

THE ELECTRICAL WORKER

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IBEW News



Cleaning Up After the Storm

Severe Weather
No Match for

Iowa Lineworkers **3**

National Lineman Memorial

A Monument to the Fallen
Set to Rise in PA **6**

Sticking to the Code

Regional Approach Brings
Diversity, Excellence to
Stadium Project **20**

In This Issue

Editorials **2**

Letters to the Editor **2**

My IBEW Story **2**

North of 49° **7**

Politics & Jobs **8**

Organizing Wire **9**

Transitions **10**

Circuits **11**

In Memoriam **12**

Local Lines **14**

Who We Are **19**

NEW FEATURE

My IBEW STORY

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

See page 2



'The Worst Fire Season I've Ever Seen'

IBEW Members on the Front Lines of Record West Coast Fires

Millions of acres burned in the early months of fire season on the West Coast and thousands of IBEW members, including Vacaville, Calif., Local 1245 apprentice Shane Hoyle, were there to keep people safe, to protect the grid and repair the damage.

After 16 days working 16 hours a day, Medford, Ore., Local 659 member Colin Farrell took a break to make a phone call.

Less than 200 yards away, a small stand of trees in a charred field of ash stood burning. They were all that survived the flame front that had passed days ago destroying three towns along Interstate 5 and racing into the suburbs of Medford itself before being turned back.

Now, they too were burning.

"There's half an inch of ash on my truck every morning," he said. "It's like a black snowstorm; absolute devastation."

AT THE HEART OF DISASTER

Farrell has been a lineman in Oregon for more than two decades. He just turned 61. His father, Charles, was a lineman for more than 40 years. Neither of them, he said, had seen anything like the ocean of fire burning from British Columbia clear down to the Mexican border.

No one has. And no one saw anything like the year before, or the year before that.

At one point this fall, five of the six largest fires in California history were burning. The sun over New York and Washington, D.C., was dimmed by the ashes of West Coast fires.

And everywhere that fire and people came together, there were IBEW members there to keep them safe, protect their connection to power and, where the fire tore through, to repair the damage.

Oregon

Labor Day weekend unleashed a windstorm that shattered forests across the West Coast.

The worst part of the windstorm wasn't the speeds, though; it was the direction. It wasn't coming from the west — the prevailing wind — the direction the 150, sometimes 200-foot-tall fir trees have grown to resist.

It mowed them down, said Portland Local 125 Business Manager Travis Eri.

"When the fire gets into the canopies, it makes its own windstorms and embers can be blown a half-mile ahead," he said.

At the fires' peak, Local 659 Business Manager Mike Scarminach drove the length of his jurisdiction, from the California border to the Washington border, doing site visits, checking on his people.

He never saw the sun.

"It was surreal to have so many fires in so many different locations. It appeared that every community up I-5 was affected by fire," he said. "Generally, we

WEST COAST FIRES *continued on page 4*

FROM THE OFFICERS

United For Working People



Lonnie R. Stephenson
International President

Sisters and brothers, by the time you read this, more than 100 million votes will have been cast across the United States in one of the most polarizing elections of my lifetime.

Because of this terrible virus and the surge in Americans who are choosing to vote by mail to avoid long lines and potential exposure, it's possible we won't know the results until later this month.

But while the dust settles, I hope you'll all remember why you belong to the IBEW. It's easy to divide people into red and blue, black and white, liberal and conservative, but we're proud to be a part of a union that includes a broad cross-section of people with a wide variety of values and beliefs.

As International President of the IBEW, there is no more important value to me than the right of every person to join together in union to fight for a better life for themselves and for their families. Because, at the end of the day, that's why this brotherhood exists.

Back in 1891 when my predecessor Henry Miller and nine other delegates came together in St. Louis to organize for safer working conditions and better pay in the electrical industry, those things were at the front of their minds. They didn't let politicians divide them over who believed what and who didn't. They were there with a common purpose, and they changed the world.

Today, things are complicated, for sure. But whoever the next president of the United States is, the IBEW will continue to demand a few fundamental things.

First, no president who doesn't respect the rights of working people to organize for safety on the job, better wages and a secure retirement will ever have our backing. Not ever. A president who cozies up to union-busters and CEOs who line their pockets by exploiting their workers can always count on the IBEW to fight against them every step of the way.

Second, we expect whoever takes the oath of office on Jan. 20, 2021, to present a real vision for the future, and that includes a plan for a 21st-century electrical grid and for a massive investment in America's infrastructure.

Third, America's pension system is in serious trouble. Without a fix, a few troubled plans could bring the whole thing tumbling down, endangering the retirement security of millions of Americans. The same goes for Social Security and Medicare, which need serious intervention if we want them to be healthy programs when folks working today are able to retire. The next president will have to make the security of America's retirees a priority on Day 1.

I could go on, but these are agenda items every IBEW member can get behind, and over the next four years, we need you to stand with us, united in the belief that working people can make a difference when we stand together and cast aside those who seek to divide us.

That's what this union — and the entire labor movement — is all about, and I look forward to standing beside you for this fight. ■

Time to Get Outdoors

If you're anything like me, the past eight months have been tough going. We're all working hard, but the things we normally do to unwind and relax have been shut down or severely restricted.

Seeing family or friends, going to a concert or movie or eating out at a restaurant aren't safe like they used to be, so far too many of us have ended up staying home and feeling isolated.

The one place that is unquestionably safe is the great outdoors, and I know so many of you have been spending more time outside than ever. Whether it's hunting or fishing or simply going for a walk or a jog, it's amazing how a little time relaxing outdoors can make such a difference.

I hope all of you will take time outdoors this fall before the weather gets too cold to prioritize yourselves and your mental health in these tough times.

As part of that effort, the IBEW has a longtime partnership with the Union Sportsmen's Alliance, an organization made up of union members to engage and educate union members and other like-minded individuals who enjoy hunting, fishing, shooting and the outdoors. USA, with union volunteers, spends a great deal of time and money on conservation and preservation of wildlife habitats and other outdoor recreational facilities.

More than 50,000 of you, including International President Stephenson and me, are members of USA, and we're proud to help spread their important message to even more of you.

This year, our annual IBEW Conservation Dinner has been forced to go virtual, but the funds it raises are needed as much as ever. Please encourage your local union to sponsor a virtual table at the Dec. 5 event to support USA's community-based conservation efforts.

The IBEW always shows up in force for this event, so we want to make sure we're just as supportive this year. Business managers received an email at the beginning of October with details, and questions can be sent to media@ibew.org. The deadline for RSVPs is Nov. 30.

You can also do your part individually and join USA at unionsportsmen.org.

When things return to normal — and I know they will — we'll all be glad we took the time this year to help preserve North America's natural spaces for our kids and grandkids.

As always, please stay safe at work and at home and make sure to spend some time outside enjoying everything Mother Nature has to offer. ■



Kenneth W. Cooper
International Secretary-Treasurer

LETTERS TO THE EDITOR

A Word of Thanks

My son is retired from Lafayette, Ind., Local 668, and he brings me his Electrical Worker every month. I am 93 and don't drive anymore, so now, especially since COVID-19, it helps me know what's going on.

I think your publication is very informative regarding projects all over the country and Canada and also political news that impacts all of us in Indiana, not just IBEW members. It's a joy to read, and every member should be proud to have it.

Somehow I missed how Milan Svetlik's journey [see "Who We Are," April 2020] turned out. I hope he made it to England safely.

*Nancy Finley, Local 668 parent
Lafayette, Ind.*

Editor's Note: Brother Svetlik made two attempts at the crossing, but his safety team told him to abandon his efforts due to dangerous and unusual weather patterns. He says he will try again next year and we will update readers when he does.

We Want to Hear From You: Send your letters to media@ibew.org or Letters to the Editor, The Electrical Worker, 900 Seventh Street, N.W., Washington, D.C. 20001.



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

Honoring Our Veterans

Responding to "Long Island Members Power New Navy Seal Museum" from August's Electrical Worker:

I am a retired Local 25 member and a U.S. veteran. It has been an honor to be a part a great organization and to serve this beautiful country of ours. Thank you, Local 25. God bless all the members that took part in this project.

*John Mussenden, Local 25 retiree
Long Island, N.Y.*

My IBEW STORY

Kurt Heinz, Journeyman Wireman/Substation Inspector
Seattle Local 77



“During my last two years in college I worked as a summer helper in the Substation Department at Puget Power, now Puget Sound Energy. After graduation, I had a choice. I could either throw myself into the business world at rock-bottom wages and benefits, or I could pursue a union trade in the electrical industry with all the wages, benefits and stability that came with it.

At the time, after our honeymoon, my wife and I had \$20 between us, but we both had good union jobs — her as a teacher and me as a union helper wireman. I've never looked back on my choice.

The IBEW gave me the opportunities to work my way up in the company, from summer helper and equipment operator to journeyman wireman, wire foreman and substation inspector. I've had the opportunity to teach and stay active as chairman of our local Joint Apprenticeship Training Committee.

Along the way, the IBEW has provided skills in safety, leadership, community and given me the financial ability to raise a successful family, be a community leader and provide a positive example for people around me. This brotherhood has given me retirement security and peace of mind in my 33rd year of membership, and I'm proud that my son is beginning his apprenticeship in this very trade.

Without the IBEW, I could never have achieved all that I have, and my family wouldn't be where it is today.

Share your story at ibew.org/MyIBEWStory

Severe Weather During COVID-19 Proves No Match for Iowa Lineworkers

Early weather forecasts for Iowa on Aug. 10 called for run-of-the-mill summer thunderstorms. But by midday, Cedar Rapids Local 204 Business Manager Dustin Stumma knew things had changed dramatically.

“We started getting reports of bad weather and nasty damage north of Des Moines,” Stumma said. “I was over at our lawyer’s office in Cedar Rapids to talk about an arbitration when this thing hit us.”

It turned out that the weather system that had developed out of South Dakota the day before had been strengthened by the summer’s heat into a derecho — a long band of fast-moving, hurricane-force winds — by the time it reached the Hawkeye State.

While at the lawyer’s office, the city’s outdoor weather sirens went off, and that’s when Stumma checked the weather radar on his smartphone. “Holy cow, this thing is massive and it is moving fast,” he recalled thinking.

“It looked apocalyptic. No matter where you went, there was destruction.”

— Local 204 Business Manager
Dustin Stumma

Through the office’s windows, Stumma started seeing tree branches snapping off and debris flying around. “I’ve seen tornadoes, but I’ve never seen anything like this,” he said.

The National Weather Service described the derecho as “a well-organized and long-lived complex of storms” that caused widespread wind damage across Iowa as well as northern Illinois and northern Indiana, with some reported wind speeds between 60 and 75 miles per hour.

After sheltering in place at the lawyer’s office until the storm moved east, Stumma drove north to Local 204’s office in Hiawatha, a normally short drive that wound up taking more than an hour and a half. “Transmission and distribution lines were blown over, water and branches were everywhere,” he said. “It looked apocalyptic. No matter where you went, there was destruction, like after a tornado, but a slow-moving one that destroyed everything for miles around.”

Once he reached Hiawatha, he couldn’t get in touch with any of his 1,500 members. “There was no power at the office, and cell services were down,” he said.

Within hours, though, communications were gradually restored and Local 204 lineworkers with Alliant Energy, Iowa’s main electrical utility, and Utility Lines Construction Services, the workforce



Credit: Creative Commons / Flickr user Christine Warner

After a derecho roared through Iowa in August, IBEW repair crews from across North America joined Cedar Rapids Local 204 lineworkers to install thousands of replacement utility poles and hundreds of miles of new cabling.

with ITC, quickly headed out to assess damage and begin recovery efforts, even as they worried about their own derecho-damaged homes.

Serious injuries from the storm were limited, fortunately, and only two deaths in Iowa were blamed on it. Iowa’s governor estimated that nearly 8,300 homes were either severely damaged or destroyed, with about \$23.6 million worth of damage to public infrastructure.

Getting things fixed was going to require lots of outside help, but unfortunate timing had the derecho hitting Iowa just as hundreds of storm-chasing lineworkers were dealing with destruction caused by Isaias, first a hurricane and later a tropical storm that had moved

Stumma that, “because we can’t find anybody, we’ll have to use nonunion resources,” he said. The energy company, however, had underestimated IBEW members: Stumma was able to pull in more than 1,000 lineworkers from other parts of the U.S. and Canada. “We did get a few nonunion workers, but they were the first to be released,” he said.

Challenging recovery efforts was the ongoing response to COVID-19. “We had to get people together to strategize,” Stumma said. “It was hard to social distance, but you’d keep your distance as much as possible and wear masks.”

Even though the long workdays could be grueling, they helped take workers’ minds off the coronavirus, Stumma

said. “We almost forgot we were in a pandemic,” he said.

With an estimated 2 million customers without power at one point, it took two weeks to get the vast majority of them back online, an effort that sent an IBEW line crew to just about every street corner in the affected areas.

“There might be a crew where each person has a different home local,” Stumma said. “Seeing that made for very proud moments. We’re really thankful to everyone who came in to help out.”

The Cedar Rapids Gazette reported that lineworkers installed 3,400 new power poles and 400 miles of electrical cabling in that city alone. Stumma noted that the IBEW members working in Alliant’s Stores and Dispatchers groups, coordinating crews and distribution of those supplies, were crucial in making recovery possible. But that could have been a separate disaster, he said: “About a year ago, Alliant started eliminating in-house stores positions down to 13 and outsourcing the rest.”

The company brought back a few of the stores workers who had their previous positions eliminated for temporary derecho duty, but other temps had no stores experience at all. “If there was ever a silver lining to the derecho, it exposed the failure of outsourcing those stores jobs,” Stumma said.

Meanwhile, at NextEra’s Duane Arnold nuclear energy station, “some of our members also worked 16-hour days,” Stumma said. The plant had been set to begin decommissioning on Oct. 1, but the derecho “obliterated” a 40-foot cooling tower at the facility, which caused the company to begin the plant’s shutdown immediately. “Even though they knew they were losing their jobs soon, they still did the work,” Stumma said. “When times are at their worst, our members are at their best.”

While things are essentially back to normal in Iowa now, Stumma predicts that future weather events will expose lingering yet hidden derecho damage. “We’ll probably be chasing outages for years to come,” he said. ■

IBEW Members on the Front Lines of Record West Coast Fires



▶ Continued from page 1

have a weather event and it's isolated to a few communities. This was the whole state. I drove from one end of the state to the other and you never got out of the smoke."

Fire recovery happens in terrible conditions. Everything that isn't ash or dirt is still smoldering and, if you have to use a helicopter to get there, it whips it all into the air.

At one point the air in Oregon was literally off-the-charts bad. The EPA's Air Quality Index measures five types of air pollution on a scale of one to 500. "Healthy" air gets a rating between 0 and 50. An AQI reading of 130 is dangerous, 301 or greater is considered hazardous.

In early September, the air in Oregon was above 700.

"Now put on a mask and run a marathon," Scarminach said. "We are blue-collar athletes in PPE."

"It's like a black snowstorm."

— Medford, Ore., Local 659 member
Colin Farrell



Credit: Rob DeLeon



Credit: Local 1245/John Storey

California

There are no superlatives left for California's wildfires.

In the past, the state's worst wildfires have all come once the Santa Ana, Sundowner and Diablo winds began to blow in November and December. It was a record-setting disaster this year before the winds even started, 17 times worse than last year.

A single fire, the August Complex fire, destroyed nearly 1 million acres in September, the worst in state history, and it was not even half under control as October began.

"We have thousands of linemen working, thousands of tree trimmers working. It is wall-to-wall," said Vacaville, Calif., Local 1245 Business Manager Tom Dalzell.

California utilities are roughly split between San Diego Local 465 and Diamond Bar Local 47 in the south and Local 1245, which covers all of northern California.

In the past, Dalzell said, utility workers in firelands across the West Coast have done work in three main categories.

First, during fire emergencies, utility workers — both gas and electric — make

the grid safe, often by shutting down parts of it. In California, for example, when winds get over 50 miles per hour, the utility selectively shuts down sections of the grid, and that is work done substation by substation. Utility workers will also keep evacuation routes clear and safe from downed poles and lines, moving ahead of even the fire, police and ambulance crews who must treat every downed wire as if it were live.

Next, after the fire passes, power must return. Poles must be replaced, miles of melted conductor restrung. And before power can be turned on, the entire deenergized area has to be visually inspected for a tree leaning against the cold wires, ready to start another round of fires.

Finally, there is the near endless maintenance work, like line clearance and tree trimming, which helps prevent damage that can cause more fires.

Supporting it all is the army of warehouse, clerical, support and fleet workers that make the line and gas work possible.

"They don't get the attention they deserve. Their jobs are often just as hot, just as difficult and the air is just as bad, and no one could do their jobs without them," Dalzell said.

In recent years, fire hardening has been a greater part of that maintenance



work. Poles are replaced with wood, fiberglass or steel that is better able to survive a fire even before there is a failure. Many utilities have also been replacing traditional conductor with tree wire, protected by multiple layers of shielding.

"We put up poles that can hold up half the world in people's back yards," said Local 47 Business Manager and International Executive Council member Pat Lavin.

This year, there is a fourth, entirely new kind of work done by IBEW members.

Local 1245 negotiated the creation of two new job classifications: Safety Infrastructure Protection Team Leads and Technicians. There are about 100 in total and, to a person, they have firefighting experience mainly from the state wildfire service CalFire or the Forest Service.

They travel wherever they are needed, spraying down utility infrastructure with pink flame-retardant spray, putting out fires where they find them with water from their trucks. And, unusually, they are authorized to fight

IBEW lineworkers, clerical workers, tree trimmers, traffic controllers, warehouse workers and more worked around the clock weeks on end.

fires off utility property when they find them.

SIPT Lead Ashton Aaron Hodge's own home burned to the ground, Dalzell said, but he and his team-member Trevor Dirksen fought for and protected the homes of his neighbors for five days, extinguishing flames on decks and porches while treating more than 1,300 poles in the CZU fire zone.

"We think he saved at least 17 homes," Dalzell said.

Sadly, there have been losses beyond just property.

Steve Wink, a troubleman and 37-year member of Local 1245 died working the LNU Complex Fire in Vacaville. According to preliminary reports, he was assisting first responders in the fire zone at the time of his death.

