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My IBEW STORY

We asked you to share what IBEW membership has meant in your life. See what you had to say.

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A CENTURY OF COMPROMISE

The Most Important IBEW Program You Haven't Heard About



Director of CIR/Bylaws and Appeals Mike Kwashnik checks in with the parties bringing a case before February's meeting of the Council on Industrial Relations.



A century ago in Detroit, IBEW Local 58 members were locked in a bitter dispute with employers who wanted to slash workers' pay from \$1.25 an hour to \$1 an hour.

That's a 20% pay cut, and few would have blamed these IBEW members for authorizing a strike to protest the move. But they didn't strike.

That's because in 1920, the union's relationship with electrical contractors had undergone a dramatic transformation. That was the year the IBEW partnered with electrical contractors to create the Council on Industrial Relations for the Electrical Contracting Industry.



"It makes sense if you've never heard of the CIR," said International President Lonnie R. Stephenson. "Strikes make headlines; good labor-management relationships usually don't. But make no mistake: The Council on Industrial Relations really is one of the most important construction industry organizations out there."

And for the last 100 years, this unique labor-management organization has helped the IBEW's construction and maintenance members in the United States to peacefully avoid strikes by having their cases considered — and arbitrated — by a group of their electrical industry peers.

"The CIR is a good indication of where we've been, and it gives us a good look at where we need to go and what needs to be looked at over time," said

National Electrical Contractors Association CEO David Long. "It gives us a very clear indicator of industry issues, especially things that aren't being resolved on a consistent basis."

A Vision for Labor Peace

Labor unions in the U.S. had gained significant power by World War I's end in 1918, often resorting to strikes to fight things like low pay and unsafe working conditions. But not everyone was thrilled with the amount of influence working people wielded, and builders increasingly began to turn to nonunion — and non-striking — electrical workers. This slow shift started driving down wages and prices just as demand for quality electrical work was reaching record heights.

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FROM THE OFFICERS

An Organizing Call to Arms



Lonnie R. Stephenson
International President

About 45 years ago, the IBEW hit its peak membership. We had nearly 1.1 million members, more than half of them in electrical manufacturing and telecommunications. It was the peak of the post-war economy that created good, stable jobs that launched millions of families into the American Dream.

We had no idea what was coming. Working families were decimated by the rise of banks and global corporations and government support for attacks on unions and organizing.

By the time my predecessor J.J. Barry was elected International President in 1986, membership had fallen by nearly a third. Jack knew he would preside over the death of the IBEW if he didn't radically change it.

He created the Construction Organizing Membership Education Training — still known as COMET — and with it he launched a 30-year process of returning to our roots as an organizing union. That mantle was carried forward by Barry's successor, Ed Hill, who oversaw the creation of the Membership and Business Development departments and the extension of the Florida Initiative — raising the profile of the IBEW through job fairs and ad blitzes — to the entire nation.

When I was elected International President, I saw my job was to take those pieces and expand them, but also to develop a strategy that brought it all together and put organizing at the center of everything we do.

Last month's story in the Electrical Worker showed that one of the final pieces — outside construction organizing — is taking its place in our strategic effort to transform the IBEW.

We have nearly 100 international organizers at the regional, district and state levels. Every part of the International Office knows its core mission is organizing.

We are still in the early stages of this evolution, but the results are worth crowing about. Our membership has grown every year for the last seven years and, by next year's international convention, we will surpass 700,000 active members, exceeding our membership before the Great Recession. We also have 400,000 "A" members, more than at any time in our history.

We've never had the sophisticated tools or coordination to meet our constitution's demand that we organize every worker in the entire electrical industry. Now we do. There is more to be done, but we have all the major components that Jack, Ed and all the other leaders, doers and thinkers in the IBEW had in mind when we began our journey 30 years ago.

We have moved mountains to get where we are. If you are in the leadership of a local union, there are no excuses left not to grow. It's time to get on with it, and I can promise you'll have all the support you need. We're in this together. ■

The PRO Act and Our Future

Polls tell us a majority of American workers would join a union given the chance — but here's the rub. A barrage of attacks on labor laws means those chances are getting slimmer.

Our allies in the U.S. House took a ground-breaking step toward fixing that in February when 219 Democrats and five Republicans passed the Protecting the Right to Organize Act, or PRO Act.

It comes as the Trump administration, many states, the courts and oversight agencies are racing to destroy our rights. The National Labor Relations Board has ruled that employers can kick organizers out of public spaces and ban union pins and apparel at work, that big companies aren't responsible for how their franchises treat employees, that certain pickets are illegal, that unions no longer have the right to communicate with members via employer email, and much more.

Those were 3-1 decisions. Now the NLRB is voting 3-0 against us. In December, the term ran out for the only worker-friendly member, Lauren McFerran, whose scathing dissents showed how flawed and biased the majority's rulings were. Normally, the party in the White House gets three of the board's five seats and the other party gets two. But Senate Majority Leader Mitch McConnell has blocked hearings for Democratic nominees.

Beyond the NLRB, anti-worker bills are gaining steam, the courts are being stacked with judges hostile to labor, and we can't forget that the Supreme Court dealt what our foes hoped would be a death blow to public sector unions in 2018. It wasn't, thanks to the hard work of IBEW locals and other unions with public members. But the battle is far from over.

The PRO Act is ambitious. It would abolish state right-to-work laws that weaken unions and stifle organizing. It also toughens penalties for employers who bully and fire union supporters, stall union elections and bargaining, and commit other violations that cost them little, if anything, now.

Today's political reality means that the Act will hit a brick wall when it reaches the current U.S. Senate. But we can, and must, change that in November by electing a Senate and candidates across the board who will fight for us. As you read here last month, we've proudly endorsed Joe Biden for president, a steadfast friend to unions and working people for 50 years. He's behind the PRO Act, and he'll ensure it gets passed and signed when he becomes our next president.

Virginia is living proof of what's possible. Voters there turned the House and Senate blue last fall, leading to a 2020 legislative session that was packed with pro-worker bills. Among the victories in just two months: bargaining rights for public workers, the authorization of project labor agreements, penalties for misclassifying workers and a higher minimum wage.

Imagine what can be accomplished for workers across the country if we turn the tide with our votes this fall. Imagine the consequences if we don't. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

The Importance of Pre-Apprenticeships

Thank you for your terrific article and photographs about impressive efforts in Boston, Detroit, Vancouver, Florida and elsewhere to widen apprenticeship access for women and other underrepresented groups. It was helpful to read how different programs addressed problems that emerged, like math preparation, childcare and properly-fitting safety equipment. As they go through their IBEW apprenticeships, I hope the Electrical Worker will continue to follow and share the changes our training programs implement to “level the playing field” and ensure these qualified and enthusiastic new members can achieve successful careers. Thanks to Farid Poursoltani [of *Vancouver Local 213*] for pointing out the challenge and importance that we all “be better allies.” In these divisive times, this is leadership about solidarity that the IBEW can offer not only to other building trades but to the country.

*Susan Eisenberg, Local 103 retiree
Boston*

Important Safety Advice

As I approach my 78th year, I often reflect on my working years as an IBEW wireman. One particular incident in the very first year of my apprenticeship stands out above all others. At that time, I'd had but a few school training classes. I was very fortunate to be taught in one of those early sessions something that I believe saved my life: Never stand directly in front of a disconnect you are energizing.

At a steel mill under construction, I was assigned to partner with a journeyman who was given a welding project. The welder at the project location had no power, so I was told to “go turn it on.” I tracked the power cable some distance to a temporary disconnect that was indeed “off.” Thankfully, I remembered my lesson. I stepped clear to the right of the disconnect and engaged with my left hand. I woke up a few minutes later on my back a solid 15 feet from where I'd been standing with the disconnect cover on the floor beside my head. I suffered only a small scratch, but I have no memory of the blast.

I am a very proud IBEW member and very thankful. Thanks for letting me share my story so others can learn from it. Always work safe.

*John Rice Jr., Local 309 retiree
Collinsville, Ill.*

My IBEW STORY

Emma Basmayor, Apprentice Wireman
Raleigh, N.C., Local 553



“I worked as a veterinary assistant for almost five years before I decided to join the IBEW. I loved my job, but it came with huge pitfalls. Low wages, no benefits, minimal opportunity for advancement and burnout are problems that plague the industry. I wanted more from life.

When I decided to leave the veterinary field, I began looking into training programs for electricians and found Local 553. I worked as a pre-apprentice for almost a year before officially starting as an apprentice wireman. During that time, I worked with a wide variety of IBEW journeymen. It was clear they cared about the apprentices and our industry as a whole. The training and support I received have affirmed my decision to join.

Joining the IBEW has made an incredible impact on my life. My income has almost doubled; I can afford to pay my bills and I don't have to worry about how I'm going to pay for medical care anymore. I've also found a sense of community I never expected. The support I've received as a young woman in the construction industry has been incredible. Joining was one of the best decisions I've ever made.”

Proposal Threatens Social Security Disability Benefits for Millions of Workers

A federal scheme that could rob millions of injured workers of their Social Security Disability Insurance is being widely condemned as a vicious attack on vulnerable Americans, including many IBEW members and retirees. The proposal is similar to disastrous Reagan-era cuts in the 1980s.

“There’s no reason to do this other than cruelty and mean-spiritedness,” Ohio Sen. Sherrod Brown said at a late January news conference. “It won’t save money.”

The White House’s proposed 2021 budget calls for \$75 billion in decreased disability spending over the next 10 years. Overall, the budget seeks to drain more than \$1 trillion from Social Security, Medicaid and Medicare.

Any disability insurance savings would come from cutting off benefits to disabled workers by revisiting their cases more often, a process opponents say is cumbersome and unjust and almost always requires legal counsel that low-income working families can’t afford.

The Social Security Administration projects that 2.6 million people out of 8.5 million on SSDI would be subject to early reviews over the next 10 years. Between the new criteria and existing landmines, watchdogs expect that most beneficiaries affected would be dropped.

“They want to add these reviews to a workload that will make SSA wait time even worse, and it will cost them almost \$2 billion to do it,” Sen. Robert Casey of Pennsylvania said at the news conference. “It is wrong, it is a mistake, and it’s certainly not in the interests of justice.”

Research shows that few, if any, countries make it harder for disabled workers to receive benefits than the United States, where understaffing and a byzantine process of paperwork and hearings typically lead to years of delays.

Ultimately, most applicants are rejected. The most recent data shows that two-thirds of applicants were denied between 2007 and 2017.

Advocates stress that denial does not mean a person isn’t disabled. Many applicants can’t afford attorneys and can’t navigate the system without one. Legal Aid and pro-bono lawyers are overwhelmed.

“They don’t tell you up front that you need legal representation,” said an IBEW journeyman wireman in his late 50s who spent four years fighting for benefits after disabling back and leg pain forced him to leave the career he loved. He spent his retirement savings to stay afloat before finally being approved in 2019.

The Electrical Worker is withholding his name to protect him from any backlash in the event of a review. “It’s a nightmare, the whole thing is,” he said. “The problem is that they act like it’s not your own money, when you’ve been paying into it your entire working life.”

The proposal set a record for public comments about a Social Security rule change, with more than 125,000 people speaking out on the Federal Register by



Credit: Rebecca Vallas, Center for American Progress

the end of the comment period Jan. 31.

The same week, 41 senators signed a letter to Social Security Commissioner Andrew Saul detailing ways the agency failed to provide adequate data, evidence or a cost-benefit analysis to support its plan.

“SSA’s proposed rule to change when and how the agency conducts CDRs (continuing disability reviews) is unjustified and arbitrary,” the letter states. Millions of Americans — including many IBEW members and retirees — would be required “to reprove their eligibility for benefits more

frequently without reason, placing significant additional burden on individuals and families that are already stretched thin.”

Altering the disability review process had tragic consequences during the Reagan administration in the early 1980s. It caused such a bipartisan uproar that lawmakers voted 99-0 in the Senate and 402-0 in the House to reverse the changes.

“Close to a half-million on disability received termination notices at that time,” said Jonathan Stein, a Philadelphia Legal Aid lawyer. “The newspapers were

filled with horror stories of suicides, of people on around-the-clock oxygen, people with cerebral palsy who were terminated in these reviews. It caused devastation in the lives of hundreds of thousands of people.”

SSDI and SSI — insurance for non-working people with disabilities — are the main targets of attacks on Social Security in the proposed 2021 budget. However, GOP lawmakers are itching to revive a 2016 bill that could radically affect all the so-called “entitlement” programs

Lawmakers, including longtime IBEW ally Sen. Sherrod Brown, speaking, are condemning a proposed rule threatening Social Security Disability Insurance benefits for more than 2 million ill and injured workers.

through service cuts, means testing and raising the retirement age from 67 to 69.

Senate Majority Leader Mitch McConnell falsely claims that the benefits are the “real drivers” of the record \$23.3 trillion national debt. President Trump also has a knife out, despite tweets and rhetoric swearing he’ll protect the programs.

“The president is saying he would be open and welcome to cuts to Social Security in his second term,” Rep. Brendan Boyle said at the January event. “Some of my colleagues in the House aren’t even waiting. They have already introduced legislation. Sen. McConnell has given remarks that it was his great, unfinished business to cut Social Security.”

Brown said the latest blitz of attacks is right out of the “corporate crowd’s playbook.”

“It’s always the special interests’ plan — drive deficits up with tax cuts and then come after people with disabilities, come after the elderly, come after low-income people,” the longtime labor ally said. “Cut and cut and cut, whether it’s taking Social Security money from Americans with disabilities or block-granting Medicaid or forcing nurses and construction workers and others to work until they’re 70.” ■

Toronto NextGen Hosts Dodgeball Tourney for Men’s Health

Promoting men’s health doesn’t have to be boring. Just ask members of Toronto Local 353’s NextGen committee, who tackled the serious issue with mustaches and a dodgeball tournament.

“Dodgeball seems to work for us,” said Aaron Zboch-Alves, co-chair of NextGen, the IBEW group focused on young members in the brotherhood. “We get a lot of support from our union and from the broader labor community.”

While the promise of nostalgic sport may have inspired some, the cause was the real reason for the tournament. “Movember” is a movement that focuses on raising awareness about men’s health issues, including prostate cancer, testicular cancer, mental health and suicide prevention. During the month of November, in particular, participants are encouraged to grow their mustaches as a show of solidarity.

“Construction is very male-dominated, so it’s good to promote men’s health, especially mental health,” said Tim Shilson, Zboch-Alves’s NextGen co-chair. “It’s really important to talk about, and I’m glad we can start that conversation.”

Zboch-Alves says this is the fourth year of the competition, one of the committee’s largest events, and that it’s been a great learning opportunity for everyone involved.

“Local 353 is good about letting us fall down and scrape our knees in terms of trying new things and learning as we go,” Shilson said.

This year, the tournament raised about \$2,200, all donated in the winning team’s



Members of Toronto, Ontario, Local 353’s NextGen committee put on a dodgeball tournament in support of Movember, a movement to support men’s health.

Inset: During the month of November, participants are encouraged to grow mustaches — or simply don a fake one — as show of solidarity for the cause. Pictured: Local 353 Dillon Burt (left) and Dave Mee, First District International Representative Cheryl Paron and NextGen co-chair Aaron Zboch-Alves.

feminine hygiene products during the month of February and March. All donations went to Period Purse, an organization that gives out the items in purses — along with snacks like granola bars and chocolate — to those living on the streets and to others in need.

“No one should have to choose between food and hygiene,” Shilson said. “Plus, it’s good for a male-dominated industry to do something like this, to make us a little more inclusive.” ■

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A Century of Compromise: The Most Important IBEW Program You Haven't Heard About

The U.S. Chamber of Commerce and similar associations, meanwhile, were concocting the “open shop” concept, lobbying lawmakers to allow union members to work side-by-side with workers who weren't paying dues. Their goal was to gut unions' power through gradual financial starvation, a strategy later rebranded as the so-called right-to-work.

To help defend the electrical contracting industry against such attacks, then-IBEW International Secretary Charles Ford and a group of the union's international officers had joined forces around this time with members of the New York City-based Conference Club, a largely social subset of the National Association of Electrical Contractors and Dealers. The two groups amicably discussed a number of forward-thinking ideas, such as crafting a national labor agreement and creating an arbitration board for settling local labor disputes.

In 1919, the talks expanded to include the entire NAEC (which later became NECA). Both parties' national conventions that year approved the CIR concept, a formal formation resolution was jointly adopted the following January, and the first official CIR meeting was held on April 30, 1920.



IBEW International Secretary Charles Ford (top) and L.K. Comstock (bottom), leader of the NECA-affiliated New York City Conference Club, co-founded the CIR, which first met in 1920.

“It is the part of good judgement to cooperate with employers who are fair to organized labor and further strengthen the reasons why such employers favor organization among their employees,” wrote then-International President James P. Noonan in the January 1921 Journal of Electrical Workers and Operators. “It is useless to make the sacrifices which strikes occasion if it is possible to reach an honorable adjustment by conciliatory methods.”

“[CIR members] represent the interests of the entire electrical contracting industry.”

— Darrin Golden, former Dir. of CIR/Bylaws and Appeals

Darrin Golden, a former director of CIR/Bylaws and Appeals who currently serves as executive assistant to the international secretary-treasurer, said that although Noonan's words reflect his time, they still hold true 100 years later. “The founding fathers of the CIR had great vision for what this would do for our industry,” Golden said. “Of course, the industry has changed over the years, but the CIR remains one of the best attributes of the IBEW-NECA partnership. Construction industry strikes cost money, for both workers and contractors, and it's best for everyone if we're able to avoid them.”

L.K. Comstock, a transit rail systems contractor who served as the Conference Club's leader, recalled later that setting up the CIR was anything but smooth sailing. Nevertheless, “the Council taught us how to create and maintain friendly relations, labor and management, and to eliminate the strike,” he said. “This elimination has been productive of savings of many millions of dollars, which have accrued to employer, employee and the public.”

A March 15, 1921 CIR bulletin cited figures from the New York State Industrial Commission showing that during the fiscal year ending June 30, 1920, nearly 10.6 million work hours had been lost to strikes and lockouts in the Empire State, costing an estimated \$50 million. “It is such losses which the Council hopes ultimately to erase from the debit side of the industry's ledger,” the bulletin said.

Getting to ‘Yes’

“If you really think about it, who better to resolve an industry dispute than the parties who work in the electrical industry every day?” asked current Director of CIR/Bylaws and Appeals Mike Kwashnik. “As the impartial secretary of the CIR, I strive to ensure that both labor and management work in cooperation at council to render the very best possible decisions for the litigants and our electrical industry.”

The CIR sets the IBEW apart from other labor organizations, which often



deal with dispute deadlocks by sending the parties to a mediator for help with resolving the dispute. If those talks break down, binding arbitration or a strike authorization vote usually follows.

Most of the IBEW's construction and maintenance branch locals have collective bargaining agreements that require disputes at impasse to be brought to the CIR for consideration as long as all good-faith efforts to resolve them at home have failed.

“When the members of the council are in session, they do not represent either the IBEW or NECA,” Golden said. “They represent the interests of the entire electrical contracting industry.”

A CIR panel is made up of 12 members, with six representing labor and six representing management. The IBEW's international president selects two construction and maintenance branch business managers from each of the U.S.'s 10 districts to serve on the union's side. NECA's regional directors choose from among the association's chapter managers to recommend CIR service, with recommendations passed up the chain through the appropriate volunteer vice presidents to NECA's president.

Five from each side are then selected to come to Washington, D.C., each quarter — in February, May, August and November — to hear cases. Completing the panel are two appointed co-chairs: an IBEW international vice president and a NECA district vice president. (Depending on case load, two panels can sometimes be necessary.)

“The CIR is staffed by electrical industry experts, not outsiders,” Stephenson said. “We know our industry inside and out, so when a case comes before the council, no one has to waste time explaining to a mediator or arbitrator how our industry works.”

“With arbitration, it's about presentation,” Long added. “With the CIR, it's about resolution.”

