

THE ELECTRICAL WORKER

FIRST PUBLISHED IN 1893

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

Printed in the USA

International Brotherhood of Electrical Workers

Vol. 15 | No. 10 | October 2021

IBEW News

History Maker

Liz Shuler is First Woman, IBEW Member to Lead AFL-CIO **3**

IBEW, NECA Stand Together

Joint Statement on Vaccinations from Union, Contractors **6**

Building Back Better

Energy Secretary Pledges IBEW Jobs **20**

In This Issue

Letters to the Editor **2**

My IBEW Story **2**

Politics & Jobs **8**

Circuits **9**

Transitions **11**

Grounded in History **12**

IEC Minutes **12**

Fee Payers Plan for 2022 **13**

Local Lines **14**

In Memoriam **18**

Who We Are **19**

SOLIDARITY THROUGH SAFETY

GETTING 'BACK TO NORMAL,' Vaccines Protect Everyone on the Job



DEADLINE EXTENDED

THE IBEW's
**2021
PHOTO
CONTEST**

Deadline: Nov. 1
See page 2 for details

The COVID-19 vaccine is a modern medical miracle, the result of a decade of American-led research into mRNA vaccines and a half decade of research into SARS and coronaviruses. Its rollout was a bipartisan triumph, developed under a Republican president, distributed under a Democrat, and nearly every dose used in the United States was developed and produced in a facility built and maintained by the IBEW.

At the beginning of September, nearly 180 million Americans had received full doses of the vaccine, and the evidence is clear that they work far better than even the most optimistic of epidemiologists had predicted. In August, the FDA gave full approval to the Pfizer vaccine for people over the age of 16 and was expected to follow course with the Moderna and Johnson & Johnson vaccines in short order.

Side effects have been mild and rare and breakthrough infections even rarer. And when a vaccinated person is infected, the course of the disease is far less severe than when it is allowed to run its natural course.

"These vaccines are one of the greatest scientific triumphs since America landed the Apollo missions on the moon," said International President Lonnie R. Stephenson. "I could not be prouder of the IBEW's involvement in bringing them to the world."

To interrupt the spread of the virus, 80-85% of the population must be vaccinated. As of late sum-

mer, that number had stalled at only about 50%. For many reasons, some more scientifically grounded than others, a significant portion of the population hasn't been vaccinated, including some of our IBEW members. According to a Carnegie Mellon study published in August, construction workers had the lowest vaccination rate of all occupations.

That has to change.

"I have been telling people — and this is a charged deal, I know — if you don't have a real health or religious reason by the end of this year, if you don't have the vaccine, you will not have any place to work," said Orlando, Fla., Local 606 Business Manager Clay McNeely.

The largest employer in his jurisdiction, Disney, announced an agreement with service unions representing nearly 40,000 workers that will require vaccinations. It isn't hard to predict what is next.

SOLIDARITY THROUGH SAFETY *continued on page 4*

FROM THE OFFICERS

In Good Hands



Lonnie R. Stephenson
International President

In August, I had the unique honor of nominating the first woman and the first IBEW member to head America's largest labor federation, the AFL-CIO.

I have known Liz Shuler for a long time as both an IBEW leader and a good friend. She grew up in an IBEW family, the daughter of a lineman out of Portland, Ore., Local 125, and at an early age, she decided to devote her life to our union. From helping organize her co-workers in her home state of Oregon to leading a grassroots campaign to beat back anti-union legislation in California, Liz brought an unyielding commitment to workers' power to the IBEW, which was noticed both inside and outside this union.

She brought that passion for working people to the national labor movement as AFL-CIO secretary-treasurer, a position she has served in since 2009.

Liz is not just a qualified and experienced leader and movement builder. As the first woman to serve as AFL-CIO president, she is the right choice in building a genuinely diverse and inclusive labor movement, which is certainly a priority of the IBEW. In fact, alongside Executive Vice President Tefere Gebre and newly elected Secretary-Treasurer Fred Redmond, the first African American to serve in that position,

she is heading up the most diverse leadership team in AFL-CIO history.

Elected secretary-treasurer before turning 40, Liz understands the challenges facing young workers and union members. That is why she launched the AFL-CIO's Next Up Young Workers initiative to reach out to young workers and create spaces for young union members to take ownership of the labor movement and become leaders in their own right.

The AFL-CIO represents the full diversity of America's workforce. Its member unions speak on behalf of white-collar and blue-collar workers alike in all 50 states and territories, and Liz is a proven consensus builder when it comes to building unity around labor's top priorities.

As happy as I was to see her become president, it was also a somber occasion because she succeeded our dear, departed union brother Rich Trumka, who left us too soon.

But Liz served as an integral part of Rich's team for more than a decade, so every member of the AFL-CIO's executive council knew that the federation was in good hands despite our collective loss.

Rich's legacy is a stronger and more united labor movement, and I am more confident than ever that under Sister Shuler's steady and experienced leadership, we will continue to grow stronger and organize even more workers seeking the power of a union.

I look forward to working with Liz as we work together to take back labor's place at the table. ■

Looking Out for One Another

One-hundred-thirty years ago, the IBEW was founded by 10 men trying to figure out how to keep themselves and one another safe on the job in the relatively new and exceedingly dangerous field of electrical work.

Electrical workers were getting severely injured and dying on the job constantly at the time. Our founding president, Henry Miller, would die just five years later when he was knocked off a pole in Washington, D.C.

Today, we enjoy a lot of other benefits as IBEW members — top salaries, excellent health care and benefits and secure retirements among them — but safety remains the most important thing we do. None of the rest of it matters if we don't come home at the end of each day.

That's why we're taking the important step this month of encouraging each of you to join myself and President Stephenson and do the right thing for yourselves, your families and your union sisters and brothers and get vaccinated against COVID-19.

Over the last year and a half, more than 25,000 of our IBEW sisters and brothers have contracted COVID and at least 553 have lost their lives to this awful virus.

Here's what I know for sure: One death is too many to a virus that has a safe and effective vaccine available to every single one of us.

How a life-saving vaccine became a controversial and political issue is still a mystery to me. This vaccine is the product of decades of research, much of it done in IBEW-built labs. It's a manufacturing triumph, developed and mass-produced under a Republican president who was among the very first to take it, and distributed under a Democrat.

And so much of the work to build and retool the production lines that have gotten us to this point was done by members of this very union. President Stephenson and I couldn't be prouder of the role our members played in this process.

But here's the big problem. Too many of us — for whatever reason — have chosen not to get protected yet. And that decision doesn't just affect you. It puts your IBEW sisters and brothers on the job at risk as well, even if they've taken the responsible steps to protect themselves.

More than 5.5 billion doses of COVID vaccine have been administered worldwide, and it's proven to be one of the safest, most effective vaccines ever developed.

I said at the beginning of this article that this union was founded on the principle of collective action for collective safety, and there's no more clear-cut modern example of that than getting a COVID vaccine.

Nearly 700,000 Americans and Canadians have died from this horrific disease, and we can stop it today. We can get our lives, our jobs and our countries back to normal.

It's time to listen to the science and protect yourselves and everyone around you. Please get vaccinated. ■



Kenneth W. Cooper
International Secretary-Treasurer



DEADLINE
EXTENDED



THE IBEW's 2021 PHOTO CONTEST

Enter Today!
Deadline: Nov. 1

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

Honorable
Mention: \$50

The deadline for this year's IBEW Photo Contest has been extended to Nov. 1 due to a technical issue with the submission page. You've got one extra month to send in your best photos that show why it's great to be a part of the best union in North America.

ibew.org/photocontest

My IBEW STORY

Tory Gorka, Journeyman Wireman
Mansfield, Ohio, Local 688



“Before coming to the IBEW, I was jumping between jobs and contemplating college, though I had no clear idea what to go for. My uncles were in the IBEW. So was my grandpa. He always talked highly of it, and I figured I would give it a shot. I started as a CW, then attended classes while working at getting into the apprenticeship.

Going through the apprenticeship and earning good wages has given me the opportunity to not only help myself but others around me. I was able to build a

house with my wife and afford reliable vehicles.

Being in the brotherhood also gave me opportunities to grow, at work and outside of work. We started a RENEW/NextGen chapter at our local where we've volunteered for many local organizations and hosted small get-togethers and food drives to help the community.

The IBEW has taught me leadership, and that's continuing as I am now vice president of our local and an instructor for some apprenticeship classes.

Sharing our history is paramount and making changes to progress further even more so — moving forward together, bringing members young and old together to talk about our past and where we hope to be in the future.

I'm extremely thankful to be an IBEW member and be where I am today.”

Share your story at ibew.org/MyIBEWStory

History-Making ‘Consensus Builder’ Shuler is First IBEW Member, Woman to Head AFL-CIO

Liz Shuler, a member of Portland, Ore., Local 125 who served as an executive assistant to former International President Edwin D. Hill, made history on Aug. 20 when she was named elected president of the AFL-CIO.

Sister Shuler is the first IBEW member and first woman to hold the position, the most visible in the U.S. labor movement. She served as the federation’s secretary-treasurer for the last 12 years and replaces Richard Trumka, who died on Aug. 5.

“This is huge for the IBEW and for the labor movement,” International President Lonnie R. Stephenson said. “Liz is more than qualified for this role. This comes at a somber time after the death of President Trumka, but I know he would want someone taking his place who will take the labor movement forward in a positive direction. Liz is that person after serving side-by-side with him for more than a decade.”

The AFL-CIO’s executive council, consisting of the top representatives of its 56 member unions, selected Shuler to serve out the remaining 10 months of Trumka’s term. The AFL-CIO represents about 12.5 million American union members.

“I am humbled, honored and ready to guide this federation forward,” Shuler said. “I believe in my bones the labor movement is the single greatest organized force for progress.”

“This is a moment for us to lead societal transformations — to leverage our power to bring women and people of color from the margins to the center — at work, in our unions and in our economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth.”

Stephenson is a member of the council and formally nominated her for the position.

“Not many people realize the IBEW isn’t just a construction union,” he said. “About half of our 775,000 members and retirees are non-construction. We’re almost like a mini AFL-CIO, and that’s another thing that makes Liz so qualified for this role. She’ll be representing workers from all different walks of life. That’s what she did for us and that’s what she has been doing for the federation.”

Trailblazing is nothing new for Shuler. In 2009, she became the first woman elected secretary-treasurer of the AFL-CIO when she served as Trumka’s running mate. The pair were re-elected twice. She also was the youngest secretary-treasurer in federation history, just 39 at the time of her initial election.

With the AFL-CIO, Sister Shuler led the development of the federation’s Executive Paywatch, which tracks CEO pay at America’s largest companies and calls out corporate greed when it comes at the expense of the nation’s workers. She also launched the AFL-CIO’s Next Up Young Workers Initiative, designed to create more opportunities for leadership and activism among younger members.

Prior to that, she served as executive



“I am humbled, honored and ready to guide this federation forward. “I believe in my bones the labor movement is the single greatest organized force for progress.”

AFL-CIO President Liz Shuler, the first IBEW member and first woman to hold the position.



International President Lonnie R. Stephenson stands with Portland, Ore., Local 125 member Liz Shuler outside the AFL-CIO headquarters in Washington, D.C., just moments after Shuler was named the federation’s president on Aug. 20. She is the first woman and first IBEW member to hold the position.

assistant to Hill, beginning in 2005. Hill, a legendary leader not just in the IBEW but all of labor, retired in 2015 and passed away three years later.

“I know he would be very proud and very happy for her,” said Ed Hill Jr., a Business Development international representative. “He felt she certainly had the capability to take on a role like this. She’s astute and assertive. She’s always on top of things and got the job done on everything that was assigned to her.”

Shuler grew up in an IBEW family. Her father, Lance, is a longtime Local 125 member and now a retired power lineman for Portland General Electric. She graduated from the University of Oregon with a bachelor’s degree in journalism in 1992

and was hired onto the Local 125 staff a few months later as an organizer.

“One of the highlights of my electrical career is having a business card from Liz Shuler that reads ‘Local 125 organizer,’” said Larry Browning, a longtime member of Local 125’s executive board who now serves as its president and remains a close friend.

“She truly is a national treasure because she’s out there making a difference in so many lives.”

Browning, who has known Lance Shuler for decades, said it was obvious his friend’s daughter was headed for big things from the start. One of her early successes was organizing a broad-based coalition that thwarted energy giant Enron’s



Liz Shuler with then-International President Edwin D. Hill, center, in 2009. Shuler, who was Hill’s executive assistant at the time, was named president of the AFL-CIO on Aug. 20. Larry Neidig, who also served as an executive assistant to Hill, is on the right.

attempts to convince the Oregon Legislature to deregulate the energy industry.

That’s when she caught the attention of Hill, who temporarily assigned her to California, where she worked with local unions in the Golden State to defeat an attempt to pass a so-called “paycheck protection law” in 1998. Such laws require union members to alert their local unions that they wish to remain members on a regular basis, usually annually, thus requiring unnecessary paperwork and slowing organizing attempts.

Not long after, she was named an international representative in the Political Department and traveled the country assisting IBEW local unions.

“She made such an impact with her professionalism and the way she carries herself and the way she promotes the IBEW that the International Office noticed,” Browning said. “She is just a fabulous, bright woman who advocates for the IBEW and union labor. To see her blossom and move forward at the AFL-CIO has been very gratifying.”

Local 125 Business Manager Travis Eri said Shuler’s ability to relate to younger members and their needs also helped make her a standout.

“I think she captures the younger members’ perspective pretty well,” Eri said. “She relates well to nontraditional methods of communicating and organizing and makes sure we are strong in all of those areas.”

Stephenson called Shuler a

“consensus builder” — a quality he thought was on full display when she worked with the AFL-CIO’s member unions to develop a plan to save troubled multi-employer funds that were in danger of collapsing. (The overwhelming majority of the IBEW’s funds are in great shape, but it lobbied on behalf of other unions and for the protection of the system as a whole.)

Earlier this year, the American Rescue Plan that was passed into law and signed by President Biden included \$83 billion to save the troubled funds.

“She will sit down with all the different constituencies, who all have their own point of view, and find something that will work for all,” Stephenson said. “That’s really one of her strengths. She’s made it clear that she can work with anyone.”

Shuler has not formally announced her candidacy for a full, four-year term but is expected to run for re-election at the AFL-CIO’s convention in Philadelphia in June 2022.

“This is an unfortunate event that has thrust her into this position,” Browning said. “But we know we are in capable hands. We know she will do a great job for the trades.”

The executive council selected Steelworkers International Vice President Fred Redmond to replace Shuler as secretary-treasurer. He is the first Black American to serve in that role. Tefere Gebere will continue as executive vice president, a position he has held since 2013. ■

WHY I GOT MY SHOT

Andy LeDoux

Omaha, Neb., Local 22



“I’d just gotten over a serious respiratory illness that left me coughing so bad I broke a rib, so getting vaccinated was a no-brainer. And I’ve got twin 12-year-old daughters. I did it for them. And now we can travel.”

Brook Larson

Minneapolis Local 292



“I did it so I can be around for my mom and dog, who count on me.”

Mike Smith

Lansing, Mich., Local 665



“I chose to get the COVID-19 vaccine hoping I was doing what was best for my IBEW sisters and brothers, as well as for my family and elderly parents.”

Michael Needham

South Bend, Ind., Local 153



“It’s important to get vaccinated for your family, your friends and your community. I got my shot to get us back to normal.”

Tomas Trujillo III

Albuquerque, N.M., Local 611



“Witnessing the number of people worldwide infected, the limited number of ventilators and ICU beds made my decision very clear — get vaccinated.”

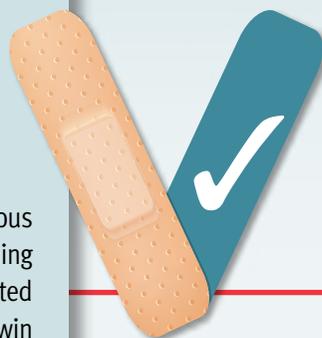
Dustin Lopez

Oklahoma City Local 1141



“I got the vaccine because I didn’t want to be responsible for aiding the spread of COVID-19 to my peers and family.”

Continued from page 1



SOLIDARITY THROUGH SAFETY

GETTING ‘BACK TO NORMAL,’

Local Vaccine Clinics Bring COVID-19 Protection Close to Home



Milwaukee Local 494 ran a COVID-19 vaccination clinic at its hall on June 3 (pictured). The shots, which were available to all community members, were provided by the Milwaukee Health Department and no appointment was needed, making them as accessible as possible. “We are excited to do our part to get our community vaccinated against COVID-19,” said Business Manager Dean Warsh. “Together, we will crush COVID.”

“They haven’t imposed a site-wide rule yet, but federal properties are doing it already and I just can’t see any other way it will go,” he said.

There are many arguments for getting the vaccine, and by now everyone knows them: Personal interest in not getting sick, permanently disabled or even dying; protecting the public good and the people who are not fully protected by a vaccine — the sick, the young and the old; denying the virus a pool of vulnerable people to evolve and mutate in, possibly generating a variant that bypasses the vaccine and puts us back where we were over the winter.

For millions of people in North America, those have been reasons enough. Inside this issue, there are testimonials from rank-and-file IBEW members telling the story of their decision to get the vaccine.

Millions of others, however, have no story to tell. Since the beginning of July, Delta variant illnesses have been doubling every week and now, shockingly across the U.S., intensive care units are full again. In nearly every case — 97 out of 100 — the victim is unvaccinated.

“People have often been waiting to see how people respond to the vaccines and what kind of side effects happen. Go ahead and get vaccinated because you’ve seen that people do very, very well: side effects are mild. They’re self-limited. These vaccines are incredibly safe,” said Dr. Melanie Swift, co-chair of Mayo Clinic’s COVID-19 Vaccine Allocation and Distribution Work Group. “Now is the time for people to get vaccinated. That’s really the only way that

we’re going to stave off what could be a really devastating next wave of this pandemic.”

