said. The way he had solved problems on the jobsite just didn't ever seem to apply to the world of politicians.

So, when the Construction Department needed a leader later that year, once again the Brotherhood asked, and Ross said "yes."

Now, after 41 years, there are no more jobs to do. Ross retired at the end of June to rewards that were impossible to see from that nonunion shop, earned from a career filled with achievements. He and his wife, Valerie, are moving to Colorado to be close to his family and the mountains he has always loved.

Retirement hasn't come clear in his mind yet after so long rising when needed, but he says he is confident he'll figure it out. His final message to his brothers and sisters who continue the fight is simple.

"The nonunion electrician isn't the enemy. I was one of them," he said. "We

shouldn't take someone who knows nothing, but when 70 percent of the work is being done by the other guy, there are an awful lot of people out there who know more than nothing."

Please join the officers and staff of the IBEW in wishing Brother Ross a long, healthy and happy retirement. ■

APPOINTED

Ed Mings



International Representative Ed Mings has been appointed Director for Outside Construction Membership Development, effective June 1.

Mings will be the first to fill the new position created by International President Lonnie R. Stephenson.

"If we can't man a job, we lose the job. Our contractors won't even bid it. They don't even try," Mings said. "My job is simple: we need more people."

Mings has been the Outside international representative in the Construction Department for nine years. Before that, he was business manager of Rockford, Ill., Local 196, starting in 2001.

Mings joined the IBEW in 1976 as an assembler at Essex Wire and began his outside apprenticeship four years later. He worked with the tools for the next 16 years before he switched his card to Springfield Local 193, where he was appointed assistant business manager and brought on staff as an organizer.

Stephenson created the position, in part, because nonunion contractors have been growing rapidly, as have the ranks of nonunion linemen, especially in smaller jobs.

"You look at the outside work happening out there, and IBEW members are only doing 33 percent of it," Mings said. "We say we're the best at it — and we are — but at some point, we've got to admit we're not organizing hard enough if the other guy is doing twice the work."

Mings says he doesn't think any complicated organizing strategies are necessary.

"There is no reason to recreate the wheel. We can use the round one we've already got and have had since Henry Miller," he said.

The biggest challenge the IBEW faces is the absence of smaller contractors.

"If there is a line that is 200 miles plus, it is rare we don't get it," Mings said. "But 6, 8 or 20 miles, we're getting our butts kicked. We don't have enough people and very few contractors of that size, so we've got a chick-and-egg-type problem."

Mings says he will be putting his travelers' boots back on after a few years working mainly out of the International Office. He says he will be targeting the pockets of the U.S. and Canada with missing employers and missing workers.

"We will still be stripping people. I love that. Basic organizing. It has worked since the beginning, but we also have to stand up 'mom-and-pop' shops that have a dozen people too," Mings said.

Stephenson said Mings is the perfect person for the new position.

"Unfortunately, union is an ugly word for too many linemen out there. Ed is a linemen to his bones. He understands them and our contractors better than anyone in this Brotherhood," Stephenson said. "We have 132 outside locals and every one just got a huge hand up getting bigger and stronger."

Please join the staff and officers in helping Brother Mings in his new position. ■

RETIRED

Bennie Sandoval



Bennie Sandoval was attending a nonunion trade school in the mid 1970s when he told his instructor that some relatives were members of skilled construction unions.

He got some advice he didn't quite expect.

"I talked to him about my dad, and he told me to give [an IBEW apprenticeship] a try," said Sandoval, who retired as a Seventh District international representative on June 1.

"It was very good advice. I was doing pretty well in the class, and he was a residential contractor. He said that to further your knowledge, you need to get into an apprenticeship. He was the one that ended up getting me into the JATC program."

It turned into quite a career.

Brother Sandoval was born in Santa Monica, Calif., and his family moved to Albuquerque, N.M., when he was 8. His father worked for defense contractor McDonnell Douglas and was a member of the International Association of Machinists and Aerospace Workers.

Sandoval was married, had just turned 21 and was "working at the YMCA making \$2.50 an hour," he said, when he began his apprenticeship in 1976 with Albuquerque Local 611. He topped out as a journeyman inside wireman four years later.

Sandoval served one term on Local 611's examining board, three terms on

its executive board and three terms as treasurer. He also served on the negotiating committee, worked as an organizer and became active in New Mexico politics, all while continuing to work in the field.

"The camaraderie I had with my fellow workers and the sense of accomplishment I had at the end of the day, that was very special," Sandoval said.

In 2003, he joined the Seventh District staff as an organizer. It wasn't an easy adjustment at first. New Mexico is the only state in the district without a right-to-work law, and Sandoval had to adjust to organizing in states where organized labor had considerably less respect.

"Getting the locals to be functional in an area where there is very little union work going on and educating the members about what the IBEW can do for your benefits and working conditions was huge," he said. "It was really about finding the right people to grow the IBEW."

Sandoval was appointed a Seventh District international representative in 2008. One of his first assignments was serving Weslaco, Texas, Local 1015, a newly chartered local union in the Rio Grande Valley with little union presence. He helped hire and train staff and calls it the highlight of his career.

"Him and Tom Davis (another Seventh District organizer who recently retired), both of them taught me a lot of things," said Local 1015 Business Manager Sergio A. Salinas, who was hired as an organizer by Sandoval in July 2006. "They let me know that one person at a time will let us grow. Make sure we teach them the right way to do things so they know what the IBEW is all about and never, ever make false statements. That will not help anyone."

Salinas said Sandoval's being fluent in English and Spanish helped him connect with potential members, who have seen their wages double since Local 1015 was chartered.

"He brought so many positive things," Salinas said. "He always told me, 'Don't listen to the bad apples. Just keep doing what you're doing.'"

In retirement, Sandoval and his wife, Merlinda, plan to split their time between Albuquerque and a home in Chama, N.M. near the Colorado border. Paul Sandoval, Bennie's brother, works in the metering department for the Public Service Company of New Mexico and has served as a Local 611 steward and organizer.

"I was on the road for 14 and a half years," Sandoval said. "I just want to be home for now. Maybe in five or six months, I'll do some traveling, but I am in no hurry."

The IBEW officers and staff thank Brother Sandoval for his service and wish him a long and happy retirement. ■



➔ **HAVE YOU MOVED?**
Notify us of an address change

www.ibew.org/ChangeMyAddress or call 202-728-6263

LOCAL LINES

Women's Committee Chartered

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OHIO — Local 8 now has an officially chartered women's committee, a first for the Fourth District and fifth in the entire IBEW as of this writing. The committee, led by Sisters Ann Peek and Christina Rademacher, has been meeting since October 2016, and was officially chartered by Int. Pres. Lonnie R. Stephenson on April 11, 2018.

The women's committee was created for women to network, mentor apprentices, volunteer for community services and activities, and especially to help women feel connected and part of their local union. The committee, which also includes Sisters Miranda Streight, Heather Rork, Marlene Suchora and Shanice Stewart, has been instrumental with many volunteer projects and career days at area vocational schools and high schools to recruit new women into the building trades. Sister Peek has also been appointed as the Fourth District representative on the International Women's Committee. **[Editor's Note: To read more, see news story "Women's Committees Empowering the Sisterhood," in the May 2018 issue of The Electrical Worker and posted on the IBEW website at www.ibew.org/media-center/articles.]**

Local 8's inside work is currently at full employment with dozens of traveling brothers and sisters helping on our projects. Bus. Mgr. Roy Grosswiler expects the work outlook to remain busy for at least into next year.

Please remember to vote and attend your local union meetings.

Mike Brubaker, P.S.

New Signatory Contractors

L.U. 16 (i), EVANSVILLE, IN — Local 16 would like to welcome two new signatory contractors into the union family. 2B Solutions recently signed a national voice-data-video agreement. The company is currently focused on the high-end retail market but has serious intentions of expanding into other aspects of the trade.

Morton Solar electrical contractor signed a letter of assent for a large solar array project that it is installing with a southern Indiana energy company. This public utility has plans for several other renewable projects in the jurisdiction. Hopefully this will lead to a long and prosperous relationship between the customer, the contractor, and the International Brotherhood of Electrical Workers.

The 21st annual Turkey Testicle Festival was held April 28 with over 300 in attendance. Twenty members in need were helped and another \$11,945 was sent to the 50th IBEW Reunion. Since the festival's inception, nearly \$400,000 has been raised! Many thanks go to everyone who worked so hard to

make this worthwhile event possible.

2018 marked the 25th year of the Miracle Ride for Riley Kids, and Local 16 was proud to be an active sponsor. For more information, please visit www.MiracleRide.net.

Donald P. Beavin, P.S.

2018 Apprentice Graduates

L.U. 22 (i,lpt,rts&spa), OMAHA, NE — Local 22 is proud to introduce the class of 2018 apprentice graduates. Please join us in congratulating them for their accomplishments.

The inside wireman graduates are: Ben Baker, Joe Baughman, Robert Brazda, Jason Brewer, Don Car-da, Justus D'Amico, Camden Elsasser, Trevor Foulk, Anthony Garcia, Macario Gonzalez, Eli Granados, Jeremy Grimes, Nick Guthrie, Mike Hoschar, Jason Johnson, Tim Justus, Colin Kennedy, Chris Kinney, Wes Lucas, Mike Mass, Andy Masters, Jake McCunn, Severin Michalski, Corey Moore, Mike Nelsen, Ryan Newman, Joe Noonan, Adam Oleson, Nick Pafford, Steve Pounds, Jake Rees, Justin Reeve, Jason Regan, Josevidal Reicks, Taylor Richardson, Chris Saab, Matt Schaffer, Corey Shearman, Jake Smith, Brad Stagamen, Richard Stuart, Garrett Taub, Brett Terry, Jesse Trede, Evan Vaughn, Jared Wiebelhaus and Elijah Woitaszewski.

The residential wireman graduates are: Andy Doty, Jesse Graham and Robert Madrigal.

The telecom wireman graduates are: Brett Becker, Matt Deseck, Paul Euteneuer, Tim Fritz, Sophia Graves, Caleb Holmes, Kevin Kuder, Tom Lickly, Dave Maguire, Patricia Munch and Dwayne Shaw.

Congratulations to the class of 2018 Apprentice of the Year Award recipients: inside wireman graduate Garrett Taub and telecom wireman graduate Paul Euteneuer.

As these graduates transition from apprentices to wiremen, may we all continue to act as mentors for them and continue to build upon our IBEW heritage.

Joel Anderson, P.S.

Three-Year VDV Agreement; Tributes for Longtime Service

L.U. 24 (es,i&spa), BALTIMORE, MD — We have successfully negotiated a new three-year voice-data-video agreement. Thank you to those members who provided their input during negotiations. If you know of anyone interested in a VDV apprenticeship, please have them contact the apprenticeship office for details.

I would like to thank retiring Executive Board member Ray Starks for his many years of service and his commitment to the local union throughout his career. Ray served as apprenticeship instructor for



Local 24 presents service awards to retirees. From left, front row, Pres. John Rankin, Dave Hodge, Tim Tacka, Ernie Mills, Rich Harrison, Bob Fifield and Bus. Mgr. Peter Demchuk. Seated at podium, at rear: Fin. Sec. Mike McHale and Rec. Sec. Dave Springham.

cable splicing, as a foreman, and as local union treasurer. Good luck in your retirement, Bro. Starks.

Bro. Jerome Miller was appointed to fill Bro. Starks' position on the Executive Board for the remainder of the unexpired term of office. And Bro. Balfour Albacarys-Roop was appointed to the Examining Board to fill Bro. Miller's unexpired term. I look forward to working with both as we continue moving the local forward.