Pending cases get distributed to the CIR members before they arrive in Washington to review, but it's not uncommon



COUNCIL ON INDUSTRIAL RELATIONS IN SESSION IN CINCINNATI
Left to right: J. M. Richardson, Roanoke; Frank Riley, Detroit; E. C. Carlson, Youngstown; M. L. Ratcliff, San Diego; Chairman McChesney, Washington; Vice Chairman Tracy, Washington; Secretary Hedgus, Washington; Norman Pierce, Chicago; Frank Shaffer, Plainfield; John J. Regan, Boston.

The modern CIR gathers quarterly in Washington, D.C. (above), but up until mid-1900s, the council heard cases on the locals' home turf — for example, in Cincinnati in 1947 (below).

for some disputes to end up getting settled at the local level up to the last minute before they reach the CIR.

The council's first case, the Detroit Local 58 pay cut dispute, ended with the CIR ruling unanimously in the local's favor. One of the most recent cases, presented in February, involved a disagreement between Fort Wayne, Ind., Local 305 and a contractor over the assignment of craft work among the shop's unions.

Local 305 Business Manager Kip Howard had observed the CIR at work before, but February's meeting was his first time to present a case before the council as his local's business manager.

“It was nerve-racking,” said Howard, who became business manager last July. “You know that you have a membership back home hoping for a favorable decision. You don't know how it will turn out.”

Ultimately, Kwashnik said, the council must be in complete agreement. “If we're not, we keep arguing and negotiating until we reach a unanimous decision.” It sometimes means the council remains in session for as long as it takes to get on the same page, he said — even late into the evening and into early the next morning, if necessary.

In preparing for his presentation, Howard and his local's leaders first worked back in Fort Wayne with Sixth District

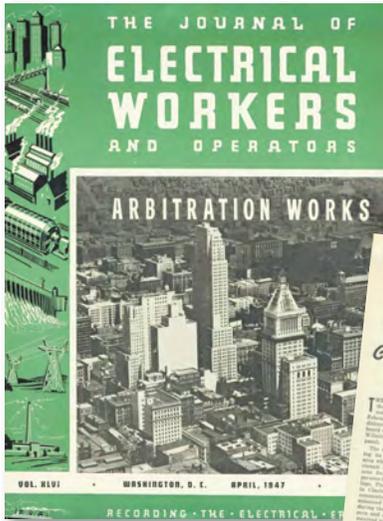
International Representative Mike Daugherty. Resources posted on TheCIR.org and contained in a booklet prepared by the CIR also helped the Local 305 team outline the presentation process.

“We ran through scenarios about what they could say, how we would respond,” Howard said. “It was a good learning experience, but I hope there won't have to be a next time, because there's no guarantee things will go your way.”

It also can be expensive for the locals, which are responsible for covering travel, lodging and other expenses for those who travel to, and stay in, Washington for several days.

“The CIR is supposed to be the last resort, so try to work your issues out at the local level,” Howard advises fellow business managers considering taking a case to the CIR. And if you end up appearing before the council in Washington, “You definitely need to be prepared for it,” Howard said. “Make sure you do your homework and take someone with you for backup and support.” (Howard brought along Chris Batchelder, Local 305's assistant business manager.)

All of the council's members have a chance to ask questions of the employer and labor sides, taking turns as recognized by the co-chairmen. After each case is heard, the council goes into executive



The CIR implemented an education campaign and a number of changes in the 1940s to help encourage locals to take advantage of the council's services. A 1947 edition of this publication covered its important work.



session to try to reach a unanimous and legally binding decision on each one.

"It's quite the process," said Assistant to the International President for Membership Development Ricky Oakland, who previously served as director of CIR/Bylaws and Appeals.

"Labor and management surrender themselves to their peers to resolve their differences and agree to be bound by their decisions." This system typically allows decisions to be implemented quickly, sometimes within a week.

"You're better off sitting at home and hammering things out," Golden added, because once a case reaches the CIR, "you might not get what you want, but you'll get what you need."

Deadlocks rarely happen, and in those situations, the CIR's four-member executive committee can be called on to render a unanimous decision. Serving as committee chairs are the IBEW's international president and NECA's chief executive officer (or their designees), with the IBEW's director of CIR/Bylaws and Appeals acting as the council's secretary and NECA's vice president of labor relations as treasurer.

"We take it very seriously," Long said. "We sometimes talk about things for hours and hours. No arbitration board is putting in more time than our staffs to get not an answer, but a proper resolution."

"As a member of the executive committee, I have always enjoyed the process of resolving complex issues that affect the electrical industry," Kwashnik said. "That may seem unusual to some, but it's what made my appointment to the CIR a rewarding experience and a perfect fit."

Another Hundred Years

In its early years, the members of the CIR would travel to hear cases where disputes were occurring. There typically weren't many, though; it took a few decades for labor and management to overcome their historical and mutual distrust.

In 1947, the CIR moved to hold quarterly meetings in Washington, D.C., as a way of helping to speed up the consideration process. The same year, the

council launched an educational campaign to urge more locals to take advantage of its services.

"If the profession of a desire for cooperation made by both the parties to this dispute at the hearing is genuine, then the results will be immediate and surprising," wrote then-International President Dan W. Tracy in the July 1947 IBEW Journal.

By the time the CIR reaches its 100th anniversary milestone later this month, it will have heard and settled more than 8,500 cases — and counting. "The IBEW remains committed to the CIR, to the process and to the results," Golden said.

"We have been known for being the strikeless construction industry," Oakland added. "If it weren't for the CIR, there'd be a lot more strikes. The CIR has provided harmony and has saved millions — if not billions — of dollars."

And if a local situation is desperate enough to have a case brought before the council, "the CIR does a tremendous job of taking that situation and making it work," Long said. "It's not about being happy. It's about having a good working relationship going forward."

Stephenson encouraged locals to continue to work toward good faith labor-management relations on their own, but he's proud the CIR is there for those times when impasses are inevitable.

"Together, the IBEW and NECA do a pretty good job of regulating ourselves," Stephenson said. "We've been proving it through our successful apprenticeship programs for decades. Our goals are similar — a thriving electrical construction industry — and the CIR has played a key role in helping us sort out our different strategies toward achieving those goals. I have no doubt that the council will continue to serve the electrical industry well for the next 100 years and beyond." ■

The Sweet Smell of Success: Big Raises for Portland Wiremen at Nabisco Bakery

With a quarter-century of experience at the Mondelēz Nabisco plant in Portland, Ore., journeyman wireman Jim Smith knows it takes at least two electricians per shift to ensure that millions of Oreos, Saltines and other popular snacks wend their way from baking to packaging without major disruption.

But higher-paying jobs created by the region's construction boom began making it impossible for the industrial bakery to hold onto skilled electricians and recruit new ones.

Eventually, the maintenance crew represented by Portland Local 48 shrank to two. Smith, the unit steward, and a fellow journeyman worked alone, racing from one trouble spot to another on the 15-acre property.

"I was on one shift, he was on another and we were basically putting out fires as fast as we could," Smith said.

Then the local negotiated a game-changing raise. Hourly base wages for maintenance electricians soared from \$30.30 an hour to \$40.

"It made a difference almost immediately," Local 48 business representative Mike Bridges said. "Within two or three months we went from two electricians to eight."

The raise took effect in July 2018, even though bargaining dragged on for another rocky year and a half. High turnover on the management team made things more difficult, but solidarity on the union side — between the IBEW and a larger unit of Machinists — never wavered.

Ultimately, members of both unions rejected what the company claimed was a final offer, then voted to authorize a strike. Workers blew whistles entering and leaving the plant as a show of unity and donned union T-shirts. The back side of Local 48's read, "Lightning makes no sound ... until it strikes!"

Mondelēz returned to the table for a final marathon session with a federal mediator. It was the 41st round of bargaining over two-plus years, a longer and more draining process than Bridges said he'd ever experienced as a negotiator.

But throughout, he was buoyed by the brotherhood on display, especially when it came to the 32% pay hike for IBEW members. While the Machinists also got sizeable raises — 9% over three years, with backpay — Bridges said they knew the electricians needed more to compete with market rates.

"They supported us in a big way," Bridges said. "Their point of view was, 'Yeah, we want more money, too, but we understand this is crisis mode. We can't effectively do our job if we've only got one electrician running around the plant.'"

Local 48 also won a new classification for electricians — instrument control technician — and nailed down the work that belongs to the IBEW and the Machin-



Local 48 Steward Jim Smith, right, and three of his Machinist coworkers served on the bargaining team at their Mondelēz Nabisco plant in Portland, Ore.

ists at the plant, where Operating Engineers are also employed.

The other unions weren't the problem. It was the company, Smith said, that "was trying to blur the lines between us. Now we've got jurisdictional language to keep everybody in their lanes."

The management team's revolving door meant that only one of its six original negotiators still was there at the end. Complicating matters, Mondelēz tried to insist on oral agreements at the table.

Even if managers meant what they said one week, new faces could be there the next. "There was not a lot of trust with the company as far as them keeping their word," Smith said.

But solidarity prevailed again, and finally the company put its promises on paper.

The unions also fended off a shift change that would have cost workers a

chunk of overtime pay and undermined a valued seniority system, expanded bereavement leave, added language providing for federal mediation to resolve disputes, and created firmer timelines for the company to respond to grievances, among other advances, Local 48 general counsel Diana Winther said.

Despite all the strides, battles lie ahead. Bargaining a new contract isn't far off, as the retroactive three-year agreement expires in December. Meanwhile, the plant's 210 members of the Bakery, Confectionery, Tobacco and Grain Millers are working under expired contract language and imposed terms, as are units in five other U.S. cities with Mondelēz bakeries.

In Portland, the IBEW unit was 10-strong when workers ratified the contract in February, and Smith is hopeful that more hires are coming. ■

DO YOUR NABISCO SNACKS HAVE THE UNION LABEL?

Check Your Labels. Buy Union!

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Nabisco cookies and crackers made at Mondelēz bakeries in Mexico are stamped "Made in Mexico" and/or have the code "MM" or "MS" embedded in the sell-by date.

AE – Chicago
AH – Portland, Ore.

AP – Fair Lawn, N.J.
AX – Atlanta

AZ – Richmond, Va.
XL – Naperville, Ill.

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Globetrotting Halifax Members Maintain Royal Navy's Fleet

Members of Halifax, Nova Scotia, Local 1133 perform maintenance work on the Royal Canadian Navy's most sophisticated vessels — and some are never quite sure where that responsibility will take them, or when.

Weapons fire control technician Tim Bunker was enjoying lunch one afternoon when he was told to head to the airport, where he would fly to perform repairs on a ship docked in Italy.

Business Manager Freddie Hutchison, who works in radar maintenance, arrived at Halifax Harbor for work one day in September 2017 to find he was being dispatched to France that afternoon because of an oil leak on a ship's radar.

These vessels are vital to national security, so the work can't wait.

"When they are in operations, they're not over there to be tied up port-side," Hutchison said.

Last year, they were sent to Naples, Italy, to work on the ship that carries the name of their hometown — the HMCS Halifax. At the time, the Halifax-class frigate was serving six months as the flagship of the Standing NATO Maritime Group 2.

Local 1133 has only about 120 members, but few, if any, are more vital to Canada's national security. They are employed by the Department of National Defence and based at Her Majesty's Canadian Dockyard, commonly called HMC Dockyard Halifax, where they are responsible for all the maintenance work on the RCN's Atlantic fleet.

They can be sent around the world at a moment's notice if any part of the fleet requires immediate maintenance.

"Being able to contribute to the defence of the country and the military without being in the military is pretty neat," said Hutchison, who has received thank-you notes from ship commanders and met with Defense Minister Harjit Sajjan. "You definitely get that feeling from this. When you go overseas and do the repairs we do, you're very thankful."

Applicants immediately become members after being hired and go through a three-year apprenticeship conducted by the defence department. The work they do isn't much different from other Canadian industries in at least one respect. Technological change continues at an increasingly rapid rate.

"One of the new challenges we're facing now is that some of the radar is heavily software based," Bunker said. "A lot of that is learning on the fly. It certainly keeps you on your toes."

Some things haven't changed, however. For those working on submarines, like 17-year Local 1133 member Trevor Thibault, that means crawling through the extremely close quarters of the hull and casing of a

sub to work on its sonar system.

"I kind of like doing different kinds of things, and working in a submarine was a little different," said Thibault, a former auto body mechanic. "There's more of a mechanical side to it and the confined spaces, I don't mind. If you don't like the smell, it's a real problem. It's a diesel fuel smell that goes through your clothes and your hair pretty quickly. It's just embedded and gets through everything on the sub."

The travel sounds glamorous. It's not. Often times, it's grueling, especially for families left behind at a moment's notice. But there are some highlights.

Instead of sending all vessels back to Halifax for maintenance between missions, the RCN will sometimes dispatch Local 1133 members around the world to perform routine maintenance because it's more cost effective. Thibault spent nearly a month on the Greek island of Crete on such a job, getting weekends off and being able to explore the area with colleagues.

But when it's an immediate repair,

Local 1133 members fly in, fix the problem as quickly as possible — sometimes working 15-18 hour days — and are back on a plane to North America quickly.

"Some travel is nicer than others," Bunker said.

The jobs pay well with good benefits, so most members turn them into careers. Doing it in support of the country's military makes it even better.

"It's a rewarding job, doing what we are able to do and help out," Hutchison said. "These military people, I don't think I could do what they do, going away for six months and being away from their families. We're very appreciative of what they do."

Halifax Local 1131 and Ottawa Local 2228, the national local for federal government workers, also represent workers at CFB Halifax. ■

Members of Halifax, Nova Scotia, Local 1133 perform repairs on the HMCS Halifax in Naples, Italy last year. The HMCS Halifax is the flagship of Standing NATO Maritime Group 2.



Les membres d'Halifax voyagent le monde pour réparer la flotte de la Marine royale

Les membres du local 1133 situé à Halifax en Nouvelle-Écosse effectuent des travaux de maintenance sur les navires les plus sophistiqués de la Marine royale canadienne. Certains de ces membres ne sont jamais certains où et à quel moment cette responsabilité peut les emmener.

Pendant son repas du midi, Tim Bunker qui est technicien en génie des armes s'est fait dire de se rendre à l'aéroport en direction vers l'Italie pour effectuer des réparations sur un navire amarré.

En septembre 2017, le gérant d'affaires Freddie Hutchison, qui travaille dans la maintenance du service de radar, est arrivé sur son lieu de travail au port d'Halifax, et il été envoyé en France dans l'après-midi en raison d'une fuite d'huile sur le radar d'un navire.

Ces navires sont essentiels à la sécurité nationale, le travail ne peut donc pas attendre.

«Lorsqu'ils sont en service, ils ne sont pas censés être amarrés,» dit Hutchison.

On les a envoyés à Naples en Italie l'an dernier pour effectuer des travaux sur un navire qui porte le nom de leur ville natale, le NCSM Halifax. À l'époque, pendant six mois, les frégates de la classe Halifax étaient des navires amiraux au service du 2e Groupe maritime permanent de l'OTAN.

Le local 1133 compte environ 120

membres, quelques-uns d'entre eux sont plus essentiels à la sécurité nationale du Canada. Ils sont embauchés par le ministère de la Défense nationale et basés au chantier maritime de l'arsenal canadien de Sa majesté, mieux connu sous le nom d'arsenal maritime CSM Halifax, ayant comme responsabilité d'effectuer toute la maintenance de la flotte de l'Atlantique de la MRC.

À tout moment, ils peuvent être envoyés partout dans le monde pour n'importe quelle partie de la flotte nécessitant une maintenance immédiate.

«D'être en mesure de contribuer à la défense du pays et au service militaire sans en faire partie, c'est vraiment génial,» dit Hutchison, qui a reçu des notes de remerciements des commandants de navires et a rencontré Harjit Sajjan, le ministre de la Défense nationale. «Ça donne un véritable sentiment d'accomplissement de voyager outre-mer pour effectuer des réparations comme nous le faisons. Nous sommes très reconnaissants.»

Les candidats deviennent immédiatement des membres une fois embauchés et suivent une formation d'une durée de trois ans offerte par le ministère de la Défense nationale. Le travail qu'ils effectuent n'est pas différent des autres industries canadiennes à part un point : la technologie évolue à une vitesse de plus en plus rapide.

«L'un des nouveaux défis auxquels nous devons faire face en ce moment est qu'une partie du radar est fortement basée sur des logiciels,» dit Bunker. «Une bonne partie de l'apprentissage se fait "sur le tas". Ça t'oblige à rester vigilant.»

Il y a cependant des choses qui n'ont pas changé pour ceux qui effectuent des travaux sur les sous-marins comme Trevor Thibault, membre du local 1133 depuis 17 ans. C'est-à-dire, qu'il doit ramper dans les espaces confinés de la coque pour effectuer des travaux sur le système sonore du sous-marin.

«J'apprécie faire de différentes choses et travailler dans un sous-marin fait un peu différent,» dit Thibault, un ancien mécanicien en carrosserie. «On retrouve plus d'aspects mécaniques et l'espace confiné ne me dérange pas. C'est un réel problème si vous n'aimez pas l'odeur. C'est une odeur de diesel qui passe à travers vos vêtements et vos cheveux assez rapidement. C'est tout simplement imprégner et passe à travers tout dans le sous-marin.»

Voyager semble prodigieux, mais ce n'est pas le cas. Bien souvent c'est exténuant, plus spécifiquement pour les familles laissées derrière à la dernière minute. Mais il y a des avantages.

Au lieu de renvoyer tous les navires à Halifax pour effectuer des travaux de maintenance entre les missions, la

MRC va parfois envoyer les membres du local 1133 autour du monde pour effectuer des travaux de maintenance périodique parce que c'est plus rentable. Grâce à cette affectation, Thibault a passé près d'un mois à Crète sur les îles grecques, et puisqu'il avait congé la fin de semaine, il a pris le temps d'explorer l'endroit accompagné de ses collègues.

Mais lorsqu'il s'agit d'une réparation immédiate, les membres du local 1133 se rendent à la destination pour réparer le problème le plus rapidement possible, et parfois ils travaillent de 15 à 18 heures par jour et doivent retourner en Amérique du Nord aussitôt.

«Il y a des voyages qui sont plus agréables que d'autres,» ajoute Bunker.

Les emplois sont bien payés et offrent de bons avantages, les membres en font alors une carrière.

«C'est un emploi gratifiant de faire ce que nous sommes capables de faire et de venir en aide,» dit Hutchison. «Je ne pense pas pouvoir faire ce que les militaires font, quitter leurs familles pendant six mois. Nous sommes très reconnaissants de ce qu'ils font.»

Le local 1131 d'Halifax et le local 2228 à Ottawa, le local national pour les employés et employés du gouvernement fédéral, ont également des travailleuses et des travailleurs au BFC Halifax. ■

THE FRONT LINE: POLITICS & JOBS

The Trump Administration Opens Door to Silencing Federal Workers

Collective bargaining rights for the Defense Department's 750,000-person civilian workforce are on the chopping block thanks to a memo from President Trump.

"It's like a nuclear bomb just landed on federal employees," said Honolulu Local 1186 business representative Don Bongo. "Our members are walking on eggshells."

The memo, published in the Federal Register on Feb. 21, involves the Civil Service Reform Act of 1978, which includes a provision that allows the president to issue an order excluding agencies and their sub-components from collective bargaining if the rules "cannot be applied to that agency or subdivision in a manner consistent with national security requirements." The memo also cited a need for "flexibility." As Government Executive reported, no president has ever exercised this power before.

"Denying nearly half a million Defense Department workers the collective bargaining rights guaranteed to them by law since 1962 would be a travesty — and doing it under the guise of 'national security' would be a disgrace to the sacred oath and obligation that all federal workers make to their country," said American Federation of Government Employees National President Everett Kelley. "This administration will not stop until it takes away all workers' rights to form and join a union."

Government Employees Director Paul O'Connor says the IBEW has about 2,000 members at the Defense Department, including at four Naval shipyards in Hawaii, Maine, Virginia and Washington. Bongo works with the more than 400 IBEW members employed at the Pearl Harbor Naval Shipyard at Hickam Air Force Base and at the Ka'ena Point Satellite Tracking Station. Including other trades, Bongo says the memo could impact some 5,000 working people at Pearl Harbor alone.

