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Florida Power & Light crews work on Estero Island, Fla., home to Fort Myers Beach and the one of the hardest-hit areas in hurricane Ian's path in late September. IBEW utility members came from as far as the Northeast and Midwest to help Florida recover from the massive damage. Photo taken by lineman Kellen Lewis, West Palm Beach Local 1191.

Linemen who have seen Mother Nature at her worst couldn't believe their eyes in the aftermath of Hurricane Ian.

Entire neighborhoods on barrier islands gone, washed into the Gulf Coast of Florida by Ian's epic storm surge. Homes and shops and restaurants leveled by 150 mph winds or devoured by floodwaters. Cars and boats scattered and smashed as if a giant toy box had fallen from the sky.

"I've worked quite a few storms, but this last one, I've never seen devastation like it," said Kellen Lewis of West Palm Beach Local 1191, describing the scene on Estero Island, home to Fort Myers Beach. "The pictures don't do it justice. You have to see it in person to really grasp what happened there."

Ian slammed into southwestern Florida just shy of a Category 5 hurricane the afternoon of Sept. 28, making its way to the Carolinas two days later, weaker but still vicious. With more than 100 people confirmed dead, it was Florida's most lethal storm in 90 years and the nation's second-deadliest this century, after Hurricane Katrina in 2005.

STRONGER THAN A STORM

The storm cut power to at least 2 million customers, drawing more than 46,000 utility workers from at least 33 states to Florida and another 12,000 to the Carolinas and Virginia, the Edison Electric Institute reported.

They worked to exhaustion 16 hours a day, seven days a week, wading into the nastiest of muck in the stickiest of air, catching what shuteye they could in bunk beds or hammocks or wounded hotels.

Among the IBEW stalwarts were Floridians who'd been dealt as much misery as their neighbors.

"We had members who lost their homes or had extensive damage, up to four feet of water," said Jack Wilson, business manager at Utility

System Council 4 in Florida. "They went in and stripped the drywall and interior so their homes could dry out, and then they went to work to help everyone else."

Crews restored power to better than 90% of customers in Florida within five days, and to everyone else by mid-October, other than homes and businesses too damaged to be reconnected.

"You look at how fast they do it — millions were out of power, and in days their power was back," Fifth District International Vice President Brian Thompson said. "We've become so good at it because, unfortunately, we go through it so often." Yet he has a sense of awe every time.

"When you see all those lines of trucks coming in, it's almost like poetry in motion," Thompson said. "Those linemen have one thing in mind: to help people and get their lights on. And they drop everything and put themselves in harm's way to do it."

HURRICANE IAN *continued on page 4*

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FROM THE OFFICERS

Standing Up for Democracy



Lonnie R. Stephenson
International President

Last month, millions of Americans exercised their sacred right to choose their representatives in the Nov. 8 midterm elections.

As of this writing, I don't know all of the final results, but regardless of who won and lost, it is so very important that we hold tight the freedoms that so many Americans have fought and died for.

It's easy to take those freedoms for granted. But the sad reality is that democracy and freedom are under strain these days.

Authoritarian movements and politicians are slowly chipping away at the fundamental rights we've taken for granted, centralizing power in the hands of a few and cutting citizens out of the electoral process.

Sadly, the U.S. — long a beacon for democracy in the world — is not immune to this trend.

There are lawmakers here who want to make voting harder, not easier, for American citizens.

Some have heavily gerrymandered electoral districts, giving their allies an unfair advantage.

And some politicians openly say that the only legitimate elections are the ones they win.

Defending democracy is not about partisanship.

It's about protecting the values we share, and the labor movement has a lot of skin in the game.

Too often, when people think of unions, they just think of wages and benefits.

But the truth is, throughout history organized labor has been one of the greatest forces for democracy and freedom in the world.

From Poland to Brazil, union members have helped topple dictatorships. Trade unions have fought to expand voting rights and demanded reforms to ensure every person has a voice in their government.

But labor has also helped expand the definition of freedom.

History teaches us that a free society will not survive if workers do not enjoy their fair share of the economic pie.

Unemployment and growing income inequality have been the death of democratic governments in the past, so our role in promoting good jobs and economic security remains essential to democracy's growth.

Protecting our freedoms is an IBEW issue because trade unions can only prosper in a climate where freedom of expression and the right to vote are honored and respected.

Conversely, a strong labor movement is key to a thriving democracy, and the IBEW is committed to doing its part in ensuring the survival of democracy and freedom both here and abroad. That starts with holding accountable those politicians who try turning back the clock on our rights.

If we stand together, not just on the job, but in defense of liberty and democracy everywhere, no one can tear us apart. ■

The Future Is Ours

When Lonnie and I got our starts as apprentices, the labor movement was battered, bleeding and in retreat.

This past month, I did something I never could have imagined doing in those stormy years. I signed my name to the charter of a brand new local union in San Juan, Puerto Rico: Local 787. I wish all of you could feel the joy Lonnie and I did as we shook hands with the men and women who work for the island's only utility and who drove the creation of this local.

I remembered my hometown of Mansfield, Ohio, where factories were shutting, heading south or overseas. I thought back to that moment when the lights were shut off for the last time in a union hall where people, strangers, had joined together in the bonds of brotherhood. And it happened again and again and again for decades.

Isn't just the local that suffers when unions are lost. Entire towns disappeared with those darkened halls.

That's what I was thinking about as Lonnie and I signed that charter. We were in a room where the lights were coming on. The pride and hope in our new brothers and sisters was like the sun breaking through rain clouds.

And here is the true miracle of it: This wasn't the first time Lonnie has chartered a new local in the seven years he's led the IBEW. This was the sixth new local since 2015: Upper Peninsula, Mich., Local 906 in 2015; Baltimore Local 410 in 2017; Atlanta Local 1997 in 2018; Chattanooga, Tenn., Local 911 in 2020; and Cedar Rapids, Iowa, Local 1974 a few months before Local 787. I've been fortunate to be with him for the last four, and those are some of my proudest moments.

As I write this, we wait to see what the midterm elections will bring, and I hope it is good news and the wind stays at our backs.

Because of the good work in the Inflation Reduction Act, the infrastructure bill and the CHIPS and Science Act, the IBEW is looking at decades of ever-increasing demand for our skills.

For that, we will need to grow. We need to do it now and we need to do it quickly.

And that is on every one of us. Lonnie and I have the great privilege to sign new charters, but that is no more essential than personally organizing a single person, something anyone reading this can do. I hold the pen, but each member of the IBEW holds in their hands the future of the IBEW. ■



Kenneth W. Cooper
International Secretary-Treasurer

“LETTERS TO THE EDITOR”

A Texas-Size Thank You

On behalf of the Texas labor movement, I want IBEW members to know how much your union has meant to us during the 2022 midterm election campaign as we fight to elect Beto O'Rourke governor and send other pro-worker candidates to the U.S. House and to our state legislature.

The IBEW is really the backbone of our work here. The commitment it made, the quality of the human beings doing the work, the expertise in organizing, I can't say enough about it. I literally don't know what we would have done without the brothers and sisters of the IBEW.

Many of the staff members assigned here have been away from their families for a long time. Their contribution has been amazing, and I hope they feel it is worthwhile, no matter the outcome. It may or may not be enough to win, but it's certainly enough to be proud of.

I understand that it is not an easy decision where to deploy resources when there are so many battles raging all over the country. The IBEW has consistently invested in building the labor movement in Texas, and all of us are extremely grateful for it.

In other words, you all are a big damn deal.

*Rick Levy, president
Texas AFL-CIO*

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

My IBEW STORY

Bruce McFadden, Inside Apprentice
Detroit Local 58



“For 15 years, I was a chef at some of the best restaurants in Detroit. It has its rewards, but it is a difficult career. You work whenever everyone else isn't, and if you don't work, you don't get paid. My father was an electrician at Local 58, but I never thought of pursuing the trade

because I wanted to make my own path instead of following in his footsteps. I knew that after my wife and I married I wanted a career that could afford me the time at home that I needed and secure a future for us. I needed a change where I would get the pay I deserved for how hard I worked. I applied for the apprenticeship in 2019 and watched COVID-19 take over the world. I anxiously watched and waited, checking my phone every day for updates. Just over a year later, I got the email that I had been accepted into the program. Even as an apprentice, I have a better home life. For the first time in 15 years, I enjoy the summers, weekends and holidays. It isn't just me. My wife wants to pursue other dreams, and we could never do that on the budget of a chef. I am so grateful to be a part of an organization that makes sure we are all represented fairly and ensures good working conditions. But there is more. I am part of a brotherhood of skilled tradesman. My father always instilled in me that “A job worth doing is worth doing right” and that dedication to quality, to craftsmanship transcends to all aspects of my life. We need to instill that excitement into the younger generation, at schools and job fairs, to spread the word.”

Every member in every branch has a story to tell about how the IBEW has improved their life both on and off the job. Tell us yours today for a chance to be featured here.

ibew.org/MyIBEWStory

A New Day for Puerto Rican Utility Workers

The IBEW chartered San Juan Local 787 on Oct. 26, the first Puerto Rico-based utility local in the union's history.

The local, numbered for the island's telephone area code, will be the exclusive representative for nearly 800 technicians; call center, line clearance and warehouse workers; and diesel, gas and aviation mechanics at LUMA, the island's sole electric utility.

The creation of Local 787 follows 650 LUMA lineworkers on the island joining Orlando, Fla., Local 222 last summer and signing their first contract within weeks.

Chartering Local 787 ends nearly half a decade of chaos and uncertainty for LUMA workers. For the first time since Hurricanes Irma and Maria wrecked the island's power grid and sent the old monopoly utility tumbling into bankruptcy in 2017, most utility workers in Puerto Rico are once again protected by a union of their own choosing.

'A Puerto Rican Local'

Almost immediately after the linemen approved their contract, Joel Flores, a LUMA tree trimmer, and Erick Lopez, a warehouse worker, joined an organic movement of the unrepresented LUMA workers to join the IBEW, too.

They didn't wait to be asked. Before anyone could even get the proper authorization cards designed and printed, Lopez, Flores and others started handing out signed authorization cards left over from the Local 222 campaign.

"We started organizing one week after Local 222 signed their contract," Lopez said. "On days off and holidays, we went all in. We wanted those cards signed so we could move to the next step."

Unfortunately, the dozens of cards they collected couldn't be used, said Fifth District International Vice President Brian Thompson. They were for the already successful and finished campaign for the linemen. But the kind of enthusiasm that doesn't wait for permission is exactly the kind of problem an organizer wants to have.

"We were a little worried that there would be disappointment we had to start over but figured it would disappear when we explained why," Thompson said. "[International] President [Lonnie] Stephenson wanted this to be a Puerto Rican local, run by a Puerto Rican workforce who could speak best for their own interests."

From the Ashes of PREPA

Flores, Lopez and the other unrepresented LUMA workers had been unionized before.

For decades, Puerto Rico was powered by a generation, transmission and



The San Juan, P.R., Local 787 charter signing brought together International President Lonnie R. Stephenson and International Secretary Treasurer Kenneth W. Cooper, flanked by temporary President Joel Flores, temporary Treasurer Erick Lopez, and members of the volunteer organizing committee and international staff. The new local represents nearly 800 utility workers on the island, including warehouse workers (right).



distribution monopoly called PREPA, short for Puerto Rico Electric Power Authority. Then as now, the workers were organized in separate units, though under PREPA the lineworkers were in one union, the rest in another.

Years of mismanagement and underfunding dogged PREPA. Wages stagnated, safety and maintenance standards were poor, and the grid itself grew increasingly vulnerable. For years, the power grid was balanced on the edge of disaster.

The back-to-back catastrophes of Hurricanes Irma and Maria in 2017 pushed it over the edge.

Nearly 3,000 people were killed, and power was knocked out for the whole island. Nearly all of the 3.5 million residents were without power for months, some for almost a year.

The final nail for PREPA was hammered in by the Trump administration's virulently anti-union restoration program. Billions were wasted on non-union contractors.

"They spent \$5 billion on an 18-month restoration that didn't do jack. People got power, but it's all prayer, baling wire and Band-Aids," Local 222 Business Manager Bill Hitt told The Electrical Worker in 2021. "Every pole is a widow-maker. The lines are junk. Half of the power generation is on its last legs, and the other half doesn't work at all."

By 2018, PREPA was forced into bankruptcy, and the union contracts that had covered its workers for decades were ripped up and tossed away.

For the first time in their working lives, Flores, Lopez and their coworkers were adrift without the protection of a contract or a union that could enforce it.

LUMA, a consortium of signatory contractors Quanta Energy and Canadian Utilities Ltd., took over in the ashes. One of its first steps after taking over in 2020 was to reach out to the IBEW.

"We had worked with Quanta for decades. They knew us and we knew them, and when they took the step into the unknown in Puerto Rico, they reached out to us as a potential partner to help rebuild the workforce," Thompson said.

A New Voice for the Workers

At the same time, former PREPA lineworkers, many of whom had moved north and worked in the Southeast after PREPA's collapse, reached out to the IBEW, as well. They wanted the IBEW's reputation for integrity, safety and advocacy, and they wanted more of it once they returned to the island.

That still left the rest of LUMA's workforce without a voice on the job.

Thompson negotiated a neutrality and card check agreement with LUMA for the rest of the company's workers that were not covered by any union contract. Stephenson signed it in March. Stephenson then assigned now-Director of Construction Membership Development Adrian Saucedo to put together a team, grab on to the enthusiasm symbolized by the 150 cards in Lopez and Flores' hands, and help the workers finish the job.

"The earliest card we had was August 2021, and our first job was to get back that momentum," Saucedo said.

Saucedo was joined by Fifth District International Representative Jeff Henderson; Manufacturing Department

International Representative Carlos Villareal; Hartford, Conn., Local 42 member José Ramos; and Long Island, N.Y., Local 25 members Jimmy and David Peña.

The Peña brothers' parents lived in Puerto Rico, and they had volunteered after Irma and Maria for the marathon work crews that fought for months to turn the lights back on. All but Henderson spoke Spanish fluently, and they quickly fanned out across the island.

Lopez said it wasn't, ultimately, a hard sell.

"Only a few people knew the IBEW at first. But the message is simple: Being part of such a big, strong union will protect our economic interests," he said. "The IBEW is 130 years old, with more than 700,000 members across all North America, the Caribbean and out into the Pacific. If we want security, integrity and the freedom of our union rights, just say yes."

At the beginning of each conversation in parking lots or at front doors, Lopez said, he asked two questions: What is life like now? What will life be like in an IBEW local?

What they heard was not that unique. Often it was the familiar three: wages, benefits and retirement.

But just as often, they heard about the challenges of working in a new company taking over from the shell of ruined one. The safety culture was bad, workers said. For example, the warehouse workers didn't even have hard hats until this year, Lopez said.

And forget about pay stagnation — many people were put in at the wrong scale, classified incorrectly and, especially toward the end of PREPA, not paid on time.

"I wanted them to have an answer to that second question when we were done talking," Lopez said. "Whatever your concern, will being a part of the IBEW make it easier or harder?"

That the union would be local, as it was before under PREPA, with locally elected leaders, was the obvious closer for anyone who still wavered.

"For anyone that was a no, that changed a lot of minds," Flores said. "It was good that the IBEW committed the resources, sent so many organizers, and it was extremely important that it was two Puerto Ricans who were the leaders. We understand how we think."

Despite the neutrality agreement, there were still limits on where the organizers could go. They were not allowed inside the fence, but Saucedo and Villareal held meetings in parking lots on either end of the day and during lunch, phone-banked, texted, and emailed employees across the island.

Whenever issues would arise, Henderson worked with the company in Puerto Rico and at the U.S. headquarters to clear the path for organizers to do their jobs. After about five weeks split on either side of the International Convention in May, the organizers had a clear majority of cards.

No election was necessary, but the straightforward counting of authorization cards was slowed somewhat by the laborious process of matching names on cards to company-provided lists.

Confusion delayed but did not stop the inevitable. The union was officially recognized by LUMA, and negotiations on a first contract began the same day Stephenson, International Secretary Treasurer Kenneth W. Cooper, Flores, Lopez, Saucedo, Henderson, Assistant to the International President for Membership Development Jammi Ouellette and Fifth District International Representative Lorraine Llauger participated in the charter signing in San Juan. Flores was appointed the temporary president and Lopez the temporary treasurer until elections can be held.

"This is the second charter signing in my 38 years, and what an honor," Thompson said. "From the 1980s to the 2000s, it was all the other way: downsizing, merging and closing halls. It was bad for all of labor. This is my second new local charter in four years and Lonnie's sixth in seven years."

Flores and Lopez said they are hopeful that negotiations with LUMA will follow a path like last year. The contract the substation techs and construction linemen in Local 222 approved switched them into the IBEW pension plan, held the line on health benefits and won them their first raise in a decade.

"My only thought is, 'We did it,'" Lopez said. "If you believe and sacrifice together, you can achieve so much together." ■

Continued from page 1

STORM SURGE: IBEW Members Rush to Help After Hurricane Ian's Wrath

VETERANS of Florida storms liken Ian's wrath to the catastrophes of hurricanes Andrew in 1992 and Charley in 2004. But less infamous monsters also spring to mind as they reflect on decades of experience across the Southeast's hurricane belt.

Heavy equipment operator Ryan Martin had none of that context when he and fellow hurricane rookie Elliot Milovich headed south from Pennsylvania in a Kuharchik Construction digger derrick as Ian prepared to strike.

"You see all this stuff on TV, but it's something else to be able to be there firsthand and see the pure destruction," Martin said. "The water, the flooding — that was the biggest thing, the areas it reached and distance from the bay and ocean. It's really hard to grasp having six, seven feet of water a mile inshore."

Martin's hometown is Berwick, Pa., but he runs a crane on IBEW outside construction projects all over the country on a ticket from Atlanta Local 84. He'd worked winter storms, but nothing tropical until Ian.

He and Milovich, a traveler out of Omaha Local 1525, were en route to Daytona International Speedway when they learned flooding had shut it down as a staging area. They were rerouted twice, including to the Baltimore Orioles' spring training stadium in Sarasota, before setting up camp for a week with an army of utility workers at the Collier County fairgrounds in Naples.

Their assignments included setting and straightening power poles in swampland, which they navigated in amphibious Marsh Master vehicles. The curious hybrids are part swamp buggy, part pontoon boat atop a set of all-terrain tank tracks.

"They're awesome. They back right up to the poles, and guys can climb without having to get their gear in the water," Martin said. "Guys on the ground are able to stand on the deck and hand line material, tools and pick wire without getting wet."

