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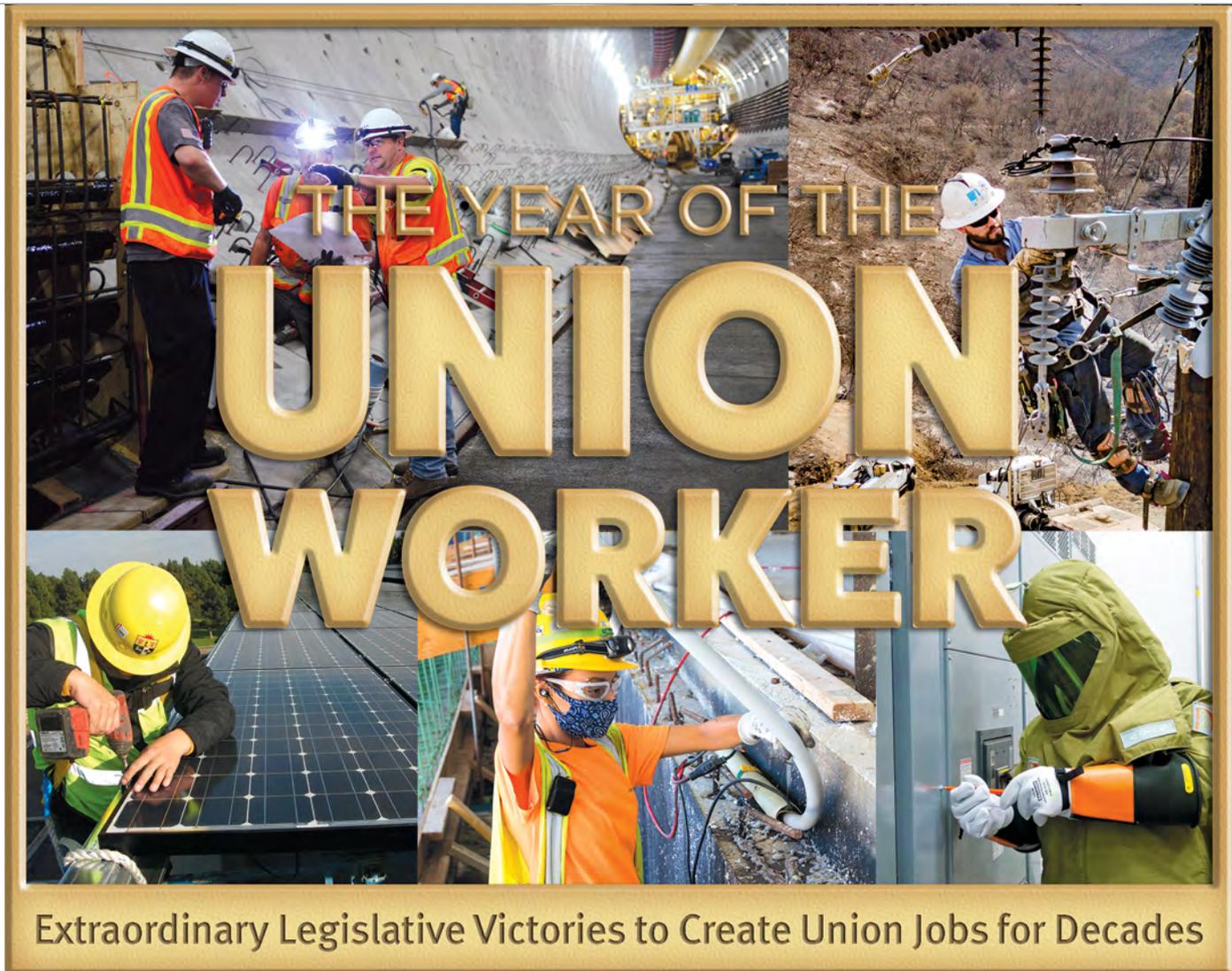
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THE IBEW'S 2022 
Photo Contest

Deadline: Nov. 1
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Not since the passage of the National Labor Relations Act in 1935 guaranteeing workers the right to organize have IBEW members had a more productive and successful period in Washington's halls of power. Over the last 15 months, four of the IBEW's highest political priorities became law, some after decades of fighting, losing, fighting, waiting and trying again.

Together, they are a blueprint to rebuild the nation and the middle class, creating a lifetime of work for members across nearly every branch of the IBEW, guaranteeing hard-earned pensions and making union labor a more competitive choice in new industries large enough for tens, maybe hundreds, of thousands of new members.

Trillions of dollars for new federally connected projects have built-in, permanent prevailing wages and apprenticeships, guaranteed labor protections nearly unheard of in previous legislation.

Almost as important, President Joe Biden and the Democratic-controlled Congress slammed the door on trade policies that paid companies to ship jobs overseas and strangled the industrial

heartland of the country.

Manufacturing in the most advanced industries, the ones that will determine which countries control the 21st century, are coming back to these shores.

In the near future, IBEW journeyworkers and apprentices will electrify everything that can be — generation, industry, vehicles and more — with steel, solar panels, microchips, batteries, inverters, racks, wires and transformers sourced and built in North America.

“President Biden has delivered the biggest boost to organized labor since Roosevelt, the largest infrastructure plan since Eisenhower, the second largest health care bill since Johnson and the largest climate change bill in history,” said International President Lonnie R. Stephenson. “Many politicians have promised to deliver for working families. This one did.”

Next month, members in the U.S. get to decide if we are going to rehire the men and women who passed these four laws. They have been covered individually in the Electrical Worker, but it

is worth weighing the collective impact of seeing four of the IBEW's highest political priorities become the law of the land one more time before members head to the voting booth.

“I know a lot of members ask why we don't support more Republicans,” said International Secretary-Treasurer Kenneth W. Cooper. “We have and will support any Republican who supports the IBEW. The problem is, there aren't that many of them these days.”

“We were outcasts two years ago,” said Government Affairs Director Danielle Eckert. “We aren't now.”

“Our priorities are in these bills because of our relationships in the administration,” she said. “We couldn't get meetings four years ago. Now, the White House calls us. We have the chance to shift the balance between labor and employers for decades if we back the people who back us.”

These were four game-changing laws, all passed in just over 15 months.

Here is what they mean for IBEW members:

LEGISLATIVE VICTORIES *continued on page 3*

FROM THE OFFICERS

Promises Kept



Lonnie R. Stephenson
International President

In just over 12 months, four bills were signed into law by President Joe Biden that, taken individually, will mean tens of billions of dollars in income for IBEW members. These are not project values we're talking about, but tens of billions in wages and benefits.

That's tens of billions for you, members of the IBEW across nearly every branch.

Taken together, the Butch Lewis Act, the Inflation Reduction Act, the Bipartisan Infrastructure and Jobs Act and the CHIPS and Science Act will spread organized labor's promise of worker protections, good wages, decent benefits and a dignified retirement to tens of millions of people for decades to come.

In this issue, we go into more detail about what each of these new laws will mean for you and your family and for the IBEW's future.

But here's the short version: These four laws, taken as a whole, reject four decades of America's abandonment of the working family in favor of big business and the wealthy.

For 42 years, catastrophic economic policies hammered people like us. Call it what you will: trickle down. Free market. Neoliberal.

These were policies that destroyed lives, devastated communities and, for many, took away the American dream.

International President Charles Pillard said it in the 1980s and we've never stopped repeating it: "The country doesn't thrive when bankers and corporations are fat. America thrives when, and only when, jobs support families."

Thankfully, and with a lot of hard work, we are finally starting to turn our back on that time.

The insanity of paying companies to ship jobs to China is over.

We will no longer abandon communities that lost coal and oil powerhouses.

We will reward companies for building factories where people we know can go to work.

Corporations will no longer be able to pay nothing in taxes when they have billions in profits.

Multiemployer pensions will keep their promise to each of us.

And we will not reward contractors who rob their workers and endanger their lives with federal contracts paid for with our money.

A study by the RAND Corporation found that over the past 45 years, \$50 trillion was taken from the bottom 90% of American earners and shoveled to the top 1%. And what did these people do? They watched the country's infrastructure rot.

No more. We will not watch roads crumble, bridges fall, towns die or factories rust.

In the near future, IBEW journeymen and apprentices will be building clean energy with panels, chips, batteries, inverters, racks, wires and transformers sourced and built in North America with steel made right here.

That's all because of these four bills, passed by this House and this Senate and signed by this president.

And now it's time to render our judgement at the ballot box.

Here's how we see it: Unless you were around during Franklin Roosevelt's administration, for the first time in our lives we have someone in the White House who delivers more than words for us, for our families and for our communities.

It is in your hands whether or not he keeps the tools for us to go farther; to break the back of right-to-work once and for all; to make organizing in union a reality for every American worker; to punish modern sweat shops that get fat while their workers wait in line at food banks.

The IBEW and its members don't have permanent allegiance to any political party. Our loyalty is reserved for our members and their families.

Politicians get our support when they stand with us, and, over our 131-year history, we have had friends and opponents in all parties, all based on what they did for working people.

Many of these bills have been kicking around Capitol Hill for years and parts of some of the bills have been on our priority list for decades. The truth is that they've been ignored by leaders, red and blue.

Presidents in both parties could have built labor standards into tax incentives for the green economy. They could have cemented prevailing wages into every federally connected infrastructure project.

Blue and red could have created tax incentives to help communities harmed by the transition away from carbon intensive energy generation.

But only one did: Joe Biden.

Every union member has seen politicians thanking the IBEW for delivering our votes when all they delivered was disappointment.

Joe Biden delivered.

And this, too, is a fact: in three of these four bills, not a single Republican in the House or the Senate voted for your future. Not one.

We won't get into what they say they want to do, because we know what they did when they had the House, Senate and White House: They passed a \$2 trillion tax cut for billionaires and put union-busters in charge of the National Labor Relations Board and the Department of Labor.

So, before you vote this November, look at who your political representatives really are. On these four bills they showed you.

Did they vote to change America back to a country that works for working people? When you needed them, did they do right by you and your family?

If the answer is yes, then they saved your pension, made prevailing wage the law of the new green economy, invested \$1 trillion for streets, water, the grid, bridges, ports and airports and finally took steps to make America the manufacturing juggernaut it always should have been.

Not bad for a year's work. ■



Kenneth W. Cooper
International Secretary-Treasurer

THE IBEW'S 2022 Photo Contest

Enter Today!

Deadline: Nov. 1

1st Place: \$200

2nd Place: \$150

3rd Place: \$100

Honorable

Mention: \$50

The 2022 IBEW Photo Contest is here, and with it a chance to show your union sisters and brothers what being a member of the greatest union in the world means to you. So, grab your cameras and smartphones and get to it! We want to see your best shots of 2022. See below for rules and details, and as always, contact us at media@ibew.org for more information.

Official rules and submission instructions can be found at [IBEW.org/photocontest](https://www.ibew.org/photocontest).

Entries **MUST** be submitted **electronically** via the Photo Contest link on [IBEW.org](https://www.ibew.org). Please contact the Media Department at media@IBEW.org or 202-728-6102 with additional questions.

My IBEW STORY

Leticia Fedora, Journeyman Wireman
Pittsburgh Local 5



“Before becoming an IBEW member, I worked as an optician, an optical assistant and a store manager. I loved working in optical, but as a single parent, the hours, pay, and opportunity for advancement did not fit my needs.

I became aware of the IBEW through an ad for apprenticeships in the newspaper. My grandfather was an electrician. I looked up to him and figured if it was a good career choice for him, it would be for me also. We were always hands-on in our house; my father made me rebuild an alternator before I was allowed to get my driving permit.

I love everything about being an IBEW electrician. I worked on Pittsburgh International Airport when it went up, the Pirates' PNC Park, and the Penguins' PPG Paints Arena. I am always proud of the work that we do as IBEW members.

In my 32-year career as a Local 5 member, I was the first woman to work through all nine months of pregnancy (my daughter turns 29 this month). I have been teaching fourth-year apprenticeship, journeyman-upgrade classes and CPR for the past 25 years. I was also the first female to hold office in my local.

Because of the IBEW, my children were able to play sports at a higher level, able to travel and attend college.

The IBEW has been so good to me. I will be able to retire soon and enjoy everything I have earned in a wonderful career — including brothers and sisters that supported me through all of the good and bad times.”

Share your story at [ibew.org/MyIBEWStory](https://www.ibew.org/MyIBEWStory)

The Year of the Union Worker

▼ *Continued from page 1*

The Butch Lewis Act

The Butch Lewis Emergency Pension Plan Relief Act had been the IBEW's highest legislative priority for half a decade. Put plainly, it saved the IBEW multiemployer pension plans that hundreds of thousands of members and retirees rely on, paid into over a lifetime of work and which the IBEW managed responsibly.

There are about 1,400 multiemployer pension plans in the U.S. Most, like the IBEW plans, were financially stable, but a handful of the largest were not. If just a few of the larger at-risk ones went under, it could have destroyed the Pension Benefit Guaranty Corporation, the federal agency that protects the entire system.

Losing a pension you paid into your whole life is a betrayal and a catastrophe. For Butch Lewis, a Teamster who spent the last few years of his life fighting to prevent dramatic 50% benefit cuts to his local union's troubled pension, the stress contributed to his death.

“Many politicians have promised to deliver for working families. This one did.”

— *International President Lonnie R. Stephenson*

His tragedy would have been multiplied many times over if nothing had been done.

The law prevents this from happening to anyone again.

It keeps the healthy plans safe by rescuing the few at-risk plans by changing some accounting rules and shoring up the PBGC.

The bill sat ignored for years under former Senate Majority Leader Mitch McConnell. The Trump administration and congressional Republicans even pushed a plan to tax healthy union pensions into financial distress to pay out the struggling ones. Under that proposal, which the IBEW fought aggressively, the IBEW's healthy pensions would have been put in serious jeopardy to prop up failing plans.

This House and Senate sent it to the White House and President Biden signed it in his first 100 days.

“This legislation literally saved our entire private pension system,” Cooper said. “Every single Senate Democrat, plus two independents who caucus with the Democrats, voted for it. How many Senate or House Republicans voted to save our pensions? Zero. Not one.”

The Inflation Reduction Act

The developed world is moving away from energy generation that emits carbon unsequestered. It is a train that's leaving the station with or without us.

The only two questions that matter are: Will the new economy create good, working-class jobs — or would power generation become just another low-wage low-skill job? And will we do it in time to avert the worsening effects of climate change?

Hundreds of IBEW members flooded Capitol Hill to push for passage of the \$369 billion Inflation Reduction Act because it guarantees that decarbonizing and electrifying our economy will create

jobs you can raise a family on.

For the first time in U.S. history, federal tax incentives have prevailing wage and apprenticeship requirements built into them by law.

Green energy projects eligible for federal tax incentives have been expanded beyond just wind and solar to nuclear, hydrogen, storage, combined heat and power, carbon capture sequestration and others.

Projects that use prevailing wage and apprentices from certified programs will get six times the benefit of ones that don't.

“The entire industry will use prevailing wages. It's just arithmetic at this point,” said Business Development Director Ray Kasmark. “Developers of all new generation will simply not be able to afford to low-ball workers, and it's 100% because unions and our allies in the White House and Congress fought for this.”

Even better, developers get an additional 10% for buying American, another 10% for siting the development in low-income census tracts and, finally and possibly most importantly, another 10% for siting projects where a coal, oil or gas powerhouse shut down.

Not only does it make sense to build where there is already transmission and substations, but for small towns everywhere, closing a coal powerhouse is as bad as a factory shutting down.

It is devastating.

It was devastating for places like Dolet Hills, La., where a \$200 million solar project is now being built on the site of a shuttered coal plant. Shreveport, La., Local 194 has some of the highest market share in the Fifth District, Business Manager Brent Moreland said, but in a right-to-work state, his members have never had a better shot at a project like this. It's all due to the tax incentives, which make it virtually impossible for solar developers to look elsewhere.

So, while every American benefits from the transition away from carbon-intensive fuels, not everyone or every place pays the price. We should have been giving these communities a leg up for decades. These incentives do right by the communities that have lost out so far in the switch to clean energy.

Not a single Republican voted for the IRA. Not one.

And, as with the other bills, these are just the headlines. There are billions more that will impact locals in every part of the U.S.

CHIPS and Science Act

Decades ago U.S. leaders bought into and then sold the lie that we didn't need to make things in this country anymore.

The \$280 billion CHIPS and Science Act will mark a reversal of that ideology and a rebirth for domestic semiconductor production, an industry that the U.S. not only used to dominate but outright invented. And then we watched as it was shipped overseas to Korea, Taiwan and, most worrying, China.

In the days after the Biden administration signed the bill, Intel announced its intention to go ahead with a \$20 billion factory in Ohio and, potentially, expand it to \$100 billion and eight additional plants at the site, making it the largest semiconductor foundry in the world.

Newark, Ohio, Local 1105 Business Manager Bill Hamilton said he will likely need to double his membership and double it again if the experience of other IBEW locals with foundries in their jurisdiction are a guide.

A single semiconductor foundry project in Malta, N.Y., for example, has employed between 200 and 800 members of Albany, N.Y., Local 236 since 2009.

“A foundry is little more than a slab, a shell and millions of yards of copper wire,” Local 236 Business Manager Don Rahm said. “They are almost entirely our work.”

In the days after the law was signed by the president in early August, plans for new plants were announced or confirmed in Phoenix (at least \$12 billion), Texas (at least \$47 billion), Indiana (\$2 billion), and New Mexico (\$3 billion).

And just like with the IRA, if an employer takes public money, it must pay prevailing wages.

But more than just the numbers, the CHIPS Act finally turns its back on the idea that gave American workers bogus trade deals like NAFTA, TPP and most-favored-nation trading status for China.

Simply stopping the federal government using working families' tax dollars to pay companies for the cost of shipping jobs overseas was impossible a few years ago. Workers heard it year after year, decade after decade: We don't need to make things here and union folks were just not smart enough to see it.