It's unclear how or whether Defense Secretary Mark Esper will use this new power, and the Federal Workers Alliance, of which the IBEW is a member, is tracking the issue. What is clear, however, is how unnecessary it is, says O'Connor.

"The idea of gutting collective bargaining to create flexibility in the interest of national security is preposterous," O'Connor said. "This will end up in the court system."

As Federal News Network reported, the idea isn't new. Back in 2007, a report from the anti-labor Heritage Foundation argued for the very same move. One of its co-authors, James Sherk, is now leading domestic policy — including labor issues — in the Trump administration. In 2017, Sherk called for eliminating all job protections for federal workers as well as a requirement that federal contractors provide paid sick leave for employees, Politico reported.

According to the New York Times, one of the other issues Sherk has been pushing for is weakening collective bargaining rights and protections for workers on federally funded construction projects.

The memo is the latest in an increasingly long list of attacks on federal workers, and on workers' rights more generally. In October, three executive orders went into effect that will allow agencies to more easily impose unfair contracts, weaken employees' bargaining rights, slash the time for workers accused of underperforming to improve, and significantly curtail long-established "official time" that allows workers with union duties to represent their colleagues when issues arise.

Trump's proposed budget, released in February, calls for once again reducing the value of federal



The Trump administration is continuing its attack on federal workers with a memo that allows for abolishing collective bargaining rights for the Defense Department's civilian workforce, which includes IBEW members.

workers' retirement benefits while also requiring them to pay more, reported the Washington Post. And Government Executive reported that the Federal Labor Relations Authority is moving forward with a controversial proposal to make it easier for federal employees to cancel automatic union dues collection, something it's doing over the objections of labor groups and the agency's lone Democratic appointee.

"Federal employees deserve better than what this administration is doing," O'Connor said. "We just want to do our job and have a voice like everyone else. But whether it's last year's historic shutdown, pay and hiring freezes, or this new attack on collective bargaining, Trump and his team seem hellbent on pushing everyone out. Fortunately, we know the value of our work, and we're not going anywhere." ■

NLRB Cracks Down on Union Symbols at Work

The National Labor Relations Board took another major step to eradicate the rights of working people with a recent controversial decision cracking down on workers wearing union insignia on the job.

"At every turn the NLRB seems intent on making it harder for working people to have a voice at work," said International President Lonnie R. Stephenson. "This is just one more decision to lay on the pyre of union rights, and for no good reason."

The decision, released on Dec. 23, held that workers can only wear "small, non-distracting" buttons and other insignia that are no larger than the size of the employee's name badge, reported Bloomberg Law. The case comes from a challenge by OUR Walmart, a pro-worker organization, to Walmart's policy that limits the size of union buttons.

The NLRB ruled that such limitations maintain the business' goals — enhancing the customer experience and protecting merchandise from vandalism or theft — without any harmful impacts on workers' rights to organize.

The judgement flies in the face of precedent, however. As In These Times reported, the NLRB in 2017 rejected an attempt by fast-food chain In-N-Out Burger to bar its workers from wearing "Fight for \$15" buttons during their shifts. The company then tried to have the case heard before the U.S. Supreme Court, but it was declined.

The NLRB also went against its own 75-year-old ruling, known as Republic Aviation. In that case, the board recognized a worker's right to wear insignia

and said an employer's limitations were unlawful unless they demonstrated, "special circumstances," reported Bloomberg Law. Now, the board says it will use a new standard from 2017, known as Boeing, which is decidedly more employer-friendly.

The lone Democrat on the board at the time, Lauren McFerran, was the only dissent. Her term has since expired, leaving no pro-worker voices on the board.

"Today, the majority brushes aside Republic Aviation and its progeny and applies the less demanding standard from its deeply flawed decision in Boeing Co.," McFerran wrote, adding that it "surely would not be a welcome development for workers."

Regional organizing coordinator Joseph Skinner says this issue is one that has impacted members.

"We have experienced this on several occasions," Skinner said. "Most of the time the company claims that it is a safety issue if it's a button, wristband, lanyard or even a sticker."

Skinner noted that wearing a union button or other item is also a form of protection against discrimination.

"When a union supporter is fired during a campaign the company always says, 'We fired this employee for a safety violation, or whatever reason, and we didn't have any idea they were a union supporter.' But if the person wore some union items for just a few minutes and the company asked them to take it off, it helps my case to show that the company was discriminating against their right to organize."

The Trump administration's Republican-led NLRB has been consistently rolling back rights for working people at seemingly every turn. Rulings have included — but are not limited to — giving employers the OK to eject union organizers from public spaces, to more easily withdraw union recognition, to discriminate against union members in the workplace, to thwart protests and to block the rights of people working for subcontractors and franchises.

In September, Trump appointed corporate lawyer Eugene Scalia as secretary of the U.S. Department of Labor. Scalia brought with him a track record of siding with management at the expense of working people, including fighting rules that would have required employers to pay for their workers' protective safety equipment and fighting charges against SeaWorld after a whale killed its trainer during a performance. ■

NLRB Threatens Oregon Law Protecting Workers from Union-Bashing Captive Audience Meetings

The National Labor Relations Board is trying to kill a law unique to Oregon that prohibits employers from forcing workers to attend anti-union meetings, adding a state battle to its ferocious attacks on workers' rights at the federal level.

Workers in Oregon can't be fired, disciplined or penalized in any way for opting out of the captive-audience spiels intended to derail organizing drives with union-busting rhetoric and pressure tactics.

In a complaint filed Feb. 7 in U.S. District Court, the NLRB charges that federal law permitting the mandatory meetings trumps the 2009 Oregon statute, which also bars employers from forcing their religious and political views on workers.

The Board claims Oregon is violating employers' free speech rights, the same rationale that business groups used in 2010 when they sued in federal court to block the law. The case was dismissed.

"The free-speech argument has always been absurd," said Kail Zuschlag, assistant business manager of Salem Local 280 in Oregon's capital city. "The law doesn't do anything to stop employers from pushing their anti-union propaganda, it just protects workers from having to listen."

Through case decisions and new rules, the NLRB has been on a tear undermining unions and workers' rights nationwide, while fueling the worst

POLITICS & JOBS continued on page 8



The National Labor Relations Board issued another anti-worker ruling, this time limiting what organizing apparel workers can wear while on the job. It could ban IBEW buttons or T-shirts like the one worn here by an SPX Transformer Solutions employee at Milwaukee Local 2150.

POLITICS & JOBS *continued*

instincts of private-sector employers.

Recent rulings allow employers to kick organizers out of public spaces and forbid union pins and apparel at work, shield corporations from responsibility for franchises that mistreat employees, ban certain informational pickets, take away the right of unions to communicate with members via employer email, and many other rollbacks.

“As if the Board’s rapid-fire agenda harming working people across the country weren’t enough, now they’re meddling in state affairs, going after a law that broke ground for workers’ rights,” International President Lonnie R. Stephenson said. “We will be vigilant in standing with our members and all workers in Oregon and every other state where the NLRB interferes.”

Under federal law, the only time employers can’t hold mandatory meetings to discuss unions is within 24 hours of a union election.

Until then, the NLRB asserts, Oregon’s law conflicts with the intent of the 1935 National Labor Relations Act not to regulate “non-coercive employer speech about unions,” according to an Oregonian article about the complaint.

Last November, Board general counsel and career union-buster Peter Robb sent a letter asking Oregon Attorney General Ellen Rosenblum to support the NLRB in nullifying the law. She refused.

IBEW leaders say Oregon’s stand for workers and the NLRB’s attacks demonstrate how much elections matter.

“We have a state government right now that has workers’ backs, but on a national level, our rights are endangered,” Zuschlag said. “How can the NLRB possibly have time to chip away at states’ rights when issues like wage theft and misclassification of workers are happening so blatantly? Is taking rights away from working Oregonians really part of the solution?” ■



Swearing-in ceremony for Salem, Ore., Local 280 members in Redmond. The NLRB is threatening the rights of Oregon workers by fighting a law that protects them from being forced to attend employers’ anti-union captive audience meetings.

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TRANSITIONS

RETIRED

Ed Mings



After 42 years of membership, Ed Mings, the IBEW’s first Director for Outside Construction Membership Development, retired at the end of March.

Mings was born in Dekalb, Ill., 66 long miles west of the Chicagoland

union stronghold.

“We were the boondocks. Unions fought for everything out there,” he said.

After high school he went to work at Essex Wire, where he joined the IBEW for the first time. He left a year later for a position at Barber Green, a company that made paving equipment and curb machines and a brief stint in the Machinists’ union.

“Hard work solves most problems.”

— Director for Outside Construction Membership Development Ed Mings

But a neighbor who was a journeyman lineman and inspector at Commonwealth Edison, and also an IBEW member, mentioned to Mings that the contractors he worked with were having trouble finding workers. In the late ’70s, Mings joined Rockford Local 196 and went to work as a groundman.

“As soon as they found out I wasn’t afraid of heights, I didn’t spend much time on the ground,” he said. “I was dead-ending wire, pulling wire, stacking and bolting steel. Everything but working hot distribution. We couldn’t get enough help then either.”

Mings said he was blessed with a career marked by good teachers and mentors, but one in particular set a model for what it meant to be a good worker and union man, an early foreman of his named Tom Dunphy.

“He’s probably where I got my attitude from,” Mings said. “He was an old, mean journeyman, and thank God I had him.”

In 1990, Mings and his family moved down state and he switched his card to Springfield Local 193. Six years later, he was appointed assistant business manager and hired on as an organizer.

At both locals, Mings served when asked, taking positions on organizing, political and new member committees as well as chairing the Sixth District journeyman lineman test committee.

In 2001, Mings moved back to his home local and took a job at a municipal power company that wasn’t big enough to qualify as a utility. He was, he said, there for four days and four hours before the business manager asked him to come on staff as an organizer.

“I had to think about it because I know how much work, real work, it is to be an organizer,” he said. “I said ‘yes’ because I thought I could help.”

When he came on staff, Mings found a local being terribly mismanaged. The former assistant business manager had just been elected business manager. Within two months he had been removed, and Mings was asked to step in and stop the hemorrhaging.

“We were broke, and it didn’t make sense because we had 300 travelers working,” Mings said. “It took a few years, but hard work solves most problems and gradually things got better.”

Mings was reelected twice, and before his third term ran out, he got a call from then-International President Edwin D. Hill asking him to come to the Construction Department to be the outside international representative.

“I didn’t think I was on anyone’s short list,” Mings said. “Too many people thought we are doing all

the work because all our guys were working, but it isn’t so. And I pushed, too much maybe at times, for a lot of people. But I guess Ed and Jerry [Westerholm, then-director of the Construction Department] wanted that.”

Mings said the best thing he did as international representative was the National Emergency Response Agreement, which set basic standards for outside members going out on emergency and storm repair work. Crucially, it established wage and benefit security before anyone got into a truck to head to disasters.

“Mutual aid used to handle all this, but it was falling apart,” Mings said. “Having this in place is more important than ever because storms are getting more severe each year.”

Mings also helped hammer out the National Outside Portability Agreement to make it easier for signatory contractors to get jobs, allowing them to bring a crew they know to get work started and then hand it over to local workers who come in and finish the job.

“I just want to be clear that there is no ‘I’ here; it’s always, my whole career, been ‘we,’” Mings said. “I don’t like talking about ‘I’ so much.”

In August of 2018, International President Lonnie R. Stephenson asked Mings to become the first director of outside organizing.

“I gave them three names so it wouldn’t be me,” Mings said. But again, he said “yes” because that’s what you do, and he thought he could be useful.

At the time he took the position, Mings said his goal was to build on what the IBEW already had.

“We don’t need a culture shift. There is no reason to recreate the wheel. We can use the round one we’ve already got and have had since [the IBEW’s first president] Henry Miller,” he said.

But, Mings said, too many locals weren’t using the tools they had.

“There was no push and no help and a lot of them didn’t know where to start,” he said.

In the last year and half, Mings and Assistant to the President for Membership Development Ricky Oakland have built a structure that gives the push and the help [“Outside Organizing for the 21st Century,” March 2020].

“It should be better, and it will be a lot easier going forward,” Mings said.

Mings plans to have few plans in retirement, he said.

“The best vacation I had, my wife and I just got on our motorcycles and went. We ended up in Arkansas,” he said. “That’s the plan: no plan. No destination. No one telling me where to be or what to do.”

Please join the officers in wishing Brother Mings a long, healthy retirement with open roads and time to enjoy them. ■

DECEASED

James Foreman



James Foreman, who served as a Seventh District international representative for 15 years and was long active in Texas labor and politics, died Feb. 10 in Wills Point, Texas. He was 84.

Brother Foreman grew up in rural East Texas and was initiated into Dallas Local 59 in 1954, topping out three years later as a journeyman inside wireman. He served on several committees and as Local 59’s vice president before being elected business manager in 1972, the first of four times he was elected to the position.

“I’ve had a lot of people tell me over the years there’s no telling how much money he put out for oth-

er members who could not afford to pay their dues at the time,” said Ricky Foreman, who followed his father into the brotherhood and is a member of Dallas-Forth Worth Local 20. “They told me things like, ‘There went your new car when you were growing up because your dad was taking care of people’s dues.’”

Foreman’s service to labor went beyond the IBEW, too. He was a member of several statewide labor committees and served as president of the Texas State Association of Electrical Workers and on the executive board of the Dallas AFL-CIO.

In 1981, he was brought onto the district staff as an international representative. Then-Seventh District Vice President Ray Duke retired a few months later and was replaced by Orville Tate.

“James’ local in Dallas was a mixed local that serviced several different branches, and that was one of the reasons he was hired,” said Tate, who was still vice president when Foreman retired in 1996. “He was pretty ambidextrous. I had him servicing locals from several different branches, and he did an outstanding job.”

Foreman’s activity in the Democratic Party in Texas allowed the IBEW to develop important contacts in politics, especially when Democrats still held many of the statewide offices, Tate said. His friends included former Gov. Ann Richards, former Sen. Lloyd Bentsen, former Texas attorney general and U.S. Rep. Jim Mattox and former U.S. Rep. Martin Frost.

Tate said Foreman also provided stellar leadership when the economy fell into a recession in 1987 and ’88, slowing the Texas construction industry to a standstill.

“It was tough out there with a lot of wage cuts and contractors going nonunion,” Tate said. “James was very good about going in and helping those locals. He went into some of the toughest negotiations in the district and kept a lot of the contractors without us getting killed in cutbacks.”

“I don’t think anyone could follow in his footsteps. He was dedicated and did a lot of good for people.”

— Former Local 20 Business Manager Ricky Foreman

Even in retirement, Brother Foreman stayed active in Democratic politics. He was the chairman of the Van Zandt County Democratic Party from 1997 to 2005 and was a delegate to the 2008 Democratic National Convention in Denver, where Barack Obama received the party’s nomination. Local 59 was amalgamated into Local 20 following his retirement.

Ricky Foreman said politics was a passion for his father until his death.

“I think he just saw how politics affected the average working person in a way most people don’t,” the younger Foreman said. “Labor laws and their impact on people, he was always interested in that.”

Foreman is survived by his son and his wife of 65 years, Romilda Sue. He was preceded in death by James Russell Foreman, another son, who worked for the Texas Department of Labor.

Ricky Foreman said he likely missed out on some experiences in his youth with his father because he traveled so much, but he impressed upon his son the importance of fighting for the interests of working people.

“I don’t think anyone could follow in his footsteps,” said Ricky, who served as an assistant business manager for Local 20 from 2003 to 2015. “He was dedicated and did a lot of good for people.”

The IBEW’s officers and staff are grateful for Brother Foreman’s service and extend their sympathies to his family and friends. ■

RETIRED

Victor K. Uno



Ninth District International Representative Victor K. Uno retired in March after a 42-year career of leadership, breaking down barriers and making the IBEW a more inclusive and welcoming union.

“Victor Uno is a consummate labor activist, a trade unionist who can stand equal with any in this brotherhood’s long, proud history,” said International President Lonnie R. Stephenson. “He and others like him are no small part of why the IBEW is what it is today. We are not perfect, but each year, our membership is more representative of the communities we serve because of the battles fought by brothers and sisters like Victor.”

Uno was born in Los Angeles in 1953, initiated into Dublin, Calif., Local 595 in 1977 and turned out in 1980. He worked in the field for more than 20 years before winning five elections for business manager. He also served as president of the Electrical Workers Minority Caucus and was one of the founders of the Asian Pacific American Labor Alliance (AFL-CIO) in 1992.

But his storied career had an unfortunate start. Uno, whose grandparents came to the U.S. from Japan in the early 1900s, was one of the first Japanese-American members of Local 595. When he went to his first general membership meeting in the mid-1970s, the door foreman tore up his dues receipt, refusing him entry.

“Are we letting Chinese in now?” someone asked when he was finally allowed into the meeting, through a side door.

“That was jarring,” Uno said. “I was ashamed for the union I was getting into. I didn’t speak about it for 25 years, in part because other minorities had a much harder time getting in, and faced worse hostilities on the jobsite.”

Like many minorities breaking barriers in the ’60s and ’70s who joined the union following court-ordered desegregation consent decrees or agreements signed under threat of legal action, getting into the trades was an extension of the civil rights movement.

“There were incidents where women faced hostility and misogyny. Blacks faced prejudice and layoffs ahead of others. What happened with my dues receipt was small compared to what happened to some in the field,” Uno said. “And I had a wife and child and another on the way, so quitting was not an option.”

And, Uno said, he quickly found that there were also allies in that first meeting. Many at Local 595 offered a welcome and friendship, including then-Business Manager Tom Sweeney.

He gained a reputation as a skilled craftsman on countless jobs across the Bay Area, including 10 years at the Lawrence Berkeley National Lab. While working at the facility’s famed 88-inch cyclotron, which accelerated charged particles up to a third of the speed of light, Uno also served as the chief steward for all craft workers at the lab.

At the same time, he became a dedicated and reliable volunteer at the local. It all started, Uno said, shortly after turning out, when he asked at his local meeting if any work was going on around the upcoming election.

“The then-president, George Lockwood, said ‘Good question ... How would you like to be our registrar?’” Uno said. “I didn’t know what a registrar did, but I was all-in to help. From that first ask, and going forward, I said ‘yes’ to whatever I was asked.”

After a successful membership registration effort, Uno was asked to become a JATC instructor, and that led to getting a credential and teaching for 15 years in his local’s JATC program. Then, he was asked to run for examining board in 1987, executive board in 1990, and in 1997 he served as president for two years before taking over as training director for the Alameda County Electrical JATC.

He ran in a contested election in 2002 for business manager on a progressive platform, supported by a broad base of the membership. “It was not about electing the first minority business manager,” said Uno. “It was about having a vision for the future, running the local with honesty, integrity and trust.” In a record turnout, he was elected with a 2-to-1 mandate.

The man who had once been barred entry to a local meeting was now responsible for running a local with over 2,000 members.

As business manager, Uno successfully negotiated numerous contracts, welcomed spouses and families to new events and activities, started a scholarship program for members’ children and extended organizing and outreach into communities of color and the disadvantaged.

“Putting local hire and community benefits and partnerships into project labor agreements was huge for us,” Uno said. “Labor-management cooperation efforts, education and training programs for the industry — members and contractors — elevated everyone.”

Uno was re-elected four times and led Local 595 through the devastation of the Great Recession that started in 2008. In his final years as business manager,

the 46,000-square-foot IBEW-NECA Zero Net Energy Center was built, a showcase for training members in energy efficiency, new building technology and controls and renewable energy.

“The ZNE Center is a statement of our values, our contribution to fighting climate change, and that we must be accountable for training our members for good, sustainable IBEW jobs for our future,” Uno said. “It is an enduring achievement of Local 595.”

“Asian workers, our stories are largely unknown. But there is a rich history of struggle in our many communities.”

— Ninth District International Representative Victor Uno

Uno also served as president of the Electrical Workers Minority Caucus in addition to his work helping to found the national Asian Pacific American Labor Alliance.

“Asian workers, our stories, are largely unknown. But there is a rich history of struggle in our many communities. There are the dark chapters of Chinese exclusion and Japanese internment, but also a legacy of fighting racism and organizing to build worker power in the workplace,” Uno said. “I am so proud that APALA has trained hundreds of union

organizers, helping to build our labor movement.”

