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SERVICE AND BROTHERHOOD

Honoring Veterans With a Smooth Transition to the Electrical Trades

VEEP graduate Jordan Afolayan is congratulated by John Echevarria, a member of the Colton, Calif., City Council, upon completing the pre-apprenticeship program. Afolayan recently transitioned out of the Army and is an apprentice at San Bernardino, Calif., Local 477.

DEADLINE EXTENDED

THE IBEW'S 2023 PHOTO CONTEST

Deadline: Dec. 1 • Details on pg. 5

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Hector Carrillo has a path to prosperity, and it happened by accident.

Carrillo was an Army paratrooper stationed at Joint Base Elmendorf-Richardson in Alaska in 2020, just a few months from being discharged, and wasn't sure how to navigate post-military life. He wanted to work with his hands, although he wasn't exactly sure doing what.

"The Army takes care of you and provides a lot, but it's a really scary transition, not knowing what is going to happen," he said. "I knew it was going to be a struggle."

Then by chance he overheard a representative of Anchorage Local 1547 talking to another service member about the IBEW's Veteran's Electrical Entry Program, or VEEP.

Carrillo told Local 1547 officials he was interested — and found himself in VEEP's pre-apprenticeship program about one month later, learning electrical skills and getting paid for seven weeks while still on active duty. He took part in a graduation ceremony after completing the program.

Better yet, there was a local union near where he grew up in Southern California that was accepting VEEP graduates: Riverside Local 440.

THE BEST OF US

Editorial on Page 2

He is now a fourth-year apprentice there. He and his wife have a 3-year-old daughter and can plan for the future.

"As soon as my time was up with the Army, it all kind of fell into place," he said.

Carrillo's story is not uncommon among veterans who enter VEEP. Started in 2019, it is run in conjunction with the Electrical Training Alliance, the IBEW's longtime national training partner.

VEEP eases the transition to civilian life, a time when many veterans struggle with uncertainty about where they will live and how they will support their families. It is an anxious time. VEEP also provides the IBEW with a pool of skilled apprentices who are used to committing to a goal and working as a team. And it's a chance to support the men and women who served their country.

"What we are doing with VEEP is something every industry in the country should look at doing," said Timothy Auman, lead organizer and VEEP representative at San Bernardino, Calif., Local 477, who works with other Southern California locals to place VEEP graduates.

Auman, who spoke at the Membership Development Conference earlier this year on the importance of VEEP, said it's vital that local unions move beyond past ways of thinking about apprentices and roll out the welcome mat for these men and women.

"You're bringing in a veteran that tests into our apprenticeship. They already have the skills. It also recognizes where the veteran is when they leave the military. They're often young when they enlist and don't have a substantial savings account set aside. It can take months and months for a spot in an apprenticeship to open. We can put them in the pre-apprenticeship right away."

International President Kenneth W. Cooper wants to hear more stories like Carrillo's in the near future.

SERVICE & BROTHERHOOD continued on page 4

FROM THE OFFICERS

Welcoming Veterans



Kenneth W. Cooper
International President

This Nov. 11, North America celebrates the immense contributions of our military veterans. Our servicemen and women are willing to give their all to protect the freedoms we hold dear, and our two nations owe them a deep debt of gratitude.

In the IBEW, one of the best ways we can thank our vets is by putting them on the path to a good-paying, rewarding career.

This is personal for me. While I did not serve, many members of my family did, including my son, my son-in-law and my father-in-law, who is a Korean War veteran.

We have always been proud to include veterans in our ranks. Former service members bring invaluable experience to the electrical trade. They know how to work with their heads and hands, work as part of a team, and live by a code of excellence and commitment.

And with the rapid growth of energy job thanks to federal investments like the Inflation Reduction Act, growing the IBEW is a bigger priority than ever, and recruiting veterans is a critical part of that.

That is what programs like VEEP and Helmets to Hardhats — which you can read more about in this issue's cover story — are all about.

Veterans face numerous challenges returning to civilian life, including higher-than-average unemployment rates, homelessness and mental health problems.

VEEP started in 2019 as a partnership with the IBEW's training arm, the Electrical Training Alliance. It's about making that transition from the military easier, ensuring that veterans can secure their spot in the middle class as soon as they leave the service.

It gives service members in their final six months of deployment the opportunity to get a head start on an IBEW career by completing their first year of apprenticeship training.

That means they are ready to start working and earning as in-demand electricians and lineworkers as soon as they return home. Not only does this program ease participants' transition back to civilian life, but it also gives the IBEW a steady supply of dedicated, skilled members ready to work rebuilding North America's energy infrastructure.

Many veterans say the best part about serving in the military is camaraderie among their fellow troops and the sense of belonging to something bigger than themselves. It's tough to replicate in the civilian world.

But they can find that same sense of solidarity and brotherhood in the IBEW, and we need to spread that message.

Anyone who wants more information about bringing VEEP to their local can contact my office or the ETA.

But we must do more than recruit veterans. We also need to create a welcoming and supportive culture to keep them in the trade and in the IBEW for the long run.

Our Veterans Committee is focused on helping locals do just that, developing resources they can use to open opportunities for veterans across the IBEW. My goal is to double the number of locals with active veterans committees. And these groups are not just open to veterans. I encourage anyone who wants to support our efforts to join.

Every local union needs to make a place for veterans. It is not just one of the best ways to do right by them. It is essential if we are going to meet the increasing demand for skilled electrical workers and build a bigger and stronger IBEW.

Happy Veterans Day and Remembrance Day, brothers and sisters. Now let's get out there and put in the work to truly honor our two nations' service members. They deserve what we have, and we have the opportunity to give it to them. ■

Give Thanks and Give Back

No month captures the American spirit and all its contradictions quite like November. We go from election battles that are more heated than ever to a season of graciousness, generosity and good will, from Veterans Day to Thanksgiving.

It's no surprise that Thanksgiving tops the list of favorite holidays. With our Canadian brothers and sisters who celebrate Thanksgiving in October, we embrace kindness and community no matter how hard we fight for our beliefs.

The IBEW is steeped in those values. I am so proud to be part of a brotherhood and sisterhood that never stops giving back: building Habitat for Humanity homes; wiring homes for low-income families and women's shelters; running food, blood and coat drives; and so many other good works all year long.

Thanksgiving ushers in the ultimate season of giving, a whirlwind of IBEW turkey and toy drives and holiday meals for families who didn't expect to have anything special to eat, let alone a feast.

But food isn't the only nourishment we need at the holidays. This time of year can be lonely for many people, and that's why I was touched to see Los Angeles Local 11 and Riverside, Calif., Local 440 team up to encourage members to host an IBEW brother or sister for Thanksgiving dinner. A message from the locals says, "Through the Break Bread program, we hope to foster a supportive community where everyone feels valued and cared for."

Let's also remember our fellow union members who've been on the picket lines. As I write this, strikes by the Auto Workers, SAG-AFTRA and health care unions are ongoing, among other walkouts. Keep an eye out for opportunities to help make the holidays a little brighter for them, just like we know they'd do for us.