The Biden administration has gone far beyond stopping the bleeding. America is bringing these jobs back.

“We have never done this at a national level. States and counties have competed against one another, but the U.S. has never gone toe-to-toe with the rest of the world. Now we can and I think Ohio will show the world what we can get up to when given half a chance,” Hamilton said.

The bill also opens up new opportunities for advanced nuclear reactors and other technology, which could benefit IBEW members for decades to come.

The bill was approved by every Senate Democrat and opposed by every House Republican except Rep. Adam Kinzinger, who is not running for re-election.

Bipartisan Infrastructure Investment and Jobs Act

The only things bigger than the \$1.3 trillion infrastructure bill are the new opportunities the law creates and the needs it was designed to meet.

America's roads, bridges, ports and airports have been crumbling for years, to the point where infrastructure week became a desperate running joke during the last administration.

And while the Trump administration and Republican majorities in the House and Senate weren't the first that failed to pass an infrastructure bill, they were the last.

The best way to understand what President Biden's sweeping infrastructure law means for IBEW members is to break it into three parts: projects that are almost entirely IBEW work, others where IBEW members will get a big chunk of the work and, finally, projects where even a small percentage is a huge number of hours given the size of the law.

Nearly \$190 billion of the law's spending is almost entirely IBEW work. Another \$180 billion is at least partially IBEW work. Taken together, it's a lifetime of work for today's active members.

In the category of nearly-all-IBEW-work is almost \$29 billion to modernize and expand the electrical grid, \$15 billion for electric vehicle charging infrastructure, \$65 billion for broadband, \$9 billion for nuclear and about \$1 billion for next-generation solar and wind.

LEGISLATIVE VICTORIES *continued on page 4*

Four Laws that Changed America



Inflation Reduction Act

- ▶ Clean energy and manufacturing tax incentives have prevailing wage permanently built in
- ▶ Projects paying prevailing wage get 5x more tax credits, expected to create 1.5 million jobs by 2030
- ▶ Clean energy incentives expanded to include wind, solar, nuclear, carbon sequestration, storage and more
- ▶ Compounding benefits for using American-made materials and siting renewables on sites of shuttered power plants

Butch Lewis Act

- ▶ Saves 1,400 multi-employer pensions — including healthy IBEW pensions — from the risk posed by a few
- ▶ Top IBEW priority for years, signed in Biden's first 100 days
- ▶ Every House and Senate Republican voted against it



Infrastructure and Jobs Act

- ▶ \$550 billion investment in transportation and utility infrastructure
- ▶ Prevailing wage and Buy-American built in
- ▶ \$110 billion for the grid, \$65 billion for broadband, \$15 billion for EV charging stations, \$65 billion for rail and \$110 billion for roads and bridges



CHIPS Act

- ▶ Reverses policy that paid companies to send jobs overseas
- ▶ \$280 billion to bring manufacturing back to U.S. shores
- ▶ If a company takes public money, it has to pay prevailing wages

The Year of the Union Worker

▼ Continued from page 3

The biggest opportunity for growth, said Fifth District Business Development International Representative Terry Reynolds, is in shearing off huge chunks of the broadband funding, work that has been primarily nonunion, and securing work outside of the urban centers where market share is highest.

“This will level the playing field, especially in rural areas for our smaller locals. That’s where the need is and that’s where the money to meet the need is going. We will have a fair shot at that work,” Reynolds said.

There will also be large impacts in those areas of investment where electrical work is not the largest chunk, but where IBEW members work nonetheless. More than \$66 billion has been allotted for rail, \$39 billion for public transportation, \$25 billion for airports, \$17 billion for ports and \$50 billion for a catch-all category called “resilience” that will include massive climate change mitigation projects in the American West.

Finally, while road and bridge projects call more on our brother and sister trades, even a small part of \$110 billion will expand apprenticeships coast-to-coast. And while electrical workers aren’t the first people who come to mind, the \$55 billion for water

infrastructure not only benefits us all, water treatment plants use huge amounts of energy and provide work not just for our construction members, but many thousands of our utility brothers and sisters.

And nearly every part of the bill has Davis-Bacon permanently built in.

Of course, every American benefits from the 660,000 jobs predicted to be created by the infrastructure law alone. But the improved safety, resiliency and economic competitiveness that will come from Biden’s infrastructure investments will pay off for decades to come and reposition America as a world infrastructure leader.

What Else We Want

“The IBEW leans on its friends,” Eckert said. “In both senses of the word.”

We rely on them to do what is right for working people and use all the weight of our membership to make ourselves heard.

These past months, the IBEW hasn’t had to yell to be heard.

This election in November will determine if

there will be people there listening.

Because we have much more to do.

“First and most important is the PRO Act,” Stephenson said. “It will reverse 50 years of legislation and court decisions that have knee-capped the American people’s ability to unite and fight back against the power of concentrated wealth.”

Right-to-work would be overridden along with captive audience meetings, mandatory arbitration, misclassification and corporations hiding behind franchises. Executives that fire organizers would be personally liable for back wages and penalties and workers could sue in federal court for unfair labor practices even if a hostile NLRB doesn’t take up the case. Boycotts and secondary strikes would be legal again and voting to join in union would be modernized, fast and secret.

We also want a national transmission siting policy, Eckert said, as well as Davis-Bacon restored on the few parts of the Infrastructure Bill where Republicans stripped it out and the Public Service Freedom to Negotiate Act, which would reverse the Supreme Court’s Janus decision and allow public workers to organize again nationwide.

“If we lose just one half of Congress, all that

stops,” she said. Union members won’t lose their hard-gotten gains, but from here until the next presidential election, any wins would be incremental and require trench warfare in regulatory agencies and the increasingly hostile courts.

If Mitch McConnell or Kevin McCarthy control either chamber on Capitol Hill after November or unions lose allies in key statehouses (see “Midterms Turnout” below), union members could see their goals vanish and the doors open wide again for low-road contractors, cheap and shoddy labor and even more offshoring of jobs that should stay in America.

The IBEW’s political positions are not for or against any party. We simply ask each of you to vote for the people who stand with you and your brothers and sisters on the issues of jobs, healthcare, ability to organize and more.

Don’t take our word for it. Visit aflcio.org/legislative-scorecard and type your zip code to find out how your senators and House members voted on these four issues and more. Then decide for yourself who you want to hire for the job: the ones who got it done for working families or the ones who sat on the sidelines. ■

Midterms Turnout ‘Whole Ball Game’ for Workers, Unions

During the eleven years prior to the 1946 midterm elections, Americans discovered what it meant to have rights at work.

The 1935 National Labor Relations Act, passed by a progressive Congress and signed into law by President Franklin Roosevelt, had been life-altering. Unions were thriving, empowering their members to fight for better wages, shorter workdays, safer workplaces and more.

As workers organized and bargained, their enemies sharpened their knives. They undermined the nascent NLRA in federal court, branded union members as communists and, campaigning in 1946, wove a vicious web of conspiracy theories to frighten voters away from the party that stood with working people.

The majority of Americans, and certainly union members, knew better. Together, they had the power to prevent catastrophe.

If only enough of them had voted.

Instead, low turnout doomed their allies and swept their opponents into power. Only 37.1% of voters cast ballots, down more than 15 points from the 1944 presidential election.

Seven months later, in June 1947, Republican majorities in the House and Senate passed the most anti-union bill in the history of the American labor movement, the infamous Taft-Hartley Act.

The damage was swift and lasting, as IBEW General Counsel Jon Newman describes.

“Before Taft-Hartley, right-to-work didn’t exist. Unions could organize supervisors. And unions could build power by having closed shops and protesting secondary employers effectively, especially on construction sites.

“With the stroke of a pen, because of the 1946 midterms, all of that was gone,” Newman said.

President Harry Truman vetoed the bill, calling it a “shocking piece of legislation.” But the midterms had given the GOP enough votes to override his veto.

“Taft-Hartley is unfair to the working people of this country,” Truman railed in a speech. “It clearly abuses the right, which millions of our citizens now enjoy, to join together and bargain with their employers for fair wages and fair working conditions. Under no circumstances could I have signed this bill.”

While unions grew between the 1950s and 1970s, building America’s middle class, the obstacles they faced were enormous, and still are. For every union success, there have been many more failures.

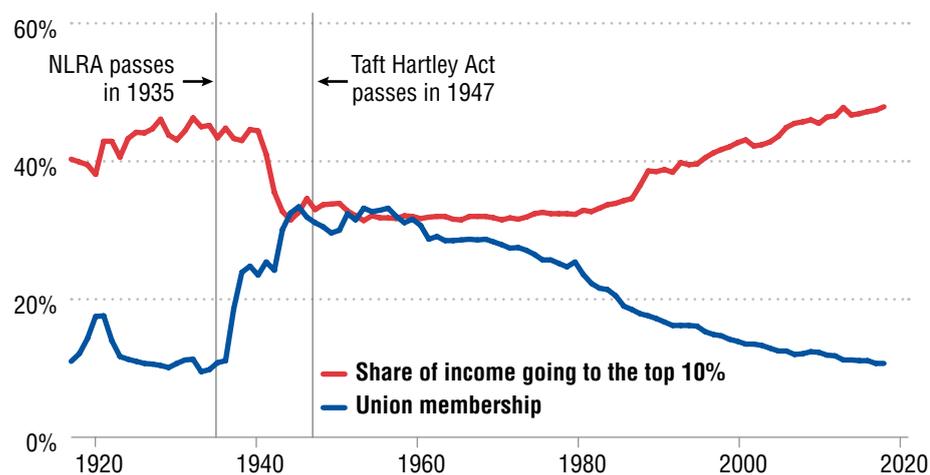
Only now, 75 years later under the most pro-worker president since Roosevelt, are workers and unions poised to gain ground.

“President Biden has set the stage for progress like we haven’t seen in nearly a century,” International President Lonnie R. Stephenson said. “He has appointed worker-friendly Cabinet members, agency heads, members of the National Labor Relations Board, and has made it clear that the federal government’s policy is to support workers who want to join and organize unions, not impede them.

“But if we don’t hold onto — or, far better, expand — our allies’ slender majority in the House and Senate, that progress is going to come to a screeching halt.”

Workers need to know who their allies are, Newman said.

Union Membership and Income Inequality 1917-2019



Previous low-turnout midterm elections ushered in lawmakers who targeted union members with legislation like the 1947 Taft-Hartley Act, which introduced right-to-work and made secondary strikes illegal.

Source: Economic Policy Institute

“We first have to ask, who is on our side? Where do candidates stand on labor law, legislation, and the best economic interests of IBEW members?”

“If you vote your economic interests, the choice is straightforward,” he said. “Organized labor and the IBEW make the middle-class lifestyle possible. As a whole, Democrats support organized labor and Republicans do not. I wish it were not so stark. But these are the facts.”

The midterm elections of 2010 were a near echo of 1946. Once again, low turnout devastated what had been strong pro-worker majorities in Congress. But the losses for workers in statehouses around the country dealt an even bigger blow.

“In over 20 states, legislative control flipped from Democratic to Republican control. In some states, the GOP seized trifecta control — meaning at the state level, they controlled the House, Senate, and the governors’ mansion,” Newman said.

In Indiana, Michigan, and Wisconsin, for instance, the 2010 midterms led to the passage of right-to-work laws and the repeal of prevailing wage.

“Those are massive, real-world detrimental effects to the economic interests of IBEW members,” Newman said. “All a result of low-turnout midterm elections.”

Four years later, the 2014 midterms paved the way to the Supreme Court’s crushing Janus v. AFSCME ruling in 2018, designed to weaken and ultimately destroy public sector unions nationwide, including many IBEW locals. Like right-to-work, it allows public workers to freeload, enjoying the wages, benefits, and job protections their unions negotiate without paying dues.

Newman said the Janus breadcrumbs start with Mitch McConnell becoming Senate majority leader after the midterms. McConnell did nothing but block President Obama’s worker-friendly agenda, and brazenly refused to act on Obama’s Supreme Court nominee in 2016, claiming it was too close to that year’s elections — despite being nine months away. In 2018, the anti-union Janus ruling was decided by one vote.

Two years later, with less than five weeks to go to the 2020 elections, McConnell reversed his “too close” standard and rushed to confirm President Trump’s third Supreme Court nominee. His actions created the current court, which is stacked 6-3 against workers and unions.

But America was designed with checks and balances, and a powerful Congress can correct unjust rulings — if voters elect lawmakers who will do it.

“It comes down to turnout. That’s the whole ball game,” Stephenson said. “It doesn’t matter what you hear and read about long odds for the president’s party in the midterms. Anything is possible if union members and our families and allies turn out to vote for the candidates who will fight for our economic security.

“I’m talking about candidates who can back up their promises with track records of pro-worker votes and service, not the phonies spewing empty words that mean nothing after Election Day.”

Stephenson stressed that early in-person and mail voting are already underway in many states. “It’s never been easier to cast our ballots,” he said. “We are so close to the goal line, so close to real change. Together, finally, we can push our way across it.” ■

The Good, the Bad & the Ugly Midterm Elections to Determine Progress or Impasse at Labor Board

Late last summer, with old terms expired and nominees confirmed, the National Labor Relations Board's game-changing transition was complete.

It put a fierce general counsel at the wheel, along with a board majority committed to the agency's 1935 charter to protect workers' rights and foster the growth of unions. Determined to leave an era of hostility in the dust, they steered into a high-speed U-turn toward justice for America's working people.

Fourteen months later, the good things happening at the NLRB are very, very good. The bad — namely a long-frozen budget — is fixable with enough pro-worker votes in Congress.

The ugly is what will happen without them.

Like the fictional "The Simpsons" character Monty Burns rubbing his hands together with a malevolent grin, anti-worker forces are raring to slam the brakes on progress if they take over the House, the Senate, or both, in November.

Among them is North Carolina Rep. Virginia Foxx, the likely chair of the House Education and Labor Committee if the GOP takes control. Repeatedly, she has denounced the NLRB for respecting and expanding workers' rights.

"I've joked with my colleagues that we will probably be holding two oversight hearings a day, because we're going to be so busy with oversight," Foxx said, laughing, as reported by Politico in late August. "We're going to hold the NLRB and DOL accountable."

Union members and all workers need to understand what that means, International President Lonnie R. Stephenson warned.

"Under President Biden, we have a board that is returning millions of dollars in backpay to wrongfully fired workers, a board that races into federal court to protect workers from employers that still think they can get away with blocking organizing drives or refusing to bargain, and a board that is in the process of reversing anti-worker policies and case law that made a mockery of the National Labor Relations Act.

"In other words, we have a board that is doing its duty, giving workers and unions a fair shake, and our opponents can't stand it," Stephenson said. "Their agenda has nothing to do with accountability and everything to do with rigging the game against us again. We can't let that happen."

The Good: Putting workers first, today's NLRB is brisker, more aggressive, more committed, better staffed, more efficient, more technically advanced and more publicly accessible online. Even a short list of work in progress illustrates what's at stake in the midterm elections.

• **Union insignia is back.** In a major reversal in late August, the NLRB ruled 3-2 — with both GOP members opposed — that workers have the right to wear union insignia at work, whether T-shirts, buttons, stickers or related attire. The case was brought by the UAW against Tesla, and overturned a 2019 decision that allowed Walmart to ban pro-union emblems. Board Chair Lauren McFerran said they are protected communication under the NLRA. "For many decades, employees have used insignia to advocate for their workplace interests — from supporting organizing campaigns, to protesting unfair conditions in the workplace — and the law has always protected them... the Board reaffirms that any attempt to restrict the wearing of union clothing or insignia is presumptively unlawful and — consistent with Supreme Court precedent —



The National Labor Relations Board will determine workers' ability to organize burgeoning industries like solar construction and more, and congressional Republicans have vowed to inhibit its ability to act on behalf of workers if they retake the House or Senate.

an employer has a heightened burden to justify attempts to limit this important right."

- **Holding corporations accountable as joint employers.** On Sept. 6, the board proposed to rescind and replace a Trump-era rule that let big companies off the hook for contractors and franchises that illegally block union organizing drives and otherwise violate labor law. While the larger companies have the ability to change terms and conditions of employment, they have been able to evade responsibility for collective bargaining. The board intends to change that. Under the proposed rule, two or more employers would be considered joint employers if they have the authority to "share or codetermine" such matters as wages, benefits, scheduling, hiring and discharge, discipline, workplace health and safety, supervision, assignments, and work rules. "In an economy where employment relationships are increasingly complex, the board must ensure that its legal rules for deciding which employers should engage in collective bargaining serve the goals of the National Labor Relations Act," McFerran said.
- **Banning captive audience meetings.** In a no-holds-barred directive in April, General Counsel Jennifer Abruzzo said employer coercion is in direct conflict with the NLRA, making forced anti-union meetings illegal. The board is examining relevant cases that could be the basis to overturn precedent and remove one of the most potent weapons that management wields against union campaigns.
- **Voluntary recognition.** Abruzzo is pushing for a revival of the "Joy Silk" standard for voluntary recognition — effectively card-check organizing — based on a 1949 NLRB ruling for textile workers that lasted until the Supreme Court killed it in 1969. Joy Silk held that employers had to honor the request of a majority of workers to organize unless they had a good-faith basis to deny it. Lacking that, they could be ordered to bargain without a formal election. Big business is up in arms about returning to any union-friendly

standard for organizing, just as it is preemptively fighting the board's other bold initiatives. Underscoring how critical November's legislative elections are — in addition to Congress — a North Carolina lawmaker recently introduced a bill to amend his state's constitution to require secret ballot elections for unions.