They also worked with linemen in residential areas where power had to be cut off home by home for owners to make repairs.

Lewis, of Local 1191 at Florida Power & Light Co., said it's counterintuitive for a lineman to cut power, but "it's safety for us and safety for the homeowner."

"We're used to hooking up the power, so it definitely goes against the grain for us," he said. "But the storm surge was so high and all these homes had been com-

pletely underwater. All the wiring has to be inspected and replaced, they need new breaker panels — all that has to be done before we can turn their power back on."

Lewis described an Estero Island neighborhood exuding classic Florida charm where FPL crews had the disconnection process down to a science.

"It probably took five minutes per home," he said. "We cut the services in the air, dropped them to the ground and coiled them against each house."

With service lines isolated and de-energized, he said, crews reset or replaced poles and re-sagged distribution lines, ensuring that houses could be reconnected as soon as owners were ready.

OVERHEAD, bright postcard-perfect skies dominated the early restoration work. Underfoot, it was anything but paradise: foul muck and standing water churned from the ocean floor and tainted by the contents of ruptured septic systems. "You know what low tide smells like? Well, it was that smell with sewage mixed in," Lewis said.



Martin was thankful he'd packed antimicrobial spray, which he and Milovich applied religiously to their boots, clothing and digger. The truck doubled as their sleeping quarters, with Milovich stringing a makeshift hammock below the winch and Martin attaching a mosquito tent to the rear.

The staging site was packed with RVs converted to bunk beds, "16 guys to a trailer," Martin said. But with a pregnant wife



Clockwise from top: Hundreds of trucks from Charlotte, N.C.-based Duke Energy wait to be deployed in the wake of Hurricane Ian as it moved north from Florida into the Carolinas; a Duke Energy IBEW crew at work; the calm after the storm on Fort Myers Beach as captured by Local 1191 lineman Kellen Lewis.

at home, he opted for fresh — albeit muggy — air to minimize the risk of getting sick.

He and Milovich also jury-rigged a shower outdoors using a five-gallon bucket, garden hose and spray nozzle, avoiding long lines at the camp's facilities and the inevitable moment when hot water — or all water — ran out.

Lewis's FPL crew on Estero Island had a few more comforts; without space nearby for bunk-filled trailers, they slept at the otherwise-closed Sanibel Marriott. But with elevators and air conditioning out of service when they checked in, it was no-frills.

"The reason I'm over there is to help people who don't even have a bathroom to use, don't have a shower, maybe they don't even have a home anymore," he said. "As long as you have that mindset, the rest of the stuff shouldn't bother you."

Lewis moved to Florida from Hawaii after high school and trained as a firefighter/EMT, switching careers after mar-

rying the daughter of an IBEW lineman. In his 12 years at FPL, he's worked storms across the Southeast and as far north as New Jersey.

"I'm very, very blessed to have the family unit that I have," said the father of two. "My wife understands the trade and the sacrifices we have to make, and my kids are getting there. They know this is Daddy's trade and that we have a special skill set and when we're called on to help, we go."

IBEW LEADERS can't say enough about the dedication of brothers and sisters on the front lines. But they also are deeply concerned about members and their families who are suffering in Ian's wake.

While there's no official count, several business managers estimated that 10% to 15% of members are affected —

living in water-logged homes or without roofs and worrying about steep deductibles. Some lack insurance altogether due to Florida's sky-high premiums.

Greg Krumm, business manager of Fort Myers Local 1933, said he made it through "six pretty intense hours" of 100 mph wind and rain at his own home. But he heard harrowing tales — a barn splitting apart and flying into a member's house, another who "had a baby on Monday and lost his home on Wednesday."

Thompson said the Fifth District Unity Fund stands ready to help IBEW storm victims in Florida and Puerto Rico, where Hurricane Fiona in mid-September caused flooding and mudslides that took out roads and bridges, trapping residents in mountain communities and killing 13.

"We have reached out to locals for donations earmarked for hurricane relief, and they are reaching out to members to



Local 1191 lineman Kellen Lewis — sporting a Baton Rouge Local 995 sticker on his helmet from a previous hurricane — in an FPL public service video about restoration work.

For Canadian Locals, It All Comes Back to Organizing

Moncton Local 1555 is a small local union. It is tucked into three counties in southeastern New Brunswick and has 135 members. Growth has not come easy.

When it reached an agreement with a small contractor two years ago, it was its first successful organizing campaign since 1969, said Jason Hamilton, who was hired as the local's first full-time organizer in 2018.

That set the stage for a successful organization at East Current Electric, a major employer in the area, earlier this year. Local 1555 saw its market share grow by 10%, and members now can get hired on for a major hospital project in Moncton. It was a top-down effort, and the company voluntarily recognized the IBEW as the bargaining unit.

"I think the biggest lesson we've learned is diplomacy and patience might not be sexy, but I like to think we're 2-0 with a walk at the labor board," said Hamilton, referring to an unfair labor practice claim Local 1555 filed in 2021 that returned a fired worker to a job with back pay.

"We're not just firing from the hip," Hamilton added. "We're trying to build relationships, as opposed to trying to force it against people's wills."

This is the kind of growth story First District Vice President Russ Shewchuk wants to hear more of.

Shewchuk, who was elected at the 40th International Convention in May, has instructed each Canadian local to meet with five companies in their jurisdictions that are not IBEW signatory contractors or partners, said Mark Watson, Shewchuk's executive assistant. He also strongly recommended that each local have at least one representative at the Membership Development Conference in August.

The First District is having its own Membership Development Conference in March 2023, Watson said. Locals will share what went right and wrong and what obstacles need to be overcome to persuade a company to partner with the IBEW, Watson said.

Organizing has been the lifeblood of the IBEW throughout its 131-year history. But it is receiving even more emphasis in Canada because of the First District's declining numbers in recent years. It fell about 13 percent after January 2018 but has shown a slight uptick this year.

"It's priority No. 1, 2 and 3," Watson said when asked about Shewchuk's top objectives since taking office.

Market forces in Canada have made retention of members more difficult in recent years. Construction of the massive Muskrat Falls hydroelectric plant in Newfoundland and Labrador, which employed 3,500 members at one point, has largely wrapped up. Oil prices plummeted a few years ago, driving members away from the oil sands in Alberta and Saskatchewan. Many moved on to other jobs before the trend started to reverse itself.

But that puts organizing even more on the front burner, especially since the Liberal Party has been in power on the federal level since 2015. Without an



Construction of a high-rise development in downtown Halifax, Nova Scotia. Halifax Local 625 has used the province's housing boom to increase market share.

increased market share, Canadian local unions and their signatory contractors will be at a disadvantage compared to nonunion competitors, Watson said.

"Organizing can be hard and every campaign might not be successful, so for some people, it isn't something that they want to make a priority," said Watson, a former business manager at Kitchener, Ontario, Local 804. "That's not the message now from Russ and the district level. We need to make organizing a priority by investing our time and resources."

Halifax, Nova Scotia, Local 625 Business Manager Tom Griffiths, who was elected Canada's representative to the International Executive Council alongside Shewchuk at the 40th International Convention in May, said the province has seen significant changes in the construction industry.

Nova Scotia was once a manufacturing hub, thanks largely to nearly 100 paper and pulp mills and a robust refining industry. But the mills have closed or moved away and the Sable Offshore Energy Project closed in 2019, putting a big dent in the manufacturing market, Griffiths said.

So, Griffiths and his staff tried something that had largely been forgotten by not just Local 625 but many construction locals in their jurisdictions over the years: the housing market.

The strategy looks to be working. Despite the losses in manufacturing, Nova Scotia is booming economically because so many Canadians are relocating there due to the natural beauty, more chances to telework and lower housing costs compared to most of the country.

Population jumped 5% from 2016 to 2021, according to Statistics Canada. Halifax, the provincial capital, saw its population jump nearly 14% in the same period, to 470,000.

Griffiths said at least 10 high-rise condo or apartment buildings are always under construction. After just a few years, Local 625 has about 33% of residential market share in the province, he said. The goal is to double the number of hours worked for the local, which currently has about 800 construction members.

"It's not been an easy shift," he said. "The [contractors] that have been nonunion in the sector, it's the wild, wild west. When they were organized, they

suddenly had to pay benefits and union training funds."

Griffiths said he and others have had to fight against an attitude that it's best to concentrate on keeping the current work instead of bringing in new contractors.

His response?

"The [nonunion contractor] is eating your lunch," he said. "He's taking your work away and our work away. The only way to fix him is to rope him in. You can't milk the cow when it's running wild in the fields."

Across the country, Kamloops, British Columbia, Local 993 has used the massive liquified natural gas facility under construction in Kitimat to provide more opportunities for members. It's the largest private investment in Canadian history at CA\$40 billion and employs 600 to 700 IBEW members during construction, Business Manager Glen Hilton said.

But Hilton is equally excited that Local 993 reached a maintenance agreement with the facility, which will ensure that 30 to 40 members have full-time work at the plant after it is finished for at least six years.

"That was a significant victory for our side," Hilton said. "The LNG and petrochemical industry can do pretty much what they want. We've shown through our construction members that we can do that work safely and efficiently."

Everyone leading organizing efforts agreed on one thing: Members often are the best organizers themselves. They encourage members to be supportive of organizing efforts and to speak up to their local union leaders if they see a company or potential partner in their community that could be successfully organized.

Hamilton noted that Local 1555 was helped in its organizing effort at East Current by a few members getting work at the hospital site when it was nonunion and spreading the word about the benefits of IBEW representation.

When asked if they were "salters" — a term usually used for union members who work on a nonunion site to build support for an organizing effort — Hamilton called them "quiet supporters" instead. "We did a lot of information gathering behind the scenes," he said. "Because our local is relatively new to organizing, it's still a challenge to embrace the idea. As we move along, it likely will get a little bit easier." ■



At top, smashed and overturned cars, boats and appliances after Hurricane Ian blew through. Below, utility workers head into a Florida swamp in Marsh Master amphibious vehicles. Heavy equipment operator Ryan Martin of Atlanta Local 84 took the photo.

determine who needs help," he said. "Every dollar raised will go directly to members who need assistance."

Meanwhile, the mop-up continues. Business managers, including Krumm, Steve Carroll of Punta Gorda Local 641 and Phil Davis of Local 1191, as well as Wilson at the U-4 Council, said they expected long days and weeks for crews until at least Thanksgiving.

Their efforts were complicated by the return of typical late-day storms after a post-Ian reprieve. Wet, windy weather in late October was keeping the ground saturated and delivering one gust too many for unstable trees and dangling limbs.

"There are still trees coming down and wires coming down" Wilson said. "Our guys are tired."

But Ian is only part of the reason. "It didn't start with the hurricane," he said. "May through October, if you're a line-

man in Florida, you know you're going to be working seven days, 14 hours, 16 hours because of the volume of storms. We still get thunder and lightning every afternoon."

He was frustrated to see state leaders hold a congratulatory news conference in October with only police officers, firefighters and medics.

"The police departments and sheriffs' departments and EMS and fire, they're all standing with the governor as first responders," Wilson said. "It's a little disheartening to me that our guys didn't get some of that recognition."

But in one sense they did, as first-timer Martin found out — even if it wasn't the public show of support they deserved.

"The response from people we helped was unbelievable. They were so happy and grateful," he said. "It made you feel really good about being there. I would definitely do it again, 100%." ■

\$100 Billion Semiconductor Plant Is ‘Erie Canal Moment’ for IBEW, New York Economy

For two years, Syracuse, N.Y., Local 43 Business Manager Alan Marzullo was part of a small group working with state and civic leaders to convince Micron Technology to build a new semiconductor facility in their community.

Plenty was at stake. Micron officials were considering making the largest private investment in New York state history, especially if legislation in Congress to support the microchip industry was passed and signed into law.

“I’m not going to lie,” he said with a laugh. “There were a lot of sleepless nights.”

It paid off. Micron, a leading computer chip maker based in Boise, Idaho, announced Oct. 3 that it will build a \$100 billion facility in Clay, N.Y., about 15 miles north of Syracuse, over the next 20 years. Work is expected to begin in either late 2023 or early 2024.

The facility will be entirely union-built and employ about 9,000 construction workers. About one-third will be IBEW members, who will handle all the electrical work. It follows up an announcement a few weeks earlier by Intel to build a \$20 billion semiconductor facility in New Albany, Ohio, where electrical work during construction is expected to be done by members of Newark, Ohio, Local 1105.

Marzullo and other members of the Central-Northern New York Building & Construction Trades Council had to show why the massive facility should be built with high-quality union labor. On top of that, everyone involved was sworn to secrecy. An ill-timed leak could have quashed the project. There was little Marzullo could tell his staff and closest confidants.

Signing any project labor agreement is a moment to cherish for any business manager or IBEW official. But the size and scope of this one is nearly unprecedented. That wasn’t lost on Marzullo.

“I remember getting back to my office, shutting the door, and sitting back and going, ‘My goodness,’” he said. “It was very emotional. We changed the lives of not just of all my members, but everyone living in this community.”

International President Lonnie R. Stephenson thanked Marzullo and everyone involved in bringing the facility to the area and ensuring that the IBEW is part of it.

“The importance of this can’t be overstated,” Stephenson said. “A facility vital to this country’s national interests will be built entirely with highly skilled union labor.”

“This is a great moment not just for Local 43 and the Syracuse community but for all IBEW members. This has the potential to touch so many of our local construction unions throughout North America.”

The deal is significant on multiple levels.

First, Micron officials said they



other, ongoing construction work. Going forward, one of his priorities is to make sure those projects are fully staffed even as work on the Micron plant ramps up.

“We’ve never had a problem at Local 43 in getting applicants,” Marzullo said. “It’s not so much getting apprentices. It’s getting them to journeyman status quicker.”

Micron’s decision likely will have an impact on IBEW members throughout the northeast and even North America. Travelers almost certainly will be needed.

Schumer called Micron’s decision an “Erie Canal moment,” a reference to the construction of the canal in the early part of the 19th century that connected the Hudson River in the east to Lake Erie in western New York. It is often called “the nation’s first superhighway,” and it led to the ascendancy of New York as the nation’s economic center.

“This investment leaves no question that the future of microchip manufacturing will remain not just in this country, but in Syracuse specifically, and that our future will be built in upstate New York,” Schumer said.

Third District Business Development Representative Ed Hill Jr. noted that the CHIPS Act was already playing a role in attracting union employers even before the Micron agreement.

IBM announced plans for a \$20 million investment in New York’s Hudson Valley during the next 10 years. GlobalFoundries has announced plans for a \$6 billion to \$8 billion expansion of its computer chip factory in Malta, N.Y., near the state capital of Albany.

“It’s just having an amazing effect in a very quick time frame with all the projects that have been announced,” Hill said. “It’s really high-quality work for our members.”

“I’ve never seen anything turn around so quickly. Usually, when you have programs with incentives and tax breaks, it takes quite a while to see results like this.”

In and around Syracuse, it’s led to one that is going to pay off for Local 43 and the entire community for many years to come.

“What’s good for the country almost always is good for skilled union construction,” Stephenson said. “It’s why we worked so hard to get the CHIPS Act passed into law. It’s a reminder of why we worked to get President Biden elected. Many thanks to him, Senator Schumer, Governor Hochul and everyone who worked to make this a reality.”

Third District International Vice President Dennis Affinati said he “couldn’t be happier for everyone at Local 43.”

“I know it takes a herculean effort to secure a project of this historic size and scope,” he added. “Congratulations to Business Manager Marzullo and everyone who helped take this over the finish line.” ■

At top, an artist rendering of the Micron Technology facility in Clay, N.Y., when finished. At left, Syracuse Local 43 member Shawni Davis introduces President Joe Biden on Oct. 27, with New York Gov. Kathy Hochul and Micron CEO Sanjay Mehrotra in the background. Above, Hochul holds a microchip that will be produced at the facility.

Credit: New York Gov. Kathy Hochul’s office

would not have committed to such a massive facility without the CHIPS and Science Act, which was passed by Congress and signed into law by President Joe Biden in July.

The bill contains \$52 billion in incentives to encourage companies to produce important semiconductors in the United States, which will strengthen national security and lessen dependence on foreign product supply chains.

Such investments are common in many countries, including in China, which has used them to become a force in the computer-chip industry. Many leading economists say supply chain breakdowns have played a large role in inflation problems, not just in the U.S. but internationally.

“There is no doubt that without the CHIPS Act, we would not be here today,” Micron CEO Sanjay Mehrotra said while making the announcement.

Biden visited Syracuse on Oct. 27, meeting with Mehrotra and other officials from the company and local government. Local 43 member Shawni Davis introduced him before his public address.

The IBEW, which has worked closely with the Biden administration on several initiatives, lobbied with its allies to get the measure passed on a bipartisan vote. The final Senate vote was 64-32, with 15 GOP members voting for it. It passed 243-187 in the House.

“On a project of this size, there is no doubt the relationship that President Stephenson and others at the International Office have with the administration helped us,” Marzullo said.

Second, it showed the power of building relationships with leading political figures on a bipartisan basis.

Marzullo and other building trades leaders worked closely with New York Gov. Kathy Hochul and Sen. Chuck Schumer, both Democrats. The state put together \$5.5 billion in incentives for Micron. Schumer, the Senate majority leader, was the author of the CHIPS Act and led the effort on the Senate floor to get it passed.

They also worked closely with Syracuse Mayor Ben Walsh, an independent, and Rep. John Katko and Onondaga County Executive Ryan McMahon, both Republicans. Katko, considered one of the less partisan members of the House, is retiring at the end of the current congressional session.

Marzullo said Local 43 has enjoyed a productive relationship with all three men. That helped ensure that the IBEW and other unions were treated fairly.

“I can honestly tell you those political relationships matter,” he said. “When the politicians trust you and respect your honesty and your vision and your integrity, they will bring you into the process, and that is really what unfolded here. They entrusted the IBEW to give accurate information on how to build this project.”

And finally, Micron’s decision dispelled a false notion presented by anti-union voices that companies are reluctant to build in a state with a strong labor presence.

Company officials chose the Syracuse area over a proposal from Lock-

hart, Texas, near Austin. Texas is a right-to-work state, and officials there often work against organized labor. Micron earlier also turned down a proposed site in North Carolina, another right-to-work state with low union density.

“Like any company, Micron was concerned about labor costs, and Governor Hochul asked all of us: ‘Are there ways you can talk to them about that?’” Marzullo said. “Our answer was, ‘Yes, there are, and you do that with a project labor agreement.’”