At the May membership meeting, retired Bros. Dave Hodge, Tim Tacka, Rich Harrison and Bob Fifield received their 50-Year Service Pin Awards. Bro. Ernie Mills received his 60-Year Service Pin Award. Congratulations, brothers, and thank you for paving the way for all of us.

Peter P. Demchuk, B.M.

New Contracts Ratified

L.U. 26 (ees,em,es,govt, i&mt), WASHINGTON, DC — Agreements were reached on both the Inside and Residential agreements for the Metropolitan and Shenandoah Zones. The new contracts were ratified at a specially called meeting in May, and the new agreement books

will be printed up and mailed to each member soon.

Local 26 congratulates the class of 2018 graduates of our Joint Apprenticeship and Training Committee program and the "R to A Upgrade" program. There were 139 graduates (see photo below). Best wishes to the graduates, our new journeyman electricians!

Local 26 is proud to announce the winners of this year's scholarship award: Michael Bellerose, Jennifer Jenkins, Dinh Tran and Logan Donaldson. Congratulations to all and stay tuned for further details in our next article.

It is with regret that we report the following members have passed away since our last article: Edward J. Krause III, Donald A. Shaw, Robert E. Simpson, Scott M. Mathison, Stephen C. Baker, Andrew C. Hanko, Robert E. Mundy Jr. and Edward C. Merkel. May they rest in peace.

Best wishes to the following new retirees:



Local 26 congratulates the class of 2018 JATC apprenticeship graduates.

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/media-center/IBEW-News-Media-Center/Submitting-Local-Lines. 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	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(u) Utility	(uow) Utility Office Workers
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	
(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 LINES

Joseph M. Stephenson, Barry A. Cook, Michael F. Barlow, Winfred D. Peters, Allen T. Slaughter, Gregory D. Clum, Stephen M. Raddie, Puthyrom K. Vy, William G. Distler Jr. and Dana F. Spratt.

George C. Hogan, B.M.

Spring Golf Outing; New IBEW Journeymen

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Thank you to everyone who attended our local's 7th annual spring golf outing. For the fifth year in a row the outing was held at Quail Meadows golf course in East Peoria and a highlight of the outing was the picture-perfect weather for golf. Members ranging from those with just a year of service to those with all the way up to 40-plus years of service enjoyed swapping stories and the occasional jokes. A big thank you to Bro. Dave Ramsay and his volunteers for once again organizing the event.

Congratulations to our newest journeymen. Local 34 commends the three residential, three telecom and 22 inside members who recently passed their respective journeyman wireman tests. All those long days of work and evening classes paid off and will soon be just be a fond memory. Congratulations to the new journeymen: Lucas loeger, Chris Schrader Brian Schwind, Leonard Pamson, Sam Borland, Chase Whitten, Roger Burton III, Daniel Cannon, David Condre, Michael Crady, Chad Cunningham, Wayne Dew Jr., Cory Ford, Joshua Fuller, George Hill III, Brent Lowder, Timothy Madison, Steven Nelson, Nathan Ronna, Derek Stoller, Jacob Suydam, Gregory Ummel, Zachary Zimmerman, John Kelley, Jason Shaw, Kenneth Page, Chase Shank and Adam Ott.

Tim Sprout, A.B.M.

Multiple Projects Underway; November 2018 Elections

L.U. 38 (i), CLEVELAND, OHIO — The current work situation is good and the outlook for work remains strong. We currently have about 90 travelers working in our jurisdiction. Amazon in North Randall has about 180 of our members working on that project and the Euclid Amazon project is just getting started. Zenith Systems has the Euclid Amazon work.

Zenith Systems was just awarded the massive Metrohealth Hospital project. With the end of the basketball season, the Q Arena expansion will balloon up to 50-60 more members working for Einheit Electric. Sargent Electric has the Pitt Ohio job on Chevy Boulevard in Parma and it is scheduled to start at the end of June. Multiple school projects are underway in Cleveland, Euclid, Westlake and North Olmsted. The electrical and the technology are being done by IBEW members working for Contemporary Electric, Einheit Electric, Zenith Systems, US Communications, Legacy Electric and Harrington Electric.

It is very important that all members and their



On Memorial Day 2018: Euclid, Ohio, Mayor Kirsten Gail (left) greets Local 38 Bro. Wayne McCartney, a member of American Legion Post 343. This Vietnam Memorial was dedicated by Post 343, and IBEW Local 38 contributed to the memorial.

families support labor-friendly candidates this November. As we have been talking about at the union meetings, there are many important issues at stake. If you are not registered to vote or you have moved since you last voted, you can contact our registrar, Bus. Rep. Jim Embrescia, at jembrescia@ibew38.org and he will get the forms to you.

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

District Progress Meeting; Unit Contract Negotiations

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — Local 46 was recognized for our organizing efforts at the Ninth District Progress Meeting in May. Local 46 received the Henry Miller Award for 2017 in recognition of our local's commitment to organizing. While membership in the IBEW increased 3 percent overall in 2017, the membership in Local 46 increased by 6.4 percent, twice the national rate! Additionally, Local 46 was second in the Ninth District for the number of new contractors organized.

Local 46 congratulates Bro. Allan Waud, who received the Above and Beyond Award at the progress meeting. This prestigious award is in recognition of Bro. Waud's commitment to "organizing and furthering the purposes for which the IBEW was instituted."

As of this writing, our Wireman Unit Negotiating Committee has received NECA's "last, best, and final" offer of \$13.50 per hour over three years. The committee did NOT recommend accepting this offer, and on June 9 the Wireman Unit members voted overwhelmingly to reject NECA's offer and to give the business manager strike authorization. Local 46 is one of only a very few locals that does not have a mandatory CIR clause in our collective bargaining agreement (CBA). Over 30 wiremen participated in a Banner Campaign to encourage our signatory contractors to join NECA at the bargaining table. Local 46 thanks all the members who helped with the Banner Campaign.

Warren Shill, V.P.



Seattle Local 46 journeyman wiremen Joe Dugger (left) and Monty LaRue display banner in front of a new 45-story Hyatt Regency hotel.

Summer in Portland

L.U. 48 (c,em,i,rtb,rts,st&tm), PORTLAND, OR — As the weather turns from rain to shine here in the Pacific Northwest, opportunities for community engagement abound. Local 48 has a wonderful and growing relationship with the communities we serve, and we like to participate in events that give the local visibility. We understand that "to organize all workers in the entire electrical industry ... into local unions," the communities we serve have to know who we are, what we do, and where to find us.

To that end, 2018 will mark Local 48's fifth year entering the Portland Rose Festival Starlight Parade. This popular event draws approximately 325,000 spectators to view nearly 100 illuminated entries, including two from Local 48. Our float entry will have superheroes and a live band on a float lit with LEDs. Our marching entry will have 50 LED-illuminated members wearing hardhats and carrying signs.

We have also been invited to march in the Port-

land Rose Festival Grand Floral Parade. Fifty IBEW women will march dressed as Rosie the Riveter to help lead off the parade as part of the service group. The Grand Floral Parade is expected to draw up to one million viewers.

Ray Lister, B.R.

RENEW Active & Involved

L.U. 60 (i), SAN ANTONIO, TEXAS — Congratulations to RENEW 60 for reaching its one-year anniversary in March of 2018.

With the guidance of Bus. Mgr. Paul Garza and the direction of RENEW leaders Christopher Vaquera and James Wiemers, RENEW is becoming an important part of Local 60's community involvement. From volunteering on Habitat for Humanity projects to political volunteering and leadership training, RENEW is actively involved and well on its way as a force within the local. The future looks great because of these young leaders.

Mike D. Hernandez, A.B.M.



IBEW Local 60 RENEW group celebrates its first anniversary.

Recent Job Fairs & Organizing Success

L.U. 68 (i), DENVER, CO — We thank everyone who helped with our recent job fairs. The benefit of having one of these events can't be overstated for organizing. We had two events over two weeks and collected 132 applications.

But the biggest benefit was the fact that we hit 311 jobsites and 929 doors in nine days. A week out from the job fair at the time of this writing, we have already organized 10 electricians, and several others have given notice to their current employers to come aboard soon. With the number of doors we hit during this

effort, we contacted nearly 10 percent of the non-union electricians in our jurisdiction.

We were fortunate to have great support from many, including: Eighth District Int. Vice Pres. Jerry Belah, the International Membership Development Dept., Int. Rep. Adrian Saucedo, Int. Rep. Mike Ham, District Organizing Coordinator Dave Thomas, and State Organizing Coordinators Zack Esquibel, George Halliday, Willie Kniffin and Keith Allen. Participants also included organizers from several locals including: Les Thompson and Daniel Mondragon, Local 113; Jon Stevens, Local 969; Gene Baca and Manual Gonzales, Local 111; Truett Thompson, 415; Jack McBroom, 233; Dwight

Rose, 44; and Brad Baugh, 354. Participating Local 68 Volunteer Organizing Committee members included: Travis Trujillo, Robert Delgado, Augie Blea, Troy Cooperman, Troy Ingalls, Cliff Sterling, Ung Dao, Juan Figueroa, Jeremiah Jessen, Jeff Walker, Randy Kambic, Mike Thomas, Mike Kincaid and David Grossett. As part of this effort, our VOC put in 54 hours.

These recent organizing efforts would not have had the same impact for our local without all the help we got. In Brotherhood we trust. Thanks to all!

*Jeremy Ross, Organizer
Morgan Buchanan, Pres.*

Organizing & Training; Apprenticeship Graduates

L.U. 80 (i&o), NORFOLK, VA — Congratulations to our 2018 apprenticeship graduates. Their hard work and dedication has paid off. The recent graduates are: Bryan Brooks, Quentin Cressman, Joshua Crowther, Kevin DeCarlis, Corey Nash, Zachary Tabor, Tyler Whitley and Shahied Williams.

Asst. Bus. Mgr./Dispatcher Wil Morris and Membership Development Coordinator Shawn Bruce successfully completed COMET Train-the-Trainer classes. Local 80 will continue to train the members and apprentices on why organizing is so important to our industry.

Local 80 has continued our organizing campaign and has organized 25-plus new members and is targeting open-shop electrical workers on the benefits of the IBEW.

The work picture continues to look good, with many projects already starting and more to start over the next couple of months.

Wil Morris, A.B.M.

IBEW Bowling Tournament; Class of 2018 Graduates

L.U. 82 (em,i,mt&rtb), DAYTON, OHIO — Congratulations to the electrical and teledata apprenticeship graduating class of 2018 for successfully completing their apprenticeship programs! Graduates, it is now time to become a journeyman and to apply the skills you have been taught over the past five years on the job and in the classroom. Get involved and be a positive addition to Local 82!

Local 82 hosted the IBEW International Bowling Tournament in June. Thank you to all the brothers and sisters who came out to help make it a success — couldn't have done it without you! A big shoutout to Johnny "Porkchop" Morris for all the hard work and time he put in to it. You did a great job, Bro. Morris, and I bet you can't wait to do it again! We hope everyone who participated had a great time.

Doug Searcy, P.S.



Local 82 members Bro. Johnny "Porkchop" Morris (second from left) and Bro. Dan Henry (at far right), with the band Lights Out, play at IBEW Bowling Tournament.



IBEW Local 94 congratulates young workers committee NxtUp94 on successful food drive. From left: Bob Sheppard, Nick Gerrity, Ed Cody, Freeholder Leslie Koppel, New Jersey Assemblyman and Local 269 Pres. Wayne DeAngelo, Joe Checkley, Shawn Sawicki, Adam Neuman, Mike Langham, Nick Allesandro, Joe Davis, Matt Nee and Joe Itri.

Annual NxtUp94 Food Drive A Community Service Success

L.U. 94 (lctt,nst&u), CRANBURY, NJ — In April, NxtUp94, the young workers' committee of IBEW Local 94, donated nearly \$8,000 worth of food to Rise Food Pantry, located next door to Local 94 headquarters in Hightstown, NJ. The young workers placed donation containers at every work location and also collected monetary donations from members, in lieu of food donations. This was the fifth annual food drive organized by NxtUp94.