In 2014, he was appointed a Ninth District international representative by then-International President Edwin D. Hill, where he serviced Northern California locals.

Uno and his wife, Josephine Camacho — herself a former union organizer at SEIU and the former executive secretary-treasurer of the Alameda Labor Council — have been life-long activists in the Oakland area. Uno was appointed to two terms on Oakland’s Board of Port Commissioners, served as its president for two terms, and oversaw the many union projects that improved the port’s environmental and air quality standards as it transitioned to 100% electrification.

He also served many years on the board of Asian Health Services, a community clinic that now provides medical services to over 30,000 low income, mostly immigrant families. “Health care is a human right; no one should be denied,” notes Uno.

In retirement, Uno plans to continue to be active and involved.

“This is a critical election year, and I will do whatever I can to be involved in local, state and even national elections to change the current resident of the White House,” he said.

He will also be spending as much time as possible with his grandchildren, Kaia Kiku and Leo Nacho, who live just down the road.

As much as Brother Uno gained from a life in the IBEW, we as a brotherhood got more. Please join the officers in wishing him a long, joyful and healthy retirement. ■

SPOTLIGHT ON SAFETY

A Safer Workplace: New Jersey Utility Members Collaborate to Innovate

For members of Cranbury, N.J., Local 94 working for the state’s largest utility, PSEG, safety is embedded into everything they do. And that commitment extends not only to working safely, but to coming up with innovative ideas to make the job even safer.

“It’s a way of doing business for us,” said Business Manager Bud Thoman. “Safety is at the heart of how we function.”

At the Kearny Generating Station, a natural and liquid gas peaker plant on the Hackensack River, members saw an opportunity to take the risk out of one of their everyday tasks using a simple \$200 GoPro camera.

Workers in the fossil fuel generation unit are required to regularly inspect for leaks, a task done in an area with temperatures that exceed 1,100 degrees Fahrenheit and where decibel levels can surpass 120, the equivalent of standing next to a siren.

Rather than expose themselves to these and other potential hazards, the members devised a way to use an off-the-shelf GoPro instead. The camera captures a live feed and sends it to an operator outside in a safe environment. And the camera’s mobility allows the operator to conduct a full set of checks without ever having to enter the area.

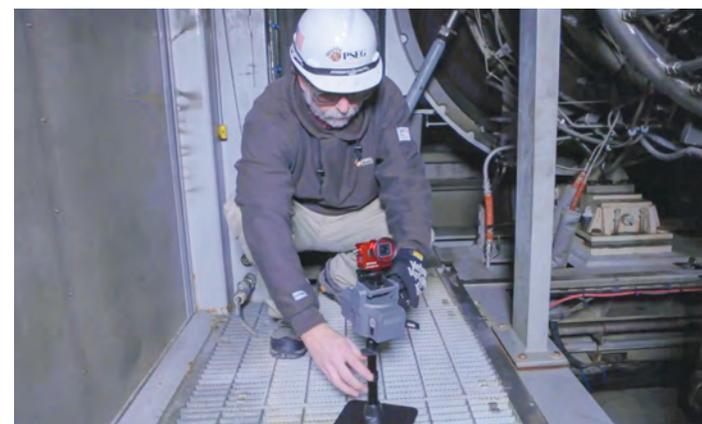
“This has significantly improved the safety of those who perform this work and has reaffirmed staff’s continued focus on two of PSEG’s core commitments: safety and continuous improvement,” wrote the Combined Cycle Journal in its article on the best practice.

The CCJ article also noted that the GoPros provide greater flexibility at a lower cost than stationary cameras.

The 3,000 PSEG workers have safety councils at every location, made up of both management and Local 94 members, as well as councils that go up to the corporate level. They also have safety meetings every morning. So, it’s no surprise that they’ve also received a number of awards.

“We’re constantly evaluating jobs and looking for ways of reducing injuries,” Thoman said.

For the 100-plus-year-old company though, this wasn’t always the case. Back in the 1980s, there were strikes, and that led to a concerted effort in the ’90s to mend fences. PSEG brought in outside help from Cornell University and implemented mutual gains bargaining practices, which essentially makes bargaining and negotiations less adversarial by establishing a common ground. For both



Members of Cranbury, N.J., Local 94 devised an innovative way to make their jobs safer, using a GoPro camera.

sides, safety was at the top of the list.

“We have advanced so much since then,” said Thoman. “Safety performance has increased drastically.”

Ideas like the remote inspections come from a structure that Thoman and business agent Adam Neuman, one of the members involved in the innovative GoPro approach, say is grassroots and member-oriented.

“Our local believes in the strength of our partnership,” said Neuman, a former recipient of the Ken Brandt Award, the highest corporate safety award given by the company. “It is grassroots-driven, and it’s based on the common goal of employee safety.”

Beyond worksite safety, Local 94 members have lobbied in Trenton on issues like zero-emission credits for nuclear plants, which provide a way to keep the clean energy plants profitable, saving jobs while not contributing to greenhouse gas emissions. With help from Local 94 members and other labor organizations, the legislation passed. At a time when nuclear plants are closing across the country, it was a big win.

“What we accomplished was nothing short of amazing,” Thoman said.

Even when plants do close, Thoman says their relationship with management has helped. In 2016, three coal units closed, eliminating some 300 jobs. But they were able to find employment for everyone who wanted it and secured fair retirement plans for others. ■

CIRCUITS

Local 3 Sculpture Celebrating Workers Selected for Public Art Competition

As kids, we're told that everyone can be an artist. But as we age, the message changes. Real artists are fancy people with fancy degrees. Art is made with materials you don't even know where to buy, let alone afford. Where does someone even find a block of marble?

Especially for working people, the message is clear. You are — at best — an artisan or a craftsman. Construction workers can build the museum, but rich people put their names on it and someone else fills it up.

It's all a lie of course — we know how beautiful conduit runs can be, but does anyone else? What makes it a particularly nasty and stubborn lie is that it is one we tell ourselves.

The Workers Art Coalition in New York is all about smashing that lie, and the proof of their success is a 10-foot-high spiraling helix of conduit, junction boxes and Mae West conduit hangers proudly glowing in a Queens sculpture garden on the East River waterfront.

"Muscle Memory" was chosen by the Socrates Sculpture park from hundreds of applications to appear in its emerging artist show this winter and spring. The selec-

tion of WAC — founded in 2014 — as the only collective for the show is testament to the artistry of its members, mostly students and graduates of the Harry Van Arsdale Jr. School of Labor Studies at the State University of New York-Empire. Apprentices from New York Local 3 all take classes there as part of their apprenticeship. The lead artist on the project, Paul Vance, and key collaborators Lowely Cheung and Sue Sheinen are all Local 3 journeymen.

"It is material we use all the time, but never for fun."

— New York Local 3 member Lowely Cheung

"It is material we use all the time, but never for fun. It was abstract and simple, very beautiful and professional," Cheung said. "Normally on the job, you work to a drawing and the work is done when reality matches the instructions. It was very different with 'Muscle Memory.'"

"We didn't have a mental image of it exactly when we started. That was exciting. Our job was to keep going up and keep it from collapsing, working until it was done," she said.

The base of the sculpture was built from heavy galvanized conduit. But,

Cheung said, it needed to be taller. So, they switched material to EMT, which is lighter but prone to rust — so far it's holding up despite its six months of exposure to the saline air of a New York winter.

"One day, we looked at it and we knew it was done," she said.

Prof. Barrie Cline teaches the public art course at the Labor Center and is one of the founders of WAC. She said the vision for the sculpture was a representation of the social structures that form the ladders to power, ladders that often place working people at the bottom. Vance initially conceived of the double helix structure as a reference to DNA, posing the question, "Aren't we all made of the same stuff?"

"Public art is about starting a conversation, and people in the trades need to start the conversation that they want to have," Cline said. "Ideally, we as workers rise."

Too often, Cline said, art that gets celebrated is the result of many hands, many skilled "artisans," but only a single superhero artist gets to stand in front and take the credit. It is to the credit of the Labor Center — and visionary Local 3 leader Van Arsdale himself — that they recognize the importance of the artistic impulse in a construction-world apprenticeship program that is often only focused on getting the job done, she said.

"Harry was always dedicated to the worker as a whole person," Cline said.

Cheung put it differently: "Everyone has a right to bread, yes, but they have a right to roses, too." ■

Recruitment Records Fall in Right-to-Work Alabama

In some of the deepest right-to-work territory in the United States, Sheffield, Ala. Local 558 Business Manager Tony Quillen recently swore in 107 new members — a record in the local's 102-year history.

"It has been a madhouse here. There is so much work around us," said Quillen, who noted that the previous record was an also impressive 63 new IBEW brothers and sisters. "It helps that we're the largest skilled-trade union in Alabama. We don't struggle for applicants."

Bounded by the banks of the Tennessee River, Local 558 has jurisdiction over eight counties in the northwestern corner of the Alabama, plus four across the border in Tennessee. Since 1953, Alabama has been one of 27 so-called "right-to-work" states, where employees are able to freeloader off the benefits of working in a union shop without having to contribute money toward the costs of contract negotiations or enforcement of the collectively bargained agreement.

Tennessee adopted this same union-starving strategy in 1947, and now



In February, Sheffield, Ala. Local 558 Business Manager Tony Quillen swore in a record number of new members, thanks largely to his local's coordinated recruitment effort.

activists from the IBEW and other labor organizations are fighting that state's attempts to make right-to-work part of the state's constitution, a stunt Alabama pulled off in 2016.

As far as Quillen is concerned, these are merely quirks of geography and history, and they challenge him and his local's leaders to push back against some of the biggest stereotypes about the southern U.S. And it's working. Local 558 has been adding new IBEW brothers and sisters — it's gone from 1,670 members to more than 1,900 within the past 12 months.

This is all part of a coordinated effort, Quillen said. "We've really been able to up our game on recruitment," he said, finding particular success in meeting directly with students at high schools and trade schools.

"We've really been able to up our game on recruitment."

— Local 558 Business Manager Tony Quillen

Of course, many of these eventual applicants discover that the electrical trade is not for them, the business manager said. Out of about 500 recent candidates, just over half passed the aptitude test, with nearly half of those reaching the apprenticeship interview stage.

But thanks to Local 558's early recruitment strategy, "We're still seeing a lot more young people come in to the IBEW," he said.

It also hasn't hurt that news has spread quickly about some big construction developments coming to the area.

"One reason our attrition rate is very low is because we're able to provide

immediate employment," Quillen said. "The value of the work is obvious."

Among these major projects is a joint venture between Mazda and Toyota, bringing what will become one of the largest automobile manufacturing plants in the world into the area — and with it, the need for hundreds of qualified electricians.

"Most plants produce about 150,000 cars a year," Quillen said. "This one should roll out three times that when it's done."

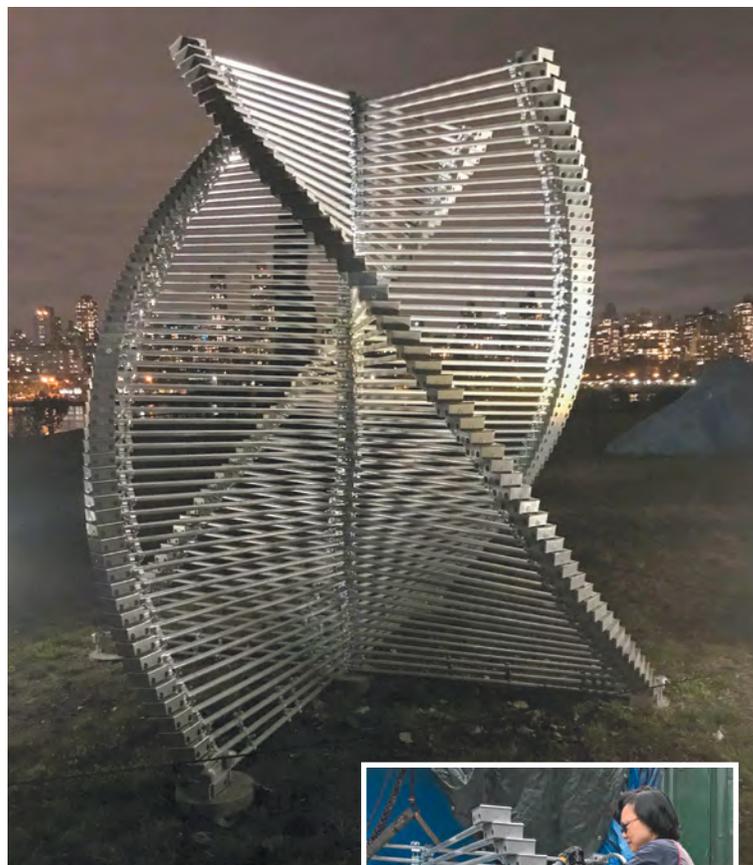
Announced in 2017, the \$1.6 billion Mazda-Toyota plant is set to bring under one roof an area roughly three times the size of New York City's Central Park. It's expected to be finished sometime next year.

Even without the planned megaplant, Local 558 has been steadily gaining market share, Quillen said. With some successful gentle arm-twisting by the IBEW and partners at the National Electrical Contractors Association, for example, a data center project in Huntsville could soon switch from nonunion to union, potentially providing 250 new members with several years of steady employment.

And as these and other projects come online, it becomes evident that Local 558's recruitment efforts are helping it to stay ahead of the demand. Meanwhile, the North Alabama Electrical Training Alliance, also based in Sheffield, recently began offering an accelerated four-year apprenticeship program in addition to the more traditional five-year program to help Local 558 keep up with the demand for highly trained electrical workers.

To hear Quillen tell it, though, this is simply how things have been trending in Local 558's jurisdiction. "In the past year, our apprentice school went from 160 students to 275," he said. "That's larger than a lot of locals."

And it's a success story that doesn't appear to be slowing down despite the anti-union roadblocks from state and local governments. Next year's class possibly could be even larger, he said. ■



"Muscle Memory" (above), built by the Workers Art Coalition, won a sculpture competition and is on display at a Queens sculpture garden. WAC includes members from many trades, but the core are members of Local 3 like journeyman wireman and artist Lowely Cheung (right).



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

Annual Funding Notice for the National Electrical Benefit Fund

Introduction

This notice includes important information about the funding status of the National Electrical Benefit Fund (“the Plan” or “NEBF”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. In fact, despite the difficult economic times and the market losses in 2008, the Plan has substantially rebounded. As a result, the Plan is in sound financial condition and is considered a “green zone” plan (rather than a plan in endangered or critical status). This notice is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2019 and ending December 31, 2019 (“Plan Year”).

How Well Funded Is the NEBF?

The law requires the administrator of the NEBF to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. NEBF’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

Funded Percentage			
	2019 Plan Year	2018 Plan Year	2017 Plan Year
Valuation Date	January 1, 2019	January 1, 2018	January 1, 2017
Funded Percentage	83.32%	85.60%	82.96%
Value of Assets	\$14,661,239,692	\$14,371,474,263*	\$13,565,952,876
Value of Liabilities	\$17,595,596,103	\$16,788,972,918	\$16,351,991,488

*In October 2019, the Trustees approved a change in the asset valuation method, which reset the value of assets to equal the market value of assets as of January 1, 2018. As a result, the Value of Assets listed above as of January 1, 2018 does not match the corresponding figure in last year’s Annual Funding Notice. Beginning January 1, 2018, the difference between the actual and expected returns on the market value of assets will again be phased in over five years at a rate of 20% per year.

Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out these fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

	December 31, 2019	December 31, 2018	December 31, 2017
Fair Market Value of Assets	\$15,548,545,586	\$13,563,686,847	\$14,371,474,263

Endangered, Critical, or Critical and Declining Status

Under federal pension law a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

NEBF was not in endangered, critical, or critical and declining status in the Plan Year.

If the Plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2020, separate notification of that status has or will be provided.

Participant Information

The total number of participants and beneficiaries covered by the Plan on the Valuation Date was 567,876. Of this number, 260,817 were current employees, 149,119 were retired and receiving benefits, and 157,940 were retired or no longer working for a covered employer and have a right to future benefits.

Funding and Investment Policies

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

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of the Plan is to select a diversified investment portfolio designed to balance risk and return, and to hire or contract with professional investment staff and advisers to ensure that the allocation of investments are prudent and that the individual investment funds and managers are achieving the goals established by the Plan.

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

Asset Allocations	Percentage
Cash (Interest bearing and non-interest bearing)	0.23 %
U.S. Government securities	6.08
Corporate debt instruments (other than employer securities):	
Preferred	4.81
All other	4.16

Corporate stocks (other than employer securities):	
Preferred	0.10
Common	17.36
Partnership/joint venture interests	20.72
Real estate (other than employer real property)	0.01
Loans (other than to participants)	0.66
Participant loans	—
Value of interest in common/collective trusts	30.98
Value of interest in pooled separate accounts	1.71
Value of interest in master trust investment accounts	—
Value of interest in 103-12 investment entities	—
Value of interest in registered investment companies (e.g., mutual funds)	3.97
Value of funds held in insurance co. general account (unallocated contracts)	—
Employer-related investments:	
Employer securities	—
Employer real property	—
Buildings and other property used in plan operation	—
Other	9.21

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

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the U.S. Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the U.S. Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where to Get More Information.”

Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

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

Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multi-employer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11.00 of the plan’s monthly benefit accrual rate, plus 75 percent of the next \$33.00 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

Example 1: If a participant with 10 years of credited service has an accrued monthly benefit of \$600.00, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$600.00 / 10), which equals \$60.00. The guaranteed amount for a \$60.00 monthly accrual rate is equal to the sum of \$11.00 plus \$24.75 (.75 x \$33.00), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

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

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

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at www.pb.gc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information,” below.

Where to Get More Information

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

Lonnie R. Stephenson NEBF Trustee	Kenneth W. Cooper NEBF Trustee	David Long NEBF Trustee	Dennis F. Quebe NEBF Trustee
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LOCAL LINES

April Activities & Events; Installation of Light Display

L.U. 16 (i), EVANSVILLE, IN — IBEW members were once again willing to share their skills to set up and maintain the 26th annual Ritz's Fantasy of Lights. This year's festive holiday lighting display brought in a record \$180,000 to benefit Easter Seals, providing 3,750 therapy sessions to children and adults who would otherwise not be able to afford these life-changing opportunities. Since its inception, RFOL has raised over \$3,648,000, which covers the cost of approximately 76,000 visits to the Tristate Rehabilitation Center.

April looks to be a very busy month for Local 16. The Entertainment Committee will be hosting the Easter Egg Hunt on April 5. The Political Action Committee is having a spring Meet the Candidates fundraiser and BB Gun shoot on April 11. The Executive Board will be putting on the Local 16 Family Picnic April 19. Also, the brotherhood will be preparing for the Turkey Testicle Festival, scheduled for April 25. Anyone who is available to help with any of these functions would be greatly appreciated. For more information about these and other upcoming events, please contact the union hall.

Local union elections are this spring. Please educate yourself and vote!

Donald P. Beavin, P.S.

2019 Apprenticeship Graduates

L.U. 20 (em,i,mt,spa,t&u), DALLAS-FORT WORTH, TEXAS — The North Texas Electrical JATC held its annual Completion Dinner at the Hilton Arlington on May 31, 2019.

Local 20 congratulates all of the 2019 apprenticeship graduates on their success.

Awards are presented to apprentices for outstanding performance at school and on the job. Taken into consideration are their grades, attendance, job evaluations, attitude and community involvement.

IBEW Local 20 and the North Texas Chapter



Class of 2019 graduates were honored at the Local 20 North Texas JATC apprenticeship graduation dinner on May 31. Standing at far right is Asst. Bus. Mgr. Karsten Frentrup.

NECA both give an award to a graduating apprentice for an overall outstanding performance. The NECA Outstanding Apprentice Award went to Joaquin Pozos. The IBEW Outstanding Apprentice Award went to Jonathan Watson.

Local 20 Gold Pliers Award recipients: Salim Amara (1st year apprentice), Roger Rosillo (2nd year), Zachary Barchak (3rd year), and Daniel Burgos (4th year).