The PLA also includes benchmarks for hiring traditionally underrepresented workers, such as women and people of color, Marzullo said. Veterans are another group that will be targeted. That helps ensure that the entire community benefits from the plant’s construction, he said.

“We want to make sure everyone in our community has a chance at a good-paying union job,” Marzullo said. “There’s no better path to make that happen.”

Micron’s decision will present some challenges.

Like nearly the entire U.S., upstate New York has a shortage of skilled construction workers. Even before the announcement, Local 43 doubled the size of its training center, Marzullo said. Attempts to organize nonunion electricians and contractors will only intensify. The opportunity for steady work on such a massive project will be a tempting carrot.

Marzullo noted that Local 43 and its signatories still will be responsible for

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW, CN Forge a New 3-Year Agreement

After a lengthy negotiation process, which included a two-week midsummer strike followed three months later with binding arbitration, IBEW members who work for the Canadian National Railway reached an arbitrated bargaining agreement with the company Oct. 11.

“Strikes are obviously a last resort, but over the summer it became clear that our members needed to send Canadian National a strong and unmistakable message about our worth to the company,” said First District International Vice President Russ Shewchuk. “Neither party got everything they wanted through binding arbitration, but we’re still grateful that the process moved as it should and that our members are now receiving greater recognition and compensation for their hard work.”

At Canadian National, the IBEW represents approximately 750 signals and communications workers, each playing a crucial role in maintaining the company’s expansive 32,000-km network that stretches from British Columbia to Nova Scotia. An extension into the central U.S. runs between the Great Lakes and the Gulf of Mexico.

In January, Canadian National reported full-year 2021 revenue of almost \$14.5 billion, about a 5% increase over the previous year. With the rate of inflation in Canada rising, said First District International Representative Steven Martin, the IBEW sought in an updated contract agreement an increase in wages, as well as improved working conditions and better benefits. The company refused.

“It wasn’t a good situation for the most part,” Martin said.

Compounding matters was Canadian National’s continued reliance on a strategy it had pioneered called “precision scheduled railroading,” a tactic that has since been adopted by most of the large freight railroad companies in North America. It calls for consolidating rail services, slashing headcount, and deferring facility and equipment repairs.

“With PSR, all of these railroads are pursuing profit at any cost, even when that effort seriously risks the safety of workers and the public at large and hurts customer service and jobs,” said Railroad Department Director Al Russo.

After seeking and receiving authorization from International President Lonnie R. Stephenson, the IBEW on June 15 gave Canadian National a 72-hour strike notice. Workers officially walked off the job on the morning of June 18, and early on, Martin said, the IBEW successfully resisted attempts by Canadian National to end the strike.

By July 4, the IBEW’s negotiators decided that the strike had gone on long enough and approved Canadian National’s request to move to binding arbitration.

“It was a collective decision by the negotiating committee that, considering all the facts and the current state of where we’re at in the strike, it was the most reasonable thing to do,” Martin told Reuters.

On Oct. 11, the parties announced that arbitration had ended at last and that they had reached a three-year collective bargaining agreement. Among other things, the agreement, which is retroactive to Jan. 1, includes annual 3% wage increases through 2024.

Martin noted that Canadian National’s signals and communications workers were at one time part of the Brotherhood of Railroad Signalmen before they and others broke away in the 1980s and formed the Canadian Signal and Communications Union. Nearly 10 years later, that union agreed to merge with the IBEW. Now, 19 locals represent workers on Canada’s railroads — more than half at Canadian National — within the IBEW’s Railroad System Council 11.

The IBEW’s struggles with Canadian National were taking place while it and 11 other railroad-related unions in the U.S. were fighting to negotiate and ratify their



After a long fight, nearly 750 communications and signals workers at Canadian National Railway, represented by the IBEW, recently reached a three-year arbitrated bargaining agreement with the railroad.

own updated bargaining agreement with that country’s largest freight railroads, with the threat of a strike looming there as

well. At press time, seven of those unions, including the IBEW, had ratified an agreement that was brokered at practically the

last minute by members of President Joe Biden’s administration during an all-night negotiation session. ■

La FIOE et le CN concluent une nouvelle convention collective de 3 ans

À la suite d’un long processus de négociation, lequel comprenait une grève d’une durée de deux semaines ayant eu lieu au milieu de l’été suivi d’un arbitrage exécutoire d’une durée de trois mois, les membres de la FIOE travaillant pour la Compagnie des chemins de fer nationaux du Canada ont conclu une convention collective arbitrée avec la compagnie en date du 11 octobre.

« La grève est évidemment une solution de dernier recours, mais il était devenu évident au cours de l’été que nos membres devaient envoyer un message ferme et sans équivoque sur notre valeur au Canadien National », déclare le vice-président international Russ Shewchuk. « Aucune des parties n’a obtenu tout ce qu’elles voulaient au moyen d’un arbitrage exécutoire, mais nous sommes reconnaissants que le processus s’est déroulé comme il se doit et que nos membres jouissent maintenant d’une meilleure reconnaissance et reçoivent une meilleure rémunération pour leur travail acharné. »

La FIOE représente environ 750 travailleuses et travailleurs du groupe signalisation et communications au Canadien National. Chacun joue un rôle essentiel dans l’entretien du vaste réseau de 32 000 km de la compagnie

qui s’étend de la Colombie-Britannique jusqu’à la Nouvelle-Écosse. Un prolongement dans le centre des États-Unis s’étend entre les Grands Lacs et le golfe du Mexique.

En janvier, le Canadien National a publié ses produits d’exploitation de près de 14,5 milliards de dollars pour l’ensemble de l’année 2021, soit une hausse d’environ 5 % par rapport à l’année précédente. Avec l’augmentation du taux d’inflation au Canada, mentionne le représentant international du premier district Steven Martin, la FIOE a cherché à améliorer la convention collective afin d’augmenter les salaires ainsi que d’améliorer les conditions de travail et d’obtenir de meilleurs avantages sociaux. La compagnie a refusé.

« Dans l’ensemble, ce n’était pas une bonne situation », dit Martin.

Pour compliquer les choses, le Canadien National a continué à recourir à une stratégie, dont ils sont les pionniers, appelée l’« exploitation ferroviaire précise à horaires réguliers », une tactique qui a depuis été adoptée par la plupart des grandes compagnies de transport ferroviaire en Amérique du Nord. Elle prévoit la consolidation des services ferroviaires, la réduction du besoin de la main-d’œuvre et de reporter la réparation des installations

et des équipements.

« Avec cette tactique, toutes ces compagnies ferroviaires cherchent à réaliser des profits à tout prix, même si c’est un sérieux danger pour la sécurité du personnel et le public en général et nuit au service à la clientèle et aux emplois », déclare Al Russo, le directeur du département des chemins de fer.

Après avoir demandé et obtenu l’autorisation du président international Lonnie R. Stephenson, en date du 15 juin, la FIOE a donné un avis de grève de 72 heures au Canadien National. Les travailleurs ont officiellement quitté leurs emplois le matin du 18 juin et dès le début, Martin mentionne que la FIOE a réussi à résister aux tentatives du Canadien National de mettre fin à la grève.

Le 4 juillet, les négociateurs de la FIOE ont décidé que la grève avait suffisamment duré et ont accepté la demande du Canadien National d’aller de l’avant avec un arbitrage exécutoire.

« Après avoir pris en compte tous les faits et l’état actuel de la grève, le comité de négociation a décidé collectivement que c’était la chose la plus raisonnable à faire », Martin dit à Reuters.

En date du 11 octobre, les parties ont annoncé que l’arbitrage était enfin terminé et qu’une convention collective de trois ans avait été conclue. La

convention collective, qui est rétroactive au 1er janvier, prévoit notamment une augmentation salariale de 3 % par année jusqu’en 2024.

Martin fait part que les travailleuses et travailleurs du groupe signalisation et communications faisaient partie du Brotherhood of Railroad Signalmen dans les années 80 avant que ceux-ci et d’autres quittent pour former le Canadian Signal and Communications Unions. Près de 10 ans plus tard, ce même syndicat a décidé d’adhérer à la FIOE. Maintenant, 19 sections locales représentent les travailleurs des chemins de fer du Canada, dont plus la moitié sont au Canadien National au sein du Conseil de réseau no 11 de la FIOE.

Les luttes de la FIOE contre le Canadien National se déroulaient en même temps que 11 autres syndicats de chemins de fer aux États-Unis qui luttaient pour négocier et ratifier leur propre convention collective avec le plus grand transporteur ferroviaire du pays où une menace de grève les guettait aussi. Au moment de la publication de cet article, sept de ces syndicats, y compris la FIOE, ont ratifié leur convention collective qui ont négocié à la dernière minute par les membres de l’administration de Joe Biden au cours d’une négociation ayant duré toute une nuit. ■

THE FRONT LINE: POLITICS & JOBS

Pennsylvania Locals Get Apprenticeship Funding

Two IBEW locals in Pennsylvania were awarded state funding exceeding \$1 million for their apprenticeship programs.

"This funding is a testament to the strength and necessity of our apprenticeships in the state," said Third District Vice President Dennis Affinati. "With these grants, our locals can expand their reach and provide our second-to-none training to even more people, which not only meets the growing demand for trained electricians, but provides a solid, middle-class career opportunity to more Pennsylvanians."

Wilkes-Barre Local 163 received two grants, one for \$446,247 and one for \$297,000, while Reading Local 743 got \$287,895.

Local 163's larger grant will serve 96 people, 40 of whom will be from underrepresented populations. It's part of Gov. Tom Wolf's PAsmart initiative, which aims to increase the number of registered apprenticeship programs in nontraditional industries, as well as to reach underserved populations such as women and minorities.

"Throughout history, apprenticeships have been a vital part of career education in certain fields," Wolf said in a press release announcing the funding awards for Local 163 and 13 other recipients. "Through these important grants, we are offering more Pennsylvania workers opportunities to train for family-sustaining jobs while helping businesses develop a workforce that will strengthen our economy and the communities most in need," Wolf said.

Local 743's grant is through the state's Department of Community and Economic Development, or DCED, and will help provide training for more than 85 electrical industry apprentices across five counties.

"The electrical industry has created a significant demand for qualified electrical workers in our five-county area, and with the support of the DCED, our apprenticeship program will expand enrollment," said Local 743 Training Director Ed Bernitsky. "In an ever-changing industry, we can provide the most state-of-the-art training while our apprentices earn a fair wage and benefits."

The money came about in part because of anticipated employment opportunities from the \$1.2 trillion Infrastructure Investment and Jobs Act signed into law by President Joe Biden last year. Since then, Biden has also passed the Inflation Reduction Act, which promises even more jobs for IBEW members.

"We want to be proactive and not reactive in terms of all the projected work," said Local 163 Training Director John Nadolny, who also led Wolf on a tour of the local's training center in Nanticoke in September.

Nadolny said the program to reach underserved communities will be new for Local 163 and that they may



Two Pennsylvania locals received funding from the state to expand their apprenticeship programs.

even hire a professional to help them with the effort.

"We want to explore a lot of different ways of reaching these populations," he said. "Younger generations, for example, don't respond to mail or even email like older generations do. You have to be on social media, where they are, in order to reach them."

Bernitsky said Local 743 will also use some of the funding for social media outreach. Other funds will be earmarked for items like expanded education on broadband, fiber optics, solar technologies and electric vehicle charging; an expansion of safety training; help with apprentice books; and instructor salaries.

Both locals hope to expand the number of apprentices they can accept, as well as their training capacity, to make it more state-of-the-art and hands-on, and said they are thankful to have a governor who has made growing apprenticeships a main focus.

"It shows that our current leaders in Harrisburg are committed to supporting registered apprenticeship programs in order to continue to expand the pipeline of qualified electrical workers by helping us train local residents in our area while they earn a fair wage and benefits," Bernitsky said. "It creates a better quality of life for our community."

According to the Department of Labor, 92% of apprentices retain employment after graduation and make an average annual salary of \$72,000. The average starting salary for a graduate of a traditional four-year college, by comparison, is closer to \$55,000 a year.

And research by the Illinois Economic Policy Institute found a union benefit, with apprentices of union programs tending to make more money and have more benefits than their nonunion counterparts.

"It can be hard to find people. You have to get creative," Nadolny said. "A lot of people don't know about apprenticeships, that it's a great career and offers a living wage with excellent benefits and a retirement plan. We want to get the message out to people who don't know about us, and these grants will help with that. It's a perfect fit for what we need, and it is much appreciated." ■

New PLA Spells Steady Work for Hundreds of IBEW Members in Ga., S.C.

Hundreds of IBEW members are set to build and then staff a facility that makes the plutonium pits that go inside every nuclear weapon in the U.S., thanks to a new project labor agreement signed in October by Augusta, Ga., Local 1579 Business Manager Will Salters.

Once construction kicks into high gear, the Savannah River Plutonium Processing Facility is expected to employ anywhere from 400 to 600 IBEW members, Salters said, with the project expected to take up to 10 years to complete. After that, more than 1,800 people are expected to work at the facility, including a yet-to-be-determined num-

ber of highly skilled IBEW members to handle maintenance and other work at the facility.

"It keeps the community working," Salters told WJBF, a TV station in Augusta. "It's huge."

PLAs set projects' working terms to help ensure that they are completed safely, on time and under budget. Just as importantly, they provide for good pay and benefits for workers, which in turn supports those workers' communities. "This PLA makes the building trades exclusive to the project," said Salters, who also is president of the 19-member Augusta Building and Construction Trades Council.

"The pit project is going to be a slow start, eight to 10 people," Salters said about the project's ramp-up. Over the next year and a half, these IBEW members will be installing temporary power at the SRPPF near Aiken, S.C., inside Local 1579's jurisdiction. Workers from other trades are handling demolition and other infrastructure projects.

Every nuclear weapon in the U.S. contains a pit of processed plutonium the size of a bowling ball. The U.S. has a stockpile of pits that were produced from 1978 to 1989, but over time, pits break down naturally and need to be replaced.

Federal law requires the Department of Energy's National Nuclear Security Administration to facilitate production of at least 80 war-reserve plutonium pits per year by 2030. For that reason, the U.S. government considers the SRPPF project crucial for its long-term strategy for maintaining the nation's stockpile of nuclear weapons. When it's operating at full capacity, the facility in Aiken is projected to produce at least 50 pits, with a sister facility at Los Alamos National Laboratory in New Mexico producing the remaining 30.

The SRPPF project is inside what's known as the Savannah River Site, a 310-square-mile plot of land near the border between South Carolina and Georgia.

From 1953 to 1988, five reactors at the SRS produced about 36 metric tons of plutonium for use in nuclear weapons. The demand for such large amounts of nuclear material declined dramatically after the fall of the Soviet Union, and the site's production facilities were gradually shut down into the

early 2000s.

This new project calls for converting what was originally designed to be the Mixed Oxide Fuel Fabrication Facility into the SRPPF, a move that will allow the Nuclear Security Administration to make full use of the secure and seismically safe three-story structure, which already contains a lot of what the SRPPF will need, such as office and manufacturing space, plus security and fire protection systems.

"Any time our local union members can find work in the Central Savannah River area, their families and communities benefit as well," Salters said. "The timing could scarcely be better with the Vogtle project winding down."

Salters referred to the massive project to build two new nuclear reactors near Waynesboro, Ga., at Plant Vogtle, the first new nuclear power plant units constructed in the U.S. in more than 30 years. Hundreds of IBEW members — mostly from Local 1579 but travelers from other locals as well — can boast that they were working on a project that was, at one time, the largest construction project in North America. Fuel loading is underway for one of the reactors, while the other one is still under construction. About 1,200 members continue to work on both sites. (Read more about it in the August 2018 Electrical Worker.)

Because SRPPF is a large-scale federal project, Salters said, Davis-Bacon rules providing for the payment of the area's prevailing wage automatically apply. The trades council also successfully negotiated for agreement language protecting such items as shift-differential pay and breaks.

"I think it's all going to work out well," Salters said.

Meanwhile, Local 1579 remains busy getting new members on board to help fill these and other jobs in the pipeline. "We're always organizing," Salters said.

Also, the local recently bought land outside of Augusta for construction of a \$2 million upgrade to its joint apprenticeship and training center. "Our JATC is really humming," he said. "We were used to having 30 apprentices a year. It's 100 a year, now."

"We're blessed," Salters said. "We've got it pretty good." ■



Hundreds of Augusta, Ga., Local 1579 members are getting set to convert this site near the Savannah River into a facility for making plutonium used in national defense.

CIRCUITS

Nebraska Local Helps Manufacturing Plant Get \$70 Million Investment

Lincoln, Neb., Local 2366 members have been working at Schneider Electric for the past 50 years, but the coronavirus pandemic created an opportunity for the manufacturing plant's workers to show just how essential they really are. And it helped spur a \$70 million investment by the company.

"This is a testament to the quality of work done by our IBEW members and their commitment to excellence in their work," said Eleventh District Vice President Mark Hager. "The quality of the product line produced at the Lincoln facility shows what can be accomplished when there is a true partnership between the employees and employer."

Local 2366's 360 members produce circuit breakers for residential use as well as their component parts. They also supply other Schneider Electric facilities with molded and stamped parts.

"This work isn't something you can do just coming off the street. It takes a certain level of experience, and Schneider recognizes that," said Manufacturing Department Director Brian Lamm. "They could have gone anywhere, but they chose this plant because they know it's important to make their products here. And it's been a long time coming."

When another plant had to shut down because of COVID-19, the Lincoln plant was there to pick up the load. It was work manually producing two pole breakers, which they could certainly do, but they needed more workers than they had. So Local 2366 leadership sat down with management to hammer out the details of how they could do so without violating any contracts.

"It's because of the strong working relationship that we've built here over the years that we were able to work everything out," said Local 2366 Business Manager Dianna O'Brien.

Schneider ended up hiring more workers, some permanent and some temporary, but with the potential of hiring those temporary workers permanently if they worked out. And most did. They got the work done, despite coronavirus-related supply chain issues, and O'Brien says that work likely put them in consideration for another product line, this one involving a new type of circuit breaker, which they also secured.

"The union and the company worked together, and it allowed our local to more than double our membership," O'Brien said. "And we're still hiring."

The \$70 million investment will be spent over the next five years on various machine upgrades, the replacement of some molding presses and other capital improvements. Some of the upgrades will streamline production, which will allow the plant to have more continuous operations and ultimately increase production.

"We are excited about the growth in our facility," O'Brien said. "The investments make us feel encouraged that our membership will continue to grow, and that our members can have long careers here."

Local 2366 members were honored for their hard work and expertise at a Manufacturing Day event in October that was attended by several legislators and IBEW leaders, as well as area college students. The annual event is put on by the Manufacturing Institute and the National Association of Manufacturers and included a tour of the plant.