We have so much to be grateful for as IBEW members, and that list got even longer this year. Thanks to hundreds of billions of dollars pouring into cities and states under Biden administration programs, America's construction and manufacturing sectors are booming. Everywhere you look, projects are underway or soon will be — from new and expanded high-tech factories and assembly lines to roads, bridges, airports, transit systems, clean energy, grid resilience and other massive investments in infrastructure, all of it spurring hundreds of billions more dollars in private spending.

To keep those job-creating dollars flowing, we'll have to elect and reelect pro-worker leaders in 2024. But let's first sit down with one another around the Thanksgiving table and unite in celebrating our many blessings. ■



Paul A. Noble
International Secretary-Treasurer

My IBEW STORY

Noah Guerrero, business owner
Oklahoma City Local 1141



“When I was in high school, we had a neighbor who was an IBEW member, and he always had other members over at his house. I saw firsthand the community that came with IBEW membership. He was a great role model, and he influenced both me and my brother to become electricians.

During this time, my brother, who served in the Army, told me that he had applied for and been accepted to the IBEW apprenticeship program. He said he enjoyed the training and that it resulted in pretty good pay for an 18-year-old. I really looked up to my brother, so I took him at his word and went to Local 1141's hall and filled out my application for apprenticeship.

Since then, I have prospered: I entered the apprenticeship at 18, had my journeyman's license by 24, worked as an inside wireman in the field on many projects — hospitals, wind farms, federal projects on Tinker Air Force Base, various commercial and industrial jobs — and got my contractor's license at 34. I have a union electrical shop, and we employ about 30 inside journeyman wiremen. My company is now six years old. There have been challenges, and we all have to learn along the way. I love that my work always gives me the opportunity to learn. You can grow as much or as little as you like, but your work provides many opportunities to grow as a person.

The IBEW has given me so much to be thankful for, and my family and I have benefited greatly from joining the best electrical union around. I grew up in a single-wide trailer in the middle of the woods that had holes in the roof and the floor. We were very poor and never knew any better as kids. As an adult looking back, I see how lucky we were to have made it to where we are now. We never had insurance growing up and knew nothing of a 401(k). Now I have a great retirement and insurance, and I was trained by some great journeymen in the trade.

While I've been told I have a good story, it's important to remember that we can all do this. I am living proof that it can be done. It's not always easy, and I don't have all of the answers all the time, but I've surrounded myself with a great team that has been with me a long time, and we have each other's backs. Together we will continue to do great things and employ more brothers and sisters with the team we have assembled. I love this trade. I love to see employees grow and learn, and I love to see them happy. Thank you to the IBEW for everything you've done for me!”

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

THE METER

1/3

The portion of career-seeking veterans who **choose the electrical field** as their top choice among the trades, according to Helmets to Hardhats.

See the cover story, "Service and Brotherhood," for more.

‘This Is a Big Deal’

NLRB Ruling on Organizing Disrupts Union-Busting Playbook

The National Labor Relations Board dealt a massive blow to anti-union employers in August, making it harder than ever for companies to get away with harassing, intimidating and threatening workers to derail an organizing drive.

Now, under a ruling against Cemex Construction Materials Pacific, if a majority of workers sign cards seeking a union, an employer has 14 days to voluntarily recognize the new bargaining unit or call an election.

If they fail, the NLRB will do it for them.

“If an employer commits an unfair labor practice during an election campaign, the board will order the employer to recognize and bargain with the union,” International President Kenneth W. Cooper said. “It’s that simple. The NLRB will not order a re-run election.”

IBEW General Counsel Jon Newman said the Cemex ruling hits employers where it hurts.

“This is a big deal,” Newman said. “It makes the business cost higher to commit unfair labor practices during an election. Before, you could do it almost with impunity because the election would have to be re-run. Another election, more ULPs, and you re-run it. Wash, rinse, repeat.”

Putting an end to that “will have a significant impact on organizing,” Cooper said as he issued a list of best practices in October to help locals take full advantage of the ruling.

A group of workers seeking to join the United Food and Commercial Workers were the first to benefit from the Cemex standard. In September, an administrative law judge in Massachusetts ordered their law-breaking employer, cannabis company I.N.S.A. Inc., to the bargaining table.

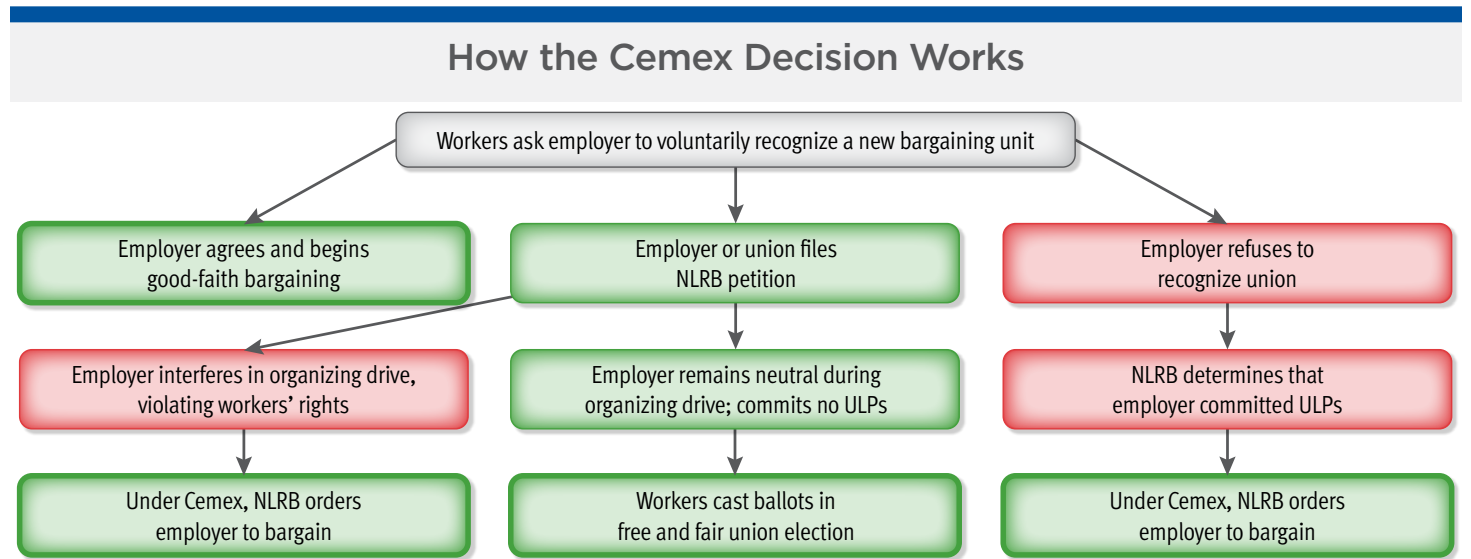
Having refused to honor the union cards signed by a majority of employees, I.N.S.A. demanded an election, then fired union supporters and engaged in other misconduct that derailed the 2022 vote.

“The selective and disparate enforcement of previously ignored rules and policies against the organizers and key supporters clearly was intended to send a message... that such support could result in discipline or discharge,” Judge Andrew Gollin wrote.