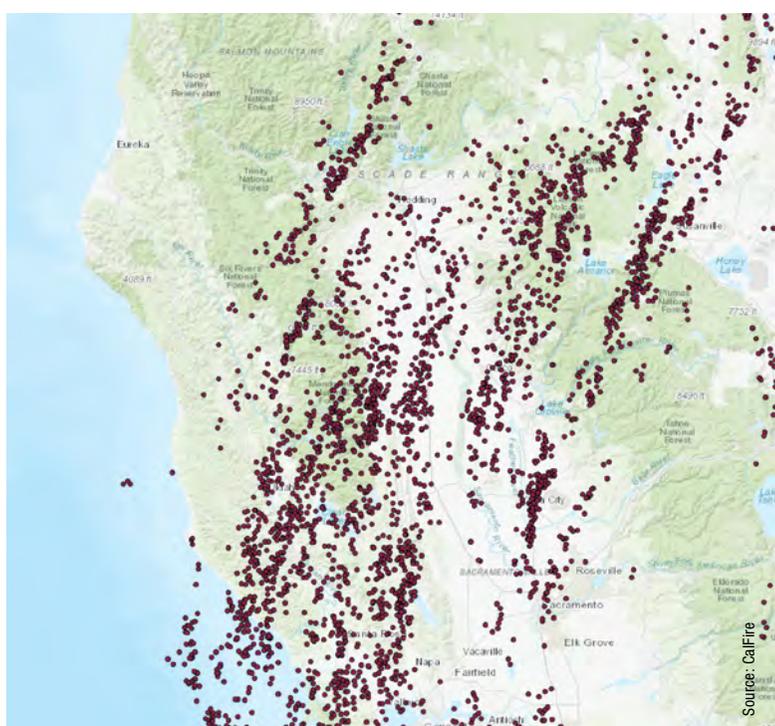
Mike Fournier, a pilot who left Edison but was only on honorary withdrawal at Local 47 and still a member, was killed when his helicopter crashed while fighting a fire south of Coalinga.

"Mike helped us organize the other helicopter pilots at Edison and they never let him forget it, so he left, but he didn't leave us," Lavin said.

Credit: Rob DeLeon



Source: CalFire



In late August, unprecedented dry lightning storms — more than 12,000 strikes over a few weeks — met record heat, unleashing five of the six largest wildfires in California history.

“The emotional impact of working in communities that are devastated, working with co-workers who lost homes and worrying about your own home and your own family is a crazy emotional triangle,” he said. That’s true whether the job site is a back office or warehouse, on the road con-

trolling traffic or above it all in a helicopter ferrying people and supplies where they are most needed.

“There is no higher calling than learning a difficult trade and then using it to provide for your family and build your community,” O’Rourke said. ■



In California and Oregon, linemen — like these PG&E workers from Local 1245 — not only replaced destroyed poles and wires, they upgraded them, surrounded by destruction.

in the 12 Washington counties served by Puget Sound Energy. Now there are 85 troublemen and a few dozen contractors. There is plenty of overtime in emergencies for the few who are left, Habner said, but the work to prevent emergencies doesn’t get done.

Tacoma Local 483 Business Manager Alice Phillips represents an almost entirely urban jurisdiction that has been far from the fires. But she sees where it all leads.

“This all tracks back to the politics. We need infrastructure. We need funding to go in and harden and repair our power grid. It’s more important than even roads and rails,” she said. “Things are changing and changing fast. It’s a mess.”

The Emotional Toll

As October began, new fires erupted across the West even as many of the late-summer fires were only partially under control.

Convoys of bucket trucks rolled from fire to fire, like a hurricane response on the East Coast.

“People don’t understand what goes into working these storms,” said Ninth District International Vice President John O’Rourke. “The firemen are great, the police and EMS, but when the fire is done, they go home. We’re still on the job, rebuilding in the same conditions — in the soot, the ash, the erosion.”

O’Rourke said too often unspoken is the emotional toll of doing this work.

Of course, the conditions wear you down, the long hours, days that seem to go on for weeks. But there are rewards. The exhaustion and soreness at the end of each long day are paid back, in part at least, with the satisfaction that the work is honest and appreciated.

It isn’t just poles and wires, but homes and communities IBEW members are rebuilding.

But, O’Rourke said, there is an often-unspoken reality that has to be acknowledged.

All utility workers played a part in the crisis, including these San Diego Local 465 gas workers.



Credit: Local 1245/John Storey



Credit: Local 1245/John Storey

Washington

The last state to be hit was Washington. Seattle Local 77 doesn’t just cover Washington state, though. Its 8,000 members can be found from Washington’s dark green coastal forests, across the Cascade mountains and into the farmland of the Columbia Plateau, the panhandle of Idaho and the western reaches of Montana.

The driest part of the state gets only a few inches of rain each year while the western slopes of the Olympic peninsula can get nearly 12 feet. But it was the wet side of the state that suffered this year.

“This has been the worst year in three decades, and it came so early. All the leaves were still on the trees,” said Local 77 Business Manager Rex Habner. “They are like kites. They go down, take a line or lightning

strikes and the whole thing burns.”

One fire started when a tree, well outside the right-of-way, fell and knocked over another tree, and then another until one breached and took down a line.

The east side wasn’t spared either. Habner said more than 1,000 poles were burned in eastern Washington and Idaho.

“There is no right-of-way wide enough,” Habner said. The federally run Bonneville Power Authority has 200 feet on either side of its massive transmission lines. It still isn’t enough, he said. The only solution is hardening the grid and his state, he says, is far behind his neighbors.

“I love the trees. I don’t want to clear-cut anything,” he said.

It isn’t enough to replace what fails, Habner said. California is proof of that. Worse, in the late 1990s, when Habner first took up the tools, there were 285 journeymen linemen

From a Pennsylvania Field, A Monument to Fallen Linemen Is About to Rise



TOP: An artist's rendition of what a national memorial to fallen linemen will look like when finished. The National Sisterhood United for Journeyman Linemen is raising funds for the project. BOTTOM: An abandoned trailer and other trash had to be cleared from the 11-acre site to prepare it for future construction.

It wasn't pretty at first glance. Some people would have seen the open field with trash strewn all over it and thought Rae Johnson was crazy.

But eight years after she helped found the National Sisterhood United for Journeyman Linemen — which provides financial and emotional support to families of linemen killed or seriously injured on the job — she took one look and was convinced this would be the site of a national monument to permanently honor those fallen workers.

"I took a look at the field and every piece of hair on my arms and neck stood up," said Johnson, a former apprentice at Philadelphia Local 126 and whose husband, Tom, is a journeyman lineman and member of Wilkes-Barre, Pa., Local 1319. "It was the way it lined up, with the trees off to the right. I know it sounds crazy, but this was kind of what I was dreaming about it."

With the help of donations from IBEW members and local unions, the NSUJL purchased the 11-acre property in Freeland, Pa., about a two-hour drive north of Philadelphia. Members in the area volunteered to clean out debris — both seen and unseen. There were old trailers and abandoned cars filled with garbage but, also trash hidden below weeds that had grown nearly six feet high in some spots.

It was cleaned in time for the annual ceremony in mid-August to honor linemen killed on the job last year. A capital campaign is ongoing with a goal of \$750,000. Funds will be put toward a permanent home on the property for the NSUJL and the national monument to fallen linemen.

"We really need a more permanent place for these brothers and sisters to be honored," Johnson said. "Where their families can come all year and their sacrifice will not be forgotten. It will be remembered forever."

Johnson worked as a groundman and was an apprentice lineman until an arm injury suffered in a fall forced her to leave the profession in 2007.

"When I got hurt, it devastated me," she said. "At the time, I did not understand why this happened to me.

"Now years later, I understand. When I talk to brothers and families who are suffering, I understand what it means to go through that and lose your livelihood and deal with all the legalities that come with an accident."

It's been quite a journey since 2012, when Johnson — who now serves as the organization's president — joined with spouses of other linemen to form the group. It grew out of a Facebook group started earlier that year to raise money for the family of John Plante, a member of Boston Local 104 who was killed on the job.

Out of that grew a desire to form a non-profit organization to assist all families who were hurting because of a death or a serious injury. Later that year, Johnson and others met with International Representative Ed Mings and then President Edwin D. Hill voiced his support for it.

The sisterhood has been an important part of the outside construction industry ever since. Mings, who retired earlier this year as director of Outside Construction Organizing, remains an advisor to the group. He worked as a lineman earlier in his career and is a member of Rockford, Ill., Local 196.

"One of the reasons it has been a success is that our members, their spouses, our vice presidents and many of the locals throughout the country understand there is nothing that takes care of the families like these people do," Mings said. "The IBEW provides insurance and death benefits, but in the time before that pays out, these young women make sure a family is taken care of, no matter what."

But even while assisting grieving children and widows, Johnson and others looked for a way to leave a more lasting impact. They think they have found it with the permanent memorial. When finished, it will include a series of poles for each year, with a list of IBEW linemen killed on the job that year.

A formal capital campaign was to kick off earlier this year at the IBEW's Construction and Maintenance Conference but the annual event was canceled due to the COVID-19 pandemic. Still, about \$192,000 had been raised by late August, Johnson said. She said PPL and other signatory IBEW contractors have also made significant donations, whether it's through money, equipment or making workers available to assist.

Some members, especially those living near the site, have spent many evenings and weekends volunteering to restore it. Johnson calls them "the guys pulling up on white horses." They've been so valuable she seldom has to ask for volunteers. They just show up.

"When you talk to one of the wives or a family member, you realize it's about something bigger than you," said Kyle Everitt, a journeyman lineman for PPL and member of Allentown, Pa., Local 1600. "It's about the brotherhood and those who made the ultimate sacrifice to do what we do."

Fellow Local 1600 member and PPL lineman Jeremy Medash met Johnson at a linemen's rodeo three years ago. He's been a volunteer ever since and took special pride in getting the land in good enough shape for this year's ceremony.

"I just wanted to see it through and finish it," Medash said. "We gave her our word that we would get it cleaned up and help her. I wanted to follow through on that and it all goes to a good cause. It could be helping our family members someday."

Added Mings: "There are members out there giving their time on weekends setting poles, sometimes with their own money. It's one of the best things I've seen in a long time."

All donations to the NSUJL are

tax-deductible and can be made at nsujl.org/legacy. Sponsorship opportunities are available for local unions and corporate partners. Donations made by check can be sent to 14 South Mountain Blvd., Mountain Top, Pa., 18707.

"The brotherhood has done this for years," Johnson said. "Every union meeting, after a brother has been injured and his wife needed help, we always passed the hat. We've just turned it into a national campaign and shined a light on the fact the IBEW is the best union in the world."

In addition to being a comfort to the families, she hopes the memorial serves as a reminder to the public just how dangerous electrical work is — and why no one should take for granted a reliable electrical grid. This year's ceremony honored nine workers killed on the job during the previous 12 months — fewer than in most years, but still enough to serve as a reminder of the hazards on the job.

"The ceremony is always very emotional," she said. "But it's really nice to see everyone come back." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Quebec Locals Score Big Wins During Open Period

Montreal Locals 568 and 1604 once again racked up membership gains during the province's recent open period.

"I couldn't be prouder of our locals," said First District International Vice President Tom Reid. "As always, their hard work paid off and more working people will now have the benefits of IBEW membership."

Quebec is a unique case when it comes to organizing. Unlike other provinces, unionization in construction is mandatory. Every four years during the month of May there is an open period, or "raid" as it's also known, where workers can choose to either stay with their current representation or switch to another of the province's five major unions. And members don't technically vote to join the IBEW. Instead, they vote to join the Quebec building trades, or CPQMCI, of which the IBEW is a member.

"Where other locals scrap it out with nonunion shops, we scrap it out between unions," said Local 568 Business Manager Guy Fournier.

This year's scrap went well. Local 568, which has about 700 members, lost 73 but gained 207, similar to their gains last time around in 2016. Local 1604, which mostly represents alarm technicians, lost 38 but gained 67.

"We've never lost a raid since 1995," said Local 1604 Business Manager Normand Bouchard. "We always come up on top."

The open period is the only time when unions are allowed to solicit members, though both Bouchard and Fournier noted that the best way to get and keep members is to consistently provide them with the best possible service, especially since their dues are higher than other unions. The IBEW is also the only union that provides a pension and death benefits, a selling point to many.

"If you don't give any service, you don't keep your members," Fournier said. "We might be more expensive, but you get more in return."

Normally during an open period, the locals would do tried-and-true organizing like in-person visits to job sites to hand out shirts, hard hats, pins and other items. But with the coronavirus a lot of that changed this year.

"It was quite different. We couldn't do as much one-on-one. And believe it or not, some guys will change unions just for a shirt," Fournier said.

Bouchard relied more on his email program to get the word out. Fournier had a video made. Both made a lot more phone calls. It was all about reminding members of all the work they'd done, soliciting feedback and being as visible as possible under the circumstances. For a small local like 1604, which has just under 400 members, the face-to-face interactions can make a real difference.

"It's a miracle what we do with the funds we have," Bouchard said. "I'm very proud of the effort we made."

Fournier, whose local primarily represents construction workers, noted that another recruitment opportunity lies with apprentices. The two-year program graduates electricians every six months, providing a biannual opportunity to meet with potential members and tell them about the value of the IBEW. Last year, they got 58 new members that way.

"You've got to get them off the school bench," Fournier said. "About 70% of our organizing comes from meeting with students."

Bouchard and Fournier also noted the importance of fellow members in organizing. They're the ones on the job sites, talking with other workers every day, which can make them the best surrogates for the union.

"It's a constant effort. I stay very humble about this," Bouchard said. "Anyone that

laces their boots in the morning deserves fair representation."

Looking forward, Fournier says Local 568 is considering more digital organizing options, like a phone app and holding meetings by video. There may never be a complete substitute for face-to-face conversation, but there are other options out there, particularly for bringing in younger members.

"We're not in 1970 anymore," Fournier said. "At the end of the day, you want to inform your members, so you need to meet them where they're at." ■

Montreal Locals 568 and 1604 racked up significant membership gains during this year's open period.



Les sections locales du Québec font des gains importants lors du recrutement syndical

Au cours du récent recrutement syndical de la province, les sections locales 568 et 1604 de Montréal ont encore une fois augmenté le nombre de leurs membres.

«Je ne saurais être plus fier de nos locaux,» dit le vice-président international Tom Reid du premier district. «Comme toujours, leurs efforts ont été récompensés, plus de travailleuses et de travailleurs pourront maintenant profiter des avantages de faire partie de FIOE.»

Quand il est question de syndiquer, le Québec est un cas particulier. Contrairement aux autres provinces, être syndiqué dans le secteur de la construction est obligatoire. Une période de recrutement syndical est permise tous les quatre ans au mois de mai, aussi appelé «maraudage». Les travailleuses et les travailleurs ont le choix de rester soit avec leur représentation actuelle ou soit de choisir parmi les cinq grandes associations syndicales de la province. De plus, les membres ne votent pas nécessairement pour adhérer à la FIOE comme telle. Ils votent plutôt de faire partie de l'Inter (Conseil provincial ou CPQMCI), dont la FIOE est membre.

«Ailleurs qu'au Québec, les sections locales compétitionnent avec les compagnies non syndiquées, alors qu'ici, on compétitionne entre associations syndicales,» dit le gérant d'affaires Guy Fournier de la section locale 568.

La bataille de cette année a été une réussite. Le local 568 compte environ 700 membres, il a perdu 73 membres, mais a accueilli 207 nouveaux membres, comparable à leurs derniers gains en 2016. Le local 1604, qui représente surtout les techniciens d'alarme, a perdu 38 membres, mais a accueilli 67 nouveaux membres.

«Nous n'avons jamais perdu un maraudage depuis 1995,» dit le gérant d'affaires Normand Bouchard de la section locale 1604. «Nous sommes toujours gagnants.»

La période de maraudage est le seul moment où les syndicats sont autorisés à solliciter les membres, bien que M. Bouchard ainsi que M. Fournier font remarquer que la meilleure façon d'obtenir et de conserver les membres est d'offrir le meilleur service en tout temps, surtout compte tenu du fait que les cotisations syndicales sont plus élevées que les autres syndicats. La FIOE est aussi le seul syndicat qui offre un fonds de pension supplémentaire et une prestation de décès, que plusieurs trouvent avantageux.

«Si vous ne donnez pas un bon service, vous ne gardez pas vos membres,» ajoute M. Fournier. «Nous sommes peut-être plus chers, mais vous en recevez plus en échange.»

Normalement, durant la période de maraudage, les sections locales adoptent la formule qui a fait ses preuves telles

que : des visites sur les chantiers pour distribuer des chandails, des casques de protection, des épinglettes et d'autres articles promotionnels. Cependant, beaucoup de choses ont changé cette année avec le coronavirus.

«C'était assez différent. Nous n'avons pas pu faire autant de rencontres. Et croyez-le ou non, certaines personnes vont changer de syndicat juste pour un chandail,» informe M. Fournier.

M. Bouchard s'est plutôt fié à son programme de courriel pour faire la promotion. M. Fournier a fait préparer une vidéo. Ils ont fait beaucoup plus d'appels téléphoniques. Ils s'agissaient de rappeler les membres du travail qu'ils ont accompli, de recueillir des commentaires et d'avoir autant de visibilité possible malgré les circonstances. Pour une petite section locale comme le 1604 qui compte un peu moins de 400 membres, des rencontres peuvent faire toute la différence.

«Nous faisons des miracles avec les fonds que nous disposons,» informe M. Bouchard. «Je suis très fier des efforts que nous avons réalisés.»

M. Fournier, dont la section locale représente principalement les travailleuses et les travailleurs dans le secteur de la construction, fait remarquer qu'une autre possibilité de recrutement réside avec les apprentis. Le programme de deux ans permet de former des électriciens

tous les six mois, ce qui donne l'occasion de rencontrer des membres potentiels deux fois par année et de vanter la FIOE. L'an dernier, ils ont recruté 58 nouveaux membres de cette façon.

«Tu dois aller les chercher sur les bancs d'école,» ajoute M. Fournier. «Environ 70 % de nos campagnes de recrutement syndical proviennent de la rencontre avec les étudiantes et étudiants.»

M. Bouchard et M. Fournier mentionnent également l'importance de leurs membres en matière de recrutement syndical. C'est eux qui sont présents sur les chantiers de construction à parler avec les autres travailleurs tous les jours, ce qui fait d'eux les meilleurs porte-paroles pour le syndicat.

«C'est un effort constant. Je reste très humble à ce sujet,» dit M. Bouchard. «Toute personne qui enfile ses bottes le matin mérite une représentation juste.»