NECA Achievement Award: Jose Romero Jr. (1st year), Roger Rosillo (2nd year), Zachary Barchak (3rd year), and Anthony Kottaridis (4th year).

Local 20 Federal Credit Union Award: Salim Amara (1st year), Dustin Dillard (2nd year), Preston Pack (3rd year), Daniel Burgos (4th year), and Jonathan Watson (5th year). The Forth Worth Local 116 Federal Credit Union Award went to graduating apprentices Jonathan Watson and Joaquin Pozos.

Perfect Attendance Award: Ramiro Aguirre Jr., Cristian Alvarado, Horacio Avila, Marcus Campbell, David Chaney, Eric Contreras, Rigoberto Estrada, James Garver, Jorge Gonzalez-Beruman, Angel Maldonado, David Mata Jr., Roy Pierce, Eric Pineda, Joaquin Pozos, Angel Ramirez, Mario Rojas, Anthony Seeger, Edwin Vasques, Samuel Vasquez, Jonathan Watson and Victor Zamarron.

Price Warwick Jr., B.M./F.S.

Wind Farm Project

L.U. 24 (es,i&spa), BALTIMORE, MD — Thanks to the numerous members who checked members in, helped kids onto Santa's lap, handed out toys, cooked food, served drinks and hosted the magic show at the annual Children's Christmas/Holiday Party last year. Because of your efforts, brothers and sisters, everyone had a great time and our union is stronger because you care.

On Saturday, Jan. 18, I along with business agents Nick Caruso and Mike Azzarello attended the Maryland Public Service Commission hearing in Ocean City, MD. The meeting was held to hear public input for the proposed and previously approved wind farm to be built approximately 20 miles offshore. The



Local 24 Children's Christmas/Holiday Party volunteers with Santa.

politicians were in full force telling the commission it would "ruin the view shed." However, at 800-feet tall and 20 miles offshore, the windmills would look like toothpicks and that's on a clear day. Further delays in this project will not only jeopardize the wind farm project, it will also jeopardize the construction of a windmill assembly facility to be constructed at Trade Point Atlantic. This facility could possibly be used to assemble windmills for the Mid-Atlantic region, bringing hundreds of union jobs to our communities.

Peter P. Demchuk, B.M.

'Mark Your Calendars'

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — It's springtime in Washington, DC, and that means cherry blossoms and final preparations for our annual golf outing on Monday, June 1, for Dollars Against Diabetes.

Just a reminder of a few other key dates to mark your calendars for:

- JATC Graduation — Saturday, June 6
- Virginia Picnic (Manassas) — Saturday, June 27
- Maryland Picnic (Edgewater) — Saturday, Aug. 22
- 9th Annual Poker Run for Special Love — Saturday, Sept. 19 (organized by the Electrical Workers Motorcycle Riders' Club)

The Local 26 Scholarship Committee is currently reviewing the many applications we received, and a decision will be made shortly. The winners will be announced in our quarterly magazine, as well as in an upcoming Local 26 Local Lines article in the Electrical Worker. Good luck to all of the outstanding applicants!

Best wishes to new retirees: Gary R. King, Edmund J. Royston, Angel R. Gonzalez, Robert S. Watts, Willie J. Sowers Jr., Frank J. Marinucci, Dale E. Shaw, James B. Malone, George B. Rosonovich and Robert F. Whitestone III.

Several members have passed away since our last article: Sherman R. Anderson, David W. Venis, Bernard M. Long, Joseph L. Miller, Ronald H. Bostic, James M. Nicholson, Robert F. Haspel, Nolan R. Gonzalez, James R. Cameron Sr., Neydi B. Lopez, Robert

L. Johnson and James A. Voigt. They will be missed.

George C. Hogan, B.M.

Building Committee News

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Brothers and sisters, a brand-new year brings promising prospects of work and growth for Local 34. At this writing, our out-of-work list has increased in numbers slightly over the past few months heading into winter, but many of our members are still working in the local and nearby. Travel safe, brothers and sisters. Overall, we expect the work picture to be positive for the 2020 year and look forward to many projects in the area including work at OSF Hospital, the Quincy Veteran's Home and local school projects.

The membership of Local 34 recently ratified a four-year contract with annual wage and benefit increases. Wage and benefit increases to the Inside Agreement will go into effect March 1, 2020.

Our Building Committee has exciting news coming out of the ground! This spring, Local 34 will begin groundwork on a new 6,000-square-foot facility in Bartonville, IL. IBEW Local 34 has called the AFL-CIO Labor Temple in downtown Peoria, IL, home for more than 90 years. This new location will provide an updated space to meet the needs of members and serve generations well into the future.

George C. Rudd, P.S.

Projects Getting Underway

L.U. 38 (i), CLEVELAND, OHIO — Thanks to Brother Rob Mauch, who took the time to come down from the North Pole in his Santa suit and delight all the kids at our 2019 Christmas Party last year. The 2019 party was held at Cuyahoga Community College (Tri C) for the first time in the 70-plus years of its history. We moved the party from the old Masonic Hall building after the new owners chose to use a non-union electrical contractor for renovations. The newly renovated auditorium at Tri C was done under a project labor

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	(u) Utility	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(uow) Utility Office Workers	(ws) Warehouse and Supply
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers		
(es) Electric Signs	(mar) Marine		

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

agreement (PLA) and wired by our members working for several of our contractors.

At this writing, some of the new projects getting started in our area include the new Swagelok facility in Solon, which was awarded to Lake Erie Electric, and Premise Solutions has the teledata work. Lakeland Electric has the new Westlake Community Center project. Lakeland Electric was also awarded the Vitalia Senior Living Complex project in North Olmsted. Gateway Electric will be starting on the K and L Buildings being built on the old NASA property in Fairview Park. The new buildings will include a hotel and apartments. Gateway also has the project for the conversion of the AT&T building into a hotel at 850 Huron Road.

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

RENEW Leading the Charge

L.U. 40 (em,i&mps), HOLLYWOOD, CA — Local 40 is proud to announce that the RENEW Committee has elected its new officers to help lead the charge to make Local 40 better for current and future members. Congratulations to newly elected RENEW Committee Pres. Eric Steele, Vice Pres. David Garcia and Rec. Sec. Michael Robinson.

These RENEW members have committed themselves to do what they can to help shape the next generation of members and are accomplishing this by leading by example and becoming part of the solution to solve the problems we as union members face every day. These members are making a positive impact through reaching out to veterans via our Helmets to Hardhat program as well as reaching out to members and nonmembers to register to vote in the upcoming elections.

These members are also leading the charge by spreading the word about all the benefits of being in a union to all who will listen and are making an impact in the community spreading the word about the benefits of trade unionism and the benefits of apprenticeship programs. I encourage all members to reach out to see how they can help become part of the solution and create lasting change for their local union.

Marc Flynn, B.M./F.S.



Local 40 RENEW Committee Vice Pres. David Garcia (left), Rec. Sec. Michael Robinson and Pres. Eric Steele.

50th Anniversary Celebrated; New Hall & Training Facility

L.U. 42 (catv,em,govt,lctt&o), HARTFORD, CT — 2019 finished out with a bang for Local 42. We celebrated our 50th year with a formal event at Foxwoods Resort and Casino, and with 629 people in attendance the event was a huge success. Local 42 would like to thank BMA Media Group for their hard work and excellent planning in helping us plan such a great event. Second District Int. Vice Pres. Michael P. Monahan, Bus. Mgr. Michael Treadwell and local union Pres. Daniel Hartley addressed those in attendance speaking about Local 42's early beginnings and 50-year history, and former administrative assistant Corenda Haugh gave the invocation. All in all, it was an event that will be remembered for another 50 years.

2020 promises to be a busy year as well. With our

new union hall and training facility having an estimated completion date of April, we plan to be moved in and running by May. The work picture has slowed slightly on the distribution side, but transmission work is still going strong as well as railroad and traffic work.

Derek Santa Lucia, B.R./P.S.



At Local 42's 50th anniversary celebration, retired administrative assistant Corenda Haugh gave a spirited invocation.

'Right Place, Right Time' — Pilot Rescued After Crash

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — Sometimes people are destined to be at the right place at the right time with the right skills. That day for a Canadian pilot was July 30, 2019. IBEW Local 44 member Brian Godbey and co-worker Melanie Foran from Fergus Electric Co-op were on their way to the city of Roundup, MT, a trip rarely taken. Brian, a journeyman lineman and EMT search and rescue leader, saw something that looked like the tail end of a plane. Getting to the wreckage site, seeing blood and hearing a cry for help, the gravity of the situation settled in quickly. Brian stayed with the pilot to assess his injuries and to start first aid. Melanie went back to the highway and helped open a section of fence and guide in emergency services.

Doctors told the pilot he would have had two to three hours left to live had Brian and Melanie not stopped to help when they did.

On Labor Day weekend, Brian received a call from the pilot wanting them to know that he was OK, recovering at this home, and was grateful and had not forgotten about Brian and Melanie.

Brian told the pilot, "If you're coming through this way again, we'd like to see you ... under better circumstances."

Dwight Rose, Mbr. Dev.

Membership Milestone; Upcoming Spring Events

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — IBEW Local 46 has achieved a membership milestone. For the first time in our 105-year history, membership has surpassed 6,000! Local 46 ended 2019 with a total membership of 6,040! Our membership in 2001 was 4,120. It took 15 years for our membership to reach 5,023 members in 2016, but it only took three years to go from 5,000 to over 6,000 members.



IBEW Local 46 wiremen working on Amazon's Block 21 project in downtown Seattle gather for a group photo.

This membership milestone was achieved through both the expansion of our apprenticeship program and our highly successful organizing efforts. The Puget Sound Electrical JATC currently has 1,308 apprentices. Our organizing staff used both top-down and bottom-up approaches to add members. Door-knocking blitzes, concert sponsorships, radio ads, our Associate Member program, and Industry Night events all generated new IBEW members. Additionally, multiple contractors signed Letters of Assent in 2019.

Upcoming events include our next shop steward class, which will be held at the Kent Hall on Saturday May 2, 2020, beginning at 8 a.m. Please call or email Dispatch to sign up.

The Local 46 election of officers and international convention delegates is coming up. The election judge and tellers will be elected at the April general meeting. Nominations for officers and delegates will be held at the May general meeting. Voting will take place in June with any run-off elections shortly thereafter. Officers will be sworn in at the July general meeting.

Warren Shill, V.P.

Contract Negotiations; Continuing Education Units

L.U. 68 (i), DENVER, CO — Greetings, sisters and brothers. On Dec. 14 last year, Local 68 hosted its annual Christmas party with 365 children and their families stopping by to visit Santa Claus, receive a gift, have something to eat, and enjoy some fellowship. Thanks to all the volunteers and staff who helped with decorating, passing out the gifts, preparing and serving the food, and cleaning up. Your help is greatly appreciated and helps to make these events successful.

Don't forget to take your Continuing Education Units (CEUs). Licenses renew in September of this year, and you must have completed 24 hours of approved CEU courses before then. Check with the apprenticeship for course schedule and times.

Negotiations for our inside agreement will be starting soon. Stay active and involved — your input and participation are valuable and important. Your union is only as strong as its members!

We extend our deepest sympathy to the families of our recently deceased members: Robert W. Stewart and Arno F. Trinkaus.

Morgan J. Buchanan, Pres.

'Stay Strong & United' — Projects Scheduled for Spring

L.U. 80 (i&o), NORFOLK, VA — Hello to all our brothers and sisters. Work in our area has remained steady. The 2020 work outlook looks promising with various projects starting in early spring.

The majority of our work is on our military facilities, including the largest naval industrial base, Norfolk Naval Shipyard. With the executive order that was placed on our shipyards, Coast Guard bases and our other military installations, there are limits on time per week to provide representation to bargaining unit employees. This new order has put a strain on our stewards and union council members. We will continue to fight and show our solidarity for IBEW members and their families.

Local 80 has its election of officers this year with nominations in May and elections in June. Good luck to everyone.

We would like to welcome our new membership development coordinator, Bro. Christopher Query. Chris has been an IBEW member for 15-plus years.

Brothers and sisters, always remember: "United We Stand, Divided We Fall." Let's all work hard for what we want, because it won't come to us without a fight. Stay strong and courageous and know that anything can be accomplished by putting our minds together. Work safe.

Wil Morris, A.B.M.



Local 90 volunteers helped wire North Haven High School's Vanacore Field Concessions/Athletic structure. From left: Don Schneider, Brendan Smiles, Greg Camputaro, John Fedora, Local 90 Pres./Bus. Agent John Bellemare, Dan Maldonado, Local 90 Treas. John Lacombe and David Goral.

2020 Work Picture Bright

L.U. 90 (i), NEW HAVEN, CT — Yale University will have several projects starting by the time this article is published. These include the Kline Tower renovation, the historic Peabody Museum project, and the St. Raphael Hospital renovation.

Millstone Nuclear Power Station in Waterford, CT, has two outages planned in 2020.

The Lawrence & Memorial Hospital in New London, CT, has a renovation underway. Local 90 has three school projects slated for 2020. The South Boat Assembly building at the General Dynamics Electric Boat Yard in Groton, CT, is underway.

LOCAL LINES

Local 90 and the New Haven Building Trades are volunteering manpower to help build the Vanacore Field Concession Stand at the North Haven High School Campus. Former business manager Frank Hal-loran, now deceased, helped start this project several years ago. Bus. Mgr. Sean Daly and I would like to thank the journeymen and apprentices who have donated their time to this project. Completion is scheduled for the fall 2020 football season.

John Bellemare, Pres./B.A.

'Powering Chicago' — Building Careers, Communities

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t), CHICAGO, IL — A joint venture of IBEW Local 134 electrical workers and the Electrical Contractors Association of the City of Chicago, Powering Chicago is an electrical industry labor-management partnership that invests in consistently better construction, better careers and better communities within the Chicagoland region. Utilizing the latest technology, its members are elevating industry performance through their commitment to safety, level of experience and reliability, all while investing in the future of skilled labor through an innovative apprenticeship program that is paving the way for the next generation of skilled electricians.

The foundation of Powering Chicago's commitment to better construction is a continuous investment in training for its members and the use of the latest technology in electrical construction to ensure every job is completed in accordance with the highest standards in the industry.

Powering Chicago's commitment to better careers is underscored by the advancement opportunities for apprentices who graduate from IBEW/NECA Technical Institute. Journeymen and journeymen have access to ongoing education and training providing those motivated to own their own businesses in metro Chicago with the support necessary to do so.

Each year, members take part in more than 100 charitable activities and play a major role in rebuilding blighted properties.

Kevin Connolly, R.S.

Work Remains Steady

L.U. 212 (i), CINCINNATI, OHIO — This spring is shaping up to be very busy. Ongoing work includes the new soccer stadium, a new music venue on the banks of the Ohio River, a Children's Hospital project and many jobs around the airport. Our scale is \$30.19. We have a raise allocation of \$1.90 in June. The local union election of officers is also in June.

In January, Bus. Mgr. Rick Fischer was appointed to the board of directors of the Port of Greater Cincinnati Development Authority by the Hamilton County Commissioners. The Port Authority Board is an economic development agency formed to stimulate growth of the regional economy and initiate projects to promote job creation. It's great for labor to have a voice in the room!

Phil Bovard, P.S.



Local 212 Women's Committee with organizer Richard Heimbrock at the 2020 Women's March.

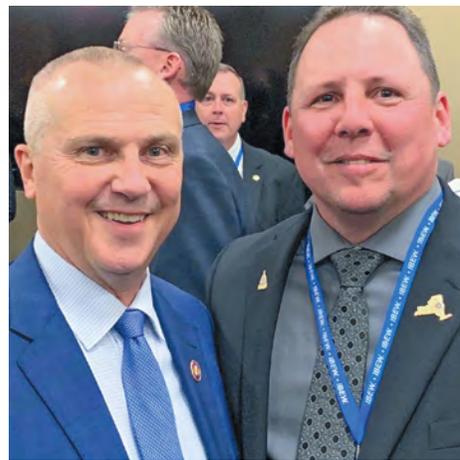
Spring Projects Scheduled; Fighting Attack on Pensions

L.U. 236 (catv,ees,govt,i,mo,rtb&t), ALBANY, NY — Spring has sprung, and so have the large labor projects! The work picture continues to look strong as we move into the warmer months with projects like Amazon, Regeneron and Wadsworth Laboratories. Thank you to our traveling brothers and sisters who have helped us man our jurisdiction during this busy time!

Talk of the Grassley-Alexander legislative plan to raise taxes on retiree pension benefits invoked a strong reaction from our membership. Not only were dozens of calls made to politicians at all levels to urge the defeat of this proposal, but several of our members also went to Washington, D.C., to lobby in opposition to this attack on our pensions. Peter Classen, head of the Local 236 Veterans Committee, was among those who made the trip to Capitol Hill. After spending most of a lifetime earning a pension, the last thing any worker deserves is to have that benefit stripped away. [Editor's Note: To read more, see three news articles — "There's a Terrible New Plan to Tax Your Retirement — Help Us Fight It Today" (Dec. 6, 2019); "Tell Your Senators, Don't Tax My Retirement" (Dec. 10, 2019); and "Two Major IBEW Priorities Finally Made Law" (Jan. 23, 2020) — posted on the IBEW website at www.ibew.org/media-center/articles.]

Thanks to everyone who has been a part of Local 236. We strive to make it a better place for electricians to be every day.

Mike Martell, A.B.M.



Local 236 Veterans Committee leader Peter Classen (right) and Int. Pres. Lonnie R. Stephenson joined fellow labor leaders in Washington, D.C., to oppose the Grassley-Alexander proposal on Capitol Hill.

Work Picture Good; Apprenticeship Graduates

L.U. 270 (i&o), OAK RIDGE, TN — At this writing, our work picture looks very good. We are working several traveling brothers and sisters as of press time and expect to put many more to work in the next few months as the weather breaks.

IBEW Local 270 congratulates our newest graduating class of journeyman wiremen. These recent Oak Ridge Electrical JATC graduates are top-notch and have a bright future in store. We are proud to say that each journeyman wireman is not only outstanding in electrical ability, but also in character.

With regret, we report the recent passing of two of our charter members, Bro. Al Mayton and Bro. Harold T. Wade. This leaves only one surviving charter member, Bro. A.J. Gentry.

Until next writing, please work safe.

Jake Lequire, R.S.



Local 270 congratulates the class of 2019 apprenticeship graduates. From left: Brad Westerhold, Tyler Trew, Jeff Roland, Chris Weyler, Brandon Thomas, Caleb Shinn, Hunter Hurst, Training Dir. Daniel Smith, Outstanding Apprentice Justin Stephens, Dakota Miles, David Scraggs, Antoniette Slover, Tristan Farr, Jeremy Whitehead and Matthew Grizzle.

Newly Formed RENEW Group

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — Greetings, brothers and sisters. Local 280 was blessed with another good year of prosperity. We are optimistic, as we approach the upcoming elections, for a shift back to working families and their best interests.

Local 280 has started a RENEW group. The inaugural meeting was Jan. 10. The Local 280 RENEW group is following the goals set out by the International Office. The goals are: to educate the next generation of electrical workers about the benefits of being union; to provide a setting for younger members to discuss relevant issues in their workplace and communities; and to encourage participation in programs on strengthening the local union and labor movement.

At the inaugural RENEW meeting, there was a good turnout and very active participation immediately! Staff at the local are very interested in the success of this newly formed group. At the first meeting, the focus on efforts to develop community activities that foster solidarity (along with the latest news on the street) was coupled with socializing. Thank you to members Zac Bakke and Rodney Herschbach for getting our local's RENEW group started. [Photo below.]

In solidarity, IBEW family.

Drew Lindsey, B.M./F.S.

Service Awards Presented

L.U. 306 (i), AKRON, OHIO — At our December union meeting, service awards and watches were presented to eligible members in appreciation of their years of service to Local 306 and the IBEW. Recipients of awards for 25 years were: James Bush, Leroy Cate, Rennick Dutton, Peter Hafler, Jack Haywood, John Kulesa, Timothy Meighen, Joel Metro, Matthew Micale, Martin Morris, Frankie Nicholson, Edward



Local 280 members Rodney Herschbach, Zac Bakke (new organizer), Cody Luke and Sham Moussaoui at the 2019 IBEW RENEW/NextGen Conference in St. Louis.