- **Making wronged workers whole.** The board is pursuing "consequential damages" and other "make whole" recourse for workers who lose their jobs or otherwise suffer due to law-breaking employers. An IBEW case involving a small group of laid-off California telecom members whose company unilaterally terminated their health care could be the basis of new precedent. Abruzzo said the NLRB will use all possible tools "to ensure that those wronged by unlawful conduct obtain true justice."
- **Every right matters.** In a 2017 ruling, the GOP-controlled board made it easier for employers to infringe on a universe of workers' rights via rules and employee handbooks, targeting everything from strikes to social media, moonlighting, cell phones, gag orders, and on-duty conduct. Abruzzo took aim at the decision in her first major memo, and the board is working to undo the damage.
- **Ensuring workers' rights are a priority government-wide.** Taking President Biden's marching orders to heart, the board is partnering with other federal agencies to tackle a wide variety of workers' rights' issues. In July, for instance, the board announced joint initiatives with the Federal Trade Commission and Department of Justice to address worker misclassification, the abuse of noncompete agreements and other anti-worker business practices. "When businesses interfere with worker organizing, either through creating structures designed to evade labor law or through anticompetitive practices, it hinders our economy and our democracy," Abruzzo said.



The Bad: It starts with more good news, the headline-making surge in organizing drives. With an unabashedly pro-union president and an NLRB that shares his values, the welcome mat is out.

New and likely historic numbers will be available soon, but the early stats are impressive already. During the first nine months of fiscal year 2022 — all but a month of it between President Biden's election and the end of June 2022 — union petitions filed at the NLRB soared by 58%. In sheer numbers, that's nearly 1,900 petitions, up from just under 1,200 filed during the same period in FY 2021.

But more staff is needed urgently to handle the incoming petitions and rising unfair labor practice charges, resulting not only from new campaigns but from workers everywhere more boldly exercising their rights.

Staffing shortages aren't new, with the NLRB's budget frozen the past nine years by foes on Capitol Hill. Despite that, under Abruzzo and McFerran, the agency has moved swiftly to fill jobs that the previous board left open and has been tenacious about efficiencies to make the most of available funds.

Pro-worker members of Congress tried to boost NLRB funding by way of the Inflation Reduction Act in August, but opponents stood in lockstep. "If there is one beast that Republicans love to starve the most, it's the part of the government that protects workers' ability to form unions and bargain collectively," Michigan Rep. Andy Levin told the Guardian newspaper.

Rep. Foxx had her say in the same article, calling more money for the NLRB "an inherently stupid idea."

The Ugly: The entire GOP caucus is lined up behind Foxx and other anti-worker leaders in the House and Senate, determined to stall, starve, and ultimately derail the new NLRB as an agency living up to its promise to protect the rights of America's workers to unionize and bargain collectively.

"None of this is hyperbole," Stephenson said. "The NLRB is our enforcer, the agency that was created to have our backs when employers willfully, arrogantly break the law to block and weaken unions by any means possible — illegal firings, discipline, intimidation, harassment, anything to demoralize workers and threaten their livelihoods.

"The past few years before Joe Biden's election, the board was controlled by people who stood with those lawbreakers and against us. We can have the best president for labor we've ever had in the White House — and we do — and we can have allies fighting for us on Capitol Hill to pass the Protecting the Right to Organize (PRO) Act and other pro-worker legislation — and they are.

"But laws and policies have to be enforced," he said. "And that means ensuring that we elect members of Congress who will support, not attack, a strong, fair NLRB, as well as senators who will swiftly fill vacancies when they arise in order to ensure that this board's vital progress continues and grows." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

Alberta Local Helps Ukrainian Newcomers Find Steady Electrical Work

With the valuable assistance of one of its retired members, Edmonton, Alberta, Local 424 recently helped two Ukrainian men, fleeing the ongoing conflict in their homeland, find work with one of the local's longtime signatory contractors, and it has its sights set on helping many more follow suit.

"What happens over there touches our hearts and we want to help," said Local 424 Business Manager Mike Reinhart, who noted that much of the local's staff can trace some of their ancestry to Ukraine.

In February, in perhaps the largest act of military aggression by any country in Europe since World War II, Russia invaded its western neighbor under the pretext that Ukraine's interest in joining the North Atlantic Treaty Organization posed a threat to Russia.

Since then, thousands of soldiers and civilians on both sides of the conflict have been killed, and the United Nations says that nearly 12 million Ukrainians have fled their homeland. Many made bordering countries their destination, but a notable number of others sought refuge all around the world — including in Canada, where federal government figures show that nearly 74,000 people from Ukraine have come through customs since the first of the year.

Around 7,000 of these landed in Alberta, said Local 424 retiree Bill Luchak, with nearly half moving into the Edmonton area. "We already have quite a big population of Ukrainians in the city," Luchak explained. "We try to help in any way we can."

Two of these newcomers, Oleksandr and Vitalii, arrived with their wives and children in early August, and Reinhart credited Luchak's close connections with the city's Ukrainian community as instrumental in helping the pair and their families adjust to living in Canada.

"Bill was quite emotional about it," Reinhart said. "He heard their story and wanted to help, so he brought them in and said, 'Can you find them some work?'"

The Boilermakers local had donated its training center as a warehouse for furniture and supplies donated to Ukrainian newcomers, Luchak explained. "Vitalii had the key to the warehouse," he said. "That's how I got to know him."

Previously, Vitalii had worked as a truck driver while Oleksandr had done some electrical work, Reinhart said. Neither had a great deal of experience with labour unions.

"We started talking to one of our contractors and they said, 'Yeah, we can use them. Bring them in,'" Reinhart said.

Edmonton Electrical has been a signatory contractor with Local 424 since the 1950s, he said: "It's a great company. The folks that work for them love them."

The contractor placed the two Ukrainian newcomers on a project with Silent-Aire, a manufacturer of scalable modular data centres. Local 424 provided both men with the tools they would need.

"They're both doing a great job," said Reinhart. "They're adjusting well." They also have good English skills, he said, although it helps that the 80-year-old Luchak still speaks their language fluently.

"My ancestors were all Ukrainian," said Luchak, who was initiated into Local 424 in 1962. "I didn't know a word of English when I started school."

"I'm thankful for the IBEW putting in the work," he said. "Our union has been very good to me; good and knowledgeable people who trained us very well."

Local 424's success with the Ukrainian newcomers has other contractors checking whether more are seeking work as well, said Reinhart, who is continuing to collaborate with Luchak to help make that a reality. And in September, the business manager said, the local was set to take part in a virtual job fair sponsored by the Edmonton Chapter of the Ukrainian Canadian Congress, which set an ambitious goal of work placements for 100 Ukrainian newcomers.

"The IBEW continues to open its doors to hardworking people like Oleksandr and Vitalii and to anyone who has an appetite for learning a valuable skill and for true union brotherhood," said First District International Vice President Russ Shewchuk. "Our brothers and sisters in the 'wild West' of Alberta help us prove that the IBEW's



Members of Edmonton, Alberta, Local 424 provided tools and helped two newcomers from Ukraine find work. From left: Business Manager Mike Reinhart, newcomers Vitalii and Oleksandr, and Local 424 retiree Bill Luchak.

big tent has plenty of room for hardworking men and women from all backgrounds who yearn for a better life for themselves and their families." ■

Le local en Alberta aide les nouveaux arrivants ukrainiens à trouver un emploi stable en électricité

Gâce à l'aide précieuse d'un de leurs membres retraités, la section locale 424 d'Alberta à Edmonton a récemment aidé deux hommes ukrainiens, fuyant leur pays en raison du conflit actuel, à trouver un emploi avec un entrepreneur signataire de longue date, et elle a l'intention d'aider plusieurs autres à faire de même.

« Ce qui se passe là-bas nous touche beaucoup et nous voulons aider », déclare Mike Reinhart le gérant d'affaires du local 424, faisant remarquer que plusieurs membres du personnel du local ont des racines qui remontent à Ukraine.

En février, et probablement la plus grande agression militaire commise par un pays d'Europe depuis la Seconde Guerre mondiale, la Russie a envahi son voisin de l'ouest sous prétexte que l'intérêt à l'Ukraine de rejoindre l'Organisation du Traité de l'Atlantique Nord serait une menace à la Russie.

De milliers de soldats et de civils ont été tués des deux côtés du conflit depuis ce temps, et selon les Nations Unies près de 12 millions d'Ukrainiennes et d'Ukrainiens ont fui leur pays. Plusieurs ont fait des pays limitrophes leur destination, mais un nombre important de personnes se sont réfugiées partout dans le monde

notamment au Canada où les chiffres du gouvernement fédéral montrent que près de 74 000 personnes provenant de l'Ukraine sont passées par les douanes depuis le début de l'année.

Le membre retraité du local 424, Bill Luchak, fait remarquer qu'environ 7 000 de ces personnes sont arrivées en Alberta, dont la moitié d'entre eux ont déménagé dans la région d'Edmonton. « Nous comptons déjà une grande population ukrainienne dans la ville », explique Luchak. « Nous essayons d'apporter de l'aide de toutes les façons possibles. »

En début août, deux de ces nouveaux arrivants, Oleksandr et Vitalii, sont arrivés accompagnés de leurs femmes et de leurs enfants. Reinhart estime que les liens étroits de Luchak avec la communauté ukrainienne de la ville ont joué un rôle important dans leur adaptation à la vie au Canada.

« Bill était très touché par la situation », déclare Reinhart. « Il a entendu leur histoire et voulait aider, il les a donc demandés de venir et a dit : "Peux-tu leur trouver un emploi?" »

Comme explique Luchak, le local des chaudronniers a offert son centre de formation pour être utilisé comme entrepôt afin d'entreposer les fournitures et les meubles à donner aux nouveaux arrivants ukrainiens. « Vitalii avait la clé de l'entrepôt », dit-il. « C'est de cette façon

que j'ai fait sa connaissance. »

Vitalii travaillait comme camionneur alors qu'Oleksandr avait déjà travaillé dans le domaine de l'électricité, mentionne Reinhart. Ni l'un ni l'autre n'avait de l'expérience avec les syndicats.

« Nous avons commencé à parler avec l'un de nos entrepreneurs et ils ont dit : "Nous pouvons bien sûr avoir besoin d'eux" », dit Reinhart. Edmonton Electrical est un entrepreneur signataire avec le local 424 depuis les années 50, « c'est une excellente compagnie. Les personnes qui travaillent pour eux les aiment beaucoup. »

L'entrepreneur a placé les deux nouveaux arrivants ukrainiens sur un nouveau projet avec Silent-Aire, un fabricant de centres de traitements de données modulaires. La section locale 424 a fourni aux deux hommes les outils nécessaires.

« Les deux font un excellent travail », mentionne Reinhart. « Ils s'adaptent bien. » Ils ont également une bonne maîtrise de l'anglais, dit-il, bien que Luchak âgé de 80 ans parle couramment leur langue.

« Mes ancêtres étaient tous Ukrainiens », déclare Luchak, initié au local 424 en 1962. « Quand j'ai commencé l'école, je ne parlais pas un mot d'anglais. »

« Je suis reconnaissant de l'effort

déployé par la FIOE », dit-il. « Notre syndicat a été très généreux envers moi; nous avons eu de bonnes personnes compétentes qui nous ont bien formés. »

La réussite du local 424 avec les nouveaux arrivants de l'Ukraine a incité d'autres entrepreneurs à vérifier si d'autres cherchent du travail, fait part Reinhart, qui continue à collaborer avec Luchak afin de rendre cette idée une réalité. Et au mois de septembre, le gérant d'affaires a dit que le local prévoit de participer à un salon d'emploi virtuel parrainé par la section d'Edmonton du Congrès des Ukrainiens Canadiens, qui s'est fixé un objectif ambitieux de placements professionnels pour 100 nouveaux arrivants ukrainiens.

« La FIOE continue d'ouvrir ses portes à des personnes qui travaillent d'arrache-pied comme Oleksandr et Vitalii et à tous les autres ayant la soif d'apprendre des compétences très utiles et de faire partie d'une vraie fraternité », déclare Russ Shewchuk le vice-président international du premier district. « Nos confrères et nos confrères du "Far West" de l'Alberta prouvent qu'il y a suffisamment de place dans la grande tente de la FIOE pour les femmes et les hommes qui travaillent fort provenant de toutes les origines en quête d'une meilleure vie pour eux et pour leurs familles. » ■

THE FRONT LINE: POLITICS & JOBS

New Verizon Contract Gives Members Wage Increase, Added Benefits

IBEW members employed by Verizon joined with their counterparts from the Communications Workers of America to overwhelmingly approve a 3-year extension of their collective bargaining agreement with the telecommunications giant, ensuring labor peace for the next four years.

A tentative agreement was announced on July 7 and approved by IBEW and CWA members afterwards. The current agreement, which was scheduled to end on Aug. 5 of next year, is now extended until Aug. 1, 2026.

Boston Local 2222 Business Manager Myles Calvey, a member of the International Executive Council who has taken part in multiple contract negotiations with Verizon, hailed the agreement, especially provisions that called for additional wage increases and allow call center employees work-from-home flexibility.

Call center employees will continue to work remotely, a practice started during the COVID-19 pandemic. That is a huge win for Carson's local, which mostly consists of Verizon call center employees.

Another win came with the online chat feature, which more customers are using instead of speaking to a representative over the phone. For the first time, Verizon agreed to allow IBEW and CWA members to work in that area, which Carson hopes leads to additional jobs.

That's especially important following a wave of retirements this year when the General Agreement on Tariffs and Trade Rate — commonly called the GATT rate — climbed to its highest level in some time, she said. The rate determines payments to Verizon's defined-benefit pension programs, and that increase in funding prompted more employees than usual to retire.

"We've been losing members at a terrible rate," Carson said. "Now, we're guaranteed to get some new hires. Hopefully, the work we're getting will justify even more in the future."

Speer noted the \$1.2 trillion infrastructure bill passed by Congress and signed into law by President Biden last year ensures plenty of work is coming to all unionized telecommunications workers, including those at Verizon.

Combined with the increase in pay and improvements in the pension and health insurance costs, that made it the right time to extend the deal, Speer said. By the end of the contract, members who are fully taking advantage of their health care benefits will only be paying about \$300 per month on a family plan, he said.

"It's a win for us and a win for Verizon," said Speer, whose local represents technicians employed by telecommunications companies throughout New Jersey.

"If your employer is doing well, your membership should be doing well," he said. "I think both sides are going to be doing good with the infrastructure bill and the work we're going to get from that. This will give us more members making good salaries."

After a contentious relationship for several years, which was punctuated by a 49-day strike in 2016, the IBEW and CWA have developed a more fruitful partnership with Verizon since. Much like this year, the collective bargaining agreement was extended in 2018 following productive discussions with no hint of any job action.

Many observers credit that to Verizon CEO Hans Vestberg, who took over after the 2016 strike and has shown more willingness to work with unions, as well as a commitment to continue the uninterrupted buildout of

the 5G network.

"It's a win-win for us and also for Verizon," Speer said.

Verizon also is taking part in the Affordable Connectivity Program, which gives low-income Americans a \$30-per-month discount on their internet services. It was part of the infrastructure bill.

"Congratulations to our negotiating committee and all our members employed by Verizon," International President Lonnie R. Stephenson said. "This agreement provides substantial improvements in pay and benefits and is another reason why we worked so hard to help the Infrastructure Act become law.

"Verizon and our other telecommunications partners are expanding services to all Americans and doing it with good-paying, union jobs." ■

A Majority of Workers Support Unionization

Most U.S. workers support having a union in their workplace, a new study shows.

"More and more, workers are fed up with the status quo," said International President Lonnie R. Stephenson. "And those workers are finding that joining together in union is the best way to go in order to truly have a voice on the job."

Unions seem to be having a moment, albeit a mixed bag of one. While union membership rates remain at a multi-decade low, a recent CNBC-Momentive survey found that 59% of workers across the U.S. support increased unionization efforts at their jobs. It further reported that 46% of workers say that labor unions are mostly good for working people, more than twice the number who say they're mostly bad. The survey also found that, while Democrats were about twice as likely to have a positive view of unions as Republicans, close to half of GOP voters say they support increased unionization.

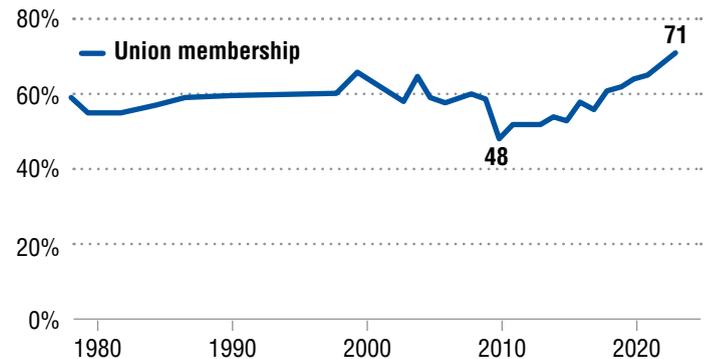
"This really isn't the partisan issue that many assume," said Laura Wronski, senior manager of research science at Momentive, to CNBC.

The CNBC-Momentive study is the latest in a string of studies and news stories about working people joining together at work. Recent findings from Pew and Gallup also showed increased support for organized labor. Gallup's poll from September 2022 measured 71% support for unions, the highest it's been since 1965.

Taking a different angle on the issue, Pew found earlier this year that 58% of U.S. adults say the large reduction over the past several decades in the percentage of workers represented by unions has been bad for the country. And another Pew survey from 2021 found that 55% of U.S. adults say labor unions have a positive effect on the way things are going in the country.

Furthermore, a recent report from the Economic Policy Institute found that unions don't just help their members with pay and benefits, they help communities as a whole, and even support democracy.

Americans' Approval of Labor Unions, 1980-2022



Gallup polling shows Americans' approval of unions at 71%, its highest level in more than 50 years.

Source: GALLUP

"In the same way unions give workers a voice at work, with a direct impact on wages and working conditions, the data suggest that unions also give workers a voice in shaping their communities. Where workers have this power, states have more equitable economic structures, social structures and democracies," the authors wrote.

All of this comes at a time when workers across industries are pushing for more rights at work. From Starbucks baristas to Amazon warehouse workers to big tech employees, people are speaking up and doing the hard work of organizing. In fact, during the first nine months of fiscal year 2022 (which began October 1, 2022), union representation petitions filed at the National Labor Relations Board increased 58%. And by May 25 of this year, petitions exceeded the total number filed in all of 2021. At the same time, perhaps unsurprisingly, unfair labor practice charges have also increased 16% — from 11,082 to 12,819.