A full-blown third wave is rising and employers, business owners, and school officials cannot picture another season, another year, of an economy in intensive care simply because tens of millions of individuals have shunned the vaccine.

And so, more and more of them are requiring vaccination proof in exchange for continued employment.

Vaccine requirements are little different than any other safety standard, said Director of Construction and Maintenance Mike Richard, like requiring all tools to be safety cabled when working in the air.

“No one cares that you don’t know anyone who has dropped a drill, that we work outside and even if you did drop it, it probably wouldn’t hit anyone since we’re so spread out. Or that you are young and healthy and won’t lose your grip on your side cutters, or that only the old and sick need that protection. No one cares,” he said. “If you violate a jobsite’s safety policies, you’re going to be fired. The first time. No questions. Taking these steps to protect your co-workers and IBEW brothers and sisters is no different.”

The first employers to require vaccines tended to be government agencies and white collar and service industries. The first and second largest employers in the U.S., the government and Walmart, are requiring vaccination as are most major financial institutions, airlines and retail stores.

Vaccines Protect Everyone on the Job



Other locals have also run clinics, including San Diego Local 465, which lobbied to get its utility members earlier access to the shots with other essential workers. Chicago Local 134 ran a clinic in April in partnership with the University of Chicago Medicine. Open to all members, the clinic administered just over 500 shots. And in June, Chester, Pa., Local 654 held a clinic for members and public safety workers in concert with the Delaware County Fraternal Order of Police. Participants were also entered in a raffle to win prizes, including \$1,000.

Companies can unilaterally impose vaccine mandates, nearly any mandate at all, on the 9 out of 10 workers working without a collective bargaining agreement. The Supreme Court case allowing a state mandate is more than a century old, but federal appeals courts upheld vaccine mandates for firefighters and Indiana University students in the last year.

The Equal Employment Opportunity Commission issued a guidance in May reaffirming employer mandates are legal if they include medical exemptions required by the Americans with Disabilities Act and religious exceptions as required by Title VII of the Civil Rights Act of 1964.

It's similar to drug testing, Richard said. Even though companies could require it, it felt invasive to many members when it was first rolled out. But it was also welcomed by many members who were concerned for their own safety and the safety of their brothers and sisters.

Richard said the IBEW has been down this road before with flu vaccine mandates for hospital work, mandatory safety classes for work at "Big 3" auto plants, background checks for nuclear outage or data center work and near-universal drug testing.

"I was on the first drug-tested job for my home local in Detroit back when I was an apprentice. Now 90% of all work requires it. If you want to turn down any jobs with a mandate you won't get many opportunities to work," he said. "And the requirement will be the same for union and nonunion."

However, employers don't get to have it all their own way. Pol-

icy and procedures for a vaccine mandate are subject to negotiation with union representatives and discipline and termination decisions are subject to grievance.

"Drug testing was bumpy, it was. We did get some folks reinstated because the process they imposed was flawed, but that stopped once management began treating us like a partner in the process," McNeely said. "This could be a whole lot smoother."

Stephenson is encouraging all IBEW leaders to begin effects negotiation immediately to ensure members have sufficient time to get the vaccination and support to determine if their concerns rise to the level of a legitimate exemption

"Our job as a brotherhood is to build a future for one another and our families," Stephenson said. "You can't do that if you're not working or, worse, on a ventilator in an ICU or at home hooked to an oxygen tank because you have long COVID."

The goal, Stephenson said, is not to prevent vaccine policies, a fool's errand in any case, but to ensure our high standards for safety, fairness and craftsmanship with employers and customers who choose to require them.

"It's time to do the right thing for our families, for our union sisters and brothers and for our jobs. Nothing about this vaccine is political, and it's time to protect ourselves and get back to normal," Stephenson said. ■

SOLIDARITY THROUGH SAFETY *continued on page 6*

Nick Bathurst

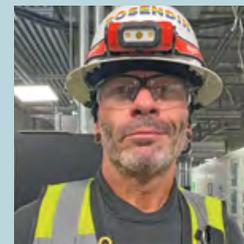
Boise, Idaho, Local 291



"I got vaccinated because I have an obligation to protect my family, as well as my brothers and sisters on the job. I don't want any of us to be exposed. And I think we're all tired of wearing a mask."

Mike Broaddus

Tangent, Ore., Local 280



"Being vaccinated helps prevent me from getting COVID-19, so I am less likely to spread the disease to others — especially the vulnerable population. Additionally, it stops me from being sick and missing work."

Nick Shimon

Denver Local 68



"I have family with underlying health conditions and it's super important to be able to be around them without fear of them getting sick. I definitely want to keep my union brothers and sisters safe, too, so we can all stay healthy and keep working."

Craig Christian

Richmond, Va., Local 666



"I had a friend that died, who I worked with. He was my apprentice at one time. Dennis was 50 years old with three kids. He died before there was a vaccine. So did a close family friend. They didn't have a choice. We do."

Heather Brugioni

Wheeling, W. Va., Local 141



"Getting vaccinated was imperative because my 77-year-old deaf and disabled aunt lives with us and I've taught drum lessons for 23 years. I have an obligation to protect my aunt and the children I teach."

Jarrod Amberik

Cleveland Local 38



"I got vaccinated for those who can't. It wasn't a hard decision to put other people ahead of myself like the elderly and immunocompromised who can't get the shot."

Continued from page 5

Brian McMurry

Gulfport, Miss., Local 903



“I was diagnosed with COVID-19 but I stayed out of the hospital and had a pretty quick recovery. That probably would not have been the case if I had not got the vaccine. If you have the vaccine, even if you do catch it, it can lessen the effects.”

Eddie Parker

Birmingham, Ala., Local 136



“I lost my father to COVID-19 in February. He was 83, but I was baling hay with him just

last year, so he was in pretty good shape. Now that it’s approved, why not just get the vaccine? I believe the scientists. I got vaccinated to get us back to normal.”

Travas Givens

Little Rock, Ark., Local 295

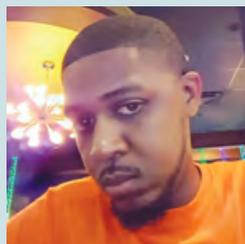


“I was one of the guys that was hesitant about the shot. But one of the kids I’ve coached —

he’s 20 now — wasn’t vaccinated and got COVID. He’s been unresponsive on a ventilator for months. That right there is why I went and got my shot.”

Andre Baldwin

Charleston, S.C., Local 766



“I had so many people that told me different things that I was at a point where I didn’t

want to get the vaccine. But I served in the U.S. Army for eight years and the V.A. started to offer it, so I took a chance even though I was a little nervous about it. I’m happy I got it.”

SOLIDARITY THROUGH SAFETY

GETTING ‘BACK TO NORMAL,’ Vaccines Protect Everyone on the Job



IBEW and NECA Joint Letter on Importance of COVID-19 Vaccinations

The COVID-19 pandemic continues to impact communities all across America. As of today, more than 633,000 Americans have died since the start of the pandemic, with 38.4 million cases overall. This is a staggering loss, greater than the U.S. death totals in World War I, World War II, Korea, Vietnam, the Gulf War, Afghanistan and Iraq combined. We are in a war—one of the deadliest wars we have ever seen as an American people.

These numbers are not mere statistics; they represent families and loved ones across our country being torn apart by this deadly disease. We are talking about mothers, daughters, sisters, fathers, brothers, sons, and grandparents. There is a tool we can use to fight this ongoing pandemic, and win this war: The COVID-19 vaccines.

With the FDA approving the Pfizer-Biotech vaccine, we implore each and every person in the electrical construction industry to become vaccinated against COVID-19.

This is about keeping our communities safe. Not only is it our best tool to fight against this pandemic, but because it is the best way to ensure families stay healthy and together: including your family.

Based on statistics from across the country, fully vaccinated people make up as little as 0.1 percent of COVID-19 hospitalizations and as little as 0.2 percent of deaths. Currently, more than 170 million Americans—only 52.3 percent of the population—are fully vaccinated against COVID-19, with 62 percent reporting at least one dose.

We can do better.

There was recently a story of a father in Las Vegas who died from the coronavirus. Shortly before he passed, he sent his fiancée a message: “I should have gotten the damn vaccine.” Unfortunately, there have been too many of these stories in recent weeks.

So please, let’s all work together, not as an industry but as a community. Think of your own family, your friends, your coworkers and their families—and urge them to receive this vaccination as well. This impacts absolutely everyone, and these vaccines are readily available to you.

Please, if you haven’t, go and take the shot. Let’s work together and do all we can to end this pandemic and win this war.

Lonnie R. Stephenson
International President,
IBEW

Kenneth Cooper
International Secretary-
Treasurer, IBEW

David Long
Chief Executive Officer,
NECA

Larry Beltramo
President, NECA

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

CCO Secures \$4.5M Funding Grant to Strengthen NCS Training

Modern buildings increasingly need to be “smart” to meet customer demands, packed with building automation and power-over-ethernet systems alongside voice and data networks. This requirement has created a critical need for qualified union network cabling specialists to handle these installations.

To help meet the demand, the Construction Council of Ontario recently secured a \$4.5 million provincial grant to recruit workers into IBEW-designed NCS training and development programs.

“Building relationships with Ontario’s Progressive Conservative government that, for the most part, opposes unions was challenging, but the result has been likely one of the most beneficial periods for our members and for those working in the electrical trade,” CCO Executive Secretary Treasurer James Barry said. “Today, our calls are returned, and we have the ear of Premier [Doug] Ford and a close working relationship with Monte McNaughton, Ontario’s Minister of Labour, Training and Skills Development.”

“A great deal of our work these days requires us to wire for smart buildings and power-over-ethernet, too,” said First District International Vice President Tom Reid. “We’re always looking for opportunities to make bigger strides in this sector.”

The first step in that process was figuring out how to work with the Ford government. “With members’ future and the trade at stake, it was clear a combative approach wouldn’t work,” Barry said. It also meant working closely with signatory contractors through the Electrical Contractors Association of Ontario.

ECAO Executive Director Graeme Aitken and Barry sought third-party experts to help navigate the challenges. “We followed their advice, invested time in working with the government and got to know political leaders more personally,” Barry said.

Aitken agreed. “In a fully collaborative mode, the CCO and ECAO presented a non-partisan, industry perspective to government and other stakeholders,” he said. “Together, we have demonstrated the immeasurable value in setting shared goals.”

After several months, Barry said, a shift in the government’s tone and attitude was noticeable. “They were actually listening and acting on our advice,” he said.

The NCS program funding is one example of how the government has listened. “We framed things to clarify this was a win for everyone, addressing the critical skills shortage in the communications sector and where it was apparent that some in the nonunion sector were working without proper training or supervision,” Barry said. The government understood that, to address future needs, it had

to ensure there were skilled workers to complete this work safely and effectively.

Until recently, only Hamilton Local 105, Toronto Local 353 and Thunder Bay Local 402 provided NCS training in Ontario. Thanks to the grant, Ottawa Local 586, Kitchener Local 804 and Sudbury Local 1687 will also become training delivery agencies, with some funds spent on instructors and equipment.

“After demonstrating our training centres’ success, our focus on professionalism and safety and our commitment to work closely with our contractors, the government chose to provide funding to help us fill the shortage of NCS skilled workers,” Barry said.

Hamilton Local 105’s Rich DiPietro, who has experience in membership development and sector-building with his own local and St. Catharines’ Local 303, was hired to oversee things, along with six oth-

Network Cabling Specialists are badly needed in Ontario, and a new government grant will help expand IBEW training.

er Membership Development coordinators and educators representing more than 18,000 IBEW members.

“We created this program to ensure we can build a highly trained workforce that’s prepared for advancement,” DiPietro said.

The program embraces development of high-level training, including updated courses and curriculum to ensure consistent standards across Ontario, plus mentorships to ensure skills and training are passed on.

“Our recruitment highlights the benefits of working as an NCS, the importance we place on safety and the many benefits of working with the IBEW and ECAO,” DiPi-



etro said. “We’re also highlighting the value in holding a 631A licence, setting them apart from non-union workers as the highest skilled and best trained.”

The increased demand for smart

buildings and NCS skilled workers is an example of why it’s important for the IBEW to continue to evolve and show leadership in the technology and communications sector. ■

La subvention du gouvernement de l’Ontario permettra d’améliorer la formation

Pour répondre aux exigences des clients, les bâtiments modernes ont de plus en plus besoin d’être « intelligents ». Ils sont munis d’un système d’automatisation et de systèmes d’alimentation électrique par Ethernet ainsi que des réseaux de voix et de données. Cette exigence a créé un besoin pressant de spécialistes syndiqués et qualifiés en câblage de réseaux pour garantir la qualité de ces installations.

Pour répondre à ce besoin, la Construction Council of Ontario (CCO) (le Conseil de la construction de l’Ontario) a récemment obtenu une subvention provinciale de 4,5 millions de dollars pour recruter des travailleuses et travailleurs dans la formation et dans les programmes de perfectionnement de spécialiste de câblage de réseaux conçus par la FIOE.

« Établir des liens avec le gouvernement progressiste-conservateur de l’Ontario qui s’oppose aux syndicats dans l’ensemble, représentait un véritable défi, mais le résultat a probablement été la période la plus favorable pour nos membres et pour celles et ceux qui travaillent dans le domaine de l’électricité, » déclare le secrétaire-trésorier exécutif du CCO James Barry. « Aujourd’hui, nos appels ont été retournés et nous avons l’attention du premier ministre [Doug] Ford et un lien étroit avec Monte McNaughton, le ministre du Travail, Formation et Développement des compétences de l’Ontario. »

« Une grande partie de notre travail ces temps-ci exige également le câblage des

bâtiments intelligents et l’alimentation électrique par Ethernet, » déclare le vice-président international Tom Reid. « Nous cherchons toujours des occasions pour faire de plus grand progrès dans ce secteur. »

La première étape de ce processus était de trouver la manière de travailler avec le gouvernement Ford. « En considérant que l’avenir des membres et le métier sont en jeu, c’était évident que de se montrer combatif n’allait pas fonctionner, » dit M. Barry. C’était aussi de travailler de près avec les entrepreneurs signataires par l’intermédiaire de l’Electrical Contractors Association of Ontario (ECAO) (l’Association des entrepreneurs électriciens de l’Ontario).

Le directeur exécutif Graeme Aitken de l’ECAO et M. Barry ont demandé de l’aide de spécialistes d’une tierce partie pour surmonter les difficultés. « Nous avons suivi leurs conseils, on a investi du temps dans la collaboration avec le gouvernement et nous avons appris à connaître davantage des leaders politiques, » dit M. Barry.

M. Aitken était d’accord. « Dans un esprit collaboratif, la CCO et l’ECAO ont présenté au gouvernement et aux autres parties prenantes une perspective non partisane de l’industrie, » dit-il. « Ensemble, nous avons démontré que le principe d’établir des objectifs communs à une valeur incommensurable. »

Après plusieurs mois, renseigne M. Barry, on remarquait un changement dans le ton et dans l’attitude du gouvernement. « Ils écoutaient et agissaient réellement

en fonction de nos conseils, » dit-il.

Le fait que le gouvernement subventionne ce programme, en est un exemple. « Nous avons formulé les choses pour clarifier que tout le monde était gagnant en abordant la grave pénurie de main-d’œuvre qualifiée dans le secteur des communications et où c’était évident que certains travailleurs du secteur non syndiqué travaillaient sans formation ni supervision appropriées, » mentionne M. Barry. Dans le but d’effectuer le travail de manière efficace et sécuritaire, le gouvernement a compris qu’il fallait des travailleuses et travailleurs qualifiés pour répondre au besoin futur.

Jusqu’à tout récemment, seulement la section locale 105 de Hamilton, la section locale 353 de Toronto et la section locale 402 de Thunder Bay offraient cette formation en Ontario.

Grâce à cette subvention, la section locale 586 d’Ottawa, la section locale 804 de Kitchener et la section locale 1687 de Sudbury sont également devenues des agences de formation par l’apprentissage, avec quelques fonds destinés aux formateurs et aux équipements.

« Après avoir démontré le succès que nos centres de formation ont connu et notre souci du professionnalisme et de sécurité et notre engagement de travailler en étroite collaboration avec nos entrepreneurs, le gouvernement a décidé d’accorder des fonds pour nous aider à combler la pénurie de main-d’œuvre de spécialistes de câblage de réseaux, » rapporte M. Barry.

Rich DiPietro de la section locale 105

de Hamilton, qualifié dans la croissance de l’affiliation syndicale et dans les différents secteurs de l’industrie au sein de sa section locale et celle du 303 de St. Catharines, a été embauché pour superviser les activités et était accompagné de six autres coordonnateurs de la croissance de l’affiliation syndicale et de formateurs représentant plus de 18 000 membres.

« Nous avons conçu ce programme pour nous assurer de continuer à former une main-d’œuvre hautement qualifiée prête pour l’avancement, » ajoute M. DiPietro.

Le programme contribue à développer une formation de haut niveau, y compris des cours et des programmes actualisés pour assurer que les normes sont uniformes à travers l’Ontario ainsi que des mentorats pour s’assurer que les connaissances et les formations sont transmises.

« Notre recrutement met en valeur l’avantage d’être un spécialiste de câblage de réseaux, l’importance que nous accordons à la sécurité et les nombreux avantages de travailler avec la FIOE et l’ECAO, » informe M. DiPietro. « Nous mettons aussi en valeur l’importance de détenir une licence 631A, ce qui les distingue des travailleurs non syndiqués à titre de travailleuses et travailleurs les plus qualifiés et les mieux formés. »

L’augmentation de la demande en matière de bâtiments intelligents et de spécialistes de câblage de réseaux illustre bien pourquoi la FIOE continue d’évoluer et de faire preuve de leadership dans le secteur de la technologie et des communications. ■

THE FRONT LINE: POLITICS & JOBS

2021 Elections: Pro-Worker State Leaders, Lawmakers on Va., N.J. Ballots

Two years of historic progress for workers' rights and the building trades in Virginia hangs in the balance this fall as voters go to the polls to decide between proven labor-friendly leaders and a hostile slate of opposing candidates.