The Cemex ruling itself was in response to a series of labor law violations committed by the construction materials company. In 2017, the Teamsters collected signed cards from 57% of about 360 workers at Cemex’s two dozen cement facilities in the area. The company hired a union-busting law firm and broke labor laws at least 20 times before the election, the NLRB found.

In its decision, the board made it clear that nearly any violation of labor laws during the critical period before a vote would be grounds to set the election aside and order the company to go directly to the bargaining table.

For decades, most companies that



*NLRB=National Labor Relations Board; ULP=Unfair Labor Practice

broke the law leading up to an election faced almost no risk or penalty. Typically, the board simply ordered another election, leaving organizers and increasingly deflated group of workers. No longer.

In Cemex, the board also made it an unfair labor practice to ignore unions when they present evidence that they have a majority of signatures in favor of joining in union.

“The goal is to have a free and fair selection process,” NLRB Chair Lauren McFerran told Bloomberg. “The Supreme Court has made clear you can have a selection process that involves voluntary recognition, or you can have a selection process that involves an election.”

Together with new rules announced the day before the Cemex ruling bringing back Obama-era election procedures, denying workers their right to fair representation elections will be very expensive.

“What was the cost of committing ULPs in the setting aside of an election? It wasn’t much, and now it is everything,” Newman said.

Big business had a collective meltdown at the board’s remedy for corporate malfeasance in union elections. The Chamber of Commerce howled it was a “long-held dream of labor unions” and that “the floodgates [are] now open.”

Newman said they’re overreacting: “The orders will only be issued when a company made a fair election impossible through illegal behavior. The only way they could be expecting a flood is if they know they broke the law in a lot of cases.”

The NLRB found that Cemex and its anti-union consultants repeatedly lied in forced-attendance meetings about “inevitable strikes,” and claimed that any facility that voted yes would likely close. Further, managers and supervisors threatened the livelihoods of workers who wore pro-union stickers on their hard hats, announced illegal policies banning workers from talking to union organizers, and disciplined and suspended workers for protected organizing activities, including one firing.

“This case was not run-of-the-mill,” Newman said. “Even under the pre-Cemex, business-friendly rules, the board said there was enough here to skip a second election and issue a bargaining order to Cemex. But the standard they adopted would apply to any ULP that impacted an election to such an extent that the election would have to be set aside, not just the worst of the worst.”

The board was so concerned that violating the law had become common business practice that it made the rul-

ing retroactive by six months.

Newman said the Membership Development Department is looking for any lost elections during those six months in which an employer made an election impossible.

While important, the Cemex ruling did not deal with the essential problem of bargaining orders: There is still no legal requirement that a company negotiate a first contract with the union.

“It doesn’t change the need to do the work on our end: building strong

volunteer organizing committees and educating and connecting with unit members so that in the end, we take enough power that businesses have to negotiate,” Newman said. “This makes it easier, not easy.”

He said that critics who decry the ruling as pro-union are missing the point.

“It’s pro-fairness,” Newman said. “All the ruling says is that if a company so violates the law that an organizing election is impossible, they don’t get rewarded with chances to do it again.” ■

Busting the Union Busters

In addition to the landmark Cemex ruling featured on this page, the Biden-era National Labor Relations Board is vigorously pursuing justice for wronged workers and removing roadblocks to union representation and collective bargaining. Here are some of the highlights from an especially busy summer and early autumn:

IN SEPTEMBER, the board took the remarkable step of seeking the civil arrest of two salon owners in Wisconsin who evaded NLRB and court orders for after unlawfully firing a worker who spoke up about COVID-19 safety in 2020. When the region’s U.S. Court of Appeals sent federal marshals to deliver the pair to a same-day hearing, they promptly committed to the board’s back-pay process and other remedies and were ordered to pay more than \$30,000 in fines and fees.

ON THE EVE of the Cemex decision, the board reversed Trump-era NLRB rules that gift-wrapped new ways for employers to delay union elections. The 2023 rules, effective Dec. 26, are expected to “meaningfully reduce the time it takes to get from petition to election in contested elections” and expedite any post-election litigation.

THE BOARD affirmed and expanded the scope of “protected concerted activity” in August, overturning two more punitive Trump-era decisions. Ruling first against a plastics company that fired a worker who raised COVID-19 concerns, board Chair Lauren McFerran said the “right of employees to engage in concerted activity to improve their working conditions” is central to the 1935 National Labor Relations Act and should not be constrained. The second case involved a woman fired by a nonprofit after rallying co-workers to call for rehiring a respected colleague. While the NLRA protects such advocacy, the law mainly had been applied to actions on behalf of current employees.

UNDOING OTHER damage done in recent years, the board issued a pair of decisions on the heels of Cemex that limit the ability of employers to alter working conditions prior to a first contract or after a contract expires. One case involved a scrap metal company furloughing 10 workers without consulting the new union; in the other, a bottlecap manufacturer imposed a mandatory 60-hour workweek during bargaining when the previous pact expired. The board used the cases to reverse the 2017 Raytheon precedent that gave employers wide berth to make unilateral changes during contract talks. Raytheon upended decades of labor law established by a 1962 Supreme Court ruling in NLRB v. Katz, recognizing that too much latitude for employers amounts to “a circumvention of the duty to negotiate” and weakens unions at the bargaining table.

BRINGING MORE balance to the issuance of work rules in early August, the board overruled the 2017 Boeing decision that allowed employers to adopt overbroad policies instead of tailoring rules to meet legitimate business interests. “Under the new standard, the board will carefully consider both the potential impact of work rules on employees and the interests that employers articulate in support of their rules,” McFerran said.

SERVICE AND BROTHERHOOD

Honoring Veterans With a Smooth Transition to the Electrical Trades

▼ Continued from page 1

“Programs like VEEP are more than just the right thing to do by our veterans,” Cooper said. “They’re essential if we are going to meet the increasing demand for skilled construction workers and ensure the new electrical grid is built by union members.”

It hits close to home for Cooper, who has a son who served in the Navy and a son-in-law who served in the Air Force, in addition to a Korean War veteran father-in-law. “Every local union must make room for graduates of VEEP,” he said.

Military Experience Gives an Edge

Those involved in the program said VEEP graduates enter the apprenticeship better prepared than most because of the military background and because they have gone through the pre-apprenticeship, which Auman and others said covers much of what a typical first-year apprentice learns.

“I get a lot of positive feedback from our members,” Auman said. “Once someone gets a VEEP member in their crew, they want another one.”

Local 440 Lead Organizer Bernie Balland echoed those thoughts, adding that “with the VEEP program and the pre-apprenticeship, one of the good things is they are confident in using those skills.”

In addition to Alaska, Southern California is one of the strongest areas for the program. There are about a dozen bases in the area, representing every branch of the military.

Plus, tens of millions of people were raised there. Many went on to the military and want to return home there after serving.

And finally, there’s no lack of work. Local 440 has committed to accepting as many as 10 VEEP graduates per year.

“We’re in a fortunate position that we have work we’re able to commit to,” Balland said.

The program is now available to U.S. military members worldwide due to online learning, further broadening its reach. VEEP applicants must have a local union that will accept them for direct entry upon completion of the program to be considered.