Dans l'avenir, M. Fournier dit que la section locale 568 envisage d'adopter des options de syndicalisation numérique, comme une application mobile ou de tenir des réunions par vidéo. Il n'y aura peut-être jamais de remplacement parfait pour les conversations en tête-à-tête, mais il existe d'autres options, plus particulièrement pour recruter les jeunes membres.

«Nous ne sommes plus en 1970,» dit M. Fournier. «Au final, tu veux informer tes membres, tu dois donc les rencontrer là où elles et ils se trouvent.» ■

THE FRONT LINE: POLITICS & JOBS

Gallup: A Majority of Americans Support Unions

A recent Gallup poll shows a majority of Americans still believe in the power of collective bargaining.

"This shows that, once again, working people believe in their right to have a voice on the job," said International President Lonnie R. Stephenson. "It's not a fringe notion, it's mainstream. People can see that there's power in a union."

According to the polling organization's annual Labor Day poll, 65% of Americans approve of unions, the highest it's been since 2003. Gallup also noted that public support has been steadily rising from a low point of 40% in 2008 during the Great Recession.

Gallup began tracking union sentiment in 1936, the beginning of the modern labor movement, and found support at 72%. It peaked at 75% in the mid-1950s. And while collective bargaining support has tended to drop during times of economic unrest, the report notes that this has not been the case this time around. With millions of Americans out of work due to the coronavirus and unemployment at a near-record high, the current data, collected from July 30 to Aug. 12, seems to be bucking that trend. In fact, support is slightly higher than as it was last year.

It's possible that the tumultuousness and uncertainty of the pandemic are driving positive union sentiment, or at least worker activism. The early days of the outbreak were filled with stories of workers in hospitals, grocery stores and other places that couldn't shut down going without basic personal protective equipment. With lives literally at risk, many took to the streets and picket lines to fight for their right to a safe work environment.

"[Our] pandemic led to the strike, and the strike led to this opportunity to organize workers all over this country," said Instacart worker Ryan Hartson to The Guardian. "No question the pandemic has opened up a whole new dynamic in the labor movement."

Looking at political parties, Democrats showed the most support, at 83%, followed by 64% of independents and 45% of Republicans. While the degree has varied over time, such polarization has existed since Gallup began tracking it in 2001.

In The American Prospect, labor reporter Harold Meyerson noted the discrepancy between the Republican rank and file and their elected officials.

"It's that Republican number that should interest us the most, because nothing so reveals the gap between the GOP rank and file — which, as we all know, includes a large share of working-class whites — and Republican elected officials. While 45% of the Republican base favors unions, not even 4.5% of Republicans in office do," Meyerson wrote.

The poll's findings align with similar results from recent years. In 2018, Pew found that a majority of people view the role of unions positively. And in that same year, MIT Sloan researchers found that almost half of nonunionized workers said they would join a union if given the opportunity.

"As we always say, every IBEW member can be an organizer, and numbers like these prove that the time is ripe to grow our ranks and offer the incredible power of a union to even more working people," Stephenson said. "Now's the time to get to work." ■

How Unions Help Workers During the Coronavirus — and How Employers Cripple Those Efforts

Recent reports from the Economic Policy Institute show how unions help working people during times like the coronavirus pandemic — and how they're hobbled from doing more by anti-worker policies and practices.

Studies have shown time and time again that unions are good for working people, both those covered by a collective bargaining agreement and the workforce as whole. This is particularly true in terms of wages, benefits and working conditions like safety and having a voice on the job. This year, the coronavirus has shown just how vital these basic rights are to a healthy society and economy. And most people would join a union if they could. But anti-worker policies have made it increasingly difficult to do so, leaving far too many Americans voiceless and at real risk.

"Now, more than ever, we need strong labor laws to protect working people from the health and economic impacts of the coronavirus pandemic," said Lynn Rhinehart, EPI senior fellow. "We need policymakers to use their power to halt and reverse the four-decades-old trend of rising inequality, while also creating



Recent reports detail how unionization helps workers during times like the coronavirus pandemic — and how employers keep blocking those organizing efforts.

meaningful reforms that help workers organize unions."

Rhinehart is a co-author of the report, "Why unions are good for workers — especially in a crisis like COVID-19," which assesses the situation for workers during the ongoing pandemic and calls for policies that would boost worker rights, safety and wages. The study notes that unionized workers have been able to secure enhanced safety measures, additional premium pay, paid sick time and a say in the terms of furloughs or work-share arrangements to save jobs.

For workers considered essential, many have been forced to work without protective gear, have no access to paid sick leave, and when they have spoken up about health and safety concerns, they've been fired. Without such basic protections, thousands have contracted the virus and many have died.

Unfortunately, far too many employers are shirking their responsibility to their employees if not outright crushing attempts at collective action. Among the report's policy proposals to empower working families is passage of the PRO Act, which IBEW members helped pass in the House of Representatives. The legislation would strengthen the ability of private-sector workers to form unions by increasing penalties against employers for violating the National Labor Relations Act as well as for those who fire workers for organizing. It would also ban captive-audience meetings, where workers are forced to listen to anti-union messaging and override right-to-work laws, among other actions. The Pro Act was introduced in the Senate but has been blocked by Majority Leader Mitch McConnell.

EPI catalogued the many nefarious actions of unscrupulous employers to keep unions out in its report, Fear at Work, where it looked at different unionization drives to illustrate what employer opposition campaigns often do to keep their workers voiceless. It notes that companies collectively spend \$340 million a year on "union avoidance" consultants who teach them how to exploit weaknesses in labor law to scare workers out of exercising their legal right to collective bargaining.

"The importance of unions has been even further heightened by both the COVID-19 pandemic and the national protests around racial justice," said Lola Loustaunau, research fellow at the University of Oregon's Labor Education and Research Center and co-author of the

report. "Unionization has helped bring living wages to once low-wage jobs in industries such as health care and is a key tool for closing racial wage gaps. Congress must ensure workers have a meaningful right to organize and bargain collectively."

The report notes a 2017 survey that found only a fraction, less than 1%, of those who say they'd join a union were able to actually do so. This is largely due to the rampant intimidation by employers and other avoidance tactics, both legal and illegal, but paltry fines and other insignificant penalties offer little deterrence.

EPI also cited a national survey that asked workers who had been through an election to name "the most important reason people voted against union representation." The single most common response was management pressure, including fear of job loss.

At a time when workers across the country are walking out of warehouses, meat processing plants, offices and countless other jobs to demand their right to safety and respect, such employer behavior has become a dangerous impediment.

"The coronavirus has laid bare just how far we've gotten from protecting our working families," said International President Lonnie R. Stephenson. "No one should have to choose between getting sick — or getting their family members sick — and getting a paycheck. We need to do better, and we need our elected officials to have the political will to make it happen." ■

Stephenson: Union Jobs, Baseload Power Key to New Energy Economy

A low-carbon future requires more than investment in renewable energies, it demands good jobs backed by strong labor standards and the inclusion of baseload sources for grid security, International President Lonnie R. Stephenson told members of Congress in September.

"Supporting traditional baseload generation and reducing greenhouse gases are not mutually exclusive," he said, testifying a virtual hearing before the House Subcommittee on Environment and Climate Change.

Democrats called the hearing to explore how federal action on climate change can revive the economy and benefit American workers.

"An ambitious recovery effort focused on climate action will give us the tools to build back better and stronger, and create millions of new, good-paying jobs," said Rep. Frank Pallone, chairman of the Energy and Commerce Committee, which oversees the subcommittee.

Stephenson, one of four witnesses invited to speak, told the panel that IBEW members "are already working on the front lines of climate change."

"We are proud to be building and maintaining new, zero-carbon power generation sources, from large-scale solar installations in the desert of California to offshore wind farms off the coast of Rhode Island," he said, adding that inside wireman are retrofitting older buildings for energy efficiency, and that utility linemen nationwide are being deployed to Western and Gulf states in the aftermath of the devastating fires and hurricanes.

"The climate crisis is real and urgent and poses a threat to our nation's long-term prosperity," Stephenson said, calling for urgent but responsible federal action.

"The IBEW supports Congress developing a stimulus plan that would create over a million family-supporting, union-friendly jobs to rebuild our nation's infrastructure, lower greenhouse gas emissions and mitigate the impacts of climate change," he said.

He laid out three essential elements in any federal plan: labor rights, baseload generation and advanced manufacturing.



International President Lonnie R. Stephenson testifies before U.S. House members at a virtual hearing about jobs and new energy.

"For our members and all workers, it is critical that Congress attach strong labor standards to future low-carbon stimulus legislation," he said, specifying prevailing wages, project labor agreements and a mandate that employers respect their workers' right to join a union.

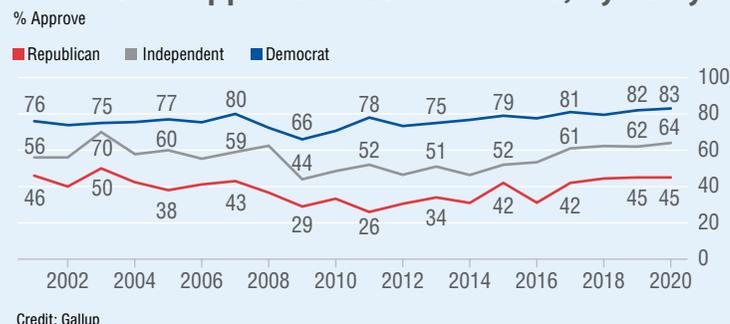
"These are some of the best policy tools available to ensure the green economy will create family-supporting jobs and provide equity for all workers," he said.

Stephenson explained that baseload sources, including coal, gas and nuclear power, can't be abandoned, urging robust federal investment in carbon capture and advanced nuclear technology to lower emissions while ensuring grid reliability and preserving jobs.

Asked specifically about the future of nuclear power, he called it "a huge piece of the puzzle."

"Nuclear is zero-emissions, and with current facilities and the new next generation of nuclear, it's a great opportunity to make sure we have a reliable clean base-

Americans' Approval of Labor Unions, by Party



Support for Unions has been polarized since Gallup began tracking it in 2001.

load when the wind's not blowing and the sun's not shining," Stephenson said.

He said the IBEW also views a low-carbon economy "as America's best opportunity to reinvigorate our manufacturing sector," as long as Congress acts to support green-industry jobs before the sector is fully dominated by China and other foreign competitors.

The hearing was among a series of public forums this fall where Stephenson has addressed energy policy in the context of union jobs and gold-standard apprenticeships like the IBEW's that are training an expert and diverse workforce to be ready to adapt to change.

At a virtual roundtable in Wisconsin, he invited two members to join him. PV installer and instructor Julie Brazeau of Stevens Point, Wis., Local 388, talked about the exponential growth of opportunities in the solar market.

"For many years we didn't see jobs," Brazeau said. "It's really exciting to see the market open up now and the jobs materializing. There are wonderful opportunities for all kinds of skills, from material handlers to highly skilled electricians that are going to connect these systems to the grid."

Journeyman lineman Brady Weiss, assistant business manager of Eau Claire, Wis., Local 953, said some area energy employers are ahead of the national curve in investing in wind and solar — as well as Wisconsin's bounty of hydroelectricity that provides affordable power and more.

At the same time, he said, they're protecting the reliability of the grid. "Our focus is to do it in a responsible manner so that when people turn on the light switch, the lights come on, the power continues to flow, manufacturers are able to operate and we're able to sustain life and business." ■

Labor Department Proposes New Pro-Employer Rule on Gig Workers

A proposed Labor Department rule aims to change the standards for determining who is an independent contractor, or gig worker, making it easier for working people to be denied the benefits of full employment.

"This rule only serves to help unscrupulous employers at the expense of working people," said International President Lonnie R. Stephenson. "And to do so at a time of such economic uncertainty is particularly egregious."

The proposed rule, announced Sept. 22, sets a framework to determine whether someone is an independent contractor or a full-fledged employee. If they're considered a contractor, companies don't have to pay for protections like health care, paid time off, overtime or a share of Social Security taxes, or contribute to unemployment insurance and provide workers' compensation.

The proposal is an interpretive rule, not a regulation with the force of law. But it could still have significant influence if it were finalized. And it's a more employer-biased interpretation of employee status than what was applied during the



The Department of Labor, led by Secretary Eugene Scalia, has proposed a new rule that could leave millions of contract and gig workers without basic employment protections.

Obama administration.

The proposed rule adopts an "economic reality" test for determining who qualifies as an independent contractor. The two main factors are that the worker must be in business for themselves and

not economically dependent on the employer for work. It also factors in the degree of control someone has over their job and whether their earnings come from their initiative or by simply earning a wage.

If needed, the department said it would look at additional "guideposts" for clarification, like how much skill the work requires, and whether the relationship between the worker and company is permanent or temporary.

"It's certainly a narrowing of the test," Catherine Ruckelshaus, general counsel of the National Employment Law Project, told The New York Times. "Employers know the rules. Workers know the rules. Employers just don't like where the lines are between employee and independent contractor. There really isn't very much confusion."

The proposal will be subject to a 30-day comment period once it's published in the Federal Register.

Bloomberg Law noted that DOL lead-

ership is making it a priority to finalize the regulation before the end of President Trump's term on Jan. 20, a timeline it called "unusually short for a rule that would have ramifications throughout the economy."

"DOL brass and other administration officials consider the rulemaking as an opportunity to solidify Trump's workplace policy legacy by responding to efforts certain Democratic-run states have made to widen the legal definition of an employee," the article stated.

One of those states is California, which passed Assembly Bill 5 in 2019 with help from IBEW members and others in the labor movement. It applies a more rigid test for determining when a worker can be classified as an independent contractor. Companies including Uber, Lyft, DoorDash, Instacart and Postmates opposed the legislation and are backing an initiative in the Golden State, on the ballot this month, to exempt gig drivers — the backbone of their businesses.

The number of people considered gig workers or contractors has been growing over the last few decades, meaning more people are working without basic protections. The coronavirus pandemic has only exacerbated the shortcomings of such a system. In fact, gig and self-employed workers were deemed eligible, for the first time, for unemployment funds in the stimulus bill passed in March to deal with the surge of out-of-work Americans from the virus.

"The core problem is that for many years employers have been restructuring business models to shift risks to workers — risks for unemployment, risk for injury, risks for slowdowns," Jenny R. Yang, a senior fellow at the Urban Institute and a former member of the U.S. Equal Employment Opportunity Commission, told the Washington Post. "Workers individually are not in a position to bear the risk. ... So this creates more uncertainty and ultimately threatens to further lower working conditions for more workers if it is finalized." ■

ORGANIZING WIRE

After a Bumpy Ride, First-Contract Talks are Underway for Casino Workers in Boston

More than a year after the Encore Boston Harbor hotel, casino and convention center officially opened for business on the banks of Massachusetts's Mystic River, negotiations are finally underway toward a first contract that would cover dozens — and eventually hundreds — of maintenance workers at the region's first-ever luxury resort.

But on the road toward eventually bringing those workers — from dispatchers to slot machine servicers — into the IBEW, "there have been a lot of twists and turns," said Boston Local 103 Business Manager Lou Antonellis.

The new resort, which opened in June 2019, was built with all-union labor, said Antonellis. The Encore's owner, Wynn Resorts, invested \$2.6 billion into the massive construction project that provided over 1 million worker-hours for 500-plus Local 103 members working for 14 IBEW signatory contractors.

"As the Encore got closer and closer to opening, they started hiring their maintenance staff," Antonellis said. That's when Local 103 and other unions within the Massachusetts Building Trades began planning out drives to organize the resort's workers.

"We went along with it, and workers started signing cards," Antonellis said. "So, we went ahead and filed for recognition and got it from the Encore, but it was challenged by the Operating Engineers and we had to start all over."

A month before the resort officially opened for business, the International Union of Operating Engineers filed a complaint with the National Labor Relations Board, charging that although the Encore had hired enough workers in enough job classifications to allow for a typical organizing drive to take place, the drive itself was premature because the resort had not yet fully and officially opened.

The NLRB sided with the IUOE that the Encore had moved too quickly. "So, it was back to the drawing board," Antonellis said.

Despite the setback, "Local 103 kept things as positive as possible going forward," said Second District International Representative Mike D'Amico, who played an advisory role during the organizing drive. "We had a lot of great conversations with Bobby [Local 103 President Robert Sheehan] who, along with Business Agent Rich Antonellis and his stewards, decided they were going to run a positive campaign.

"The message: This is what Local 103 and the IBEW can do for you," D'Amico said.

To that end, Sheehan and Antonellis built a special website for the drive to collect all of the information for the casino workers in one easily accessible place. "I served as a sounding board for them," D'Amico said, "giving them advice about the website and keeping the district office up to date. It was a real team effort."

The website explained how critical the timing of the campaign was, considering how badly COVID-19 had hurt workers in the commonwealth and around the world, even as Gov. Charlie Baker rolled out plans aimed at trying to get things back to as close to



Credit: Wynn Resorts-Barbara Kraft

normal as possible.

"With businesses in Massachusetts reopening," read a message from Antonellis on the organizing website, "we urge you to return to work with IBEW Local 103 at your side — a union that will fight for you, win for you, and protect your rights on the job."

Antonellis also emphasized on the site the local's readiness to go to bat for workers to set safety and hygiene standards to help defend them against the spread of the coronavirus, something that can be especially difficult to do in a busy casino resort.

"And as always, we are ready to negotiate for the best wages, benefits and retirement plan possible for you and your family," he said.

Of course, COVID-19 also made the organizing drive a little different from a traditional campaign, from the digital authorization card on the website's home page replacing traditional hand-signed cards to the representation election being conducted by mail-in balloting.

But the energy and positivity behind the renewed campaign effort paid off, Antonellis said: "We won overwhelmingly, and now we're negotiating a first contract." In fact, 95% voted in favor of being represented by Local 103.

The business manager is confident that a collective-bargaining agreement between the Encore and its maintenance workers soon will be negotiated, ratified and signed, allowing Local 103 to fully welcome more than 120 new men and women into its ranks.

The resort has remained largely open for the last few months, said Antonellis, "but like most resorts under COVID, it's treading water." Social distancing protocols in the casino mean many slot machines are powered down and a lot of gaming tables are temporarily closed off. With Massachusetts under Phase 3 of its reopening plan as The Electrical Worker went to press, occupancy at the resort and similar businesses has been limited to 50% of normal capacity.

Antonellis remains confident, though, that things will eventually turn around at the Encore. "Once things get busier, we're looking forward to more hires there, and more IBEW members," he said. ■

TRANSITIONS

APPOINTED

Darrin Golden



Darrin Golden has been appointed senior executive assistant to the international officers, effective Sept. 15.