"I feel like we've gone from the bottom 10 states for workers to the top 10 in just two legislative sessions," said Jeff Rowe, business manager of Newport News Local 1340 and president of the IBEW's Virginia State Association.

Rowe pointed to a long-sought prevailing wage law that went into effect July 1, the repeal of a ban on project labor agreements, and new collective bargaining rights for public employees, among a wealth of other advances for workers and working families since Virginia's 2019 statehouse elections.

"It can't be overstated," he said. "The progress has been monumental. But as quick as those laws were passed and signed, they can be taken away just as quickly."

Early in-person and mail voting are already underway for the Nov. 2 election, with races for governor, top state officials and all 100 seats in the House of Delegates being decided.

Polls open Oct. 23 in New Jersey, where a similar ballot includes all 80 Assembly seats and all 40 in the Senate.

Virginia and New Jersey are the only two states that hold legislative elections in the odd-numbered years between federal elections. This year, they are also the only states with governors' races.

Both are also blue trifectas, with pro-worker governors and like-minded majorities in the House and Senate.

The margins are nearly supermajorities in New Jersey, where incumbent Gov. Phil Murphy — who has racked up a long list of accomplishments for workers in his first term — continued to hold a sizable polling lead over his challenger in early September.

The situation is more precarious in Virginia. The House Democrats who won prevailing wage and other reforms hold the chamber by just five seats.

"Every vote counts at the polls, and every vote counts in [state capital] Richmond, because there are a lot of pieces of pro-worker legislation that only make it out of committee by one vote," Rowe said.

Through get-out-the-vote activities, mailers, and phone banks, Local 1340 and others in Virginia are determined to hold onto every seat — if not gain some — and to keep the executive branch worker-friendly by electing former Gov. Terry McAuliffe.

Virginia governors can't run for consecutive terms, but they can run again. McAuliffe served from 2013 to 2017, with bipartisan approval ratings topping 60%. Polling has been tighter in his current race against private-equity billionaire Glenn Youngkin.

The Virginia State Association, com-



With strong union support, former Virginia Gov. Terry McAuliffe, left, and incumbent N.J. Gov. Phil Murphy are running for second terms in their states' traditional off-year elections Nov. 2. Early voting is underway in Virginia and begins Oct. 23 in New Jersey.



prising 19 IBEW locals, as well as fellow unions and the state AFL-CIO have strongly endorsed McAuliffe.

"Youngkin has a long record in business of being 100 percent anti-worker, anti-union, anti-labor," Rowe said. "We invited him for an interview with the association, and his campaign refused to respond. They didn't even acknowledge us."

McAuliffe is also a wealthy businessman and had his skeptics during his 2013 run.

"I think that everybody was a little bit apprehensive the first time he ran, worried about him being a corporate Democrat," Rowe said. "And I think that everybody was pleasantly surprised at the job that he did."

On the campaign trail this time around, McAuliffe is more outspoken about protecting workers and has impressed the association in several virtual meetings.

"Terry McAuliffe has made a pledge to be the best governor for labor in the history of Virginia, and I think Youngkin could be the worst ever," Rowe said. "The contrast couldn't be more clear."

New Jersey's Murphy, another businessman-turned-governor, began signing pro-worker executive orders the day he took office in 2018, putting an end to eight years of animus from predecessor Chris Christie.

Together, Murphy and the strong Democratic majorities in the statehouse have a laudable track record on behalf of workers — from tax relief to a minimum wage hike, access to sick leave, and heavy investments in job training that include opening an Office of Apprenticeships in the state labor department.

Murphy also has solidly supported the IBEW's legislative priorities for jobs, safety standards and prevailing-wage protections, said International Representative Wyatt Earp, who also serves as political coordinator for New Jersey and for the IBEW's Third District.

There's no better path to progress in any state than by electing union members to office, and New Jersey runs one of the country's most aggressive programs to get them there.

The Legislature's pro-union caucus includes four IBEW members, all of whom are running for re-election.

In the Assembly, they are Joseph Egan, New Brunswick Local 456 business manager; Wayne DeAngelo, president and

assistant business manager at Trenton Local 269; and Eric Houghtaling, a member of Asbury Park Local 400. Vin Gopal, also from Local 400, serves in the Senate.

The ballot also features two Patterson Local 102 members, Joe Lukac and Christian Barranco, who are challenging incumbents in their Assembly districts.

While voting rights are perilously under assault in many red states, New Jersey and Virginia have been expanding access and making it easier than ever to vote.

In the spring, Murphy signed a law that requires counties to hold nine days of early, in-person voting through the Sunday before Election Day. Earp is hopeful it will boost voter turnout.

"It depends on the county size, but most voters should be no more than a 15-minute drive to an early-voting location," he said.

In Virginia, early voting began Sept. 17 and expands to more in-person locations later this month, among other welcome reforms that went into effect this year.

"You can't necessarily convince someone to vote a certain way," Rowe said. "It comes down to turnout. The party that gets people more excited to vote is probably going to be the party that wins."

While no candidate ever aligns perfectly with each voter's priorities, Earp said that's no excuse for not casting a ballot.

"It's not a 100% game," he said. "But we can support people who have a history of voting for our union's interests, and it's all on the table on Nov. 2." ■

Biden Appoints Pro-Worker Officials to Federal Labor Board

Federal employees had a difficult four years under the previous administration, from thinly veiled union-busting to unilateral removal of countless workplace protections. But things have been changing quickly under President Joe Biden. Continuing a trend of filling labor-related posts with experienced pro-worker nominees, Biden selected Susan Grundmann and Kurt Rumsfeld for seats on the Federal Labor Relations Authority.

"Federal workers can breathe a little easier now that President Biden has not only filled these vacancies, but has done so

with experienced individuals who understand the importance of the work that our federal workforce does," said Government Employees Director Paul O'Connor.

The FLRA oversees disputes between federal agencies and their employee unions. If confirmed by the Senate, Grundmann would serve as a member of the board and Rumsfeld would serve as general counsel.

Grundmann currently serves as the executive director and chief operating officer of the Office of Congressional Workplace Rights, where she oversees the administrative dispute resolution process and provides education to both employing offices and labor unions that represent employees in the legislative branch. Prior to that post, she was general counsel to the National Federation of Federal Employees.

Rumsfeld, who began his career with the Department of Labor, is currently the chief counsel to Ernie DuBester, chairman of the FLRA. Rumsfeld previously served as assistant general counsel for operations and legal policy for the FLRA's Office of General Counsel, where he assisted in managing regional operations.

"We are excited to see President Biden announce such qualified picks to help lead this important agency," said American Federation of Government Employees President Everett Kelley in a statement. "Kurt Rumsfeld's previous work with the authority will ensure he can hit the ground running as he assumes the office of general counsel."

With Biden's picks confirmed, the FLRA could begin reversing the barrage of anti-union actions from the previous administration, including a 2020 rule allowing federal employees to opt out of union membership and paying dues at any time rather than during the annual window currently offered to them. There's also a mounting backlog of unresolved cases because of vacancies dating back to 2017.

"The new board definitely has its work cut out for them, but with their wealth of experience I'm confident they can start to turn things around and get the FLRA working for our members and other federal workers instead of at their expense," O'Connor said.

Biden's FLRA nominees are part of a larger trend of filling federal vacancies with pro-worker advocates. In August he announced his picks for the FLRA's Federal Service Impasses Panel. The FSIP acts as an arbiter on contract issues between unions and federal agencies. Under the previous administration, the panel consistently ruled in favor of anti-union labor practices based on then-President Donald Trump's 2018 executive orders restricting collective bargaining and making it easier to fire federal employees. Less than a month into his presidency, Biden called for the resignation of all 10 members of the FSIP.

Biden's list of appointees, who do not require Senate confirmation, include a number with strong labor bona fides. Martin Malin, who will serve as chair, previously served on the panel during the Obama administration. Another pick, Howard Friedman, is a former president of a chapter of the National Treasury Employees Union. Mark G. Pearce previously served as a member and chair of the NLRB, and Wynter P. Allen was an attorney for the International Brotherhood of Teamsters.

"During the previous administration, the FSIP was often hostile toward the role unions play in federal government operations and issued an overwhelming majority of opinions that favored management. The FSIP was in dire need of objective labor relations professionals and this new list of appointees meets that standard," NTEU National President Tony Reardon said in a statement.

In July, the Senate confirmed Jennifer Abruzzo as general counsel of the National Labor Relations Board. Abruzzo comes from the Communication Workers of America and had earlier stints at the NLRB. The Senate also confirmed labor lawyers Gwynne Wilcox and David Proby to seats on the five-member board, giving it a pro-worker, Democratic majority.

"When functioning as intended by the statute, the FLRA and FSIP operate with the knowledge and understanding that labor organizations and collective bargaining in the civil service are in the public interest. The new FLRA and FSIP will uphold that foundational tenet," O'Connor said. ■



President Biden's picks to the Federal Labor Relations Authority and the Federal Service Impasses Panel are part of a larger move to restore much-needed balance between management and federal workers' bargaining rights.

CIRCUITS

Charlotte Pre-Apprenticeship Shows Youth the Power of the Trades

The saying, “If you can’t see it, you can’t be it,” could apply to many of the young people who come through Grace-Mar’s doors when it comes to choosing a career. So, Charlotte, N.C., Local 379 is helping them to “see” themselves as union electricians.

“Most of these kids don’t know what they want to do just yet, so we show them a way to make a good living as an electrician,” said Local 379 organizer Eddie Byrams.

Grace-Mar is a local organization that works with young people aged 16-24 who are no longer affiliated with a school. One of their programs is YouthBuild, a national program run by a grant from the Department of Labor. The pre-apprenticeship offers participants an introduction to the trades, including electrical, which is where Local 379 comes in.

“It’s a pleasure working with the young adults in the Grace-Mar program,” said Local 379 Business Manager Scott Thrower. “I hope our brothers and sisters inspire many of them to consider a career in the IBEW.”



Charlotte, N.C., Local 379 has partnered with a local organization on a pre-apprenticeship program to bring in a younger and more diverse workforce.

The relationship between the two partners began in 2019 when Grace-Mar reached out to Local 379 to help them with the program. At first it was mostly Byrams going out and talking to the youth. Now, there’s a full-fledged pre-apprenticeship that comes with the chance to apply for a formal apprenticeship with Local 379.

“We give them an avenue, a way to improve themselves,” Byrams said. “And it’s not just electrical, it’s also moral and intellectual.”

The pre-apprenticeship is a six-month program that comes with a stipend, leadership training and high school credentialing among numerous other wraparound services to ensure that participants have the support they need to be successful. Those services run the gamut from resume writing and interviewing to financial counseling. Grace-Mar also offers child care, help with transportation costs and mental health counseling if needed.

“Those soft skills are essential,” said Grace-Mar co-founder Grace Smith. “They come out not just with a certificate, but with a new outlook, a new brand, and a new attitude.”

For a lot of Grace-Mar’s participants, most of whom are people of color, the trades often just aren’t on their radar.

“Seeing successful minorities is important,” Byrams said. “For a lot of young people of color there’s an assumption, almost like it’s in the air, that the trades aren’t for them.”

Fortunately, that assumption is being challenged. Thanks to grant funding, Grace-Mar was able to acquire a home that needed renovating and could double as a hands-on classroom where Byrams and others gave the young men and women a taste of the trade.

“The kids loved it,” said Grace-Mar co-founder

Kenny Smith. “The electricians were very approachable. They didn’t talk down to them, they talked to them. They brought that human aspect that says, ‘I’m like you.’”

The YouthBuild program has already sent about four students to Local 379’s program, Kenny Smith said, and they’re not done yet.

“These are kids who like working with their hands,” Kenny Smith said. “They like being in the field and sweating, not at a desk with books. They want to move and get up and go.”

With the average age of an electrician only going up, recruiting young people to the trade is an important task for any local. And being in the community, being as visible as possible, is a benefit to both Grace-Mar participants as well as Local 379.

“Hopefully we’ll become a household name,” Byrams said.

But even if not, Byrams says working with the young participants is a reward in and of itself.

“It’s an honor and a privilege to be able to teach our craft,” Byrams said. “It’s a true pleasure of the soul to convey my passion to these young people.”

Byrams noted that Grace-Mar’s mission is about education, not unlike an IBEW training program. And a lot of it comes down to what someone is exposed to, to what you know is even possible.

“It’s all about exposure. The trades aren’t in schools anymore and there aren’t always electricians or other tradespeople in the neighborhood where these kids are growing up,” Grace Smith said.

“Local 379 has been a great partner for us.”

Casting a wider net for apprentices is something that both Grace-Mar and Local 379 can benefit from. For Grace-Mar, the goal is to train up and send viable candidates to Local 379, and for Local 379, it gives them a younger, more diverse workforce. And of course, for the students themselves it provides an opportunity to learn a trade that can turn into an excellent career — one they can support a family on. And that creates a ripple effect throughout the community.

“We’re showing individuals a different area of interest, and who knows where they’ll take it,” Byrams said. “The IBEW has taken me places I never thought I’d go. Maybe that will be someone else someday too.” ■

Kansas City Local’s Spirit of Giving Lights Up Historic Mo. Train Station

Bosh Bruening had never worked with the IBEW on a project. But when he was looking for volunteers to help renovate a historic train station in his hometown of Higginsville, Missouri, he knew who to reach out to.

He called Kansas City Local 124, which rounded up about a dozen members to volunteer their time on June 26 — a hot, muggy, Midwestern Saturday — instead of relaxing by the pool or on a lake.

By the end of that day, the Chicago-Alton Railroad Train Depot, which once was a pickup and arrival point for passengers across the Midwest and now serves as a museum, had a glow that its builders of more than 125 years ago couldn’t have imagined.

“Unions have a reputation for giving back to



Volunteers from Kansas City Local 124 helped restore a historic train depot-turned museum in Higginsville, Mo.

their communities,” said Bruening, who has had a successful career in the nursery and landscape industry. “I didn’t consider going anywhere else.”

Even though he worked with local businesses to raise \$6,000 to fund the work, Bruening said all praise should go to those Local 124 volunteers, who turned the depot into something the city of about 5,000 is especially proud of. He merely spent the day providing food, or making a run to a local hardware or electrical supply store if they needed something, he said.

“It was a special moment,” he said. “The building looks great and everyone is going to have great memories. Just a wonderful day.”

Bruening originally spoke with Local 124 business representatives Roger Lake and Rudy Chavez, who turned the project over to Danny Spencer, an instructor in the local’s training center.

It was a perfect fit. Spencer spent nearly 30 years of his career as a general foreman running industrial jobs. He has extensive contacts with suppliers throughout the Midwest and was able to get some of them to provide equipment and supplies at lower-than-usual costs.

He also spent many years working for Union Pacific Railroad.

“I’m a train enthusiast,” Spencer said. “When I got this opportunity, I just jumped on it.”

There were 11 more volunteers who stepped up, including three apprentices. One of the volunteers was Jeff Bates, a 13-year Local 124 member and journeyman wireman who has lived in Higginsville his entire life. He fondly remembers trips to the depot as a child with his grandfather, a longtime railroad worker.

“I always enjoy historical projects,” said Bates, who also worked on the Historic Truman Courthouse in Independence, Mo., and the original hospital building at Fort Leavenworth in Kansas. “When I got a chance to work on this, with my ties to it not just because of my hometown but because of my grandpa, I knew I was going to enjoy it.”

The depot was built in the winter of 1888-89. Passenger service ended many decades ago and the depot served a variety of uses since. It was put on the National Register of Historic Places in 1987. Still, it had been falling into disrepair, Bruening said.

That changed a few years ago, following the death of a 100-year-old woman who was known as the unofficial town historian, he said. Other residents found a treasure trove of historical artifacts in her home and opened the Harvey Higgins Historical Society — in recognition of the town’s namesake — inside the station.

There was still plenty of work to do, however,



including the installation of a modern lighting system while keeping the historical touches. That is where the volunteers from Local 124 came in.

“We had to be careful not to distort the history of the building,” Spencer said. “There are a few rules when you’re working on a historical structure and one is you can’t drill new holes.”

Even getting equipment and wiring up to the roof was difficult in a structure built in what architectural historians call the Sticky style, which was popular in late 19th-century America and emphasizes a strong vertical emphasis and sharply-pitched roofs. Bates laughed and called it one of the “filthiest” jobs he’s ever worked on.

“One of the biggest challenges was a lot of the work had to be done up in the attic,” Bates said. “As you can imagine, in a 100-plus-year-old building with all that dust and dirt, crawling around and installing everything in the summer was pretty hard work. It was extremely hot.”

Still, they finished that evening before thunderstorms rolled in. Their work has been drawing rave reviews since. Bates got a call from his mother, who visited the station along with some of her fellow high school classmates during a recent reunion.

All were amazed by the changes, he said. “The lights turned out great,” Bates said. “They looked period perfect, like they were installed in that building back when it was built, and they are very energy efficient.”

“Everyone is delighted about it,” Bruening added. “It’s really made an impact on the town.”

Both Bates and Spencer saluted Bruening, who made sure food and drinks were provided and each of the volunteers knew how much their work was appreciated. It all made for a memorable day that none are likely to forget anytime soon — and also a reminder about the value of community service.

“It’s very gratifying to work on an old building like this,” Spencer said. “I’m really into old architecture. It was not just a square box. The men and women who you see working on this are the people who donate their time all the time.” ■

CIRCUITS continued on page 10

CIRCUITS *continued*

New England Locals Get New Contract with Consolidated Communications

Three New England locals managed to avoid a strike and ratify a new contract with Consolidated Communications.

"It came together, finally," said Augusta, Maine, Local 2327 Business Manager Peter McLaughlin. "We were on the verge, but we managed to stop the clock."