"As exciting as the public opinion shift is towards unionizing, the challenges remain the same. The employer's playbook continues to be effective. They use the fear of the unknown to influence their workforce," said IBEW Director of Professional & Industrial Organizing Jennifer Gray. "Our No. 1 job is to prepare the workers and keep them focused on the goal. Where we are able to do this — we win."

Much of this new organizing is also being done by young workers. ABC News reported that, between 2019 and 2021, the overall percentage of U.S. union members stayed flat but the percentage of workers aged 25-34 who are members rose by 68,000, according to the Bureau of Labor Statistics.

ABC News also spoke to Derrick Pointer, a lineman and Tallahassee, Fla., Local 904 member. Pointer wasn't sure he wanted to join the union at first, but decided to do so to take advantage of the training it offered. Now he makes just over \$42 an hour and has generous benefits, including COVID sick leave. The amount he pays in dues is well worth it, he said.

"More and more working people

are discovering what our members already know, that the union is worth every penny," Stephenson said. "From livable wages to being able to give back to your community, unions make the middle class stronger, and that benefits everyone." ■

How Oregon's Union Apprenticeships Increase Diversity in the Trades

Oregon's union apprenticeships are outpacing their nonunion counterparts when it comes to diversity and inclusion, says a recent study.

"Diversity, in leadership and in the rank-and-file, makes us richer both in talent and in community," said Bridget Quinn, Portland, Ore., Local 48's workforce development coordinator. "Union programs encompass brother and sisterhood, a real looking-out for others. Nonunion programs lack that connection. They're more business-focused than people-focused."

The study, conducted by Larissa Petrucci through the University of Oregon's Labor Education and Research Center, found that union apprenticeship programs are more diverse than their nonunion counterparts and have higher success rates all around, especially for women and people of color.

In particular, Petrucci found that women and people of color are significantly more likely to complete their programs when it's a union apprenticeship as compared to a nonunion one. They are also more than twice as likely to enter a high-wage trade if they go through a union apprenticeship.

Construction is the third-fastest-growing industry in Oregon and the state's Employment Department is predicting 11,900 new construction jobs over the next decade, all while 17% of the workforce nears retirement, reported the Portland Business Journal. As such, recruitment to the trades is becoming increasingly vital.

POLITICS & JOBS *continued on page 8*



Credit: Creative Commons / Flickr user rvcward

IBEW members employed by Verizon, along with their counterparts from the Communications Workers of America, voted overwhelmingly to extend their collective bargaining agreement with the company earlier this year.

He also saluted CWA representatives for presenting a unified front with the IBEW throughout the negotiations. The two unions have long represented Verizon employees throughout the upper Northeast and New England. The IBEW currently has about 8,000 members employed by the company.

Calvey was joined on the negotiating committee by Syracuse, N.Y., Local 2213 Business Manager Barbara Carson and East Windsor, N.J., Local 827 Business Manager Robert Speer.

"The company worked with us and it's a concession-free contract," Calvey said.

Added Carson: "We didn't lose anything and got unprecedented raises."

Verizon employees covered by the deal will receive a 1.25% raise this year in addition to the wage increases they were already scheduled to receive under the extended contract. They also received a \$750 ratification bonus and will receive an additional 1% increase next year in addition to their scheduled wage increase. Verizon agreed to return to a cost of living adjustment in 2025.

POLITICS & JOBS *continued*

“In order for the trades to continue to grow, we have to look outside of the typical groups that have been sought after to produce our workflow,” said Local 48 Daytime Instructor and Outreach Coordinator Kennitha Wade.

Among Petrucci’s findings is that more women and people of color have enrolled in apprenticeship programs over the last decade. In 2020, 11% of all newly enrolled apprentices were women, a 57% increase from 2011, and 31% of newly enrolled apprentices were people of color, a 55% increase from the same time period. And most of these groups were in union programs. In trades represented by both union and nonunion programs, unions graduated a significantly higher proportion of apprentices, boasting a graduation rate of 58% compared to 36% for the nonunion alternative.

In 2020, of all newly enrolled apprentices:

- 11% were women (a 57% increase from 2011)
- 31% were people of color (a 55% increase from 2011)

One thing that Local 48 and other union apprenticeships do to help historically underrepresented groups is to offer support. This can take a variety of forms, from mentoring to interview preparation, and this extra attention can often be the difference between completing a program and not, Wade said.

“This trade can be brutal and when you feel like you do not belong on a job site, it’s easy to believe what people tell you and leave. It’s easy to want to escape the negative environment that sometimes exists on construction sites,” Wade said. “With the union, there are support groups and spaces made available for people to talk to others they can identify with, where they can share experiences and get advice.”

That support can come in the form of groups like the Electrical Workers Minority Caucus, RENEW/NextGen (the IBEW’s young worker-focused group) and women’s committees like Local 48’s Sisters in Solidarity.

“Groups like the EWMC are essential,” said Wade, who also serves as her chapter’s president. “The EWMC sees the value in diversity and provides members a place to speak freely and get feedback without judgment. When people have that, they are more likely to share some of the hardships they face and get help from other members.”

Local 48’s diversity and inclusion efforts also include partnerships with area organizations like Oregon Tradeswomen and Girls Build Summer Camp, as well as with pre-apprenticeship programs.

“I think it’s critical to have partnerships,” said Sisters in Solidarity Chair Dolores Doyle. “We can’t reach everyone. And groups like Oregon Tradeswomen do really good work. They always send us their best.”

Local 48 also offers customized communication to all women and applicants of color at each stage of the application process, which includes resources and introductions to

mentorship groups like the EWMC and Sisters in Solidarity.

“These groups are very important,” Quinn said. “They play a key role in applicant mentorship as well as with retention.”

Doyle, an inside electrician for 22 years, says that it’s also important to have buy-in from both the union and the contractor side.

“It shouldn’t be just one voice. It has to come from multiple sides,” she said.

Quinn says that the solid relationship between Local 48 and its NECA chapter, which includes a jointly-run pre-apprenticeship program, has helped to develop a strong outreach program as well.

“There is a lot of willingness on both sides to try new things,” Quinn said.

Doyle says that while major strides have been made, there’s still a long way to go. For instance, Local 48 offers paid maternity leave and reimburses child care costs through a flex plan, but many women — who tend to bear a disproportionate amount of childcare duties — still have to get their kids to a childcare site that fits with their early work schedule.

“It’s better than it was 20 years ago, but we’re still living in a world where some women have to get their kids up at 3:30 a.m. to get them to day care by 6 a.m. so they can get to work on time. Most men don’t have to deal with that.”

Despite the obstacles that still need to be faced, Doyle and Wade both praised Local 48 for its efforts at recruitment and retention of historically underrepresented groups.

“This is a really great career for people,” Doyle said. “The more we can do to help women and people of color be successful, the better it is for everyone, including the union. We want the IBEW to have as big an umbrella as possible.”

Local 48’s work in this area serves as an example of IBEW Strong, the international union’s initiative to be more inclusive throughout its ranks and branches. IBEW Strong takes the objective of the union, to organize all electrical workers, and puts it into practice with its stated declaration of working toward human justice, rights and dignity. Across the U.S. and Canada, the IBEW is making strides to welcome all workers regardless of their race, gender, sexual orientation or other identity.

“The job that we all have is to make sure that anyone who wants to work in our field, no matter their background, knows that they have a home in the IBEW,” said International President Lonnie R. Stephenson. “It’s how we grow to meet the demands of the new economy, and it only makes us stronger. Local 48 is a great example of how to do just that.” ■

CIRCUITS

IEC’s Riley Honored with Miami Street

International Executive Council member William W. Riley’s legacy in Miami goes far beyond the IBEW — something that drivers in his hometown are now reminded of every day.

City of Miami and Miami-Dade County officials honored Riley in a May 23 ceremony, announcing that two blocks of Northwest 16th Terrace between Northwest 17th Avenue and Northwest 15th Street have been renamed William “Billy” W. Riley Way.

The renamed street runs adjacent to the offices of Miami Local 349, where Riley has served as business manager since 2003 and on staff since 1978. He’s been a member of the IEC since 2009, having been re-elected for a fourth time at the International Convention in Chicago about two weeks prior to the street ceremony.

Riley said he didn’t find out about the ceremony until two days before it occurred, although some Local 349 staffers and office employees had been working with local officials to plan it for some time.

“I’m very, very proud of it,” he said. “You usually don’t hear anyone getting a street named after them unless they’re dead, a politician or a police officer. It’s a great thrill.”

Fifth District International Vice President Brian K. Thompson, a fellow Florida native who has known Riley for nearly 40 years, congratulated him on the honor, calling him a “close friend who has always been a pillar of that community.”

“He loves what he does,” Thompson said. “It’s a passion for him. He knows everyone in Miami, and everybody respects him, too. When you step into that jurisdiction and visit with politicians and leaders in that community, they all know Bill.”

There was proof of that during the May ceremony. Among the local officials attending were Miami-Dade County commissioners, city mayors and Florida circuit judges. Also on hand were Riley’s wife, Carolyn; their two children, Bonnie and Bill Jr.; his daughter-in-law, Amy; and his three granddaughters, Miranda, Erin and Ava.

Riley’s roots run deep in South Florida. He is a graduate of Miami Senior High School and noted he grew up less than one mile from Local 349’s offices. He was interested in electricity and Carolyn’s father encouraged him to explore an apprenticeship. He topped out as a journeyman wireman and became a Local 349 member in 1970.

Eight years later, he was appointed assistant business manager — a position he held for nearly 25 years under longtime business manager Art Fernandez. He took over as business manager following Fernandez’s retirement in 2003 and has been re-elected seven times since.

He’s also been an active member in Electrical Workers Without Borders, a



International Executive Council member William “Billy” Riley was honored in Miami with a city street named for him outside the local union hall he has helmed for nearly 20 years.

volunteer group of electricians that uses its skills to improve electrical systems in impoverished areas around the world.

Still, don’t think honors like these have Riley thinking about retirement. He enjoys his work with Local 349 and the IEC too much to leave just yet.

“I’m in pretty good health and I don’t know what I would do at home except pet the dog,” he said. “I love my work and I love the IBEW. You have an opportunity to help people and help their families.”

He said he couldn’t ask for better friends than International President Lonnie R. Stephenson and International Secretary-Treasurer Kenneth W. Cooper along with former International President Edwin D. Hill.

“I remind people there’s a difference between the IBEW and a contractor and any other business,” he said. “It’s a family. It’s not a business.” ■

Oklahoma Local Members Step up to Protect State’s Fishing Spots

Like many local unions, Tulsa, Okla., Local 584 is filled with outdoors-loving members, and more than a dozen of them leapt at the opportunity to help the Union Sportsmen’s Alliance build 120 artificial fish habitats at a highly publicized event.

Thirteen Local 584 members

assisted in building the habitats in front of spectators at the Redcrest Outdoor Sports Expo in Tulsa on March 26. Artificial habitats are underwater structures put in lakes and reservoirs to improve the quality of life for fish species, replenishing the supply and keeping them attractive to anglers.

Local 584 worked in conjunction with the Oklahoma AFL-CIO and other unions on the project, which was organized by USA and Major League Fishing’s Fisheries Management Division. Many of the habitats were later put into the state’s Lake Bixhoma.

Major League Fishing, which has a partnership with USA, was holding a fishing tournament at nearby Grand Lake on the same weekend as the expo.

“Everyone enjoyed it,” said Blake Langworthy, Local 584’s assistant business manager and executive board chairman. “Everybody who walked by asked what we were doing and there was a lot of communication with the spectators. It was pretty cool.”

Even with their love for the outdoors, it was an unusual assignment for the Local 584 members. Most are accustomed to performing work on a jobsite away from outside attention. Their love of fishing and hunting usually takes them to isolated spots in nature.

But on this day, they were watched by hundreds, perhaps even thousands, of attendees passing through the expo hall throughout the day.

“It was a bit awkward, especially with the [television] cameras right in



Corrugated drainage hose is one of several materials volunteers used to create artificial fish habitats.

front of us,” Local 584 member and journeyman wireman Amber Allison said. “But when you focused on your task and had something to do, it was business as usual.”

Members wore shirts showing they were from Local 584 — a welcome site in Oklahoma, a right-to-work state that has become increasingly controlled by far-right politicians hostile to organized labor.

“Everyone we talked to was positive,” Langworthy said. “There was no negative talk at all.”

Artificial fishing habitats are usually made of PVC tubing and last much longer than the natural fishing habitats they replace, which often are composed of old cedar trees beneath the surface. They expedite algae growth, which attracts more fish to an area, keeping the population healthy and attractive to fishermen and anglers.

Recently, the tubing has been shaped more like a v-shaped limb instead of a round tube to cut down on snagging and losing lures and flies. Local 584 members spent the day cutting and assembling the tubing.

“Much of the natural fish habitat once found in many of our reservoirs has been buried by siltation or slowly degraded over time as it decomposes,” said Steve Bardin, fisheries biologist with MLF’s Fisheries Management Division. “This habitat loss must be addressed if we plan to continue to support healthy fish populations.”

Union Sportsmen’s Alliance officials said 41 union members volunteered on the project and worked 530 hours. Milwaukee Tool donated tools and Ferguson and MossBack Fish Habitat donated materials.

This wasn’t the first time Local 584 has worked with the Union Sportsmen’s Alliance. In 2018, it combined with Tulsa Local 102, Oklahoma City Local 1141 and other trades unions throughout the state to renovate a historic pavilion and fishing pier at a park in Henryetta, Okla.

“Volunteering in the communities we serve is something we take seriously, and fishing is taken seriously by many Oklahomans,” Local 584 Business Manager Dustin Phelan said. “Working with the Union Sportsmen’s Alliance allows us to contribute to that rich outdoor heritage while also showcasing the importance of union membership. It’s something we hope to do well into the future.”

The Union Sportsmen’s Alliance is a non-profit organization made up of union members who use their outdoor skills to advance conservation efforts and preserve North America’s outdoor heritage. Volunteers improve and build facilities that allow more access to the outdoors on public lands. They work to expose school-age children to the outdoors that might not normally get that opportunity.

Membership in USA is free for IBEW members, and those interested can learn more at unionsportsmen.org. ■

California Members ‘Walk a Mile’ for Domestic Violence Awareness

Members of San Jose, Calif., Local 332 have been slipping into high-heeled shoes for years to support their local YWCA and this year was no different.

“It’s one of my favorite and long-standing events that Local 332 supports,” said Lilliana Martinez, a fourth-year apprentice and co-captain of the event. “I look forward to it every year.”

More than 150 members and their families participated in the YWCA Golden Gate Silicon Valley “Walk a Mile in Their Shoes” fundraiser, held on June 23 at the Santana Row shopping area. Billed as a light-hearted annual event to raise awareness about the serious issue of sexual assault and domestic violence, it raises much-needed funds to support critical and life-saving services for survivors. These services include shelter, therapy, legal support, childcare, employment assistance and outreach.

“It was a warm, beautiful day and the building trades really showed up,” said Local 332 President Javier Casillas, who also co-captained the event. “Local 332 and UA Local 393 had the largest presence.”

In addition to members walking,



Members of San Jose, Calif., Local 332 participated in their local YWCA’s “Walk a Mile in Their Shoes” event, which raises funds and awareness for domestic violence prevention.

Local 332 also sponsored the event, raising more than \$10,000. The event itself raised over \$100,000 in total and was the first in-person walk since the beginning of the coronavirus pandemic.

“We support Walk a Mile because now more than ever we need to support all women from domestic violence and sex trafficking,” Casillas said. “We must do all that we can to support the safety of women.”

According to the National Coalition Against Domestic Violence, roughly

one in four women will experience intimate partner violence at some point in their lives. On a typical day, more than 20,000 phone calls are placed to domestic violence hotlines nationwide. And evidence shows that domestic violence rates went up during the pandemic, particularly during the early days of the lockdown.

Local 332, which has about 3,700 members across a variety of classifications, has been participating in the event since 2008, thanks to a now-re-

tired member, Sal Ventura. In 2007, Ventura was invited to participate and gathered his own team to do so. The following year, Local 332 got involved and that encouraged more members to participate.

“The cause behind the Walk a Mile event seems to resonate with our members on a personal and community level,” Martinez said. “They are more than willing to continually support the services that YWCA provides for survivors of domestic violence and sexual assault. And through this connection to the YWCA, our local has increased sponsorship amounts, donations and member participation over the years.”

Martinez also noted the similarity between the missions of the YWCA and that of the IBEW.

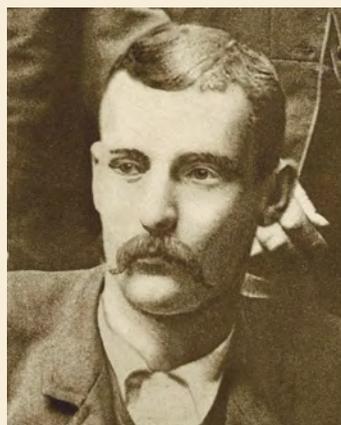
“The YWCA’s mission statement aligns with the opening statement of our Declaration of the IBEW, ‘Our cause is the cause of human justice, human rights, human security.’ The YWCA is on a ‘mission to eliminate racism, empower women, and promote peace, justice, freedom and dignity for all.’ These are the missions our members value within our trade and personally.”

Local 332 also supports other community events, including a turkey trot, a charity drive for their local Sacred Heart, Operation Freedom Paws which works with veterans and service dogs, and Christmas in the Park. ■

GROUNDING IN HISTORY

Continuing our series remembering the 10 founders of the IBEW, this month examines the lives of the two delegates from Indiana, Harry Fisher and Edward Hartung.