"It's an honor and a privilege to give back to this brotherhood that has given me so much," Golden said.

Brother Golden brings a wealth of experience to his new role, including his prior appointment, in 2017, as senior executive assistant to the international secretary-treasurer, where he worked with International Secretary-Treasurer Kenneth Cooper on the IBEW's finances and had oversight of international office departments Engineering, Pension and Reciprocity, Per Capita, Accounting, Personnel and Investments.

His new position is in many ways an expansion of that portfolio but also more outward-facing, Golden said, with oversight of all IBEW operations and branches on behalf of the officers.

"I'm always up for a good challenge," Golden said. "And I've got some great directors and other staff to work with along the way."

The Illinois native comes from an IBEW family that includes his father and younger brother, Alan, who is currently the business manager of Rockford Local 364, Golden's home local. He was initiated in 1991 and eventually became the business manager in 2007. He served in that role until 2013, when he was tapped for an international representative position with the Council on Industrial Relations/Bylaws and Appeals Department. In 2014, he was promoted to director of the department.

"I've been IBEW my whole life, and that's a great feeling," he said.

Golden came to the IBEW after four years in the Navy, where he served as an Aviation Electronics Technician and Naval Aircrewman. He also served for another four years in the Naval Reserves while working toward journeyman status and using the G.I. Bill to finance community college classes at night.

The former apprentice instructor is a graduate of the National Labor College, where he earned his bachelor's degree in union leadership and administration. He also holds a master's degree in public administration from the University of Baltimore and attended Harvard Law School's Program on Negotiation, where he learned bargaining tactics and strategies alongside both labor leaders and company executives. His academic credentials also include graduating from the National Training Institute for Apprenticeship Instructors at the University of Tennessee.

"Every hat you wear over your career teaches you something new," Golden said.

In addition to the experience on his résumé, Golden says he also carries advice from his father with him every day.

"He used to say, 'Use your ears more than your mouth,' and 'Always leave what-

ever you're working on just a little better than you found it,'" Golden said. "So, I try to listen twice as much as I talk, and it's served me well over my 30 years in this union."

Golden's father, a D-Day veteran, served honorably in Europe during World War II and hopped around afterward, going back to the Air Force for a while, until his brother introduced him to the Ironworkers local in Rockford. Based on the veteran's military experience as a radio repairman and communications specialist though, he was ultimately directed to the IBEW, which put him to work almost immediately.

"He had many different jobs up to that point, but never really a career," Golden said. "But soon after that he got married and then I was born. The IBEW changed his life."

That's the message Golden says he takes with him in everything he does.

"I'm always an organizer," he said. "I love my union and I'd do anything for it."

Golden says he's thankful for the wisdom of International President Lonnie R. Stephenson and Secretary-Treasurer Cooper and all he's learned from them.

"It's been nothing short of amazing," Golden said. "We truly do change lives." ■

APPOINTED

Brian O. Threadgold



Brian Threadgold has been appointed senior executive assistant to the international secretary-treasurer, replacing Darrin Golden.

The position is Threadgold's fourth in three years, a remarkable ascension through the ranks of the International staff.

While attending Emporia State University with the goal of being an elementary school teacher, Brother Threadgold said he learned about the IBEW from a cousin who was a third-generation member.

"I've always believed that the brotherhood is what you make of it, and if you decide to embrace the fundamentals of it, then it can take you anywhere," he said.

It was less than nine years from his initiation as an apprentice in 1998 until he was appointed president of Topeka, Kan., Local 226. He was elected to the first of two terms as business manager in 2010.

He served on the Kansas AFL-CIO executive board and chaired both the Kansas Association of Electrical Workers and the Northeast Kansas Building and Trades Council.

In 2017, International President Lonnie R. Stephenson appointed Threadgold to work for the Council on Industrial Relations, a labor-management group that arbitrates and settles bargaining, grievance and other disputes that have reached an impasse between IBEW locals and signatory contractors.

In short order, he was needed elsewhere. In 2018, Stephenson asked Brother Threadgold to head the Per Capita Department and oversee the massive

work of streamlining the dues and audit process. While most per capita reports were made electronically, the way the International used and audited the reports was antiquated and inefficient.

One year later, Stephenson again asked Threadgold to take on a new challenge, appointing him director of the Pension and Reciprocity Department. Again, his task was to wrestle the enormous flow of information and bend it into more modern and efficient processes.

In his three years, Threadgold has now become intimately familiar with the core of the International Secretary-Treasurer's responsibilities. When the senior executive assistant position opened, he was, Stephenson said, the obvious choice.

"Brian has proven himself to be very capable as director of both our Pension and Per Capita department operations since almost the very first day he started at the International Office," Stephenson said. "Due to his broad knowledge of the day to day operations of both those departments, Brian was a natural fit for the senior executive assistant to the IST and I look forward to his continued success."

"I am looking forward to new challenges and to working with International Secretary-Treasurer Cooper," he said. "My belief is that the best way to lead is to serve. The ideals of this brotherhood make that easy. I will always be eternally grateful for what the IBEW has made possible for me, my wife Lori and our kids, Audrey, Whitney, Delaney and Archer."

Please join the officers and staff in wishing Brother Threadgold continued success in his new role. ■

APPOINTED

Ryan T. O'Leary



Ryan T. O'Leary has been appointed by International President Lonnie R. Stephenson as director of the Pension Department,

effective Sept. 15.

O'Leary, who previously served the union as an international representative with the Council on Industrial Relations/Bylaws and Appeals Department at the International Office in Washington, replaces Brian Threadgold, whom Stephenson appointed senior executive assistant to the international secretary-treasurer.

In 2000, O'Leary was initiated into Waterloo, Iowa, Local 288 shortly after he graduated high school, where he had taken classes on basic electricity and electronics. "I always did like that," he said. "By my senior year, I just knew college wouldn't have been the best move for me.

"So, I went down to the union hall and got into a co-op program," he said. There he gained a lot of great experience working as a "shop hand," he said, doing basic grunt work for various electrical contractors before his acceptance into an

IBEW apprenticeship. "I always liked to work with my hands," he said.

O'Leary pointed to the large labor presence in the Hawkeye State, especially with farm equipment manufacturer John Deere operating several union-represented factories and facilities near Waterloo, Dubuque, Des Moines and the Quad Cities. He himself comes from a strong labor family; his father, a retired member of the United Auto Workers, instilled in him the importance of being involved with the union. "So, any time they needed help with picnics, parades, get-out-the-vote, trash pick-up — you name it, I'd volunteer for it," he said.

In 2008, not long after he finished his apprenticeship and became a journeyman inside wireman, O'Leary was encouraged to run for vice president of Local 288 to fill a vacancy.

"Ryan and I always thought the same way," said current Local 288 Business Manager Chuck Kacher. "We didn't always agree, but I always thought he was a standup guy."

On top of being a fine wireman, Kacher said, O'Leary has always cared about the membership. "For him, it was always about the betterment of the brotherhood," he said. "He walked it; he didn't just talk it."

Two years later, O'Leary was elected business manager of Local 288. While he was serving in that role, he was also picked to be one of the two 11th District business manager representatives on the CIR. Then, in 2018, Stephenson appointed O'Leary to serve as an international representative in the CIR/Bylaws and Appeals Department.

"Ryan sat as our 'point man' during

our quarterly CIR meetings and would be one of the union's primary negotiators," said CIR/Bylaws and Appeals Director Mike Kwashnik. "He had a questioning attitude and excellent ideas, which is essential when trying to find resolutions to tough industry issues.

"I will personally miss him in the department because we had an excellent working relationship and he was a tremendous asset to it," Kwashnik said.

Pension security and reform measures before Congress are things O'Leary intends to keep an eye on as director, including the IBEW's continued support for the Butch Lewis Act, which was passed by the House of Representatives in 2019 and calls for the offering of government-backed loans to troubled pension plans to keep them from collapsing and bringing down the whole system.

"I was a little disappointed about Ryan's move to Washington," said Kacher, who is good friends with O'Leary outside of work. "I lost my fishing buddy, but the Pension Department will be in good hands with him."

O'Leary also hopes to "keep up the good work Brian [Threadgold] has done," he said. "Let's keep moving forward in technology and efficiency, being progressive and using all the tools we're offered to benefit the membership. That's the direction business is going.

"IBEW members work in the most technologically advanced trade," he said. "If COVID-19 has taught us anything, it's that we have to be prepared. Let's be cutting edge."

Please join the officers and staff in wishing Brother O'Leary much success in his new position. ■

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CIRCUITS

Inaugural IBEW Strong Workshop Lifts Up Efforts to Expand Diversity and Inclusion

The IBEW in Canada recently held the first workshop of the union's new diversity and inclusion initiative.

As part of the First District's progress meeting in August, the two-hour workshop on the Lift Campaign included members from across Canada. The purpose of the session was to share best practices and elevate those ideas and programs that are having success in their efforts to address the issues of diversity, equity and inclusion.

"The goal was to identify the strengths of our locals and the programs currently in place that address the guiding principles of IBEW Strong. We were able to do that," said Education Department Director Amanda Pacheco. "Our task now is to work with locals who are doing great work and connect them with locals that are interested in piloting programs that address those principles."

The training was kicked off by First District International Vice President Tom Reid, who began by acknowledging the Indigenous Peoples who occupied the land before European settlers arrived.

"Sometimes Canadians think we don't have racism. That's wrong," Reid said, noting the issue of discrimination against Indigenous Peoples, as well as other historically marginalized groups.

"I was born a white man with privilege. When I walked in the door I was accepted," Reid said. "If we can't accept that white male privilege exists, we'll never get anywhere."

The training, which had around 100 attendees, was conducted over Zoom videoconference due to coronavirus restrictions. At various points, attendees were broken out into smaller groups to share what they believed were the IBEW's strengths and opportunities, as well as aspirations for their locals and how to get the best results. Participants also shared examples of how their locals are already creating opportunities for a stronger IBEW through diversity, equity, and inclusion.

"They say that diversity is being invited to the party. Inclusion is being asked to dance," said Tam Goelling, director of Civic and Community Engagement.

While participants noted the first-class education that apprentices get, First District International Representative Cheryl Paron noted the importance of education — and access — in terms of getting into one.

"Education requirements are only fair if all Canadians have the same access to that education," Paron said.

The Diversity and Inclusion Committee came out of a unanimously passed resolution at the 39th International Convention in 2016. In 2018, the committee, which included a cross-section of leaders from all branches, districts and backgrounds, came up with a vision statement and five themes for IBEW Strong.

Those themes are:

1. **Organizing/Expanding Membership:** Develop and expand outreach, recruitment and marketing programs to young people, nontraditional and historically marginalized communities.
2. **Education and Training:** Provide training and education programs that address the importance and need for inclusion to all IBEW members and leaders.
3. **Building Member Activism and Engagement:** Provide inclusive opportunities for members to learn and develop leadership skills and foster local union activism.
4. **Leadership Advancement:** Provide opportunities for all local union members to take on leadership roles.
5. **Replicating Best Practices:** Document, share, and replicate best practices for creating a stronger IBEW through outreach and inclusion programs.

Pacheco said that they were scheduled to have the training with all district progress meetings this year, but when COVID-19 hit and the meetings were canceled their plans changed.

"We are very appreciative of the First District taking the lead on this and allowing us to pilot this workshop, which focused on the fifth theme of replicating best practices," said Sherilyn Wright, executive assistant to the international president. "Our leaders are also looking for information on how to address the current issues taking place, and we are working on developing trainings and materials to help assist them in this mission."

Is your local working to become more equitable and inclusive? Tell us your story at media@ibew.org.

Local 257 Volunteers Brighten Missouri Crisis Center with LEDs

A crisis center and shelter in Missouri's capital now has bright, efficient lighting thanks to a dozen IBEW volunteers who were proud to lend a hand.

"They were super stoked," said Jefferson City Local 257 President Joel Vanderslice, who helmed the project. "It kept 12 of us busy for a big part of the day."

Their time and talent helped the community's Rape and Abuse Crisis Services, known as RACS, spare funds that are badly needed to aid and shelter victims of domestic violence and sexual assault.

Through energy audits, RACS leaders learned that a lighting upgrade could save thousands of dollars in coming years, with the additional, vital benefit of making their two-story building safer and more secure.

They invested in high-quality, American-made LED lights, hoping to offset the expense with donated labor. But only if they could recruit volunteers who were "well-trained, qualified, licensed professionals," said Randall Werner, RACS building and maintenance chair.

Inevitably, his search led him straight to Local 257. "We've been here 95 years," Business Manager Don Bruemmer said. "We support our community any way we can."



A dozen Jefferson City, Mo., Local 257 members happily gave up a Saturday to install badly needed new lighting in a crisis center and shelter that's served their community for 40 years.

Vanderslice met with Werner earlier this year and had a team of journeymen and apprentices ready to go just as COVID-19 shut everything down in March. On a Saturday three months later, they were just as eager to get to work.

The building, which can house up to 36 residents, was largely vacant at the time, as the pandemic forced RACS to spread out its services.

"It all went really smoothly," journeyman wireman Zack Fischer said. "We were able to go around and get in the rooms without having to knock. We had the lights back on by about 2 o'clock."

"When you're with good company, the pace goes pretty fast," said fellow journeyman and executive board member Brad Heckman, who worked on kitchen, pantry and laundry areas.

Heckman hadn't realized how many services the center provides for victims and children. Helping create a lighter space for them felt good, he said, describing the before and after.

"If you've ever seen an old fluorescent tube that was pretty much at the end of its life span, dim and dull, the new lights, the retrofitted LEDs, really brightened things up," he said.

It's an accomplishment shared by two organizations that care deeply about their community.

"We were glad to answer the call. That's what we do as IBEW members," Vanderslice said. "And we want to thank RACS for everything they do, and for being such a great organization to work with."

The respect and gratitude are mutual.

"All of those guys, most of whom are family guys, gave up a beautiful Saturday to install the LED lighting," Werner said. "Not only did it relieve a significant financial burden for RACS, but we can also rest easy knowing that the job was done right and that our clients are safe." ■

Indiana Local, Signatory Contractor Partner with NAACP to Expand Solar Training Program

Evansville, Ind., Local 16 has a long, proud history. The city sent one of the 10 delegates to the IBEW's first convention in 1891 and Local 16 has been a major part of the southwestern Indiana community for more than 100 years.

Now, Business Manager Brandon Wongngamnit and others are trying to build on that history. He wants traditionally underrepresented parts of the community to better enjoy the benefits of IBEW membership. A new partnership with signatory contractor Morton Solar and the NAACP is a step in that direction.

The NAACP funded the installation of solar panels on the Greater St. James Community Center, a historically Black church in Evansville. As part of the program, Morton Solar and owner Brad Morton, along with the Midwest Renewable Energy Association, provided early-stage instruction on solar-panel installation to four men of color from the community.

Wongngamnit hopes it is the beginning of more programs like it and provides a path for as many of the new trainees as possible to move into Local 16's apprenticeship program. Only licensed electricians are permitted to install solar panels in Vanderburgh County, where Evansville is located.

Although commercial solar installation in the area has slowed during the COVID-19 pandemic, it is expected to pick back up when Vectren, the area's electric utility provider, begins work on a solar farm about 30 miles east of Evansville.

"It's baby steps," he said. "If we can get some of these guys to be journeyman wireman and part of Local 16, it will all be worth it."

Wongngamnit, who is of Asian descent, noted that only 27 of Local 16's 1,015 members are considered people of color — just over 2%. One of his goals since being elected business manager earlier this year is to "offer more opportunities to people of color by making sure they know what we have to offer," he said.

"A lot of people of color don't know about us and that is something we want to correct. We want to be as diversified as possible."

He credits Brad Morton for Local 16's involvement. His company is a member of B Corps, an international program that includes nearly 3,600 companies that work toward reducing income inequality, lowering poverty, building stronger communities, a

CIRCUITS continued on page 12

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CIRCUITS *continued*

healthier environment and “the creation of more high quality jobs with dignity and purpose,” he said.

“Our philosophy has always been to create jobs,” Morton said. “We want to create the type of jobs the old mining companies did in this area, that are high paying and help the economy. We want to create jobs across the spectrum. We believe in diversity.”

It’s why Morton was receptive when approached by NAACP officials. It is part of the legendary civil rights organization’s “Power Up” initiative, which is designed to train Black Americans to work in emerging energy technologies with the goal of closing the unemployment gap between Black Americans and the rest of the population.



Participants in the NAACP’s “Power Up” program studied with Evansville, Ind., Local 16 signatory contractor Morton Solar for potential careers in the electrical industry.

“We are very happy to have this relationship with the IBEW,” said Robin Williams, the retired associate director of civil rights for the United Food and Commercial Workers and labor chair of the NAACP’s National Board of Directors. “Since it started a few months ago, it has really been going well.”

Denise Abdul-Rahman, an NAACP regional field organizer in the Midwest and Great Plains and the Indiana state chair of the organization’s Environmental and Climate Justice Program, said starting the program during a pandemic had its challenges. Some of the participants had limited internet access, for instance, and maintaining social distancing during training was a challenge.

But she said the program has been a success and a new group of participants will train with Morton Solar this fall. Like Wongngamnit, she hopes some of the applicants pursue an apprenticeship.

“In the midst of the pandemic, we can try to provide a stipend for some people and educate them,” Abdul-Rahman said. “When this nightmare is over, they can transition into jobs.”

Added Morton: “The tag line that I like about a certified B Corps company is that we use our business as a force for good. That sticks with me. We try to do whatever we can to help our planet and mitigate climate change.

“I believe that the IBEW is a great career. I would really love to get as many guys in there as we can. It’s a great profession. It’s a great way to earn a living.” ■

New York Member’s Alaska Adventure Featured on ‘Brotherhood Outdoors’

Jared Crast traveled 3,000 miles with his older brother last fall to hunt deer in Alaska only to have a bear come between them and a potential trophy.

“We saw this beautiful buck in this valley,” said Crast, a member of Syracuse, N.Y., Local 43. But within seconds, he and his brother Jamieson spotted something else — and something big: “A hundred yards in front of us was this trophy black bear.”

Crast shared the story of his adventurous trek to Kodiak Island, and of his close encounters with Alaska’s wilder side, on a recent episode of “Brotherhood Outdoors,” a presentation of the Union Sportsmen’s Alliance.

“I’ve been a hunter since I was able to walk,” he said. “I’ve always been a part of it with my family. My father would put me in a wicker pack and track whitetail on state land and some private pieces, as a way to babysit me.”