Ondash, Denis Pennington, Donald Rinaldi, Larry Robinson, Thomas Steurer, Mark Stoltz, Jeffrey Sweitzer, Louis Torcasio, Steven Trompower and John Zevenbergen. Thank you and congratulations to all.

On a serious note, 2020 is shaping up to be a very important year for the future of organized labor. Over the past four years, we have witnessed many attacks against the hard-won achievements of those who came before us. Many unions are seeing their pensions in crisis and health-care costs skyrocketing. So-called "right-to-work" laws are being advanced nationwide, partly due to the impact of the Janus v. AFSCME Supreme Court ruling. And the fight to protect collective bargaining and prevailing wages is an ongoing battle. If we want to keep what we still have and regain what we have lost, we need to elect labor-friendly candidates.

If you are not registered to vote, please do so. And in November, exercise your right to vote. Your job may depend on it.

Thomas Wright, P.S.

'Telephone Town Hall'

L.U. 424 (as,ees,em,es,i,mo,o,ptc,rtb,rts,spa&u), EDMONTON, ALBERTA, CANADA — Thank you to everyone who took part in Local 424's first Telephone Town Hall event. Over 400 members stayed on the phone for an hour to talk to Bus. Mgr. Mike Reinhart. A podcast of the Telephone Town Hall will be available for members to listen to in the members-only section of the new website, which as of this writing was expected to be operational at the end of February.

The work picture is still slow as of press time, with calls expected to be on the job line for the TransEd Light Rail Transit project in late spring.

Scott Crichton, P.S.

Congratulations to Retirees

L.U. 446 (i), MONROE, LA — Congratulations to our two IBEW Local 446 members who retired in 2019, Robert “Bob” Moore and John H. Gallagher Jr. We want to thank Bro. Moore and Bro. Gallagher for their years of service representing Local 446 with such pride and devoted dedication. Best wishes to you, brothers, in your retirement years!

Ken Green, B.M./F.S.



The Local 558 newly obligated first-year apprenticeship wireman class with Bus. Mgr. Tony Quillen (front row, center).



From left: Local 446 Pres. William “Mike” Brown, retired member Robert “Bob” Moore and Bus. Mgr. Ken Green.

‘Information Night’ a Success

L.U. 494 (em.govt,i,mt,rts,spa&t), MILWAUKEE, WI — Did you know that 28% of Americans in their 60s are extremely short on retirement savings? Though there’s no magic savings number that guarantees financial security during retirement, as a good rule of thumb, it’s smart to close out your career with about 10 times your ending salary socked away. The reason? Social Security will only replace about 40% of the income you’re used to if you’re an average earner. If you’re a higher earner, it will replace even less. Meanwhile, most seniors need considerably more than 40% of their former paycheck to stay afloat financially, especially when we factor in health-care expenses, which are likely to climb in retirement.

In retirement, every bit of income helps. That’s why on Dec. 19 last year IBEW Local 494 held an information night, with over 300 current and future retirees with their spouses in attendance, to discuss various topics with experts in their fields. Topics discussed were:

- Social Security
- Medicare
- National Electrical Benefit Fund (NEBF)
- Pension Benefit Fund (PBF)
- Local 494’s Pension
- Prefunding, Annuity/ROTH
- NECA-IBEW Retiree Health Insurance Coverage
- The Health Reimbursement Account (HRA)
- Estate Planning/Asset Protection

Due to the demand for membership, IBEW Local 494 will be hosting an information night annually.

John T. Zapfel, Political Dir.

Organizing Campaign At Full-Fill Industries a Success

L.U. 538 (i), DANVILLE, IL — Our organizing campaign at Full-Fill Industries was in high gear during the fall and winter. On Dec. 16, after almost six months of organizing work, a win was achieved with a vote of 49-41 by employees at Full-Fill in favor of representation by IBEW Local 538. Next up will be the effort to get Full-Fill employees their first contract to provide them with the benefits and security they have been looking for. IBEW Local 538 would like to thank everyone involved for their dedication and patience in sticking with the process to get to this point.

John Gallez, A.B.M./Mbr. Dev.



IBEW Local 538 members and Sixth District organizers with Int. Vice Pres. David J. Ruhmkorff (standing behind banner, at center) participate in “honk and wave” event before representation vote at Full-Fill Industries.

Mazda/Toyota Project; First-Year Apprentice Class

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters. The work outlook for Local 558 at this writing is great. The Mazda/Toyota manufacturing facility now has 11 signatory contractors performing work. We still expect more contractors to come to our jurisdiction with the prospect of work we have for the future. With local members, travelers from other jurisdictions, and organizing efforts in the

jurisdiction, the manpower supply has been abundant and plentiful. Thank you to all IBEW members for assisting and getting this project off to a great start. In other work news, the TVA Browns Ferry Nuclear Plant will be having its spring outage for 2020 and pre-outage work is in progress now.

Also, in projection of additional manpower needs for the Mazda/Toyota project, Local 558 obligated 82 of the 107 selected first-year apprentice wiremen at the regular union meeting in January 2020. This is the largest class in history for our local union. We are predicting another large selection of apprentice wiremen for the upcoming first-year class. Pictured in the accompanying photo (at top) is the newly obligated first-year apprentice wireman class with Bus. Mgr. Tony Quillen. We congratulate them and wish them the best in their future careers with the IBEW.

Mac Sloan, Pres./Mbr. Dev.

Officer Transitions — ‘Happy Retirement, Bro. Brown’

L.U. 636 (as,catv,em,spa&u), TORONTO, ONTARIO, CANADA — The IBEW Local 636 staff and Executive Board members would like to wish former business manager/financial secretary Barry Brown well on his retirement. Bro. Brown retired in December 2019.

Barry first became a member of Local 636 in 1985 working in The City of Orillia Public Works Department. Shortly after that, he became the chief steward moving on to become unit chair and then Executive Board member for Local 636. In 1995, Barry became a full-time organizer through the First District office working for Local 636, and then became a busi-

ness representative in 1995 servicing over 15 collective agreements. In 2011, Barry was appointed business manager/financial secretary. During his time in office, Barry had the wonderful opportunity of providing several Local 636 members with the IBEW Life Saving Award. His service as business manager included countless hours spent lobbying for the rights of the union and the members. We wish you a happy retirement, Bro. Brown, and we thank you for all your years of service working for Local 636!

Local 636 is now under the leadership of Bus. Mgr./Fin. Sec. Domenic Murdaca, who was appointed to fill Bro. Brown’s unexpired term of office. We look forward to our next chapter under Domenic’s guidance.

Melissa Ellis, P.S.



Int. Pres. Lonnie R. Stephenson (left) and Local 636 then-business manager Barry Brown at the August 2019 All Canada Progress Meeting.

Work Picture Strong

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — Our work picture remains strong for the foreseeable future. We had a great Christmas party and “Electric Light Parade” turnout last year, and our parade float was given an Honorary Mention award.

We also want to congratulate our 2019 apprenticeship graduating class, with 50 graduates, for their hard work and dedication.

Our organizers are still working diligently to recruit the “unrepresented” of our trade.

All traveling brothers and sisters are welcome to come and sign our books. We have plenty of work coming up for the 2020 year.

Tim Wilson, B.R./P.S.

Union Quality Work Active & Engaged Members

L.U. 666 (i,mt&o), RICHMOND, VA — The jurisdiction’s work outlook continues to be strong with hospital, data center and several other projects in the works. Congratulations to the men working the RVA project whose hard work and dedication to quality earned them the No. 1 ranking out of all of their client’s datacenter projects in the country. This union quality work will ensure that the IBEW remains the best choice for quality and professionalism for clients in the future. Kudos to you all.

Thank you to all the brothers and sisters who went to the Virginia General Assembly to lobby for labor issues alongside the Virginia AFL-CIO and Virginia Building Trades. With our help, the blue wave changed the face of Virginia’s legislature, and these dedicated members are continuing the work by ensuring we are not forgotten when that wave washes away some anti-worker policies in the Commonwealth.

Congratulations to Clay Parrish, who is this semester’s recipient of the Baker Scholarship. The award was presented by Adam Baker in memory of his father, Stephen Baker, a longtime member of Local 666.

Jeremy Davis, P.S.

New Contracts

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 FRANKFORD, IL — Our local would like to recognize Mrs. Cindy Lingle, who served on our clerical staff for over 36 years. Cindy started with the local on Oct. 1, 1983. She retired in February this year. We thank her for many years her service.

Calendar year 2020 will provide an opportunity to restore workers’ priorities to the forefront of American politics, but only if working families support those who favor labor’s agenda. We will be asking our members throughout the year to consider voting for IBEW and AFL-CIO endorsed candidates, as they provide the best opportunity to improve our standard of living.

We have a new three-year agreement with the Board of Municipal Utilities, Sikeston Light & Water with annual wage increases of 3.5%, 3.25% and 3.0%, and a new contract at Ameren Missouri with 2.5% annual wage increases for three years. Negotiations have begun for the clerical group at Ozark Border Electric Cooperative.

In September, the Union Sportsman Alliance dinner will be hosted again this year in our jurisdiction — please check our website for details as it approaches.

As of this writing, our referral books are as follows: Inside Construction — 96, Outside Construction — 25, and Line Clearance — 12.

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



Local 702 extends appreciation and best wishes to Cindy Lingle, who recently retired from the clerical staff.

LOCAL LINES

'Thanks to Volunteers'

L.U. 716 (em,i,lctt,rts&spa), HOUSTON, TEXAS — Hello, sisters and brothers. I hope all are well and working. Here in Houston, work has picked up, but slowly. To those jurisdictions working our members, we thank you. Hopefully in the very near future we can put some travelling brothers and sisters to work.

To the brothers and sisters and their families who recently served their community and our local union by working in the primary elections — thank you. And thanks go out to those members who are participating in the PAC Fund, the Sick & Accident Fund, and the Death Benefit Fund. Local 716 is encouraging all members to join the funds that were set up for the betterment of our members and their families.

Thanks go out to all the volunteers and their families who helped build, decorate, march and represent Local 716 in the 61st annual Houston St. Patrick's Day parade. We thank those who participated in the Cesar Chavez March also.

Heads up — the last code update class for this year is scheduled for May 30, 2020. Congratulations are in order for our upcoming 2020 JATC apprenticeship graduating class. Also, congratulations will be in order to the retirees who will receive service pins and certificates in June.

Thanks for exercising your right to vote.

David Alley, Pres.

Apprentice Graduating Class

L.U. 728 (em,i,rts&spa), FORT LAUDERDALE, FL — Local 728 would like to recognize the apprenticeship graduates who graduated from the December 2019 class. To all the graduates, may your skills and knowledge carry you far in your careers as journeyman wiremen!

The recent graduates who attended the graduation ceremony are pictured at bottom, left: Ekundayo A. Brennen, Heaven Desir, John L. Escovar, Charles M. Fink, Marshall A. Hine, Kenneth D. Hosner, Miguel Jordan, Justin M. King, Logan S. Merchant, Fernando E. Mondragon, Timothy Peters, Neyslan Pou, Darrin A. Range, John Paul A. Tirone and Daniel O. Torres. Graduates not in attendance: Ryan W. Deryk, Nicholas J. Impellizzeri and Bryant L. Smith.

Congratulates to all!

Effie Cruz, Organizer

'Southern Hospitality'

L.U. 776 (i,lctt,o,rts&spa), CHARLESTON, SC — It's spring. A nice time wherever you are but we like to think especially in South Carolina! Beach weather is a scant few weeks away here and the flowers are beautiful. Great restaurants, music and our world class Spoleto Festival, which is in May and is something we do in conjunction with our sister city, Spoleto, Italy. Three weeks of music and art found nowhere else in the world. Bring your family! Plenty of reasonably priced rentals and Airbnb type places.

Our new training center and remodeled hall are



Local 728 congratulates the apprenticeship graduating class of December 2019.

harbingers of good times here.

These good times were a long time coming but were clearly started around 2009, after some very bad years. Don't be fooled, it takes a long time to turn a ship as big as the U.S.S. America. You can't do it in just a year or two, no matter who tells you otherwise.

You can pretty much count on a spot in one of our steel, paper or data center concerns. We also welcome our newest signatory contractor Amped Electric. Amped and a few others are busily bidding new work our area is attracting. I love to travel, and I love to come home. Come visit your Southern brothers and sisters. It's been too long!

Andrew Weiner, P.S.

Service Awards Presentation

L.U. 890 (i), JANESVILLE, WI — Local 890 Bus. Mgr. Leo Sokolik presented retired Bro. Jerry Cagney with his 65-year IBEW service pin at the annual Local 890 Holiday Party held Saturday, Jan. 25. [See accompanying photo.] Jerry was initiated on March 4, 1954. Accompanying him on the stage at the pin presentation event were his sons Bob (a 24-year member), Frank (34-year member), Chris (27-year member) and Mike (34-year member). In total, the Cagney family represents over 184 years of IBEW membership.

Other members who received service pins included: Dave Kuebli and Tom Jordan (50 years of service); Dale Buchholz (45 years' service); Jim Crans and Ron Westby (40 years); Tony Prestil and Bruce Raufman (30); Jim Blank (25); J.R. Crans, Rollie Ehle, Chad Heacox and Jeff Murwin (20); Derek Snyder (15); Greg Grover and Dan Reuter (10); and Caleb Elmer, Jeff Jacobson, Nate Kalas and Jamie Olson (5).

Congratulations to all award recipients!

Jason Heidenreich, Organizer



Local 890 retired member Jerry Cagney (third from left) receives IBEW 65-year pin presented by Bus. Mgr. Leo Sokolik (far right). Accompanying Jerry on stage are his sons, IBEW members Bob (far left) Frank, Chris and Mike.

2019 Giving Tree Program

L.U. 1042 (u), SANFORD, FL — The Seminole County Public Schools Giving Tree program extended a big thank-you for the generous donations from the brothers and sisters of IBEW Local 1042. The SCPS Giving Tree program helps spread holiday cheer in the community through gift donations for students and families in need.

In 2019, Local 1042 members were able to support the almost 800 homeless and economically dis-



IBEW Local 1042 members made donations to the Seminole County Public Schools Giving Tree program.

advantaged students identified by Student Support Services and Families in Need support staff throughout Seminole County. Each child received a new book of their choosing, three fun wishes each, a new pair of shoes and an outfit.

IBEW Local 1042 has participated in the SCPS Giving Tree program for the third consecutive year and will continue this tradition of giving back to the community in the years to come. We are our brothers' keeper!

Ellen Stephenson, P.S.

Organizing Gains

L.U. 1116 (em,lctt&u), TUCSON, AZ — Organizing is topmost on everyone's mind this year. We are glad to see so many Tucson Electric Power (TEP) and Southwest Energy Solutions (SES) employees joining our union family. TEP has made the decision to bring our SES workforce into the core company. Bus. Mgr. Scott Northrup is meeting with company officials to develop an integra-

tion plan. They are discussing how seniority and pay will be handled and how job classifications will be assigned. With the integration of the SES workforce into the TEP workforce, we hope to make some positive changes that will improve everyone's overall job security. It is likely to be a slow process.

We have local union elections coming up this spring. Nominations are in May and elections are in June. Be sure to attend the regular unit meetings to hear the latest news from all fronts.

The third annual Off-Road Fun Run and camp out is scheduled for Saturday, April 4, in the Patagonia Mountains. We have a great trail planned out this year! We will visit ghost towns, historic places and town-sites. This is a family friendly event for members and retirees — everyone is invited! Come out and have some fun with us. Camp or come for the day.

I once again encourage our younger members to consider running for office and getting involved in the union. Remember, those who show up run the world.

The leadership of Local 1116 expresses our gratitude to all the members who come to the meetings and stay involved. Remember, this is your local and you have a voice.

Sharon Williams, R.S./P.S.

Political Action Yields Gains for Working People

L.U. 1340 (i&o), NEWPORT NEWS, VA — The officers and members of Local 1340 have an eye on the future. Projects such as the Hampton Roads Bridge-Tunnel (HRBT) expansion and the recent announcement regarding offshore wind coming to the commonwealth, coupled with a changing tide in the state's political scene, present opportunity and we plan to take full advantage of it.

Our training program continues to grow, and our members are encouraged to participate in the many courses being offered. Our political committee has also been working hard, and their efforts are paying off. Working with the Virginia AFL-CIO, we have been successful in helping candidates who support workers' rights.

As of this writing, the Virginia state legislature is currently in session, and several bills have been submitted to improve the lives of working families in the state. Such items as establishing a state prevailing wage, allowing project labor agreements on state-funded work, and limiting the misclassification of workers and wage theft in construction are being debated in committees now controlled by Democratic majorities for the first time in 25 years. Members of the Local 1340 political committee are still hard at work, actively lobbying for support of these and other AFL-CIO backed bills.

As always, brothers and sisters, stay safe out there and we look forward to seeing you at the monthly union meetings.

Jim Avery, P.S.

Members Restore Power — Provide Mutual Assistance

L.U. 2304 (u), MADISON, WI — Eight IBEW Local 2304 members spent their Thanksgiving holiday in northern Wisconsin and Michigan helping restore power to tens of thousands of residents impacted by power outages resulting from multiple winter storms. They spent a total of seven days on mutual assistance for multiple utilities. Members who responded to this call were: Brian Larsen, Dustin Nicol, Colton Randecker, Tim Schaaf, Todd Schmitz, Steve Seng, Josh Shepard and T.J. Wapneski.

We would also like to recognize the mechanics and storeroom workers who made sure these linemen had the equipment they needed to work safely and efficiently as well as the crews who stayed back and helped keep the lights on in the Madison area, all of whom are Local 2304 members.

Nate Rasmussen, B.M./Pres.



Local 2304 members Colton Randecker and Brian Larsen snowshoeing to their jobsite while on mutual assistance work to help restore power to residents following winter storms.