Program graduates have been accepted into more than a 100 inside locals, but finding a local to take on an applicant is to often a challenge, said Greg McMurphy, assistant director of the Electrical Training Alliance and its VEEP inside coordinator. McMurphy and IBEW officials said that must change if VEEP is to meet its potential.

“We have more locals saying they will accept graduates than in the past, but we still need to work on that,” he said.

The current inside training centers are at Local 1547, Los Angeles Local 11 and San Diego Local 569. Locals 440 and 477 have a joint program. Salt Lake City Local 354 will have its first training cohort in January.

Atlanta Local 613 has been approved for its first cohort, which will use a combination of hybrid and in-person training.

Adrian Saucedo, director of inside construction organizing, said recruiting military veterans is a top priority.

“We need to show those transitioning veterans that the door to the IBEW is open,” he said. “Everyone cheered and rah-rahed [when Saucedo mentioned the topic at the Membership Development Conference], but now it’s time to update their apprenticeship standards and use a program like Helmets to Hardhats or VEEP. We must show by action we’re trying to help our veterans.”

Helmets to Hardhats

McMurphy noted that VEEP will not be able to accept all the applicants into its pre-apprenticeship program for the foreseeable future.

But it can steer them to Helmets to Hardhats and other programs for veterans, he said.

“We’re just a flare that is telling them: ‘The IBEW is interested in you. We value you,’” said McMurphy, an inside wireman and member of Kennewick, Wash., Local 112. “Come see us about a job. The ones we can’t get seats in training, we want to hand off to the training centers and get them in the industry.”

Helmets to Hardhats has been helping veterans with the transition to careers in the trades since 2002. It’s a partnership among 15 trade unions, including the IBEW. VEEP is crucial, especially with its pre-apprenticeship program, but Helmets to Hardhats is better positioned to meet the immediate needs of some veterans joining the IBEW, Saucedo said.

“We have the connections,” said Helmets to Hardhats Executive Director Martin Helms, an Army veteran and member of Akron, Ohio, Local 306. “We have relationships in the military and the building trades. We have the databases to make things happen. If you’re a service member going through the transition, you should have heard of us.”

“There’s no one program that can hit all the masses,” he said of the complementary nature of VEEP and Helmets to Hardhats. “The analogy I make is this: You never

On the VEEP and Helmets to Hardhats:

“There’s no one program that can hit all the masses. The analogy I make is this: You never go into battle with just one plan. You use multiple techniques to get the win.”

— Helmets to Hardhats Executive Director Martin Helms, an Army veteran and member of Akron, Ohio, Local 306



Above: Local 477 apprentice Jordan Afolayan, left, and Local 440 apprentice Xavier Romo celebrate finishing VEEP.

At right: Quincy Lunford, right, Helmet to Hardhats’ Southwest regional manager, congratulates VEEP graduate Calvin Toone. Toone served in the Army and is a Local 477 apprentice. Greg McMurphy of the Electrical Training Alliance looks on.



go into battle with just one plan. You use multiple techniques to get the win.”

Helms said about one-third of veterans who fill out Helmets to Hardhats paperwork expressing an interest in the trades say their top choice is to work in the electrical field. He calls it the “sexy choice” in construction because wages are good, there’s always a need for electricity, and it takes a high level of skill to become an electrician or lineman.

Only about 21% of those end up becoming IBEW members. That number should be closer to 50%, he said.

Saucedo said the IBEW’s field organizers are committed to doing a better job of contacting veteran applicants.

“If we don’t call on them, they’re going to go work nonunion,” Saucedo said. “When that happens, it’s awfully hard to get them back.”

Helmets to Hardhats’ work with the IBEW extends to Canada. That relationship will only strengthen, said Pete Cool, a member of Halifax, Nova Scotia, Local 1928 and the First District representative on the IBEW’s Veterans Committee.

“This will create a lot of opportunities for the locals, as well as helping the veterans find employment by getting them some training to work in the trades,” he said.

Cool joined the Veterans Committee in 2022 and has assembled a similar committee specific to Canada. It has about 12 members and is meeting monthly, he said. He plans to eventually have 30 members.

Saucedo said some local unions’ apprenticeship committees feel like they are relinquishing control of their programs if they accept a VEEP graduate or someone from Helmets to Hardhats via a guaranteed entry spot.

He countered that they are getting someone who has proven they are qualified because of their service and the pre-apprenticeship program.

“As long as I’m here, this is not going to be lip service,” he said.

‘Mindset We Had in the Marine Corps’

It’s not just about inside wiremen. VEEP and other programs for veterans are vitally important to maintaining a quality line workforce, said Utility Director Donnie Colston.

“What you look for in a lineman is an eagerness to learn and someone who understands the importance of reporting to work daily, especially in emergencies,” said Colston, a journeyman lineman and member of Louisville, Ky., Local 2100. “When you talk to a veteran, he or she understands they must be on the job every day and finish the task. In the military, they’re on 24-hour call.”

Alex Hernandez was based in Okinawa, Japan, with the Marine Corps, knowing he would be discharged in just a few months. He looked at various options, including VEEP, when he came across the SkillBridge Military Program. It’s a Defense Department program that helps veterans transition to civilian life with the help of donations from corporate partners.

Hernandez used it to land a spot at the Selcat SkillBridge Veteran Program in Newnan, Ga. He underwent training while still on active duty. After returning to civilian life, he became a member of Orlando, Fla., Local 222 — about 90 miles from where he grew up — and now is working to rebuild the grid in Puerto Rico.





San Bernardino, Calif., Mayor Helen Tran congratulates Samuel Stanson II on his VEEP graduation. Stanson served in the Marines for 10 years and is now a Local 477 apprentice.

Ingalls, who grew up near the Marine Corps Air Ground Combat Center in Southern California. “They did not have the fulfillment of working in our industry and the camaraderie of being a member of our union and all that comes with it.”

“In my opinion, it’s a no-brainer,” she said. “If an opportunity is there for us to help veterans and build bridges, it’s incumbent on us to do it.”

Ingalls, a journeyman wireman, also hopes it becomes a tool to attract more women who served in the military.

“From my personal experience of working in the field, some of the women who have had the most seamless and successful careers in the IBEW have been veterans,” she said.

“Seamless” is a word the IBEW wants all military members and veterans to have in mind when they show an interest in membership.

Like with any applicant for an apprenticeship, nothing is given. But with lessons learned in the military, along with development resources from programs like VEEP and Helmets to Hardhats set up veterans for a successful career in the community of their choice, while helping the IBEW meet the demand



San Bernardino Mayor Pro-Tem Fred Shorett congratulates Jayden Cenicerros on his VEEP graduation. Cenicerros transitioned out of the Army in 2021 and now is a Local 440 apprentice.

“Coming from a military standpoint, a lot of people working here have the mindset we had in the Marine Corps,” he said.

Hernandez was even able to qualify for a home loan by showing the lender his projected earnings as a lineman.

His advice for other veterans getting ready to return to civilian life:

“Don’t wait,” he said. “You’ve got to go out and get it. I had a couple of buddies that sat around and waited when they got out. They’re not working and they’re struggling. Get after it. There’s plenty of money to be made. All it takes is a little want-to, and you’ll make it.”