Crast has traveled as far away as Ohio and South Dakota to hunt, but this trip marked his first time ever in The Last Frontier. “I’ve never been to a place that remote before,” he said. A 13-hour journey took the brothers first from Syracuse to Anchorage, followed by a bumpy ride in a four-seater bush plane to Old Harbor, a small fishing community of about 200 people on Kodiak Island’s southeast edge.

The rifle hunt was set up as a three-day, do-it-yourself excursion, Crast said. “There was no guide physically with us,” he explained. “We had to come up with our own tactics.”

As it happens, his older brother Jamieson is also an executive producer of “Brotherhood Outdoors.” Jamieson had encouraged Jared to apply to be on the show, but “I still had to get chosen,” the younger Crast said — the family connection to the program didn’t garner him special consideration.

Even with Jamieson serving double duty as the outing’s videographer, the brothers managed well on their trip, Jared said, although it rained a lot. Scrambling up the side of a mountain to about 1,400 feet above sea level at one point, the pair thought their efforts were about to pay off when they saw an impressive Sitka black tail deer down in a valley.

That’s when they also spotted the Kodiak brown bear moving between them and their prize. Although brown bears don’t typically attack humans, the brothers decided it was safest to take no chances. “We didn’t go after that buck,” Crast said.

As luck would have it, they were able to take down a second buck that was bigger, although doing so risked piquing the bear’s interest. “Gunshots are like a dinner bell for those brown bears,” Crast said.



A September episode of “Brotherhood Outdoors” featured Syracuse, N.Y., Local 43 apprentice Jared Crast, left, who joined his brother Jamieson on a dream deer hunt in Alaska last fall.

The brothers retreated to their camp with their prize and had just settled in to cook up some ramen noodles when they discovered they had a visitor. “It was that bear,” Crast said. “He had worked in about 40 yards away from us.”

Once bears smell food, it becomes really hard to simply shoo them away. “We had to get out of there,” Crast said, but it wasn’t easy. To safely escape, they had to take a route that sent them “down rock faces and one heck of a slope,” he said.

Fortunately, they made it back to safety — and eventually to Syracuse — with a real adventure tale to tell.

Crast said he is drawn to the brotherhood that comes from IBEW membership as well from the hunting community. After high school, he started out studying environmental engineering in college but found irresistible the promise of a union electrical career that came with real hands-on experience. He was eventually accepted as an apprentice with Local 43, a 1,200-member inside local serving central New York.

“I haven’t found my niche yet,” said Crast, who recently started his fourth year as an apprentice. He likes the smaller wiring jobs, but he really enjoys working on big projects.

“Gunshots are like a dinner bell for those brown bears.... We had to get out of there.”

— Syracuse, N.Y., Local 43 apprentice Jared Crast

He had hoped to go back to Alaska this fall for another chance to bag a deer there. But travel restrictions in place to help prevent the spread of COVID-19 placed those plans on hold indefinitely, so he was considering a road trip to hunt in Ohio or South Dakota as a consolation.

Crast’s episode of Brotherhood Outdoors debuted on the Sportsman Channel on Sept. 15. His and other episodes are available at myoutdoortv.com, and you can find a listing of upcoming shows at brotherhoodoutdoors.tv.

The Union Sportsmen’s Alliance is a union-dedicated, non-profit organization whose members hunt, fish, shoot and volunteer their skills to improve public access to the outdoors, conserve wildlife habits and mentor and engage youth in the outdoors. The IBEW is one of its charter sponsors. ■

—In Memoriam—

Members for Whom PBF Death Claims were Approved in September 2020

| Local | Surname | Date of Death |
|-------|-------------------|---------------|
| 1 | Eckert, W. O. | 5/11/17 |
| 1 | Wright, R. H. | 7/2/20 |
| 3 | Alzheimer, J. J. | 4/9/20 |
| 3 | Avella, L. F. | 5/14/20 |
| 3 | Bodor, E. A. | 7/24/20 |
| 3 | Charran, T. P. | 6/12/20 |
| 3 | Cogliuvina, A. | 2/17/20 |
| 3 | Connell, J. E. | 4/8/20 |
| 3 | Danglade, H. K. | 3/31/20 |
| 3 | Daniels, L. J. | 7/16/20 |
| 3 | Dematteo, C. J. | 6/9/20 |
| 3 | Flanzraich, N. A. | 10/13/19 |
| 3 | Folberth, A. C. | 4/14/20 |
| 3 | Hayden, M. J. | 6/24/20 |
| 3 | Iannitti, M. | 3/16/20 |
| 3 | Jacobson, O. P. | 3/23/20 |
| 3 | Kasper, N. | 2/25/20 |
| 3 | Kloufetos, L. | 7/11/20 |
| 3 | Kolodziejczyk, B. | 6/25/20 |
| 3 | LaFave, W. E. | 5/18/20 |
| 3 | Laning, E. C. | 7/6/20 |
| 3 | Manetta, J. | 3/8/20 |
| 3 | Marrow, E. | 6/20/20 |
| 3 | Nicolette, M. A. | 4/9/20 |
| 3 | Ray, W. | 3/2/20 |
| 3 | Scalice, E. J. | 4/9/20 |
| 3 | Sciolto, R. S. | 4/17/20 |
| 3 | Smith, H. L. | 4/8/20 |
| 3 | Tamborlano, J. J. | 3/16/20 |
| 3 | Viggiano, R. | 5/19/20 |
| 3 | Washington, D. | 3/29/20 |
| 3 | Yoon, D. K. | 4/14/20 |
| 5 | Berry, G. A. | 6/22/20 |
| 5 | Fraer, R. W. | 4/15/19 |
| 5 | Gorton, R. J. | 6/2/20 |
| 5 | Kitzky, D. W. | 3/26/20 |
| 5 | Mitchell, K. R. | 2/7/20 |
| 5 | Pugne, F. H. | 4/4/20 |
| 6 | Dotson, W. T. | 6/9/20 |
| 6 | Halligan, T. R. | 4/24/20 |
| 6 | Lyons, P. A. | 5/14/20 |
| 6 | Stinson, H. W. | 5/7/20 |
| 6 | Blalark, H. D. | 4/4/20 |
| 8 | Kowalczyk, S. C. | 5/29/20 |
| 8 | Mossing, T. B. | 6/10/20 |
| 8 | Rogers, J. L. | 5/10/20 |
| 8 | Sloan, J. E. | 6/18/20 |
| 9 | Bryers, C. L. | 4/1/20 |
| 9 | Dock, L. F. | 7/7/20 |
| 9 | Serpico, D. | 6/5/20 |
| 11 | Cooper, W. L. | 12/25/19 |
| 11 | Cox, J. L. | 6/18/20 |
| 11 | Duhart, L. | 4/14/20 |
| 11 | Foster, S. C. | 3/14/20 |
| 11 | Hermann, E. W. | 6/11/20 |
| 11 | Johnson, R. E. | 6/26/20 |
| 11 | Lee, E. D. | 7/4/20 |
| 11 | Satalich, M. J. | 5/3/20 |
| 11 | Sivula, W. H. | 2/5/16 |
| 11 | Solorio, R. | 3/18/19 |
| 11 | Syverson, D. R. | 7/18/20 |
| 11 | Wachter, C. R. | 2/6/20 |
| 11 | Wells, R. C. | 5/16/20 |
| 12 | Trammell, K. L. | 7/9/20 |
| 14 | Ball, G. M. | 4/6/20 |
| 14 | Wuonenma, R. L. | 6/28/20 |
| 16 | Faries, M. O. | 5/3/20 |
| 16 | Jones, D. T. | 5/6/20 |
| 16 | Nance, W. M. | 7/23/20 |
| 16 | Shore, C. M. | 5/23/20 |
| 18 | Estrada, A. A. | 1/10/20 |
| 18 | Gale, G. F. | 6/21/20 |
| 18 | Strawn, G. T. | 5/13/20 |
| 18 | Waugh, K. D. | 6/20/20 |
| 20 | Black, R. E. | 6/6/20 |
| 20 | Byrd, G. W. | 5/12/20 |
| 20 | Dugan, J. R. | 6/29/20 |