Leslie Koppel, executive director of Rise Community Services and a Middlesex County Freeholder, said that NxtUp94's contribution will greatly benefit the area households that her organization serves, especially during this time when donations are at their lowest. She noted that the food donated in the drive will help to feed 125 families per week, for two whole months.

New Jersey Assemblyman Wayne DeAngelo, who is also president of IBEW Local 269, commended his brothers and sisters for putting together this much-needed food drive. "This is a great way to get our young members involved, and to help our community at the same time," DeAngelo said.

"The success of this endeavor is a shining example of what our local union is all about," Local 94 Bus. Mgr./Pres. Bud Thoman said. "We power our state and empower our communities."

Frank Brennan, P.S.



Local 104 Bus. Mgr. Brian Murphy (left) hand delivers IBEW Lifesaving Award to Local 1249 member Michael Koferl and Eversource representative Mick Collins. From left are: Bus. Mgr. Murphy, Pete Kuhn, Zack Landmark, Brandon Bullock, Chris Doyle, Mick Collins, Mike Koferl and Leon Larned.

Lifesaving Action Rewarded

L.U. 104 (lctt,o&u), BOSTON, MA — Local 104 would like to congratulate two recent Lifesaving Award recipients.

IBEW Lifesaving Awards were presented to Syracuse, NY, Local 1249 member Michael Koferl and Eversource representative Mick Collins for their quick actions to perform CPR on a Michels Power journeyman lineman, Leon Larned, who had suffered a near-fatal heart attack.

Michael and Mick had just finished dinner at the end of their fourth day on storm restoration work in Local 104's jurisdiction in the Cape Cod area. They were conversing in the lobby of the hotel before their crews retired for the night when a hotel employee

rushed to them reporting a man had collapsed on the hallway floor. The two men ran to the collapsed man immediately and quickly assessed the situation. They determined he was unresponsive and not breathing. They quickly began rescue breathing and chest compressions for nearly 7 minutes before the paramedics arrived. The paramedics rushed the man to the hospital, where he ended up having open-heart surgery. The ER doctors and paramedics stated that if it were not for the quick thinking and expert response of Michael and Mick, which enabled Leon to maintain oxygen flow to his brain and vital organs, we would be dealing with a much more tragic situation.

We are happy to report that Leon has recovered and returned to work with his crew with Michels Power in Connecticut.

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

Organizing Success; Puerto Rico Storm Restoration

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL — Doug Bowden was elected Business Manager of Local 108 during local union elections last year, and Chris Parsels was appointed as an Assistant Business Manager. Soon after the elections, a Resource Recovery Facility in Tampa was organized with 40 new employees voting for IBEW representation. The workers located at Covanta Hillsborough can generate up to 46.5 megawatts of renewable energy.

Tampa Electric Company recently transported Local 108 members to Puerto Rico for power grid restorations. The men were deployed in January and each crew member volunteered for the assignment. Included in the IBEW crew were lineman, mechanics, and a communication tech. Equipment was also transported.

The IBEW Local 108 crew from Tampa maintained rigorous work schedules for several weeks in Puerto Rico. Crews were scheduled seven days a week in 16-hour shifts. They received only two days of rest for each month of work. Every day in Puerto Rico was business as usual

for the IBEW professionals, who focused on their special assignment. The crews were very serious about their restoration project. In recent months, Local 108 has also deployed into several eastern U.S. states for restoration services. Puerto Rico brought an opportunity for TECO employees to serve a large community in distress.

Bruce Bailey, P.S.

Politically Active Membership Defends Rights of Workers

L.U. 124 (ees,em,i,mar,rtb,se,spa&t), KANSAS CITY, MO — Here in the great state of Missouri, the former



Local 124 congratulates the apprenticeship graduating class of 2018.

Republican governor has resigned under the weight of multiple scandals. He ran as a family-values candidate and an advocate for the working class. His various scandals and his signing of "right to work for less" legislation into law proved his campaign to be all lies.

The former governor and the current U.S. president have a lot in common. Both are novice politicians. Both are very degrading to women and other constituents. And both are very anti-labor.

IBEW members active all across the state of Missouri were a large part of a successful campaign to get the repeal of anti-worker RTW legislation on the ballot for a vote. Now we are working hard to get our members out to the polls this August. I predict we will prevail in this effort.

Our jurisdiction is poised to have full employment. Many large projects will be starting soon.

Congratulations to the class of 2018 apprenticeship graduates — our newest journeyman wiremen.

Steve Morales, P.S.



Brandon Robichaux won Local 130 Apprentice of the Year competition.

2018 a Busy Year; District Progress Meeting

L.U. 130 (i), NEW ORLEANS, LA — The work picture in New Orleans is steady. Our organizers Rodney Wallis and Corky Cortez have been busy, bringing in new members and contractors. We welcome these new brothers and ask the membership to help mentor them as new IBEW members. Bus. Mgr. Paul Zulli has signed several new contractors this year.

Brandon Robichaux won our Apprentice of the Year competition. At press time, Brandon was scheduled to compete for the state competition in June 2018.

At this writing, we were looking forward to hosting the Fifth District Progress Meeting in July, and Paul has been busy with the preparations. We were scheduled to host a reception for the delegates at our Union Hall in the Alexander Room and to honor Fifth District Int. Vice Pres. Joseph S. Davis.

It recently was announced that New Orleans will host the Super Bowl in 2024. A complete renovation of the Super Dome will no doubt bring opportunities for work in the future.

We recently had a Health & Welfare, Pension Education Seminar for the membership. We had a panel of attorneys, actuaries and plan administrators on hand for presentations and questions, hosted by H&W Committee member Corky Cortez.

IBEW Local 146 class of 2018 apprenticeship graduates. Back row, standing: Joey Hass Benjamin Garrett, Tyler Sickles and Travis Dilley. Front row: Jacob Dust, Travis Will and Kyler Moore.



Contract negotiations begin in August. Bus. Mgr. Zulli has also been busy working on an outline. Our members recently received a survey and questionnaire package to assist in the process. Their suggestions and answers reflect our concerns and actions. Bus. Mgr. Zulli looks forward to another successful result.

The future looks exceptionally well for Local 130. Many large projects are planned; however, we are still awaiting their release.

Billy Buckel, P.S.

'Built to Last' TV Show Highlights IBEW Members' Work

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — IBEW Local 134 partnered with "Built to Last," a TV show on ABC, to positively highlight the unionized electrical industry of Chicago.

Local 134 produced three stories to highlight the IBEW-NECA Technical Institute and the unique work our members do.

The first piece highlighted Rico Smart, now a second-year apprentice, who decided by high school that being an electrician was the career path for him. Rico got a head start by joining Chicago Builds, a training program for high school students, to gather as much knowledge as he could before becoming an IBEW apprentice.

"Built to Last" highlighted the incredible work Local 134 does during Rebuild Chicago, an annual event aimed at helping those less fortunate receive the upgrades to their homes necessary to live safely and comfortably.

Finally, Local 134 members were highlighted for the work they do on the most iconic bridges that line Chicago's winding river. Each season, as sail boats come out of storage, they must pass through the Chicago River where suspension bridges are raised and lowered to allow them through. Local 134 members play a critical role in making sure these bridges operate smoothly with the City of Chicago's Department of Transportation.

Kevin Connolly, R.S.

2018 Apprenticeship Graduates

L.U. 146 (ei,i&rts), DECATUR, IL — IBEW Local 146 congratulates the local's 2018 apprenticeship graduating class. The recent graduates are: Travis Dilley, Jacob Dust, Benjamin Garrett, Joey Hass, Kyler Moore, Tyler Sickles and Travis Will.

We commend the graduates on their success and wish them all the best in their IBEW careers.

Steven Tilford, P.S.

LOCAL LINES

'Congratulations to All'

L.U. 150 (es,j,rts&spa), WAUKEGAN, IL — Recently the following members became journeyman wiremen: John Harris Jr., Justin Hoffmann, Justin Hove, Nick Lehman, Trevor Mongeau, Cameron Ruth and Brandon Tenegal. Best of luck to all in your careers and may you enjoy many profitable and healthy years in the trade. The following apprentices received the 2017-2018 Hansen Award: JW apprentices — 1st year apprentice Eric Morales, 2nd year Mark Scales, 3rd year Jordan Mahoney, 4th year Mike Knapik, 5th year Justin Hove; VDV apprentices — 1st year Allan Miller and 2nd year Robert Beddia. The Outstanding Apprentice Award went to Nick Lehman. Congratulations to all on a job well done!

The scholarship winners were chosen by random drawing at the June meeting. This scholarship program is funded by the local and available to any member's child. We had 21 applications returned this year, which represents an uptick in participation. The winners are as follows: Melissa Tekampe, Dominic Rivas, Gina Stoll, Kristina Kauth, Maille Dunn, Leah Anderson, Jeremy Schwingbeck, Natalie Knurek, Skyler Morley, Lyndsey Bassett, Cora Dollenmaier and Molly Robbins. All winners were contacted and will be joining us at the July meeting. Congratulations to our 2018-2019 \$500 scholarship winners!

The picnic is scheduled for Aug. 11 at Lakewood Forest Preserve.

See you at the meeting. In solidarity.

Wendy J. Cordts, P.S.

May 2018 Job Fair; Lambeau Field Project

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI — Local 158 had a job fair in May, and though the numbers were down, the number of qualified applicants was impressive. Our local will be needing more manpower in later summer and fall, with a scheduled nuclear plant outage in the fall and a very large project we are waiting to be released in midsummer. The whole state will be looking for this same manpower.

On one of our ongoing projects at Lambeau Field, home of the Green Bay Packers, our local members were involved in switching over eight high-pressure sodium light poles with 1,300-watt LED light poles. They were remounted with the use of a helicopter. See accompanying photo (at bottom, left) of Local 158 electricians who worked on the Lambeau Field project. We have been fortunate to have had a lot of work at the Packers' stadium throughout the years.

Donald C. Allen, B.M.

Hockey Team Championship

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — We congratulate our own Local 164 recreational hockey team, the "Local 164 Wirenuts," for putting together a perfect 17-0 record and winning the championship in this, their inaugural season.

The Wirenuts play in the Montclair State University, Floyd Hall Adult League. The team includes journeymen and apprentices of varying ages but of the same dedication to excellence. The team captain is second-year apprentice Matt Reilly and the co-captain is second-year apprentice Skyler Izzo — both of whom helped organize the team and manage the season and schedule.

We again thank the Wirenuts for their collective effort and congratulate them for a great season. We wish them luck in the future.

Warren Becker, V.P.



Local 164's recreational hockey team, the Local 164 Wirenuts, won a championship in their inaugural season. (Credit: Garrett Englishman.)

Cincinnati's Pro Soccer Team Receives MLS Franchise

L.U. 212 (i), CINCINNATI, OHIO — The long-awaited announcement on Cincinnati's pro soccer team, FC Cincinnati, receiving a Major League Soccer franchise came May 29. It took six months of lengthy negotiations with the city and others, all hinging on the location of the new stadium. The new stadium will be built on the site of an old high-school stadium, and the FC Cincinnati franchise will build the high school a new stadium close by. This could turn out to be another great stadium project for Local 212.

Local 212 congratulates the class of 2018 apprenticeship graduates. We are proud of the graduates and wish them all the best in their IBEW career.

Work continues to be steady in our area. Multiple projects at University of Cincinnati, along with two power-house shutdowns and the Union Terminal remodel have made for a busy spring.

Our union is not a spectator sport. Get out there and get active.

Phil Bovard, P.S.