Harvey “Harry” Fisher



Harry Fisher was born in Evansville, Ind., on May 26, 1866. He worked various jobs in his youth, including as a machine hand, wagon-maker and laborer. In 1884 he joined the city’s light company where he served as “lamp trimmer” for 10 super lamps — 4,000-candlepower carbon lamps erected on 150-foot tripods. To service these lamps, Brother Fisher hoisted himself up in a one-man lift built in the

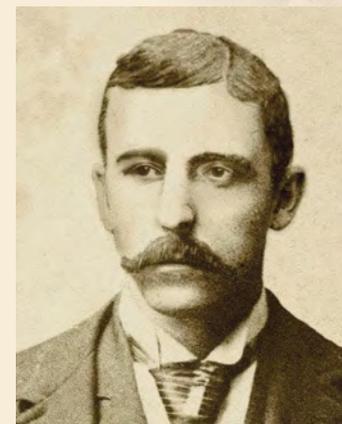
middle of the tripod.

He was still with the light company when, in November of 1891, he traveled to St. Louis to serve as the delegate from Evansville at the First IBEW Convention. Brother Fisher was chosen as chairman for the Committee on Charter and Supplies and was also nominated as second grand vice president but lost to Delegate Heizleman from Toledo, Ohio. Upon returning to his hometown, Brother Fisher was instrumental in chartering Evansville Local 12 on Jan. 21, 1892. He served as the local’s first and only president from 1892 until 1895, when the local went defunct. At that point he was working as a lineman for Rehtin Contractors. In 1896 he married his wife, Lucy, and together they had two children, Harry Jr. and Lucille.

Brother Fisher soon got back to organizing and became a charter member of Evansville Local 16 on Dec. 22, 1899, which is still active today. He served as the local’s first financial secretary from 1899 to 1902 and again from 1905 to 1907. In 1910 he transitioned to inside work as an electrician with Heiman Electric and then for the city

schools, a position he kept until his retirement in 1944 at the age of 78. He died on July 15, 1956, at age 90 and is buried in Evansville’s Oak Hill Cemetery.

Edward Charles Hartung



Edward Hartung was born in Pennsylvania in 1860, his parents having immigrated from Germany the year before. His family moved to Indianapolis, Ind., in the 1870s where Hartung remained for the rest of his life. He married his wife, Elizabeth, in 1881 and began work as a street constable.

In November 1891, he traveled to St. Louis to serve as the delegate from Indianapolis at the First IBEW Convention. On the sixth day of the Convention, he was elected as first grand vice president and later gave a speech that night at the hall of St. Louis Local 5221.

Upon his return home, Brother Hartung became a charter member of Indianapolis Local 10 on Jan. 14, 1892. He served as financial secretary from 1896 to 1899. He also served as a delegate of the local at the Second, Third, Sixth and Seventh IBEW Conventions held in 1892, 1893, 1899 and 1901, respectively. He served on several committees during those conventions.

Brother Hartung was primarily engaged in inside electrical work. The May 1893 issue of The Electrical Worker mentioned that he was going into the “Fluid-Lightening” business, although no further explanation is given. The city directories of Indianapolis list him as an electrician from the late 1890s to the early 1900s. According to the U.S. census, he was employed as a carpenter repairman from 1910 to 1930. Brother Hartung died on Feb. 5, 1936, and is buried in Indianapolis at Crown Hill Cemetery. He was survived by his wife and three children. ■

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

ORGANIZING WIRE

Denver Local Finds Perfect Fit Organizing Asplundh Tree Trimmers

Denver Local 111 and Eighth District staff knew Asplundh management would push back against their organizing efforts in Colorado.

And they were ready. Despite management interference, Asplundh tree-trimmers throughout the state overwhelmingly voted to seek IBEW representation earlier this year.

That, in turn, spurred successful organizing drives at smaller tree-trimming operations around the state, including municipal tree trimmers in the cities of Loveland and Cortez.

All that activity is expected to add about 150 members to Local 111 once first contracts are signed. Negotiations with Asplundh began in late July.

“It was a really big win for us,” Business Manager Nate Gutierrez said. “We had tree trimmers back in the 1980s for quite a few years. It’s nice to get a win after several attempts.”

Indeed, they seem to be a natural fit. Local 111 is primarily a utility construction local and tree trimmers often work alongside utility workers. The local has jurisdiction throughout Colorado.

Yet, previous attempts ran into roadblocks. About two years ago, an Asplundh employee inquired through the IBEW’s website about starting an organizing effort, said Eighth District International Representative Sean McCarville, a former Local 111 business manager.

About six months later, that employee was transferred to the West Coast, where he now works in a unionized area and is a member of Vacaville,

Calif., Local 1245. No one else stepped up to fill his role, McCarville said.

But in the approximately 18 months since, little changed around Asplundh, so word got out that some workers were still open to an organizing drive.

“The company continued to mess with employees,” McCarville said. “It was really in the traditional areas, starting with their annual pay not keeping up with the cost of living. Health care, traditional hours and working conditions, all those areas had taken a hit.”

Just a few months after taking the job, Local 111 Membership Development Director Austin Maier traveled to a working area “deep in the mountains” about 30 miles west of Denver to meet with Asplundh employees as they left their job for the day, he said. Asplundh employees are IBEW members in a handful of jurisdictions around the country, but the company usually doesn’t voluntarily recognize a union.

“What’s happened in previous campaigns is that a lot of the employees fear they’re going to get shipped off to another state [if management learns they are involved in an organizing drive] and lose their jobs in Colorado,” Maier said.

“The main advantage of this campaign was



Denver Local 111 Membership Development Director Austin Maier turns in right-to-organize paperwork for Asplundh employees at a National Labor Relations Board office.

talking to that group right at the beginning,” he added. “We were able to set up a volunteer organizing committee at the get-go. We had five guys spread around the state that said they were ready for change and were able to overcome their fear of being shipped out of state.”

When staffers at one of the tree-trimming company’s locations were forced to sit in on captive audience meetings with Asplundh management, a team member shared it with Maier and others involved in the campaign.

With knowledge of Asplundh’s plans, they shared it with other team members, who pushed back against baseless claims during those meetings, including one that falsely alleged Local 111 would require each person to pay \$2,000 in union fees each month.

That number is plainly ridiculous to most IBEW members. But in an organizing campaign, where many workers are dealing with unions for the first time, stamping out such mischaracterizations quickly is vital.

“We used it our advantage,” Maier said. “When they were giving out that propaganda, we already knew what they were doing and were ready to set the record straight.”

Like many private companies that work with public utilities, Asplundh sometimes sends workers across the country during times of emergency or to address manpower shortages in other areas. Sometimes, they work alongside unionized counterparts.

McCarville said that can help in organizing efforts, too.

“With the worker shortage, they’ve been obligated to send some of these groups that aren’t organized into organized areas,” McCarville said. “Once employees get a taste of that, they see it’s something good and they want it for themselves.”

McCarville and Gutierrez both welcomed the Asplundh employees to the IBEW and saluted Maier, 28, who led a big organizing win early in his career.

“The optics across the board were just great,” Gutierrez said. “I think [the Asplundh employees] really related to a young guy like Austin and what he had to say. It kind of sends a message of change to the traditional way of doing things.” ■

April 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 9:00 a.m., by Chairman Erikson, on Wednesday, April 27, 2022, in Chicago, Illinois. Other members of the council in attendance were Calabro, Calvey, Shirey, 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

There are two local unions under trusteeship, Local Union 2330, St. John’s Newfoundland and Labrador, Canada and Local Union 1501, Baltimore, Maryland. The IEC authorized a six-month extension at the February 2022, meeting. No action is necessary at this time.

IBEW Consolidated Balance Sheet/Income Statement covering the 9-month period ending March 31, 2022

Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets covering the 9-month period ending March 31, 2022

Reviewed and Filed

Rules Committee

The IEC reviewed the Rules and Order Committee Rules and adopted proposed rules to submit to the 40th Convention.

The IEC reviewed the Vaccination Exemption List for the 40th Convention, as approved by the International Secretary-Treasurer and on advice of legal counsel.

Credentials Committee

Reviewed the credentials list for all delegates and alternates to the 40th Convention submitted on or before March 10, 2022, sixty (60) days prior to the convention, members were all in good standing, and all paperwork was in order. The credentials

list was accepted.

Reviewed the credentials list for all delegates and alternates to the 40th Convention received after March 10, 2022, members were all in good standing, and all paperwork was in order. The credentials list was adopted but noted these delegates will not receive daily expense payment.

Reviewed the list of delegates, and alternates to the 40th Convention that were pre-registered, but no credentials were received. Members records were all in good standing, but no action is required until and unless credentials are presented.

Retirement of Directors, and International Representatives

Kirk Brungard, Director, Membership Development Department
Effective — February 25, 2022

Brian A. Baker, International Representative, Construction & Maintenance Department
Effective — April 1, 2022

Clifton O. Davis, International Representative, Business Development Department
Effective — April 1, 2022

Brian L. Heins, International Representative, Membership Development Department
Effective — April 18, 2022

Brian J. Brennan, International Representative, Government Employees Department
Effective — June 1, 2022

Denise C. Johnson, Director, A greement Approval Department
Effective — June 13, 2022

International Organizers

Lynda K. Wenzel, State Organizing Coordinator, Membership Development Department
Effective — April 1, 2022

Jerry L. Gulizia, Lead Organizer, membership Development Department
Effective — June 1, 2022

Office Employees

Karyn E. Quinn, Secretary, Second District
Effective — April 1, 2022

William E. Gatewood, Electrician/Engineer
Effective — May 16, 2022

James A. Dewig, Electrical Training Alliance
Effective — May 1, 2022

This regularly scheduled meeting was adjourned, on Friday, May 14, 2022, at 4:00 p.m. The next regular meeting of the International Executive Council will commence on August 31, 2022, via audio/video conference call at 2:00 p.m.

For the International Executive Council

Myles J. Calvey, Secretary
May 2022

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 “About Us” page. ■

TRANSITIONS

RETIRED

Mike Welsh



Third District International Vice President Mike Welsh retired on Oct. 1, ending an IBEW career that began just after he

graduated from high school and included five years in his final position.

Welsh, 64, said the decision wasn't an easy one, especially after President Biden signed the \$1.2 trillion infrastructure bill into law late last year, creating jobs for IBEW members and all of American labor.

But in the end, family considerations won out. The Third District includes New York, New Jersey, Pennsylvania and Delaware.

"These jobs involve a lot of traveling, a lot of time away from home," Welsh said. "I've had a chance to do a few things lately with my grandson [Lucas, 15]. It's a reminder that time has gone by so quickly and I haven't been able to do some things with other people I care about.

"You can't get those years back but you try to make up for lost time. I'm in relatively good health and now is a good time to go, even though it is an exciting time for the IBEW."

International President Lonnie R. Stephenson, who appointed Welsh to the position in 2017, saluted him for the leadership he's shown throughout his career.

"Brother Welsh has been a rock in the Third District since he joined the staff more than 20 years ago under [former Vice President] Don Siegel," Stephenson said. "Mike is not the loudest guy in the room but when he talks, people listen. You're thankful to have him on your side when times get tough."

A native of Philipsburg, Pa., Welsh was 18 when he joined Johnstown Local 459 after being hired to work temporarily at the Conemaugh Generating Station. He was hired full time as a conveyor operator in the plant's coal handling division the following year.

He wasn't planning to be a union activist until a particularly distasteful

experience with a supervisor. That convinced him to accept the role of shop steward in 1979. Welsh has joked many times since he should send that boss a note of thanks.

"He didn't have the personality or know-how to be in a management position," he said. "He got after me at the wrong time one day and I tore into him."

Thus began a steady rise at Local 459, where serving the union and fellow members became "a way of life," Welsh said. He was on the executive committee for seven years before being elected president in 1995.

In the process, he earned a bachelor's degree in economics at the University of Pittsburgh in 1989, graduating with honors after attending night school and classes at the university's Johnstown campus.

"In this work, you're always talking to people who have degrees and maybe look down on you sometimes," he said. "I wanted to be on a more level playing field with them."

Welsh was active outside of Local 459, serving as president of the Pennsylvania State Electrical Workers Association. That's where he got to know fellow Pennsylvania native Siegel, a Third District international representative at the time.

In 2002, Siegel convinced then-International President Edwin D. Hill to appoint Welsh to the district staff just after Siegel became vice president. Welsh served as the district's political director for 15 years before being appointed vice president himself in 2017 upon Siegel's retirement. He was re-elected to that position earlier this year at the International Convention in Chicago.

Keeping the Third District's membership numbers strong and fighting back against conservative, increasingly aggressive politicians in Pennsylvania are among the things Welsh is most proud of.

The state legislature, which is gerrymandered to favor Republicans, has been unable to get a right-to-work bill passed into law. The other states in the district are led by pro-labor politicians so most of Welsh's political activity focused on the Keystone State.

"He's a calming influence," said Third District International Representative Dennis Affinati, who is succeeding Welsh as IVP. "I've learned from him how to be that way."

In retirement, Welsh plans to keep his home in McMurray, Pa., near Pittsburgh and spend time with his four children and two grandchildren. He and his wife, Christine, also plan to travel.

Welsh said he is especially thankful to the members and the district staff as he heads into retirement. He also is grateful for the confidence shown in him by Siegel and former Local 459 business managers Joe Sanna and Charlie Meo, whom he considers mentors.

"The IBEW has been everything to me," he said. "For 42 years I've been involved, and it gave back a lot more than I was able to put into it. It provided for my family and put four kids through college. I'm eternally grateful to the

IBEW and all the members who gave me an opportunity to serve."

The officers and staff thank Brother Welsh for his service and wish him and his family a happy retirement. ■

APPOINTED

Dennis C. Affinati



Dennis Affinati has been appointed by International President Lonnie R. Stephenson as international vice president for the

IBEW's Third District following Michael Welsh's retirement. The union's International Executive Council unanimously approved Affinati's appointment, which is effective Oct. 1.

A native of Carthage, N.Y., Affinati attended the State University of New York at Morrisville after graduating from Carthage Central High School.

"When I went to college, I wanted to be an electrical engineer," Affinati said. But while he was at Morrisville, he helped his brother-in-law wire his house, an experience that reshaped Affinati's priorities.

"I thought working with my hands would be better than sitting at a desk doing calculations," Affinati said, which is why he changed course and applied for an apprenticeship with Watertown, N.Y., Local 910. "I knew what unions would provide," he said. "My siblings and parents said: 'If you're going into the trades, you definitely want to be in a union.'"

Affinati refers to himself as a "first-generation" IBEW member. "I didn't have anyone at the local. I just decided to go for it," he explained.

In 1985, Affinati was initiated into the IBEW as a residential trainee, where "I capitalized on what I learned in college," he said. He also got deeply involved with his local, and not long after topping out as a journeyman wireman in 1990 he volunteered to be a salt. "When I started in the trade, we used to do nearly all the work early, including small businesses and residential," Affinati recalled. "That began to change in the late '80s, and when our local put on a full-time organizer, I wanted to help get our work back, and our organizer was looking for members to salt jobs."

Affinati was eventually elected to Local 910's examining board, serving there until his 1995 appointment as the local's treasurer. It was during this five-year stint that Affinati became good friends with then-recording secretary John O'Driscoll, who is now the local's business manager. "Our birthdays are three months apart; we figured out that we'd actually played baseball against each other in high school," O'Driscoll said.

"Dennis is very intelligent, very thorough," he said. "He doesn't say a lot, but when he does, he's well spoken."

Affinati also served on his local's Political Action and Brotherhood committees. "Then, around 2000, my business manager — at that time, George Intschert — asked if I wanted to be the local's organizer," he said.

"I'm proud of my time as an organizer," said Affinati, who also became an assistant business manager. "I think we did pretty well. The local has good market share, and we have always worked hard to keep it that way."

One atypical organizing campaign Affinati worked on was at a credit union that had "terrible management and a lot of issues," he recalled. "My business manager was in doing his banking when employees asked him, 'What's it take to have union representation?'"

This campaign naturally stands out in Affinati's memory because he eventually married and raised three children with Beverly Sterling, the campaign's internal organizer. "We brought in 40 to 45 new members," Affinati said. "It was different from a construction campaign; it was a good learning experience."

In 2004, Affinati was appointed business manager and financial secretary of the roughly 500-member Local 910, which covers six counties across New York's North Country. Because of the local's geography, O'Driscoll noted, it maintains an office and apprenticeship school both in Watertown and in Plattsburgh, about a 3½-hour drive away. This was a challenge that Affinati met head-on, O'Driscoll said. "He always found time to improve the local's buildings when funds allowed it," he said.

"Dennis has always been there for the members," said Third District International Representative Ernie Hartman, who knew then-Business Manager Affinati when Hartman was his counterpart at Elmira, N.Y., Local 139. "Dennis worked very hard to secure work at Fort Drum and to give veterans coming out of there a conduit into an apprenticeship," Hartman said. "He lives by the IBEW Constitution and our collective bargaining agreements. He's always up for a fight."

O'Driscoll agreed. "Dennis made a lot of connections in the community, and got on a lot of different boards, at civic organizations, schools and colleges," he said.

Affinati also served on the IBEW-NECA Council on Industrial Relations and was financial secretary for the Syracuse and Northern New York Building Trades Council. Additionally, he served for several years as Local 910's training director and was a trustee on the pension, health and welfare funds.

In 2014, then-International President Edwin D. Hill appointed Affinati as an International Representative for the Third District, where he shared desk rep duties in the district's Pittsburgh-area office with fellow Third District International Representative Kris Anderson. Affinati also represented the union before New York's Central Trades

of Jefferson-St. Lawrence Counties and the Central/Northern New York Building Trades Council.

Affinati is excited about his new job as international vice president. "From my humble beginning, I never would have imagined this," he said. "This is a great time to have this opportunity. We're in the process of re-electing the U.S."

"I've been around for a while; the work opportunities we have now are far and above anything I dreamed of, and we've got the tools to succeed. There's really no excuse not to go after every opportunity," he said. "Additional tools like IBEW Strong are going to allow us to look a lot more like the communities we represent, and to offer an IBEW lifestyle to more people."