Jason Iannelli, director of outside curriculum for the National Training Alliance, said graduates are sent to one of three training centers: Selcat/SSVP AJATC in Newnan, Ga.; Lazy Q Ranch in La Grange, Texas; and Missouri Valley AJATC/Midwest Line College in Indianola, Iowa.

Benefits to participants in each program vary. The LaGrange facility doesn’t require any fees, for instance. Veterans can use G.I. Bill benefits to pay fees at the other facilities.

It isn’t easy to land a spot in VEEP’s outside program. Iannelli said there are usually about 900 VEEP applicants annually for about 120 spots. That might fluctuate depending on the demands of utility companies, he said. Training is intense, and some don’t make it through the 180-day program, although VEEP candidates generally perform better than other apprentices, said Iannelli, a member of Philadelphia Local 126. “Our goal with VEEP is to make it a seamless transition from the pre-apprenticeship to the apprenticeship.”

West Frankfort, Ill., Local 702 member Darren Hess left the Marine Corps in 2005, long before VEEP was founded. But he advises veterans to make use of any program that helps them attain IBEW membership, noting that he uses many of the skills he learned in the military on the job today.

“Being a lineman is a physical job,” said Hess, who served a tour in Afghanistan. “You’ve got to be able to get out there and climb poles and reach things you never thought you could reach in your life. That definitely helped me, and the leadership aspect I learned in the military helped me tremendously.”

Good for IBEW, Good for Veterans

Experts who study veterans say the initial months after being discharged are often the most fraught. Many lose the sense of purpose they felt in the service, and when they lose the structure of the military, they can drift in civilian life.

Finding a family-supporting job might prove more difficult than expected, especially if they want to move to a specific area, such as where they or their spouse grew up.

That’s where VEEP is especially beneficial. The service members know they have a path to a terrific career, often months before being discharged.

“Throughout my lifetime, I have seen so many veterans who have a fulfilling military career and upon exiting fall into that gap,” said Local 440 Political Director Venessa



Above, Alex Hernandez on active duty with the Marine Corps at Camp Lejeune, N.C. And a few months later at left, Hernandez was going through lineman training with instructor Phil Burge.

for skilled electricians.

One needs to look no further than Carrillo for proof.

“We’re big into being close to family,” he said. “Having a good job, and being close to them, are two big pluses.” ■

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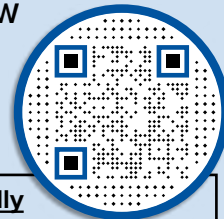
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IVP Cooper: Locals Could Learn From Recent Creative Organizing Win in Toledo

Toledo, Ohio, Local 245 recently organized the workers of a newly formed flagging company, and Fourth District International Vice President Gina Cooper is hoping that the way this win came about will spark creative organizing conversations throughout the IBEW.

"If we're serious about growing the IBEW's membership and capturing more market share, then this Toledo example could be very energizing to lots of other locals all around the union," said Cooper, whose district covers Ohio along with Kentucky; Virginia; West Virginia; Maryland; and Washington, D.C.

Local 245's highly skilled 800-plus members keep busy with agreements covering work in outside construction, line clearance tree trimming, broadcasting, and government. "We're pretty fortunate," said Business Manager Shane Bauman.

Also represented by the local are utility workers at the Davis-Besse Nuclear Power Station and the Walleye Power Bayshore Power Plant, as well as at Toledo Edison, a First Energy subsidiary that serves more than 300,000 customers in northwestern Ohio.

"At Toledo Edison, we represent a wide range of craft workers, such as linemen, substations, fleet and facility services, warehouse, meter services, comm techs — everybody who does field work there," said Bauman, who has served as Local 245's business manager since 2020.

Until recently, this did not include the traffic control flaggers who keep utility workers safe when they're working near roads. Toledo Edison had outsourced that work to a nonunion contractor.

That's not unusual, said Fourth District Lead Organizer Patrick Kallaher, who services Local 245: "A lot of utilities outsource flagging."

One person who had not been happy with that contractor's work, though, was Brett Frankart, owner of Frankart Powerline Services, a longtime Local 245 signatory contractor specializing in industrial and heavy commercial electrical installations. FPS works with many utilities and companies in Local 245's jurisdiction.

Kallaher noted that Frankart had come up through Local 245. "He sees value in an IBEW contract, that it's a benefit for him and for his employees," he said.

In dealing with his unhappiness, Frankart's IBEW background almost certainly was behind his novel solution.

"Brett started a new flagging company of his own, RKR Traffic Control," Bauman said. "Then he asked me how we could get his traffic controllers on a signatory contract with the IBEW and Local 245."

The business manager explained that the flagger classification falls under the IBEW's professional and industrial jurisdiction, rather than the construction side, with which Frankart was more familiar.

This distinction meant Frankart had



Toledo, Ohio, Local 245 recently organized the members of a new traffic control company, a win that the local credits in large part to its commitment to good relationships with all of its business partners.

a choice in how to proceed: He could wait for his dozen or so new hires to conduct an organizing campaign on their own, or if a majority of the workers turned in authorization cards, he could voluntarily recognize the IBEW as their representative.

"Brett is very particular about quality so, naturally, he had no

objections to voluntary recognition with the IBEW," Bauman said.

Local 245 Assistant Business Managers Justin Cappelletty and Ken Kurtz then worked with Kallaher to distribute union authorization cards to RKR's workers. When most of the cards came back signed, Kallaher and Kurtz handled the

National Labor Relations Board's process, timeline and paperwork requirements for achieving recognition. Talks toward a first bargaining agreement got underway soon afterward.

"Brett takes great care of all of his employees," Bauman said. "We were able to lock down first-contract language quickly."

While Frankart's history and connection with Local 245 were doubtless important factors throughout the organizing campaign, Bauman attributes much of the relative smoothness of the process to the effort his local's members put toward good relationships with all their employers and contractors.

"Without a consistent effort building on the good relationship with Brett, who knows whether he would have gone with the IBEW?" Bauman said.

The business manager isn't randomly using words like "relationships" and "quality." Those terms, along with "safety," "professionalism" and "accountability," form the basis of the IBEW's Code of Excellence, the union's labor-management cooperation pro-

gram that codifies its core values.

Bauman said Local 245 embraced the Code not long after it was implemented unionwide in 2006. It's part of the local's outside construction and utility agreements with Toledo Edison, where Code training is conducted for new managers and workers, along with regular refresher sessions.

"The value of the Code of Excellence is definitely recognized there," Bauman said.

As this edition was being prepared, RKR had expanded to nearly two dozen employees. "Brett started out small, but he recognizes the need for growth," Bauman said.

Pleased with Local 245's efforts, Vice President Cooper believes it would be useful for other locals to seek out similar prospects for bringing work and workers into the IBEW, and to encourage employers and contractors to think outside the box, too.

"The need for the IBEW's values is everywhere," Cooper said. "Sometimes, we just need to put some imagination into finding opportunities." ■

Detroit Local Provides 'EV Experience' at International Auto Show

Attendees of this year's North American International Auto Show were lining up for the chance to test-drive some of the latest electric vehicles, including on an indoor track courtesy of Detroit Local 58 and the southeast Michigan chapter of the National Electrical Contractors Association.