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In Memoriam continued

| 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 |
|-------|-------------------|---------------|-------|--------------------|---------------|-------|-------------------|---------------|-------|-------------------|---------------|-------|----------------------|---------------|--------------|--------------------|---------------|
| 20 | Garretson, V. H. | 5/20/15 | 99 | Anderson, A. F. | 5/2/20 | 164 | Hurley, R. W. | 5/26/20 | 353 | Kapelouzos, G. | 3/29/20 | 551 | Mendenhall, W. C. | 5/28/20 | 972 | Harmon, J. G. | 6/26/20 |
| 20 | McPherson, B. D. | 6/3/20 | 99 | Berg, K. A. | 2/28/20 | 164 | Johnson, D. W. | 7/12/20 | 353 | Kiss, C. | 7/13/20 | 558 | Kidd, P. H. | 6/3/20 | 995 | Parker, W. G. | 5/27/20 |
| 20 | Neasbitt, R. E. | 5/29/20 | 99 | Colucci, F. J. | 7/6/20 | 164 | Sabato, C. J. | 6/13/20 | 353 | McAllister, F. | 7/29/20 | 558 | McPeters, G. M. | 4/30/20 | 1002 | Edwards, M. P. | 7/24/20 |
| 20 | Price, G. G. | 5/31/20 | 99 | Dykeman, T. C. | 5/22/20 | 175 | Cain, M. E. | 7/28/20 | 353 | Merschenz, K. H. | 5/9/20 | 570 | Peiker, R. A. | 6/17/20 | 1002 | Halliburton, E. F. | 4/30/20 |
| 20 | Rohwedder, H. | 6/20/20 | 100 | Stevens, J. M. | 5/22/20 | 175 | McGill, M. A. | 5/13/20 | 353 | Piercey, F. F. | 6/9/20 | 577 | Houle, S. D. | 7/11/20 | 1141 | Dubiel, S. E. | 5/5/20 |
| 20 | Straatveit, S. O. | 5/14/20 | 102 | Cunningham, L. J. | 5/29/20 | 175 | Morgan, B. R. | 8/20/20 | 353 | Vant, G. F. | 7/26/20 | 577 | Stolz, J. | 7/30/19 | 1141 | Ramsey, G. A. | 6/10/20 |
| 20 | Vance, R. H. | 5/7/20 | 102 | Moren, D. R. | 6/30/20 | 175 | Sylar, W. R. | 7/19/20 | 354 | Mathiesen, P. E. | 7/2/20 | 577 | Weber, V. | 3/22/20 | 1141 | Thompson, M. A. | 6/27/20 |
| 21 | Andel, M. J. | 4/2/20 | 103 | Curtis, R. P. | 6/29/19 | 175 | Taylor, G. L. | 6/22/20 | 354 | Mora, E. | 6/30/20 | 583 | Casas, J. | 6/4/20 | 1141 | Townley, P. | 6/7/20 |
| 22 | Harding, G. D. | 3/27/20 | 103 | Falcon, H. | 3/22/20 | 177 | Deese, R. P. | 6/24/20 | 357 | Griego, O. | 4/30/20 | 584 | Goins, O. L. | 7/7/20 | 1186 | Won, W. | 4/18/20 |
| 24 | Bond, W. H. | 2/24/20 | 103 | Haley, T. A. | 5/26/20 | 177 | Hilton, J. W. | 3/5/20 | 357 | Jenkins, H. L. | 6/24/20 | 595 | Shelnutt, T. W. | 4/18/20 | 1205 | Hupp, R. D. | 5/12/20 |
| 24 | Caruso, A. | 5/30/20 | 103 | Rowbotham, W. C. | 12/30/19 | 177 | Woods, C. S. | 4/6/20 | 357 | Radley, M. E. | 6/27/20 | 595 | Walters, L. E. | 5/24/20 | 1205 | Kelley, E. M. | 3/31/20 |
| 24 | Lomax, W. A. | 4/1/20 | 103 | Walsh, W. J. | 4/8/20 | 180 | Davenport, M. C. | 4/30/20 | 357 | Washington, B. | 5/6/20 | 605 | Chapman, H. W. | 4/25/20 | 1245 | Hatch, E. R. | 4/5/20 |
| 25 | La Noce, J. V. | 3/19/20 | 105 | Arlotta, T. | 7/6/20 | 191 | Edmunds, R. G. | 12/15/19 | 360 | Sandoval, J. | 6/19/20 | 606 | Kemp, J. | 5/9/20 | 1245 | McGathy, T. J. | 3/18/20 |
| 26 | Chroniger, J. R. | 7/7/20 | 105 | Tessaro, W. | 7/27/20 | 193 | Fisher, J. H. | 5/5/20 | 363 | Couch, R. E. | 5/29/20 | 611 | Garcia, S. A. | 7/8/20 | 1245 | Poaipuni, P. K. | 5/18/20 |
| 26 | Gyuras, C. P. | 4/29/20 | 110 | Croswell, L. D. | 5/26/20 | 194 | Rohrer, B. L. | 7/5/20 | 363 | Krom, D. F. | 5/14/20 | 611 | Justus, S. W. | 6/5/20 | 1245 | Rowe, K. L. | 6/5/20 |
| 26 | Hanel, F. M. | 7/11/20 | 110 | Grundhofer, J. M. | 2/27/20 | 212 | Long, W. A. | 6/1/20 | 363 | Warden, J. L. | 6/5/20 | 611 | Raney, R. C. | 1/19/19 | 1245 | Sanderson, L. L. | 7/22/20 |
| 26 | Himmeler, C. L. | 5/10/20 | 110 | Maskrey, R. J. | 7/8/20 | 212 | Morris, E. D. | 5/9/20 | 364 | Hermes, D. T. | 6/8/20 | 613 | Bapst, D. R. | 6/23/20 | 1249 | Clancy, G. T. | 4/12/20 |
| 26 | Redding, R. S. | 7/19/20 | 110 | Pearson, J. A. | 6/15/20 | 212 | Vaught, C. M. | 4/1/20 | 364 | Hollister, C. | 3/24/20 | 613 | Barron, D. E. | 6/23/20 | 1249 | Volk, P. J. | 6/26/20 |
| 26 | Williams, J. W. | 6/22/20 | 111 | Lewark, D. H. | 3/1/20 | 213 | Heidrich, A. | 6/18/20 | 364 | Walls, R. A. | 5/19/20 | 613 | Griggs, D. R. | 6/28/20 | 1379 | Bowers, D. C. | 1/13/20 |
| 32 | Cornell, C. E. | 6/12/20 | 111 | Loy, L. O. | 5/30/20 | 223 | Gronlund, R. A. | 3/15/20 | 365 | Dean, R. D. | 6/24/20 | 613 | Inskeep, J. L. | 4/26/20 | 1426 | Rettig, D. K. | 5/11/20 |
| 38 | Ahern, M. P. | 7/17/20 | 112 | Block, L. J. | 4/27/20 | 223 | Guay, W. | 2/9/20 | 365 | Wolfe, H. E. | 7/17/20 | 613 | Lejeune, L. J. | 5/6/20 | 1464 | Baker, J. R. | 10/17/18 |
| 38 | Ferko, J. J. | 6/14/20 | 112 | Morantes, M. L. | 2/12/20 | 223 | Robbins, W. P. | 7/2/20 | 369 | Burford, T. D. | 7/1/20 | 613 | Swain, J. W. | 5/1/20 | 1545 | Tanner, D. O. | 5/20/20 |
| 38 | Garbash, G. R. | 5/29/20 | 112 | Nix, N. C. | 6/6/20 | 229 | Witta, H. R. | 4/11/20 | 369 | Miller, L. J. | 5/1/20 | 613 | Jells, A. N. | 7/13/20 | 1547 | Garcia, E. | 4/27/20 |
| 38 | Goloja, M. | 7/25/20 | 113 | Nuss, R. J. | 4/30/20 | 230 | Sevcov, M. | 5/21/20 | 369 | Simmons, A. W. | 6/8/20 | 617 | Jester, B. J. | 5/1/20 | 1547 | McCuen, C. W. | 6/28/20 |
| 38 | Harrison, G. B. | 5/10/20 | 113 | Smith, W. J. | 6/14/20 | 236 | Cernik, J. J. | 1/2/20 | 375 | Long, R. J. | 6/15/20 | 617 | Padilla, J. | 4/27/20 | 1547 | Middleton, D. C. | 3/16/20 |
| 40 | Ryan, G. J. | 7/25/20 | 120 | Lester, W. W. | 7/3/20 | 245 | Hoffmann, J. T. | 5/26/20 | 387 | Miller, R. L. | 6/30/20 | 617 | Pritchard, W. E. | 6/21/20 | 1579 | McGhee, E. M. | 5/23/20 |
| 41 | Grzebinski, J. S. | 4/19/20 | 120 | Michitsch, A. | 6/5/20 | 245 | Long, R. G. | 2/26/20 | 387 | Rosas, E. | 6/1/20 | 617 | Schiechl, W. J. | 4/25/20 | 1687 | Ward, C. F. | 5/21/20 |
| 42 | Eagan, M. H. | 6/13/20 | 124 | Ashlock, G. S. | 7/17/20 | 252 | Austin, J. E. | 6/23/20 | 396 | Scriven, R. M. | 2/22/20 | 617 | Stewart, C. R. | 4/8/20 | 1759 | Cornella, D. A. | 4/17/20 |
| 42 | Hamlin, G. H. | 4/30/20 | 124 | Brandenburg, R. A. | 2/27/20 | 252 | Dorsey, D. N. | 5/6/20 | 396 | Tanner, A. H. | 7/23/20 | 625 | MacPherson, L. T. | 5/18/20 | 1759 | Merritt, T. W. | 7/13/20 |
| 43 | Patterson, M. E. | 7/8/20 | 124 | Knapp, J. A. | 7/5/20 | 252 | Partin, S. | 4/22/20 | 401 | Schmidt, R. D. | 5/31/20 | 640 | Macstock, J. W. | 7/5/20 | 1768 | Churchill, R. R. | 3/13/20 |
| 46 | Wiley, P. E. | 7/6/20 | 125 | Elinsky, M. P. | 7/8/20 | 254 | Symonds, R. M. | 5/5/20 | 402 | Vance, T. J. | 3/15/20 | 640 | Mayse, J. W. | 7/14/20 | 1852 | McComber, R. W. | 8/7/19 |
| 48 | Breeding, G. A. | 1/16/20 | 125 | Middagh, L. W. | 6/13/20 | 257 | Stephens, G. W. | 7/3/20 | 405 | Ingels, R. L. | 6/12/20 | 640 | Sherwood, M. R. | 6/28/20 | 2150 | Badora, J. M. | 4/4/20 |
| 48 | Breyer, G. V. | 7/26/20 | 125 | Rife, N. E. | 4/21/20 | 258 | Forch, F. G. | 5/11/20 | 413 | Padilla, J. | 7/8/20 | 640 | Van Camp, R. L. | 2/20/20 | 2150 | Goll, E. M. | 7/28/20 |
| 48 | Cruse, V. A. | 7/15/20 | 126 | Robison, C. T. | 7/7/20 | 258 | Hatch, P. J. | 3/5/20 | 415 | Morrow, F. E. | 12/13/19 | 648 | Fischer, R. J. | 5/31/20 | 2358 | Carroll, S. L. | 6/26/20 |
| 48 | Hansen, J. E. | 7/5/20 | 126 | Whitehead, J. D. | 2/28/20 | 258 | Lundquist, F. A. | 5/10/20 | 420 | Maki, D. J. | 10/29/19 | 648 | Lawson, M. W. | 6/10/20 | I.O. (111) | Slaughter, D. M. | 4/12/20 |
| 48 | Harris, R. E. | 7/21/20 | 129 | Coffman, J. L. | 5/25/20 | 265 | Seacrest, C. P. | 3/10/20 | 424 | Langerak, J. J. | 6/5/20 | 659 | Bandy, D. L. | 5/19/20 | I.O. (120) | McLean, R. K. | 7/10/20 |
| 48 | Hostetler, A. A. | 7/2/20 | 130 | Cervini, J. C. | 5/26/20 | 270 | Martin, R. M. | 5/4/20 | 424 | Lockyer, R. M. | 4/21/20 | 659 | Hershkovitz, H. | 3/17/20 | I.O. (134) | Doolittle, D. C. | 6/11/20 |
| 51 | Lund, R. D. | 6/25/20 | 130 | Emig, M. J. | 3/7/20 | 270 | Trowbridge, D. O. | 4/14/20 | 424 | Wojski, L. | 5/12/20 | 667 | Lange, J. S. | 9/6/19 | I.O. (134) | Keslin, M. J. | 2/29/20 |
| 51 | Masten, J. B. | 5/22/20 | 130 | Lochner, S. K. | 6/18/20 | 271 | Colburn, J. W. | 5/26/20 | 429 | Baskin, R. F. | 7/11/20 | 673 | Freeman, R. N. | 5/13/20 | I.O. (134) | Walsh, J. M. | 6/18/20 |
| 58 | Akins, A. E. | 6/11/20 | 130 | Raymond, E. | 4/5/20 | 275 | Davis, T. A. | 3/28/20 | 429 | Davis, J. S. | 5/13/20 | 683 | Golden, J. C. | 3/21/20 | I.O. (332) | Schults, F. R. | 2/9/19 |
| 58 | Curry, J. F. | 6/23/20 | 130 | Scott, J. F. | 6/24/20 | 275 | Dobb, R. G. | 6/28/20 | 429 | Ham, S. W. | 7/2/20 | 692 | O'Leary, M. | 5/23/20 | I.O. (769) | Wells, O. B. | 6/16/20 |
| 58 | Frasier, D. E. | 5/18/20 | 131 | Ingram, J. W. | 5/9/20 | 275 | Karasinski, R. A. | 5/8/20 | 429 | Hutcherson, E. J. | 11/2/19 | 697 | Magliocca, J. J. | 1/21/20 | I.O. (1289) | Sciullo, L. F. | 6/11/20 |
| 58 | Glugla, A. A. | 5/14/20 | 134 | Annunziata, P. S. | 6/2/20 | 275 | Lankford, L. M. | 6/4/20 | 429 | Johns, G. L. | 6/19/20 | 697 | Smith, C. F. | 6/9/20 | I.O. (2113) | Ball, T. R. | 8/15/20 |
| 58 | Greenthal, C. S. | 5/30/20 | 134 | Bell, R. O. | 7/14/20 | 278 | Haddick, M. N. | 7/12/20 | 429 | Lewis, B. H. | 7/25/20 | 702 | Rambeau, J. W. | 7/31/20 | Pens. (323) | Gilmore, R. | 3/2/20 |
| 58 | Grenier, R. R. | 4/25/20 | 134 | Benedetto, D. A. | 5/16/20 | 280 | Bridges, R. O. | 6/24/20 | 429 | Wooden, B. E. | 7/3/20 | 702 | Stockwell, R. L. | 7/31/20 | Pens. (456) | Snow, R. J. | 6/5/20 |
| 58 | Gressman, M. F. | 4/8/20 | 134 | Brown, G. E. | 5/6/20 | 288 | Heinrichs, J. R. | 11/18/19 | 440 | Calleros, J. | 6/9/20 | 712 | Mc Burney, M. L. | 6/8/20 | Pens. (1788) | Vallier, R. C. | 5/25/20 |
| 58 | Hensley, M. H. | 6/13/20 | 134 | Canon, C. | 5/30/20 | 291 | Boullard, R. V. | 10/20/19 | 440 | Sukdol, D. R. | 2/29/20 | 712 | Merriman, A. R. | 3/7/20 | Pens. (I.O.) | Barnabe, J. M. | 2/17/20 |
| 58 | Lewandowski, L. | 8/16/19 | 134 | Colosimo, J. P. | 5/26/20 | 291 | Gerrard, R. W. | 6/2/20 | 441 | Romniecki, A. D. | 4/16/20 | 712 | Pfeiffer, M. W. | 5/10/20 | Pens. (I.O.) | Bolding, R. K. | 5/3/20 |
| 58 | Smith, A. J. | 6/19/20 | 134 | Dolan, M. A. | 6/19/20 | 292 | Herlofsky, G. A. | 6/4/18 | 441 | Sanderson, R. | 3/10/20 | 712 | Phillips, W. | 2/14/18 | Pens. (I.O.) | Bormann, W. E. | 5/9/20 |
| 58 | South, D. W. | 5/12/20 | 134 | Funk, J. G. | 6/2/20 | 292 | Honn, S. M. | 5/18/20 | 441 | Schmaltz, S. A. | 6/11/20 | 712 | Scherer, R. | 2/1/20 | Pens. (I.O.) | Broxmeyer, J. | 4/22/20 |
| 58 | Van Hoey, M. J. | 7/8/20 | 134 | Gavin, J. | 4/26/20 | 292 | Lundeen, J. K. | 6/26/20 | 441 | Snyder, F. D. | 1/8/20 | 716 | Brasher, E. R. | 5/29/20 | Pens. (I.O.) | Brumley, P. C. | 4/7/19 |
| 66 | Curtis, A. B. | 2/12/20 | 134 | Gonzales, P. | 6/12/20 | 292 | Woods, J. B. | 6/8/20 | 459 | Kizina, B. R. | 6/11/20 | 716 | Lowry, T. L. | 3/22/20 | Pens. (I.O.) | Courtney, P. E. | 5/21/20 |
| 66 | Ghiselli, R. F. | 1/6/20 | 134 | Harris, A. C. | 6/15/20 | 294 | Pliml, F. J. | 4/30/20 | 466 | Penix, F. R. | 2/29/20 | 716 | Swinburne, C. D. | 5/22/20 | Pens. (I.O.) | Darmer, T. J. | 6/30/20 |
| 70 | Spruill, J. W. | 5/7/20 | 134 | Ibata, T. | 6/26/20 | 295 | Feimster, B. T. | 7/3/20 | 466 | Wiblin, J. B. | 6/7/20 | 725 | Cribelar, K. E. | 5/17/20 | Pens. (I.O.) | Endress, J. C. | 7/17/20 |
| 70 | Wallace, D. C. | 5/12/20 | 134 | Jakubowski, E. K. | 6/26/20 | 295 | Martin, B. J. | 7/11/20 | 474 | Cutberth, C. | 12/5/19 | 725 | Ogalsbee, P. E. | 9/17/19 | Pens. (I.O.) | Galette, D. B. | 2/27/20 |
| 71 | Griffin, C. M. | 6/5/20 | 134 | Jindra, G. J. | 5/1/20 | 295 | Turner, J. Y. | 5/17/20 | 474 | Fisher, D. A. | 5/10/20 | 725 | Staggs, J. E. | 6/12/20 | Pens. (I.O.) | Hescock, L. W. | 2/26/20 |
| 71 | Kessler, G. W. | 4/21/20 | 134 | Kaplan, M. R. | 6/18/20 | 302 | Humes, J. E. | 6/16/20 | 474 | Kelley, J. | 7/2/20 | 728 | Barcellona, S. | 5/29/20 | Pens. (I.O.) | Hixson, V. E. | 3/21/20 |
| 71 | Moore, F. B. | 4/21/20 | 134 | Luster, T. | 5/20/20 | 303 | Conte, P. | 4/29/20 | 474 | Westbrook, B. R. | 6/19/20 | 728 | Durham, M. R. | 5/23/20 | Pens. (I.O.) | Kaufman, R. F. | 6/6/20 |
| 73 | Kopplin, P. L. | 10/20/19 | 134 | Matysak, A. C. | 5/25/20 | 306 | Jamison, B. L. | 5/15/20 | 477 | Bekwith, D. G. | 5/23/20 | 728 | Economos, D. G. | 6/9/20 | Pens. (I.O.) | Lawrence, J. A. | 3/28/20 |
| 76 | Foster, R. A. | 6/27/20 | 134 | Mullen, A. C. | 6/27/20 | 307 | Mallory, B. G. | 8/22/20 | 477 | Kent, T. F. | 4/26/20 | 733 | Mergenschroer, J. P. | 4/21/20 | Pens. (I.O.) | Long, K. W. | 4/29/20 |
| 77 | Allen, S. G. | 5/29/20 | 134 | Nagy, R. F. | 6/10/20 | 309 | Chasteen, T. A. | 7/17/20 | 479 | Allen, T. G. | 1/12/20 | 760 | Bosson, J. R. | 12/17/17 | Pens. (I.O.) | Lund, T. G. | 11/23/19 |
| 77 | Blake, T. M. | 4/12/20 | 134 | Omiecinski, R. E. | 5/7/20 | 313 | Lynam, C. R. | 6/15/20 | 479 | Richardson, D. | 5/23/20 | 769 | Wasdin, J. L. | 6/2/20 | Pens. (I.O.) | Marlin, R. L. | 1/5/20 |
| 77 | Duffy, J. R. | 6/25/20 | 134 | Rodriguez, L. | 7/30/20 | 313 | Spangler, J. A. | 7/1/20 | 480 | Bradshaw, J. E. | 3/5/20 | 773 | Dixon, F. O. | 2/20/20 | Pens. (I.O.) | McMahon, D. E. | 6/28/20 |
| 77 | O'Connor, D. D. | 3/19/20 | 134 | Schroeder, C. D. | 2/16/20 | 317 | Banks, M. D. | 6/16/20 | 481 | Gehl, P. A. | 7/11/20 | 776 | Close, E. | 6/6/20 | Pens. (I.O.) | McPeck, D. E. | 5/28/20 |
| 77 | Rice, L. B. | 2/16/20 | 134 | Sparks, D. A. | 5/31/20 | 317 | Lephew, J. P.</ | | | | | | | | | | |

LOCAL LINES

Restoring Power After Hurricane Isaias

L.U. 3 (catv,em,govt,i,lctt,mo,o,t&u), NEW YORK, NY — As Hurricane Isaias made its way from the Caribbean up the East Coast, wind speeds exceeded 70-80 mph. On Aug. 4, it took the Tri-State area by surprise and quickly became the most destructive natural disaster since Superstorm Sandy. Trees and power lines were down everywhere, leaving more than 2.5 million people without electricity.

Enter the union workers employed by electrical contractors and utility providers in New York, New Jersey, and Connecticut. Over half of the outages were restored within 24 hours and work continued through the weekend. Local 3 members responded in all five boroughs plus Westchester County. Members of the Outside Line and “J” Divisions got the job done for E-J Electric Installation Co., Hellman Electric, and Welsbach Electric, to name a few.

Fallen trees and branches littered the streets and courtyards around Electchester, Local 3’s housing complex. Removal took place over the 48 hours following the storm. Clearview Tree Service was one of the many crews doing tree removal there. Local 3 linemen and electricians worked day and night over the next one to two weeks, as did members of Local 1049 on Long Island, UWUA Local 1-2 at Con Edison, and CWA.

Richard N. Duva, B.R.



Members of Local 3 worked around the clock to repair damage from Hurricane Isaias in August.

Remembering a 50-year Member & Nuclear Outages

L.U. 15 (u), DOWNER’S GROVE, IL — Local 15 mourns the loss of longtime member Susanne Misichko. Susanne passed on May 7, 2020. Our Local sends condolences to her family and loved ones. Sister Misichko had been an IBEW member since September of 1970; she had nearly

50 years of service with the IBEW and ComEd.

Susanne started at Commonwealth Edison as an Operating Clerk III in Chicago. She filled positions as a Customer Service Representative, Construction Order Clerk and then as a Customer Credit Representative, where she wrapped up her career. Susanne will be missed by her peers; she was a dedicated and experienced member of our local. Rest in peace, Sister Misichko.

Local 15 members working for Exelon Nuclear were able to complete four outages this spring. Lasalle, Braidwood, Byron and Quad Cities stations all performed refuel outages. There was a reduction in tasks performed and fewer man-hours worked due to the COVID-19 situation. The work was completed, however, and the stations were back online as scheduled. Congratulations to the nuclear members for a job well done.

Local 15 would like to express our gratitude to all the first responders working during the COVID-19 pandemic. Thank you for your services! Stay safe.

S. Studer, P.S.

The Right Place at the Right Time

L.U. 37 (em,o&u), FREDERICTON, NB — Heart-related emergencies can happen to anyone, anywhere, at any time. Just ask Local 37 member Mike Corey. He recently saved a man’s life while waiting for his coffee in the drive-thru.

Mike, a 7-year member of the IBEW and meter changer employed with New Brunswick Power, decided to grab a coffee on way to his next job. When the vehicle ahead of him in the drive-thru didn’t move, two staff members came out to check and then called for help. Mike jumped out his truck to find the driver unresponsive but still breathing.

Mike immediately sprang into action by taking the man’s pulse and starting CPR. After just a few compressions, the man started coughing. Moments later paramedics arrived and continued responding until he was stable enough to transport to the hospital. Mike helped load him into the ambulance and then stayed on site to help comfort those who witnessed the event.

As Mike’s heroic story illustrates, it’s so important to have CPR training. If you’ve never taken a class or need a refresher, please do. You never know when you may need to jump in and help save a life just like Mike did.

Mary Williamson, A.B.M.



Local 47 business representative Terrance Bynum, organizer Rick Garcia, Robert Manderdole, Greg Vetter and Ed Hatz provided support at Long Beach’s COVID-19 food drive.

Unit Updates

L.U. 47 (lctt,mo,o,u,&uow), DIAMOND BAR, CA — Greetings brothers & sisters, here are updates from our units: Anaheim & Colton — Bargaining continues with more dates scheduled; Banning — City proposed both groups give some form of unpaid furloughs due to the economic downturn, results of COVID-19; Irvine Ranch Water District — Working through housing rental agreement; City of Long Beach — City requested a re-opener due to the budget deficit with the ongoing COVID-19 pandemic, also organizing the Supervisor’s Unit; San Bernardino County Water — County wanted to hold the new top step wage, but have decided to hold off; Line clearance tree trimmers — We’re continuing to keep contractors honest. Representatives are in the field cleaning up membership paperwork; Morongo — We have an arbitration scheduled with the Tribal Court for a grievance on scheduled shift changes; Edison — On the Irwindale Body Broker Case, the arbitrator ruled the company didn’t violate the agreement and denied the grievance.

Local 47’s Christmas celebration has been canceled due to COVID-19 restrictions.

We’re saddened to report the deaths of Local 47’s brothers Matt Foreman, Larry Matthews and Charles Anderson, as well as Eric Wickstrom from Local 2150, who was working in our jurisdiction. Our condolences and prayers are with their loved ones.

Mitch Smith, P.S.

Time for Illinois Energy Solutions

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — For years, the energy generation landscape in Illinois has been challenging for in-state producers. With no relief in sight and the recent closure of four coal plants, there are legitimate concerns about pricing and reliability. The Illinois State Conference of the IBEW and

each affected local have prioritized energy legislation. Renewable resources are an emerging part of the energy sector; however, the importance of baseload generation cannot be overlooked. At least for the foreseeable future, it will need to remain a major source of reliable energy. There is an immediate need for all the stakeholders to come together and come up with common sense solutions. Local 51 will continue to work with our employers as well as other stakeholders and legislators

to find viable solutions.

Because of the generosity of our members and sponsors, we were able to award 15 annual scholarships via a blind draw this summer. The winners (and member sponsor) are: David Pluester (Daniel Pluester), Charles W. Corley III (Bill Corley), Gavin Regnier (Mike Regnier), Erin Lingenfelter, Hannah Carpenter (Cecil Carpenter), Katelin Dirr (Jill Dirr), Haley Ginger (Mike Ginger), Adrienne Snethen (Brad Snethen), Dawn Sarginson (Shane Sarginson), Andrew Cook (Tony Cook), Chesleigh Shreves (Scott Shreves), Mitchell Aimone (Jeff Aimone), Matthew Buttry (Cale Cecil), Ian Smith (Kathryn Smith-Frank), and Lauren Pals (Aaron Pals).

We regret to inform you that Brother James B. Masten passed away in May. Brother Masten was initiated into Local 51 in July 1966. In 1994 he transferred to Local 702, but returned back to his home local in June 2006. Our condolences to his family.

Karlene Knisley, B.R.

Grateful to Deployed Brothers

L.U. 55 (c,lctt,o&u), DES MOINES, IA — Two Local 55 brothers are currently deployed overseas with the Iowa National Guard.

Brandon Hargens enlisted in the Iowa Army National Guard in 2010 and served as a Blackhawk helicopter mechanic for two years. In 2012 he became a crew chief, where he coordinated maintenance, flew as a door gunner and was responsible for cargo and passengers while in flight. In 2019 he completed non-rated crewmember flight instructor school. On top of flying missions, he now trains and evaluates other crew chiefs on flight duties. He is currently on his second deployment overseas after serving in Iraq in 2014-15. In 2017, he joined the Missouri Valley Apprenticeship Program, where he is currently a 4th-step JL apprentice.

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| | | | |
|------------------------------------|--|---|-----------------------------------|
| (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 | (uow) Utility Office Workers | (tm) Transportation Manufacturing |
| (ei) Electrical Inspection | (mo) Maintenance & Operation | (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.