"Our leadership in the IBEW has always been the best in the labor movement," he said. "I am humbled and proud to have this opportunity."

"Dennis will do a great job," said his predecessor Welsh. "His background as a business manager coming out of construction will be very valuable during the next several years with all the issues around renewables coming on board. He's a great choice."

Outside of his IBEW responsibilities, Affinati is active in his local chapters of the Rotary and Italian-American clubs, and he enjoys hunting and riding his motorcycle.

"He's always been a leader and will continue to be one," Hartman said. "I'm going to be proud to call him my boss but even prouder to keep calling him a union brother and friend. The district is in good hands."

"He looks out for members really well," O'Driscoll said. "I'm really happy for him."

Please join International President Stephenson and the entire IBEW membership in wishing Brother Affinati the best of luck as he takes on his new role. ■

DECEASED

William J. "Bill" Norvell



Retired Sixth District International Representative Bill Norvell died Aug. 8. He was 81.

Brother Norvell was born in the Mississippi River town of Quincy, Ill., and, in 1962, joined Springfield, Ill., Local 51, as an outside lineman after three years as a radio repairman in the U.S. Army.

He switched his card in 1969 to Springfield Local 193 and became chief steward of the City Water, Light and Power unit in the city. He also served as the JATC secretary, on the negotiating and safety committees and as assistant business manager.

TRANSITIONS continued on page 12

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TRANSITIONS *continued*

In 1980, Norvell became business manager of Local 193, a position he held for 10 years before his appointment in 1990 to be a Sixth District international representative. He retired in 2003.

His sons Chris, Craig and Steve all followed their father into Local 193.

"Bill was one of my mentors and taught me a lot about the IBEW and life in general," said International President Lonnie R. Stephenson. "He is the reason I am in this chair today."

When Stephenson was a new business manager, Norvell was his service rep.

"When I needed coaching — correction really — he always did it respectfully. He'd pull you back," Stephenson said.

In 2001, on behalf of then-Sixth District International Vice President Larry Curley, he approached Stephenson to see if he was interested in joining the Sixth District staff. Stephenson was skeptical.

"I didn't see myself living out of a suitcase for the rest of my life," he said with a smile. "Bill assured me that it was possible to be a service rep and be at home. I appreciated how he listened to me, took my concerns seriously, and helped make the job work."

It was typical of Norvell, Stephenson said.

"He was very good at solving situations where people are dug in," he said. "Whether in negotiations or in Council on Industrial Relations disputes between locals and signatory contractors, he could get people to see what was essential, and usually get to a resolution that everyone could live with."

Retired Sixth District International Representative Greg Shafranski met Norvell at a training around 1989, just before either had come on staff at the district. They struck up a conversation and quickly found their shared passion for hunting and fishing and a lifelong friendship was born.

"Bill was good at whatever he did: being a rep, golf, woodworking. A year after we met, he decided he wanted to enter a fishing contest with me here in Minnesota and we finished sixth out of at least 100. That was Bill," he said.

Shafranski said he won a reputation for handling the most difficult situations.

"Former Vice President (later International Secretary-Treasurer) [Jerry] O'Connor had lots of special assignments for Bill because he knew he could handle them," Shafranski said. "Whether it was a contract dispute or merging locals — those are always difficult — his attitude was, 'I have a job to do and, in the end, this will make things better.'"

Retired Sixth District International Vice President David Ruhmkorff said Norvell character really came out during a GTE organizing drive they worked together. Norvell was always paired with the most inexperienced door knockers from the corps of local union and GTE volunteers.

"What made him good at door knocking was what made him good at training other people. He had a great respect for people that shone through.

It got them in the door and then he knew when to back away and let the raw recruit speak their piece," he said.

But he never disappeared into the background, Ruhmkorff said, even when he made space for other people to take the spotlight.

"He was laid back but never quiet," he said.

Sadly, Brother Norvell's wife of 43 years died five years after he retired. Shafranski and Norvell continued to travel together for the better part of a decade, spending half the year as snowbirds in Florida.

At the annual officers' meeting in Florida, Stephenson said he always made time to visit with Brother Norvell, Shafranski and O'Connor, no matter how busy and hectic his schedule was.

"He was just a good guy," Stephenson said. "You could count on him."

On behalf of the members, officers and staff, the IBEW sends its condolences to Brother Norvell's three sons, daughter Kathy, five grandchildren and three great-grandchildren. ■

DECEASED

William Joseph Pledger



William "Joe" Pledger, a gregarious union activist from his early years at Alabama Power to three decades as an international representative in the Deep South, died July 22 after a brief illness. He was 75.

Pledger worked until he was 70 years old, devoted to the Fifth District locals he serviced and to the labor community in his hometown of Mobile, Ala., where he led Local 345 in the 1980s.

Inherently happy, spirited and loud — "everyone said he never needed a microphone," his youngest son Daniel joked — he is remembered for bringing nonstop energy and joy to everything he did.

"My dad probably should have retired earlier, but he really, really loved his job," said Daniel Pledger, treasurer of Local 345 — the same elected office his father first held. "He was the most amazing and strongest man I ever met in my life."

Joe Pledger last saw his extended IBEW family in May when he attended the 40th International Convention in Chicago, where his son was a first-time delegate.

"He was ecstatic," Daniel Pledger said. "We went to every one of the functions and he introduced me to lots of people. It's something I'll never forget. It turned out to be a once-in-a-lifetime experience with him."

The senior Pledger followed his father and grandfather into Alabama Power in 1965. When he was drafted soon after, he joined the Air Force and piloted Huey rescue helicopters in Vietnam.

In 1970, he returned to the James M. Barry steam plant north of Mobile, the same worksite that today employs two of his three sons, Daniel and John. He rose to be a plant control operator, overseeing coal units and inspiring his young crew.

"A lot of times on night shift, things are quiet and you'd get to talk a lot," said Keith Coleman, now business manager and president of Local 345. "Joe had a lot of military stories to tell about recon work to get to wounded soldiers and get them out. A lot of us hired on at ages 18 or 19, and to hear him talk about those experiences was really great."

Noting Pledger's work ethic, he said that "he could be very demanding as far as people doing their jobs." But he was also a fierce steward who did his best for Coleman after some mischief-making at the plant.

"He was dedicated to standing up for workers who couldn't quite stand up for themselves, to make sure they were treated fairly," he said. "In the end, he couldn't get me out of it — I was guilty as sin. But I made a friend for life."

Pledger served as treasurer and chair of the executive board before becoming business manager of Local 345 in 1983. He also chaired the U-19 System Council for Alabama Power and the Utility Coordinating Council 1 at the Southern Company.

Hired as an international representative in 1987, he spent the next 30 years servicing southern locals in every classification except construction.

"I got so much satisfaction out of getting a great agreement that the membership supported, and I worked hard to forge good relationships not just with the locals, but with the companies as well," he said in his 2017 retirement story. "It was rare that we had to bring in mediators, and I'm proud of that."

Beyond the IBEW, Pledger was passionate about promoting unions in his right-to-work state and had a major hand in Labor Day events.

"He helped put on huge Labor Day parades in Mobile, and there was always a big celebration out at the fairgrounds," Daniel Pledger said. "Labor Day was a big deal for him."

In 2013, Joe Pledger was named Alabama's Labor Person of the Year and inducted into the state's organized labor hall of fame.

Among many other roles, he was a longtime church deacon, an avid hunter and fisherman, and enthusiastic traveler who twice visited Jerusalem during his retirement.

But family always came first. "There was not a day that went by that he didn't call every single one of his kids and see his grandkids, in person or by FaceTime," Daniel Pledger said. "He was the person who held our family together so tight. I miss him so much."

Pledger is survived by his wife of 57 years, Judy; sons John, Ron and Daniel; eight grandchildren; and numerous nieces, nephews and in-laws.

The IBEW sends heartfelt condolences to Brother Pledger's family, with gratitude for his loyal service. ■

Union Member Rights and Officer Responsibilities Under the LMRDA and CSRA

In accordance with the Labor-Management Reporting and Disclosure Act (LMRDA) and the Civil Service Reform Act of 1978 (CSRA) as revised, the IBEW is advising you of your rights as a union member in the United States who is subject to those laws, and explaining the responsibilities of union officers covered by those laws. The LMRDA applies to the IBEW and most, but not all IBEW local unions in the U.S., and the CSRA applies to U.S. federal employees and the unions that represent those employees. The rights and responsibilities under these laws are as follows:

Union Members Rights

Bill of Rights — Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- A voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

Collective Bargaining Agreements Union members (and other employees affected by the agreement) have the right to receive or inspect copies of collective bargaining agreements.

Reports Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws and an annual financial report (Form LM-2, 3, 4) with the U.S. Department of Labor's Office of Labor-Management Standards (OLMS). Unions must make these documents available to members and permit members to examine the records necessary to verify the financial reports for just cause. The reports are public information and are available from OLMS.

Officer Elections Local union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

Officer Removal Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships Local unions may not be placed in trusteeship by the IBEW except for those reasons specified in the IBEW Constitution and the LMRDA or CSRA, as applicable.

Protection for Exercising LMRDA/CSRA Rights A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA/CSRA right, as applicable.

Prohibition Against Violence No one may use or threaten to use force or violence to interfere with a local union member in the exercise of his or her LMRDA/CSRA rights, as applicable.

Union Officer Responsibilities

Financial Safeguards Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the IBEW's Constitution and local union bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Prohibition of Conflicts of Interest A union officer or employee may not (1) have any monetary or personal interest or (2) engage in any business or financial transaction that would conflict with his or her fiduciary obligation to the union.

Bonding Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Officer Elections Local unions must:

- Hold elections of officers of the union by secret ballot at least every three years.
- Conduct regular elections in accordance with the IBEW Constitution and local bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.
- Comply with a candidate's request to distribute campaign material.
- Ensure that local union funds or resources are not used to promote any candidate (nor that employer funds or resources be used).
- Permit candidates to have election observers.
- Under the LMRDA, allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans A union may not have outstanding loans to any one officer or employee that in total exceeds \$2,000 at any time.

The above is only a summary of the LMRDA and CSRA rights and standards of conduct. More detailed information is available from the OLMS. ■

Notice to Employees Covered by IBEW Union Security Agreements: Fee Payers Objection Plan for 2023

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 “non-chargeable,” 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 2023 must do so during the month of November, 2022. 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, 2023, 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 2020-2021 fiscal year, 49.14% of its expenditures were for “chargeable” activities and 50.86% 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 their objection under this plan a check reflecting the reduction in payments to which the objector 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 pur-

poses 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 the objector 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 their 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 the objector 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. ■

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LOCAL LINES

Congratulations Inside Wiremen Graduates

L.U. 16 (i), EVANSVILLE, IN — Congratulations to the graduates of the 2022 Inside Wireman program: Christopher Lee Albert, Jacob Levi Andry, Spencer Wade Baumholser, Christopher William Beckman, Legend Timothy Boarman, Maxwell Keenan Brendel, James Robert Cochenour II, Layne Austin Coleman, Alec Nikola Cullins, Drew Michael Cunningham, Ryan Austin Daugherty, Wesley Ryan Dietsch, Bryce Morgan Dolletzki, Derez Montrae Edwards, Daniel Derek Ehmke, Gavin Wade Fella, Jacob Allen Gipson, Jordan Michael Gipson, Nikolai Cale Goff, Zane Allen Golike, Adam John Grove, Max Jordan Hobbs, Thomas Arvin Hoover, Brandon James Hunt, Ashley Nicole Jones, Kevin Daniel Keys, William Nathaniel Kinder, Nicholas Brian Krietemeyer, Robert Dwight McLemore, Michael Lee Metzger, Ryan Alan Mills, Alex William Mitchell, Chase Stanley Richards, Jeremiah Michael Scott, Garrett E. Mathew Thompson, Michael Adam Vaught, John Andrew Webb, Ethan William Wheatley, Eric Benjamin Whipple, Bailey Dale White, Joshua Riley Whitaker and Nicholas Derrick Will.

This year's academic award winner is Mr. Maxwell Brendel with a five-year GPA of 98.52%, and the John D. Brenner Memorial Award went to Mr. Alec Cullins.

Local 16 also thanks Sixth District International Vice President Paul Noble and Sixth District Representative Shad Etchason for attending this momentous occasion.

Donald P. Beavin, P.S.

Brother Mike Azzarello Retires

L.U. 24 (es,i&spa), BALTIMORE, MD — Greetings from Charm City! On July 8, we celebrated the completion ceremony for the 2022 class of journeymen and installer technicians. The event was held in our hall and attended by more than 300 graduates, family members, industry partners and guests. Special congratulations to Brothers Montez Johnson and Dan Bennett for receiving this year's Outstanding Apprentice award. These brothers will be joining our JATC at this year's NTL. For our 2022 graduates, please remember the advice generations of Local 24 JATC alumni have received: Stay safe, stay informed and stay union! Congratulations, class of 2022.

Our RENEW, veterans, and EWMC groups are thriving. These groups are making great progress in getting members involved with our union. We were able to take six members from these various groups to the Fourth District Progress Meeting in Columbus, Ohio. Bringing members to these events helps strengthen our solidarity and engage our members.



Congratulations to Local 24's graduating class of journeymen and installer technicians!

In June, Brother Mike Azzarello began a well-deserved retirement, vacating his position as a funds trustee. We are pleased to announce that Brother Carmen F. Voso was appointed as a trustee, effective July 1. Thank you, Carmen, for taking on this important role, and thanks to Mike for your years of service to Local 24.

Live Better, Work Union.

Michael J. McHale, B.M.

Local Union Election Results

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Our local welcomes newly elected Business Manager Joseph F. "Joe" Dabbs. Brother Dabbs was the former financial secretary and has been a member for 40 years.

Local 26 also welcomes newly elected Financial Secretary Christopher M. "Chris" Cash. Brother Cash was the apprenticeship director and has been a member for 31 years.

Results from the Local 26 election were as follows: Business Manager — Joseph F. Dabbs; President — Thomas C. Myers; Vice President — Richard D. Wilkinson; Financial Secretary — Christopher M. Cash; Recording Secretary — Richard G. Murphy; and Treasurer — Paulo C. Henriques.

The annual Maryland picnic located at Camp Letts and the annual Poker Run for Special Love were big successes. Thank you to all volunteers and participants.

Best wishes to the following new retirees: David J. Belcher, Richard G. Brawner, Mark L. Burkhart, Kevin R. Donovan, Nicholas I. Gardner, Daniel T. Hilf, Clinton B. Hylton, Theodore J. Kirkland, Daniel J. Posey Sr., Kenneth D. Rye, Robert L. Schalk, Gregg P. Schanne, Charles R. Tanner, Lee T. Wiggs Jr., Dennis C. Wilson and Marvin E. Wood.

The following members have passed away since our last article: Irving Brodsky, Vince E. Butler, William A. Campbell, Curtis Havens, Don C. Hockman, Craig W. Knotts, Victor E. Moore, Brandon Matassa and Wieslaw Porebski.

George C. Hogan, Retiring B.M.

Outreach and Volunteer Projects Underway

L.U. 38 (i), CLEVELAND, OH — Students recently visited the pre-fab shop of IBEW electrical contractor Hatzel & Buehler and its technology subsidiary, Bluestone Communications. The students, who are involved with the ACE Mentor Program and the Urban League of Greater Cleveland, got to experience many facets of both the electrical and voice-data — video construction industries. Local 38 members and officers were there to give firsthand accounts about their experiences and information that will give the students a pathway for applying the apprentice program within the IBEW.

In the Buckeye neighborhood on Cleveland's eastside, Habitat for Humanity is currently building its first all-union home. Along with members of Local 38, several IBEW contractors have volunteered materials and labor to make this all-union project a beautiful home for a much-deserving family. Another project, underway on Forest Grove Ave. in Cleveland, is a complete gut and remodel of a single-family home accommodated for a veteran. The veteran's home renovation is sponsored by two local non-profits as well as Local 38 members who work for Hatzel & Buehler.

Dan Gallagher, B.M./F.S.

Brother Tim Dixon Retires

L.U. 40 (em,i&mps), HOLLYWOOD, CA — Congratulations to our local's own International Representative



Congratulations to Local 40's Tim Dixon, who is retiring after 38 years of service to the IBEW.

Tim Dixon on his retirement. Tim started his career with IBEW at Local 40 in 1984 and worked his way up to business manager. In 1998, Tim was appointed international representative. Over the past 24 years, Tim has served in many roles, including as the co-chairman and principal spokesperson for the IBEW/CBS national negotiations, and he was also assigned to the senior leadership team for the IBEW/FOX Sports national negotiations.

With Tim officially retiring on June 30, it was only fitting that his home local host a retirement party to celebrate his 38 years of service to the IBEW and the labor movement. On Fri., July 15, Local 40 was honored to welcome esteemed guests, including International Vice President John O'Rourke, retired International Vice President Mike Mowrey, Director of Broadcasting and Telecommunications Robert Prunn and many of our labor partners from across the motion-picture industry — from CBS, Disney and more.

It was truly a special night honoring such a great labor leader and a good union man. His contributions to Local 40, the IBEW and the motion-picture industry will be felt for generations to come. Brother Dixon, congratulations to you and your wife,

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 | (rtb) Radio-Television Broadcasting | (tm) Transportation Manufacturing |
| (ei) Electrical Inspection | (mo) Maintenance & Operation | (rtm) Radio-Television Manufacturing | (u) Utility |
| (em) Electrical Manufacturing | (mow) Manufacturing Office Workers | (ws) Warehouse and Supply | (uow) Utility 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.

Erin, and enjoy your well-deserved retirement!

Stephan Davis, B.M./F.S.

Local 44 Updates

L.U. 44 (catv,lctt,o,rtb,s&u), BUTTE, MT — North-Western Energy main agreement, hydro and mechanics agreements are settled, as well as Fergus Electric Cooperative.