Local 2327 was joined in negotiations by Manchester, N.H., Local 2320 and Montpelier, Vt., Local 2326, as well as Communications Workers of America Local 1400. The IBEW locals are all members of the T-9 system council, which allows them to band together when bargaining since all members work for the same company.

"We're all on the same team," said McLaughlin, who also heads the system council. "It's a very cohesive group."

Negotiations began in March and by July seemed to be heading for a strike. But that fate was averted with some stronger subcontracting and transfer-of-work language and in early August members voted overwhelmingly for the new four-year agreement.

"Nobody wants to go on strike, but we certainly will," McLaughlin said, noting that members voted overwhelmingly for the option but did not actually have to pull the trigger.

When all was said and done, 95% of the membership voted in favor of the new contract.

"They're very pleased with the agreement," McLaughlin said.

Included in the new deal, which covers roughly 900 IBEW members, are raises of 1.5% in the first year, 1.75% in the following two and 2% in the final year. Rural workers will also get an additional bump of 2% to bring them up to parity with urban workers. Previously, Consolidated put the two groups in different "zones" or categories where those outside of city centers were paid less.

"The strength of our membership, the unity within the T-9, and full support from the IBEW Second District is why we were able to negotiate a fair contract," said Local 2320 Business Manager Jim Golden. "We stood strong, and our members were united and determined to achieve a fair contract, even if we had to strike to get it done."

Part of that Second District support came from International Representative Ed Starr, who worked alongside the council to close the deal without having to go on strike, said Second District Vice President Mike Monahan.

Members also won a telework agreement for those who can and choose to do their jobs from home. In some respects, it was an extension of the temporary agreement they had because of the coronavirus.

"Members and management both like it," McLaughlin said. "The company noticed how attendance was up with telework and how well it was working overall."

While members never had to strike, they did do informational pickets and solidarity days where everyone was encouraged to wear red. Among the sign language was "nothing left to give," a nod to what members have lost over the years as the company changed hands. Before it was Consolidated it was FairPoint, and Verizon before that. And through those changes, benefits like pensions and retiree health care had become casualties.

McLaughlin says one of the strongest elements of the negotiation period was the solidarity of the membership.

"The members were ready to go and that really helped," he said. "It sends a strong message."

It's a sentiment shared by Sandra Tumosa, busi-



Cincinnati Local 212's Women's Committee is paving the way for more women in the trades.

ness manager of Local 2326.

"I credit this victory to the combined efforts of those at the table and the members who showed their support in so many ways," said Tumosa, who is also secretary-treasurer of the system council. "The members' show of solidarity made this win possible and I was reminded every day that we work with the very best in the industry."

McLaughlin noted that Consolidated is in the second year of a five-year build-out of its broadband service and that means a lot of work for members. "Our members do it all," McLaughlin said, from customer service to the build-out, to installation and repairs.

"This contract will ensure workers are compensated fairly and that customers in Maine, New Hampshire and Vermont receive fast, reliable, broadband internet built and installed with skilled union labor," McLaughlin said. "This is a very important victory for workers and customers after several months of tough negotiations. There's no question that the strong solidarity of the members of these four union locals brought us this critical victory." ■

Cincinnati Local Puts Emphasis on Creating Opportunities for Women

In 2016, the IBEW's International Convention unanimously passed Resolution 42, urging members not only to work on bringing more women into the union's trades but also to ensure that, once they're in, they get the proper mentorship and support they need to stay on the job.

Ever since, locals all over North America have worked hard to successfully heed that convention's call, and in few places is that more evident than in Cincinnati, where Local 212 Business Manager Rick Fischer proudly reports that a growing percentage of

members are women.

Fischer credits his local's success partly to the abundance of electrical work in his jurisdiction. But a bigger success story, he said, is how the efforts of Local 212's Women's Committee have brought in the new members needed to help capture that work for the IBEW.

"We have a very active Women's Committee," said Fischer, adding that it had just celebrated its second anniversary. "They're very strong."

As a result, women electricians in Cincinnati-area workplaces are growing rapidly, Fischer said, and greater representation and gender equity is making Local 212 and the entire IBEW stronger.

"Women in our local have been doing a variety of work," said Women's Committee chair Mary Jo Kenter, a fourth-year Local 212 apprentice. Jobs for women, she said, range from heavy industrial sites like the local Nucor steel plant, to the ever-increasing demand for commercial, residential and utility-scale solar installations.

But shattering outdated sex-based stereotypes about electrical workers doesn't happen overnight, said Kenter, and that's why the committee's focus is not just on bringing women into the trade but also on helping them stay in it. So far, it's been working, she said.

"Drop-outs are few among women," Kenter said, noting that when they do happen, sometimes it's because a woman might simply decide that an electrical career is not the right fit for her. In other cases, there might be personal reasons that leave open the door to a possible return.

For the latter, a light touch, such as regular but occasional check-ins, can make a huge difference, Kenter said: "I figure if I am pushing them too much, it might push them away."

Contact from committee members can come in a variety of forms, Kenter said, appropriate to the level of need. "We offer a mentorship program that lets us reach out to other sisters," via phone calls, text mes-

sages, and Facebook posts, she said.

In-person contact always works, too. For several years Women's Committee members have staffed an information booth at Cincinnati's annual Labor Day picnic. Kenter said that sort of public, personal contact helps committee members focus on reaching an extensive cross-section of women.

If Kenter sounds motivated, she comes to it honestly, she said. "I'm the daughter of a union coal miner," she said, "and before this, I worked for years for a union offset printer shop."

Her husband, Scott, is also a Local 212 journeyman wireman with more than 30 years of experience and a business agent at the local. With his enthusiastic encouragement, Mary Jo successfully applied for an apprenticeship, first into the local's teledata program before setting her sights on electrical work.

Kenter recognizes that what might have worked to bring her into the IBEW, and keep her here, might not be right for every union sister. She also understands that achieving some elusive "critical mass" of women members is not going to happen immediately. "This year, we've brought in six female apprentices," she said. "The year before, it was two."

Even so, the committee's efforts are having a decidedly positive effect, Kenter said. "What I hear from a lot of our fellow members is that what women electrical workers do is very thorough, with real craftsmanship," Kenter said. "And our brothers have been good to us, standing up for us."

Women also have made noticeable strides on the signatory contractor side of the business, Fischer said, pointing to longtime partner Paff Electric, a signatory contractor with Local 212 since it opened for business in 1986.

Now owned by Monica Williams, the small staff of electrical workers at Paff has handled an abundance of commercial and residential projects, plus a lot of LED retrofit installations in many of the Cincinnati archdiocese's churches. Her husband, Nick, also is an electrician with Local 212.

"Paff is a good fit for us," Fischer said, "and Monica takes great care of us 212'ers."

Williams publicly praises Local 212 on her company's website: "We've been able to sustain healthy growth over the past five years due to our skilled electricians and management, attention to our customer needs and my hands-on approach as an owner, just to name a few."

"We're slammed," she said, noting that one of Paff's biggest projects recently has been Solarize Cincy, a co-op pilot project that aims to get 5-14kW rooftop photovoltaic arrays installed on nearly 150 households in the city. Paff is also working on a similar Solarize project in suburban Silverton. More recently, Paff has been trying to diversify into installing EV charging stations. "They're near and dear to my heart," Williams said, "a real opportunity for us to grow." ■



Members of three New England locals voted overwhelmingly for a new contract with Consolidated Communications, staving off a strike.

TRANSITIONS

DECEASED

Peter Lombardozi



Retired Eighth District International Representative Peter Lombardozi, a son of Italian immigrants who became an influential labor leader in Big Sky Country, died on July 21 in his hometown of Billings, Mont. He was 89.

Brother Lombardozi was initiated into Billings Local 532 in 1955 after attending the University of Portland and topped out four years later as an inside wireman. But he had a deep appreciation for labor and working families long before that, said his son, Jim, also a retired Local 532 member.

Gennard Lombardozi, Peter's father and Jim's grandfather, was an Italian immigrant who settled in Montana, where he was a 40-year union employee of Northern Pacific Railway.

"Dad came from a fairly poor Italian community on the south side of Billings," Jim Lombardozi said. "Those people had high regard for anyone who labored for a living.

"He was a union guy from the very beginning. It was kind of an obsession for him."

Peter Lombardozi joined Local 532's Executive Board in 1964, became president in 1966 and was elected business manager later that year, beginning a nearly 18-year tenure in the position.

During that time, he developed a reputation as a tenacious negotiator who encouraged members to get involved in political issues. He often reminded them of the impact government policies had on their wages and family's quality of life, said Don Herzog, a Local 532 member who later became business manager and an international representative.

"On the floor of union meetings, he was always talking politics," Herzog said. "I didn't realize the importance of it at the time because I was so young, but he was right.

"He was not the tallest guy in the world but he was known to be a fighting bulldog when he got into negotiations with units. He was known as being extremely tough but fair."

Jim Lombardozi, who is good friends with Herzog, laughed when he heard that description of his dad.

"When he started forward, he never backed off," Lombardozi said. "That can get you in some scrapes but he always rebounded and did well for himself."

Jim Lombardozi said his father took special pride in the quality of Local 532's apprenticeship education. The local built its own training facility during his time in leadership. Later, its curriculum was so respected that other Montana inside construction locals decided to use it to create one centralized statewide apprenticeship system, he said. Jim went on to serve as an instructor himself at Local 532's center.

The elder Lombardozi served on several labor committees, including as chairman of the Southeastern Montana

Building Trades Council and on the state's Joint Apprenticeship and Training Committee. He also spent six years on the Council of Industrial Relations, which works to settle disputes between IBEW locals and NECA signatory contractors.

In 1984, he accepted an offer to join the Eighth District staff and moved to Idaho Falls, Idaho, then the home of the district office, where he worked under close friend and Eighth District International Vice President Jon Walters, who went on to serve as international secretary/treasurer. He served locals in Montana and Idaho before retiring in 1993 and returning to Billings.

Even in retirement, he stayed active in the community. Lombardozi was instrumental in the founding of the Housing Authority of Billings, which works to help low-income individuals and families find housing, and served as its chairman. He also was known as an excellent cook, great storyteller, voracious reader and history buff.

Brother Lombardozi is survived by his wife of 70 years, Suzanne, along with seven children, 18 grandchildren and 24 great-grandchildren. In addition to Jim, another son, Brian, is a Local 532 member.

Jim Lombardozi said his father had many interests but he never lost the work ethic he learned as a child.

"His parents were both born and raised in Italy and came through Ellis Island," Jim said. "Those people had to stick together in this country. In those days, whatever you gained came through your own labor. That's pretty much all you had to sell."

The officers and staff send their condolences to Brother Lombardozi's many friends and family. ■

DECEASED

Glenn E. Nunn



Glenn Nunn, a retired Seventh District international representative who earlier led 3,600 Oklahoma City members in a nationwide strike against Western Electric, died July 18. He was 77.

An Oklahoma City native, Nunn went to work as a computer technician at the Bell-owned manufacturing plant after graduating high school in 1962. He quickly became an active member of Local 2021 in his hometown.

"Glenn could get people fired up," said retired Seventh District International Vice President Orville Tate, who met Nunn in 1964, when both young men were Local 2021 stewards. "He could get people to follow him like the Pied Piper."

Nunn served on numerous committees from his early days with the local, tackling wage incentives, job grades, safety and political action. By 1965 he was on the executive board and became president in 1977, serving in that role and as acting business manager before coming aboard the district staff in 1984.

That was one year after Local 2021

members and 40,000 more at Western Electric facilities across the country joined the Communications Workers of America's strike against parent company AT&T on the eve of the Bell behemoth's breakup.

"Western Electric will be the one that will make the computer systems AT&T plans to use to compete with IBM, and we're already building computers for the open market now at the Oklahoma City plant," Nunn told The Oklahoman as members met in a convention center and overwhelmingly voted to join the week-old walkout.

Pointing to billions in AT&T profits and raises for the corporate board, Nunn said there was no reason for the IBEW's highly skilled workers to settle for the company's weak offer.

"I think what we're seeing is a classic case of corporate greed," he said in the Aug. 15, 1983, story. Both the IBEW and CWA prevailed two weeks later.

On staff, Nunn organized and served manufacturing locals in Texas and Oklahoma, including workers at Westinghouse, Philips Lighting, and Western Electric, which became AT&T Technologies and then Lucent during his tenure.

Tate said Nunn's "people skills" were the key to his success, from winning trust in organizing campaigns and contract talks to his special knack for training union officers.

Whether he was instructing college-educated members in technical jobs or factory workers who hadn't finished school, "Glenn could relate to people in a way they could understand," Tate said. "He didn't talk down to anyone, ever."

Even through dry matters of bylaws and fiscal paperwork, Nunn held his students' attention.

"His approach was totally different than giving a bland statement about a company policy," Tate said. "He'd give practical examples that related directly to what he was talking about. He understood that people want to hear about their own jobs — 'How can you help me?' — rather than examples about a generic company."

Nunn also was famous as a stickler when it came to job classifications. Tate said he spent countless hours in factories simply observing and didn't let employers get away with anything.

"He'd watch someone to see if they were being pushed to do more than their job description," he said. "When he spotted something, he'd say, 'They're not paying you to do that. That belongs in a higher classification.'"

Workers and the union alike benefited from his diligence, Tate said. "When you get five or six people a promotion, a raise of 50 cents an hour, that goes through the plant like wildfire — 'Look what the union did for us!'"

He called Nunn "a true union man," always serious about union business but with a dry sense of humor that made him fun to be around.

He also was a union brother in more ways than one: While he helmed Local 2021, his brother, Everett Nunn, was president of the Meatpackers union, now part of UFCW.

Nunn retired in 2002 and moved to Ocala, Fla., with his wife, Sara. An

avid fisherman and golfer, he was proud of several holes-in-one, his family noted in his obituary.

In addition to his wife and brother, Nunn is survived by two daughters, a son, eight grandchildren, four great-grandchildren and two sisters.

On behalf of officers, staff and members, the IBEW sends its sincere condolences to Brother Nunn's family with gratitude for his four decades of dedicated service. ■

DECEASED

Michael J. Power



Retired First District International Representative Michael J. Power died on July 18. He was 71.

Power, the oldest of 10 children, was born

on the northeastern coast of Newfoundland and Labrador's Great Northern Peninsula. After graduating from Sacred Heart High School in Conche, Power moved to St. John's, the province's capital, where he took a few college courses at what is now known as the Marine Institute. There, he also met Tina, who would become his wife of 50 years.

In 1969, Power enlisted full-time in the Royal Canadian Navy but transitioned to the Naval Reserve when he was initiated into St. John's Local 2330 not long afterward. Two years later, he accepted an electrical maintenance job at the electrical utility Churchill Falls (Labrador) Corporation, moving his young family northward and across the Gulf of St. Lawrence and transferring his IBEW membership to Churchill Falls Local 2351.

It was through working at CFLco that Power developed his passion for labor relations. He served on Local 2351's negotiations and labor-management committees as well as on its grievance and employee benefits committees. By 1976, his hard work had so impressed Local 2351's members that they elected him president and business manager.

"When it comes to Mike Power, there is nothing bad I can say about him," said current Local 2351 Business Manager Dean Harris, who had already known Power from around the Churchill Falls community when Harris was himself initiated into the IBEW in the late 1980s. "He was such an accomplished union leader."

"He was just a fantastic guy, a great family man, trade unionist and friend," said fellow First District International Representative Brian Matheson, who retired in April. "He always enjoyed what he was doing, and I'm sad to see him go."

Power remained Local 2351's top elected leader until 1992, when then-International President J.J. Barry appointed him as an international representative for the union's Canada-wide First District. Working out of an office in suburban St. John's, Power focused on servicing the union's locals within the province while becoming proficient in provincial and territorial labor laws.

It was around this time that he also wrapped up his longtime Naval Reserve service.

"Mike was always there to offer assistance, and his knowledge of contractual language was an asset," said Harris. "For that reason, we used him as chief negotiator in our 2014 negotiations with CFLco." Harris recalled that, at the signing ceremony of that agreement, Power became a little emotional as he remembered his own experience as Local 2351 business manager, putting his name on similar agreements with the utility.

Reflecting on his nearly 50-year career when he retired in 2017, Power said that one achievement that stood out was the successfully negotiated, CA\$8.5 billion Code of Excellence hydroelectric project that connected his home province with Nova Scotia via the island of Labrador. During peak construction, more than 3,000 IBEW members worked on the project's 800-megawatt generating station plus all of the electrical transmission, switchyard and support construction.

For Matheson, one of his favorite memories of his friend — such that it became a running joke between the two of them — was a time when Power lost his mobile phone. "We were at a convention down in the states," Matheson recalled. "Mike was on his cell phone, he laid it down, and then it was gone."

Matheson had the idea to try calling Power's cell phone to try to locate it by its ringing, but first Matheson had to reveal that he had jokingly nicknamed Power in his phone as "007," as in James Bond's code number. "And then, I had forgotten that '007' actually called Mike's home phone," Matheson said with a laugh. "When one of his sons answered, Mike said, 'You took my phone!' The son was so confused."

Power also was an accomplished musician, Matheson said. "He played accordion, and he could play the guitar and mouth organ at the same time," he said. "He never showed any stress. He was always ready with a joke."

In his spare time, Power was an avid hunter and fisherman who also enjoyed woodworking and other projects around his home. He also helped coach a recreational hockey team.

The IBEW sends its deepest condolences to Power's widow, Tina, and to their three children and five grandchildren. ■

Go
Green

Get your
**ELECTRICAL
WORKER** delivered
each month *via email*.

It's convenient & helps cut
down on paper waste. Go to
www.ibew.org/gogreen
and sign up today!



Scan with a
QR reader

GROUND^{ED} IN HISTORY

Preserving the IBEW's Past

In 1948, IBEW International Secretary J. Scott Milne oversaw the creation of an Archives Department at the International Office in Washington, D.C. In an article published in *The Electrical Worker* that year, Milne called for members to donate items they thought were important to the IBEW's history. Among his suggestions were "old constitutions, receipts, transfer cards, convention badges, pictures, and any historical data pertaining to the beginning of the locals." Once enough items had been obtained, Milne envisioned that a room would be set aside at the International Office for the perpetual display of the collection. "The archives will not only provide a graphic history of the growth of the brotherhood," he wrote, "but will also capture something of the substantial benefits that have come to labor through the efforts of the trade union movement and a few enlightened political leaders sympathetic to its cause."