In Memoriam

Members for Whom PBF Death Claims were Approved in January 2020

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Garner, K. H.	7/16/19	81	Caudullo, M. A.	9/4/19	353	Tomasi, J. K.	11/5/19	640	Olson, L. H.	9/4/19
1	Miller, H. K.	2/7/18	81	O'Connor, M. J.	8/25/19	354	Jensen, D. E.	11/30/19	640	Schaefer, M. X.	9/1/19
2	Bax, L. A.	11/13/19	86	Pires, J.	4/25/19	354	Underwood, R. G.	11/7/19	659	Bowman, R. C.	11/7/19
2	Freeman, M. E.	11/2/19	90	Petrillo, A. A.	11/9/19	357	Lofland, K. R.	11/5/19	659	Schiefelbein, R.	11/2/19
2	McNees, R. K.	11/8/19	96	Joncas, L. R.	9/20/19	357	Madden, J. M.	8/13/19	666	Potell, A. J.	11/19/19
2	Rodgers, G. A.	9/11/19	98	Beideman, H. R.	8/22/19	363	Phillips, C. B.	10/13/19	681	Cassetty, G. F.	11/19/19
3	Corcoran, J.	10/28/19	98	Halpern, N.	9/26/19	364	Bressler, G. A.	7/7/19	683	Zielke, C. O.	11/27/19
3	Del Guidice, J. F.	9/21/19	98	Neilson, T. D.	11/15/19	364	King, R. M.	10/24/19	692	Snider, J. F.	11/24/19
3	DeMaria, M. T.	11/20/19	98	Reick, J. R.	12/7/19	369	Allen, F.	11/18/19	700	Watkins, J. R.	10/12/19
3	Donnelly, W. A.	12/12/19	102	Pacyna, D. A.	10/26/19	369	Kollros, R. F.	8/6/19	701	Petersen, R. R.	10/17/19
3	Flanzraich, N. A.	10/13/19	102	Smith, J. A.	10/3/19	369	Lanning, R. L.	10/25/19	701	Stellmach, M. B.	11/7/19
3	Korn, E. H.	11/4/19	103	Ciulla, A. S.	10/29/19	369	McNew, J. P.	11/22/19	702	Blair, M. L.	11/14/19
3	McSpedon, J. H.	11/11/19	103	Conway, S. P.	7/18/19	369	Ranschaert, J. R.	11/16/19	702	Deaton, D.	9/16/19
3	Nau, R. J.	12/30/18	103	Green, T. J.	3/17/18	375	Ruth, J. R.	10/20/19	702	Kinkade, N. M.	12/29/19
3	Oginz, R. M.	10/10/19	105	Clairmont, R.	9/29/19	379	Locklear, A. V.	11/18/19	716	Theiler, J. D.	10/15/19
3	Solares, E. B.	11/5/19	111	DeNileon, D. H.	12/19/19	402	Simpson, M. A.	8/6/16	716	Wade, J. D.	8/30/19
3	Solski, L.	11/17/19	117	Lauderdale, M. R.	9/8/19	424	Beauchamp, G. D.	6/28/19	728	Castellanos, N.	11/30/19
3	Stark, R. N.	11/11/19	124	Howard, L. D.	11/12/19	424	Gillis, R.	7/1/19	728	Pace, C. M.	11/5/19
3	Wade, T. L.	8/23/19	125	Millman, S. W.	11/28/19	424	Haney, A. G.	9/19/19	743	Larosa, H. W.	11/11/19
3	Wilson, C. J.	11/24/19	134	Dorsch, D. S.	11/16/19	424	Neill, D. A.	12/16/19	760	Hixson, J. R.	11/28/19
3	Zaccagnino, A.	10/25/19	134	Edelmann, A. J.	11/14/19	424	Sidor, W.	7/19/19	768	Harrah, B. A.	11/5/19
3	Zarra, V. S.	11/8/19	134	Mullen, J. T.	9/28/19	428	Luna, M. S.	10/29/19	769	Bell, J. M.	10/15/19
5	Ackley, C. H.	11/21/19	134	Murphy, W. P.	8/10/19	436	Neely, M. B.	11/14/19	773	Lebert, D. E.	11/10/19
5	Dillon, W. J.	12/6/19	134	Nelson, D. E.	11/15/19	441	Enlow, R. E.	11/28/19	773	Varga, W.	9/30/19
5	Johnston, H. C.	11/21/19	134	Taylor, L. C.	9/13/19	441	Hesson, C. L.	10/9/19	816	Spiceland, R. M.	11/8/19
6	Leonard, P. J.	7/26/19	134	Zepeda, S.	11/11/19	453	Glass, J. L.	11/25/19	876	Fredricks, J. L.	10/12/19
6	Rocco, N. J.	10/27/19	136	Buford, S. E.	1/27/16	461	Hattersley, G. N.	11/5/19	876	Kiter, B. P.	11/15/19
7	Marcoulier, R. E.	6/2/19	136	Ingram, R. H.	11/24/19	466	Haynes, B. W.	6/21/19	906	Clark, J. R.	2/20/19
7	Phair, M. J.	5/21/19	160	Dale, G. O.	6/26/19	466	Samples, J. C.	12/12/19	910	Wolff, B. D.	11/23/19
9	McLaughlin, T. D.	11/28/19	163	Dimino, M. C.	11/24/19	474	Jones, T.	8/13/18	915	Ulm, L. F.	10/8/19
11	Candiff, K. J.	9/23/19	164	Perillo, G. J.	11/8/19	474	Russell, J.	11/3/19	934	Potter, J. D.	12/5/19
11	Fielder, J. M.	10/5/19	164	Schultz, D. W.	11/2/19	477	Brady, M. G.	11/3/19	948	Bland, J. E.	10/25/19
11	Jones, C. T.	10/11/19	175	Baker, C. E.	11/12/19	477	Howard, R. G.	8/28/19	953	Walker, J. H.	11/4/19
11	Kehler, G. P.	11/15/19	175	Griswold, M. A.	11/11/19	477	Karnes, M. C.	9/6/19	993	Cooley, L. K.	11/15/19
11	O'Donnell, J. B.	11/13/19	175	Helmase, P. D.	11/16/19	477	Torres, R. M.	10/29/19	995	Havard, E. L.	10/25/19
11	Wilborn, D. F.	10/12/19	180	Hassenplug, D. L.	11/25/19	479	Burnett, B. D.	10/13/19	1002	Billings, W. L.	11/9/19
16	Gann, P. E.	9/25/19	191	Pollard, R. F.	12/4/19	479	Cooley, T. H.	9/29/19	1042	Turner, J. W.	11/1/19
17	Lee, B. R.	9/29/19	212	Braswell, R. K.	11/15/19	479	Trahan, D. C.	11/30/19	1077	Martin, B.	10/6/19
20	Duncan, R. O.	8/28/19	212	Jones, E. H.	10/31/19	479	Waldrop, J. R.	10/3/19	1077	Rogers, H. T.	10/1/19
20	Waldon, J. B.	6/3/19	212	Long, C. E.	10/18/19	480	Eady, K. R.	10/19/19	1105	Herder, D. E.	11/19/19
22	Hengen, F. L.	11/2/19	212	Starnes, E. L.	11/10/19	481	Bickell, A. W.	8/1/19	1141	Cleveland, B. R.	11/12/19
24	McDermott, B. J.	8/29/19	213	Klym, M.	10/20/19	481	Dorwart, J. M.	11/9/19	1141	Smith, L. K.	11/27/19
25	Baade, E. J.	10/31/19	213	Robbins, M.	9/27/19	481	Haehl, F. D.	12/29/19	1245	Heskett, A. J.	11/13/19
25	Wennes, G. J.	11/21/19	222	Williams, R. A.	10/14/19	481	Justus, G. W.	10/27/19	1316	Reynolds, L. J.	11/13/19
25	Winters, J. C.	11/8/19	231	Schulte, G. E.	11/13/19	481	Snavey, H. M.	11/10/19	1393	Spalding, S. M.	8/20/19
26	Drescher, R. H.	10/6/19	239	Caulfield, P. F.	7/27/19	494	Brauer, A. G.	11/19/19	1547	Degler, K. R.	9/26/19
26	Glazewski, N. D.	10/8/19	245	Van Ness, J. L.	2/14/19	494	Glomski, J. T.	10/28/19	1579	Barnes, G. T.	10/6/19
26	Venis, D. W.	11/12/19	254	Schmidt, L.	12/3/19	494	Luedke, D. C.	11/11/19	1579	Coker, J. W.	11/18/19
26	Wilson, C. J.	9/27/19	258	Fawcett, C. F.	5/1/17	494	Martiny, L. S.	12/1/19	1701	Self, D. W.	10/29/19
29	Lizanon, N.	11/18/19	258	Karpinski, B.	8/6/19	494	Mueller, J. A.	9/11/19	2150	Hawkins, L. D.	11/10/19
32	Sprague, T. N.	11/10/19	265	Frazier, R. A.	12/13/19	505	Christman, C. A.	9/23/19	I.O. (5)	Riggs, R. W.	11/19/19
38	Ross, T. W.	11/5/19	270	Grace, M. S.	11/22/19	508	Gregory, E. E.	9/16/19	I.O. (115)	Shoniker, J. W.	10/27/19
41	Trzaska, R.	12/2/19	275	Thies, C. G.	11/6/19	520	Timberlake, W. E.	12/16/19	I.O. (134)	Goldenstein, H.	10/28/19
43	Knapp, M. A.	11/10/19	280	Duda, R. A.	1/3/19	527	Wade, E. R.	11/4/19	I.O. (134)	Kubitz, B. R.	11/19/19
46	Frost, K. C.	11/2/19	280	Schull, C. O.	7/27/19	531	Cavanaugh, R. D.	11/9/19	I.O. (160)	Graunke, R. F.	12/12/19
46	Krull, K. F.	11/1/19	280	Smith, H. J.	12/19/19	531	Cusick, J. A.	10/3/19	Pens. (134)	Paul, D. A.	11/19/19
46	Young, A.	10/27/19	292	Crowell, R. C.	9/23/19	538	Hussmann, P. E.	11/21/19	Pens. (875)	Jacobs, T. C.	11/15/19
48	Beaird, E. A.	10/29/19	292	McGinnis, S. J.	9/20/19	545	Gramer, J. L.	11/3/19	Pens. (1882)	Cascio, P. J.	6/19/19
48	Carnahan, M. H.	11/9/19	292	Ritsche, J. M.	10/2/19	545	Markt, C. R.	11/14/19	Pens. (I.O.)	Castle, C. A.	11/30/19
48	Friedrick, H. D.	11/4/19	302	Solak, M.	12/28/19	547	Bentele, N.	8/16/19	Pens. (I.O.)	Greer, E. I.	10/31/19
48	Hanseth, M. D.	11/21/19	306	DeShon, W. R.	11/28/19	558	Cook, B. G.	11/20/19	Pens. (I.O.)	Hanus, D. R.	11/27/19
48	Schulze, J. P.	12/19/19	309	Hillier, M. E.	12/27/19	558	Godwin, J. R.	11/8/19	Pens. (I.O.)	Humphries, R. G.	11/4/19
51	Swadener, R.	11/7/19	311	Page, A. E.	12/17/18	567	Bowden, J. S.	12/2/19	Pens. (I.O.)	Johnson, J.	10/22/19
53	Irwin, L. W.	11/1/19	317	Pinkerton, T. D.	11/12/19	569	Ince, R. L.	10/10/19	Pens. (I.O.)	Kreger, L.	7/8/19
53	Kivett, G. M.	11/10/19	322	Nirenberg, L. G.	11/16/19	569	Moore, G. P.	12/19/19	Pens. (I.O.)	Lee, F. D.	10/15/19
53	Van Hooser, G. L.	9/30/19	322	Simonson, W. T.	5/30/19	570	Lopez, R. N.	12/22/19	Pens. (I.O.)	Menges, G. E.	9/20/19
55	Gerstenberger, G. H.	11/13/19	332	Warwick, D. W.	10/30/19	584	Golden, G. W.	10/17/19	Pens. (I.O.)	Mills, J. R.	11/19/19
55	Rolph, G. D.	11/10/19	345	Henderson, W. J.	11/16/19	586	Prescott, M. E.	9/6/19	Pens. (I.O.)	Murray, R. J.	10/13/19
56	Taylor, J. L.	10/16/19	349	McCue, R. A.	11/24/19	595	Cordoza, E.	9/21/19	Pens. (I.O.)	Nettgen, E. D.	12/2/19
58	Crysler, R.	12/1/19	351	Martine, W. P.	11/7/19	595	DiGiallonardo, J. M.	10/31/19	Pens. (I.O.)	Paczkowski, W.	11/18/19
58	McGrail, T. J.	11/4/19	351	McSherry, E. C.	12/10/19	595	Neufeld, R. G.	10/21/19	Pens. (I.O.)	Powers, R. M.	10/19/19
58	Minghini, R. J.	11/13/19	353	Brizzi, P.	8/17/19	611	Ralls, H. W.	8/9/19	Pens. (I.O.)	Reiter, D. L.	9/4/19
58	Sexton, O.	5/25/19	353	Cooke, R. D.	11/19/19	613	Averitte, B. K.	8/20/19	Pens. (I.O.)	Thebeau, C. J.	11/4/19
64	Wyant, W. J.	9/24/19	353	Galloway, C. D.	11/11/19	613	Higdon, L. J.	11/13/19	Pens. (I.O.)	Thorp, J. A.	10/5/19
68	McGrath, J. P.	1/12/16	353	Korneyei, B. S.	2/26/19	613	Shaw, H. J.	12/23/19	Pens. (I.O.)	Wright, F. C.	10/6/19
70	Sharp, J. A.	10/2/19	353	Lougheed, S. W.	12/19/19	613	Thurman, A. A.	11/1/19			
76	Bekken, A.	10/10/19	353	Orgar, R. B.	12/10/19	617	Keller, A. R.	10/12/19			
76	Stamey, E.	9/26/19	353	Ronan, G. R.	11/25/19	640	Boyer, E. R.	12/19/19			
77	Koenig, L. R.	10/1/19	353	Ruzza, S.	11/13/19	640	Bradley, T. C.	12/13/19			

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 the latest IBEW news, including the online version of the Electrical Worker, at IBEW.org.

YouTube

Union-busters in Iowa thought they had labor cornered when they passed a bill aimed at crushing public unions. They were wrong. See the story at [YouTube.com/TheElectricalWorker](https://www.youtube.com/watch?v=...).

Vimeo

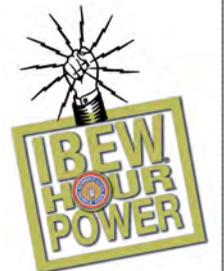
As First District Vice President Tom Reid said, "Membership



development is the most important thing the IBEW does." Our Canadian members put that into action at the membership development conference. Watch it at [Vimeo.com/IBEW](https://www.vimeo.com/IBEW).

HourPower

From coast to coast the IBEW Business Development Department does its work by getting us more work — and new projects are streaming in. Catch the latest edition of Business Development News Briefs on IBEWHourPower.com.



ElectricTV

Solar work is booming, though it can be tough to win. But IBEW members did just that with a rooftop array at the Barnes Jewish College Medical Center in St. Louis. Find out how at ElectricTV.net.