The Honoring Line Workers Lantern Ceremony was held for the following members: Boyd Andrew, Richard “Dick” Black, Shane Dammann, Marvin Dukart, Roy Finkbeiner, Francis Fisher, William Flynn, Gary Gibbs, Lukas Harmon, Timothy Lindeman, Harry Miller, James Mitchell, Delwyn “Rusty” Moe, Robert Naugle, Patrick Quinn, Tolbert “Tater” Shows, Gerald Six and Gary Stearns. Please take a moment for these fallen brothers.

The 29th Annual Montana Lineman’s Rodeo was held on July 16 in Butte, Mt. The results are as follows, and congratulations to these first-place winners:

- Journeyman construction — Daniel Jameson, Steve Lekvold and Cole Rae-Plouffe (Sturgeon Electric)
- Journeyman utility — Bob Bandy, Colby Hagan, Myles Kelly (Northwestern Energy)
- Journeyman REA/Co-op — Andrew English, Vance Forsman and Cody Zimmerman
- Journeyman top overall — Daniel Jameson, Steve Lekvold and Cole Rae-Plouffe (Sturgeon Electric)
- Apprentice construction — Tony Miller (RMC)
- Apprentice utility — Jeff Edward (NorthWestern Energy)
- Apprentice REA/Co-op — Brenden Johnson (Big Flat Electric Cooperative)
- Line school/Groundman — Matt Campbell (NorthWestern Energy)
- Top overall apprentice — Anthony Miller (Rocky Mountain Contractors)

Dwight Rose, Mem. Dev.



The latest generation of Local 46’s interns: (left to right) Dave Camden, Megan Kirby, Justin Verzosa, Wayne Horton and Mark Davis.

Internships at Local 46

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,rtb,rtb&st), SEATTLE, WA — Hello IBEW family! Internships came back in fall 2021 thanks to our continued growth and support from Brother Sean Bagsby, business manager. The internship is a great way to learn about how your union operates, what work needs to be done and to provide an opportunity to assist current staff members.

Many of our interns have become permanent staff to continue their excellent work. This year Local 46 has welcomed Brother Dave Camden, business representative and organizer; Brother Wayne Horton, business representative; and Brother Justin Verzosa, organizer and community outreach. Brother Mark Davis and Sister Megan

Kirby have also stepped out of the field this year to learn and assist with day-to-day operations.

During my internship, I helped members, facilitated meetings, oversaw grievances and harassment issues, made jobsite visits with members and unrepresented workers, negotiated contracts and attended conferences and trainings.

It is wonderful to see so many members stepping up and wanting to become interns; they are enthusiastic to learn about how our union operates and help our members on a personal level and as a collective. I can’t wait to meet the next batch of interns!

Megan Kirby, P.S.



Local 50 continues to support a diverse energy portfolio that contains all forms of generation and fuel types, including solar fields like this one in central Virginia.

Local 50 Adds Solar Maintenance and Operations

L.U. 50 (u), RICHMOND, VA — In late 2021, we successfully negotiated, among other items, an agreement which led to our members performing the operations and maintenance work at solar sites on Dominion Energy property. During these contract negotiations, the parties agreed to create three new job classifications to address the unique challenges ahead in the evolving and growing renewable energy segment, specifically in the solar/battery-storage areas. We currently have members working in various forms of electric production: hydro, pumped storage hydro, nuclear, coal, biomass, natural gas and now solar. We also have members working in the areas of electric and gas construction, operations, distribution, transmission and maintenance. Local 50 continues to support a diverse energy portfolio that contains all forms of generation and fuel types. Our members continue to answer the call of duty in the many aspects of the diverse work we do. We are excited to see what the future holds as we continue to grow our local union.

Local 50 represents employees of Dominion Energy, Virginia Natural Gas, Monongahela Power and Craig-Botetourt Electric Cooperative.

Jason Davis, V.P.

Congratulations to Local 66 Members at the Texas Lineman’s Rodeo

L.U. 66 (o,t&u), HOUSTON, TX — Congratulations to our journeyman teams and apprentices who participated at the 2022 Texas Lineman’s Rodeo held on July 16 in Seguin, Texas. The journeyman team, made up of Matt Sanders, Michael Luksch and Darrell Mutz, took first place in the pole climb, first place in hurtman rescue, first place in journeyman mystery event No. 1 and came in second place overall. Elden Rivas placed first in the apprentice pole climb. These winners will be competing at the



Local 66 took home various awards at the Texas Lineman’s Rodeo in July: (left to right) Charles Ondruch, Chad Allen, Brandon Rustin, Ryan Stack, Lane Mangum, Darrell Mutz, Michael Luksch, Jason Oaks, DeMarcus Bertrand, Billy Lindquist, Greg Denkins, Mike Plybon and Elden Rivas.

International Lineman’s Rodeo in Kansas City.

There was also a BBQ Cookoff, for which Lane Mangum and Ryan Stack placed third in ribs.

Rick Schwartz, Bus. Rep.

Mark Your Calendars

L.U. 68 (i), DENVER, CO — On June 3 - 4, Brothers Jeremy Ross, Bruce Dahl and Dave Trujillo attended the AFL-CIO COPE Convention, which was held in Pueblo, Colo. Decisions were made on candidate endorsements for the upcoming elections.

The Eighth District Progress Meeting took place in Pueblo on July 18 -21. The delegates representing Local 68 at the 77th annual Progress Meeting were Business Manager Jeremy Ross, Assistant Agent Greg Gard and Organizers Travis Trujillo and Denny Garcia.

A couple of events are coming up for members to put on their calendars: Local 68’s Kids Christmas party is scheduled for Dec. 10 and Local 68’s 125th Anniversary celebration for March 25, 2023. We hope that you will be able to attend.

We extend our deepest sympathy to the families of our recently deceased brothers and sisters: Harold N. Edgington, Robert D. Hurdle, Jack P. Lesmeister, John P. Martinez, Joe A. Portugal, David W. Soderlind and Edward E. Thompson.

Morgan J. Buchanan, Pres.

Local 108 Holds Union Steward Training

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rtb,s,spa,t&u), TAMPA, FL — Our local’s leadership team scheduled a union steward training course this past July. Attendance for the class was twenty-eight stewards, along with Business Manager Chris Parsels and Assistant Business Manager Troy Trice. A huge thanks goes to instructor Jeremy Sundeen and representative Ed Mobsby; Local 108 is extremely grateful for the knowledge and resources they



Local 108’s leadership team scheduled a union steward training course in July that brought twenty-eight stewards together with instructor Jeremy Sundeen and representative Ed Mobsby, who shared their knowledge and resources.

shared in the training. Local 108 represents the city of Lakeland, TAW, RUAN, Seminole Electric, Sumter Electric, Clarios, Peace River Electric, Sensor Systems, Gopher and TECO.

Congratulations to all of our new stewards who invested their time in the course as well. Thanks also to Local 108’s Ms. Jennifer for helping with this training opportunity.

Bruce Bailey, P.S.

Kansas City to Host 2026 World Cup

L.U. 124 (ees,em,i,mar,ptc,rtb,rtb,se,spa&t), KANSAS CITY, MO — Two significant developments have arisen since our last submission. First, Kansas City was selected as a host city for the FIFA World Cup in 2026. Kansas City was the only city in the Midwest to become a host city. Projects such as the new airport played a major in helping KC to secure this; as a host city for FIFA, Kansas City is expected to generate nearly \$700 million in revenue. Kansas City is being put on the map!

On the other side of state line, Panasonic awarded a \$4 billion electric vehicle battery plant to Kansas, which was competing with Oklahoma. The plan is expected to be finished in 2025 and employ around 4,000 people along with the 16,500 construction jobs needed to build it. The size of the plant is expected to be around 3-million square feet. We hope you like overtime, as it will be needed.

Lastly, there is a little more information about the data center complex. As of right now (in August), calls are coming in slowly. By the time you are reading this (in October), they will be ramping up on the project. Land was also bought across U.S. Route 169 from where the project is currently, and there are talks of the project becoming even bigger.

Elections are on Nov. 8. If you have any questions about voting, please call or email Wade Kiefer at the hall (816-942-7500), and he will be happy to assist you.

Wade Kiefer, Bus. Rep.

LOCAL LINES

Exciting New Benefits for Local 134

L.U. 134 (catv,em,govt,i,mt,rtb,rts,spa&t) CHICAGO, IL — In collaboration with EIT Benefit Funds, our local is building a new state-of-the-art fund office building, which will also have a dedicated health and wellness center for members. Premise Health will manage the health center to offer Local 134 members and their families convenient, affordable health-care services.

Covered Local 134 members, retirees and their eligible dependents will have access to the EIT Health and Wellness Center, opening this fall. All services will be available at no member cost, including acute and pediatric care, yearly physicals, vaccinations, physical therapy, behavioral health and more.

VOTE YES to the Workers' Rights Amendment on Nov. 8!

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



All covered Local 134 members, retirees and eligible dependents will have access to the EIT Health and Wellness Center, opening this fall.

Thanks to Travelers

L.U. 146 (ei,i&rts), DECATUR, IL — Work continues to be fruitful! We would like to thank our traveling brothers and sisters who have aided us in filling calls. We also thank our local brothers and sisters who came back from the road. We will need more assistance throughout the rest of the year.

So far, this year has been filled with our usual festive activities. Our annual golf outing was held in June. Beautiful weather and brotherhood were the themes for the day. In August, our athletic members participated in IBEW Local 601's (Champaign, Ill.) softball tournament. Early September saw the Labor Day parade followed by a picnic. Our annual steak fry was held in late September. It's always nice to see all the retirees who attend. And, of course, we will have our Christmas party in December.

Please remember to be safe on and away from the job, and attend as many union meetings as you can.

Steven L. Tilford, R.S.

New Apprentices on the Job

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — Our newest class of apprentices have started their apprenticeships. If you happen to work on the same job site with one of them, please take a moment to introduce yourself and welcome them to the trade and to the local. Help them learn the different facets of our industry and be kind: Remember, we were all new apprentices once ourselves. I'm sure we all wish them to enjoy a long, healthy and profitable career in the local.

Hopefully, we all had a nice summer and attended the Local 150 annual picnic or the golf outing. The local car show is a great event. Each of these events are always fun filled and enjoyable. It is always good to see friends from past jobs.

Now on to November and our nation's mid-term elections. Every election is important; be it local, state or federal. But in these trying times it is imperative to vote to try to keep and protect our democracy. Let's all do our part. And remember that voting has nothing to do with jury duty — that



Congratulations to Local 212's class of 2022!

is tied to your driver's license.

See all of you at the Christmas union meeting! Be safe out there.

Wendy J. Cordts, P.S.

Work Remains Steady

L.U. 212 (i), CINCINNATI, OH — Work remains steady in our area, and at the time of this writing we have 18 on Book 1, and Book 2 is clear. In June, our membership voted on a raise allocation. Our new hourly rate is \$33.29 and a total package of \$54.62.

Phil Bovard, P.S.

Brother Steve Henegar Retires

L.U. 270 (i&o), OAK RIDGE, TN — At this writing, our work picture is exceptionally good. We are working several hundred traveling brothers and sisters at this time and expect to put many more to work in the next few months. We would like to thank all travelers for coming and helping man our work!

Local 270 would like to congratulate our newest class of journeymen wiremen. These recent Oak Ridge Electrical JATC graduates are top notch and they each have a bright future in store. We are proud to say that each journeyman wireman is not only outstanding in electrical ability but also in character. Congratulations, brothers and sisters.

We would like to wish Brother Steve Henegar, Local 270's treasurer for over 25 years, a happy and healthy retirement. We appreciate his service and dedication to us throughout the years. We wish nothing but the best for Steve and his wife, Johanna! Brother Matthew Grizzle has been appointed as our new treasurer.

We regret to report the recent passing of Brother Greg McFalls. He passed away in May at the age of 45. Greg was a skilled wireman and was job steward on our large UPF project at Y-12. He

was a dedicated union member and fought the good fight everyday. He loved being an IBEW member and was so proud to be a member of Local 270. He will be greatly missed by us all.

David Williamson, R.S.



Local 300 Business Manager Jeffrey Wimette (left) and Brother Lauro Vachor (right) receiving his 55-year membership pin.

Congratulations Brother Lauro Vachor

L.U. 300 (govt,i,lctt,mo&u), MONTPELIER, VT — Congratulations to Brother Lauro Vachor on receiving his 55-year membership pin. Brother Lauro flew in from Italy, from where he hails, to attend the construction unit annual picnic. Brother Norm Lesage was also present to award Brother Vachor his 55-year pin. Brother Vachor trained and mentored Brother Lesage when he was a first-year apprentice. Brother Lesage is currently working towards his 35-year pin.

We hope you all had a long and eventful summer. Many groups spent much time negotiating new contracts and some were able to make wage adjustments midstream. We wish you well with the upcoming hunting season: Please be mindful of your surroundings and be safe with your practices. Have a spooky Halloween and a

festive Thanksgiving — cheers!

Jeffrey C. Wimette, B.M.

Two Large Projects Starting for Local 302

L.U. 302 (i,rts&spa), MARTINEZ, CA — Work is picking up for us. We have two large projects starting; both amount to five million work hours for all crafts and are covered by project labor agreements. The projects are converting refineries to renewable diesel plants. Both will provide good work opportunities for local members and travelers for the next couple of years.

We just recently swore in our new officers. We would like to congratulate them and thank them for willingness to serve their local: President Jason Lopez, Vice President Steve Whitmire and Recording Secretary Cheyenne Lucero. Executive board members are Alex Barnes Jr., Michael Herrera, Leon Marchal, Dale Paris and Treasurer Doug Rodriguez.

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

Work Outlook, Local Union Election Results

L.U. 306 (i), AKRON, OH — Work in our jurisdiction continues to remain steady. With fewer than 20 members on Book 1, there should be plenty of opportunities for our traveling brothers and sisters. In May, Local 306 attended the Tri-County Building and Construction Trades Council inaugural spring reception at Canal Park. Local 306 Assistant Business Manager and Tri-County BCTC Executive Director Mark Douglas Jr. coordinated this event to celebrate the project labor agreements that the city of Akron and Summit County have entered into. This was a well-attended event that included guests speakers such as Mayor of Akron Dan Horrigan and Summit County Executive Ilene Shapiro.

Local union election results are as follows: Business Manager Mike Might, President Jim Deckert, Vice President Mitch Douglas Jr., Treasurer Dave Nutt and Recording Secretary Jason Hor-



Local 270 congratulates its newest class of journeymen wiremen: (left to right, front row) Brad Hale, training director; James White, apprentice of the year; Kevin Sands; Aaron Hamby; Andrew Harvey; Lyric Muncy; Nathan McHenry; Bryson White; Daniel Smith, business manager; Jonathan Lambert; Christian Stout; Scott Butler; Drew Lequire; Jack Lowe; (back row) Tyler Wilson; Logan Chambers; Ben Katana; Meagan James; Zack Ward; Hunter Cooper; Nick Harmon; Jonathan Abbott; Ben Poole. (Not pictured: Josh Mueller and Brandon Mathis)



In May, Local 306 attended the Tri-County Building and Construction Trades Council inaugural spring reception at Canal Park in Akron, Ohio.

nacek. Executive board members are Bob Bartschy III, Dave Bedard, Rolando Borjas, Scott Jackovitch, Jim Kubitz, Adam Wright and Chuck Zittle. Examining Board members are Bobby Bartschy IV, Mike Bischoff and Steve Mangus.

As always, work safe and buy union!

Chuck Zittle, P.S.

Thank You to Those Before Us

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA — It has been quite some time since our local (and surely many other locals) has had the opportunity to hold a normal gathering including members, their families and loved ones. Our local would historically hold yearly pin presentations to honor our previously retired members who have been members of the local for 50-plus years. This year, we are finally bringing this event back. Due to the long hold on event gatherings, we are hosting it for recipients from 2020 to present. Although we know that not all members will attend, we are excited to see so many of our members reach such a huge milestone.

We are grateful for every opportunity those before us have paved the way for our current members and we hope that we can continue to do the same for our present and future members.

Congratulations to all those who are to receive their pin at this year's event. Your dedication and long service with the local is very much appreciated. We hope that all who attend will enjoy this event.

Robert D. Ward, B.M.

Local 364 Golf Playday

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — On Sat., Aug. 27 our local held its annual Golf Playday at Silver Ridge Golf Course in Oregon, Ill. All the members in attendance had a fantastic day filled with good food, great brotherhood and, of course, golf. This annual event was postponed for the past two years due to the pandemic, and it was great to finally get back together again for this much anticipated event.

Our Facebook project continues to roll along. As of this writing in August, we have 582 members onsite and anticipate that number to gradually increase as the new buildings take shape. As expected, this project has had some peaks and valleys with manpower as projects wind down and new ones begin, but it remains consistent as the biggest job in Local 364's jurisdiction.

The new Hard Rock Casino has updated plans to add a hotel within the initial build, which changed the overall start of this project. It now looks to be more towards the first quarter of 2023.

There will be more information available as this project develops.

We would like to thank all the traveling brothers and sisters who have helped us out these past few years on all our projects throughout the jurisdiction and all who will continue to help on all our future projects.

Brad Williams, P.S.

Local Elections Concluded, Negotiations Continue

L.U. 424 (as,cs,c,es,i,it,mt,mo,o,pet,se&u), EDMONTON, AB, CANADA — Local union elections have concluded; thank you to everyone who put their name forward for a position.

The following brothers were elected and will now serve on the Local 424 Executive Board: Michael A. Reinhart, business manager/financial secretary; Kenneth A. Johnson, president; Kevin Lecht, vice president; James Hawrelak, treasurer; Joe Trodden, recording secretary; Scott Crichton, Unit 1 chair; Dave Handley, Unit 2 chair; Brian Young, Unit 3 chair.

Negotiations are still ongoing, with the Electrical Contractors Association of Alberta monetary being the only outstanding item at the time of this writing.