"We were honored to have so many in attendance and to show off our facility," O'Brien said. "And it was great to hear so much discussion about the bright future for manufacturing."

Schneider's \$70 million infusion comes on the heels of a federal push to promote U.S. manu-



From left: Steve White, Eleventh District international representative; Mark Hager, Eleventh District international vice president; Dianna O'Brien, Local 2366 business manager and president; Brian Lamm, Manufacturing Department director; and Frank Robbins, Local 2366 vice president.

facturing, including the CHIPS and Science Act, the Inflation Reduction Act and the Biden administration's increased Buy American provisions.

"After decades of offshoring work, manufacturing quality has been negatively affected, and the pandemic exposed those vulnerabilities," Lamm said. "Now there's steps being taken to address it."

As of October, manufacturers have added 467,000 jobs, according to a Bureau of Labor Statistics report.

"President Biden's policies have been instrumental in moving manufacturing back to the United States, and we look forward to continuing our partnership and further growth with Schneider Electric," Hager said. ■

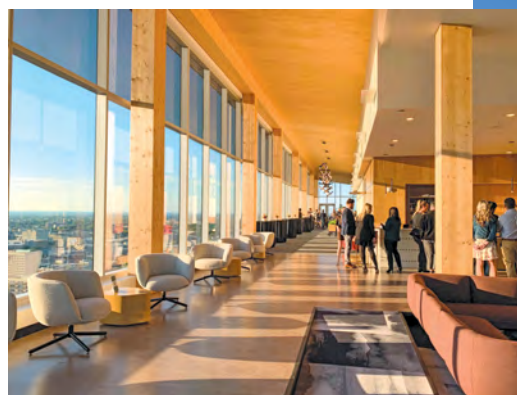
Record-Breaking Building in Milwaukee

The tallest mass-timber building in the world opened in June, with the electrical work done by members of Milwaukee Local 494.

The 284-foot high-rise, known as The Ascent, isn't that different from the kind of upscale rental buildings going up in downtowns across North America — pool, dog grooming room, blond wood everything in gleaming white apartments.

The blond wood exposed in the ceilings, columns and beams isn't decorative, however. It's the structure of the building.

Steel-and-concrete is used only in the six-floor retail space/parking garage at the base and in the elevator shafts. The 19 floors above are framed with prefabricated composite wood components that slashed the weight of the building by more than 70 percent, cut traffic to the site by 90% and cut construction time by 25%.



The Ascent, built by members of Milwaukee Local 494, is the world's tallest building built from prefabricated composite wooden structural components.

General contractor Korb said using mass timber cut three to four months off construction time, nearly all of it saved by reducing the need for heavy steel components and the long wait from building forms, pouring concrete and waiting for it to set.

"One of the biggest challenges in construction is the fits and starts. You start. You stop. You wait," said Phil Rose, owner and CEO of signatory contractor Roman Electric, which did the electrical work on The Ascent and has been a signatory contractor with Local 494 for almost a century. "Once they started going here, they went to town. One floor after another: boom, boom, boom, and there were much fewer interruptions to our installation."

How much faster? The 25-story building broke ground in June 2020. Finishing the first six floors of steel and concrete took 18 months. From the beginning of the 19-floor timber erection in December 2021 to the first renter moving in took only seven months.

Rose said it was nothing like prefabricated rooms being stacked like boxes. It was more akin to working on a building using precast concrete components, if precast could be used in high-rises.

All the holes in the support structure in The Ascent were designed in the planning stages and cut during processing of the part.

"No field drilling anything. It would be like using a torch to cut holes in a steel support beam," Rose said.

No changes were possible at all once construction began, he said, which the designer might not like but is great news for construction crews who could set and then keep a good workflow.

The size of the crews wasn't all that different from a traditional high-rise build, said Local 494 Business Manager Dean Warsh.



"We had between 25 and 30 wiremen on site for just over a year," he said.

Of course, there is nothing surprising about using wood in construction, even in multi-story buildings.

Wood is an excellent building material: stronger in tension and compression than steel for its weight, and it literally grows on trees. Unlike cement, which emits huge amounts of carbon dioxide in production, trees just need dirt, water, sun and time.

But traditional wood construction has important limitations. The light framing used in residential and low- and mid-rise commercial construction is wasteful, susceptible to fire and ultimately lacks the strength to support high-rises. Heavy timber works well if you are building a log cabin or a medieval cathedral, but building with beams hewn from 300-year-old oak trees is expensive and awkward.

Mass timber is an attempt to answer each of those limitations. It is the name for several new manufacturing processes that use wood, modern adhesives and CNC machines to engineer structural elements with the advantages of heavy timber and light framing without the weaknesses of either.

Just 30 years after the first mass timber building went up in Austria, the U.S.-based Wood Products Council, or WPC, found more than 403 mass timber projects under construction in North America. Nearly 100 of them are more than 8 stories tall. Another 500 are in design or permitting.

And this may be the beginning of a sharply rising curve. The WPC released a study this year predicting mass-timber construction to double every year for the next decade.

As with all prefab, there are questions for the building trades. How this will affect our brothers and sisters in other trades is a genuine concern, Business Development Director Ray Kasmak said. There remain significant questions about safety and longevity whenever new materials come along.

But there are reasons to believe that mass timber will be a more common sight across the country.

First, the federal government — the largest single purchaser of building supplies — set a 2045 goal of net-zero carbon emissions in federal facilities this year.

Construction materials alone, mostly cement, account for nearly 75% of the carbon emitted during a building's life. Wood, on the other hand, is made by removing carbon dioxide from the atmosphere, and when a tree is turned into a building, that carbon is locked away for decades.

Second, building codes across the country and the world now include mass-timber high-rise standards. In 2021, New York City approved the construction of mass-timber structures up to 25.9 meters as part of the first major code update since 2014. The International Building Code was amended earlier this year to allow mass-timber buildings of up to 270 feet.

Third, fourth and on to infinity is money. Developers like cheaper, contractors like faster, and tenants like green, even if it is marketing.

For the moment, electrical assemblies are not built into any of the mass-timber components at the factory. The concern about complete floors being assembled in Chinese factories and shipped by boat to a construction site near you is not yet close to being realized.

But these are disruptive times, Kasmak said. "Our industries are growing rapidly and changing almost as fast. Our trade has adapted many times in the last 131 years, and the IBEW has been leading the way," he said. "This is simply worth paying attention to." ■

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 the latest IBEW news, including an electronic version of this and previous newspapers, at IBEW.org.

YouTube

Dallas-Fort Worth Local 20 scored a major organizing win when it reached an agreement with Brandt Electrical to become a signatory contractor. Visit YouTube.com/TheElectricalWorker to check out that and other videos from the Media Department.

Vimeo

Birmingham, Ala., Local 136 played host to the 77th IBEW Bowling Tournament. Go to Vimeo.com/IBEW to view highlights and other videos about the Brotherhood.

HourPower

Klein Tools has been making high-quality hand tools in America for 165 years. Not surprisingly, IBEW members are among the most loyal users. Visit IBEWHourPower.com for more.

ElectricTV

See what transmission projects the IBEW and NECA have been working on at ElectricTV.net.



TRANSITIONS

DECEASED

Timothy Bowden



Retired Seventh District Regional Organizing Coordinator Timothy D. Bowden died Oct. 12.

Brother Bowden was a celebrated organizer in some of the most union-hostile corners of the United States, a job he did with fire, honor and an unflagging belief in the labor movement.

"Dignity, respect and fairness. That has to be the heart of every organizing campaign," Bowden said when he retired four years ago. "If it's just about money, the company will throw them a few bucks and they'll just tell you, 'See you later.' They have to go home and say: 'I believe in this. This is mine.'"

Brother Bowden was raised in the Phoenix Local 387 union hall, where his dad, Clyde, was business manager for more than 30 years and chairman of the International Executive Council for 14 years. Dee, his uncle, retired from Phoenix Local 640. Bowden was initiated into Local 387 in 1981 after three years in the Navy, when he took a job at Arizona Public Service.

He worked with the tools for 13 years, taking positions on the executive board, the negotiating committee, the state electrical association and the central labor council before joining the local staff, first as a business representative in 1994 and then assistant business manager two years later.

Within months, then-International President J.J. Barry appointed him, Fernando Huerta and Tom Davis as international representatives, the organizing brain trust he needed to transform the IBEW.

"It was a country club back then," said Huerta, who worked with Bowden for the next three decades and became one of his closest friends. "Barry saw our membership shrinking and knew we weren't doing what Henry Miller wanted us to: organize the unorganized. Tim was relentless — work hard, play hard."

Bowden said he even worked while his body rested.

"You sleep with the tablet because you dream about leaflets," he said.

Seventh District International Vice President Steven Speer said Bowden was a mentor.

"I've had four apprenticeships — to be a journeyman, a business manager, an international representative and vice president," he said. "I was finding my feet and Tim reached out to help. Sure, because it was his job, but it's how he did it, how he thought about it. There are people who really stand shoulder-to-shoulder with you because it's who they are. That was Tim. That's what we mean when we say brother."

Bowden retired in 2018, after 38 years. He was done with leaving on

Monday and getting home on Friday, spending more time in hotel beds than his own, he said.

"I want to do more than take my Harley down and put air in the tires," he said.

He retired to a cattle ranch in Bedias, Texas, outside Houston, and built a nail and hair salon at the house that his wife, Kymie, ran. Huerta said he had been kicking around plans to open a Mexican restaurant that would serve the foods he remembered eating as a kid growing up in a Chicano neighborhood in Phoenix.

Always the organizer at heart, Bowden helped the salon become a community hub of sorts, Huerta said.

"This is a huge loss," Craig Parkman, who worked for Brother Bowden for more than a decade and took over as regional organizing coordinator when Bowden retired. "He would talk to anybody and remembered everybody. He would remember campaigns from decades ago and was generous sharing those stories."

"Not everyone touched as many lives as Tim did for the good."

— *Seventh District International Vice President Steven Speer*

Speer said the sadness at the loss is hard to overstate.

"There is heartache and disappointment that someone who worked so hard and was so valued didn't get the length of retirement we all feel he earned. There is a feeling of loss for the resource, too, and for the support that just won't be there," he said. "Not everyone touched as many lives as Tim did for the good, and he didn't get enough time to have it repaid. If someone lives to be a ripe old age and they harvest a fair share of what they sowed, you might still be sad, but it's not like this."

The officers, staff and members of the IBEW extend our deepest condolences to Brother Bowden's wife; his children, Jacob, Sarah, Krysti, Alan, Megan and Clayton; and six grandchildren. ■

DECEASED

Daniel D. Melloway



Retired 11th District International Representative Daniel D. "Danny" Melloway died on Sept. 26. He was 84.

"Always willing to help anyone that needed it, Danny never met a stranger because everyone that met him instantly knew

that there was no one else like him," Melloway's family wrote in his obituary.

Melloway was born in 1938 in Columbia, Mo., and grew up in Huntsdale, a small town west of Columbia. He went to an elementary school in a one-room schoolhouse. In his spare time back then, he worked on his grandfather's 240-acre farm and tended his mother's garden, two activities the self-described "farm boy" enjoyed well into adulthood.

His interests expanded into electrical systems when he would tinker with his car while he was a student at what was then Columbia High School, now Hickman High School.

While still a high school senior, Melloway started working with a local electrician and found that he really liked the work.

After graduation, Melloway was accepted into an IBEW apprenticeship, and he was initiated as a member of Jefferson City Local 257, which has jurisdiction in Columbia.

"He worked his way up the ranks" in the local, his son David said, serving on various committees including health and welfare, vacation, labor-management, holiday, and JATC.

In 1970, after serving for two years as Local 257's president, Melloway was elected business manager during a slow period for the local, a time "when many members were having trouble finding work," his family wrote.

One of Melloway's major successes during his 15-year career as business manager was negotiating a contract that covered Local 257's electrical work on the construction of the Callaway nuclear power plant.

Melloway "was passionate about organizing unrepresented electricians," they wrote. "His perseverance was respected by members and employers alike."

"He was a pro-union guy all the way down the line," David Melloway said. "We always bought union-made [at home], looking for the union label. He was serious about that."

Under the elder Melloway's stewardship, his family wrote, "Local 257 emerged from financial hardship to provide years of employment for hundreds of IBEW members." He also shored up the local's retirement plan, they wrote.

Melloway also served as president of the Jefferson City/Columbia Building Trades Council, as well as a five-year term on the IBEW-NECA Council on Industrial Relations, which settles disputes between labor and management that have reached an impasse by issuing a binding and unanimous decision.

Retired Local 257 Business Manager Don Bruemmer had worked with Melloway since 1978. "He brought me into the local," Bruemmer said, noting that the two men's fathers had been friends.

"Danny was also a good guy to go to a casino with," Bruemmer said. "We had a lot of fun together."

In 1985, when Melloway was appointed by then-International President Charles Pillard to serve the 11th District as an international representa-

tive under then-International Vice President Ray Edwards, "he left his local with a sizable financial surplus," his family wrote.

Although Melloway was based out of the Eleventh District's office in Springfield and traveled frequently to cover the district's jurisdiction in Iowa, Missouri, Nebraska, North Dakota and South Dakota, "he was always apart of our lives," David said.

"He was a pro-union guy all the way down the line."

— *Daniel Melloway's son, David*

After Bruemmer became business manager of Local 257 in 1992, Melloway still made time for the local. "If I ever had a question, I could confer with Danny," he said. "He was just a good guy. When he gave you his word, you didn't have to think about it."

Melloway retired from the IBEW in 2002, but he continued to be involved with the union even then. He also spent much of the next two decades with his wife of 63 years, Delores, sleeping and fishing on their boat on the Lake of the Ozarks and going to NASCAR races, as well as woodworking, dancing, hunting and traveling. He was a Mason and a Shriner, as well.

"He made a very comfortable life for his family," said David, now a commercial real estate attorney. "He allowed me to live life to the fullest. He pretty much let me go where I wanted to for college" — including Boston University for law school.

At a crowded event there, David recalled, "we were shoulder-to-shoulder," and as far as David knew, his father had never traveled to Boston.

"Then, from across the room, someone recognized him and yelled, 'Danny Melloway!'" David said. "That shows you what a huge impact he had."

"He was a larger-than-life character," David said. "He would do anything for anybody."

Please join the entire IBEW membership in honoring the memory of Melloway, who served the Brotherhood with loyalty and dedication. ■

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ORGANIZING WIRE

Organizing CWs and CEs Helps Louisiana Local Boost IBEW Reputation, Market Share

A Louisiana local's successful strategy to organize more residential wiremen into the IBEW could serve as an effective model for helping other locals gain members.

Just over a year ago, Shreveport Local 194 Business Manager Brent Moreland signed a memorandum of understanding with the North Louisiana chapter of the National Electrical Contractors Association, aimed at helping to ensure that all single-family home construction within the local's jurisdiction will go to workers represented by the IBEW.

When Moreland came on as business manager in 2018, he said, "things were extremely slow then." But ever since — even during the widespread lockdowns early in the COVID-19 pandemic — remarkable booming business interest in Shreveport has been keeping Local 194's nearly 600 members busy.

For example, Forever Energy recently announced a \$100 million investment in the old General Motors truck plant there, and two new steel mill projects totaling \$550 million are on the way. Then there's a \$200 million casino hotel renovation project, plus schools work — including maintenance and new equipment installations — and significant healthcare-related work.

"Our market share here now is near 60%," Moreland said. This includes all of the journeyman wiremen in Local 194's jurisdiction, which covers the seven parishes in Louisiana's northwest corner. "We've consistently had one of the highest market shares in the Fifth District."

Local 194's joint apprenticeship and training center is positively humming, educating as many new journeyman wiremen as possible to meet a seemingly never-ending need for workers. "At the JATC, we're teaching 147 people," he said. "Typically, it's anywhere from 80 to 100." Those men and women will obviously be instrumental in meeting contractors' needs for qualified, highly trained wiremen. The local recently broke ground on a 5,000-square-foot addition to the training center, Moreland noted, to help meet the expected future demands for journeyman training.

Not bad for a union local in a state that's been right-to-work since 1976, when laws pushed by anti-union business and organizations gutted workers' bargaining power by gutting unions' access to all of the benefits of a collectively bargained agreement without having to pay the dues that make bargaining for and protecting such contracts possible.

Large market share, though, can sometimes make further organizing growth challenging, Moreland said. Even so, the local's leaders refuse to give up on capturing the remaining 40%.

The influx of new workers and their families into the greater Shreveport area will naturally need housing, Moreland said. "One contractor is doing 400 homes a year," he said. But Local 194's

impressive market share notwithstanding, a great number of these homes might have been built using nonunion residential electrical workers — that is, until Moreland and his leadership team crafted a memorandum of understanding with NECA that would bring many of these electricians into the IBEW.

Across North America, there are thousands of highly qualified non-union men and women performing electrical work every day who don't precisely fit the IBEW's definition of a journeyman or apprentice wireman. To meet the IBEW's No. 1 mission to organize all electrical workers, nearly 20 years ago the union initiated a program to bring in new members as construction wiremen and construction electricians. These alternative classifications have been helping the IBEW remain



Shreveport, La., Local 194 signed an agreement that virtually guarantees that all new single-family home construction within the local's jurisdiction will go to the IBEW.

competitive and boost market share by capturing work that likely would have gone to nonunion competitors.

Moreland wasn't sure the IBEW's longtime partners at NECA would go for the plan. "We went ahead and put it

together expecting it to get slammed, but it didn't," he said. "NECA was into it. Now, we go out and grab CWs and CEs as helpers and put them to work till they're ready for apprenticeships. It lets us evaluate them and lets them see us."

The MOU, which stresses that CWs and CEs will not take work away from an available apprentice, gives an added layer of protection around the IBEW's potential job opportunities, Moreland said. "We already have work on apartments, so this MOU is specific to single-family houses."

This targeted focus on organizing CWs and CEs is working, Moreland said. It's helped Local 194 so far sign up four new residential contractors, along with four more shops that work on everything, including residential.

"It's just been a great opportunity to give union-protected, journeyman-supervised work to men and women under the CW and CE classifications," Moreland said. ■

GROUND^{ED} IN HISTORY

The conclusion of this column's series on the IBEW's 10 founding members explores the lives of Thomas J. Finnell, the delegate from Chicago, and Frederick J. Heizelman, the delegate from Toledo, Ohio.