Local 212 congratulates recent apprenticeship graduates for 2018.

Memorial Scholarship Awards

L.U. 234 (i&mt), CASTROVILLE, CA — Our local is honored to announce the results of our first Christopher Burditt Memorial Scholarship awards. The recipients by county are: Monterey County, Maiya Rose Harper; San Benito County, Joseph Howard; and Santa Cruz County, William Marlatt. Congratulations!

In partnership with the Burditt Family, Local 234 offers each recipient a \$1,000 scholarship. Award criteria require the student to have an immediate family member affiliated with any union (past or present membership) and to submit a 500-word essay based on one of three topics regarding unionism and organized labor.

On behalf of our members, their families and the local, we all join in congratulating the recipients on their thoughtful and well-written essays on labor. We are pleased to support their academic endeavors and wish them well for their futures. In solidarity.

Stephen Slovacek, P.S.



Local 234 Pres. Mike Ihnot presents Maiya Rose Harper her scholarship at North Monterey County High.

Apprenticeship Graduates; Fish Fry for Retirees

L.U. 270 (i&o), OAK RIDGE, TN — At this writing, our work picture is looking somewhat better. We still don't expect our work to really pick up until spring 2019.

Local 270 recently hosted a fish fry for our retirees. We would like to thank retired member Rick Ber-

rong for catching all the fish that was served. We had close to 100 people in attendance and the event was an enormous success.

Local 270 congratulates our newest IBEW journeyman wiremen. These recent Oak Ridge Electrical JATC apprenticeship graduates are top-notch and have a bright future in store. [See accompanying photo at bottom, right.]

Kevin Webster, R.S.



Local 280 lead organizer Kail Zuschlag addresses new members at informational dinner.

Work Picture Good

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — At Local 280, change and progress are underway and continuing. We have a new training center facility on the east side of the Cascades in Redmond, and we are progressing in the direction of day school for our apprenticeship. We recently hit a record high in membership. Our organizers continue to hold new-member dinners to explain our organization, the benefits of union membership and how it works for them. Member retention remains strong.

We do have concerns regarding solar installation work projected in the state and a need for manpower to meet the demand. A gigawatt of solar fields in the state by 2020 is projected and manpower is a concern. We are optimistic that things will play out in a way to cover this work.

Another challenge at the time of this writing is being able to man all the data center work our local currently has going on. It has been a walk-through at the Facebook data center project since the middle of May and it's expected to continue in that way for the foreseeable future.

Congratulations to our graduating apprentices! The graduation was June 20. Twenty-seven newly licensed IBEW Local 280 journeymen are now in the field, helping advance our organization's future.

Thanks to all members who voted in the May 2018 elections — labor votes do count! Not voting is submission to those who would harm your standard of living if they are not kept in check.

Stay "hungry," active and engaged even in good times.

Lynn McDonald, P.S.



Local 158 members worked on a big lighting project at Lambeau Field, home of the Green Bay Packers. The use of a helicopter was required for the project.



Local 270 congratulates recent JATC graduates. From left are: Reid Cannon, Jake Curtis, Caleb Parrott, Dale Hardwick (apprentice of the year), Oak Ridge Electrical JATC Training Dir. Daniel Smith, Matt Brown, Trenton Catron, Lucas Clower, Joseph Freshour and Darren Beatty.

IBEW Volunteerism — Aiding Homeless Veterans

L.U. 292 (em,govt,i,rtb,rts&spa), MINNEAPOLIS, MN — “Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.” That Postman’s Creed could be applied to IBEW Local 292 brothers and sisters.

Local 292 members braved 18 inches of snow and blizzard-like conditions to volunteer to help complete work on the Eagles Healing Nest project in the county of Anoka, providing a place of refuge for military veterans. The former Anoka State Hospital, once known as the Anoka Asylum Building, has been converted into housing for homeless veterans.

Sixteen members of Local 292 and four members of Local 110 made the final push in less than ideal conditions to get the project completed on time. Just another example of union Brotherhood giving back to the community.

Eric Peterson, P.S.

Officer Transitions

[Editor’s Note: The Local 300 article below was submitted by Jeffrey C. Wimette, who was business manager at the time of submission. Wimette left that position as of June 30.]

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — Sisters and brothers of Local 300, as of June 30, 2018, I relinquished my duties of business manager to Bro. Tim Watkins. Bro. Watkins has played a significant role in the development of Local 300 over the past 20-plus years. He has a vast knowledge of Local 300 and the IBEW, and he possesses the skills required to continue the forward momentum of the union movement. I wish him and the other members of the local office well.

I would like to thank the members of Local 300 and those throughout the IBEW community for their guidance, wisdom and continued support that helped me develop the tools, knowledge and strength to continue the pursuit for a better way of life for working women and men. I will be leaving the position of business manager; however, I will not be leaving the IBEW. I will be working with the locals throughout the New England states in the pursuit to grow our IBEW membership and educate those who require the tools and knowledge to gain the benefits that members of the IBEW enjoy today. I will always keep my door open to the members of Local 300 who wish to talk, reminisce, strategize or share a beverage and ratify an agreement. I wish you all well and thank you for your time, efforts and support to myself, Local 300, the IBEW and your fellow IBEW brothers and sisters. Cheers and be well.

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



Local 300 former business manager Jeffrey Wimette (left) and Local 586 member Eric Grotton (center), with hiking companion Grant Blanchard, celebrate hiking Vermont’s five highest mountain peaks.



Local 302 congratulates the class of 2018 apprenticeship graduates.

Apprenticeship Graduation

L.U. 302 (i,rts&spa), MARTINEZ, CA — Our local is happy to announce that on May 31 we held our apprenticeship graduation for Inside Wireman and Sound & Communication units. It was a great evening for the graduates and their families. We congratulate our new installers and journeymen.

The recent apprenticeship graduates are: Kyle Bethel, Joseph Bologna, Jeffrey Butson, Andrew Byrd, Adrian Correa, Stefan Demeyere, Joseph Dirckx, Vincent Fenton, Jason Garrison, Zachary Gonsalves, Ryan Green, Ryan Jester, Dominic Lopez, Amanda Malone, Bryant Maly, Brian Martinez, Anthony Mendoza Jr., Josue Munoz, Timothy O’Leary, Troy Oleson, Javier Resendiz, James Smith Jr., Gabriel Wence and Jared Wise.

On a different note, we held our annual Golf Tournament at Lone Tree Golf Course in Antioch. It was an enjoyable day for all who attended. The winning foursome were: Steve Sloper, Kiel Sloper, Ryan Sloper and Steve Dockham. Kyle Berg won closest to the hole and Local 551 Pres. Nick Paglia had the longest drive.

Thomas B. Hansen, B.M./F.S.

IBEW Service Awards

L.U. 350 (i), HANNIBAL, MO — In 2017, several longtime Local 350 members received IBEW Service Awards for years of service ranging from 50 to 70 years.

Recipients of 50-year service awards were: Bros. Don Baker, Charles Blackwell and John Janes.

Bro. James Mudd received his 55-year service award. Bro. Gene Gray received his 65-year service award, and Bro. William Oltman received his 70-year service award.

Congratulations and thank you to these brothers for their dedicated service.

William Tate, B.M.



Local 350 service award recipients Charles Blackwell (left), William Oltman and Donald Baker.

Commercial Projects Awarded

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA — Greetings, brothers and sisters. Congratulations to Sister Jennifer Horne on being nominated to the Provincial Apprenticeship Committee. For other members who might be interested in applying for a position on this committee, please contact us at SCrichton@ibew424.net.

Ten new commercial projects have been award-

ed since our previous report. Western Electric has ongoing work with up to one year left on the Stantec Tower project. Canadian Power PAC has ongoing work at: the University of Alberta, the Alberta School for the Deaf, NAV Canada, Ross Shepard High School, TransED LRT, and many other projects. Western Pacific Enterprises

has construction ongoing for the Stanton Hospital in Yellowknife. TransED LRT has a delayed start but should begin hiring in the next few months. BFI Electric has the API Pharmaceutical Process Plant project ongoing. Also awarded were the Brymar CRU Beaumont new retail mall project, and the Elko’s Electric Livingston Scotia Place project. J.H. McKenzie Electric has the Edon project. Genstar Electric has the Jagare Ridge CRU project.

The industrial sector is expected to be slow for the next several months as layoffs at NWR and Fort Hills continue. Unemployed members are encouraged to take Heat Trace and Pipe Bending courses while waiting to take their next call, and to work with our organizers.

Scott Crichton, P.S.

Apprentice Graduation Banquet

L.U. 520 (em,i&spa), AUSTIN, TEXAS — Congratulations to the Austin Electrical Training Alliance 2018 apprenticeship graduating class. All of the graduates also passed the state of Texas Dept. of Licensing & Regulation (TDLR) journeyman test. The outstanding apprentice of the class was August Wells, and Chris Upton represented Local 520/AETA at the Seventh District Apprentice Competition.

Class of 2018 apprenticeship graduates are: Hermilo Aviles Jr., Michael Beuhler, Zachary Boothe, Matthew Castleman, Michael Clark, Anthony Dietrich, Dewarn Easley, John Gonzales, Marcus Gonzalez, Christopher Green, Ronnie Hardi Jr., Matthew Hargus, Daniel Hernandez, Robert Kucera, Jared Mather, Nicholas Murillo, Zachary Richardson, Jovan Rodriguez, Joseph Sandoval, Matthew Sigur, Robert Snowden, Phillip Tink, Eric Turner, Chris Upton and August Wells.



Local 520 congratulates apprenticeship graduating class of 2018.

A banquet was held to honor their achievement and to celebrate with family and friends. Once again, congratulations to all!

Lane Price, Pres./P.S.

Hockey Tournament Champs

L.U. 530 (i,o&rtb), SARNIA, ONTARIO, CANADA — At the recent Annual OPC Hockey Tournament in London, Local 530 once again took home top honors. In a heated final we sent Ottawa to the showers to become the winningest local in tournament history. Thanks go out to the coach and trainers who helped us not only win but bring home all the available hardware this year.

Upcoming Rec Committee events include the Golf Tournament on Aug. 10, and the Labour Day parade on Sept. 3. We look forward to seeing all who wish to attend.

With Local 530’s work picture good now and looking better for the future, we’d like to thank our brothers and sisters from surrounding locals for helping us man our jurisdiction now and in the future.

Al Byers, P.S.



Local 558 journeyman wireman apprenticeship graduates class of 2018.

Apprentice Graduates Honored

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. On Thursday, May 17, we celebrated the graduation of the Electrical Training Alliance class of 2018. This was a night to honor 28 wiremen and 7 linemen for their accomplishments. This character-building program is the gateway to a world of opportunities that no one can take from them. We take great pride in our training facility, director, instructors, and office administration. We believe this program is the first line of defense in such an aggressive market that we are facing today. We also congratulate Matt Galliano, wireman Apprentice of the Year, and Lucas Wesley Richardson, lineman Apprentice of the Year.

Work has been steady throughout the first half of the year. We had a successful outage at Browns Ferry Nuclear Plant, and the Esco Group replaced a nonunion contractor at the Bunge Plant in Decatur, AL. We are very optimistic about the work outlook for the remain-

LOCAL LINES

der of this year. We would like to congratulate the Fifth District team and the International Office on a huge victory at the Atlanta Gas Light Campaign in Georgia.