To understand what made these benefits "substantial," he said, one first had to understand the harsh beginnings of the brotherhood. "Our pioneers blazed a trail against abuse, ridicule, courts, and jails," Milne wrote. "They went through the days of the injunction judge, the blacklist, tear gas, mounted state police and armed company guards." It was important then, as it is now, that we take stock of the struggles of the past so we can better appreciate the benefits of today. The



The IBEW museum in Washington, D.C., safeguards the union's history and helps today's trade unionists learn lessons from the past.

importance of this effort was understood by all and the response to Milne's article was overwhelming.

In the months that followed, the International Office was flooded with donations of historical artifacts. Gaps in our catalog of *The Electrical Worker* were filled, panoramic convention photos thought lost were found and tools from every industry of the trade were gathered under one roof to show the diversity of electrical work. Some donated items had belonged to our founders themselves, old receipt and membership ledgers dating back to 1891. A small space in the building was created to display some of these priceless items but it wasn't until 1974, with the

opening of a new International Office, that the archive was given a proper exhibit hall. This new space was located on the ground floor, allowing visitors to walk through and admire our collection. In 2005, the archive was expanded yet again with the opening of the current International Office. The building features a museum, the first of its kind in a union headquarters, with five rotating exhibits, interactive multimedia displays, and a story booth for IBEW members to leave video testimonials. A fully climate-controlled storage area was also built, which houses the bulk of our collection, now numbering 3,500 items, and is carefully conserved by professional staff. A research

room is also available for visiting labor historians.

In 2016, the Henry Miller Museum opened in St. Louis, the result of decades of work to identify and preserve the neglected boarding house where the IBEW's founders met in 1891 while creating the brotherhood. The museum in the IBEW's birthplace is a collaboration between St. Louis Local 1 and the International Office and is open to visitors by appointment. Its collection is maintained in conjunction with the IBEW Museum staff.

The mission of the IBEW Museum is to preserve the history of our union and to tell the story of its members. Only through the tireless efforts of our early pioneers to organize local unions, develop apprenticeship training, and fight for a place at the bargaining table did the IBEW secure the respected place it holds today within the labor movement.

An understanding of that fraught history and the sacrifices our founders made is key to developing a true appreciation for the benefits we enjoy today and a commitment to defend them. It is why history is important to a union. And it is why the IBEW Museum honors the words of Brother Milne and remains in "perpetual display" for IBEW members and members of the public alike. ■

For more on how to support the IBEW's preservation of its history, visit nbew-ibewmuseum.org. Have an idea for this feature? Send it to Curtis_Bateman@ibew.org.

May International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 2:00 p.m., by Chairman Erikson, on Tuesday, May 18, 2021, via audio/video conference call. Other members of the council in attendance were Calabro, Calvey, Burgham, Riley, Furco, Wine, Chincio and Venoit.

International President Stephenson

International President Lonnie R. Stephenson offered reports to the members of the International Executive Council on a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Cooper

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

Legal Defense

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

Financial Reports

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

Article XX and XXI Cases

There were no Article XX or XXI cases to report.

Local Union Under International Office Supervision

Local Union 2330 was placed under trusteeship on June 3, 2019. International President requested an extension of the trusteeship for an additional six months, a motion was made, seconded and carried to extend the trusteeship.

Appeal Filed with the International Executive Council

The International Executive Council has conducted a thorough review of the facts pertaining to an appeal from Local Union 530 member Stephen P. Brander and it is the decision of the I.E.C. to concur with President Stephenson's decision.

Resolution Regarding Pension Coverage for IBEW Office Employees

The I.E.C. took action to ensure that pension benefits provided in the Constitution for employees of the International Office will be paid consistent with tax law requirements.

Resolution Dealing With Pension Coverage for International Officers, Representatives and Assistants of the IBEW

The I.E.C. took action to ensure that pension benefits provided in the Constitution for officers, representatives and assistants will be paid consistent with tax law requirements.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2021

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets covering the 9-month period ending March 31, 2021

Reviewed and Filed

Retirement of International Executive Council Secretary, Director, and International Representatives

Patrick A. Lavin, Secretary, I.E.C. Seventh District Effective — April 1, 2021

Randall A. Middleton, Director, Manufacturing Department Effective — April 1, 2021

Scott D. Hudson, International Representative, Construction & Maintenance Department Effective — April 1, 2021

Carmella L. Thomas, International Representative, Education Department Effective — April 1, 2021

John M. Walsh, International Representative, Government Employees Department Effective — April 1, 2021

Daniel V. Gardner, International Representative, Safety Department Effective — April 1, 2021

Joel D. Bell, International Representative, Business Development Department Effective — June 1, 2021

F. Keenan Eagen, International Representative/District Organizing Coordinator, Membership Development Department Effective — April 1, 2021

John Murphy, International Representative/Regional Organizing Coordinator, Membership Development Department Effective — April 1, 2021

Brian J. Matheson, International Representative, First District Effective — April 1, 2021

Pasquale Gino, International Representative, Third District Effective — April 1, 2021

David R. Moran, International Representative, Fourth District Effective — April 1, 2021

Ted D. Robison, International Representative, Fourth District Effective — April 1, 2021

Michael E. Daugherty, International Representative, Sixth District Effective — April 1, 2021

John R. Lei Sr., International Representative, Eighth District Effective — April 1, 2021

Rick E. Hite, International Representative, Ninth District Effective — April 1, 2021

Johnny B. Simpson, International Representative, Ninth District Effective — July 1, 2021

Vested Pension

Jed K. Dunagan, State Organizing Coordinator, Membership Development Department Effective — June 1, 2019

This regularly scheduled meeting was adjourned, on Tuesday, May 18, 2021, at 5:00 p.m. The next regular meeting of the International Executive Council will commence on August 31, 2021, via audio/video conference call at 2 p.m.

For the International Executive Council

Myles Calvey, Secretary May 2021

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

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2022

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

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

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

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

The IBEW Agency Fee Payers Objection Plan establishes the procedure for obtaining a fee reduction and is set forth in full below. By way of summary, fee payers must file their objections during the designated open period (usually the month of November) or within 30 days of becoming agency fee payers. Current fee payers who wish to file objections for calendar year 2022 must do so during the month of November, 2021. Objections must be addressed to the International Secretary-Treasurer, IBEW, 900 Seventh Street, N.W., Washington, D.C. 20001, and must be postmarked during

the November open period. Objections filed during this open period will become effective on January 1, 2022, and will remain effective for as long as the objector remains in the bargaining unit.

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

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

The reductions are based on the percentage of the unions’ expenditures that were devoted to “chargeable” and “nonchargeable” activities during the previous fiscal year, as defined above. For example, the International determined that during its 2019-20 fiscal year, 48.38% of its expenditures were for “chargeable” activities and 51.62% of its expenditures were for “nonchargeable” activities. The locals’ portions vary, with most local unions devoting between 90 and 95 percent of their annual expenditures to “chargeable” activities. In no year has any IBEW local union spent a smaller percentage of its expenditures on “chargeable” activities than the International, although some of the locals use the International’s percentage to calculate their own annual reduction, thereby giving objectors a larger reduction than if the locals used their own figures.

The IBEW Agency Fee Payers Objection Plan

1. Nonmembers’ Right to Object.

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

of the LU and the IBEW that are used for “chargeable activities” (including, for example, negotiating and enforcing collective bargaining agreements, dealing with employers on employment-related concerns, and union administration).

2. Procedure for Filing Objections.

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

3. Reduction in Agency Fees.

Agency fees are composed of a portion forwarded to the International as per capita payments and a portion retained by the LU. When the IST receives timely objections, he will forward the names of the objectors to the LUs to which they pay their agency fees. No later than January 31 of each year (or as soon as possible, in the case of timely mid-year objections), both the International and the LU to which the objector pays agency fees will mail to each objector who has perfected his or her objection under this plan a check reflecting the reduction in payments to which he or she is entitled for that calendar year, or will otherwise advise the objectors how their payments will be reduced for the year. Unless advised otherwise by their respective LUs, objectors will be expected to remit the full amount of fees charged by their respective LUs.

As set forth in greater detail below, the International will determine the percentage reduction to be applied to the per capita portion of the objector’s fees and will issue checks reflecting the reduction in per capita payments to which objectors are entitled. In addition, each IBEW LU will establish its own procedure for determining the reduction in its portion of the agency fees and for reducing the objectors’ payments by the appropriate amounts.

4. Calculation of Reduction in Per Capita Payments.

Before the beginning of the calendar year, the IST will calculate the International’s per capita reduction as follows: The IST will determine the International’s total operating expenditures for all purposes during the preceding fiscal year, the expenditures made for activities that are

chargeable to objectors, and the nonchargeable expenditures. The IST will then calculate the ratio of chargeable and nonchargeable expenditures to total expenditures. The International’s expenditures and calculations will be verified by an independent auditor.

5. Per Capita Reduction Check.

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

6. Appeal to Impartial Arbitrator.

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

- The appeal must be made in writing and must be received in the office of the IST within 30 days of the date on which the IST mails the objector his or her per capita reduction check. The appeal should explain the basis of the challenge.
- The impartial arbitrator will be appointed by the American Arbitration Association (AAA) through its Rules for Impartial Determination of Union Fees, as Amended and effective January 1, 1988.
- Such appeals will be consolidated to the extent practicable and heard as soon as the AAA can schedule the arbitration. The presentation to the arbitrator will be either in writing or at a hearing, if requested by any objector(s). If a hearing

is held, any objector who does not wish to attend may submit his or her views in writing by the date of the hearing. If a hearing is not requested, the arbitrator will set a date by which all written submissions must be received and will decide the case based on the records submitted. The International will bear the burden of justifying its calculations.

- The costs of the arbitrator’s services and any proceedings before the arbitrator will be borne by the International. Individually incurred costs will be borne by the party incurring them.
- While the appeal is pending, the IST will hold in escrow a portion of the fees paid by objectors in an amount sufficient to insure that the portion of the fee reasonably in dispute will not be expended during the appeal procedure. In the event the impartial arbitrator determines that the objectors are entitled to a greater reduction in their fee payments than that calculated by the IST, additional checks will be issued for the balance of the reduction due, as determined by the arbitrator.

7. Appeals from Local Union Fee Reductions.

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



Tread, Tools & Tough Gear

GIVEAWAY

YOU COULD WIN ALL THIS!



\$250 Carhartt

DEADLINE: OCT. 31, 2021

NO COST TO ENTER

ENTER TO WIN:

WWW.UNIONSWEESTAKE.COM

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

\$1,800+ VALUE!

LOCAL LINES

Congratulations, Graduate Apprentices!

L.U. 8 (as,em,i,mar,mt,rts,s&spa), TOLEDO, OH — It was great to be able to enjoy brotherhood and sisterhood at the Toledo, Monroe and Fremont Labor Day picnics and parades this year. After canceling last year due to COVID-19, getting back to normal felt good. Enjoying the camaraderie with Local 8 brothers and sisters at the unit steak fries in August and September was long overdue, too. Hopefully this trend will continue.

Congratulations to the 2020 — 2021 graduating apprentices who topped out on July 9. Forty-seven inside apprentices, eight residential apprentices and seven VDV apprentices have earned the ultimate golden ticket to their future careers. A special congratulations to Outstanding Inside Apprentice Austin M. Waggoner, Outstanding VDV Apprentice Bryce S. McConnell, Outstanding Residential Apprentice Austin T. Laderach and Apprentice of the Year Randall L. Gaudreau.

Our condolences to the families of those members and retirees who have passed away recently: Robert Cunningham, Gary Douge, Durk Eckenrode, William Fish, James Holbert, Alvin Lobert, John “Duke” Puls, Silas Rowser and Edward Szymanski. Rest in peace, brothers.

Stay safe and healthy, brothers and sisters.

Mike Brubaker, P.S.



Congratulations to Local 8 Apprentice of the Year Randall L. Gaudreau!

Kemp, Kyle Kiefer, Corey Kimball, Kristopher Kuebler, Todd McNulty, Aleksandr Medvedev, Maxwell Mooney, Brittney Morales, Dane Phillips, Kyle Pitlick, Autumn Relleke, Andrew Rennie, Neil Schoolfield, Noah Schweizer, Samuel Thuerbach, Clayton Tungate and Evan Vibbert. This year’s academic award winner is Corey A. Kimball, and the John D. Brenner Memorial Award went to Dylan J. Cates.

Local 16 would like to welcome the following businesses as signatory contractors: ONE Electrical Systems LLC, Jenlee Electrical LLC dba Drone Electrical Solutions, Leed Electric Company and Bullseye Electric (residential). Best wishes to each of these worthy enterprises as they expand the unionized electrical industry, employ qualified IBEW members and bring the best construction standards to customers in southern Indiana.

Donald P. Beavin, P.S.



Retired Business Manager Pete Demchuk enjoying the Local 24 Family Picnic.

Local 24 Business Manager Pete Demchuk Retires

L.U. 24 (es,i&spa), BALTIMORE, MD — Congratulations to Business Manager Pete Demchuk on his retirement. Pete has served the local throughout his 43 years: He was a class representative, JATC instructor, 20-year committee member on the JATC, steward, ran work as a foreman and general foreman, organizer, referral agent, trustee to the funds, Examining and Executive Board member, vice president and president, financial secretary and business manager and a member of many other committees and boards. Thanks, Pete, for all you have done for our local; we hope you enjoy a long and healthy retirement — you have certainly earned it!

Financial Secretary Michael McHale has been appointed to fulfill Brother Demchuk’s term. Brother

Jerome Miller has been appointed to fulfill Brother McHale’s term as financial secretary.

Brother McHale has served our local over his career as a class representative, JATC instructor, chair of the JATC, assistant business manager, Examining and Executive Board member and financial secretary.

Brother Miller has also served our local throughout his career as a JATC instructor for 11 years and as an Examining and Executive Board member.

We offer them both our support going forward and wish them continued success.

Michael G. Azzarello, A.B.M.

Local 26 Awards Four Scholarships

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Goodbye summer, hello autumn. Please continue to visit the Local 26 website (www.ibewlocal26.org) to get the most up-to-date information on what is happening at the union hall and upcoming events.

The four winners of this year’s scholarship award for Local 26 are:

- Jonathan Armel, son of Brother John Armel, graduated from Sherando High School in Stephens City, Va., and will be attending James Madison University. He plans to study biology in his pursuit of becoming a pediatrician.
- Jada Herring, daughter of Brother Jimmy Herring, graduated from North Point High School in Waldorf, Md., and will be attending Mercer University. She plans to major in psychology and minor in Spanish. She will be on a pre-med track to become a trauma surgeon.
- Chloe McMurray, daughter of Scott McMurray, graduated Huntingtown High School in Calvert County, Md. She will be attending Charleston Southern University to pursue a career in nursing.
- Kori Sheckells, daughter of Brian Sheckells, graduated from McDonough High School in Pomfret, Md., and will be studying nursing at Shenandoah University.

Best wishes to the following new retirees: Robert W. Agnew Jr., Michael C. Bishton, James M. Blum, Jeffrey D. Colie, Gary L. Cooke, David E. Curtin, Peyton E. Duncan Jr., Charles S. Flagg III, Reginald R. Goodwyn, Thomas V. Grisez, Charles E. Hall, Walter L. Hughes, Thomas E. Jeans, Ronald P. Kesecker, Paul D. Lumsden, James A. Lusby Sr., James Lynch Jr., Daniel J. Noel, Charles D. O’Donnell, Edgar L.

Ovando, Daniel T. Paul, Thomas C. Ruble, James W. Schwalenberg, Robert J. Simard, Russell P. Swann, Lyle R. Washburn and John L. Witkowski.

The following members have passed away since our last article: Ronald B. Cook, Stephen J. DiCarlo, Darryl T. Dubiel, Raymond L. Ellison, Neal J. Gregory, James E. Haiber, Christopher P. Hott, Jerome J. Ray, Michael J. Ryan, Lawrence D. Scott, John R. Smith and James C. Welch.

George C. Hogan, B.M.

Open House for Local 34 Hall

L.U. 34 (em,i,rts&spa), PEORIA, IL — Our local hopes all IBEW members enjoyed a safe and happy Labor Day. We would like to take a moment and thank not only our membership but also neighbors and friends who attended Local 34’s open house on Friday, Sept. 17. I believe a good time was had by all. A special thank you to Raber Packing Company, our local union meat locker, for their excellent food and service.

If you are in our neighborhood sometime, stop and visit us at 4322 S. Ricketts Ave., Bartonville, Ill., to see the new hall.

Our fall work looks to be, at the very least, steady for Local 34 members and hopefully will provide work for a few traveling members as well. Our largest fall project in the area is OSF Hospital’s Comprehensive Cancer Center. The centerpiece of this development is proton beam therapy technology, which will be used to help fight cancer. This projected \$250-million development will position OSF as an industry leader in cancer-fighting technology for the Midwest. An adjacent parking deck will be constructed alongside the six-story building, providing good union construction jobs.

Fall and winter commercial work in Local 34 appears promising.

Marc Burnap, Treas.



Local 34 held an open house for their new hall in September.

Welcome, Inside Wireman and Signatory Contractors

L.U. 16 (i), EVANSVILLE, IN — Congratulations to the following graduates of the 2021 Inside Wireman program: Will Ashby, Nathaniel Banks, Steven Basham, Derek Bevil, Gary Bevil, Dillon Blackwell, Jacob Brown, Wyatt Carter, Dylan Cates, Kevin Cessna, Brandon Conaway, Johnathan Cook, Marshall Deckard, Aaron Droste, Zachariah Duggins, Phillip Duke, Tanner Duran, Dillon Eagan, Brad Eger, Austin Elpers, Gregory Englert, Andrew Ensor, James Fenwick, Bo Ferriell, John Hillyard, William Holly Jr., Kyle Kaeck, Morgan

Submitting Local Lines Articles

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

Trade Classifications

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

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

Local 38's Work Outlook Picks Up

L.U. 38 (i), CLEVELAND, OH — President Biden came to Cleveland in May to tout his economic plan. I got to meet him and be present at his conference and had the chance to thank him for his support of the IBEW.