"Attending this show was a tremendous opportunity for us to meet with consumers who have every type of charging need," Local 58 Business Manager Paul VanOss said. "We were able to demonstrate and discuss all the different charging options available and explain how Local 58 works together with NECA contractors to provide the best support for EV charging infrastructure."

The Powering Michigan EV Experience track, co-sponsored by Local 58 and NECA, was one of multiple ride-along options at the annual auto show, one of the largest in North America. Participants were accompanied by a professional driver who took them on a ride that traversed through a serpentine track with an acceleration lane stretching more than 300 feet.

After the test drive, visitors could then explore the Powering Michigan EV Learning Center, where they got information on topics including electric vehicle chargers, battery storage and solar panels. The center also showcased a variety of EV charging applications from four manufacturers and included educational seminars, as well as experts on hand to field any questions.

"We had some meaningful conversations with potential new business partners," Local 58 Business Agent Andre Crook said. "Answering questions and helping consumers see and discuss all the various charging options we had on display was a great opportunity for us to grow our business."

For a number of visitors, the cost of electric chargers was top of mind, reported the Detroit Free Press.



Detroit Local 58 members were at the International Auto Show to educate attendees on numerous EV topics like car chargers and solar panels. At left, Local 58 Business Agent Andre Cook describes the attributes of a smart panel to a local news reporter.



"If you look at it, the cost isn't as invasive as people make it seem to be," Crook told the Free Press. "If you want to do something extraordinarily big and futurize your house, then it could get pricey. But if you just get an electric vehicle charger that comes along with your car, depending on your infrastructure in your home, it's not really costly."

Among those who stopped by the learning center was Detroit Mayor Mike Duggan.

"This is pretty exciting! The city is getting ready to roll out 100 charging stations throughout Detroit, and this just gives people a chance to see how does this work, how did it charge," Duggan said in an interview with local news station WXYZ.

Local 58 has more than 600 members trained and certified by the nationally recognized Electric Vehicle Infrastructure Training Program. They are actively installing charging equipment throughout Michigan for all market segments, from residential to public and fleet, said Jennifer Mefford, EVITP national co-chair.

"It's been a great team effort to provide education and options for EV charging support with Local 58 at the show," she said. ■

New Puerto Rico Local Approves First Contract, Welcoming Nearly 800 Members

Less than a year after receiving their charter, the members of San Juan, Puerto Rico, Local 787 overwhelmingly approved a first contract in July.

The contract raises salaries, improves benefits, and — the highest priority for the workers going into negotiations — gives the nearly 800 workers at the island's sole electric utility a voice on the job.

The covered employees are technicians; call center, line clearance and warehouse workers; and diesel, gas and aviation mechanics at the utility LUMA.

"When I think back to where Puerto Rico was after [hurricanes] Irma and María in 2017, I can't believe how far the linemen and utility workers, our brothers and sisters, have come," said Fifth District International Vice President Brian Thompson.

María and Irma killed nearly 3,000 people and leveled the island's power grid. It sent the Puerto Rico Electric Power Authority, the island's previous utility, into bankruptcy.

The IBEW first organized the construction linemen, and hundreds joined Orlando, Fla., Local 222 in 2021, signing a first contract in weeks.

The utility workers were organized a year later. In one of his last acts as international president, Lonnie R. Stephenson signed Local 787's charter, his sixth new charter in seven years.

The negotiating committee was led by Joel Flores, a vegetation technician, and Erick Lopez, a warehouse worker, two of the earliest and most active volunteer organizers. They were joined by Roberto Figueroa, Lymari Pérez, Jose Madera, Carlos Miranda and Fifth District International Representatives Jeff Henderson and Lorraine Llauger.

"I always understood it was about being heard. More than money, more than time off, they wanted a voice on the job and the dignity that goes with it. That was number 1," Llauger said. "They wanted stewards who could represent them and a labor-management committee where they could bring issues to the table."

Part of that dignity was equal access to training. Under PREPA, there was no consistent policy. And part of it was ensuring that people who did the same work got paid the same salary.

Finally, they wanted out of the bankrupt PREPA retirement system and into the IBEW-run National Electrical Annuity Plan.

It was only when they had ensured their work was honored and everyone had a fair shot at growing throughout their career that conversations turned to wages, Llauger said.

Voters lived in every corner of the island, but more than 600 voted in the election, with nearly everyone in favor.

"It was basically unanimous. I mean, there always people who vote no," said Adrian Saucedo, director of



Signing San Juan, Puerto Rico, Local 787's charter in 2022 was one of the last acts before International President Lonnie R. Stephenson retired and now-International President Kenneth W. Cooper took his place. Local 787 signed its first contract in July. Business Manager Joel Flores (seated, left), Financial Secretary Erick López (seated, right) and Fifth District International Representative Jeff Henderson (standing in back) led the negotiations team.

inside construction organizing, who assisted with the organizing and helped translate the contract into Spanish.

Part of his role, Saucedo said, was to make the election and signing the newly represented workers nearly seamless. First, they used the

electronic election system developed for the Atlanta Gas Light election in 2019.

"The island is so spread out. If we had printed the agreement out and taken it to every laydown yard and shop, I don't know how long it would have

taken for everyone to view the contract and vote. We would have been waiting for months," he said.

Thompson said that while this is a victory for these new brothers and sisters, thousands of IBEW members can claim a piece of it. LUMA is a

consortium of signatory contractors Quanta Energy and Canadian Utilities Ltd. that took over from PREPA when the island was in shambles. One of the company's first steps after taking over in 2020 was to reach out to the IBEW.

"This is what good work leads to. We built a relationship with Quanta over decades. They understood we did good work. The contracts are profitable for both parties. It wasn't all roses, but that builds trust," he said.

It also helped that the linemen were already working under an IBEW-negotiated contract.

"When these support workers asked the linemen, who they knew and who had been there for years, they said, 'Yeah, the IBEW takes care of us.' It helped enormously," Saucedo said.

Now, Llauger said, they just have to execute. In the coming weeks, Flores will take over as full-time business manager and Lopez as financial secretary and assistant business manager.

"This is a win for our LUMA workers, but it's also a win for Puerto Rico," Thompson said. "Happy, secure, optimistic workers are more productive and give better customer service." ■

Local Nuevo de Puerto Rico Aprueba Primer Contrato y da la Bienvenida a Casi 800 Miembros

Menos de un año después de recibir su sindicato, los miembros del Local 787 de San Juan, Puerto Rico aprobaron abrumadoramente un primer contrato en julio.

El contrato aumenta los salarios, mejora los beneficios y — la máxima prioridad para los trabajadores que participan en las negociaciones — le da voz en el trabajo a los casi 800 trabajadores de la única empresa eléctrica de la isla.

Los empleados cubiertos son técnicos; trabajadores de centros de llamadas, despacho de líneas y almacenes; y mecánicos de diesel, gasolina y aviación en la empresa de mantenimiento LUMA.