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

Tribute to Life of Service

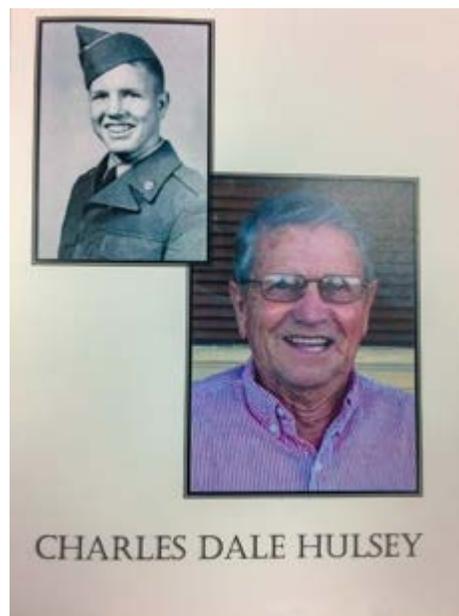
L.U. 602 (i,o&u), AMARILLO, TEXAS — On May 9, 2018, God in his infinite wisdom called our brother Charles Dale Hulsey to eternal rest. Dale, as we called him, was a 68-year member of Local 602. He was a decorated war veteran and a mentor to many young IBEW members coming up through the years.

At his funeral many kind words were shared, and the pastor referred to Dale's many memorable spoken mannerisms and quips such as, "Would it break your jaw to say thank you." There were lots of good stories and tears that day. It made me think of one of my own sayings, "What's your end result." I usually use this expression in relation to grievance or strategizing methodology, but that day it took on a whole new meaning. After the service, I began to think of "end result" in terms of a lifelong meaning.

Brother Dale has set the bar in Local 602 for being a top-notch union man, a fine electrician and dedicated mentor to all the members he knew. Dale is remembered and loved for his accomplishments, his valor and his loyalty.

Dale is survived by his union family of 300+ brother and sisters. When God almighty in his infinite wisdom calls me home, I hope and pray that I can be remembered like Bro. Dale Hulsey! A man among men, and brother to the end! Rest in peace, brother!

Robert Melton, B.M./F.S.



Local 602 late member Charles Dale Hulsey.

Officer Transitions IBEW Careers of Service

L.U. 666 (i,mt&o), RICHMOND, VA — At press time, we are on the eve of significant transitions in our local. Foremost in those transitions are certainly our longtime business manager and our longtime financial secretary.

Bus. Mgr. James H. Underwood was initiated into our local Oct. 5, 1973. He was first elected to the Executive Board in July 1985. In July of 1994 he was elected to his first of eight terms as business manager. Bro. Underwood has also served as a Health and Welfare trustee since 1983.

Fin. Sec. Larry R. Jarvis was initiated into our local Aug. 5, 1977. Bro. Jarvis was elected treasurer in July of 1982. He was elected financial secretary in July 1991 and has served nine terms in that position. Bro. Jarvis has been a Health and Welfare trustee since October 1993 and a Southern Electrical Retirement Fund (SERF) trustee since 1994.

Both Bus. Mgr. Underwood and Fin. Sec. Jarvis retire Aug. 1, 2018. Thank you, brothers, for your many years of dedicated service to our local!

Charles Skelly, P.S.

IBEW Members Lauded — Successful Water Main Repair

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,uow&ws), WEST FRANKFORT, IL — We give a big shout out to our members at Rend Lake Conservancy District who worked over 48 hours straight on May 16-18 to repair a faulty 36-inch steel water main at the water treatment plant.

The faulty water main forced the loss of over 175,000 gallons of water as the southern nine counties here in Illinois were declared disaster areas, and burn bans were implemented, resulting in the temporary closure of many businesses and government offices. Our members continue to receive high marks and flattering compliments from management and community officials for their rapid response and determined effort.

We have new contract agreements with: Southwestern Electric Cooperative (2.5 percent annual wage increase with 100 percent employer-paid insurance for FMCP Plan 16); Cairo Public Utility Company (3.0 percent annual wage increase); Mt. Vernon Motor Shop (2.5 percent annual wage increase the first three years and a wage opener the last year); and Wabash Telephone Company and City of Flora (1.85 percent annual wage increase).

Line construction members have ratified a new 3½ year agreement. It features a wage increase of 1.75 percent beginning July 2018, then 1.75 percent on Jan. 1, 2019, then 3.5 percent each calendar year; and the contractors pick up the first 25 cents of any LINE-CO increase during the term of agreement.

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



Local 702 members Dennis Toth (far left, crouching) and Dylann Vaughn (left, wearing blue shirt), along with several other members, worked 48 consecutive hours repairing a water main exiting the water treatment plant at Rend Lake Conservancy District.

Apprenticeship Graduation

L.U. 760 (i,lctt,o,rts,spa&u), KNOXVILLE, TN — The Electrician Training Academy Knoxville (ETAK) along with committee members, local officers, family members and guests celebrated the class of 2018 apprenticeship graduates and their successful completion of the apprenticeship program.

The 12 new journey level members proudly displayed their journeyman wireman ticket, the Electrical Training Alliance and Department of Labor (DOL)



Local 760 congratulates the class of 2018 apprenticeship graduates.

certificates, and transcripts from Pellissippi State Community College, where they earned 45 semester hours of college credits.

The graduates each received a special gift from Sue Wojciechowski, wife of Wayne Wojciechowski, our JATC chairman. Sue paid the fee so each graduate would receive the 57 semester hours of recommended college credit from the American Council on Education. Other gifts and awards were presented by IBEW Local 760 and the East Tennessee Chapter of NECA. Additionally, awards were presented by some training partners including Ideal Industries, Klein Tools and Milwaukee Tool.

The class of 2018 apprenticeship graduates are:

Christopher Beckerdite, Andre Boyd, David Clotfelter, Howard Crowe, Russell Hancock, Patrick Hoque, Logan Lowry, James Parkes, Jeffrey Richards, Gavin Stover, Nathaniel Stover and Christopher Watson.

*Jason Leary,
A.B.M./Organizer*



At Local 952 COMET class, instructor Jason Skyllingstad, the local's recording secretary, addresses participants.

Tribute to a Brother

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — Vaniel Danzy, known to all here in Charleston simply as "Tee," is gone. He was a union brother, teacher, foreman and active member loved by everyone, bar none. There is a major void where he once stood. Bro. Tee was 42 years old with a wife, five children and a large family. The man practiced and demonstrated quality in every way.

Take care of yourselves, brothers and sisters. You know how it is with us. Most of us have a little something to eat in the morning, at breaktime, lunchtime, afternoon break and then dinner. That's five meals. I don't know what Tee did, but I know he looked like a lot of us do. About middle age and a little bit on the large side, like myself. We have to be here to take care of our families and to teach others what we know. The first reality about the Code of Excellence is that we have to be here to practice it. We have to take care of ourselves. We can't worry about safety and think nothing of our health; that just does not make sense. Believe me when I say I am not preaching. I just never thought of it myself — until now. Rest in peace, Bro. Tee.

*Andy Weiner, P.S.
James Holman, B.M./F.S.
Greg White, Pres.*

COMET Class for Apprentices

L.U. 952 (i), VENTURA, CA — This past April, Local 952 held its COMET (Construction Organization Membership Education Training) class to teach first- and fifth-year apprentices the importance of union labor, as

well as hands-on training on how to talk to unrepresented workers about union labor and the benefits of organizing. A special honor was the presence of Ninth District Int. Rep. Ken Scherpinski. Recently appointed, Int. Rep. Scherpinski gave the local's apprentices a wealth of knowledge, including how to respond to harsh criticism when speaking to unrepresented workers who are wary of "going union."

The "Above and Beyond Award" for 2017 was presented to Local 952 organizer Bro. Chris Huston. Huston was honored for his outstanding work and commitment to organizing workforce labor in Ventura County.

Dane A. Sutherland, P.S.

2018 Contract Negotiations; Stand United, Vote for Workers

L.U. 1116 (em,lctt&u), TUCSON, AZ — Hello, brothers and sisters. 2018 is an active year for negotiations, so please attend your regular unit meetings to keep up to date on what's going on. Please make sure that your current address is on record at the union office. Remember that Local 1116 is now active on social media; you can follow us on Facebook and Instagram.

We may not always agree on our politics, but we should all agree that we need to be involved in the fight to protect workers' rights. Congress and the Supreme Court are aggressively working to diminish the rights of union members all across America. Educate yourself and vote for the candidates who will protect your rights as an employee. People want to work for the companies that we work for because we are paid above-average salaries and we have great benefits. The companies that we work for don't give us the things we have; we negotiate for them and it is getting harder every time to keep what we have and gain any ground.

We must stand united to make a better future for ourselves and for those who come after us. Get involved with your local union, talk to non-members and encourage them to join. "Unions are one of the last remaining checks on corporate power, so it's no surprise that corporate-backed extreme special interests are attempting to effectively end unions as we know them," said Sarita Gupta, Jobs with Justice executive director.

Sharon Williams, P.S.

75th Anniversary Banquet; 'Welcome to New Journeymen'

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our 75th Anniversary Banquet & Oyster Roast will be held at the Virginia Living Museum, 524 J. Clyde Morris Blvd., Newport News, on Saturday, Oct. 6, beginning at 6 p.m. Catering will be provided by Silver Service Catering. Please make your reservations early by calling the office at 757-875-1340, so we can get a count of all attendees.

The construction work picture continues to be slow in the jurisdiction, but most of our members seeking employment have been able to find work on the road. Many thanks to those locals providing opportunities for our brothers and sisters in other areas!

Several Local 1340 journeymen recently completed a Module 1 Motor Controls class. Congratulations to all. For information on upcoming classes, please contact Jerry Goddard at 757-875-1744.

Local 1340 and EMCOR Government Services will be negotiating this summer for the third contract of the Langley Air Force Hospital maintenance unit.

Congratulations to all new journeymen in the class recently completing our apprenticeship program: Antwain Carey, Chase Conner, Marcus Frey, Nicholas Hendley, Nicholas Maday, Stewart Mattox, Robert Pacheco, Paul Smith, Robert Thorson and Luis Vazquez. We welcome them to the ranks of qualified electricians!

James Avery, P.S.



Local 1340 journeymen who completed the Module 1 Motor Controls class in March: Lewis Inge (left), Jack Barrett, Orville Nelson, Nolan Farrell, Lee Sateren and James Grier.

Labor Day 2018

L.U. 1466 (u), COLUMBUS, OHIO — Local 1466 would like to say that we hope everyone is enjoying the summer and spending quality time with their friends and families. Thank you for always working hard to keep each other safe and looking out for one another.

We also wish everyone a happy Labor Day in September. It is easy to forget that this holiday is a day to honor the hard work of the members of organized labor. It took a lot of blood, sweat and tears that were shed by those who came before us to help us become the union that we are today. While you are enjoying the holiday with your family, please remember to take the time to think about your brothers and sisters who always have your back, as well as those who set the stage for us to be where we are today.

Jimi Jette, P.S.

A Life of IBEW Service

L.U. 2150 (em,govt,lctt,o&u), MILWAUKEE, WI — It is with great sadness that Local 2150 reports the loss of former business manager Forrest Ceel.

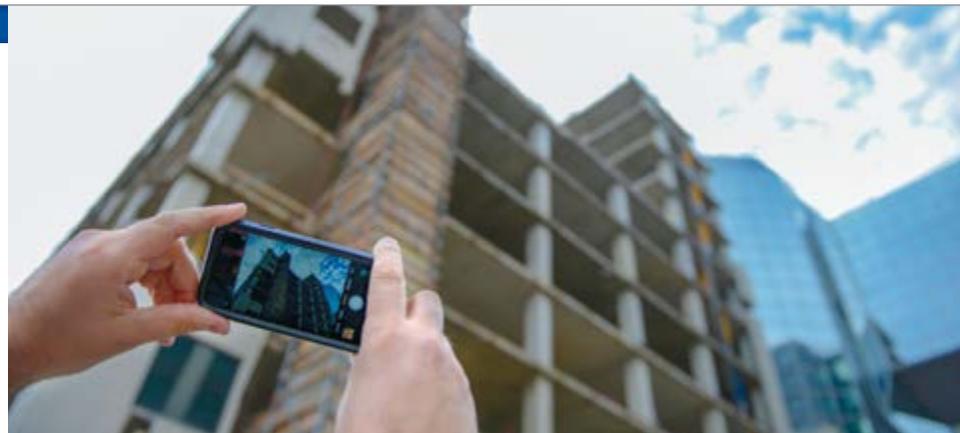
On April 23, 2018, Forrest Ceel passed away unexpectedly while traveling back to Wisconsin from Arizona.