Plans for the Centennial project (formerly Huntington Bank) on E. Ninth and Euclid are moving forward with demo of the inside of the building scheduled to begin this fall. The plans call for approximately 850 apartments and renovation of the existing lobby. This is a massive project and the bidding process for the electrical portion is underway.

We just attended the groundbreaking ceremony for The Artisan Apartments at 10600 Chester Ave. in Cleveland's University Circle district. The 23-story building will contain 298 apartments. The project is being financed by our pension dollars under the management of National Real Estate Advisors. NREA invests our



Memorial lanterns were hung to honor Local 44 members lost in 2020.

pension dollars into projects like The Artisan, Legacy Village, and others; we not only get a return on our investment, but it creates jobs for our members and adds more hours to our Local 38 and NEBF pension funds, which helps them grow. Contemporary Electric has the project, with more phases planned.

The work outlook is good as hospital work in our area has picked back up at MetroHealth, University Hospitals and the Cleveland Clinic.

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

Lantern Ceremony Remembers Lost Brothers and Sisters

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — The Montana Lineman's Rodeo was held on July 17th. Congratulations to another successful rodeo!

- Top Team Overall, Construction: Toby Claude, Brian Wheeler, Russell Smith (Hotline/Dry Canyon)
- Top Team Construction: Toby Claude, Brian Wheeler, Russell Smith (Hotline/Dry Canyon)
- Top Team Mixed: Heath Hatch (Northwest Lineman College), Jacob Hunt and Luke Bogart (PGE)
- Top Team Utility: Jeff Hinojos, Juan Romano, Ryan Araujo (Southern California Edison)
- Top Apprentice Overall: Brenden Johnson (Big Flat)
- Top Apprentice Construction: Landon Wahl (Summit Line)
- Top Apprentice Co-op: Brenden Johnson (Big Flat)
- Top Apprentice Line School: Garrett Haley (Missoula Electric)
- Top Apprentice Utility: Devon White (Northwestern Energy)

On July 16, a lantern ceremony was held, with memorial lanterns hung for those lost in 2020: Jack W.

Altimus Sr., Robert W. Barger, Norris A. Bjork, Larry E. Clinton, Gordon M. Jackson, Albert R. Keeler, Richard L. Maynard, Chellis F. Newgard, Loren L. Ogle, Allen G. Pochelon, Lonnie K. Strickland, George J. Trevenna and Carl "Dale" Wass; and those lost in 2021: Lance W. Blessing, Carl G. Cordeiro, David Lee Farris, Stephen W. Hamblock, James A. Hutchins Jr., James A. Hutchins Sr., Robert P. Kessner, Jeffrey Knight, John D. Lind, Ronald Loesch, David J. McDonough, James J. "Butch" Mullaney, Mark R. Pappert, Francis E. Quinn, Freddie H. Simonson and James Sullivan.

Dwight Rose, Mem. Dev.

Construction CBAs Ratified, Excellent Work Outlook for Local 46

L.U. 46 (as,c,c,s,em,es,et,i,mar,mo,rtb,rt&st), SEATTLE, WA — For our local, 2021 has been a very productive year for contract negotiations! Our five construction units — Limited Energy-Sound & Communications, Inside Wire, Residential, Stockman and Light Fixture Maintenance — all successfully negotiated new contracts. Two of the contracts had record-setting wage increases, and all five had improvements in contract language. Four of these CBAs had online voting conducted by BallotPoint. This was the first time that our construction units have voted online, and the member participation was fantastic!

The internship program returned in September. This program gives members who have completed our leadership classes an opportunity to learn how our local operates. Interns spend three months in the program; one month is spent in each of the primary functions of the local: dispatch, representation and organizing. The goal is to train the next generation of leadership for Local 46.

Our work outlook is excellent for the next few years. We are regularly dispatching from Book 2 and need help manning our work. Washington state requires an electrical license. The only state that we have a reciprocal agreement with is Oregon. We can help you with the licensing process: If you need assistance or have questions about getting a Washington journey-level electrical license, please contact us.

Warren Shill, Pres.

The Best out of the Worst

L.U. 48 (c,em,i,ptc,rtb,rt&st&tm), PORTLAND, OR — Against all odds, the decision was made to show our union family some love and appreciation, and Local 48 proceeded to host our beloved annual summer picnic, COVID-19 style. Rest assured, the restrictions created endless opportunities for innovation and activated our deepest creativity.

Booker T. Washington once said, "Success is to be measured not so much by the position that one has reached in life, as by the obstacles which he has overcome while trying to succeed."

Our treasured event coordinator, Tracey Powers, took the lead and pulled off this well-oiled machine: A drive-through picnic with loads of fun, volunteers and dedicated members who signed up and showed out!

The details: Hosted on two separate 93-degree Sundays in July, 70+ volunteers and staff on deck; approximately 1,675 members participated; more than 6,500 meals were served; picnic T-shirts were distributed; and participants won 128 raffle prizes! Not to mention the music, the bullhorns, the balloons, the cars, the kids, the pets and, of course, the smiles! Many thanks to everyone!

Check out what we call picnic success on the Local 48 website: www.ibew48.com/news/photos/ibew-48-2021-drive-through-picnic

One last thing! As we prepare to reopen, the business manager is eagerly wanting to see all of you again and asks that you continue to work safe and always be aware of your surroundings.

Donna J. Hammond, B.R.



Pictured from left are Local 38 Business Manager Dennis Meaney and Cleveland Building Trades Executive Secretary Dave Wondolowski at the groundbreaking ceremony for the new Artisan Apartments.

IBEW MERCHANDISE



EMBOSSED DENIM JACKET \$51.00

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

Features brass buttons with stamped fist and lightning bolts.

OFFICIAL DESKTOP FLAG SET \$7.00

Each set contains (1) USA flag, (1) Canadian flag, (1) IBEW flag and (1) flag base.

Each flag stands 10.5" tall and 5.75" wide.

BAR TIE CLASP \$7.00

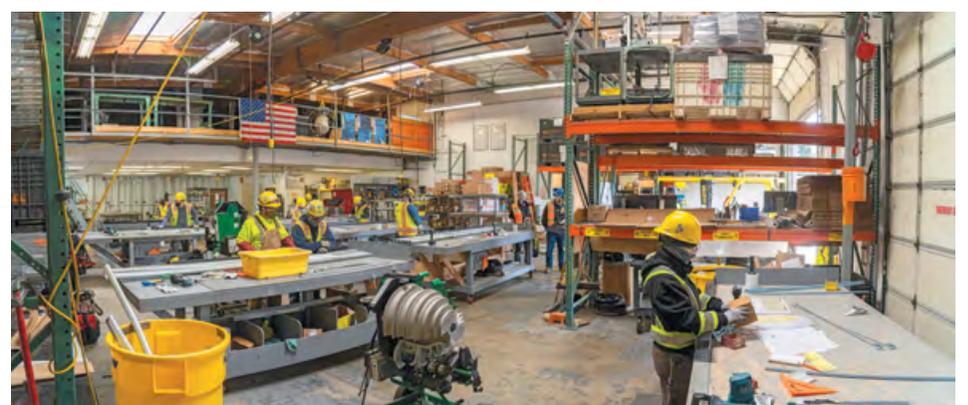
Gold-tone tie clasp, 2" length with USA and Canadian flags above IBEW initials.

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

www.ibewmerchandise.com



Local 48 hosted its annual picnic in July, with more than 1,600 participants and 6,500 meals served.



Local 46 members working in VECA Electric's pre-fab shop.

LOCAL LINES



New-member education and RENEW, EWMC, general membership and steward meetings have resumed at Local 68.

Steady Work and Regular Meetings Continue

L.U. 68 (I), DENVER, CO — Greetings brothers and sisters: As of now (and hopefully we will not have any setbacks), our local is back to standard operating procedures. General membership meetings, new-member education, Executive Board, Exam Board, Renewable Energy Committee, Good of the Union/Stewards meetings and RENEW/EWMC are each back to their regular day and time. If you don't remember when those meetings take place, you can check the monthly calendar on the website (<http://ibewlu68.com>) or call the front office.

By the time you read this, the picnic will have come and gone. But the Christmas party is on the schedule for Dec. 11 from noon to 3:00 p.m. here at the hall. So please mark your calendars and plan to attend and enjoy some food, fellowship and Santa Claus.

With all the expansions and changes going on at Denver International Airport, plus all the other jobs that must get done, the work picture here at Local 68 is good. Book 2 and open calls are steady. The organizers have been busy ensuring that calls are getting filled. On July 12 and 13 there were 65 members in attendance at new member education. Great job to Joel Holden, Mike Lowitzer, Travis Trujillo, and the newest member of the team, Denny Garcia!

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Philip Abeyta, Harold Barber, Larry Barela, Kenneth E. Boetel, Alvin Bryant, Michael Chappell, James Collins, Mack A. Goodman, Robert M. Hartmann, John T. Lewis, George Lopata, Lawrence D. Lopez, Fred Lujan, Billy Morris, Rachel Olivarez-Sellers, Richard Radke, Joe Ramsey, James R. Riney, Eddie Robinson, Nicasio R. Sayles, Albin Simon Jr., Robert St. John, James A. Tuller and John C. Woodcock.

Morgan J. Buchanan, Pres.

Paying it Forward

L.U. 134 (catv,em,govt,i,mt,rb,rt,spa&t), CHICAGO, IL — Four years ago, during a fundraising effort, our local's delegates to the Chicago Federation of Labor (CFL) came up with an idea: Each of the twenty-seven delegates decided to donate \$100 each time they held a meeting to raise money for a college-scholarship fund for Local 134 members' children. This grass-roots effort energized the CFL delegates, and they soon added a few fundraising events like the CFL-charity golf outing, organized by Brother Marty Dwyer, and Boxing for the Brotherhood, organized by Brother Jim Valleyfield. Fast forward to 2021, and the CFL Delegate Scholarship Fund recently awarded

52 Local 134 members' children with \$2,000 in scholarship awards!

During the August union meeting, CFL delegates awarded over \$100,000 in college scholarship awards to more than 50 students who exceeded expectations in academic achievement and potential, personal achievement and community involvement. The entire membership took time during the meeting

to congratulate all of the winners on this outstanding accomplishment. We would also like to thank and recognize all of the Local 134 members, contractors, vendors, delegates and staff who constantly step up to a worthy cause and contribute when it matters most. #134STRONG

Donald Finn, B.M./F.S.

President Biden Tours IBEW/NECA Training Center

L.U. 212 (I), CINCINNATI, OH — On July 21, President Biden came to Cincinnati to hold a town-hall meeting at the College of Mount St. Joe. While in town, he made a point to pay our JATC a visit. Business Manager Rick Fischer gave him a guided tour to show off our facility and introduce some of our teachers and apprentices. While in each lab, our teachers summarized the different hands-on applications an apprentice can learn.

Biden made a point to ask each apprentice what got them into the field. Fifth-year apprentice Nicholas Patton replied that it was the pension and health-care plans that attracted him. Fifth-year apprentice Courtney Groeschen said the opportunity to earn while you learn without racking up college debt was what drew her in.

The tour came to an end and President Biden made remarks touting his Build Back Better plan to the news media, select Building Trades representatives and some local politicians. This was a banner day, not only for our local, but the IBEW as a whole. The general public got to see first-hand the labs in our apprenticeship with the endorsement from POTUS! As he candidly said, "It's no wonder you guys are the best."

Work remains steady.

Editor's Note: In case you missed it, read more about President Biden's visit to Local 212 in last month's *Electrical Worker*.

Phil Bovard, P.S.



In July, Local 212 and other Building Trades members gathered for a meeting with President Biden (left to right): Courtney Groeschen, Nicolas Patton, Bill Froehle (UA Local 392), Rob Guthrie, Chris Fridel, Pres. Jason Mischke, Kelly Huber (front), Business Manager Rick Fischer, Dave Baker (Ironworkers Local 44), Dan McCarthy, Charlie Kenser, Dan Mahoney and Stephen Randolph.



U.S. Representative Paul Tonko with Local 236 softball team members.

Full Membership Employment and Summer Softball

L.U. 236 (catv,ees,govt,i,mo,rb&t), ALBANY, NY — Thanks to everyone who attended our Family Fun Day, Golf Outing and Steak Bake and were a part of making them a success! Between these events, activities like the Local 236 softball games and full membership employment, this past summer really has been great for us. Even Rep. Paul Tonko from New York's 20th Congressional District came out to see the softball team! We are pleased to have partners such as the congressman to ensure that labor's voice is heard when it comes to making policies that directly and substantially impact our careers.

The work picture has been strong for the past few months with the usual summer school projects, as well as many large-scale solar fields that are expected to carry on for some time. Though a brief slowdown is expected at the tail end of 2021, large projects, such as offshore wind turbine manufacturing at the Port of Albany, are already slated to happen next spring; that should make 2022 another strong year.

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

Mike Martell, A.B.M.

Remembering Timothy Robert Nicol

L.U. 280 (c,ees,em,es,i,mo,mt,rt&st), SALEM, OR — Timothy Robert Nicol was born in Evanston, Ill., on Sept. 15, 1952, and died in Junction City, Ore., on July 10 at the age of 68. For the past eight years, he has battled frontotemporal dementia and is now at peace.

Tim spent his younger years in Milwaukee, Wis.,

before moving to Lake Villa, Ill., where he graduated from Grayslake High School in 1970.

He met the love of his life, Janice Adams, and on April 3, 1971, they were married; they reached their 50th-wedding anniversary milestone this year.

Tim lived a short time in Antioch, Ill., before relocating to Junction City, Ore., where they raised their three boys and were fulfilled with a lifetime of memories with family and friends.

Tim became an IBEW member, joining Local 150 in 1971 while still in Illinois. When he and Jan relocated to Oregon, he worked as a traveling journeyman electrician on the road for about 11 years before joining Local 280 in Tangent, Ore., in 1986. He worked proudly as a union electrician and served a term as a Local 280 Executive Board member and a term as vice president. In 1998, he was hired by Local 280 to work on building-code enforcement and began to lobby the Oregon Legislature, working tirelessly to improve licensing and conditions for all Oregon electricians. Tim later was promoted to political coordinator for Local 280. In 2006, he was elected business manager. His election slogan was "Get Your Nicol's Worth."

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



Timothy Robert Nicol (Sept. 15, 1952 — July 10, 2021).

Local 292 Highlights EIVIPT Training

L.U. 292 (em,govt,i,rb,rt&spa), MINNEAPOLIS, MN — As we head towards fall, calls have been few, but steady; the number on the out-of-work book has been consistently, slowly decreasing. The Minnesota Legislature finally finished its work earlier this summer. Several alternative energy initiatives were passed, providing for incentives for the construction of solar on schools, EV infrastructure and increased energy efficiency goals — all of which we hope will equate to more work for our members.

Local 292 members have been involved in negotiations throughout the summer for several contracts



Local 134 (left to right, front row): Priscilla Munoz, Nicole Petit-Winn, Marty Dwyer, Nora Casey, Robert Rodriguez, Maurice King, Mike Hickey and Fred Herring; (back, left to right) Rich Kreski, Andres Aguilar, Wes Miskowicz, Tom Taylor, Danny Goggin, Jamillah Muhammad, Matt Cunningham, Dan Ruiz and Robert Prim.

HAVE YOU MOVED?
Notify us of an address change
www.ibew.org/ChangeMyAddress
or call 202-728-6263



Local 292 purchased its first all-electric vehicle, with the license plate exclaiming "Green Work Force 292."

that affect an overwhelming majority of our membership. The inside agreement, which was the largest, was settled in May. Negotiations for the Limited Energy agreement and the twelve-county addendum are continuing as of this writing on Aug. 1.

Also, our local purchased its first all-electric vehicle. By highlighting the industry in which we work, we are doing our part to promote President Biden's plan to increase electric vehicle infrastructure across the country. EVIPT training is now offered at our JATC, and there has been steady interest. Local 292 is trained and ready to do the work to help electrify America.

Andy Snope, P.S./B.R.

Work Persists as Local 364 Adapts to New Normal

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Work in our local remains extremely busy as we head into the last quarter of 2021. It has been a challenge as we adapt to our new normal, with COVID-19 protocols now being part of our daily lives. We can come together for meetings and gatherings but remain ever vigilant of outbreaks as breakthrough cases continue.

Work at the Facebook Data Center remains red hot with well over 550 IBEW members onsite. As the buildings take shape the future looks very promising with work scheduled into the fall of 2022. As of this writing, the Hard Rock Casino in Rockford has not begun yet, but the temporary casino on the site of Giovanni's Restaurant should be wrapped up. Once the final permitting is approved more information will be available on this much-anticipated project, which is several years in the making.

We would like to send a sincere thank you to all of our traveling brothers and sisters who have manned this work, and we hope everyone stays safe and well as we navigate these challenging times.

Brad Williams, Mem. Dev.

Local 446 Apprentice Class of 2021

L.U. 446 (i), MONROE, LA — We would like to congratulate our 2021 class on a job well done! This group of young men worked through restrictions, lockdowns and major hurdles as so many people have through-

out this pandemic; being essential workers, they stood their ground and worked through it all, each earning the title of journeyman wireman. Your dedication and hard work will inspire future apprentices and young people: If you work hard and put in the dedication to learn, you can accomplish anything!

Best wishes to the class of 2021: Joshua Absher, Brandon Bloomer, Jacob Coleman, Clifton Grafton, Harold Hogue, Seth Miller, James Scalia, Dylan Sellers, George Smith, Sawyer Southern and Tanner Tyree.