Sergeant Major Ricky Ayala enlisted as an Infantryman into A Co. 1-133rd IN Iowa National Guard in October 2001. He received basic and advanced individual training at Ft. Benning, Ga. Sergeant Major Ayala spent nearly 18 years in Assassin Company, where he grew through the ranks. Sergeant Major Ayala is currently enrolled in the U.S. Sergeant Major Academy and holding the position in HHC as the Command Sergeant Major. Sergeant Major Ayala deployed to Afghanistan in 2004 as driver/ gunner, to Kosovo in 2007 as a driver/rifleman and to Afghanistan again in 2010 as a squad leader. He is currently deployed to the Middle East for his fourth overseas assignment. Sergeant Major Ayala became a member of Local 55 in November 2006 and is a journeyman lineman.

The officers and membership of Local 55 thank Brothers Hargens and Ayala for their service to our country and our local union.

Terri Vitiritto, Treas.



Brothers Brandon Hargens (left) and Ricky Ayala (right) are both deployed overseas with the Iowa National Guard. Thanks to them both for their service.

Coming Together in Tough Times

L.U. 77 (lctt,mt,o,t&u), SEATTLE, WA — On Feb. 27, 2020, Brother Daniel Hoffman, an apprentice hydro operator for Columbia Basin Hydro, was involved in a horrific vehicle accident while on the job. The injuries from the accident left Daniel a quadriplegic. Upon hearing the sad news, the brothers and sisters of Local 77 sprang into action and put together a benefit raffle for Brother Hoffman. Donations and raffle items started to roll in from all over Local 77's jurisdiction. Because of COVID-19, the fundraiser was held online and live via Facebook. All said and done, \$7,800 was raised from the online raffle. This could not have been possible if not for the incredible brothers and sisters of this great union. Lindsay Hoffman, Daniel's wife, was beyond grateful to Local 77 and its members. Special thanks goes out to members Sara Langus, Josh Ressa, Brandon Arkle, Business Rep. Jen Watson and Business Rep. Dave Garegnani. Please work safe, play safe and be safe.

Brandon Arkle, Exec. Board



Local 77 apprentice hydro operator Daniel Hoffman was paralyzed on the job in February.

Family Drive-In Night & COVID-19 Updates

L.U. 103 (cs&i), BOSTON, MA — As this crazy year continues Local 103 is pushing through! We've never experienced obstacles and challenges like we've seen this year. COVID-19 has wreaked havoc on every aspect of our lives. It has brought us stress and anxiety about our kids' school schedules, adjusting to new safety measures, economic uncertainty and the cancellation of many events that we look forward to throughout the year.

But, despite it all, we're doing our best to have a productive year at Local 103. Jobs have re-opened and we continue to safely go back to work.

Local 103 hosted our very first Family Drive-in Movie Night in September. Moms, Dads and kids sat safely in their cars, on blankets and beach chairs and enjoyed a drive-in movie just like the old days. It was another great family event for the membership.

Business Manager/Financial Secretary Lou Antonellis announced that we won another huge mega-infrastructure project at Logan Airport's Terminal E. Local 103's plan to take back the airport is working and it's paying off for our contractors and members.

I look forward to seeing you all very soon, but in the meantime please keep yourselves and your families safe and healthy. Be vigilant and careful as you interact with each other. Wear a mask, social distance and, most importantly, take care of yourselves.

Jimmy Fleming, R.S.



Sister Cheryl Arrant organized Local 125's first Red Cross blood drive in September.

Giving Back, Giving Blood

L.U. 125 (lctt,o,t&u), PORTLAND, OR — During these challenging times, it is important not to lose sight of who we are. As our IBEW Constitution's Declaration says, "Our cause is the cause of human justice, human rights, human security." Thus, we must serve our communities.

Cheryl Arrant, a member of Local 125's staff, searched for a place to donate blood and was not successful. After talking with Business Manager Travis Eri, she polled staff and elected officers to gauge interest. Once certain that we could meet the Red Cross requirements, Arrant arranged the local's first blood drive on Sept. 1.

"We are all service-minded," Arrant said. "This was a great way to do something together while providing a necessary resource for our community. Giving blood is simple, and it can truly save lives." Eri commended Arrant for organizing the event. "Cheryl identified a need and found a way to meet it. It was great to see everyone jump on board and participate."

Based on the event's success, the local will explore hosting another blood drive and open it up to our membership in the Portland area as well. Visit www.redcrossblood.org for information to consider hosting an event for your unit.

Marcy Grail, A.B.M.



Alan Jones, Ross Mullis and Russell Harper on the set of Local 177's new TV show, "Powering Jacksonville."

Jacksonville TV Audience Gets IBEW Education

L.U. 177 (bo,ees,govt,i,mo,o&pet), JACKSONVILLE, FL — Local 177's Executive Board made the decision to purchase some TV time, and because of the pandemic, we got a pretty good deal. Local 177 has our own half-hour TV show airing once a month on two different local channels for six months.

We just finished our first show and covered topics such as, "Who is IBEW 177?," and some of the history of Local 177, Labor Day and the labor movement. We will have different topics each month. It was a lot of fun doing the show but a lot more work than expected since none of us are real celebrities.

As of press time we have lost one brother to COVID-19 and 42 others have tested positive that we know of. Hopefully by the time this is published the virus will be subsiding. Work has slowed for our area because of the pandemic and several projects have been postponed to future dates. But the Spring of 2021 looks pretty good for us as we see it now with FIS and Kings Bay each taking around 80 men, plus several more hospital projects scheduled for next year. Thanks goes out to all the locals that have been able to employ our traveling brothers and sisters.

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

Thanks to Essential Workers

L.U.197 (es & i), BLOOMINGTON, IL — We would like to thank our members who have been performing through the COVID-19 epidemic. We have been deemed as essential workers and it is about time the public takes notice about how important we are to society. The professionalism of showing up to work, following guidelines and continuing to complete projects is a great testament to our trade.



Local 197 President Matt Strupp addressing the members about the upcoming work situation in the jurisdiction.

Recently we had nominations for officers and all of the officers were elected by proclamation. Congratulations to the officers, and we are looking forward to leading the local for the next three years. Thanks to Brothers Jake Goar and Greg Potter, who have served as vice president and Executive Board chairman. Both of these brothers have been dedicated to the local and the entire labor movement. They have proven to be excellent role models for younger members, and we hope new incoming members have the same dedication to the IBEW as these two.

Our work has picked up this year and thanks to all the travelers and our local members for shining. The reports coming in from customers and contractors are encouraging. Keep up the good work, get involved in the local and stay involved!

Mike Raikes, B.M./F.S.



The logo for the first IBEW Cyber Games, which started with members of Vancouver Local 213's NextGen committee but quickly grew to include 50 members from 11 locals across Canada.

Canada Cyber-Games Tournament Promotes Brotherhood

L.U. 213 (c,catv,em,i&u), VANCOUVER, BC — "Consistently Buzzed," the team representing Kamloops, BC, Local 993 took the crown in the first IBEW Cyber Games on June 20. The multi-team online game/E-sports tournament started as an effort to connect members within Local 213's NextGen but quickly snowballed into a Canada-wide event with over 50 members representing 11 locals from Vancouver Island to Nova Scotia.

Second place went to "Six Two Dive" from Halifax, NS, Local 625, and third went to "Say Watt," a team made up of members from LU 213 and Hamilton, ON, Local 105.

"In this time of physical distancing, we were looking for a way to stay connected and engaged within our NextGen members," said Manny Randhawa, Local 213 NextGen Committee Chair. "We proposed a cyber games tournament, and the idea caught fire."

Members could register individually, or as a team of three. As word spread amongst the First District locals, the tournament quickly filled up, and a waitlist was needed well before registration closed.

LOCAL LINES

In addition to bragging rights, up for grabs were Milwaukee power tools, Bose bluetooth speakers, and a plethora of IBEW swag. Keep an eye on ibew213.org/ibew-cyber-games for our next tournament, where we hope to go North America wide.

"We'll be turning this into an annual event so for all IBEW gamers out there, start practicing," Randhawa said.

Todd Nickel, P.S.

Meetings Resume & Upcoming Elections, Negotiations

L.U. 245 (govt, lctt, o, rtb, & u), TOLEDO, OH — In my almost 50 years in the IBEW I have never seen our union go three consecutive months without a monthly union meeting, but I did this year. We had our first union meeting in four months in June while adhering to all the new guidelines. This was very different, but it went off without a hitch. We have seen a lot of changes in the last few months wearing masks, social distancing, and varied work schedules. Although these things are inconvenient, they seem to be working. As of this writing we have no known cases of the virus among our membership. Keep up the good work.

With all that said, the hall has not just been sitting idle. Besides the meetings and conference calls, they have completed all pending negotiations. The Davis-Besse contract is up next and will be the first negotiations with Energy Harbor.

Energy Delivery graduated another class of line-men in June to bolster their ranks. Work on the Outside is good and looks to continue to the end of the year. We also had a few of our Outside apprentices graduate to journeymen. We wish all the new journeymen a long and safe career.

Lastly, we have union elections coming up this fall with nominations being made at the September union meeting. Eligibility to run for an office is a two-year membership in good standing. Retirements are taking a toll on the union leadership, and there will be many holes to fill. Please consider running for one of these positions. Until next time, work safe and follow existing guidelines.

Ray Zychowicz, P.S.

Wiring History in Missouri

L.U. 257 (em,i,rtb,rts,spa&t), JEFFERSON CITY, MO — Members of Local 257 working for signatory contractor Meyer Electric recently wrapped up a nearly two-year renovation of the Missouri State Capitol in Jefferson City. The \$30 million project refurbished parts of the 105-year-old building's crumbling façade and dome. Pictured below, a crane lifted the 10-foot, 6-inch statue of Ceres, Roman goddess of agriculture, back atop the dome near the end of the project.

Anthony Edwards, P.S.



The statue of Ceres, Roman goddess of agriculture, was craned back atop the Missouri State Capitol dome after a 2-year renovation that involved members of Local 257 working for Meyer Electric.

Working Responsibly

L.U. 269 (i&o), TRENTON, NJ — At the writing of this article, times are anything but normal. The COVID-19 virus has upended life as we know it in our local, in our country and in the world. With all aspects of American business being severely curtailed or shut down completely, the construction industry has not been immune to the unprecedented challenges posed by the coronavirus pandemic. Layoffs, furloughs and unplanned time off has been the order of the day.



Members of Local 269 working on the expansion of the Penn's Neck sub-station serving Princeton University.

Countless brothers and sisters are finding out firsthand how lucky they are to have the exemplary support system provided by their local union as they try to navigate these most trying of times.

That being said, there were still job sites open in the midst of the pandemic, and our members were on site to make sure the work got done. Fortunately, PPE is second nature to our workforce, so our members had no trouble familiarizing themselves with all the equipment needed to make sure they work safely while always keeping in mind the safety of others. And making sure all workers have access to the proper equipment should be priority No. 1 for all our union contractors as well as our leadership at the hall. Be well and stay safe.

Brian Jacoppo, P.S.

Scholarship Recipients Announced

L.U. 357 (c,i,mt&se), LAS VEGAS, NV — It is with much pride we would like to introduce to you the recipients of this year's scholarship: Symone Walker, Mara Lee, Lauryn Strange, Giovanni Corley and Ashlyn Riggio.

We are proud of all of our graduating seniors and hope that they have bright futures, whatever path they may take. With great satisfaction, we offer these ladies a helping hand on the next adventure in their lives.

We would also like to shout out to the Volunteer Action Committee (VAC) for their hard work and service to our community. This past month our members spent a day of service at the Rescue Mission here in Las Vegas delivering much needed supplies for the men, women, and children who find themselves in need.

We are grateful to all of our members that step up when the call for assistance is made.

In these times, we wish you all well and good health.

Jennifer Templin, P.S.

Getting Back to Work

L.U. 375 (catv,ees,et,govt,i&mo), ALLENTOWN, PA — The last few months have been interesting in navigating our "new normal." When the shutdown orders first hit the counties we service, we worked hard to get answers for our membership throughout all of our industries. On the construction side, we would like to thank the International Office for working with the National Electrical Contractors Association and putting together the National Disease Emergency Response Agreement (NDERA) in such a timely manner. This agreement provided some clarity and stability to our membership throughout the early stages of the ongoing pandemic.

Local 375 has been working tirelessly to get all of our members back to work safely. Although we have had one of the best summers in years as far as manpower and job numbers, we are anticipating that work will slow down a bit throughout the fall and winter seasons. However, our local will continue to work with the developers, the Chamber, our political friends and foes, and of course the most important, our customers, to ensure future work opportunities for our membership. Stay Safe. Stay Healthy.

Justin Grimshaw, A.B.M.

Steady Work Picture Despite COVID-19

L.U.449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, ID — I hope that everyone and their family and friends are well and safe. This year has been hard for everyone. The constantly changing guidelines about the COVID-19 virus from the CDC, OSHA, the Department of Labor and the states have had our members and contractors scrambling for any information they can get. We all need to work together to keep each other safe.

Fortunately, our trade requires that skilled

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50/50 poly-cotton blend hooded sweatshirt, IBEW silk-screened in white on left chest and full logo on back.

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www.ibewmerchandise.com



This year's Local 357 scholarship recipients, left to right, Lauryn Strange, Mara Lee, Giovanni Corley and Ashlyn Riggio. Not pictured, Symone Walker.

craftsmen and women have to be physically on the job to get the work done. Work in the local has been fairly steady with some calls coming in still.

Congratulations to Brothers Clarence Hammond, Thomas Dahlquist, Lynn Greener, David Inskeep, David Mitani and Sister Kathy Petersen on their retirements. Thank you for being part of the local, and I hope you have a long and exciting retirement. We remember Brothers Kenneth Rinehart, Mike Harrington and James Weimer, and our heartfelt condolences go out to their families and friends. I did not have the opportunity to know Ken, and I worked for Mike several times. Jim was the first training director that worked solely for Local 449 and I was one of his teachers. He took our JATC and training in our local to a new level. They will be truly missed.

In closing, I hope everyone stays safe. Look in on your brothers and retirees. Remember, our bonds are what keep us strong.

Chris Lochridge, Pres.

IBEW 569, Clean Trucks Win

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA — Local 569 members are hard at work as critical infrastructure workers building stronger communities, and staff continues to build a pipeline of work to rise above the recession.

Recently, the California Air Resources Board adopted a groundbreaking Clean Trucks standard, creating America's largest market for electric trucks. This is a major milestone for cleaner transportation, healthier air and a zero-emissions future, and will accelerate high-quality jobs and skilled training opportunities for IBEW 569 electricians! We were proud to work with fellow unions, environmental and community allies, public health and environmental justice partners to advocate and advance this vital regulation.

Additionally, we have finalized a PLA on \$1.4 billion of work for Local 569 and Building Trades members. The San Diego Pure Water PLA has been many years in the making, and we are looking forward to breaking ground on this project that will help our region become water independent.

Finally, we congratulate to our Electrical Training Institute graduating apprenticeship class of 2020! A total of 70 apprentices are now journeymen, and we are so proud of you! We hope to have the class of 2020 join the class of 2021 in one big celebration.

Gretchen Newsom, Political Dir./Organizer



Local 569 members are proudly building stronger communities, including hospitals and medical offices in East County.



This year's Local 611 election committee: Top row, left to right, Eddie Roman, Darrell J. Blair, Patricia Martinez and Eric "Badger" Garcia; bottom row, left to right, Melissa Shive, Aaron Sanchez, JD Tratechaud, Raymond Gurule and Jim Harrison.

Local Offices and November Elections

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — Our local union's election was held in July with the runoff held in August. Out of 2,450 members, only 675 ballots were returned. The election winners are Business Manager Pete Trujillo, President Alfonso "Fonzie" Martinez, Recording Secretary Jason "Hippie" Bowers and Treasurer Mark Trujillo. Executive Board members are Julio Vigil, Hunter Wood, Kenny Ortiz, Levi Wilson, Raymond Cantrell, David "Gumpy" Griego and Ruben Romero Jr. Members going to the IBEW convention are Jerome Garcia, Jason "Hippie" Bowers, Pete Trujillo, Baudillio (Bobby) Baca, Mark Trujillo, Hunter Wood, Kenny Ortiz and Laura McCormick. Congratulations to all of the winners and convention delegates.

We have had to cancel our Union meetings due to the pandemic, but we should be opening sometime in the near future.

Santos Griego, a Local 611 member is running for New Mexico State Representative in District 7 in Valencia County. Good luck, Santos. Also, this is a presidential election, so make every effort to vote.

Work had been slow the last several months, but Facebook has been putting in calls since August and work should be picking up soon.

Happy Thanksgiving, Merry Christmas and Happy Holidays to everyone.

On behalf of the local I send condolences to the family and friends of: Henry J. Mall Jr., Dallas Akin,

Richard "Chigger" Rarrick, Manuel Alvarado, Donald J. Brady, William Odell, Robert F. Knight, Victor Lajunesse, Ronald D. Craig, Lyle J. Griffin Jr, Wayne T. Deskin, John W. Mueller, John L. Plath, Doyle Garrett, Roger Hattersley, Guy Ozment, James H. Brown, Stephen "Steve" Justus, Genevieve Sandoval, Sisto A. Garcia and Jerry Billings.

Darrell J. Blair, P.S.

Remembering a Labor Hero

L.U. 617 (c,i,mo&st), SAN MATEO, CA — At a time when social responsibility is of upmost importance, I am reminded of workers' rights pioneer Frances Perkins.

In 1910, Perkins became Executive Secretary of the New York office of the National Consumers League. She campaigned for sanitary regulations for bakeries, fire protection for factories and legislation to limit the working hours for women and children in factories to 54 hours per week.

On March 25th, 1911, she heard fire engines and then witnessed one of the worst workplace disasters in U.S. history. The Triangle Shirtwaist Factory fire was devastating, killing 146 people, mostly young women and girls. Frances watched as fire escapes collapsed and fireman ladders couldn't reach the women trapped on the 8th floor by the flames. She watched 47 workers leap to their deaths. These women weren't just tragic victims; they were heroes of the labor force. Frances resolved to make sure their deaths meant something. Perkins helped draft the most comprehensive set of laws regarding workplace health and safety in the country. Other states soon followed.

She was asked by President Elect Franklin D. Roosevelt in 1933 to serve as Secretary of Labor. She told him she'd accept the job only if he agreed with her goals: a 40-hour work week, minimum wage, unemployment and worker's compensation, abolition of child labor, federal aid to the states for unemployment, Social Security, a revitalized federal employment service, and universal health insurance. He agreed. Her successes became the foundations of the New Deal and changed the country and its workers forever.