Thomas J. Finnell



Brother Finnell was born in 1865 in Ann Arbor, Mich. He grew up on a family farm where his parents, both Irish immigrants, raised their eight children. By 1888, Finnell had moved with his older brother Patrick to Chicago, where they both worked as switchmen for the railroad. Soon after, Finnell joined the Chicago Lineman's Union, and in early 1891, Henry Miller, then president of St. Louis AFL Local 5221, met with the group during his travels to plant the seeds for a national organization of electrical workers. That November, the Chicago linemen sent Finnell to St. Louis as their delegate to the first IBEW Convention.

On the first day of the convention, Brother Finnell was elected convention secretary and served on the Credentials and Constitution committees. Although he ran for grand president

(and lost to Henry Miller), Finnell was elected as the third grand vice president. According to the convention proceedings, a dinner party was hosted by Local 5221 after the election, during which Finnell "gave quite a lengthy talk dwelling particularly on the necessity of the laboring classes to organize for their own good and welfare."

On the final day of the convention, Finnell presented a motion to accept a loan of \$100 from Local 5221 and to have it repaid from the IBEW general fund. At the time, this represented the total amount of operating funds for the nascent union. The motion was passed.

As third grand vice president, Brother Finnell was tasked with organizing the northwest of the United States. To that end, he became a founding member of Chicago Local 9 on Jan. 14, 1892, and went on to organize Kansas City, Mo., Local 18; Omaha, Neb., Local 22; and Locals 23 and 24 in St. Paul and Minneapolis, Minn.

According to Oakland, Calif., Local 283 member Hugh Murrin, who published a history of the IBEW in the November 1916 issue of *The Electrical Worker*, Brother Finnell traveled "without funds and depended entirely upon his own ability as a workman to bear the expenses in his mission." Murrin also attests to the salting work done by Finnell when "he organized the employees of the Bell Company in Minneapolis and St. Paul against the wishes of Superintendent P. G. Reynolds while in his employ."

Brother Finnell served as a Local 9

delegate to the second IBEW Convention, held in Chicago in November 1892, where he stepped down from his position as a grand vice president. In 1899, he again represented Local 9 at the sixth IBEW Convention in Pittsburgh. In 1900, according to the U.S. Census, Finnell was still living in Chicago with his brother Patrick (now married) and working as an electrician. He later moved to a boarding house in 1910, where he stayed until 1930 working as an electrician for the telephone company and then as a railroad watchman. At no point was he listed as married or widowed in any record. A death certificate from Chicago indicates that he died in 1932 and was buried at St. Joseph's Cemetery in River Grove, Ill.

Frederick J. Heizelman



Brother Heizelman was born in Toledo, Ohio, in 1861. His parents, both Swiss immigrants, had emigrated in 1860 with their four daughters. In 1880, Frederick found work in the city as a tele-

graph repairman. A few years later, he married Ella Gavin, and they had two sons, John and Edward, whose descendants still live today. As a member of Toledo's Lineman Union, Heizelman was chosen as a delegate to attend the first IBEW Convention in 1891.

At the convention, Heizelman served as secretary for the Committee on the Constitution. Like Finnell, he was also nominated for grand president but lost to Miller. He was then nominated for grand secretary-treasurer but lost to J.T. Kelly. At last, he ran for second grand vice president and won the seat. Upon returning home, he became a founding member of Toledo Local 8 when it was chartered on Dec. 31, 1891. He served as Local 8's delegate at the second IBEW Convention in 1892, at which time he also stepped down from his role as a grand vice president.

A few years later, Heizelman moved his family to Rome, N.Y., to find work as a lineman, according to the U.S. census of 1900. By 1910, they had all moved back to Toledo, where Heizelman continued his line work. Sadly, he died just two years later on Aug. 12, 1912 and is buried in Calvary Cemetery in Toledo. His cause of death is unknown.

UPDATE: Thank you to Brother John Kahrhoff of Local 1 in St. Louis for providing additional information on founders James Dorsey and Joseph Berlovitz, both of whom lived in St. Louis and were profiled in our August issue. Kahrhoff found records showing that Dorsey worked as a telegraph lineman throughout the 1890s and that Berlovitz served as press secretary of Local 5221 and worked as a lineman for the Van Nort Brothers. ■

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.

LOCAL LINES

Celebrating Tri-State Labor Day

L.U. 16 (i), EVANSVILLE, IN — Sept. 5 marked the 136th anniversary of the Tri-State Labor Day Association’s yearly Labor Day celebration. Our local was well-represented with a good turnout of enthusiastic parade marchers. Brother Brian Partridge’s daughter Breanna was honored as this year’s “Labor Day Queen.” After the parade, the southern Indiana IBEW locals got together to share a delicious meal. Special thanks to all who made this possible.

The hall’s annual family picnic was held Oct. 2. This event could not have happened without the help of numerous volunteers preparing food, setting up the facility, obtaining door prizes, staging drinks and ice cream, handing out children’s gifts, overseeing the half-pot and raffle tickets, calling bingo and cleaning up after the festivities. Thanks to everyone for continuing this great tradition!

The union has made substantial progress in expanding the residential market. In the past year, the number of working residential members has grown from 4 to 28. The group also recently negotiated a new agreement that made gains in wages and fringe benefits. For many of these folks, this was the largest raise they have ever received and demonstrated the strength of the Brotherhood.

Donald P. Beavin, P.S.

Fourth Annual RENEW Cornhole Tournament

L.U. 24 (es,i&spa), BALTIMORE, MD — Season’s greetings from Charm City! On Sept. 10, our RENEW chapter held its annual cornhole tournament at Key Brewery. Thirty-six teams competed this year. The winning team was made up of members Ray Gregory and Dennis Barnhart. T.J. Phillips and Steve Huff won the spirit award for having the best costumes. Our RENEW chapter has done a phenomenal job of growing this event. We are proud of our RENEW group’s accomplishments and look



Local 24’s RENEW chapter held its fourth annual cornhole tournament at Key Brewery, with 36 teams competing.

forward to seeing what they do next.

Local 24 is excited to announce two additions to our staff: Chloe Starcher graduated at the top of her class in 2015 and is a member of our local JATC Committee; Derek Adolfo has served faithfully as a shop steward and is looking forward to his new position on staff. We are confident that Sister Starcher and Brother Adolfo will bring new perspectives and add their talents to our already impressive organizing team.

In closing, the members, officers and staff of Local 24 want to wish everyone a safe holiday season and a prosperous 2023!

Live Better. Work Union.

Michael J. McHale, B.M.

Local 26 Awards Scholarships

L.U. 26 (i,es,ees,govt,em&mt), WASHINGTON, DC — Happy Holidays! We wish everyone a healthy and prosperous 2023!

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

- Grace M. Guy, daughter of Brother Gary M. Guy, graduated from Chopticon High School in Morganza, Md., and will attend Hood College in Frederick, Md. She plans to study nursing and biology to become a nurse practitioner specializing in dermatology.
- Katherine M. Valencia, daughter of Brother Edmundo F. Valencia, graduated from James W. Robinson Secondary School in Fairfax, Va. She will attend Oregon State University and intends to pursue a major in marine science.
- Savannah Holmes, daughter of Brother Shannon B. Holmes, graduated from Fresta Valley Christian School in Marshall, Va., and will attend Bluefield University. She intends to pursue biology and pre-med with plans to become a physician’s assistant specializing in neonatology.
- Wilber V. Villeda, son of Brother Wilber B. Villeda, graduated from Eleanor Roosevelt High School in Greenbelt, Md., in 2019. Wilber began his studies at the University of Maryland in

spring 2022 as an accounting and finance major and plans to become an accountant and eventually earn his CPA certification.

Best wishes to the following new retirees: Marcus A. Avelleyra, Jeffrey R. Bransome, William A. Eaton, Gary M. Ebbes, Otis K. Foster Jr., Preston C. Fowler, Richard W. Fries Jr., Patrick Gayle, Charles E. Graham, Daniel W. Johnson Jr., Gregory A. Meterko, Alan L. Middleton, Frank J. Minott, Paul B. Nowak, Barry W. Rye, Brian M. Smith Sr. and Donald L. Walker.

The following members have passed away since our last article: Roger A. Barnes, Clayton T. Butler Jr., Meliza Holdren, William H. Hooten III, Neal L. Hovatter, Don P. Mackessy, Robert C. Martin II, Theodore J. Mobley, Sydney J. Mortiniera, Michael E. Moscati, Charles Noble Jr., David A. Rice, Steve W. Shaffer, Frederick L. Shipp and Robert L. Terrett Jr.

Joseph F. Dabbs, B.M.

Local 34 Gives Thanks

L.U. 34 (em,i,mt,rts&spa), PEORIA, IL — Our local has much to be thankful for as we reflect on this past year. The year was complete with good steady work, low book numbers and many opportunities for the membership to break from work to enjoy leisure time with one another. Sisters and brothers came out in good numbers for our Galesburg and Peoria Labor Day parades; thank you for spending your hard-earned day off with us.

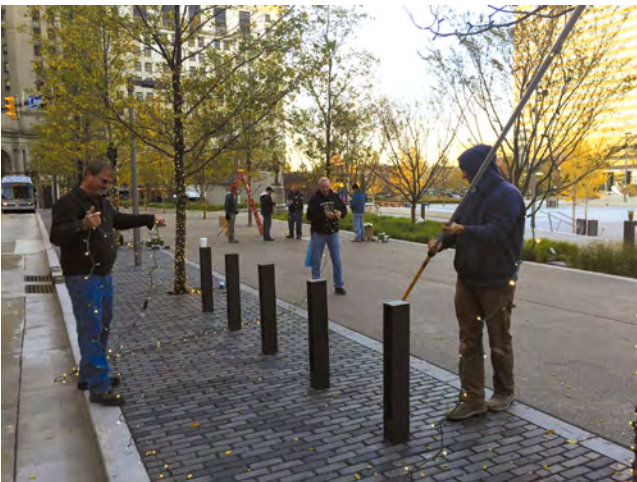
Quincy members held their annual picnic in September, and the Local 34 trap shoot was Sept. 17. The shoot was well organized, good fun and included raffles for those in attendance. Thanks to

Local 34 Examining Board member, teacher and journeyman wireman electronics technician Zach Helms for organizing this event.

The JATC resumed classes in August and welcomed a new training director in September. Best wishes to departing Training Director Brandon Currie on his future endeavors, and welcome to 20-year member and journeyman wireman Matt Anderson as he takes on this position. Our current and future apprentices are in good hands.

To all our sisters and brothers: We hope this writing finds each one of you well, and that your new year is healthy and prosperous. Happy holidays from Local 34.

Steve Marold, Bus. Rep.



Local 38 members volunteered to install Christmas lights in Cleveland Public Square for the annual Winterfest celebration.

Local 38 Members Light Up Winterfest

L.U. 38 (i), CLEVELAND, OH — Once again members of Local 38 show their holiday spirit and willingness to give back to their community. Working with the Downtown Cleveland Alliance, Local 38 members and their families volunteered to install over a half a million Christmas lights in Public Square for the annual Winterfest celebration. The time-honored tradition of Local 38 volunteering for the annual event was the inspiration of retired Business Manager Gil “Mr. Winterfest” Steele Jr.

Our work outlook remains good, with several massive projects working under project labor agreements started and continuing to increase in crew sizes. As we enter next year, make sure all certificates, licenses, badging and the like are renewed. Enjoy the holidays and stay safe, sisters and brothers.

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

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		(uow) Utility Office Workers
(es) Electric Signs	(mar) Marine		(ws) Warehouse and Supply

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.



From left, Local 46 Business Manager Sean Bagsby and President Warren Shill with past President Archie Van Valkenburg and past President Steve Anderson (seated).

Honoring Presidents, Dunking the Business Manager

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,rtb,rts&st), SEATTLE, WA — Hello IBEW family: As we enter our seemingly never-ending gray season here in the Pacific Northwest, we fondly think back to summer fun. This year we were fortunate to be able to honor past President Steve Anderson at our Peninsula Picnic in Silverdale, Wash.

Steve Anderson served as Local 46 president for two terms. Brother Anderson was president from July 1987 to July 1990. He was elected again in 1993 and served from July 1993 to July 1996. Business Manager and past President Sean Bagsby presented former President Anderson with an engraved gold 40th IBEW International Convention watch as a symbol of his hard work and dedication to Local 46.

In attendance were current President Warren Shill and former President Archie Van Valkenburg (president from July 2005 to July 2011). Local 46 would like to thank former President Steve Anderson for everything he did for our local.

We rounded out our picnic season in Bellevue, Wash., dunking Business Manager Sean Bagsby to raise funds for our Electrical Workers Minority Caucus, Women's Committee and Veterans Committee. Local members and their families lined up for their chance to dunk Brother Bagsby, raising \$680 for our committees.

Megan Kirby, P.S.

Local 50 Steward Training and Staff Updates

L.U. 50 (u), RICHMOND, VA — Our local's leadership completed its third steward training session for 2022. We have successfully trained an additional 35 new shop stewards so far this year for a grand total of 150 supporting 80 locations across four collective bargaining agreements, representing 3,000 employees among four employers: Dominion Energy, Southern Company (VNG), Monongah-



Local 50 shop steward training took place in July, and the local's leadership has trained more than 30 new shop stewards so far this year.

la Power and Craig-Botetourt.

Stewards are an integral part of representing the members' day-to-day representational interests. These stewards have vast backgrounds and many classifications: nuclear control room operators, linemen, power plant mechanics, substation electricians and many more.

Local 50 leadership would also like to congratulate two recent retirees from their staff: Business Representative Glenn Dawson retired after 45 years, and Assistant Business Representative Bob Jones retired after 35 years. We wish them well in their next chapter of life.

John Albert, Treas./A.B.M.

ilies of our recently deceased brothers and sisters: David J. Carter, John R. Carnell, John D. Deitz, Casey D. Jones, Michael J. Kelly, James A. Lucero Sr., Jerry L. Malone and Joe A. Mestas.

Morgan J. Buchanan, Pres.

Local 90 Retirees Honored for Years of Service

L.U. 90 (i), NEW HAVEN, CT — Our local's annual retirement dinner was held Oct. 20 at the Woodwinds banquet facility in Branford, Conn. There were 14 retirees and eight 25-year pin acknowledgements.

The retirees honored were David Brancato, Gary Card, Thomas Comer Jr., Thomas Ferraro Jr., George Froehlich, Chris Hynes, Howard Larson, Henry McMillan, Robert McMillan, Donald O'Connor, David Opozda, Eric Peterson, Gabriel Schillo and Patrick Stanulonis.

The eight 25-year pins were awarded to David Baldi, Arthur Battaglino, Richard Betts Jr., William Brooks, John Goulet, Tyrone Jones, Phil Michaud and Anthony Purificato.

Business Manager Sean Daly and the officers of Local 90 wish the best of health and happiness and a joyous holiday season to our entire membership!

John Bellemare, Pres.



Local 68 members and Business Manager Morgan J. Buchanan attended the IBEW Women's Conference in September in Washington, D.C.

Local 68 Members Attend IBEW Women's Conference

L.U. 68 (i), DENVER, CO — Our local held its annual picnic Aug. 20. There were approximately 500 adults and 100 kids in attendance. Food, drink and the fellowship of brotherhood were enjoyed by all. Congratulations to Brother Dan Acosta, the winner of this year's horseshoes tournament.

Local 68 RENEW participated in the Eighth District RENEW softball tournament held this year in Casper, Wyo. While they didn't win, a good time was had by all. Several who attended have told me that they really enjoyed participating in the Day of Service activities that were planned.

On Sept. 6-10, I had the privilege of attending the IBEW International Women's Conference in Washington, D.C. Sisters Kayli Allum, Damary Beltran, Felicia Hackney and Brooke Wardrip were also able to attend. There were some really awesome breakout sessions and speakers. This old man learned a lot; thanks for letting me tag along.

We extend our deepest sympathy to the fam-

Local 108 Community Service Outreach

L.U. 108 (ees,em,es,lctt,mar,mt,rtb,rts,s,spa,t&u), TAMPA, FL — On a sunny Florida day this fall, our local partnered with Dade City High School and the school's agriculture program. A new agriculture facility for Dade City High is scheduled for new construction, but not until the old buildings and surrounding structures are demolished and removed.

Local 108 members worked with students and staff of the school, ripping down the old structures and clearing the land for new construction to begin. Several dilapidated cow pens and buildings were destroyed, dismantled and carried away in preparation for the much-needed agriculture facility.

We'd like to thank all the Local 108 members who contributed to this very special event. Thanks for serving in our Dade City community on behalf of IBEW and Tampa electrical workers. Volunteers included Assistant Business Manager Troy Trice, President Michael Sladky, equipment operator Judd Barn, special equipment operator Ryan Vieu, equipment operator Jeff Haggin, fleet mechanic Chad Grimmer and equipment operator Clay Blommel.

Bruce Bailey, P.S.

Panasonic, Meta Projects Gear Up

L.U. 124 (ees,em,i,mar,ptc,rts,se,spa&t), KANSAS CITY, MO — As you have might have heard, the \$4 billion Panasonic plant is coming to our jurisdiction. This project is expected to bring over 16,000 construction jobs if the suppliers decide to build in the area, as well. However, there has been no confirmation of those suppliers coming to the area. Panasonic and its supplier companies would provide an additional 8,000 jobs for the Kansas City market and further enhance its industrial and manufacturing prowess.

The plant is expected to finish at the end of 2024 or the beginning of 2025. They are currently moving dirt on the location, but no general contractor or subcontractor has been awarded. If all goes well, electricians are expected to start manning the job in the fall of 2023.

Golden Plains Technology Park, also known as Meta, has seven IBEW/NECA contractors on site. There is no known timeline for when it will start to man up because underground work is still being performed. It's expected that many of those working at Kansas City International Airport will transfer there.

We wish you a wonderful holiday season, brothers and sisters.

Wade Kiefer, Bus. Rep.

IBEW MERCHANDISE



QUILT LINED CARHARTT JACKET \$95.00

12-ounce, 100% ring-spun cotton navy blue duck with quilted flannel lining. Attached hood with adjustable drawstring. IBEW initials with fist and lightning bolts embroidered on left chest.

LADIES SLOUCHY BEANIE HAT \$12.00

Grey, 100% acrylic knit hat with IBEW initials in script. Hat is designed to be over sized and slouchy.

IBEW DENIM SHIRT \$48.00

100% cotton navy blue t-shirt. Featuring IBEW initials on left chest and convention logo on back.