"Cuando pienso en dónde estaba Puerto Rico después de los [huracanes] Irma y María en el 2017, no puedo creer lo lejos que han llegado nuestros hermanos y hermanas linieros y trabajadores de mantenimiento," dijo el vicepresidente del quinto distrito Brian Thompson.

Aproximadamente 3,000 personas perdieron sus vidas. Al mismo tiempo, estos huracanes arrasaron con la red eléctrica de la isla. Esto mandó a la previa empresa, Autoridad de Energía Eléctrica de Puerto Rico, a la bancarrota.

IBEW organizó primero a los linieros de construcción y cientos de ellos se unieron al Local 222 de Orlando, Florida, en el 2021, firmando un primer contrato en semanas.

Los trabajadores de mantenimiento se organizaron un año después. En uno de sus últimos actos como presidente internacional, Lonnie R. Stephenson firmó el sindicato Local 787, su sexto sindicato nuevo en siete años.

El comité negociador estuvo dirigido por Joel Flores, un técnico de vegetación, y Erick López, un trabajador de almacén, dos de los primeros y más activos organizadores voluntarios. A ellos se unieron Roberto Figueroa, Lymari Pérez, José Madera, Carlos Miranda y los representantes internacionales del quinto distrito Jeff Henderson y Lorraine Llauger.

"Siempre entendí que se trataba de ser escuchado. Más que dinero, más que tiempo libre, querían tener una voz en el trabajo y la dignidad que conlleva. Eso fue lo primordial," dijo Llauger. "Querían delegados que pudieran representarlos y un comité laboral-administrativo donde pudieran llevar asuntos a la mesa."

Parte de esa dignidad era el acceso igualitario a la capacitación. Bajo la AEE, no hubo una política consistente. Y parte de ello era garantizar que las personas que hacían el mismo trabajo recibieran el mismo salario.

Finalmente, ellos querían salir del sistema de jubilación en bancarrota de la AEE y entrar en el Plan Nacional de Anualidades Eléctricas administrado por IBEW.

Fue solamente cuando se aseguraron de que los trabajos fueran honrados y de que todos tuvieran una oportunidad justa de crecer a lo largo de sus carreras, que las conversaciones giraron en torno a los salarios, dijo Llauger.

Los votantes vivían en todos los rincones de la isla, pero más de 600 votaron en las elecciones y casi todos estuvieron a favor.

"Fue básicamente unánime. Bueno, siempre hay gente que vota no," dijo Adrian Saucedo, director de la organización de construcción interna, quien ayudó a organizar y a traducir el contrato al español.

Primero, se utilizó un sistema de elección electrónico desarrollado para las elecciones de Atlanta Gas Light en el 2019. Parte de su función, según Saucedo, era hacer que la elección y la contratación de los trabajadores recién representados fuera casi impecable.

"La isla está muy extendida. Si hubiéramos impreso el acuerdo y lo hubiéramos llevado a cada patio y taller, no sé cuánto tiempo les habría tomado a todos ver el contrato y votar. Habríamos estado esperando durante meses," dijo Saucedo.

Thompson dijo que si bien esta es una victoria para estos nuevos hermanos y hermanas, miles de miembros de IBEW pueden tener derecho a una parte de ella. LUMA es un consorcio de

contratistas firmantes Quanta Energy y Canadian Utilities Ltd. que tomó el relevo de la AEE cuando la isla estaba en cenizas. Uno de los primeros pasos de la empresa después de asumir el control en el 2020 fue acercarse al IBEW.

"A esto es lo que conduce el buen trabajo. Construimos una relación con Quanta durante décadas. Ellos entendieron que hicimos un buen trabajo. Los contratos son rentables para ambas partes. No todo fue color de rosa, pero eso genera confianza," dijo Thompson.

También ayudó que los linieros ya estuvieron trabajando bajo un contrato negociado por IBEW.

"Cuando estos trabajadores de apoyo les preguntaron a los linieros, a quienes conocían y quienes habían estado allí durante años, dijeron: 'Sí, el IBEW nos cuida'. Fue de gran ayuda," dijo Saucedo.

Ahora, dijo Llauger, sólo tienen que ejecutar. En las próximas semanas, Flores asumirá el cargo de gerente comercial de tiempo completo y López asumirá el cargo de secretario financiero y subgerente comercial.

"Esta es una victoria para nuestros trabajadores de LUMA, pero también es una victoria para Puerto Rico," dijo Thompson. "Los trabajadores felices, seguros y optimistas son más productivos y brindan un mayor servicio al cliente." ■

NORTH OF 49° | AU NORD DU 49° PARALLÈLE

IBEW Workers Reconnect Remote Communities After Devastating Wildfires

This year's wildfires were the worst in Canadian history. They killed four people, left nearly 70,000 square miles little more than ash and destroyed thousands of homes, including the entire town of Enterprise, Northwest Territories.

By the end of the summer, at least 200,000 Canadians had been forced out of their homes by more than 6,000 wildfires. The communities themselves teetered, not just the physical places but the connections between people that make a place a home.

In emergencies, those connections can become extraordinarily thin and vulnerable, like Highway 3, the only way out for Yellowknife's 20,000 residents. The 2,000-kilometre road to the nearest city — Edmonton, Alberta — was just a thin ribbon shrouded in smoke Aug. 16 when territorial authorities ordered a general evacuation.

For the people who could not leave, the people in the small towns that weren't evacuated, many reachable only by plane or boat, the connection to community, to help, to the outside world, was even thinner: the communications network maintained by the members of Whitehorse, Yukon Territory, Local 1574.

The fibre and satellite telecommunications infrastructure they maintain is in one of the harshest, most sparsely populated regions of the world, the near-Arctic Canadian north. Northwestel's territory is one-third of the land area of Canada but includes only 1/300 of the population.

"Telecommunications is critical infrastructure. It weaves Canada together as much as any road," said First District International Vice President Russ Shewchuk.

But climate change is hitting especially hard in the Canadian north, and wildfires are more frequent, larger, hotter and more destructive.

The worst-hit part this year was south of the Great Slave Lake, not far from Yellowknife.

The fires did significant damage to the fibre network and laid waste to Enterprise, a hamlet (population 75) at the confluence of Highways 1 and 3.

With smoke and ash still thick in the air, Local 1574 members including Bryan Mahe, Mike Dwyer, Isaiah Martin, Samuel Turpin-Samson, Kyle Kent and Louigi Manalo deployed into the field, laying and splicing new fibre and restoring service to the vast majority of communities.

They were just a few of the 130 members based in Yellowknife who worked under the dim and orange sun while their families evacuated. While thousands boarded planes or joined

the 20-hour convoy south, they re-knit the communications infrastructure that would make returning home possible when the danger finally passed.

Far to the north, a smaller community faced a similar danger. On Aug. 7 a remote fibre line serving Inuvik, population 3,300, was destroyed, threatening to seal them off beyond the simplest, most basic communication.

Broadband traffic was diverted to a backup microwave network, and technicians including Jim Karhut, James McDonald and Calvin McDonald built a communications network that connected to Low Earth Orbit satellites. It was an extraordinary solution, said Local 1574 Business Manager Tracey DuPont: The satellites orbit around the equator, and Inuvik is less than 100 kilometres from the arctic circle.