Local 2150 and the labor movement were always a part of Forrest's life and who he was. His father, Jerry Ceel, was the founding business manager of Local 2150.

During his 35 years as a member of Local 2150, Forrest held many roles and positions, including as a registrar/lobbyist, Executive Board member, unit chair, president, and business manager. Forrest succeeded Dan Sherman as Local 2150 business manager in April 2009 and continued in that role until August 2011, when he resigned because of health issues.

The commitment and dedication that Forrest dedicated to IBEW Local 2150 and the labor movement will continue to be felt for years to come. He will be missed, and our thoughts are with his family.

Nancy Wagner, P.S.



THE IBEW'S 2018 PHOTO CONTEST

Enter Today!
Deadline: Oct. 1

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

Honorable
Mention: \$50

For two decades, IBEW members across the U.S. and Canada have been sending us the images that tell the stories of who we are and the work we do. We've been proud to share those pictures with you, and this year we're celebrating a milestone — the IBEW's 20th Annual Photo Contest.

A few of the rules have changed, but your task is the same: Show us what it means to be a member of the greatest union in the world, the International Brotherhood of Electrical Workers.

See official rules and submission instructions at ibew.org/photocontest.

Starting this year, entries **MUST** be submitted **electronically** via the Photo Contest link on IBEW.org. Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.

January International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 8:00 a.m., by Chairman Erikson, on Monday, January 29, 2018, in Naples, Florida. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Easton, Lavin, and Galbraith.

International President Stephenson

International President Lonnie R. Stephenson met with the members of the International Executive Council a number of times to discuss a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

International Secretary-Treasurer Kenneth W. Cooper presented financial reports covering the IBEW Pension Fund and the Investment Portfolio of the Brotherhood both in Canada and in the United States.

Legal Defense

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

Financial Reports

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

Electrical Workers Historical Society

A motion was made, seconded and carried to authorize a contribution in the amount of \$3,000,000.00 to the Electrical Workers Historical Society

to satisfy outstanding debts, and to provide operating expenses for 2018.

Resolution Regarding Quebec House Investment

A motion was made, seconded and carried to approve the resolution recusing the International President and International Secretary-Treasurer with regard to any decision to engage NREA as a discretionary manager with respect to the Quebec House asset. Further, if CS Management issues an opinion that such engagement of NREA is appropriate and prudent and determines the full market value of the property and the Trustees of the PBF (other than the International President and the International Secretary-Treasurer) believe it is appropriate and prudent to engage NREA as a discretionary manager with respect to the Quebec House asset, then the Trustees of the PBF approve the delegation of discretionary investment management authority with respect to the PBF's investment in the Quebec House asset.

Appeals Filed with the International Executive Council

At its December 2017 meeting, the International Executive Council tabled an appeal from Local Union 716 member Dennis Lazard. After additional information was provided, the council reexamined the facts pertaining to the appeal, and it is the decision of the IEC to approve Brother Lazard's appeal.

Article XX and XXI Cases

In 2017, the IBEW was involved in two Article XX disputes, and no disputes under Article XXI.

IBEW Consolidated Balance Sheet/Income Statement Covering the 6-Month Period Ending December 31, 2017

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets/Changes Covering the 6-Month Period Ending December 31, 2017

Reviewed and Filed

This regularly scheduled meeting was adjourned, on Friday, February 2, 2018, at 12:00 p.m. The next regular meeting of the International Executive Council will commence at 8:30 a.m., on Monday, June 4, 2018, in Newport Beach, California.

For the International Executive Council

Patrick Lavin, Secretary
January 2018

Correction from the May 2018 Electrical Worker

The printed version of the IEC minutes for August 2017 incorrectly stated which International Convention was to be held in Chicago, Illinois, in 2021. It is the IBEW's Fortieth International Convention, not the thirtieth. We apologize for the error.

The IEC acted on numerous applications under the IBEW pension fund. For a complete listing, consult www.IBEW.org, clicking on the International Executive Council link on the "Who We Are" page. ■