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

www.ibewmerchandise.com

LOCAL LINES



Local 134's retirees bring collective decades of experience to the IBEW: (from left, standing) Art Gorski, 55 years; Anthony Cecola, 70 years; John Kern, 60 years; John Stenson, 55 years; James Husa, 55 years; Richard Noble, 50 years; Richard Dorgan, 60 years; Bernard Martin, 60 years; (from left, seated) John McNulty, 55 years; Allen Krueger, 60 years; Thomas Withers, 60 years; Ron Weil, 65 years; Gilbert Artery, 75 years.

Local 134's Retirees Club

L.U. 134 (catv,em,govt,i,mt,rtb,rt,spa&t), CHICAGO, IL — Our local's Retirees Club has grown recently in size and stature, thanks to a new focus on the spirit of our brotherhood. The retirees' monthly meeting is held on the second Wednesday of each month at noon, conducted at either the Local 134 union hall or the IBEW-NECA Technical Institute in Alsip, Ill.

Every meeting features a guest speaker to address our retirees on a variety of subjects, including updated health and welfare benefits, emerging electrical industry trends, labor leaders, and nonprofit organizations. There are also planned outings throughout the year to various sporting events and dinner theater.

The purpose of this organization is for its members to aid and assist one another and to promote the social and economic prosperity and the health and welfare of members and their families. Local 134 Retirees Club President Keith Berls has worked tirelessly with clubs like the Local 134 Motorcycle Club and Helping Hands to combine efforts to fundraise and support other members, veterans and families in need.

We encourage all retirees to come out and join the Local 134 Retiree Club. Applications can be found on our website (www.lu134.org) under the Retirees tab.

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

Labor Wins the Day at Reds Game

L.U. 212 (i), CINCINNATI, OH — Work remains steady in our area. At the time of this writing, we have 23 on Book 1 and one on Book 2.

To celebrate Labor Day this year, our local and the Cincinnati AFL-CIO affiliated unions joined together at the Great American Ball Park. Members and their families took the afternoon to take in a Cincinnati Reds game.

To mark this inaugural event, we were joined



New Local 212 members take the Oath of Obligation on Oct. 18.

by U.S. Labor Secretary Marty Walsh and AFL-CIO President Liz Shuler, who threw out the first pitch. The Reds may have lost the game, but labor won the day!

Happy Holidays!

Phil Bovard, P.S.



Local 280 members Glenn Anderson and his father Jerry have 100 years of the Brotherhood between them, which they celebrated at the family picnic in September.

Local 280 Brotherhood Across Generations

L.U. 280 (c,ees,em,es,i,mo,mt,rt,sts), SALEM, OR — The work picture remains strong in our local, with projects for 2023 looking very promising at this point. We are on pace to surpass our record for man-hours set in 2019, and we increased membership by nearly 10% between August 2021 and August 2022. We continue to welcome new members and contractors into the IBEW. Thanks to all our members and contractors for their help in successful organizing.

After two years with no picnic in the Willamette Valley zone, we finally got together Sept. 17 on a perfect day for a picnic. It was great to see some of the newest members of Local 280 pitch in and make the picnic light work with many hands.

One of the highlights was Glenn Anderson and his father Jerry celebrating 100 years of the Brotherhood between them! Glenn is a 40-year member, and Jerry attended the picnic to receive his 60-year pin. Congratulations to all our retirees who showed up for their service pins and share brother/sisterhood with each other.

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



Despite rain and delays, Local 288 members answered the call to replace LED lights in three towers on the Expo Plaza grounds in downtown Waterloo, Iowa, giving their time to help with the 250-plus-hour project.

Local 288 Answers Call From Friend of Labor

L.U. 288 (i,ptc,rt,spa&u), WATERLOO, IA — In the tradition of community involvement, Waterloo Mayor Quentin Hart, a friend of labor, asked for our local's help with replacing the LED lights in three towers on the Expo Plaza grounds in downtown Waterloo. Most communities struggle for funding with projects like this. It was made possible with donated efforts from 17 members who gave their time for the more-than-250-hour project.

The first Saturday was rained out after just three hours. On the following day, after eight hours, Tower 1 was completed. On Thursday, the crew finalized Tower 2. The anchor crew finished Tower 3 on Friday. On the last day, the wiring crew finalized the connections and lit them up.

This was another great opportunity for our community to see our members' skills and abilities in action. The Expo Plaza hosts a farmers market on Saturdays, which made the safety aspects more challenging. This is nothing new for our wiremen up in the lifts!

Thank you to Jarrod Barker, Jesse Billings, Mason Dietrick, Jim Hageman, Chuck Kacher, Dave Killion, Tom Posusta, Austin Rindels, Brady Stone, Matt Teeter and Lee Walsh. A big shout-out to Leshawn Daniels, Chad Feuchtwanger, Austin Hall and Ben Simmons for putting in extra time to complete the installation. Special thanks to Paulson Electric for coordinating the lifts, tools and materials.

Pictures of the project are on the Local 288 website (www.ibew288.org) under the Photo Gallery tab. Thank you, brothers and sisters; it was a pleasure sharing this great opportunity with you all.

Ritch Kurtenbach, P.S.

Local 300 Travels North, Helps Hurricane Fiona Recovery

L.U. 300 (govt,i,lctt,mo&u), MONTPELIER, VT — Twenty-eight employees/members from Green Mountain Power traveled north of the border to support storm recovery following Hurricane Fiona. Recovery operations continued for over

four weeks to restore power to residents and commercial customers. We greatly appreciate the time, efforts and support shown toward our friends and neighbors to our north and are happy to see everyone made it home safe.

We hope all enjoyed a festive Thanksgiving with family and friends and had a successful hunting season. We wish you all a safe and happy holiday season this December and will see you in the new year when negotiations and labor – management discussions continue. Be well and be safe.

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

Welcome, New Apprentices!

L.U. 302 (i,rt,spa), MARTINEZ, CA — One of our renewable diesel projects is going, with a second starting in the fourth quarter. Those projects have calls going in to Book 2 almost every day and make for a great time to organize.

We are also starting a new first-year class of inside apprentices. We would like to welcome to the following brothers and sisters to our local and to the IBEW: Reece Byrd, David Cardona, Harrison Case, Dylan Davis, Richard Delgado, Samuel Espinoza Jr., Jason Forsyth, Gabriel Gonzalez, Joaquin Jacinto, Blake Jaskolski, Luis Jovel, Terrell Koon, Brandon McRae-Selph, Benito Murillo, Nicholas O'Regan-Crow, Alexander Pankey, Jack Parker, Isaiah Perez, Kevin Schwartz, Joseph Sindicich, Abel Villalobos, Manuel Villalvazo, Joshua Wiens and Brandyn Wu.

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



Green Mountain Power employees and Local 300 members (left to right) Tyler Jacobs, Chance Lister, Matt Ash and Brian Crossman traveled to Nova Scotia to support Hurricane Fiona recovery.

Local 340 Brings Back a Tradition

L.U. 340 (em,i,rts&spa), SACRAMENTO, CA — This year, we were able to bring back our beloved family-friendly event, the annual membership picnic. The turnout of members and family was such a wonderful sight to see that it felt like old times. Slowly but surely, we are all finding a new normal. There were laughs, reminiscing, prizes and plenty of drinks and food to go around. We hope that all who attended the event enjoyed it as much as we did bringing it all together.

As for other events taking place within our membership, we were happy to hold new member orientation classes at our hall once again. These classes have helped many new members, their spouses and former members get to know what their union has to offer. It is great to see all the new, eager faces as they ask questions at these classes.

We hope all other locals continue to stay safe as we enter the holiday season and end the year.

Robert D. Ward, B.M.

Record Number of Attendees at Grace Carroll Labor School

L.U. 354 (i,lpt,mo,mt,rts,spa&t), SALT LAKE CITY, UT — On July 10-15, 14 siblings from our local attended Grace Carroll Rocky Mountain Labor School, which is hosted at the University of Utah. This AFL-CIO-affiliated weeklong training is hosted at different universities throughout the Rocky Mountain region. It is the only labor school of its kind and teaches about labor law, labor history, organizing, negotiating and much more.

It was a treat to hear from many veteran labor activists and scholars. Solidarity, insights and merch were exchanged among multiple IBEW locals (68, 111, 291, 322, 354 and 357), Teamsters, BCTGM, UA, IW, IATSE, UFCW and others.

We are incredibly grateful for the opportunity and have brought home a lot of knowledge to improve our local and be better union workers and activists. We encourage our siblings from Idaho, Utah, Montana, Wyoming, Colorado, Nevada and New Mexico to attend next year.

Sarah Hatfield, P.S.

Hard Rock Groundbreaking Celebrated by Local 364

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — At our September union meeting, our local swore in our newest group of first-year inside apprentices, as well as our low-voltage VDV apprentices. Our work picture in Local 364 remains robust to say the least, and we anticipate 2023 to be an even better year than 2022.

On Sept. 28, we had our groundbreaking ceremony for our brand-new Hard Rock Casino in Rockford. This historic event is 25 years in the making, and we couldn't be more excited about this project finally getting underway. Local 364 Business Manager Alan Golden was among the group of the many elected officials and Hard Rock business partners who helped break ground on this project. Construction began immediately after the event, but as reported previously, the bulk of this work will not begin in earnest until spring 2023, with mostly site and foundation work taking place until the end of 2022.

Our Facebook project continues to steamroll forward, with approximately 600 wiremen and wirewomen on the project and three new buildings underway. This project has been a steady source of employment both at present and for the foreseeable future, with multiple contractors and classifications onsite.

We would like to again thank all the traveling brothers and sisters who have helped us man this work through all its ups and downs. We simply could not have come this far without you.

Brad Williams, P.S.

Work Plentiful, Future Promising

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — The reporting for our local has been one of the most positive and pleasurable tasks that we have undertaken in 2022. We are excited to say that work is still plentiful, and the future for Local 558 members appears very promising. The new Facebook campus in Madison, Ala., is in full swing, as well as the expansion and addition to the Mazda/Toyota motor facility. The TVA Colbert Simple Cycle project at the old TVA Colbert Steam Plant in Tuscumbia, Ala., is also steadily progressing.

In other news, the local held its service pin presentation ceremony for 2020, 2021 and 2022 on Sept. 12 at the regular union meeting. This meeting was the largest monthly union meeting of Local 558 and was held at the Marriott Shoals Conference Center in Florence, Ala., with over 600 eligible recipients and over 300 brothers and sisters in attendance. IBEW Fifth District International Representative Gene O'Kelley was also in attendance.

We send our best wishes for a safe and happy holiday season to all.

Mac Sloan, Pres.



Brother Larry Kidd, a dedicated Local 606 member, with his award from the Florida Labor Hall of Fame.

Labor Leader Larry Kidd Honored

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL — Brother Larry Kidd was recently honored with induction into the Florida Labor Hall of Fame and the A. Philip Randolph Award for a lifetime of working in the labor movement. Brother Kidd started his IBEW career as a Local 606 apprentice, and he soon became a member of the local. He volunteered in local functions and became a salt on nonunion jobs. He was soon brought on staff as a full-time organizer.

Larry has held numerous roles within the labor movement of Orlando. These include delegate to the Central Florida Labor Council, treasurer for the Central Florida Building Trades, Local 606 Executive Board member, president of the Orlando Labor Management Cooperative Committee, political coordinator for Local 606 and president of the Apprenticeship Committee.

Brother Kidd has been a true labor leader, not only in Local 606 but throughout the state of Florida. He was recognized for his dedication to

furthering the labor movement with his induction to the Florida Labor Hall of Fame. We all wish Brother Kidd well on his much-deserved retirement. Thank you, Larry, for all you have done for Local 606 and for the Florida labor movement!

Fernando Rendon, P.S.

Work and Organizing Booming for Local 640

LU 640 (em,govt,i,mo,mt,rts,spa&u), PHOENIX, AZ — We are booming in Arizona, with several very large jobs going, including data centers, chip plants, a processing plant, hospitals, commercial office complexes, solar plants and battery storage facilities.

We want to congratulate our organizing team, as we recently surpassed 3,000 members and are still growing. The weather is getting better every day: Come out and help us man the work and enjoy an Arizona winter! We have numerous customers who are paying incentives.

Wishing all of you and your families a safe and wonderful holiday season!

Tim Wilson, P.S.



Local 1340 Vice President Jason Parker with retired Business Manager Richard Adams and Apprenticeship Director Gerald Dix at the September awards banquet in Hampton, Va.

Graduates, Years of Service Honored at Awards Banquet

L.U. 1340 (i&o), NEWPORT NEWS, VA — Our local and the Hampton Roads JATC sponsored an awards banquet Sept. 17 at the Landing at Hampton Marina in Hampton, Va.

Graduates of the class of 2021 are Daniel Bryant, Aaron Johnson, Cian Penha and Noel Robinson. The Class of 2022 included Irwin Baker, Dominique Byrd, Thomas Denardi, Charles Goetz, Robert Love and Grant Sheilly.

The local also presented service pins to members as follows: Addison (Max) Goddard, Bobby Kessler and Arnold Robinson, 65 years; Charles Moore and Richard (Wayne) Ramsey, 55 years; Richard Adams, James Avery, Ralph Jordan, James Pegram and W. Robert O'Neal, 50 years; Jonathan Leaman, Ralph Pacheco, Roc Samuel and Robert Yourgal, 40 years; Derrick Ewell, William King, Robert Reichenbach, David Smith and Robert Vandegrift, 30 years; Gary Boyd, David Brogden, Edward Green, Charles Hogge, Regie Jones, Cheryl Killion, Nick Knebl, Benjamin Manning, Dempsey McFatter, Kai Moxley, William Quisenberry and Jeffrey Stroud, 20 years; and Joshua Ambrose, Stacy Arndt, Timothy Bryan, Kellen Gill-Mash, James Hairston, John Howard, Matthew Irby, David Kohfeldt, Drew Roberts, Mark Swisher and Alan Toliver, 10 years. Congratulations to all!

Jim Avery, P.S.

Local 1288 Introduces New Officers

L.U. 1288 (u), MEMPHIS, TN — I'm happy to introduce the newly elected officers of our local, the first to receive IBEW Strong training while receiving new officers' training.

I am very confident that our new team will have what it takes to help us with our efforts in making a the IBEW stronger and more united. Please extend your support as we embark on this new journey.

As business manager, I understand how



Florida East Coast NJATC graduates (left to right) Brandon Scott, Ariel Hernandez Perez, Evans Volmy, Joel Brill, Apprentice of the Year James Stubblefield, Nicholas Lumia, Brandon Foeman, Collin Stubblefield and John West.

RETIREEES

Slowly Coming Back

RETIREEES CLUB OF L.U. 3, NEW YORK, NY, WESTCHESTER/PUTNAM CHAPTER — After three years of fighting the pandemic, we still have not returned to normal, business-as-usual operations of our chapter. We have suspended our Zoom meetings to try to get more of our members to physically attend. We won't see the effect of this suspension until next month.

Our annual fishing trip this year was July 14. The turnout was better than expected. Thirty die-hard fishermen boarded the charter boat, Shamrock IV, for a day of fishing on Long Island Sound. The weather was great, everyone caught fish and everyone had a good time. The pool was won by Ted Jadus, who caught the largest porgy.

We are working on plans for our annual Christmas/Hanukkah party in December. We hope to hold it at the Leewood Country Club, as we have for the past seven years.

Dick Mills, Treas.



Ted Jadus, who caught the largest porgy on Local 3 Retirees' fishing tournament on Long Island Sound.

Join Us, Local 26 Retirees

RETIREEES CLUB OF L.U. 26, WASHINGTON, DC — We have continued to meet via Zoom in addition to the in-person meetings. It allows our distant members a chance to visit as well. If you are reading this and are a member of Local 26, please get involved! We always need volunteers to keep the club active! Our travels have been limited due to COVID-19, but if you have any suggestions, please contact our travel coordinator, Rick Warner (240-472-0438).

We have already begun collecting dues for 2023 — it's exciting to see so many recent retirees joining! If you are over 50 years old (retired or not), please consider joining our meetings, travels and annual events (crab feast, cruise and raffle drawing). If you are in the area visiting on the second Saturday of the month, call the local for details. We usually host a lunch following the meeting, so bring a side dish and join us!

This year, the retired members club helped the Local 26 Motorcycle Club's annual Poker Run. The money collected goes directly to Special Love, a camp for children with cancer. This year the retirees will be attending the annual Union Sportsmen's Alliance fundraiser to help support the good work they do.



In October, Local 26 honored our veterans by helping to wash the Vietnam Veterans Memorial in Washington, D.C.

In October, we honored our veterans by helping to wash the Vietnam Veterans and Korean War memorials, both in our jurisdiction.

Our November Thanksgiving meeting is when we pull the raffle winners. If you didn't receive a telephone call, you did not win this year. Sorry, and better luck next time! We are always thankful for the support that the members and retirees give to the raffle.

We thank the members who have contributed equipment to our medical equipment supply; their generosity has helped many members recover from illness and surgeries. Our coordinator, retired Sister Susan Flashman, is stepping down this year, and a committee has formed to replace her. If any local is interested in starting their own medical equipment program, please contact Sister Flashman at flashmanbissell@aol.com.

As we look forward to 2023, it is not without sadness for the retired friends and family we have lost. We remember them at each meeting with a moment of silence. We are grateful every year that we can share time and swap stories.

Susan Flashman, P.S.

Happy Trails, Vicki Dougherty

RETIREEES CLUB OF L.U. 35, HARTFORD, CT — Dennis Machol and I visited the apprentices' first class in September. We spent extra time to meet and greet the first-year class to emphasize the benefits and pluses of being in the IBEW.

Our Christmas meeting will be Dec. 14, and then we will be off from January to February. I encourage the retirees to attend all meetings, but especially the December Christmas meeting.

We extend our welcome to new Business Manager Michael Nealy and Business Representative John Bowen to Local 35. I would like to give a special mention to our office manager, Vicki Dougherty, who is retiring after 32 years. She will be dearly missed by all.

The Retirees Club is hoping to increase attendance at our monthly meetings, which are held the second Wednesday of each month at the Elks Lodge in Rocky Hill. Dues are only \$35 per year, and lunch is served. It's a great time to reconnect with your sisters and brothers, and we hope you will join us. See you there!

Kenneth R. White, P.S.

A Thankful Time of Year

RETIREEES CLUB OF L.U. 53, KANSAS CITY, MO — I don't have a great deal to report on, so this article is dedicated to being thankful and remembrances.

First, I would like to show thankfulness to Local 53 for being such a great union. The members who have served Local 53 — former and present business managers, business representatives and secretaries — worked hard and provided the work and our health insurance and retirement plans. Thank you very much.