In Memoriam

Members for Whom PBF Death Claims were Approved in February 2020

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	Grobe, R. R.	12/12/19	77	Prater, K. W.	11/28/19	278	Snipes, J. J.	11/22/19	441	Sturkie, J. M.	1/5/19	640	Brewer, J. W.	12/16/19	993	Link, O. E.	12/19/19
1	Julien, D. J.	10/30/19	77	Schmidt, H. R.	12/4/19	278	Tate, G. L.	11/14/19	443	White, W.	3/13/19	640	Dinsmore, J. L.	12/5/19	993	Morris, P. J.	10/11/19
1	Maly, A. F.	2/8/18	77	Smith, S. L.	8/31/19	291	Thompson, G. W.	10/18/19	449	Johnson, W. H.	1/26/20	640	Schuldt, R. C.	11/29/19	995	Taylor, R. D.	12/29/19
3	Blocker, E.	10/19/19	80	Marshall, A. M.	9/18/19	292	Kreger, J. F.	12/12/19	457	Rudolewicz, S. P.	11/27/19	640	Warne, C. P.	12/10/19	995	Thomas, J. L.	12/7/19
3	Chatman, D. L.	10/23/19	81	McGrail, J.	12/12/19	292	Larson, J. P.	12/4/19	477	Kopchak, J. H.	12/14/19	649	Hobbie, R. E.	11/13/19	1106	Kieft, R. J.	11/25/19
3	DaCosta, A. F.	12/3/19	86	Pires, J.	4/25/19	292	Novotny, G. E.	9/25/19	479	Burnett, B. D.	10/13/19	654	Williams, C. B.	11/12/19	1141	Spradling, J. E.	12/7/19
3	Danzig, S.	12/15/19	90	Petrillo, A. A.	11/9/19	302	Cottam, G. E.	11/11/19	479	Chadwick, G. E.	10/7/19	666	Lynch, J. E.	11/20/19	1186	Guillermo, V.	11/12/19
3	Fuccillo, J. M.	11/18/19	90	Walsh, K. J.	12/6/19	304	Montague, C. D.	11/7/19	479	Frederick, R. O.	11/28/19	666	Powell, N. H.	10/31/19	1186	Hayashi, H. T.	11/1/19
3	Howell, R. M.	2/19/19	96	Bechan, L. L.	12/3/19	305	Moore, J. R.	12/19/19	479	Lindsay, R. H.	12/6/19	676	Bodie, D. D.	12/13/19	1186	Kobatake, E. M.	11/10/19
3	Hutchins, E. W.	11/3/19	96	O'Toole, E. M.	7/30/18	305	Perkins, R. A.	12/11/19	481	Breedlove, J. D.	11/8/19	676	Gregory, A. L.	11/11/19	1249	Beecher, P. D.	11/9/19
3	Larson, T. E.	12/6/19	97	Ryan, J. C.	9/10/19	306	Beahn, R. L.	12/17/19	481	DeVinney, J. F.	1/1/20	683	Fancelli, J.	11/24/19	1316	Sanders, R.	12/28/19
3	Martano, J. A.	12/5/19	98	Anders, S. C.	11/27/19	307	Stockslager, J. V.	1/3/19	481	Piccione, V. J.	9/19/19	683	Halk, L. G.	12/22/19	1319	Trump, J. J.	12/23/16
3	Perez, T.	12/3/19	98	Andrews, J. W.	11/28/19	309	Traylor, D. L.	12/21/19	481	Robertson, G. L.	12/21/19	683	Stout, T. W.	12/15/19	1393	Bates, H. D.	11/2/19
3	Ramondetta, J.	12/6/19	98	Ford, W. W.	12/9/19	313	Ferguson, G. K.	10/27/19	483	Dryden, S. D.	12/7/19	697	Hewlett, C. D.	12/9/19	1426	Gunderson, R. L.	12/10/19
3	Tuttolomondo, S.	11/28/19	98	Miller, G. G.	12/11/19	313	Krauss, W. B.	12/5/19	488	Blichfeldt, J. E.	12/16/19	697	Moseley, A.	12/16/19	1547	Smyth, J. C.	12/14/19
3	Vecchio, T.	12/11/19	98	Wambach, W. P.	1/5/20	317	Tucker, W. C.	12/27/19	494	Brigham, D. L.	10/29/19	702	Williamson, J. E.	12/8/19	1579	Coker, J. W.	11/18/19
3	Yudow, A.	6/13/19	98	Wood, W.	12/29/19	326	Hellen, D. A.	11/19/19	494	Dallmann, R. P.	1/3/20	712	Ehrhart, K. E.	10/24/19	1650	Stegall, C. B.	10/3/19
5	Catlin, D. E.	10/30/19	102	Fiore, J. A.	11/21/19	332	Pennington, J. E.	12/7/19	494	Natzke, R. F.	11/23/19	714	Storbeck, L. F.	9/24/19	1687	Melia, P. A.	12/6/19
5	Petersen, U. D.	12/2/19	102	Flanders, L. F.	11/25/19	332	Shields, J. A.	1/8/20	508	Bowen, D. T.	8/22/19	716	Bohanan, M. G.	12/1/19	1701	Adams, M. L.	12/18/19
5	Pfeuffer, T. J.	11/21/19	102	Halupka, F. R.	10/24/19	340	Kercher, R. M.	10/29/19	508	Spence, J. R.	11/17/19	716	Bush, D. R.	9/1/18	1925	Easley, J. S.	10/14/18
6	Heil, G. A.	12/23/19	103	Calcano, A. M.	5/30/19	342	Brooks, R. E.	11/3/19	547	Hackett, S. E.	1/3/20	716	Engel, M. C.	7/6/19	2230	Sgro, P. P.	11/29/19
6	Koozmin, N.	10/29/19	103	Calistro, R. J.	11/19/19	349	Kovach, S.	11/19/19	551	Burns, R. E.	11/24/19	725	Pless, W. T.	11/6/19	2330	Higdon, C. I.	11/11/19
6	Lappin, J. M.	11/29/19	103	Concannon, R. J.	11/20/19	351	Friedrich, E. A.	9/15/19	558	Madison, B. B.	12/13/19	725	Thompson, D. R.	11/22/19	I.O. (15)	Reif, J. E.	12/18/19
7	Noyes, R. A.	12/6/19	103	Delaney, D. J.	10/25/19	353	Bowie, J. S.	12/12/19	558	Tuten, J. D.	10/25/15	728	Carter, W. H.	8/24/19	I.O. (21)	Barber, S. A.	12/16/19
7	Wiedersheim, L. P.	11/2/19	103	Jannino, R.	11/6/19	353	Bowman, J. E.	11/15/19	558	Willingham, J. R.	12/11/19	728	Keegan, J. J.	12/1/19	I.O. (134)	Noonan, J. P.	12/28/19
8	Sulaica, J. S.	5/26/19	103	Koning, R.	9/9/19	353	Brewer, F.	1/14/20	568	Foucault, J.	9/22/19	728	Laffer, R. M.	12/6/19	I.O. (625)	Meagher, J. L.	11/21/19
9	Faraci, P. J.	12/19/19	105	Korstanje, J. T.	1/18/20	353	Lappin, A.	9/24/17	568	Houle, J.	6/10/19	743	Gieringer, K. A.	12/19/19	I.O. (852)	Moorman, J. D.	9/12/19
9	Heffernan, J. K.	12/22/19	105	Maloney, G. J.	12/22/19	353	Pacione, P. J.	8/4/19	569	Eisenbarth, W. M.	10/13/19	743	Miccieke, S.	11/2/19	I.O. (1393)	Van Sant, R. E.	12/8/19
9	Kostush, R.	12/4/19	105	Vancas, M.	9/10/19	353	Paul, J. R.	12/16/19	569	Thiel, J. E.	12/4/03	743	Mowrer, D. R.	12/8/19	I.O. (1925)	Jenkins, M. L.	12/11/19
9	Wydra, M. R.	1/8/20	106	Patton, G.	8/1/19	353	Turner, R. C.	12/29/19	573	Gilbert, C. R.	9/1/19	743	Ruppert, J. P.	10/12/19	Pens. (11)	Zilahy, F. J.	12/16/19
11	Churchill, M. A.	7/17/19	110	Lamb, K. G.	12/5/19	354	Jenkins, R.	12/28/19	575	Myers, R. C.	12/29/19	760	England, K.	1/7/20	Pens. (1402)	Brunn, R. A.	12/19/19
11	Chur, L. F.	9/6/19	110	Wirt, D. R.	10/16/19	354	MacKay, R. W.	12/22/19	577	Meyerhofer, R. F.	11/25/19	760	Hensley, J. H.	12/3/19	Pens. (I.O.)	Buchanan, D. M.	11/5/18
11	Griffing, E. D.	5/21/17	111	Crow, W. M.	5/5/19	354	North, B. W.	12/1/19	586	Filoso, G.	11/29/19	760	Long, T. A.	2/7/19	Pens. (I.O.)	Fousel, D.	10/31/19
11	Lawrence, K. E.	10/3/19	111	Sparks, D. M.	10/6/19	357	Hawkins, P. D.	12/17/19	595	Rivera, R. C.	12/4/19	768	Lofftus, J. A.	9/19/19	Pens. (I.O.)	Hibbe, A. R.	11/26/19
11	Watson, D. A.	2/22/19	113	Benell, R.	12/26/19	363	Kozlowski, S. J.	11/18/19	595	Wash, L. D.	12/4/19	773	Pare, H.	11/27/19	Pens. (I.O.)	James, W. R.	7/28/19
11	Wilson, G. D.	11/29/19	113	Mealer, R. F.	11/20/19	363	Roe, J. T.	11/11/19	601	Huls, E. W.	1/14/20	773	Paris, R. V.	2/22/19	Pens. (I.O.)	Jones, W. F.	9/4/19
14	Wittbrodt, R. F.	10/17/19	115	Morgan, L.	1/3/20	364	Beien, J. T.	10/20/19	601	Palmer, S. H.	9/5/19	776	Goodale, R.	12/8/19	Pens. (I.O.)	Kerwin, J. F.	11/26/19
17	Kerszykowski, T. M.	4/5/19	117	Fettes, J. J.	11/18/19	375	Jacoby, D. D.	6/30/19	601	Taylor, D. L.	10/11/19	796	McKay, G.	12/17/18	Pens. (I.O.)	Lacoste, J. G.	12/11/19
18	Harrington, J. F.	7/16/19	125	Welch, R. A.	12/10/19	388	Luedtke, S. G.	11/10/19	601	Williams, P. A.	11/16/19	804	Fisher, W. J.	11/21/19	Pens. (I.O.)	Larrison, R. G.	4/2/19
18	Sinquefield, M. H.	11/19/19	126	Day, J. J.	12/9/19	391	White, W. G.	11/15/19	602	Miller, B. D.	12/7/19	804	Vaughan, W. D.	11/22/19	Pens. (I.O.)	Leech, R. E.	11/6/19
20	McMillan, R. D.	1/4/20	130	Chabert, T. E.	10/15/19	396	Biddinger, J. W.	9/1/19	606	Moree, S. L.	11/23/19	816	Burklow, B. D.	12/1/19	Pens. (I.O.)	Manz, W. J.	11/15/19
20	Moore, J. O.	11/28/19	134	Boyko, D. M.	12/6/19	396	Gile, M. D.	6/23/19	611	Alvarado, M. D.	11/27/19	816	Jones, K. L.	10/5/19	Pens. (I.O.)	Molitor, L. L.	11/8/19
20	Robertson, J. H.	11/9/19	134	Brown, G. C.	12/6/19	398	Sneed, W. M.	11/27/19	613	Duvall, C. R.	12/26/19	816	Springer, R. E.	1/9/20	Pens. (I.O.)	Murray, R. J.	10/13/19
22	Seaman, A. C.	12/17/19	134	Bumgardner, D. C.	1/12/20	401	Harrison, A. W.	12/1/19	613	Edwards, M. D.	7/8/19	855	Premer, P. M.	12/19/19	Pens. (I.O.)	Neiss, C. J.	3/22/17
25	Barnes, A.	10/12/19	134	Coyne, N. B.	8/3/18	402	Bjorn, A. J.	10/7/19	613	Gibson, C.	12/29/19	861	Rasch, H. L.	1/25/20	Pens. (I.O.)	Reed, D. A.	11/26/19
25	Barton, L. G.	3/16/19	134	Garay, R. J.	11/25/19	424	Andruchow, D.	8/7/19	613	Helf, D. R.	11/22/19	932	Rema, R. Z.	12/20/19	Pens. (I.O.)	Rindfleisch, C. H.	12/14/19
25	Tuohy, K. M.	5/28/19	134	Kuhrau, H. H.	11/30/19	424	Sabejon, R. A.	12/17/19	613	Williamson, T. A.	11/3/19	934	Colvard, W. D.	1/5/20	Pens. (I.O.)	Shalkowski, M.	9/28/19
26	Bostic, R. H.	11/17/19	134	Lesiak, R. S.	12/3/19	429	Mitchell, W. C.	12/16/19	615	Royal, B. L.	11/13/19	948	Atkinson, E. R.	10/26/19	Pens. (I.O.)	Stein, C. E.	6/28/19
26	Cameron, J. R.	12/9/19	134	O'Malley, M. J.	8/5/19	440	Mills, H. L.	1/31/18	639	Rowland, H. R.	10/24/19	953	Jacobson, H. B.	11/27/19	Pens. (I.O.)	Watson, C. E.	11/19/19
26	Reed, T. O.	11/27/19	134	Wall, G. J.	12/28/19												
26	Siemon, R. L.	2/23/19	134	Wintrol, H. F.	12/1/19												
34	Dublin, K. G.	11/19/19	164	Luppino, V.	12/13/19												
38	Cipra, F.	12/15/19	164	Wondolowski, P. V.	12/24/18												
38	Foose, N. T.	12/15/19	175	Rogers, F. B.	12/5/19												
38	Loesch, L. J.	1/8/20	175	Satterfield, B. R.	11/29/19												
38	Victor, R. J.	12/3/19	176	Ashby, A. H.	1/12/20												
44	Barger, R. W.	9/12/19	177	Boles, R. M.	9/24/19												
44	Pochelon, A. G.	9/3/19	177	Daly, J. J.	12/2/19												
46	Dowman, C. V.	12/7/19	177	Davis, W. E.	1/7/20												
46	Hedges, C.	1/28/20	191	Myntti, J. R.	9/16/19												
46	Lane, C. D.	4/24/18	206	Wrigg, M. W.	6/6/19												
46	Schoenhofen, M. L.	8/4/19	210	Longdon, J. H.	3/21/19												
48	Dryer, M. C.	12/11/19	213	Depedrina, J. A.	10/19/19												
48	Johnson, M. K.	12/7/19	213	Lohnering, L.	10/12/19												
48	Reghitto, D. L.	10/25/19	213	Sanger, E. T.	11/30/19												
51	Ringwald, J. M.	12/30/19	226	Kearse, A. M.	5/6/19												
57	Larsen, S. J.	11/30/19	226	Pageler, M. T.	11/9/18												
58	Collins, J. A.	11/30/19	236	Nardi, R. E.	12/3/19												
58	Kereluk, M.	1/7/20	238	Corrigan, P. J.	9/29/19												
58	Musser, J. S.	12/5/19	245	Tobin, T. J.	10/31/19												
58	Ostrow, R. E.	11/17/18	252	Koepp, D. A.	11/9/19												
58	Sobier, A. J.	12/14/19	252	Mull, D. E.	12/7/19												
66	Spradling, J. F.	10/3/19	257	Van Dyke, E. E.	12/6/19												

August 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 8:30 am, by Chairman Erikson, on Wednesday, August 28, 2019, in Chicago, Illinois. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Lavin, and Galbraith.

International President Stephenson
International President Lonnie R. Stephenson met with the members of the International Executive Council 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.

Appeals Filed with the International Executive Council
The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 969-member James Milligan, and it is the decision of the IEC to deny Brother Milligan's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 479-member James M. Barnett, and it is the decision of the IEC to approve Brother Barnett's appeal.

The International Executive Council conducted a thorough review of the facts pertaining to an appeal from Local Union 340-member Wayne M. Syliaasen, and it is the decision of the IEC to approve Brother Syliaasen's appeal.

Resolution Adopting Amendment to the Claims Procedures in the Summary Plan Description and Rules & Regulations for the IBEW Pension Benefit Fund

The International Executive Council is authorized under Article XI, Sections 6(h) and 9 of the IBEW Constitution to interpret and construe Article XI, to

determine eligibility for benefits from the IBEW Pension Benefit Fund and to otherwise establish procedures for making applications for benefits and making determinations. As such, the IEC members unanimously approved an amendment to the Claims Procedures in the Summary Plan Description and Rules & Regulations pertaining to disability claims and the suspension of benefits where there has been a return to work in the electrical industry. The amendment was adopted in order to ensure compliance with current federal regulations and to bring those plan documents in line with the IBEW Pension Benefit Fund's current practice.

Article XX and XXI Cases
There were no new Article XX or XXI cases during the second quarter of 2019.

Trusteeship
Local Union 969 which has been under International Charge since July 3, 2018, was amalgamated into Local Union 111, effective July 1, 2019.

International President Lonnie Stephenson gave authority to International Vice President Thomas M. Reid to determine whether a trusteeship needed to be

imposed at Local Union 2330. International Vice President Reid determined that trusteeship needed to be imposed effective June 3, 2019. A hearing was held June 24, 2019, and the trusteeship remains in place.

IBEW Consolidated Balance Sheet ending June 30, 2019
Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Balance Sheet ending June 30, 2019
Reviewed and Filed

For the International Executive Council
This regularly scheduled meeting was adjourned, on Wednesday, August 28, 2019, at 1:30 p.m. The next regular meeting of the International Executive Council will commence at 8:00 a.m., on Tuesday, December 19, 2019, in Washington, DC.

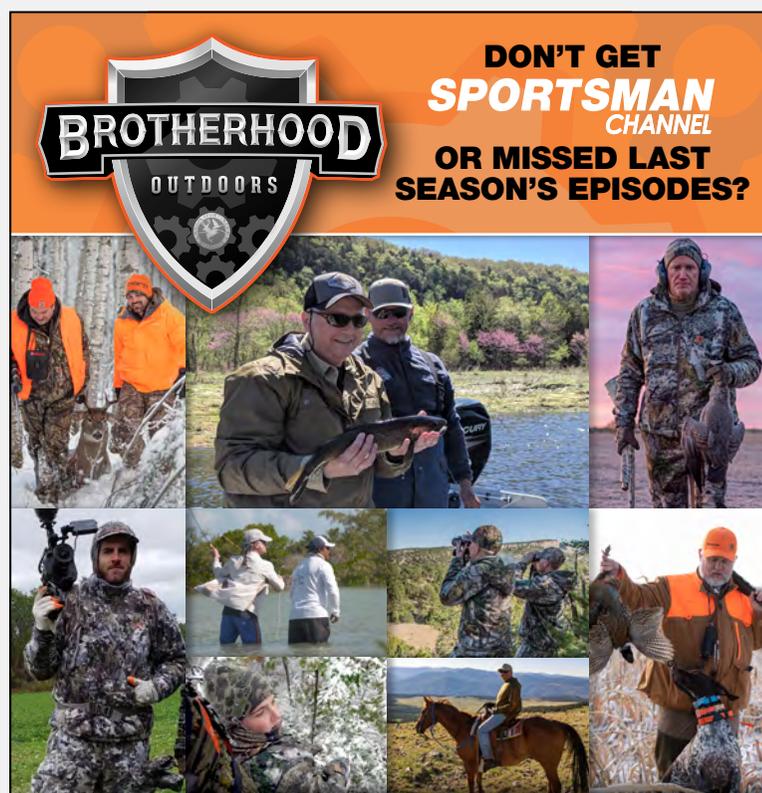
Patrick Lavin, Secretary
August 2019

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. ■



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	Fourth District William W. Riley	Third District Michael D. Welsh	THE ELECTRICAL WORKER
Lonnie R. Stephenson International President	Fifth District Frank Furco	Fourth District Brian G. Malloy	Editor Lonnie R. Stephenson
Kenneth W. Cooper International Secretary-Treasurer	Sixth District Dean E. Wine	Fifth District Brian K. Thompson	Mark Brueggjenhann
INTERNATIONAL EXECUTIVE COUNCIL	Seventh District Patrick Lavin	Sixth District David J. Ruhmkorff	Matt Spence
Chairman Christopher Erikson	Eighth District Ross Galbraith	Seventh District Steven Speer	Carol Fisher
INTERNATIONAL VICE PRESIDENTS	INTERNATIONAL VICE PRESIDENTS	INTERNATIONAL VICE PRESIDENTS	Alex Hogan
First District Joseph P. Calabro	First District Thomas Reid	Eighth District Jerry Bellah	Curtis D. Bateman
Second District Myles J. Calvey	Second District Michael P. Monahan	Ninth District John J. O'Rourke	John Sellman
Third District James Burgham	Third District Michael P. Monahan	Tenth District Brent E. Hall	Erin Sutherland
		Eleventh District Curtis E. Henke	Asifa Haniff
			Ben Temchine
			Sean Bartel
			Colin Kelly
			Rix Oakland
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WHO WE ARE



New York Local 3 member Milan Svetlik has spent months training in his one-man rowboat, Czech Mate. This spring, he plans to row solo from the Statue of Liberty across the Atlantic to Europe.

Doing Things the Hard Way

New York Local 3 member Milan Svetlik does things the hard way. It's not that life is easy. It isn't. In fact, his recently got much harder. It's that the world always seems to be conspiring against living a heroic life, and, more than anything, Milan wants to be the author of his own story and make it unique.

The short version of the story is this: Man from Europe returns to Europe. If it was about anyone else, an airplane would be involved, and it would be easy. But this is not anyone's story; it is Milan's, so expect it to be extravagantly, uniquely hard.

This spring, Svetlik will attempt to do something that has never been done before. It's been tried, but never done. This May, Milan Svetlik will skip the plane and row 3,200 miles from beneath the Statue of Liberty back to Europe, to a tiny isle off the coast of England.

"I was always adventurous," he says mildly.

Among the readers of this newspaper are numerous hard men and women who do famously difficult and dangerous jobs. For the last decade, Milan did not have one of those jobs. Until he was laid off in January — always the hard way with Milan — he was a project manager for public projects working in an office. He isn't physically exceptional. He has a sweet smile, thinning hair, the pale skin of a New York City subway rider in winter, but there are hints that he is more than he seems.

Svetlik's forearms are cabled with muscle and, when he was a kid in the 1980s in Czechoslovakia, he improbably dreamt of becoming a deep-sea diver. He came to the United States in 2006 with nothing but a backpack and finished top of his class at dive school.

"I was told that I didn't have much chance to separate myself without being the best," he said. So, he became the best.

"I went through the process to be a tender on the boat, assisting on boats in the Gulf of Mexico, and then I started to dive. Eventually, I felt like there was no progress for me and opportunities were limited," Svetlik said. "The need for this work is very inconsistent and fading away.



And I like to work."

So, he came back to New York.

"I did what I set out to do," he said.

However, as much as he loved being back in New York, Milan's post-deep-sea-diving life needed a heroic dream.

He thought about climbing Mt. Everest. Not for him. Too crowded, too obvious. Then he heard, almost coincidentally, about ocean rowing.

"I almost felt it was custom-made for me," he said. "I can do it alone without support. I rely on my own skill, physical and mental. I don't need a team. I don't need a Sherpa. I am proving myself to me."

You might rightly say to Milan that this is not quite Lewis and Clark territory. The Ocean Rowing Society's records have hundreds of successful trans-oceanic rows.

The details matter, however.

Of the hundreds of attempts to row an ocean since 1896, only 52 started on the west side of the Atlantic and proceeded east. Just 18 were completed. That's every attempt, not just solo rows. Two out of three attempts — not just solo rows — ended in failure for the last 125 years. Most were rescued, but not all.

"I am aware of what I am getting into. There will be 20-foot waves, 30-foot waves," Milan said. "The boat will flip over, roll over. I won't be able to row. I will have to wait out storms."

He paused.

"At some point you will have to get

used to rolling over," he said.

It gets worse for Milan. There have been 17 solo attempts from Canada. Ten succeeded. Milan is, of course, leaving from New York, not Canada. From the U.S., there have been 31 solo attempts. Only six have made it, but never from New York.

He noted that the boat he bought — re-named Czech Mate — already made the trip. Its previous owner, Bryce Carlson, rowed from Newfoundland, a journey nearly 1,200 miles shorter than the one Milan plans.

"He capsized in the first 10 days a half a dozen times," Milan said.

So why not follow in Carlson's wake and leave from Canada?

"It would be common sense. It is

the shortest, but it's been done," Milan said. "I am a New Yorker. I am proud of being an immigrant. It has a deep meaning. Leaving around the Statue of Liberty, it is very significant."

Milan is choosing the hard way to do the hard thing. He is following in the footsteps of a pair of immigrants, the very first men to row an ocean on purpose and live: George Harbo and Frank Samuelson from Norway. Everybody doing any staring-death-in-the-face at the end of the 1800s seemed to be Norwegian or Swedish.

They left Battery Park June 6, 1896 in an open rowboat smaller than a Chevy Suburban, named the Fox. They had a sextant and a compass and 60 gallons of water and, in the words of the New York Herald,

"provisions — principally canned meat."

They wore life belts of reindeer leather and were secured to the gunwales of the Fox by "three fathoms of line" — about 18 feet.

A correspondent for the New York Herald wrote at the time "They are confident that fortune is ahead of them, but seafaring men say it is nothing short of suicide."

No one took Harbo and Samuelson seriously.

Fifty-five days later they landed on the Isle of Scilly, one of the westernmost islands of Great Britain, their logbook signed by captains of ships they had passed affirming that they were duly found mid-ocean with no sail deployed. They had hoped to make a fortune on the lecture circuit displaying the Fox to throngs of admirers. They were given 10 kronor by the King of Sweden and promptly forgotten.

Yet, the record for two people rowing across the Atlantic still belongs to Harbo and Samuelson and it took 114 years and a crew of four people to beat it at all.

Milan is not asking for help, though he is back at the Local 3's imposing hall looking for work before his late-spring departure. The layoff was a surprise — a painful and poorly timed one at that — but if he was thrown by that, he wouldn't be the kind of man who rows alone across the Atlantic.

If any of his IBEW brothers and sisters felt inspired, he would be proud if they donated something to the Challenged Athletes Foundation, which helps disadvantaged kids play sports. He hasn't told the charity. It's an excellent cause; he just isn't going to hassle anyone about it. Donations can be made through [gofundme.com/f/milanrows](https://www.gofundme.com/f/milanrows).

While winter roared in New York he was stuck rowing on a machine, hours each day. When spring broke, he was back in Czech Mate beneath the watchful eye of Lady Liberty, soon to leave her far, far behind.

"If I get through the first two weeks, I will have a good chance," he said.



George Harbo and Frank Samuelson, pictured here in their rowboat, the Fox, were the first to row the Atlantic and survive in 1896.

Follow Milan Svetlik's journey at [MilanRows.com](https://www.MilanRows.com). ■