In Memoriam

Members for Whom PBF Death Claims were Approved in June 2018

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	
1	Dautenhahn, R. H.	4/13/18	48	Jeseritz, N. W.	4/17/18	175	Morris, M. E.	3/24/18	369	Tyree, H. T.	4/23/18	666	Baker, S. W.	4/21/18	1205	Moore, P.	1/10/18	
1	Jennewein, N. C.	2/26/18	48	Proctor, J. L.	3/25/18	175	Weaver, W. D.	5/8/18	400	Gratton, J. A.	1/12/18	666	Counts, W. C.	4/23/18	1205	Watts, D. D.	4/17/18	
1	Kuegele, T. J.	4/27/18	48	Reichenberger, A.	4/30/18	175	Williams, B. H.	4/28/18	400	Sanderson, W. J.	12/31/17	666	Martin, E. R.	5/4/18	1245	Brownell, A. M.	1/28/18	
1	Milde, I. J.	4/21/18	48	Thompson, J. R.	4/9/18	176	Burnetti, V.	4/11/18	420	Pataky, J. J.	12/8/17	668	Hickman, W. D.	3/16/18	1253	Harvey, H. E.	4/3/18	
1	Ruzicka, L. F.	2/7/18	51	Vogel, L. E.	5/13/15	176	Wehrle, G. L.	4/28/18	424	Roberts, A. L.	3/2/18	684	Clem, C. R.	4/13/18	1307	McMullen, D. R.	10/8/17	
1	Todd, J. P.	1/16/18	56	Hook, D. H.	5/9/18	177	Hunt, T. B.	3/3/18	424	Sadoway, P. J.	4/26/17	684	Fraser, S. M.	12/14/17	1316	Gilliam, P. H.	4/28/18	
2	Kelley, D. L.	4/16/18	58	Castrodale-Ezarik, K. R.	3/8/18	177	O'Grady, D. L.	4/6/18	424	Truong, D.	12/27/17	688	Goss, L. R.	6/13/17	1316	Jones, L.	4/6/18	
3	Arnold, P. G.	2/26/18	58	Harmon, J. L.	5/6/18	177	Taft, G. L.	8/25/17	424	Vehkasalmi, R. A.	1/16/18	688	Piffer, J. F.	5/16/18	1319	Snedeker, J. J.	2/28/18	
3	Castrillon, J.	5/1/18	58	Hellebuyck, R. M.	4/28/18	191	Evans, J. L.	12/26/17	428	Elmore, G. G.	3/28/18	702	Waddell, L. R.	2/21/18	1319	Swoyer, H. W.	4/19/18	
3	Creamer, P. E.	5/5/18	58	Rosenthal, G.	3/14/18	197	Beitz, D. F.	3/29/18	428	Huesby, R. J.	4/22/18	712	Phillips, W.	2/14/18	1393	Cullum, G. L.	1/14/18	
3	Daresta, S. A.	4/25/18	58	Washington, H.	1/19/18	197	Day, W. E.	1/8/18	429	Sanders, A. L.	2/21/18	714	Fischer, C. N.	4/23/18	1426	Monson, D. D.	1/16/18	
3	Davidson, J. F.	2/11/18	58	Stipanovich, T.	5/8/18	212	Reid, L. W.	12/20/17	429	Wright, C. L.	10/27/17	716	Moore, R.	4/30/18	1439	Rynski, E.	4/21/18	
3	Delgado, J. A.	3/13/18	64	Barker, M. G.	4/24/18	213	Bardock, J. E.	3/25/18	440	Hall, B. E.	5/13/18	716	Webb, S. M.	1/28/18	1547	Miebs, B. P.	5/3/18	
3	Duguay, A. P.	4/28/18	68	Mueller, C. W.	3/15/18	213	Rawski, R. P.	10/13/17	441	Barnes, D. D.	4/5/18	728	Cissell, E. D.	3/18/18	1579	Boyd, K.	3/24/18	
3	Giuliano, J. S.	7/1/17	68	Rensink, R. E.	3/3/18	222	Johnson, M. D.	4/14/18	441	Iversen, V.	4/15/18	728	Goehring, H. C.	4/26/18	1631	Arpin, G. C.	2/6/18	
3	Goldner, E.	5/6/18	68	Smith, R. C.	3/16/18	222	MacDonald, W.	4/30/18	441	Jeffries, A. T.	3/23/18	728	Prange, J. M.	3/30/18	1701	Daniel, S. B.	3/24/18	
3	Greaves, R. W.	4/27/18	68	Kirtley, K. E.	5/5/18	223	Dipasqua, A. K.	1/3/18	441	Shafer, J. W.	4/8/18	756	Lindsay, F. G.	12/13/17	2113	Green, R. R.	6/2/18	
3	Heron, J. T.	3/7/18	70	Garrett, T. D.	5/19/18	223	Lewis, H. R.	4/15/18	441	Walker, C. L.	3/16/18	756	Scott, J. W.	5/4/18	2295	Dockens, E. L.	3/30/18	
3	Illescas, M. I.	5/6/18	71	Burkhardt, D. R.	4/18/18	230	Landry, D. J.	3/6/18	456	Estelle, J. L.	3/15/18	760	Queener, H. R.	4/12/18	I.O. (280)	Loughmiller, N. E.	3/6/18	
3	MacAllister, W. M.	3/3/18	73	Lorance, F. D.	1/14/18	230	Mellish, D. R.	3/14/18	456	Swider, S. C.	3/11/18	760	Wilburn, C. E.	4/8/18	I.O. (901)	Scrantz, J. C.	4/30/18	
3	Maggio, J. A.	4/15/18	76	Shineflew, C. B.	5/2/18	233	Barnby, M. L.	4/4/18	459	Good, R.	4/29/18	769	Savage, D. V.	3/9/18	Pens. (3)	Hoffman, C. E.	4/16/18	
3	McClain, B. L.	2/14/18	76	Strong, H. C.	4/29/18	234	Evans, M. E.	4/9/18	459	Loree, R. T.	4/26/18	776	Danzly, V. L.	5/30/18	Pens. (134)	Guzzo, S.	5/7/18	
3	Olivo, J.	4/18/18	76	Wendt, G. R.	3/23/18	242	Pierce, D. H.	4/21/18	474	McCarver, M. F.	4/10/18	804	Schlueter, W.	4/29/18	Pens. (369)	Cooper, C. C.	4/9/18	
3	Perlman, L. G.	3/31/18	77	Eisenhardt, N. R.	5/8/18	245	Palenske, R. A.	3/29/18	474	Sides, J. K.	6/24/17	816	Farmer, D. W.	11/15/15	Pens. (I.O.)	Armfield, J. E.	3/23/18	
3	Rambharose, S.	10/14/17	77	Lucas, R. J.	4/18/18	245	Rawski, W. J.	1/12/18	479	Thurston, H. W.	4/10/18	861	Bourque, A. W.	5/14/18	Pens. (I.O.)	Brauner, G. J.	4/12/18	
3	Ryan, E. A.	4/23/18	77	Lund, W. J.	2/21/18	246	Talkington, E. D.	4/9/18	481	Crisman, D.	4/23/18	861	Seaman, W. W.	4/30/18	Pens. (I.O.)	Bushnell, D. M.	2/12/18	
3	Salgado, R.	4/27/18	77	Remington, R.	1/23/18	252	Smith, H.	5/3/18	481	Madge, R. E.	4/18/18	873	Ruch, R. D.	3/23/18	Pens. (I.O.)	Butler, R. C.	4/18/18	
3	Siegel, J.	6/20/15	77	Weeks, D. H.	2/13/18	257	Bruemmer, H. J.	1/24/18	481	Shannon, D. J.	4/1/18	876	Leese, M. W.	3/25/18	Pens. (I.O.)	Carter, L. A.	9/11/17	
3	Silver, A.	3/25/18	86	Yatteau, P. A.	5/25/18	258	Dyck, P. W.	9/29/17	488	Czapor, J. W.	3/25/18	890	Neinfeldt, R. A.	5/11/18	Pens. (I.O.)	Cross, J. D.	3/2/18	
3	Sles, J. L.	4/28/18	86	Martinelli, C. J.	5/7/18	258	Salik, E. W.	2/11/18	494	Kysely, W.	5/12/18	903	Haven, O. F.	12/5/17	Pens. (I.O.)	Eaton, D. D.	3/19/18	
3	Smith, C. J.	2/26/18	96	Rouleau, P. N.	2/9/18	265	Cantrell, C. D.	5/4/18	494	Stromski, L.	3/5/18	903	White, L. H.	3/10/18	Pens. (I.O.)	Estes, R. J.	1/21/18	
3	Waitkus, A. J.	10/1/17	98	Lawson, E. J.	11/3/17	265	Hinman, C. L.	4/27/18	494	Wahto, R. D.	5/5/18	906	Ojala, F. E.	4/1/18	Pens. (I.O.)	Farmer, E.	5/3/18	
3	Whalen, M. S.	4/5/18	98	Miller, E. J.	5/3/18	266	Jemente, R. J.	1/16/18	498	Long, R. L.	10/20/17	906	Wanttaja, R. E.	3/23/18	Pens. (I.O.)	Gentry, W. T.	5/19/18	
5	Covert, J. D.	3/17/18	98	Reed, J. W.	5/3/18	266	Shirley, A. V.	4/1/18	499	Williamson, V. G.	3/22/18	910	Donah, D. W.	2/5/18	Pens. (I.O.)	Green, C. W.	3/1/18	
5	Herring, W. D.	5/3/18	98	Tupper, G. W.	3/16/18	266	Stouard, C. J.	5/26/17	502	Mahar, G.	1/15/18	910	Watson, R. W.	1/25/18	Pens. (I.O.)	Hafner, W. R.	3/31/18	
5	Meckler, E. D.	4/5/18	100	Greco, P. A.	4/23/18	266	Vossler, C. M.	3/20/18	518	Boyer, K. L.	1/28/18	915	Boren, R. D.	3/4/18	Pens. (I.O.)	Hamilton, R. J.	4/6/18	
5	Pastorius, A. F.	4/10/18	100	Rome, S. J.	3/27/18	269	Kehoe, E. G.	1/25/18	518	Penry, C. A.	3/28/18	915	Haskett, E. C.	3/31/18	Pens. (I.O.)	Muinon, L.	4/20/18	
6	Burrows, D. N.	4/5/18	102	Bungay, D.	4/23/18	275	Packer, C. L.	2/13/18	533	Oleck, M. S.	3/26/18	915	Parrish, J. N.	4/19/18	Pens. (I.O.)	Olszewski, R. T.	3/1/17	
6	Devlin, A. P.	3/9/18	102	Frost, M. D.	3/3/18	291	Wolfe, A. E.	4/23/18	551	Grow, P. L.	1/15/18	934	Carrier, G. A.	5/22/18	Pens. (I.O.)	Pakeman, J. E.	3/8/18	
6	Figone, E. B.	4/11/18	102	Thoms, G. E.	4/19/18	292	Baeten, W. A.	4/5/18	557	Alcock, D. J.	2/26/18	934	Ham, H. W.	4/13/18	Pens. (I.O.)	Parmentier, W. L.	4/29/18	
8	Stiger, K.	4/25/18	102	Flynn, E. A.	3/1/18	292	Evans, J. R.	4/10/18	557	Iles, E. W.	4/16/18	949	Voeltz, J. O.	7/1/17	Pens. (I.O.)	Rigley, G. S.	1/27/18	
9	Nelson, J. F.	5/11/18	103	MacLean, H. R.	3/15/18	292	Green, I. H.	4/25/18	557	Moffett, T. P.	12/15/17	952	Rasmussen, D. L.	3/28/18	Pens. (I.O.)	Schmider, E.	1/4/18	
11	Dominguez, E. L.	3/25/18	103	Maddaleni, J. E.	4/17/18	292	Koskiniemi, G. S.	5/1/18	558	Allen, H. D.	5/6/18	953	Graves, J. J.	9/14/17	Pens. (I.O.)	Scott, D. A.	4/22/18	
11	Giles, R.	4/17/18	103	Cleveland, P. D.	1/27/18	300	Johnson, F. E.	4/15/18	558	Blackstock, G. D.	3/31/18	965	Boehmer, J. H.	4/15/18	Pens. (I.O.)	Thomas, K. M.	2/28/16	
11	Kolb, G. G.	3/16/18	104	Wheaton, R. C.	3/28/18	302	Vosmera, C. E.	3/22/18	558	Burney, J. D.	5/21/18	995	Smith, J. R.	1/5/18	Pens. (I.O.)	Tilghman, J. G.	3/19/18	
11	Kutschal, N.	3/8/18	104	Irving, M. B.	4/27/18	303	Tufford, H. M.	4/12/18	558	Copeland, W. E.	5/24/18	1049	Gatto, P. F.	1/29/18	Pens. (I.O.)	Warren, M. H.	1/23/18	
11	Lortscher, J. P.	3/16/18	105	Lewis, T. W.	1/3/18	306	Johanyak, D. M.	3/11/18	558	Dykes, G. M.	5/2/18	1186	Makio, J. Y.	2/13/18				
11	Merino, R.	4/26/18	110	Landgraf, B. J.	4/6/18	307	Barb, D. R.	5/8/18	558	Henderson, S. E.	5/12/18							
11	Miller, O. D.	2/18/18	115	Thomas, G.	5/18/18	317	Filkins, S. K.	4/8/18	558	McCreless, D.	5/14/18							
11	Moyer, P. M.	4/30/18	120	Grummett, M. J.	4/8/18	317	Perry, J. M.	3/29/18	568	Dupuis, F.	12/28/16							
11	Rodgers, A. E.	2/10/18	124	Casselman, R. L.	6/5/18	322	Novotny, D. L.	5/22/18	569	Krueger, R. K.	4/24/18							
18	Senar, R. M.	3/8/18	124	Circo, T. J.	5/9/18	332	Adamo, J.	2/21/18	570	Baumer, J. R.	4/29/18							
20	Crafton, D. W.	4/16/18	124	Shaw, T. L.	1/31/18	332	Baxter, B. A.	5/5/18	570	Smith, L. D.	9/9/17							
20	Grimes, J. B.	3/27/18	124	Wrightsmann, L. W.	4/23/18	332	Hays, W. O.	4/18/18	573	Novosel, W.	4/5/18							
20	Illingworth, J. C.	4/19/18	126	Aurand, K. L.	4/7/18	332	Sironen, S. A.	4/27/18	575	Myers, D. E.	3/29/18							
20	Thompson, D. E.	5/2/18	134	Cunningham, M. C.	10/14/17	340	Davidson, S. K.	4/22/18	577	Miller, R. L.	5/4/18							
20	Werner, W. T.	4/26/17	134	Dobbin, T. J.	4/10/18	340	Janes, M. R.	3/14/18	583	Cano, C.	9/27/17							
22	Andersen, R. J.	5/21/18	134	Domke, R. W.	4/19/18	340	Simmons, M. L.	4/18/18	595	Eggiman, J. G.	3/30/18							
22	Kuzela, G. F.	5/4/18	134	Drevline, W. J.	4/26/18	343	Harty, C. F.	5/1/18	595	Haera, R. N.	4/4/18							
24	Bulson, I. E.	4/12/18	134	Drzewiecki, R. A.	4/21/18	343	Solberg, D. C.	5/6/18	595	Hicks, G. L.	3/16/18							
24	Moore, B. J.	5/8/18	134	Kiemel, K. D.	5/3/18	347	Owens, L. D.	5/13/18	595	Martinez, S. E.	5/9/17							
25	Bowman, E. W.	1/13/18	134	McCarthy, J. C.	4/15/18	349	Kendall, S. P.	3/1/18	601	Sherrick, M. R.	12/13/17							
25	Candrea, G. J.	3/27/18	134	Moran, J.	4/24/18	351	Leonardo, M. F.	9/6/17	602	Banister, B. K.	4/12/18							
25	Herold, W. F.	12/1/17	134	Murphy, J. K.	5/15/18	351	Scarle, R.	4/26/18	602	Folkner, L. D.	4/24/18							
25	Koster, R. H.	5/26/18	134	Stubitsch, F. L.	4/17/18	353	Carew, H. J.	5/4/18	602	Hulsey, C. D.	5/9/18							
26	Baker, S. C.	5/11/18	134	Sullivan, T. E.	2/14/18	353	Ceschia, D.	10/30/17	606	Bowers, T. E.	4/4/15							
26	Krause, E. J.	4/2/18	136	Naremore, R. E.	4/14/18	353	Durante, T.	5/24/18	611	Lynch, J. J.	4/27/18							
26	Shaw, D. A.	4/9/18	136	Robinson, J. N.	3/5/18	353	Fleming, S.	4/24/18	613	Nikerle, J. E.	4/20/18							
26	Williams, M. H.	3/19/18	136	Speakman, C. J.	4/25/18	3												

WHO WE ARE

Boston Member's Book Shines Light on Women in the Trades

A lot has changed since Susan Eisenberg's book, "We'll Call You if We Need You: Experiences of Women Working in Construction," was published in 1998. And yet, as she notes in the preface to the recently-released second edition, a lot has stayed the same.

"We still haven't gotten to critical mass," said Eisenberg, a Boston Local 103 retiree who entered the trade in 1978 and later interviewed 30 fellow tradeswomen on their experiences as the first generation of women in a male-dominated field for the book.

The Ohio native and her peers were pioneers in a field that had opened up to them through government mandates more than a cultural shift. And as one man, a steward, told Eisenberg in those early years, "Just because we have to take you in doesn't mean anything has to change."

As the stories recounted in the book detail, that attitude was pervasive. The title itself is the response she got from an apprenticeship director the first time she applied.

That first class of women across nearly every sector of the construction industry endured vile harassment of all kinds. As Eisenberg details in her book, some women had their hardhats urinated on. Obscenities were spewed at them. They were ostracized, and they had their lives threatened. Bathrooms were a common struggle, sometimes fighting just to get one, other times having them plastered with pornographic images and sexist slurs.

And yet, they persisted. They too, wanted a good job that paid a fair wage — one that could support their families — and they wanted career fulfillment. They liked the creativity found in electrical work, or carpentry, and they liked the combination of physical and intellectual challenge. They liked being able to point to a building in their hometown and say, "I built that."

Fortunately, some of the journey-men were willing to teach Eisenberg and her sisters, and even to treat them as equals. The title of her new book of poetry, "Stanley's Girl," is a reference to one of those men, Stanley Plathe.

"Stanley was respected, and was respectful of me," Eisenberg said. "He openly supported me, which helped a lot."

Eisenberg, who has spoken at the International Labour Organization in Geneva, Switzerland, and the U.S. Department of Labor in Washington, D.C., says she's surprised by the stagnation of women's representation in the trades, which sits stalled around 3 percent



Author Susan Eisenberg, right, graduated from her apprenticeship in 1982 in the first Boston Local 103 class to include women. Eisenberg's apprentice sisters pictured with her are Jill Feblowitz, left, Margaret Gove, Sara Driscoll and Cathy Cunningham.

nationally, especially considering the progress in other male-dominated fields over the same time period, like dentistry, architecture and the military.