We also remember our brothers and sisters that have passed on. All of them represented themselves in the best way good union men and women should. It was a privilege to have known them, worked with them and enjoyed great times with them. My thoughts and prayers are always with Local 53 and its members.

Mark your calendar: The 35th annual Local 53 crappie tournament/fish fry has been scheduled for April 29, 2023.

Duane Pearce, P.S.

Join in Local 58 Retiree Festivities

RETIREEES CLUB OF L.U. 58, DETROIT, MI — Our Christmas party will take place Dec. 7 at the union hall. Last year's celebration was the first in a couple of years, and we are thrilled to be having another. Our party will offer its regular festivities, good food, great conversation and gift baskets for donations to our children's charities and the local benevolent fund. 'Tis the season to give!

We have sad news to report: Our treasurer of 30-plus years, Ray Owen, passed away on Sept. 15. He had taken a fall and went into the hospital Sept. 14, having just submitted the treasurer's report for September for the president to present at our monthly board meeting that day. Ray was 100 years old. He was an active VFW member and a longtime board member of our Retirees Club. He was always ready to take on additional tasks and got the job done. He will be missed for as long as he lives in our memories. Rest in peace, Ray!

As we move into the new year, let's keep our eye on Washington and our local elected officials. United we stand, divided we fall!

Pat Nuznov, P.S.

Local 60 Retirees Enjoy BBQ and Fellowship

RETIREEES CLUB OF L.U. 60, SAN ANTONIO, TX — After a hot and dry summer break, the Retirees Club enjoyed a BBQ lunch catered by Pure Country at their Sept. 8 meeting. After lunch, Business Manager Gary Aiken gave a brief update on the local's current events.

A short business meeting was held, at which time the progress report on a potential golf tournament fundraiser was discussed. Brother Gene Chamberlain, chairperson, stated that such an event takes much time and work and asked for a show of hands of all who would be interested. There appears to be a lack of interest in hosting such an event. Club President Coy Rogers announced that the Years of Service pins will be awarded at the Local 60 picnic Oct. 22. A list of pin recipients was published in the local's newsletter. At the end of the meeting, we honored Brother Joe Lyssy, who passed on May 23, with a moment of silence.

The club meets the second Thursday of the month, September through May, at 11:30 a.m. at Local 60's union hall: 3518 N. Loop 1604 E., San Antonio, Texas.

Sandy Rogers, P.S.

IBEW Convention, a Highlight of the Year

RETIREEES CLUB OF L.U. 134, CHICAGO, IL — Seasons greetings from all of us to all those involved with the IBEW. Here's hoping we all have a better year ahead. We have all been affected by the worldwide coronavirus pandemic and the time that it's taken to get back on track. This life-changing pandemic — along with the war in the Ukraine, frequent disasters brought about by climate change, mass shootings and the ongoing threats to our democracy — makes us contemplate what the



President Joe Biden addresses delegates, including Local 134's Sue Kleczka, at IBEW's 40th International Convention at McCormick Place in Chicago.

future holds for us all. However, with all that has happened, we can see that these struggles can bring out the good in people who want to help one another. We pray for all who have suffered and hope some normalcy soon returns to their lives.

Now for the highlight of the year: The 40th IBEW International Convention was held here in Chicago at McCormick Place. It was amazing to see everyone gathered here to celebrate our great brotherhood/sisterhood of local unions. A big "thank you" to all involved for putting this event together.

I took a picture of President Joe Biden with my phone at the convention, and it was such an honor to be in the same room as he spoke so candidly and passionately to us all. He had my full attention with every word, and it made me realize what a great speaker he truly is. As he left the podium, it came to mind that we don't just get older, we get wiser.

Take care of each other, and have a fun, safe holiday.

Sue Kleczka, P.S.

Thankful for Community

RETIREES CLUB OF L.U. 212, CINCINNATI, OH — The Christmas holiday season is a great time to connect with family and friends with a holiday card, a phone call and getting together for a party. However, some of the dearest people in our lives are no longer with us. Gladness and sadness, all wrapped up in pretty paper and colored lights.

As always, I encourage everyone to make the most of the time we have by spending it with each other. Some of us are healthy, and some of us are not. Don't delay: Be a blessing to someone.

I want to remember and thank all the IBEW brothers and sisters who have added so much joy and happiness to my life over the years. Since retiring 15 years ago, I have had so much fun sharing meals and drinks, memories and laughs; using our collective memories as we walk down memory lane together at our monthly meetings; the summer picnics and the Christmas dinner parties. As a 60-year Local 212 member, I enjoy so many great memories with many terrific, talented and genuinely decent people, all of whom I hold in the highest regard. Thank you! I am delighted to be an IBEW member.

Wishing everyone a happy and healthy new year in 2023!

Robert Schaefer, P.S.

Local 257 Retirees Enjoy Dinner and a Musical

RETIREES CLUB OF L.U. 257, JEFFERSON CITY, MO — In a blast from the past, Herman Grothoff shared a 1970 news advertisement from Greater Jefferson City Pacesetters, which celebrated the 10th anniversary of G&H Electric Co. Many current IBEW retirees, at the time members or apprentices, were featured in this advertisement.

The July retiree dinner was held at American Legion Post 5 in Jefferson City, with 47 members and guests in attendance. The August retiree dinner was held at the Ashland Masonic Lodge, with 38 members and guests in attendance. Both dinners were served family style, providing excellent fried chicken and brisket with all the fixings and homemade desserts.

Twenty-three retirees attended a performance of "Dreamgirls" at the Lyceum Theatre on July 20. The retirees met for lunch at the 87 Diner in Boonville prior to the musical.



A blast from the past: A 1970 G&H Electric Company advertisement in Greater Jefferson City Pacesetter.

At the time of this writing, the retirees are making plans for the Labor Day parade on Sept. 10, which will be the first time that the parade has been held since the pandemic began. Retirees participate with a float and distribute candy and goodwill on the parade route. Thanks to Dave Loaiza for providing the float for the retirees.

Connie Hamacher, P.S.



Local 317 retirees Charlie Minor, Paul Dixon, Dwight Dunford, Douglas Shaffer and Retirees Club President Jerry Booth.

Congratulations, Local 317 Service Pin Awardees

RETIREES CLUB OF L.U. 317, HUNTINGTON, WV — Congratulations to all of our retiree club members who recently received their service pins! Members who received recognition for their years of service include Paul Dixon, Dwight Dunford and Douglas Shaffer, and they can be seen in the accompanying photo, above.

Jerry Booth, Pres.

Local 349 Retirees Cruise to Mexico

RETIREES CLUB OF L.U. 349, MIAMI, FL — Attendees at our August meeting and potluck luncheon spent time together writing words of encouragement to our overseas warriors and thanking them for their dedication and service to America.

November found our retirees on Royal Caribbean's Harmony of the Seas for a five-day cruise to Mexico. A big thank you to Candy Nelson for the time she invested to make this cruise possible.

Our thoughts and prayers are with the people affected by Hurricane Ian and with our brave and heroic brothers and sisters who continue in the union tradition of stepping up where needed after catastrophic disasters.

Our monthly meeting and potluck lunch is held on the second Thursday at noon at the union hall. Bring a dish, and join us for a brief meeting and lots of fun and fellowship.

Brenda Auer, P.S.

Local 405 Retirees Visit Henry Miller Museum

RETIREES CLUB OF L.U. 405, CEDAR RAPIDS, IA — On Oct. 6, our local's retirees club took a charter bus to St. Louis from Cedar Rapids, Iowa, to visit IBEW Local 1 and the Henry Miller Museum.

They enjoyed a catered lunch by Rigazzi's Italian Restaurant on the Hill while John Kahrhoff gave a history report of Henry Miller and the founding of the IBEW. After that, our retirees made the short trip to the Henry Miller Museum for a tour with Dave Roth. They even took a photo at the IBEW Local 405 bench in Founders Plaza [See photo, bottom, right].

On the way home, they drove by what used to be Stolle's Hall. For most, this was their first time at the Henry Miller Museum, and it did not disappoint. Thank you to the staff of Local 1 for making this trip possible.

Junior Lunsman, B.M./F.S.

Honoring Lives With Memories

RETIREES CLUB OF L.U. 649, ALTON, IL — I always pause when reporting the passing of members and loved ones, recalling how their lives touch us and the industries we toil in. We mourn for them but honor their lives with remembrance:

- Brother William (Bill) C. Fair, the father of our

Local 649 Brother Mark Fair. Brother Bill Fair was a U.S. Navy veteran of World War II and an operating engineer at the Wood River Refinery and SIUE.

- Brother William (Bill) E. Parker was a military veteran, past assistant business agent, the son of the late William E. Parker (past business manager of Local 649) and brother to our longtime IBEW member Richard Parker.
- John Curtis Lindquist, father of our Local 649 Brother Shane Lindquist.
- Lisa Diane Davis of Jerseyville, Ill., mother of Gabriella Abbott and Hunter Hodge, the children of our Local 649 Brother Jeff Hodge.
- David A. Winfree, father of Local 649 Brother Chris Winfree.

The Retirees Club meets at 9 a.m. on the last Thursday of each month for breakfast at the Eagles Nest Restaurant in Bethalto, Ill. Our retiree group is open to all bargaining-group retiring members.

Strength in unity!

Terry Wilhite, P.S.

Club Rebuilding and New Officers

RETIREES CLUB OF L.U. 683, COLUMBUS, OH — The Retirees Club has elected new officers and is busy supporting, facilitating and hosting a variety of fourth-quarter events. In October, we held our 64th annual 25-Year-Club Banquet, Nov. 12 marked our second annual Veteran's Breakfast, and Dec. 10 will ring in our 41st Seniors Club Christmas Luncheon.

Our Constant Contact email newsletter has been foundational to rebuilding our club post-coronavirus, and we have 73 dues-paying members and a total of 97 receiving our email newsletter. Congratulations to our new officers, stepping up to lead the club into the future: Pam Obert (secretary); Rick Deime (treasurer); Vice Presidents Rich Hutchinson, Keith Stephenson and Denny Austin; and President Bill Carpenter.

Bill Carpenter, Pres.

Welcome Back to Meetings

RETIREES CLUB OF L.U. 756, DAYTONA BEACH, FL — We have resumed retirees club meetings, and we would love to see all of you. Currently, we are providing sandwiches and drinks, so there is no need to bring a covered dish. Desserts are welcome.

Meetings are held at the Local 756 union hall in Port Orange, Fla., on the second Wednesday of the month at 11:30 a.m. Please note that the day of the month has changed. We look forward to seeing you.

Diane Gibbs, P.S.



Local 405 retirees gathered around Local 405's bench at the Henry Miller Museum: (back, left to right) Jerry Michel, Don Michel, Bill Meyer, Jim Hess, John Boyle, Bill Hanes, Karl Oakley and Bob Hamilton; (front) Ed Gibbs and Bob Novak.