Shutdown season is coming to an end with layoffs expected to continue for Shell Scotford and Inter Provincial Pipeline Limited. We have seen improvement in other areas with more calls coming on the job line for LRT construction and wind farm projects expected in the fall of 2022.

Sentry Electrical was awarded several wind farm projects and is expected to put calls on the job line in August and September.

Scott Crichton, P.S.

Congratulations New Journeymen

L.U. 540 (i,r&t), CANTON, OH — Local 540 welcomed 26 new journeymen on June 3.

Congratulations to all the apprentices on successfully completing their JATC apprenticeships. Jenna Grimes (inside), Dan Cattarin (telecom) and Shane Campos (residential) are the 2022 Apprentice of the Year recipients.

The following brothers and sisters graduated:

- Inside — Jeremy Adorjan, Paul Bailey, Joshua Dice, Patrick Dunn, Joseph Galinis, Jenna Grimes, Zoe Haggerty, Andrew Hall, Logan Hostetler, Jack Lewis, Logan Miller, Devon Morgan, Chris Myers, John Nolan Jr., Frank Pachan, Carter Page, Ethan Slentz, Joshua Smith, Justin Smith and Devon Tucker;
- Telecom — Everett Ayers, Jasmine Brown, Chris Hout and Michaela Lee;
- Residential — Dominic Bisesi, Shane Campos and Seth Corrick. The residential class is the first in 10 years for Local 540.

The Vern Wolgamott award for perfect attendance goes to Jeremy Adorjan, Dominic Bisesi, Shane Campos, Joshua Dice and Zoe Haggerty. Local 540 welcomes our new journeymen and wishes them the best of luck.

Special thanks to retiring Brother Jon Kuhnash for 20 years serving on Local 540's training committee. Thank you for your dedication and hard work, and happy retirement!

Rick Waikem, P.S./R.S.

A Productive, Positive Year

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — I am excited to report that 2022 has been a very productive and positive year for our local. With a still-abundant amount of work for our members, our Electrical Training Alliance facility has turned out an additional 61 first-year apprentice wiremen for our work force in 2022.

Local 558 also experienced some much-needed brotherhood and fellowship with our service-pin presentation at the September union meeting. We have not been able to have a pin-presentation night since 2019 due to the pandemic. To safely accommodate all members in attendance, our local held the pin presentation at the Marriott Florence Conference Center on Sept. 12. Service pins for years of service ranging from 25 to 70 years were awarded for 2020, 2021 and 2022.

Our local would like to congratulate all the newly elected officers who will serve Local 558 for the next three years. With your experience and knowledge, our local will continue to prosper and make positive gains for the membership.

Mac Sloan, Pres.



Local 558's linemen apprenticeship class of 2022 at its graduation banquet.

Local 640 Manpower Needs Increasing

L.U. 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — Our local's work outlook remains strong and manpower needs are increasing. The local's organizing efforts are going well, but as we head into the fall season, we anticipate that we will need travelers to help man our work.

Feel free to call our dispatch (602-264-4506, ext. 126) to ask about jobs with incentives. The Arizona weather will be getting nice this fall and winter. Safe travels, brothers and sisters.

Tim Wilson, P.S.

Hampton Roads JATC Holds Graduation

L.U. 1340 (i&o), NEWPORT NEWS, VA — The results of the recent election of officers for Local 1340 are as follows: Jeff Rowe, business manager/financial secretary; Aaron Woodard, president; Matt Curts, secretary; Rob Grainger, treasurer; and Lorenzo Pacheco, Warren Stechele, Joey Howard, Rodney Bonnaville and Matthew Hughes, Executive Board. These brothers deserve our support in making sure that our local is managed well in the next three years.

The Hampton Roads Joint Apprenticeship and Training Committee held its first in-person graduation banquet in three years on June 10 at The Landing at Hampton Marina. It was great to see old and new friends and to celebrate the

completion of years of hard work and achievement by this group of new journeymen and journeywomen! The class of 2020 is as follows: Matthew A. Adair, William J. Blaylock, Jessica L. Mapp, Jesse

W. Robertson, Christopher S. Rupp and Trevor L. Russ. The class of 2021 includes Asa M. Blackman, Rachael N. Cornelison, Morgan E. Falzone, Kory A. Gill-Mash, Jonathon L. Howard and Nicole L. McClain. Here's hoping that you all have long and successful careers in the electrical industry!

We regret to report the passing of retired members Edwin Connor (May 27, 2022) and Paul Pollard (May 30, 2022).

Jim Avery, P.S.

IBEW MERCHANDISE



LADIES CHARM BRACELET \$15.00

Ladies charm bracelet featuring IBEW logo pendant, USA pendant, Canada pendant, and clear stone. Adjustable sliding mechanism adjusts size from 2" to 3.5".

COMMEMORATIVE CONVENTION WATCH \$85.00

Men's gold-tone watch embossed with 2022 convention logo on face, expansion band, stainless steel backing and water resistant.

Watches have a two-year manufacturers warranty.

PORTABLE POWER BANK \$10.00

16 oz. stainless steel and neoprene travel mug featuring the fist and lightning bolts with convention logo.

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

www.ibewmerchandise.com

IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out lots of other IBEW-related content online.

www.ibew.org

Get news for and about IBEW members, including web and PDF versions of *The Electrical Worker*, at IBEW.org.

YouTube

Did you know that the IBEW has an official song? At [YouTube.com/TheElectricalWorker](https://www.youtube.com/watch?v=...), Museum Curator Curtis Bateman shares the tune's history.

Vimeo

Visit [Vimeo.com/IBEW](https://www.vimeo.com/IBEW) to learn how Vacaville, Calif., Local 1245 member Pam Pendleton, a working foreman at PG&E, continues to break down barriers.

HourPower

National Real Estate Advisors, an investment arm of the NEBF, carefully selects profitable projects such as Sabey Data Center Properties. Learn how this benefits IBEW members at IBEWHourPower.com.

ElectricTV

Members of IBEW locals working on transmission projects in Florida, Louisiana, Missouri, New York and Texas get a well-deserved spotlight at ElectricTV.net.



In Memoriam

Members for Whom PBF Death Claims were Approved in August 2022

| Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death | Local | Surname | Date of Death |
|-------|--------------------|---------------|-------|-------------------|---------------|-------|--------------------|---------------|--------------|------------------------|---------------|
| 1 | Douglas, J. C. | 5/28/22 | 102 | Armstrong, J. L. | 1/1/22 | 353 | McIntyre, F. J. | 5/10/22 | 613 | Youngblood, D. B. | 5/27/22 |
| 1 | Ryan, G. W. | 6/2/22 | 102 | Sisia, R. J. | 2/21/22 | 353 | Pacini, R. | 4/5/22 | 617 | O'Farrell, R. W. | 9/16/21 |
| 3 | Bell, T. A. | 6/10/22 | 102 | Totaro, R. H. | 5/3/22 | 353 | Vallom, S. W. | 6/19/22 | 640 | Burklow, O. P. | 4/15/22 |
| 3 | DeCecchi, A. R. | 1/14/22 | 103 | Carito, J. J. | 2/15/22 | 354 | Hemmert, L. | 4/3/22 | 640 | Partin, T. D. | 5/29/22 |
| 3 | Didomenico, A. | 5/27/22 | 103 | Carr, E. J. | 2/26/22 | 354 | Langlois, G. A. | 4/9/22 | 640 | Stoner, R. C. | 5/24/22 |
| 3 | Freeo, J. C. | 6/9/22 | 103 | Gagnon, F. A. | 5/3/22 | 354 | Layton, B. L. | 3/13/22 | 640 | Weeks, J. L. | 5/27/22 |
| 3 | Gallo, R. F. | 6/18/22 | 103 | Landers, J. F. | 3/22/22 | 357 | Bowman, C. E. | 5/21/22 | 654 | Chambers, D. J. | 6/12/22 |
| 3 | Gutkind, S. | 12/14/21 | 103 | Nehiley, A. L. | 6/17/22 | 357 | Griffin, E. R. | 5/3/22 | 659 | Moffett, V. H. | 5/28/22 |
| 3 | Marrow, C. W. | 2/19/22 | 103 | Sargent, S. M. | 11/6/21 | 357 | Huffine, M. R. | 12/20/21 | 665 | Reimel, K. A. | 5/4/22 |
| 3 | Spaziante, R. P. | 6/20/22 | 103 | Seaver, W. F. | 4/27/21 | 357 | Roome, P. | 10/18/21 | 666 | Bell, S. B. | 12/24/21 |
| 3 | Woelfle, M. J. | 11/26/21 | 103 | St George, K. W. | 5/18/22 | 357 | Young, T. | 5/30/22 | 668 | McKinniss, W. W. | 4/22/22 |
| 5 | Deemer, L. A. | 5/13/22 | 103 | Thornhill, C. N. | 4/19/22 | 363 | Hendrickson, L. E. | 10/30/21 | 683 | French, C. M. | 6/5/22 |
| 5 | Kennedy, D. G. | 3/27/22 | 103 | Walsh, M. K. | 6/1/22 | 363 | McPhillips, W. M. | 5/9/22 | 683 | Golden, J. F. | 6/11/22 |
| 5 | Stromock, H. | 2/14/22 | 108 | Hingley, D. W. | 7/10/22 | 363 | Wilklow, W. | 5/7/22 | 683 | Shirk, R. | 5/12/22 |
| 5 | Webb, M. F. | 1/17/22 | 110 | Edberg, J. E. | 11/29/21 | 369 | Ackerman, L. R. | 1/5/22 | 697 | Fiebelkorn, G. E. | 3/24/22 |
| 6 | Bernhus, D. L. | 3/20/22 | 112 | Jeffer, J. T. | 7/15/22 | 369 | Cline, R. D. | 3/31/22 | 701 | Johnson, T. F. | 7/27/22 |
| 6 | McCarthy, D. J. | 5/22/22 | 112 | Staloch, C. A. | 2/7/22 | 369 | Helton, B. L. | 6/19/22 | 701 | Wolf, L. D. | 12/22/21 |
| 8 | Hall, S. T. | 5/13/22 | 113 | McKenzie, B. J. | 8/15/21 | 369 | Terry, J. D. | 6/19/22 | 702 | Kemmerer, G. W. | 6/18/22 |
| 9 | Darrow, C. C. | 5/27/22 | 124 | Setter, J. M. | 5/20/22 | 387 | Kunselman, M. K. | 2/12/22 | 702 | Pierce, J. B. | 5/4/22 |
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WHO WE ARE

Daring Fire Rescue Nets Two Pa. Linemen Life Saving Awards



From left, Johnstown, Pa., Local 459 journeyman lineman Travis White, Business Manager Barry Hixson and journeyman lineman Bret Vanderpool.

For their roles in rescuing a retired schoolteacher from her burning home, two members of Johnstown, Pa., Local 459 recently were honored with IBEW Life Saving Awards.

"This selfless act of bravery serves as an inspiration to all in the IBEW, and we at Local 459 could not be prouder of our union brothers' actions on that day," said Business Manager Barry Hixson in presenting the award.

It all started with a routine, early morning service call. Around 2 a.m. on June 25, 2021, lead troubleman Bret Vanderpool and line construction and maintenance lead Travis White reported to Asylum Township in rural Bradford County, Pa., to repair power lines that had been damaged by a fallen tree branch. With them was supervisor Gene Rockwell, himself a former Local 459 member.

After restoring power to the area just before sunrise, the crew was wrapping things up when the strong smell of something burning suddenly caught their attention.

"We were about four spans away" from a two-story home, said Vanderpool, who works with White and Rockwell for Penelec, a subsidiary of FirstEnergy serving more than 600,000 customers across northern and central Pennsylvania.

"I saw the flames coming from the house," said White. "We sprang into action."

"My first thought was, 'We need to wake the people up,'" Vanderpool added.

One of the home's residents, Jim Stevens, told Wyalusing, Pa.'s Rocket-Courier that he had been downstairs and already awake when the fire started, which is how he had managed to

successfully crawl beneath the smoke to get out through the front door.

There, as the Penelec trio arrived at the house, Stevens urgently let them know that his wife, Loretta, had been awakened by a smoke alarm but that she was trapped upstairs by the intensifying flames.

Rockwell was already on his cell phone reporting the fire to a 911 dispatcher as Vanderpool and White scanned around for some way to reach Loretta quickly.

"A ladder was just there by the side of the house," Vanderpool recalled. "That was a godsend."

Bracing the ladder against the burning building, White held it steady as Vanderpool climbed toward a second-floor window that Loretta had been able to partially crack open on her own.

"I had to break the window out," Vanderpool said. "I reached in and got her, then pulled her out." Cradling her like a baby in his arms, he said, "I carried her down the ladder."

The electrical workers and the homeowners were all a safe distance from the house, now fully engulfed in flames, by the time the first firefighters arrived on the scene a few minutes later; according to news media reports, units from six area fire companies ended up responding to the blaze.

Photos of the aftermath of the fire, which local officials considered accidental, showed that the house eventually burned to the ground despite the firefighters' efforts. But thanks in large part to the quick thinking of the Penelec workers, both Stevenses were able to escape the burning house with only minor injuries.

Meanwhile, the crew simply "went

back to work after it happened. I found out about [the rescue] two months later," said Hixson with a laugh.

"These are two longtime linemen, dyed-in-the-wool union guys," he added, noting that he filled out and submitted the paperwork for the Life Saving Award as soon as he could.

During a church service a few days after the fire, Rep. Tina Pickett, who serves in Pennsylvania's House of Representatives, highlighted the crew's actions and presented them with a certificate "in recognition of their brave and selfless deeds, which are much appreciated and will be long remembered by the community," she said.

"If Travis hadn't spotted the fire, or if they'd wrapped up just a few minutes earlier, they would have been down the road," Dan Dieffenbach, operations services manager for Penelec, told the website for First Energy retirees and alumni. "I'd like to think anybody else might have had the courage and presence of mind to do what they did, but you never know until you're in that situation."

The IBEW journeymen linemen's extensive training and experience doubtless played an important role in the rescue, with Vanderpool noting that he has worked with White and Rockwell for about 17 years.

"We're like a tight family, a brotherhood," White said. "We just acted. Everybody did what they needed to do." ■

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

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The Historic Workers' Rights Amendment on the Ballot in Illinois



In November, Illinois voters will have the chance to enshrine collective bargaining rights into their constitution and IBEW members across the state are hard at work getting out the vote.

"This is the most important piece of legislation that Illinois locals have ever had the chance to get passed," said Chicago Local 134 Business Manager and International Executive Council member Don Finn.

The Workers' Rights Amendment, championed by labor groups across the state, would guarantee the fundamental right of workers to unionize and collectively bargain, and prevent the passage of a state law or local ordinance "that interferes with, negates, or diminishes the right of employees to organize and bargain collectively over their wages, hours, and other terms and conditions of employment and workplace safety, including any law or ordinance that prohibits the execution or application of agreements between employers and labor organizations that represent employees requiring membership in an organization as a condition of employment."

Hawaii, Missouri and New York have similar collective bargaining rights guarantees in their constitutions, but none have the added language, as Amendment 1 does, that would ban right-to-work laws.

"This is our chance at passing what is essentially a once in a generation opportunity," said Sixth District International Representative Shad Etchason.

With such a game-changing issue on the ballot, IBEW members have been working day and night to get out the yes vote. Hundreds of volunteers from Local 134 alone have been phone banking nearly every day and knocking on thousands of doors to spread the word on how this will help their brothers and sisters, not to mention working people as a whole. IBEW halls have also been the sites of numerous rallies and meetings, as well as trainings.

"Everybody knows this is all hands on deck," Finn said. "It's been a



WORKERS' RIGHTS AMENDMENT

heavy lift, but we're all rolling up our sleeves to get it done."

The amendment even has bipartisan support. According to Illinois law, a proposed amendment has to go through the state legislature before being put to the voters on Election Day, and it passed both chambers with support from Democrats as well as Republicans.

"That was very surprising," Finn said. "It probably has to do with how the issue is worded, which is in a way that all working people, with or without a union card, can support. It's basically asking, 'Do you support workers' rights?' Who's against that? It's about ensuring that all workers have a voice on the job, and that's something the public can get behind."

Illinois has a long and proud union history, and pro-worker majorities in its legislature, but as the previous anti-union governor demonstrated, elections have consequences and



Volunteers and union-friendly politicians, including Gov. Jay B. Pritzker (middle left), have been out in force pressing voters to adopt the Illinois Workers' Rights Amendment, which would permanently ban right-to-work in the state's constitution if passed this November. If enacted, Illinois would become the first state to ban statewide, county or local right-to-work laws at the constitutional level.

laws can be challenged. By securing collective bargaining rights in the state constitution, it provides an added layer of protection against any future anti-worker meddling.

"The WRA will remove the threat of anti-union politicians and special interests from taking away a worker's freedom to join together and give real protection to IBEW livelihoods," Etchason said.

According to a new study by the Illinois Economic Policy Institute and the University of Illinois at Urbana-Champaign, there are multiple reasons for voting yes on the measure. Their work looked at two

found that, on a number of levels, union workers in the Land of Lincoln have better economic outcomes than nonunion workers.

Among the report's findings is that Illinois union members earn 14% more than their nonunion counterparts and are 9% more likely to have health insurance coverage. Union members are also less likely to live below the poverty line and rely on Medicaid and are less likely to need government assistance like food stamps. They also contribute 8% more in state income taxes.

The study, released on Aug. 11, noted the impact of the amendment on

essential workers like those in construction. According to the report's findings, blue collar construction workers earn 35% more than their counterparts in states that do not support collective bargaining and are 12% more likely to own their homes.

The amendment also promotes safe workplaces. The study says it would save 900 lives over a decade because Illinois experiences 32% fewer on-the-job fatalities than states that do not support collective bargaining.

If passed, Finn and Etchason say they're hopeful that it will lead to similar action in other states.

"I've been contacted by business managers across the country on how we got this amendment," Finn said. "Hopefully we can set the table for the entire country to get one passed." ■