So while you may not know her name, you certainly know her legacy. This is the kind of being that will restore our great nation.

Kenn Perfitt, P.S.

24th Ironman Fundraiser a Huge Success

L.U. 627 (u), FORT PIERCE, FL — Greetings, brothers and sisters! It has been quite a while since our last article and we are honored to be back in the Electrical Worker! These have been unprecedented times that have definitely impacted all of our members in one way or another. That being said, Local 627 is extremely proud and confident in our members. These past few months have been a testament to the commitment of

our brothers and sisters to provide the safest skilled labor, no matter the odds.

Our 24th Ironman Fundraising event took place Aug. 8 and was a big success despite the current conditions. It was a safe and fun-filled day, raising funds to support youth programs in our community. Local 627 would like to send out a huge thank you to all of the volunteers who made this possible and to the Ironman Committee, led by Brother Peter Allen, for your spirited efforts!

Brothers and sisters, please continue to be your brother's keeper and honor the Code of Excellence with pride, skill and solidarity!

Fernando Salcedo, P.S.



Local 627's 24th Ironman event raised much-needed cash for youth programs in the Fort Pierce community.

COVID and Bargaining Updates

L.U. 649 (i,lctt,o,rts,spa&u), ALTON, IL — A few updates for members from the Local 649 office:

We are currently in negotiations with Argosy Casino; We have completed negotiations with Industrial Motor Repair, with a good wage/benefit increase package; Negotiations at P66 Refinery with the GPPMA are beginning.

COVID-19 has had a negative impact on construction projects, pushing many into 2021. This year's Membership Development Conference was held virtually due to COVID-19. Even while dealing with COVID-19 and the Trump attacks against unions, the IBEW has had a good year in organizing new members into the IBEW. Congrats to all our new IBEW members and congrats to all IBEW organizers on your hard work.

This year's annual Labor Day parade and festivities were canceled due to COVID. This is a very difficult time for many, and our thoughts and prayers go out to all who are struggling and have lost family members during this pandemic. Thoughts and prayers also go out to our deceased members and their families.

Thank you to all organized labor for staying Union Strong during these difficult times. Get out the vote and vote blue!

Terry Wilhite, P.S.

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LOCAL LINES



IBEW 683 members installed the electrical systems for 105 Critical Care Decontamination Units. Pictured, left to right, W. Casey Flanagan, Blake Roddy, Jason Lovell, Jon Henry, Mike Granger, Ryan Linard, Randy Cremeans, TJ Flanagan and Cory Rinehart. Not pictured, John Layman and Anthony Smock.

Essential Workers Step Up in Ohio

L.U. 683 (i), COLUMBUS, OH — Brothers and sisters, thank you for your understanding and patience during these uncertain and challenging times. Your skill and dedication providing essential services throughout our community during this global pandemic demonstrates what our organization is all about! Local 683 members have gone above and beyond to meet the needs of our customers and community.

Some examples of our members contributions include installing temporary power for a dozen tents outside of many hospitals across the Columbus metro area. The tents, which are now used for coronavirus testing, are also being utilized to assist with social distancing. The installation of these tents alleviates congestion in waiting rooms, lobbies, and many other areas inside the hospitals. In addition, members have worked many hours inside hospitals to prepare for the care of coronavirus and other patients. Members teamed up with Battelle facilities electricians to install the electrical systems in 105 Critical Care Decontamination Units that were shipped all over the U.S. to overwhelmed hospitals where sterile PPE supplies had been depleted. Starting in late March, the critical timeline required the manufacturing team to complete and test, on average, 5 CCDS units a day, completing the 105th on May 1st. Work and stay safe.

Pat Hook, Pres.

A Return to 'Normal' & New Business Manager

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY — As of this writing, we at Local 1049 are, God willing, on the tail end of the COVID-19 curve. With the easing of the NY governor's "Pause" mandate, we are slowly returning to "normal". Most of our members who were furloughed are all back to work. Members who have been working from home are slowly returning to the workplace. The pandemic, unfortunately, led to the cancellation of our Annual Golf Tournament, the All Long Island Softball Tournament and our picnic. On behalf of new business manager Pat Guidice, I wish to commend the membership for working safely, all while maintaining the integrity of the electric and gas systems.

Election Day is Nov. 3. Before casting your ballot, ask yourself the following questions: "What has this candidate done for Labor's Issues?"; "What has this candidate done to support workers' rights, col-

lective bargaining, health care and/or the National Labor Relations Board?"; and "Where does this candidate stand on energy issues?" Prior to Election Day, the membership will have received a list of Local 1049-endorsed candidates. These candidates have been fully vetted and they strongly support Labor's issues.

Thomas Dowling, R.S.



39-year member Pat Guidice was elected business manager of Local 1049 in August. Guidice had served as assistant business manager since 2017.

Congratulations, Graduates!

L.U. 1205 (em,govt,i&u.), GAINESVILLE, FL — We would like to congratulate the Gainesville Electrical JATC graduating class on their hard work: Andrew Saxon, Dylan Danzeisen, Rowan Singleton, Roger Ellzey, Myron Hargon, David Darby, Matthew Vaughn, Kalob Benton and Greg Smoak. As you graduate, your journey is only beginning. The earning potential for skilled tradesmen is only going to continue to rise. Our industry needs leaders, and you have shown that you have what it takes to lead us into the future. Continue to move forward in your careers and set a fine example to those who will now call you Journeyman.

We would also like to give special recognition to Local 1205's RENEW committee on the fundraising they have been doing. Their most recent raffles and events netted a \$1,000 donation to the Local 1205 Sick and Needy Fund. In these uncertain times the selfless acts of these young men and women is indicative of a bright future for our brotherhood.

Jonathan Howell, P.S.

Local 1347 Business Manager Andrew Kirk BM with Gary McIntire and steward Matt Land of NAES outside the Middletown Energy Center.



Welcome to New Members!

L.U. 1347 (ees,em,ptc&u), CINCINNATI, OH — On Aug. 3, employees of NAES Cooperation, which is located at the Middletown Energy Facility, had a ratification vote for a brand-new collective bargaining agreement between the union and the employer. The organizing campaign began one year ago, with the help of Chad Donathan, Chuck Tippe and Ted Robison. Despite the challenges we faced throughout this pandemic, Local 1347 managed to get the new contract ratified and passed. We are very excited to have these new members join our local and further our relationship with the company. A big welcome to our new members!

Andrew Kirk, B.M./F.S.

Business Manager Elected DNC Delegate for 3rd Time

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD — Business Manager/President Dion F. Guthrie, who has served his local as business manager for 51 years, had the honor to be elected as a delegate to the Democratic National Convention, held virtually in August due to the COVID-19 pandemic. He served as a delegate for Democratic nominee Joe Biden. Being an elected delegate for a presidential election is an honor Brother Guthrie has achieved for the third time. He was also elected as a delegate to the 2008 Democratic convention in Denver and to the 2012 convention, held in Philadelphia. "This has been an honor and privilege to achieve this record, and I am humbled by the experience," Guthrie said.

James Boyd, F.S./P.S.



Business Manager Dion Guthrie experienced his 3rd Democratic National Convention as a delegate a little differently this year. The convention was held virtually due to the COVID-19 pandemic.

New Officers Announced

L.U. 1547 (c,em,i,lctt,o,t&u), ANCHORAGE, AK — The International Brotherhood of Electrical Workers Local 1547 announced the results of its statewide leadership election.

Dave Reaves was re-elected to a three-year term as business manager/financial secretary. "It's an honor to be re-elected," said Reaves, who ran unopposed. "It's truly humbling. The membership believes we're headed in the right direction. Over the next three years my administration will continue to focus on economic growth, increasing market share, ensuring safety in the workplace, and building solidarity within the membership."

Other members who were elected or re-elected to three-year terms were: President Vince Beltrami; Vice President Jesse Young; Secretary Laura Bonner; Treasurer Cecil Colley III; Executive Board members Eric Runyan (Unit 101), Tim Brannan (Unit 102), Tucker Harper (Unit 103), Sven Westergard (Unit 104); and Examining Board member Randy Taylor (Unit 104).

Melinda Taylor, P.S.

Don't Get Complacent

L.U. 1579 (i&o), AUGUSTA, GA — Our work situation is great! We are blessed with the largest construction job in the country, the Plant Vogtle addition of Units 3 & 4. This job is currently working a 6-day schedule. We also have other major projects that are working overtime, jobs that we benefit greatly from.

Although we have these projects, there is a whole other nonunion world that would love to have our work, work that we currently control.

There are other projects in the area we were sure that we had, but several were awarded to the nonunion. These are large projects that we work hard to get and are usually competitive because we are more qualified. It alarms me that the nonunion contractors are able to pick up these projects. It also alarms me that our senators and congressmen are actively helping these nonunion contractors get work. In fact, there is a U.S. congressman that owns one of the largest nonunion contractors in the area.

That said, we do not need to get complacent. We do not need to take for granted that most of the large jobs go to union contractors. Our competition is very active and getting smarter. They are implementing watered-down apprenticeship and safety programs and bragging on their attendance record compared to ours.

We are better equipped to do these projects and I will continue to be aggressive. We should never rest until we have all the work.

Until next time, God bless!

Will Salters, B.M./F.S.

WHO WE ARE

Extraordinary Team Effort in New York Saves a Brother's Life



New York Local 3 leaders including Business Manager Chris Erikson (4th from right) presented the Lifesaving Award to (holding plaques) Pete Schulman (3rd from left) Frank Saladino, Tom Kenedy, Anthony Solazzo and Jack Dromm.

When the heart stops pumping, damage doesn't begin immediately.

By minute six, the heart muscle begins to die. After seven minutes without treatment the chance of survival is only about 25%. Irreversible brain damage starts at 10 minutes.

New York Local 3 member William "Bill" Randel's clock started ticking some time around 2 a.m. the morning of August 17, 2019.

Randel is a critical systems specialist, a journeyman inside wireman who works with energized circuits. That night, he was inside John F. Kennedy Airport's Terminal 4, substation E1. The station has rows of switches arrayed like the stacks in a library. Every row is open at its end. You can be close to other people, but if you are on the other side of the stack, working alone as Randel was, you are out of sight.

That morning, he was doing maintenance work on a 5,000-amp, 480-volt circuit breaker enclosure. His crew were modifying a single switch, shutting off power to a corner of the airport.

Tony Solazzo was removing and retying cables that ran into the switchgear that was being reset. He joined Local 3 more than 35 years ago after a day when he looked at his life as a salesman at an investment bank and realized, college degree or no, this life wasn't for him.

Solazzo, foreman Pete Schulman and fourth-year helper Tom Kenedy were inside the substation on the other side of a bank of panels from Randel.

Frank T. Saladino, Jr., a 37-year, third-generation member of Local 3, was with a team of journeymen wiremen installing a temporary generator. When the switch was shut down at the substation it killed the power at the office of a baggage handling department, and the generator would allow the passengers coming in at that late hour to get their baggage. The rest of the substation was live, however.

Saladino was 100 feet away from the substation when Randel's clock start-

ed ticking.

"Billy disconnected the power source so that we could function safely, and begin our work," Saladino said. "While we were busy performing our tasks, I was told Billy continued standard maintenance of the substation which may have included cleaning the remaining switches in an effort to prevent future problems." It was Jack Dromm — who served in the Coast Guard before joining Local 3 — who found Randel.

"He yelled 'Man down. Get out of the gear!'" Solazzo says.

Solazzo ran around the stack and saw Bill on his back.

"Right away, I put my hand on his chest to see if he is breathing and it was weird. I don't have a lot of experience with this. I got a gasp now and then, but it wasn't really breathing," he said.

Dromm started chest compressions. Someone called 911. Solazzo took over. Then Schulman. Then Kenedy.

Saladino said he has no idea how long it was before he crossed the 100 feet.

He had been a lifeguard for four years, starting at age 17. He saw no one was giving mouth to mouth and knew the brain needed oxygen. He heard it was no longer necessary and that chest compressions are enough.

"But," thought Saladino, "what if they're wrong? And I'm just standing here. What if it could help?"

"I could never forgive myself if Billy survived and had little or no brain function. So, I thought, 'I guess it's me, God,'" he said.

After a few disjointed efforts, where a compression came on the same beat as a breath of air, Kenedy coordinated.

"Like a conductor," Saladino said.

The clock hit 20 minutes, then half an hour. He worked, Solazzo said, until Dromm or Schulman tapped him on the shoulder and said, "I got this."

"Billy is a huge guy, and I felt like I was dancing on this poor guy's chest. I didn't want to break ribs, but I wanted to move blood," Solazzo said.

Thirty-five minutes after they began

CPR, someone, they aren't sure who, showed up with an AED, an automated defibrillator, the shock pads that can get a heart pumping.

"We all got a break when they hit him," Solazzo said.

The first time the computer tried to detect a heartbeat and found nothing

"We shock him with this thing, and he jumps off the floor and nothing. It says, 'Continue CPR.' Then it talks again. Then boom! Billy jumps up in the air again," Saladino says.

At 2:50, the police finally arrived. Then the EMS. Getting to the bowels of the airport's restricted areas had taken an eternity.

"When they took him out, I didn't think he would make it. He showed no sign of improvement," Saladino said.

"I am basically a hopeful person but I couldn't have given you odds. It seemed he was out for quite awhile. Ultimately, it was in God's hands, so I walked away hopeful. This is a man's life, and I don't take it lightly, but after you do everything you can it's out of your hands," Solazzo said. "He wasn't gone. And as long as there is life there is hope."

The hope turned out to be well-founded. Randel was in the ICU for two weeks and was released from the hospital after the third week. He has since returned to work.

Solazzo, Saladino, Dromm, Schulman and Kenedy were all presented with the IBEW Lifesaving Award at the July 9, 2020 General Membership meeting in the auditorium of Local 3's Electrical Industry Center.

They were also recognized by the Detectives Endowment Association of the Port Authority of New York & New Jersey Police Department, which presented an American flag flown at the World Trade Center to Local 3. The Port Authority runs the five New York-area airports, including JFK.

At the ceremony, Kenedy spoke. "Stay alert and always be safe. Things can go wrong on even the simplest tasks," he said. ■



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

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Stadium rendering courtesy of the Worcester Red Sox.

Regional Approach Brings ‘IBEW Strong’ Diversity and Excellence to Stadium Project

A strategic partnership between two IBEW locals in Massachusetts helped union electricians win work on a minor league baseball stadium while also promoting the brotherhood’s longstanding values of diversity and excellence.

“We got this very high-profile job thanks to a joint effort, a regional approach, with Boston Local 103,” said Worcester, Mass., Local 96 Business Manager Thomas Maloney. The job is Polar Park, the 10,000-seat new home of the Worcester Red Sox. “It’s a key component in the redevelopment of our home city’s Canal District.”

As a result, up to 60 IBEW members from both locals were hard at work installing the electrical and telecommunications systems on the project in recent months, with the number varying based on workload and scheduling demands. Maloney also noted with pride that when the new ballpark opens in April, it will have been built with a significant percentage of women and minority electrical workers, something that falls in direct alignment with the goals of the union’s “IBEW Strong” equity and inclusion initiative.

“We have a lot of diversity on this job,” Maloney said, noting that he and Local 103 Business Manager Lou Antonellis have always aggressively worked toward increasing the number of veterans, women and people of color into the ranks of both local unions. “We want to make sure everyone has an opportunity,” he said.

“IBEW Strong helps our union represent the interests of every single one of our members, no exceptions,” said International President Lonnie R. Stephenson. “It’s a natural outgrowth of what this union has stood for since its beginning,



Polar Park, the new stadium for Minor League Baseball’s Worcester Red Sox, is an IBEW Code of Excellence project that’s being built by a diverse group of members from Worcester, Mass., Local 96 and Boston Local 103.

making sure that no one who joins our ranks ever feels less important than anyone else, for any reason.”

The Worcester Red Sox — or WooSox, for short — are a Triple-A affiliate of Major League Baseball’s Boston Red Sox. Since the 1970s, the affiliate had been based in Pawtucket, R.I., and in recent years, the team’s owners explored several scenarios aimed at keeping the team playing there. When none proved satisfactory, in 2018 the owners announced that they would be moving the team 35 miles north to a brand-new ballpark in Worcester.

But it was by no means a lock that electrical work on the new stadium would go to the IBEW, Antonellis said. “Public works projects in Massachusetts are not guaranteed to be union projects,” he said. “We compete with nonunion contractors a lot, especially outside of Boston.”

So, when the team’s move and new stadium were announced, Maloney said, “we immediately started lobbying City Hall. We wanted that work.”

“We had to win it,” Antonellis added, “to get that IBEW flag planted in Worcester.”

Combining both locals’ resources ultimately helped the IBEW gain the work, although despite the two business managers’ best efforts, the job failed to achieve a project labor agreement. Nevertheless, it was still “a great, hard-fought win for the union,” Antonellis said, “as well as a huge shot in the arm for the city.”

In the summer of 2019, construction began on Polar Park (Worcester-based Polar Beverages bought the naming rights to the new stadium) and continued steadily, even through a harsh but entirely normal mid-Massachusetts winter.

“Our electricians didn’t get on site until March, though,” said Maloney — right as the World Health Organization declared COVID-19 a global pandemic. On March 10, Massachusetts Gov. Charlie Baker declared a state of emergency, and work on the stadium took a six-week pause.

When construction on Polar Park resumed, new safety protocols and guidelines encouraged workers to wear PPE and practice social distancing on the job. Since then, IBEW electricians have been safely installing Polar Park’s electrical systems, including primary power and distribution, an emergency backup generator, telecommunications and audio-visual systems, scoreboards and fire alarms.

Maloney also noted that Polar Park is a Code of Excellence project. The Code represents the IBEW’s commitment that its union electrical workers will perform

the highest quality work using superior skills and training and exercising industry-leading safe work practices.

“Our electrical workers always give 100% effort to deliver on the promise of productivity and safety,” he said. “The Code puts that promise in writing, assuring our employers that our highly trained men and women will perform at their highest levels.”

Maloney said the project continued to run just ahead of schedule, with Polar Park set to be ready to accommodate up to 10,000 fans — if COVID-19 rules permit it — for the WooSox’s scheduled opening day in April. Maloney expects a surge in hiring, and overtime, as that day approaches.

“Central Massachusetts is growing, and we’re excited to be a part of that growth,” he said. ■



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