"It should have naturally changed more," Eisenberg said. "It's been a loss to the industry. We're losing a lot of smart and capable people."

Eisenberg says she's encouraged by many of the efforts being made today, like the IBEW's women's committees, the use of social media to connect with other women and the intentional recruiting by her home local, which recently ran a campaign that brought in a record number of applications from women and people of color.

Carolyn Williams, director of the Civic and Community Engagement Department, who entered the apprenticeship program at the same time as Eisenberg, noted the importance of telling these pioneering tales.

"Too often we fail to realize the power in stories, how they inspire and motivate others," Williams said. "Each woman's entry into the trades is different, and it's important that these voices be heard."

For Eisenberg, poetry and prose both have important roles to play in that storytelling. The stories in "We'll Call You if We Need You" aren't ordered by individual or chronologically, but by theme, which shows the shared experiences of the different women across trades and states, and how pervasive the harassment was. It didn't just happen to electricians, or to women in the South. It was everywhere. These women weren't just building stadiums and office buildings, they were breaking down barriers, often against the will of their male co-workers.

"In a way, we all started as success stories," Eisenberg said. "You have to remember, we didn't have anybody ahead of us."

Much of "We'll Call You if We Need You" uses direct quotes from the interviews. "Stanley's Girl," however, utilizes the creative license of poetry, which Eisenberg describes as a more raw and natural medium.

"It's less censored," said Eisenberg, who holds a Master of Fine Arts and has taught creative writing. "There's an emotional accuracy to it. It can give shape to the chaos."

Eisenberg says unions like the IBEW are filled with problem solvers who can create a more welcoming environment for women.

"The IBEW has long been at the forefront of a lot of this," said Eisenberg, who helped plan the first IBEW women's conference in 1997 and spoke at the 2018 IBEW International Women's Conference. "It's great to see how supportive President [Lonnie R.] Stephenson is."

Unions by design have a lot to offer in terms of creating a culture of equity and inclusivity, Eisenberg noted. Collective bargaining agreements are increasingly including language that addresses workplace discrimination on the basis of gender, race and sexual orientation. And women in unions make more than their nonunion counterparts, with women of color earning an even greater advantage.

"There's a lot pulling the country back right now, and that's a great opportunity for unions to step in and be a voice of solidarity," she said. "But our house has to be in order. We have to acknowledge and address our issues, too." ■



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 OFFICERS

Lonnie R. Stephenson
International President

Kenneth W. Cooper
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Christopher Erikson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
James Burgham

Fourth District
William W. Riley

Fifth District
Frank Furco

Sixth District
John E. Easton Jr.

Seventh District
Patrick Lavin

Eighth District
Ross Galbraith

INTERNATIONAL VICE PRESIDENTS

First District
Thomas Reid

Second District
Michael P. Monahan

Third District
Michael D. Welsh

Fourth District
Brian G. Malloy

Fifth District
Joe S. Davis

Sixth District
David J. Ruhmkorff

Seventh District
Steven Speer

Eighth District
Jerry Bellah

Ninth District
John J. O'Rourke

Tenth District
Brent E. Hall

Eleventh District
Curtis E. Henke

THE ELECTRICAL WORKER

Editor
Lonnie R. Stephenson

Mark Brueggenjohann

Matt Spence

Carol Fisher

Alex Hogan

Curtis D. Bateman

John Sellman

Erin Sutherland

Asifa Haniff

Ben Temchine

Sean Bartel

Colin Kelly

Rix Oakland

Colleen Crinion

Michael Pointer

Janelle Hartman

Joe Conway



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

©2018 International Brotherhood of Electrical Workers.

The Electrical Worker (print)
ISSN 2332-113X

The Electrical Worker (online)
ISSN 2332-1148

All rights reserved. Printed in the U.S.A. on Union-made paper.

POSTMASTER: Send address changes to *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001.

The Electrical Worker will not be held responsible for views expressed by correspondents.

Paid advertising is not accepted.

Publications Mail Agreement No. 40011756.
Canada Post: Return undeliverables to P.O. Box 2601,
6915 Dixie Rd, Mississauga, ON L4T 0A9.

Union-Run Health Clinics: Solidarity Through Affordable Care

In union-dense New York City, Local 3 has long operated a medical clinic for members from its headquarters in Queens. Its nearly 30,000 members could populate a respectably-sized small town, so it's little wonder the local has the means to offer its Pension Hospitalization and Benefit Plan participants a wide range of services, from apprentice entry exams to X-rays.

But smaller membership numbers don't have to mean affordable health care and clinic solutions are out of smaller locals' reach, and they're proving it at IBEW locals in Cincinnati and Las Vegas.

Delivering better health care service was something Business Manager Al Davis had long wanted to do for the 3,400 members of Las Vegas Local 357.

"I brought it up when I became business manager in 2011," he said. "But I was told that it wasn't cost-effective."

A few years ago, however, at a construction trades meeting in California, Davis had an informative discussion with a leader from another union, who spoke glowingly about his own local's success with operating a health care clinic.

That conversation made Davis more determined than ever to get something going for his members.

"When I got back to Las Vegas, I told our trustees that I wanted to make this happen," he said.

Davis also learned a great deal about clinics and pharmacies for union locals as the agent on the health care facility built for Nevada's Culinary Workers Union Local 226, a UNITE HERE affiliate that represents about 50,000 gaming, hotel, and food-service workers at casino resorts in Las Vegas and Reno.

It was crucial for Davis to find an outfit that understood the needs of electrical workers as well as the unique regu-



Members and staff of Las Vegas Local 357 help cut the ribbon at the opening of the local's new health care clinic last September.

latory and reporting requirements unions face. His local eventually decided on Activate Healthcare, a Midwest-based company that specializes in providing clinic services to nonprofit organizations, including labor unions and a variety of corporate clients.

Typically, a local negotiates with Activate a fixed per-month price for services, accounting for the estimated number of people eligible to use the clinic — say, the members of the local and their families.

"But one of the reasons we selected Activate was that they were willing to do a 'cost-plus' for us," Davis said. Cost-plus is a pricing strategy that is not based on usage. Instead, Activate agreed to provide services for a fixed management fee, plus lab and prescription costs, to

achieve long-term savings.

"Cost-plus works better for construction locals. It certainly worked out better for us," the business manager said, noting that Local 357's members have a clearer understanding of the fixed service costs going forward while Activate keeps a strong handle on its profit margin.

Activate estimates that such partnerships can help locals reduce hits to their health and welfare funds anywhere from 10 percent to 25 percent.

"We have the potential to save a ton of money on lab fees because we can buy them in bulk," Davis said, offering an example. "We're cutting out the middle man." He also said that the clinic has helped to lower health costs for retired Local 357 members, who have free access with no copay and no deductible.

Local 357's clinic, which opened last September about two miles from the L.U.'s downtown office, is set up to handle about 2,500 visits a month, Davis said, a figure that easily meets his local's objective of providing a comprehensive line of free, primary-care medical services for members and their families. The clinic employs a doctor, a nurse practitioner, and three medical assistants.

Davis has been pleased with how the clinic encourages Local 357's members to take an interest in their health.

"It does a good job of catching members who might not go to a primary care physician," he said. "Right now, we're at 30 to 40 percent usage, well ahead of the curve and growing."

Cincinnati Local 212 Business Manager Rick Fischer is finding similar health care success thanks to his own local's experience with Activate.

"A lot of members who've never been to a doctor are checking it out," he said.

Local 212 has jurisdiction in three southwestern Ohio and four northern Kentucky counties and in three counties

in neighboring southeastern Indiana.

Leaders of some IBEW locals in Indianapolis had told Fischer about their interest in operating health-care clinics. He'd also spoken about the idea with representatives of other Hoosier State locals, mainly from the Ironworkers and Plumbers unions.

United Association Local 440 in Indianapolis, for example, runs an Activate clinic for its members, as does Cincinnati's UA Local 392, located just across the Ohio River in Erlanger, Ky.

Fischer worked out a plan for the UA local to share its Erlanger site with Local 212. "We thought, 'If we could both use the same office for our southern members, it could serve them and save some money at the same time,'" he said.

Shortly before Las Vegas Local 357 opened its clinic last September, Cincinnati Local 212 cut the ribbon both on its Kentucky clinic and on a second location in the local's headquarters in Cincinnati's northern suburb of Sharonville.

Both of Local 212's clinics are conveniently located, and the dual locations mean reasonable driving distances for all of the local's widespread members. Giving them easy access to the facilities' doctors, nurse practitioners and nurse's aides was a top priority, Fischer said.

The clinic means there are no logistical hurdles to things like pre-employment drug testing, for example. Generic prescription drugs dispensed by the clinic are free for members as well.

"Everybody that uses it has high praise for it," Fischer said, adding that the number of clinic visits has been steadily growing.

"Right now, it's more of a benefit for members than a savings for us," Fischer said, "but we're getting there. It's a good thing. It'll pay off in 24 to 26 months."

A grand-opening incentive plan helped grow Local 212 members' interest in the clinics, the business manager said.

"Members could get a \$50 Visa gift card on their first visit," he said. "For some of them, this is how they're finding out for the first time that they have health issues."

Many locals already have found ways to save money on health care with the Family Medical Care Plan, the health benefit organization operated jointly by IBEW and the National Electrical Contractors Association. Local-run clinics can work hand in hand with the FMCP, which serves nearly 100,000 participants from about 170 locals, as well as a few larger companies that use it to provide insurance for IBEW members who are covered by a union contract.

"Keeping members healthy and working — and caring for those who need care — have long been top priorities for this organization," said International President Lonnie R. Stephenson. "Getting creative to help take away some of those stresses — by making quality health care available to members — is a can't-lose proposition." ■

IBEW MEDIA WORLD

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

www.ibew.org

Get all the news for and about IBEW members, including the online version of *The Electrical Worker*, at IBEW.org.

YouTube

The IBEW is partnering with one of the South's biggest energy companies to train the next generation of skilled power workers. See how at YouTube.com/TheElectricalWorker.

Vimeo

The Delaware River's historic



Lower Trenton Bridge is getting an updated look, thanks to members of Trenton, N.J. Local 269. See the 107-year-old landmark in a new light at Vimeo.com/IBEW.

HourPower

Many IBEW locals benefit from the special problem-solving skills that military veterans can bring to electrical work. Watch one man's powerful story at IBEWHourPower.com.



ElectricTV

Making solar-powered dog houses recently gave some middle schoolers a taste of electrical industry work. See how members of Phoenix Local 640 and NECA made it happen on ElectricTV.net.



Is the IBEW's FMCP Right for Your Local?

The NECA/IBEW Family Medical Care Plan is working wonders for local unions and signatory employers across America.

Designed to provide a high-quality health benefit to members and their families at the lowest cost possible, the FMCP covers nearly 100,000 beneficiaries and dependents at more than 160 IBEW locals across nearly every branch of the union.

And the best part is, the larger the FMCP grows, the greater savings it's able to achieve.

Because the not-for-profit doesn't answer to shareholders or spend big bucks on advertising, it's able to devote nearly every penny to quality health coverage. That means savings for IBEW members and employers alike.

"There's no more important work we do than making sure our members and their families are healthy and well taken care of," said International Secretary-Treasurer Kenneth Cooper. "But it's not just members who love the FMCP. Employers love it too, and in many cases, we've had locals use it in bargaining to save costs and pass those on in the form of pay raises or benefit increases. It's a win-win that every business manager in the Brotherhood ought to take a long, hard look at."

Local unions interested in finding out more should contact the FMCP at 301-556-4300 or visit nebf.com/fmcp.