We are honored that these young brothers will be representing the IBEW for many years to come with their skills, professional disposition and eagerness to learn. Please remember to work safely and cautiously!

Best wishes from Local 446 (members, officers, retired members and our families), fellow apprentices, instructors and Monroe JATC staff.

Ken Green, B.M.

New Class of JWs

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — Hello brothers and sisters: We would like to welcome 54 new journeymen wiremen from the class of 2021 to our ranks!

The work picture is very strong and should be unprecedented for the near future: Intel, data centers, hospitals, a new micro-chip plant and various commercial projects are all keeping Local 640 busy.

We are going to need a lot of help, and it's already a walk-through. We hope to see you here! Stay well, brothers and sisters!

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

Local 702 Launches Large-Scale Solar Effort

L.U. 702 (i,o,u,uow,em,rts,rtb,spa,t,catv,lct,cs,c,es,govt,mt,mo,ptc,se,st,ws,as,et,it,p&pet), WEST FRANKFORD, IL — In July, we were excited to hold our first union meeting in over a year, but that excitement was quickly diminished as we needed to suspend meetings again due to the rising number of COVID-19 cases across our jurisdiction. The staff of the local continues to serve the membership throughout the pandemic and can always be reached with questions or concerns.

For our inside branch, we have launched (and supported financially) our largest effort in the solar market to date. The intention is that the IBEW, specifically Local 702 in this area, will be the best and only option for customers evaluating and eventually installing this type of renewable energy source into their homes.

We have a first agreement for the newly organized Electric Department at the city of Malden, Mo., and welcome those five members to the union. We continue to negotiate for a first agreement with the city of Poplar Bluff, Mo., in their Street, Motor Pool and Cemetery Departments.

As of this writing, our referral books are as follows: Inside Construction — 73, Outside Construction — 29, Line Clearance — 4.

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



Graduates of the Local 446 Apprentice Class of 2021 (left to right): Seth Miller, Harold Hogue, Brandon Bloomer, Clifton Grafton and George Smith.



In August, Local 1250 held a Solidarity Ride, with presidents and vice presidents participating from IBEW motorcycle clubs around the U.S.

Changes in Local Leadership, Retiree Club Going Strong

L.U. 1116 (em,lctt&u), TUCSON, AZ — Hello brothers and sisters: We have missed a few issues, so I apologize for that. It has been a crazy year for all of us. I want to let everyone know that the Retiree Club is going strong; please contact the hall if you would like to be involved.

We would like to congratulate Eugene "Geneo" Penta for being a faithful member of the IBEW for 50 years! What an accomplishment! We appreciate Geneo more than he knows: He was a past officer and steward, and he volunteered more hours to union activities than we could count over the years. Even today, he brings us updates on retirees and attends every regular unit meeting. Thank you, and congratulations!

We want to wish Trico Unit Chairman Andy Betancourt best of luck in his new endeavors as a construction supervisor. Replacing Andy on the Executive Board is Matt Frederickson, a long-time union member and steward. Join us in welcoming Matt; we are glad to have him aboard.

Alonso Durazo is our new business representative, reporting to Business Manager Sarita Morales. Alonso is a member in good standing, coming to us from Asplundh Tree Service. Alonso was a union steward during his time at Asplundh. Stop by the hall and introduce yourself!

I am hoping to retire in 2022, so if you are interested in the press secretary or recording secretary (or both) position(s), please contact President Greg Carter.

Business Manager Morales is still trying to get SSVEC to agree to a bargaining agreement. They are doing all they can to prevent forward movement and the success of their employees to ratify a contract. Some of the employees have requested a de-certification election, but that will hurt them in the end.

At the time of writing, most of us are still working remotely, although Tucson Electric Power is having a "soft opening" that will allow 25% of employees on each floor to work in the office at one time. We have had many changes in leadership, which generally puts our members in a rough spot until new management can learn the contract and understand the meaning of the language.

Please attend your unit meetings. Get involved. Thank you for all that you do each day, for working hard and showing those around you what it means to be a member of the IBEW. Remember, this is your local and you have a voice, but you have to use it.

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

Local 1250 Held Annual Solidarity Ride

L.U. 1250 (c,em,i,o,t&u), RAPID CITY, SD — On Aug. 8, 2021, our local held its annual Solidarity Ride during the Sturgis Motorcycle Rally. Attending the ride this year were presidents and vice presidents from seven different IBEW motorcycle clubs throughout the United States. We had a successful, fun ride through the Southern Hills. Congrats to Poker Run winners Andy Spindler (first place) and Ron Iverson (second place). Thanks to all who attended and a big thanks to Locals 22, 134, 357 and 426, who donated items for door prizes. We hope to see everyone back next year.

Randy Stainbrook, B.M.

GOTV for Virginia Elections

L.U. 1340 (i&o), NEWPORT NEWS, VA — Members and family were finally able to gather in person at our recent picnic on June 12 at Fort Monroe, in Hampton, and around 100 braved some cloudy and windy weather to dine on burgers, dogs and barbecue; listen to good music; and play cornhole for the afternoon. Many retirees joined new families and those who traveled from out of town to attend, and many old and new friendships were celebrated. All enjoyed a chance to share time with each other, and photos are posted on Facebook. Our general union meetings have been held in person since March as things return to a more normal setting.

Upcoming elections in Virginia are focusing attention on state-wide races for governor, lieutenant governor, attorney general and all 100 seats in the House of Delegates. Candidate interviews are underway through the local labor councils, and labor endorsements will be made by the time this article appears. As always, members are encouraged to become familiar with the candidates and their stand on issues and vote in November.

It is with regret that we report the passing of the following brothers: Danny Campbell (2/25), George Gardner (6/01), Doug Lund (7/12), Otis Marshall (3/13), Roger Ramsey (7/03) and Robert Settle (6/13).

Jim Avery, P.S.



Service pins were presented at the July Local 1340 retirees meeting (from left, standing): James Walker Sr. (55 years), Larry Day (50), Larry Hudson (50), Mike Bryan (60), Guy Mugler (60), Business Manager Jeff Rowe; (front, kneeling): Kermit Ames (60) and Joey Watterton (50).

In Memoriam

Members for Whom PBF Death Claims were Approved in August 2021

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Crnkovich, J. W.	4/10/21	26	Dicarlo, S. J.	5/27/21	104	Carson, G. E.	5/23/21	236	McEvoy, J. P.	4/25/21	424	Reese, D. W.	12/22/20	702	Edgington, D. E.	2/23/21
1	Frank, R. L.	2/20/20	26	Rose, B. J.	3/6/21	104	Coseglia, F. A.	4/2/21	242	Radidak, D. P.	7/17/21	424	Ripka, A. L.	5/27/21	702	Tripp, I. D.	11/23/20
1	Hudson, J. D.	6/16/21	38	O'Connor, B. J.	3/23/21	104	Lonnborg, J. T.	2/11/20	246	Smith, D. E.	4/17/21	428	Bryan, B. A.	7/11/21	708	Asmussen, J. L.	4/21/20
1	Huss, W. E.	4/21/21	38	Tate, R. L.	6/16/21	105	Crans, G. R.	10/11/20	252	Woods, G. E.	6/15/21	428	Spears, L. J.	6/25/21	712	Delfratte, J. A.	12/18/19
1	Lorance, R. J.	4/25/21	41	Muranyi, S. M.	4/7/21	105	Mihaichuk, M. K.	5/8/21	258	Schmidt, D. H.	3/6/21	429	Law, R. E.	3/12/21	716	Dowling, J. E.	5/19/21
1	Ringpfel, W. E.	4/13/21	43	Roberts, J. F.	3/1/21	108	Crooms, A. M.	4/6/21	265	Ligenza, J.	3/7/21	429	Mitchell, J. A.	4/19/21	716	Hrbacek, E. J.	11/2/19
1	Sulze, J. W.	4/2/21	43	Winterhalt, J. J.	6/25/21	110	Holm, W. F.	9/30/20	266	Gish, D. W.	1/4/21	429	Parnell, L. D.	11/6/20	716	Shelton, G. D.	4/23/21
1	Tornetto, L. C.	7/8/21	44	Naugle, R. E.	7/5/21	110	Kustritz, A. L.	6/11/21	269	Potosky, J. S.	12/11/20	441	Huntington, H. D.	3/21/21	725	Black, R. J.	11/30/20
3	Arnone, J.	5/14/21	46	Boulanger, A. M.	1/31/21	113	McKee, J. H.	5/1/21	269	Rutherford, C. R.	2/28/21	441	Moore, F. E.	1/10/21	728	McComas, D. A.	4/5/21
3	Barbo, B. A.	9/20/20	46	Burchill, I. D.	4/18/21	115	Coates, S. E.	4/30/21	270	Gentry, A. J.	3/11/21	441	Wedge, M. D.	6/27/21	728	Stroud, W. T.	4/11/21
3	Benfante, K.	3/25/21	46	Hoggarth, W. F.	4/9/21	117	Nerge, K. F.	10/23/17	271	Troxel, C. L.	3/8/21	443	Tylicki, H. F.	3/30/21	743	Helms, R. C.	11/27/20
3	Berg, M.	10/30/20	46	Jones, D. E.	6/16/21	117	Ruemelin, M. T.	11/8/20	292	Anderson, W. C.	4/27/21	461	Cramer, R. W.	9/13/20	760	Halcomb, T. A.	6/25/21
3	Braunstein, H.	10/15/09	46	Olexa, L.	3/29/19	124	Dornes, H. G.	3/11/21	292	Espe, D. J.	2/10/21	474	Criner, D. E.	4/28/21	760	Kennedy, L. F.	6/2/21
3	Bronzo, A. P.	2/12/21	48	Carson, R. E.	6/23/20	124	Swaidner, K. E.	1/2/21	292	Hedman, R. E.	6/25/21	474	Gavrock, M. D.	10/25/20	767	Boyd, W. J.	4/29/21
3	Cohen, A.	6/16/21	48	Chadderton, C. M.	3/27/21	124	White, B. L.	4/8/21	292	Sterne, W. J.	4/2/21	474	Pannell, W. R.	3/25/21	768	Harma, R. G.	2/2/21
3	Cohen, A.	4/27/21	48	Downey, C. R.	3/15/21	125	Betteridge, P. M.	5/31/21	295	Curtis, D. T.	3/17/21	474	Smith, R. E.	6/4/21	804	Carmount, D.	6/23/21
3	Divone, J. P.	4/5/20	48	Hanks, R. O.	4/27/21	126	Cumberland, J. W.	4/24/21	301	Cotton, W. D.	3/19/21	477	Simmons, W. P.	9/16/20	804	Plante, C. C.	4/13/20
3	Faraday, P. E.	4/26/21	48	Teune, P.	4/10/21	126	Malsky, F.	2/4/21	301	Evans, D. W.	6/22/21	479	Blanchard, M. P.	4/7/21	812	Kerstetter, L. S.	7/7/21
3	Fast, G.	4/28/21	48	Wagner, R. C.	3/1/21	127	McClain, F. O.	5/25/21	301	Funderburg, D. R.	3/20/21	479	Hetzl, C. R.	6/14/21	873	Griffin, C. E.	2/21/21
3	Gibbs, B.	5/22/21	51	Batchelder, L. L.	5/4/21	129	Stuck, T. L.	4/13/20	302	Finley, J. R.	3/11/21	479	Jarrell, L.	6/6/21	903	Overby, R. F.	4/4/21
3	Guccione, J.	2/27/21	51	Gooding, J. G.	4/13/21	130	Hall, R. A.	7/4/21	306	Brown, D. E.	5/23/21	480	Brewer, R. K.	5/2/21	910	Young, C. A.	4/22/21
3	Jarvis, R. W.	5/22/21	51	Hoffman, B. A.	6/13/21	134	Andersen, J. E.	4/17/21	306	Chavis, L. D.	7/1/21	480	Smith, L. L.	2/2/21	915	Guinn, D. L.	5/15/21
3	Kessler, J. E.	4/30/21	51	Miller, K. E.	2/9/21	134	Bangs, T. C.	3/20/21	306	Donley, R. M.	5/28/20	481	Allee, B. K.	6/16/21	932	Smith, D. J.	11/30/20
3	Krawiec, J. J.	3/17/21	51	Seth, C. E.	10/31/20	134	Coffman, R. G.	3/1/21	306	Markel, H. D.	6/6/21	481	Atwood, D. S.	5/3/21	934	Foster, K. J.	9/13/20
3	Lang, Z. N.	4/6/21	51	Sexton, T. J.	2/16/21	134	Devenney, B. E.	10/10/20	306	Ray, R. P.	6/22/21	494	Schilter, R. E.	2/17/21	948	Burman, W. L.	9/1/20
3	Laybourne, W. E.	4/30/21	51	Turner, C. A.	3/5/21	134	Druckman, M.	3/4/21	309	Schaefer, R. G.	11/20/20	494	Schuenke, W. C.	6/25/21	952	Richter, R. W.	4/29/21
3	Levy, I.	1/20/21	53	Durbin, J. T.	1/20/21	134	Robinson, R. W.	6/3/21	313	Bergeron, E. E.	4/1/21	495	Johnson, C. D.	4/18/21	972	Connolly, M. A.	3/27/21
3	Moran, D. J.	3/30/21	56	Brocius, K. A.	12/17/20	134	Roessler, T. W.	4/24/21	313	Dabrowski, J. W.	2/25/21	530	Kerrigan, T. P.	3/27/21	1002	Meeke, W. E.	5/21/21
3	Morton, R. W.	4/20/21	56	Sorensen, K.	4/17/21	134	Sauer, J. D.	3/3/21	313	Grey, L. H.	12/24/20	531	Mareska, F. J.	5/9/21	1049	Wilkinson, S. M.	2/27/21
3	Mourikis, N.	5/20/21	56	Steiner, R. E.	5/21/21	134	Zack, P. J.	3/24/21	313	Isadorski, W. C.	5/3/21	540	Wolak, S.	12/29/20	1105	Schneider, M. L.	4/8/21
3	Riley, T. W.	6/23/21	57	Anglin, B. D.	5/13/21	134	Zinaveah, W. H.	4/23/21	317	Loan, L. W.	1/30/21	551	Clarey, T. D.	11/30/20	1141	Spain, B. J.	7/16/21
3	Robinson, M. L.	12/8/20	58	Carissimi, J. M.	4/4/21	136	Jones, T. L.	5/24/21	332	Cronk, L. S.	2/14/21	551	Kingsley, J. P.	6/16/21	1186	Ito, T.	4/7/21
3	Ruggeri, R.	12/15/20	58	Lafata, F. S.	12/13/20	136	McBurnett, J. H.	1/14/21	340	Henderson, A. L.	6/1/21	558	Allen, S. R.	3/29/21	1205	Hutto, D. C.	6/12/21
3	Saenger, J. W.	5/15/19	58	Moses, G.	3/12/21	143	Wagner, L. E.	4/12/21	342	Armstrong, W. J.	11/7/20	558	Beckham, M. G.	4/21/21	1220	Lanyi, J. J.	11/6/20
3	Spodek, B.	2/16/21	58	Rau, R. E.	6/23/21	145	Adams, L.	6/4/20	343	Howard, J. E.	3/21/21	558	Credille, W. R.	5/27/21	1249	Curtis, L. A.	5/18/21
3	Sullivan, J. W.	5/28/21	58	Rogan, T. A.	4/9/21	146	Lawler, L.	5/13/21	345	Cambren, L. L.	5/11/21	558	Fisher, L. C.	6/10/21	1340	Marshall, O. L.	3/13/21
3	Swanton, J. P.	4/19/21	58	Scharff, N.	5/12/21	150	Andre, J. L.	3/28/21	347	Schott, D. L.	4/26/21	567	Darling, L. A.	1/17/21	1393	Constant, R. J.	8/16/20
3	Tartaglione, J.	4/4/21	58	Shreve, C. T.	4/20/21	150	Berg, K. J.	4/8/21	349	Borden, D. P.	3/16/21	569	Henson, M. A.	7/14/21	1426	Iverson, D. R.	11/7/20
3	Troshane, S.	3/22/21	60	Crowley, B. J.	4/21/21	150	Tennant, G. J.	12/20/20	349	Brower, J. W.	3/1/21	570	McKee, M. D.	4/20/21	1547	Dobson, R. V.	2/26/21
3	Valeros, O. S.	5/8/21	60	Regalado, R. F.	2/3/21	153	Stopczynski, S. A.	2/5/21	349	Hanna, G.	5/8/20	576	Smith, R. G.	4/10/21	1547	Neumann, P. D.	3/31/21
3	Wines, B. T.	4/11/21	68	Radke, R. C.	10/16/20	158	Sikorsky, S. G.	2/24/21	349	Komarmy, J. M.	5/8/21	584	Fox, M. W.	5/8/21	1547	Zantek, D. T.	8/1/19
5	Luzier, M. D.	7/26/20	68	Robinson, E.	10/5/20	159	Russell, D. J.	11/4/20	349	Mullen, C. V.	4/8/21	584	Robinson, A. D.	2/23/21	1579	Holsombake, W. A.	4/7/21
6	Yu, G.	3/24/21	69	Hamm, E. D.	6/6/21	160	Hunt, N. D.	4/15/21	349	Rodriguez, J.	5/15/21	586	Cyr, R.	3/7/21	1579	Sousa, M. J.	3/5/21
7	Harland, B. J.	9/29/20	80	Dailey, R. T.	2/10/21	160	Hustad, L. D.	3/4/21	349	Smith, K. H.	4/6/21	586	Triemstra, M.	3/25/21	2038	Martel, R. J.	11/29/20
8	Douge, G.	7/1/21	82	Johnson, P. R.	4/5/21	160	Kleine, F.	3/21/21	350	Oltman, W. L.	2/18/21	595	Auerbach, D.	6/19/21	2150	Baumann, E.	12/14/20
8	Holbert, J. A.	6/27/21	86	Cozan, D. F.	4/20/21	163	Reardon, J.	2/7/21	353	Coombs, C. G.	2/16/21	595	Huggins, R.	12/12/20	2330	MacDonald, J.	6/14/21
8	Huff, J.	3/12/21	86	Farr, R. W.	6/28/21	164	Baxa, R. W.	1/24/21	353	Dench, D. R.	4/11/21	595	Watt, D. B.	10/24/20	I.O. (2)	Settle, K. D.	5/24/21
8	Stykemain, B. E.	6/27/21	86	Hawk, G. L.	3/19/21	164	Canalosi, C. R.	3/20/21	353	Lindstrom, H. P.	6/28/21	602	Hamilton, R. D.	5/8/20	I.O. (83)	Stickler, R. H.	2/5/21
9	Ryan, J. F.	5/4/21	86	O'Hara, R. C.	2/7/21	164	Chieffo, A. P.	3/26/21	353	McCrinkle, W.	10/31/20	602	Swan, R.	12/14/20	I.O. (134)	Girten, G. J.	5/30/21
11	Abramowitz, A. H.	3/24/21	90	Miller, T. R.	11/6/20	164	Conklin, P. A.	3/19/21	353	Morgan, D. C.	4/6/21	606	Poore, T. M.	6/6/21	I.O. (134)	Lewis, T. E.	11/23/20
11	Dannemann, K. O.	5/9/21	95	Viles, D. M.	4/13/21	164	Hearney, J. R.	3/23/21	353	Smith, W. G.	5/19/21	606	Tanski, M. J.	2/26/21	I.O. (415)	Boyer, L. T.	3/2/21
11	Hawver, G. T.	4/13/21	97	Bellor, R. F.	12/19/19	164	Hutchison, S.	3/15/21	353	Vorich, J. A.	3/10/20	606	Wakefield, J. D.	1/28/21	I.O. (632)	Williams, G. W.	5/10/21
11	Kosha, J. L.	9/24/20	98	Bauer, D. J.	4/20/21	164	Nolan, P. T.	3/3/21	353	Webb, K.	6/26/21	611	Sanchez, F.	6/10/18	I.O. (760)	Thomason, G. F.	1/10/21
11	Matwiejow, S. E.	10/29/20	98	Chambers, E. J.	6/15/21	164	Tyrpak, R. P.	2/8/21	354	Bodtcher, J. G.	7/5/21	613	Brown, W. R.	1/18/21	Pens. (I.O.)	Allen, G. B.	4/27/20
11	Miller, G. A.	5/16/21	98	Coles, J. H.	7/18/19	175	Burnette, C. W.	7/9/21	354	Christiansen, M. S.	6/24/21	613	Hegwood, R. D.	5/26/21	Pens. (I.O.)	Anderson, K. R.	7/22/21
11	Mortimer, R. J.	1/29/21	98	Gettz, P. C.	12/25/20	175	Shelton, A. E.	6/6/21	357	Avina, R.	2/28/21	613	Page, R. B.	4/1/21	Pens. (I.O.)	Borden, K. J.	1/2/21
11	Porter, B. W.	3/23/21	98	Miller, R. P.	5/26/21	176	Blake, B. A.	3/22/21	357	Cantino, R. P.	4/21/21	613	Smith, D.	5/30/21	Pens. (I.O.)	Bradt, D. D.	12/28/20
11	Rose, D. D.	12/3/20	98	Schwager, R. T.	4/17/21	176	Derrig, M. J.	4/26/21	357	Christensen, R. S.	6/30/21	613	Sumner, S. P.	4/7/21	Pens. (I.O.)	Delaney, G. E.	4/1/21
11	Sloan, C. M.	3/29/21	98	Speck, W. H.	6/24/21	176	Frazer, P. C.	4/20/21	357	Lagunas, D. C.	5/12/21	613	Williams, R. J.	4/3/21	Pens. (I.O.)	Duran, Y. P.	4/14/21
13	Fisher, J. A.	6/21/21	102	Cianci, A.	2/26/21	176	Kelly, J. R.	4/7/21	357	Sierra, P. L.	6/15/21	617	Himmeler, K. E.	1/29/21	Pens. (I.O.)	Ernst, H. R.	5/31/21
14	Fuchsteiner, M. A.	5/13/21	102	Foltin, E. M.	2/11/21	176	Ward, W. J.	6/21/21	363	Avaras, P.	2/14/20	617	Mansanet, J.	2/25/21	Pens. (I.O.)	Holder, C. W.	1/29/21
14	Riess, L. A.	2/15/21	102	Hare, W. E.	5/22/21	177	Deese, R. P.	5/1/21	363	Jarrett, M. W.	3/21/21	617	Olsen, R. W.	12/26/20	Pens. (I.O.)	Klappauf, E. R.	5/29/21
16	Turner, O. L.	12/27/20	102	Lakatos, W.	3/9/21	193	Watkins, A. L.	1/2/21	363	Lisikatos, G. W.	2/16/21	640	Whitten, J. R.	5/1/21	Pens. (I.O.)	Lesak, G. A.	3/6/21
17	Sawicki, D. T.	7/25/20	103	Boles, J. R.	12/22/19	196	Campbell, D. E.	5/23/21	364	Hollenbeck, R. G.	4/19/21	666	Ligon, J. H.	5/17/21	Pens. (I.O.)	Penny, J. S.	4/3/21
20	Mehallic, M. G.	5/10/21	103	DeYoung, J. G.	4/27/21	196	Clay, V. W.	5/15/21	369	Whittaker, B. C.	4/11/21	674	Tellum, T.	3/18/21	Pens.		