HAVE YOU MOVED?
Notify us of an address change

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

In Memoriam

Members for Whom PBF Death Claims were Approved in October 2022

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Andrews, B. P.	3/20/22	41	Thomas, C. E.	7/14/22	125	Wilson, J. A.	7/10/22	278	Wilson, P. D.	7/19/22	474	Hart, F. D.	7/10/22	813	Lewandoski, T. W.	3/20/22
1	Culture, J. A.	7/9/22	42	Cross, R. M.	7/16/22	125	Wooley, J. C.	9/5/21	280	Thompson, W. C.	5/4/22	474	Mitchell, J. C.	7/17/22	861	Troy, M.	4/23/22
1	Gunter, R. E.	7/27/22	43	Gentile, J. B.	4/12/22	126	Walker, R. G.	6/29/22	292	Ingalls, K. A.	6/9/22	474	Rouse, J. A.	7/24/22	873	Talbert, K. R.	8/2/22
1	Haberberger, J. L.	5/15/22	44	Smith, J. S.	6/18/22	130	Balfant, G. J.	8/25/22	292	Larson, D.	8/18/22	474	Wolfe, R. N.	8/4/22	890	Sleaver, W. L.	6/5/22
1	Krausch, J. M.	5/11/22	46	Adams, J. B.	7/19/22	130	Buckel, B. A.	7/26/22	292	Morgel, T. P.	7/1/22	479	Morgan, B. A.	10/29/21	903	Johnson, E. E.	7/30/22
1	McCarty, W. F.	8/4/22	46	Jackson, L. L.	12/3/21	130	Daniels, A. L.	6/14/22	295	Salkeld, J. L.	8/29/22	480	Conn, R. L.	5/11/22	910	Brousseau, J.	8/1/22
1	Metzler, G. F.	6/28/22	46	Schenk, J. J.	6/4/22	131	Minshall, W. A.	6/29/22	300	Butler, W. C.	7/19/22	481	Endres, E. E.	7/26/22	910	Morgan, W. A.	6/2/22
1	Schad, R. W.	8/11/22	47	Arendt, D. K.	6/3/22	134	Ballik, W. H.	6/9/22	300	Doucette, P. J.	4/29/22	481	Greeson, J. E.	9/11/22	915	Walker, W. H.	9/9/22
1	Squires, G. L.	6/27/22	47	Khraich, N. T.	3/4/22	134	Batka, J. J.	6/29/22	301	Yancy, B. J.	4/30/22	481	Hall, R. L.	7/24/22	932	Cox, B.	7/11/22
1	Werner, F. A.	8/6/22	47	Robles, I.	4/23/22	134	Bishop, R. T.	3/27/22	302	Lange, R. A.	8/29/22	481	Jarrell, A. C.	5/20/20	934	Quintero, J. T.	6/12/22
1	White, F. D.	7/25/22	48	Aday, R. A.	6/19/22	134	Bryan, R. A.	6/2/22	302	Ramsey, D. H.	9/4/22	481	Ragan, D. W.	7/15/22	948	Remenec, A.	6/28/22
3	Buddensick, T. J.	6/18/22	48	Branch, T.	2/5/22	134	Creaney, J. R.	12/24/21	302	Wees, G. N.	6/30/22	481	Roberts, A. L.	7/3/22	972	Miller, H. L.	7/6/22
3	Carmody, P.	7/13/22	48	Elliott, L. E.	7/14/22	134	Dearling, G. R.	7/9/22	309	Voss, R. P.	12/15/21	486	Butt, E. R.	6/12/22	993	Hamrin, C. J.	12/13/19
3	Cevallos, V. R.	6/14/22	48	Gordon, E. B.	7/31/22	134	Doherty, K. J.	6/4/22	313	Maggitti, E. V.	5/27/22	502	DeBow, R. W.	6/4/22	995	Benton, K. M.	7/21/22
3	Costanzo, A. C.	8/19/22	48	Henderson, W. C.	7/9/22	134	Erdenberger, D. J.	6/26/22	317	Hall, M.	7/28/22	502	Donovan, G. M.	7/19/22	1042	Schrimsher, F. W.	6/14/22
3	Cunningham, W.	8/16/22	48	Jenson, G. A.	7/23/22	134	Filippello, A. R.	7/15/22	322	Thayer, G. L.	7/29/22	520	Setliff, R. C.	6/26/22	1049	Gonzalez, L. R.	7/8/13
3	D'Auria, F. L.	7/17/22	48	Read, K. D.	7/12/22	134	Garland, W. E.	4/15/22	325	McDonough, D. E.	5/25/22	527	Bailey, K. A.	4/14/22	1141	Jenkins, L. G.	8/28/22
3	DeGaetano, J. J.	6/2/22	48	Richardson, C. S.	7/24/22	134	Hayburn, J.	8/10/22	332	Carrillo, R. D.	5/22/22	527	Thorn, R. A.	8/28/22	1205	Beckham, T. L.	8/17/22
3	Epstein, L.	8/23/22	48	Vaughn, C. A.	7/3/22	134	Hill, D. M.	7/19/22	332	Incerpi, H. I.	4/13/22	531	Thoman, G. J.	5/2/22	1245	Coli, M. W.	5/8/22
3	Fazio, C. D.	7/21/22	51	Kukuk, G. M.	7/30/22	134	Krawczynski, W.	8/30/22	332	Sales-Lee, T. R.	8/25/22	540	Krichbaum, J. L.	9/2/22	1245	Ogg, R.	12/9/20
3	Fuksbrumer, I. D.	7/16/22	51	Parsons, M. P.	9/3/22	134	Kundid, A.	7/16/22	332	Youngren, J. F.	5/18/22	540	Turns, J. A.	9/10/22	1316	Stone, L. P.	5/20/22
3	Gopaulsingh, D.	4/26/22	53	Searcy, L. D.	5/28/22	134	Larson, R. E.	7/3/22	340	Bell, J. M.	7/14/22	557	Hamilton, G. K.	8/5/22	1319	Beere, R. L.	7/8/22
3	Ingrassia, F.	7/12/22	58	Bell, D. N.	5/4/17	134	Mack, E. R.	3/6/22	340	Lux, R. O.	7/1/22	558	Foster, J. J.	7/1/22	1377	Cantley, H. R.	12/29/20
3	Jaye, M. L.	8/14/22	58	Deska, S. J.	7/24/22	134	Martensen, P. C.	7/19/22	343	Varney, O. O.	5/11/22	558	Goodwin, J. C.	9/5/22	1393	Newlin, D. P.	8/13/22
3	King, P. J.	8/29/22	58	Dygert, T. J.	6/27/22	134	Mitchell, R. F.	5/31/22	347	Belcher, M. D.	6/3/22	558	McDonald, D. D.	8/27/22	1439	Rohde, E. F.	5/8/22
3	Labate, A.	7/26/22	58	Hopkins, J. R.	6/30/22	134	O'Shaughnessy, J.	7/18/22	347	Nizzi, S. R.	6/19/22	558	Peters, C. H.	8/28/22	1464	Mathewson, M. A.	5/25/22
3	Lammy, M. L.	6/5/22	58	Lawrence, S. R.	7/7/22	134	Thelin, R. H.	7/27/22	349	Biscotti, B. J.	6/14/22	558	Todd, J. F.	6/26/22	1517	Chipperfield, E.	4/19/22
3	Mawdsley, J. J.	3/5/22	58	Morton, J. F.	9/8/22	134	Tonning, G.	3/19/22	349	Priester, K. M.	7/19/22	558	Walker, K. S.	7/19/22	1547	Marshall, M. F.	10/31/21
3	McNamara, W. J.	8/4/22	58	Roberts, L. M.	6/18/22	134	Wabik, F. J.	7/11/22	349	Sanders, R. L.	4/10/22	569	Dukes, L. S.	7/4/22	1547	Shearer, D. L.	7/31/22
3	Nagy, P.	5/18/22	58	Vancamp, J.	7/26/22	136	Reed, J. L.	5/1/22	349	Shames, S. J.	7/27/22	569	French, L. A.	7/9/22	1615	Davis, G. S.	7/7/22
3	Rossetti, F. J.	7/8/22	58	Willis, W. H.	7/20/22	136	Smith, C. L.	5/13/22	351	Glass, S. A.	7/25/22	569	Thomas, R. R.	5/26/22	1687	Timonen, S.	1/6/21
3	Schmid, E.	7/13/22	60	Lyssy, J. M.	5/23/22	136	Wallace, T. W.	7/14/22	353	Brady, B. W.	2/24/22	570	Davis, R. L.	11/16/21	1701	Lowe, R. G.	5/31/22
3	Scott, E. D.	6/6/22	66	Trawick, R. D.	7/13/22	141	Campbell, J. F.	10/19/21	353	Brann, H. T.	7/19/22	577	Clark, S. W.	6/26/22	1701	Shively, J. D.	7/21/22
3	Smith, T. M.	9/22/21	68	Morris, J. S.	11/14/21	141	Ramsay, L. L.	7/18/22	353	Cronsberry, R.	8/13/22	584	Quarles, D. R.	8/12/22	1959	Gingery, J. H.	7/8/22
3	Torres, F.	4/14/22	73	Hunt, D. L.	5/12/22	141	Russell, J. F.	8/8/22	353	Debosky, W. J.	7/14/22	586	Hartholt, J.	7/31/22	2085	Houston, R. D.	6/23/22
3	Vecchio, S. J.	6/16/22	73	Munk, C. R.	1/10/22	143	Fichtthorn, R. W.	6/18/22	353	Rozinka, B.	8/23/22	595	Branch, R. C.	6/15/22	2085	Neufeld, G.	4/11/22
3	Vitti, E. L.	7/25/22	76	Erickson, B. R.	3/24/22	145	Baker, G. L.	7/18/22	353	Hainer, G. B.	8/24/22	595	Tolvttvar, W. C.	6/2/22	2150	Moore, J. M.	5/17/22
3	Woods, R. L.	7/17/22	76	Gilstrap, C. M.	4/28/22	145	Bump, J. W.	6/6/22	353	McFarlane, S.	2/1/21	596	Moore, K. R.	6/18/22	2150	Paetow, R. K.	5/31/22
5	Johnston, D. K.	8/22/22	77	Fichtner, R. B.	7/10/22	145	Jackson, J. J.	7/13/22	353	Porter, J.	3/10/22	601	Huls, C.	6/16/22	2166	Mersereau, R.	5/28/22
5	Ritchey, P. J.	8/10/22	77	Gray, F. B.	7/27/22	153	Baker, G. L.	7/31/22	353	Rozinka, B.	8/23/22	602	Bryant, D. L.	7/18/22	2166	Porter, G. T.	7/25/22
7	Bechard, M. A.	11/15/21	77	Parker, D. L.	8/13/22	153	Bennett, L. D.	8/13/22	353	Scarpitti, P.	9/1/22	602	Crow, J. N.	7/31/22	2230	Jimenez, R.	4/16/22
7	Lynch, F. P.	5/7/22	77	Taus, J. P.	5/3/22	153	O'Connor, J. J.	7/19/22	353	Schroll, F. H.	2/10/22	606	Richardson, G. L.	6/29/20	2286	Harvey, A. F.	4/27/22
7	Smith, G. E.	7/1/22	77	Underwood, Z. A.	4/22/22	160	Liane, P. A.	7/31/22	353	Skirrow, J. F.	6/18/22	606	Terry, R. H.	7/2/22	2330	Andrews, H.	7/26/22
7	Stratford, D. W.	5/13/22	81	Prosachik, J. W.	7/20/22	160	Zwickl, T. J.	8/30/22	353	Smith, J. E.	7/2/22	611	Garcia, L. R.	8/20/22	2330	Brushett, D.	12/21/21
8	Boyle, P. R.	5/31/22	82	Shoe, T. L.	7/28/22	164	Bocchino, R. J.	8/3/22	353	Warr, E.	9/8/22	613	Combs, J. L.	8/18/22	I.O. (3)	Rosen, S. B.	6/20/22
8	Rusch, E. E.	7/13/22	82	Sims, J. K.	6/11/22	164	Devaney, P. L.	7/14/22	354	Henderson, J.	7/6/22	613	Murphy, M. H.	7/6/22	I.O. (5)	Schmid, A. L.	1/12/22
9	Barry, L. J.	5/28/22	84	Parr, M. E.	7/18/22	164	Impallii, J. P.	6/18/22	357	Corpus, J. B.	6/23/22	613	Poe, E. J.	7/18/22	I.O. (11)	Medearis, M. R.	2/27/22
9	Brown, E. R.	7/4/22	86	Aurand, D. C.	6/22/22	164	Jacobsen, R. A.	4/3/22	357	Flores, C.	6/20/22	613	Stacks, M. D.	2/1/22	I.O. (76)	Stoll, K. H.	7/1/22
9	Fulton, R. J.	8/18/22	86	O'Connell, M. S.	7/27/22	164	Sedell, R. R.	3/19/22	357	King, H. A.	7/23/21	613	Swank, D. W.	1/22/22	I.O. (110)	Haas, R. L.	1/26/22
11	Cartwright, D. L.	6/26/22	86	Pedersen, R. P.	2/20/22	175	Dendy, W. N.	6/2/22	357	Smith, A. T.	6/8/22	617	Greenwood, K. D.	5/30/22	I.O. (134)	McCarron, E. J.	7/25/22
11	Cohane, R. P.	6/10/22	86	Rinebold, D. A.	6/14/22	175	Fowler, T. L.	7/26/22	357	Wolff, C. J.	7/31/22	617	Valdez, J. A.	4/7/22	I.O. (134)	Reynaga, S. H.	7/11/22
11	Evans, S. K.	8/19/20	90	Fattore, A. D.	12/28/21	175	Gregory, J. D.	6/30/22	363	Wilklow, W.	5/7/22	625	March, K.	6/24/22	I.O. (134)	Russo, P. C.	5/7/22
11	Hall, C. P.	6/18/22	90	Pavent, E. P.	7/24/22	175	Rollins, T. L.	7/5/22	369	Booker, T. F.	8/22/22	625	Staples, D. C.	6/20/22	I.O. (134)	Samborski, R. E.	8/25/22
11	Nowak, W. L.	7/15/22	90	Pikosky, A. E.	7/3/22	175	Sherrill, J. B.	8/1/22	369	Dziatkowski, R. J.	7/30/22	639	Errecalde, J.	6/30/22	I.O. (626)	Lewis, B. E.	8/2/21
11	Prosk, P. L.	6/25/22	96	Bachand, C. A.	6/20/22	175	Smith, H. N.	7/19/22	369	Thompson, S. W.	7/5/22	640	Cookman, W. E.	6/19/22	Pens. (I.O)	Beardsley, C. W.	6/28/21
11	Reynolds, W. H.	8/13/22	96	Fleming, T. P.	7/29/22	175	Sparks, J. E.	6/7/22	375	Blatz, J.	6/9/22	640	Evitt, R. F.	1/25/22	Pens. (I.O.)	Becks, C. E.	4/28/22
11	Rogers, J. G.	6/7/21	98	Wakefield, F. J.	8/20/22	176	Keast, R. E.	8/13/22	375	Parks, R. N.	6/28/22	640	Lusk, D. E.	8/15/22	Pens. (I.O)	Boucherle, R. H.	8/1/21
11	Romero, V. M.	7/6/22	99	Kelly, R. F.	8/2/22	177	Daly, A. M.	7/7/22	375	Redfern, R. J.	3/13/21	648	Peters, M. C.	8/1/22	Pens. (I.O)	Brooks, R. F.	7/31/22
11	Small, F. L.	6/7/22	100	Marburger, C. F.	12/22/21	177	Hart, J. H.	7/2/22	379	Sloop, J.	2/19/22	649	Searcy, S. C.	6/11/22	Pens. (I.O)	Ciecko, R. A.	7/21/22
11	Turpin, C. R.	2/20/22	102	Catalano, C.	1/2/22	177	Walden, R. L.	6/11/22	386	Spears, G. W.	7/10/22	659	Bleigh, C. E.	8/3/22	Pens. (I.O)	Davidson, K. E.	10/7/21
17	Allain, R. J.	3/14/22	102	Mutz, L.	6/14/22	191	Larson, L. L.	8/3/22	387	Hudson, D. R.	12/18/21	659	Cain, D. M.	8/22/22	Pens. (I.O)	Davis, W. R.	5/19/22
17	Kavanagh, T. G.	7/21/22	102	Rosenberg, L. G.	6/29/22	194	Welch, M. D.	7/14/22	400	Tagliavia, J. A.	6/20/22	659	Core, L. D.	9/8/20	Pens. (I.O)	Deal, D. L.	6/16/22
17	Kitze, J. D.	5/21/22	102	Squier, J. E.	7/5/22	197	Mathis, L. W.	3/28/21	405	Vesey, W. C.	7/3/22	659	Moore, R. E.	2/13/22	Pens. (I.O)	Eichman, R. L.	7/15/22
17	Watts, D. J.	5/5/20	103	Bartko, P. K.	5/3/22	212	Bryant, J. C.	5/30/22	405	Walters, B.	7/6/22	659	Stone, R. L.	8/6/22	Pens. (I.O)	Eickstadt, E. F.	6/5/22
22	Chadwell, G. L.	7/26/22	103	Broderick, J. F.	7/28/22	212	Neuhaus, C. H.	8/22/22	424	Coombs, D. W.	2/25/22	681	Ozuna, P.	7/20/22	Pens. (I.O)	Ekeskog, B.	7/19/22
22	Miller, R. R.	7/20/22	1														

2021 Summary Annual Report for the National Electrical Annuity Plan

This is a summary of the annual report for the National Electrical Annuity Plan, #52-6132372, for the year ended December 31, 2021. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a trust. Plan expenses were \$507,992,584. These expenses included \$24,815,445 in administrative expenses and \$483,177,139 in benefits paid to participants and beneficiaries. A total of 152,858 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$13,497,212,283 as of December 31, 2021, compared to \$11,344,602,540 as of January 1, 2021. During the plan year the plan experienced an increase in its net assets of \$2,152,609,743. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan

had total income of \$2,660,602,327, including employer contributions of \$999,733,832, gains of \$37,771,758 from the sale of assets, earnings from investments of \$1,622,372,550, and other income of \$724,187.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information and information on payments to service providers;
- assets held for investment;
- transactions in excess of 5 percent of plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Trustees of the National Electrical Annuity Plan, who are the plan administrators, 2400 Research

Boulevard, Suite 500, Rockville, Maryland 20850-3266, (301) 556-4300. The charge to cover copying costs will be \$18.25 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally-protected right to examine the annual report at the main office of the plan at 2400 Research Boulevard, Suite 500, Rockville, Maryland 20850-3266, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Room N-1513, Washington, D.C. 20210. ■

Lonnie R. Stephenson
NEAP Trustee

Kenneth W. Cooper
NEAP Trustee

David Long
NEAP Trustee

Dennis F. Quebe
NEAP Trustee



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

EXECUTIVE OFFICERS

Lonnie R. Stephenson
International President

Kenneth W. Cooper
International Secretary-Treasurer

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
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Joseph P. Calabro

Second District
Myles J. Calvey

Third District
Daniel L. Shirey

Fourth District
William W. Riley

Fifth District
Donald B. Finn

Sixth District
Dean E. Wine

Seventh District
Leroy J. Chincio

Eighth District
Tom N. Griffiths

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Second District
Michael P. Monahan

Third District
Mark D. Hager

Third District
Dennis C. Affinati

Fourth District
Gina P. Cooper

Fifth District
Brian K. Thompson

Sixth District
Paul A. Noble

Seventh District
Steven Speer

Eighth District
Jerry Bellah

Ninth District
John J. O'Rourke

Tenth District
Brent E. Hall

Eleventh District
Mark D. Hager

THE ELECTRICAL WORKER

Editor
Lonnie R. Stephenson
Matt Spence
Tim Lawson
Alex Hogan
Curtis D. Bateman
John Sellman
Erin Sutherland
Asifa Haniff
Ben Temchine
Sean Bartel
Colin Kelly
Rix Oakland
Colleen Crinion
Michael Pointer
Janelle Hartman
Joe Conway
Emily Welsh

Notice to Participants in the National Electrical Annuity Plan Explanation of Preretirement Surviving Spouse Benefit

If you are married and die before retirement, NEAP will provide your spouse with a Preretirement Surviving Spouse Benefit. Your spouse will receive this benefit if: (1) you have satisfied the minimum eligibility requirement of 160 hours of service; (2) you have a balance in your Individual Account; (3) you die prior to receiving a pension benefit; (4) you are married; and (5) you have not previously declined the Preretirement Surviving Spouse Benefit.

If you are entitled to a Preretirement Surviving Spouse Benefit, NEAP will purchase an annuity contract from an insurance company for your spouse. The annuity contract will pay your surviving spouse a monthly benefit for life. Monthly payments will start within a reasonable period of time after your death. The amount of the monthly benefit depends upon (1) the amount in your Individual Account; (2) your spouse's age (and, therefore, his/her life expectancy and prospective benefit payment period); and (3) the insurance company's price for annuity contracts.

Elections/Consents

If you are under age 35, your spouse will automatically receive the Preretirement Surviving Spouse Benefit upon your death (unless your spouse selects a lump sum payment instead of the annuity). You may not decline the Preretirement Surviving Spouse Benefit unless you have permanently stopped working in Covered Employment.

However, beginning the year you reach age 35 and at any time thereafter, you may decline the Preretirement Surviving Spouse Benefit. Your spouse must consent in writing and the consent must be witnessed by a representative of NEAP or by a notary public. Consent given by a spouse is not effective as to a subsequent spouse.

You may revoke your election to decline the Preretirement Surviving Spouse Benefit at any time. You may again decline the Preretirement Surviving Spouse Benefit at any time by executing the appropriate form and obtaining your spouse's consent. Your spouse may also revoke his/her consent at any time. Contact the Plan Administrator's

Office for the appropriate forms.

Lump Sum

If you decline the Preretirement Surviving Spouse Benefit, your Individual Account balance will be paid to your designated surviving beneficiary in a lump sum. If your designated surviving beneficiary is not your spouse, your spouse must also consent to that as well, in order for it to be valid. If you have not designated a beneficiary (or your designated beneficiary is not living at the time of your death), the balance will be paid to the following persons, if living, in the following order of priority: (1) your spouse, (2) your children, (3) your parents, or (4) your estate. The total amount of money received as a lump sum may ultimately be different (either greater or lesser) than the total amount of money your spouse would have received under the Preretirement Surviving Spouse Benefit. This is because the Preretirement Surviving Spouse Benefit is an annuity and depends on the time value of money and how long your spouse lives. Additional information is available from the Plan Administrator's Office. ■



HOW TO REACH US

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

Send letters to:

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

Or send by email to: media@ibew.org

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WHO WE ARE

Boston Local Swears In Its Most Diverse Apprentice Class Yet

When Boston Local 103 Business Manager Lou Antonellis swore in this year's class of apprentices, he welcomed the most diverse class in the union's history. And it wasn't by accident.

"We made a point to be as inclusive as we possibly could," Antonellis said. "Diversity and replicating the communities in which we serve is very important to us, and it's been a priority of ours for some time."

Of the 375 apprentices who were sworn in, 51% were either women or people of color. Those numbers represent a concerted effort by the local to reach out into the communities where they're working and make sure the workers match up.

For Local 103, having a representative membership isn't just the right thing to do, though that is an important part. It's also in response to what its customers want: a diverse workforce on their projects, and that means more women and people of color. And it's especially important if that customer is a college or hospital campus, or a large bank or government entity, Antonellis said.

"They are very diverse, and they expect the same from their contractors and subcontractors," Antonellis said. "It says we're paying attention to our customers and the world around us."

Local 103's intentional outreach has taken a number of forms, says Business Agent Renee Dozier, from tapping into local neighborhoods, schools, churches and community centers to good old-fashioned word of mouth.

"You would be surprised how many folks are unaware of the amazing opportunities available right here in the trades," Dozier said. "That's why it's important to show up in our communities and show people who we are and what we do."

The 8,000-plus-member local has been doing this type of concerted outreach for a while. In 2018, it ran an ad campaign targeted to Boston-area communities of color. The results were encouraging, with the local receiving a record-breaking 687 applicants from the city of Boston, a 95% increase from the prior year. Among those, 452 were people of color — the largest number of minority applicants for a Boston construction apprenticeship ever at that



time. Additionally, 85 of the applicants were women, including 57 women of color.

"Our business has been known as a father-son business, but nowadays it's father-daughter, mother-daughter and mother-son," Dozier said.

There's also the construction shortage. Funding from federal legislation like the American Rescue Plan Act and the Inflation Reduction Act, as well as demand from projects that were sidelined by COVID-19-related disruptions, have led to a boom in Boston and surrounding areas.

"We need more members to meet the added demand, and women and people of color are really helping us do that," Antonellis said.

Local 103 isn't just bringing in more people.

"We are doing whatever we have to do to make sure these new members stick around," Antonellis said.

Dozier says the local is always doing a drive or political event, not to mention a lot of volunteer work, as ways to keep members involved.

"When we have skin in the game in our own neighborhoods, it's empowering. It's the essence of our Brotherhood, sticking together and showing strength and solidarity," Dozier said.

Antonellis and Dozier said

more accepted, which in turn helps to keep them from leaving the field.

"Providing mentorship programs, especially to young women and people of color, is a really important piece of retention," Antonellis said. "It lets them know that they're not alone and that they have people to reach out to who are willing to help and who they can share their experiences within the industry."

Dozier also noted Local 103's numerous affinity groups as another way to help keep new members active

Boston Local 103 recently swore in its most diverse apprentice class ever. Pictured at top, 120 members attended a Women Build Boston event with U.S. Labor Secretary Marty Walsh at Encore Casino on Oct. 8.

and engaged.

"People want to know they belong, that they are recognized and valued. Then they can be motivated and contribute," Dozier said. "We have something for wherever you fit in. Local 103 has the Electrical Workers Minority Caucus, as well as a women's group, motorcycle group, veterans' group, Asian-American group, Italian-American group, and recovery group. There is something here for you if you want it."

Creating a more diverse membership might not happen overnight, but it's definitely possible, says Dozier. You just need to be purposeful about it.

"The whole country is waking up, and it's an exciting time for growth for all of us," Dozier said. ■