WHO WE ARE

Missouri Local Graduates First Woman Journeyman Tree Trimmer

Amanda Pratt recently became Kansas City, Mo., Local 53's first woman journeyman tree trimmer, but she won't be the last. Nor is she done taking on more roles. "To be the first woman journeyman tree trimmer in my union is a tremendous honor," Pratt said. "At first, I didn't really understand exactly how special this was. I was just reaching my own personal goals, trying to be the best I could be. It has really set in lately though. I'm very proud to have made this accomplishment."

Pratt, who told local news outlet Fox 4 that she's always liked the "out of ordinary jobs for women," says she first heard of tree trimming as a career from her fiancé, who works in the field. She had never even held a chainsaw before and wasn't sure she'd be able to do the work, physically or mentally, but she jumped in anyway and hasn't looked back.

"What I like best about tree trimming is the challenge. Every day I push myself to the limits and every day I learn, meeting goals and getting better," Pratt said. "The trees are my happy place, where everything else in the world fades away and it's all about that moment: What cut to make, which tie-in point will get me the maximum advantage. I just love it."

Her talents and ambition were noticed by leaders at Local 53. They were so impressed with her, in fact, that they hired her on as an organizer. She began in August and will focus on organizing nonunion tree trimmers and lineworkers of various other professional and industrial trades.

"Who better to get out and recruit these folks than Amanda," said Business Manager Eric Williams. "She's a very positive person and she has a good story to share as an organizer."

While she'll miss being up in the trees, the Missouri native says she's excited about her new opportunity to bring more people into the IBEW, and to be an example for other women who may also be looking for a new and challenging career.

"I want women to know that they can do this work," Pratt said of the male-dominated tree trimming profession. "It's dangerous and challenging, and the elements are daunting, but it can be done. Just don't give up and never compare yourself to men. Do your best every day and you can move mountains."

That determination and optimism will serve her well as she travels around southwest Missouri in her new role.

"I am honored by this opportunity to move up and help make Local 53 stronger. It's an opportunity that's bigger than I have ever dreamed of for myself," Pratt said.

Much like tree trimming, organizing wasn't something that was on Pratt's radar,



Amanda Pratt, left, recently became Kansas City, Mo., Local 53's first woman journeyman tree trimmer, but not the last. She's since been followed by Rusti Metcalf, center, and Kayla Vanaman.

but she says she's up for the challenge.

"I absolutely love tree work, but if I can help make things better for other line-clearance tree trimmers and other electrical workers, then I'm all in," Pratt said. "To improve things for other men and women for generations to come, to be part of something greater than I am, is a wonderful opportunity."

Williams says bringing Pratt on staff is part of an intentional effort by the 3,000-member local to be more inclusive about recruiting and retaining more women. They've also promoted another staffer, Lisa Mead, to business representative. She and Pratt are working on organizing the local's first women's committee.

"This is a very important step for our local as we've seen a rise in women applying for our jobs," said Line Clearance Business Representative Mike Callahan. "We want to give them a place to meet and discuss issues that relate to women in the workforce."

Mead, who was previously the executive assistant for the local, will focus on clerical workers in her new role, most of whom are women.

"I have done clerical work my entire

working career, so I'm in a good position to listen and understand our women members in these jobs," Mead said. "I also hope this new transition will help more women to join the union."

Williams says they have about four women following Pratt's footsteps in the tree trimming program working as groundmen. And while there are currently no women linemen, there's no reason it needs to stay that way.

"We want to make women aware there's a place for them here in our local," Williams said.

Mead and Pratt both noted that having male allies, particularly in leadership, is an important part of making a local, as well as a job site, truly inclusive.

"It's very important to have male allies and supportive leadership," Pratt said. "You work with these guys day in and day out. Being your brother and sister's keeper is very important. In this type of work it can mean life or death. A good leader, whether male or female, can help encourage others to work safely and rise up to become the best they can be." ■



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

EXECUTIVE OFFICERS

Lonnie R. Stephenson
International President

Kenneth W. Cooper
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
Christopher Erikson

First District
Joseph P. Calabro

Second District
Myles J. Calvey

Third District
James Burgham

Fourth District
William W. Riley

Fifth District
Frank Furco

Sixth District
Dean E. Wine

Seventh District
Leroy J. Chincio

Eighth District
Philip M. Venoit

INTERNATIONAL VICE PRESIDENTS

First District
Thomas Reid

Second District
Michael P. Monahan

Third District
Michael D. Welsh

Fourth District
Gina P. Cooper

Fifth District
Brian K. Thompson

Sixth District
David J. Ruhmkorff

Seventh District
Steven Speer

Eighth District
Jerry Bellah

Ninth District
John J. O'Rourke

Tenth District
Brent E. Hall

Eleventh District
Mark D. Hager

THE ELECTRICAL WORKER

Editor
Lonnie R. Stephenson

Mark
Brueggenjohann

Matt
Spence

Alex
Hogan

Curtis D.
Bateman

John
Sellman

Erin
Sutherland

Asifa
Haniff

Ben
Temchine

Sean
Bartel

Colin
Kelly

Rix
Oakland

Colleen
Crinion

Michael
Pointer

Janelle
Hartman

Joe
Conway

Emily
Welsh



HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

©2021 International Brotherhood of Electrical Workers.

The Electrical Worker (print)
ISSN 2332-113X

The Electrical Worker (online)
ISSN 2332-1148

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

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

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

Paid advertising is not accepted.

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

Energy Secretary Pledges IBEW Jobs at Virginia, New Mexico Training Centers

Granholm Promises Unions Will 'Build Back Better'

Energy Secretary Jennifer Granholm left no doubt how impressed she was as she wrapped up a visit to Richmond, Va., Local 666's training center in August as part of the White House agenda for infrastructure and good, union jobs.

"This work will be done by IBEW members," an emphatic Granholm said to a round of applause outside the classrooms dedicated to the Electrical Vehicle Infrastructure Training Program — vital to the Biden administration's call for a nationwide network of charging stations.

It wasn't a throwaway line. The IBEW hosts were sure of it after an hour of rapt attention from the secretary and Richmond-area U.S. Rep Abigail Spanberger.

"There was lots of eye contact, they were present in the moment, and they were genuinely there to learn more," said fourth-year apprentice Desi Crawley, who by all accounts wowed the VIPs with her circuitry skills on a motor control simulator.

The Aug. 12 visit and another by Granholm to Albuquerque, N.M., Local 611 the following week are among a series of road trips to IBEW halls and training centers by Cabinet members, Vice President Kamala Harris and President Joe Biden himself to advance their ambitious Build Back Better plan.

In New Mexico, Granholm held a roundtable at Local 611's offices featuring the state's energy secretary, U.S. Sen. Martin Heinrich, Rep. Melanie Stansbury, and union and business leaders. Key topics included expediting the regulatory and permitting process for projects such as the Western Spirit Transmission Line that will connect more than 800 megawatts of wind power to the state's grid.

Brian Condit, executive director of the New Mexico Building and Construction Trades Council and a 48-year member of Local 611, said the project is employing about 200 IBEW members but took 11 years to get off the ground.

"It was an incredibly productive

meeting," Condit said. "And Secretary Granholm was absolutely fabulous. She gets it, she's smart, and she understands the importance of partnerships for a secure energy future, and apprenticeships to train the next generation."

Two days before the Richmond trip, after a months-long battle, a \$1 trillion spending package for roads, transit, the electrical grid, EVI, and more passed its first major legislative hurdle with a 69-30 vote in the U.S. Senate.

Granholm's zeal for more progress was evident in a quick video she and Spanberger recorded after the tour. "The Build Back Better agenda," the secretary exclaimed. "Two million jobs per year for the next decade. We want them to be good-paying union jobs. This is a great example of people getting trained (to put) people to work."

Local 666 Business Manager Charles Skelly said Granholm was every bit as warm and personable as he'd been told — so much so that pre-arranged questions went out the window during a roundtable with the Local 666 contingent, two officers from utility Local 50 in Richmond, and the management chair of the joint IBEW-NECA training center.

"The secretary made it a very loose, open conversation and asked very good questions," Skelly said.

The answers gave her a sense of a union committed not only to new jobs and state-of-the-art training, but also to diversity and equality.

EVI instructor Lee Boehm and organizer William Merriman, a JATC executive board member, came away with the same good vibes as Skelly.

"Their body language, their personalities, their inquisitiveness, it all felt sincere," Boehm said, "Their message was very much, 'What can we do for you?'"

"They were very impressed with our whole program," Merriman said, stressing how important that is coming from people who decide where to invest federal dollars. "It was very motivating for everyone in there to see that we're appreciated for



Richmond, Va., Local 666 welcomed Energy Secretary Jennifer Granholm to the local's IBEW-NECA training center Aug. 12. Pictured afterwards are, from left: Local 666 organizer/JATC board member William Merriman; Richmond Local 50 Treasurer John Albert and VP Jason Davis; Mitchell Bays, NECA; U.S. Rep. Abigail Spanberger; Local 666 apprentice Desi Crawley; JATC instructor Travis Webb; Granholm; Local 666 BM Charles Skelly; and JATC instructors Lee Boehm, Marcos Hererra and Bill Rusher, a retiree now teaching part-time.

A week after visiting Richmond, Sec. Granholm held a roundtable at Albuquerque, N.M., Local 611 to discuss job-creating energy projects with union, business, and political leaders.



what we do."

Skelly and his staff pulled off the event with less than 48 hours' notice. Mindful of Granholm's tight schedule, and with parts of the JATC closed for floor cleaning, instructors moved some of the equipment they wanted her to see into a single classroom.

It was an efficiency that nearly turned into a disaster on a steamy August day, as Skelly discovered when he arrived mid-morning to walk the advance team through the site.

The room's air conditioner had crashed. In sweltering heat, instructors pumped out water and mopped up puddles.

"We got it working in the nick of time," Boehm said with a laugh of relief. "For us, the electrical workers union to have no AC, it would have been a nightmare."

Later, Boehm had a big role in the tour, showing off the EVI center where he is training students to install and maintain electrical vehicle charging stations as the IBEW leads the way toward a national network.

"We teach the know-how, the skills of installation, but also why we do it," he said. "The technology is here to stay. The jobs of tomorrow are here today."

Granholm, who drives a Chevy Volt and gushes about it in interviews and videos, was enthralled.

"She was very enthusiastic about the

whole thing, even more than a normal politician talking about energy issues," Skelly said. "She was clearly in her element."

Spanberger was intrigued, too, he said, asking about electric school bus fleets and charging stations for rural drivers who take buses home at night.

Local 666 helped elect Spanberger to Congress in 2018 and again last year, motivated by her support for the Protecting the Right to Organize Act. The U.S. House passed the landmark bill, but it is stalled in the Senate.

"She endorsed the PRO Act so early that I said, 'I know you stand with labor and that's all I need to hear,'" Skelly said.

Granholm has her own pro-union bona fides, from her years as Michigan governor to carrying out President Joe Biden's directive that workers' rights are a priority for the entire federal government, not just the Labor Department.

Skelly said she made that clear. "Toward the end of our discussion in the conference room, she asked if anyone had anything else and I hit her with prevailing wage and tax credits for labor standards," he said. "She jumped in with both feet, totally on board, 100% an ally of the IBEW and the building trades."

The conversation was also a platform to talk about diversity and unions, a subject of pride for Local 666.

"Our local has been really, really

focused on diversity in every area," Merriman said. "We talked about that, and the opportunities that we offer. Secretary Granholm said, 'These are the results we're looking for.'"

Crawley, a rock-star apprentice as described by Skelly and instructors, personifies that success.

A Black single mother of three, Crawley told the VIPs that she spent 10 years trying to break into the electrical field through nonunion contractors.

"I had no idea what the union was," she said. "I had a pretty rough life growing up. I had a few friends who were nonunion electricians and now and then they'd let me tag along and pull some wire under a house."

"I thoroughly enjoyed it. It really sparked something in me," she said. "I tried several different companies, and it was always, 'You don't belong here' or, 'This might not be the best thing for you.'"

When she finally learned about the IBEW, "I was embraced with open arms," she said.

She wanted Granholm and Spanberger to know how profoundly that changed her life.

"The IBEW made me self-sufficient so that I could walk away from all of the abuse in my past," Crawley said. "I can now decide what I want to do with my life and no one has control over that but me."

"The IBEW gave me that power." ■



Local 666 Business Manager Charles Skelly shows Energy Secretary Jennifer Granholm, left, and U.S. Rep. Abigail Spanberger a hot suit and explains how it protects electrical workers in high-risk situations.