In all, more than 18 million hectares burned, shattering the previous record of 7.6 million hectares in 1989 and the 10-year average of 2.5 million hectares. The lost trees and the peat ground cover that used to serve as a thick layer of insulation are replaced by a thin, sun-absorbing layer of blackened ash. Underneath is the permafrost, huge carbon sinks that have been locked away for thousands of years. The melting permafrost releases tons of carbon dioxide, leading to a deepening and worsening spiral of warming and fires. ■



Dozens of members of Whitehorse, Yukon Territory, Local 1574, including Calvin McDonald, shown setting up a satellite dish, kept their far northern communities in contact with the rest of Canada.

Suite aux feux de forêt dévastateurs, les travailleurs de la FIOE rétablissent la communication des communautés éloignées

Les incendies de forêt de cette année ont été les pires de l'histoire du Canada. Ils ont tué quatre personnes, n'ont laissé que de la cendre sur environ 181 km carrés et ont détruit des milliers de maisons, y compris toute la ville d'Enterprise dans le Territoire du Nord-Ouest.

À cause de plus de 6 000 incendies de forêt, au moins 200 000 Canadiennes et Canadiens ont été forcés à abandonner leurs maisons vers la fin de l'été. Les communautés ont elles-mêmes vacillé, non seulement les lieux physiques, mais les liens entre les personnes qui ont fait de cet endroit leur foyer.

Dans les situations d'urgence, les liens peuvent devenir extrêmement limités et vulnérables, comme la route 3, la seule route de sortie pour les 20 000 résidentes et résidents de Yellowknife. Cette route de 2 000 km qui mène à la ville la plus proche, Edmonton (Alberta), n'était qu'un mince ruban noyé dans la fumée le 16 août lorsque les autorités provinciales ont ordonné une évacuation générale.

Pour les personnes qui ne pouvaient pas quitter les lieux, les personnes non évacuées dans les petites villes, dont beaucoup ne sont

accessibles que par bateau ou par avion, le lien avec la communauté, l'aide, le monde extérieur était encore plus limité : les réseaux de communication sont entretenus par les membres de la section locale 1574 à Whitehorse dans le territoire du Yukon.

On trouve dans l'une des régions des plus rudes et moins peuplées au monde proche de l'Arctique au nord du Canada, l'infrastructure de communication par fibre optique et par satellite entretenue par eux. Le territoire de Northwestel représente le tiers de la superficie du Canada, mais ne comprend que le 1/300^e de la population.

« Les télécommunications sont des infrastructures essentielles. Elles relient le Canada autant que n'importe quelle route », déclare Russ Shewchuk, le vice-président international du premier district.

Mais le changement climatique touche particulièrement fort le nord du Canada, non seulement les feux de forêt sont plus fréquents, mais ils sont aussi plus importants et plus destructeurs.

La partie la plus touchée cette année a été le sud du Grand lac des Esclaves.

Les feux ont causé des dommages

importants au réseau de fibres optiques et ont ravagé Enterprise, qui comptent 75 habitantes et habitants, un hameau situé au confluent des routes 1 et 3.

Déployés sur les terrains pour poser et épisser de nouvelles fibres optiques, les membres du local 1574, y compris Bryan Mahe, Mike Dwyer, Isaiah Martin, Samuel Turpin-Samson, Kyle Kent et Louigi Manalo, ont rétabli le service à la vaste majorité de la communauté dans une épaisse fumée et cendre encore dans l'air.

Pendant l'évacuation de leurs familles, il n'y avait que quelque 130 membres de Yellowknife qui travaillaient sous le soleil pâle et orangé. Ils ont recouru les infrastructures de communication permettant le retour à la maison une fois le danger passé, pendant que de milliers de personnes montaient à bord d'un avion ou se joignaient à un convoi.

Plus loin au nord, une plus petite communauté était prise avec un danger similaire. En date du 7 août, une ligne de fibre optique qui dessert les 3 000 habitantes et habitants d'Inuvik a été détruite, menaçant d'interrompre la plus simple communication de base.

Le trafic du réseau à large bande a été redirigé vers un réseau de faisceaux hertziens de secours, et les techniciennes et techniciens ainsi que Jim Karhut, James McDonald et Calvin McDonald ont construit un réseau de communication connecté à des satellites à orbite basse. C'était une solution extraordinaire, mentionne la gérante d'affaires Tracey DuPont de la section locale 1574. Les satellites orbitent autour de l'équateur et l'Inuvik est à moins de 100 kilomètres du cercle arctique.

Plus de 18 millions d'hectares ont brûlé au total, dépassant le précédent record de 7,6 millions d'hectares en 1989 et la moyenne de 2,5 millions d'hectares en 10 ans. Les arbres disparus et la couverture végétale de tourbe qui servait d'épaisse couche d'isolation ont été remplacés par une mince couche de cendre qui absorbe le soleil. En dessous de cette couche se trouve du pergélisol, de gigantesques puits de carbone séquestrés depuis des milliers d'années. La fonte du pergélisol émet de tonnes de dioxyde de carbone, menant à une spirale de réchauffement et de feux qui ne cesse de s'aggraver. ■

CIRCUITS

From Cirque du Soleil to Circuits and Substations

Before he became a member of Victoria, British Columbia, Local 230, Dan Headecker worked a lot of physically demanding jobs. They just tended to come with camera crews and a cheering audience.

The former gymnast, who's now an inside wireman, used to work in Cirque du Soleil's show "O" as an acrobat, which involved dives into a pool after swinging on aerial hoops and parallel bars high above the stage, often to a sellout crowd, for 10 shows a week. After doing that for eight years, he moved to Los Angeles to work as a stuntman, honing his craft on television and in movies and live shows.

"I wouldn't say I'm one to sit behind a desk," Headecker said. "But I am finding that the electrical trade brings with it new opportunities and different problems to solve. I'm enjoying the change and the chance to work more with my mind and less with my body. For career longevity, that's a good thing."



Victoria, British Columbia, Local 230 member Dan Headecker sits high above the stage at a performance of Cirque du Soleil's show "O," where he worked for eight years as an acrobat.

In his five years with Local 230, Headecker, who currently works as a site supervisor for Houle Electric, has had numerous opportunities to use his creative problem-solving skills, from working on a substation at the Esquimalt Graving Dock on Vancouver Island to a fire alarm upgrade at the Institute of Ocean Sciences.

"Dan has been an asset to all the crews he's worked on," said Joe Rossner, a superintendent with Houle who's known Headecker for about four years. "He has taken great strides in his career in the time that I've worked with him."

The transition to electrical work wasn't an entirely new endeavor for Headecker. The Ontario native worked different construction jobs with his dad while growing up and said he was always impressed with the electrical crews.

"The electricians I had the opportunity to be around were always smart and well put-together, and very respectful. I

was constantly asking questions about what they were doing and how things were wired and how they worked," he said. "It definitely piqued my interest."

While he doesn't have the traditional resume for an electrician, Headecker said there are similarities between his previous jobs and his current work.

"The type of analytical or outside-the-box thinking that is needed when you're trying to create something new and interesting in stunts or Cirque is similar to solving some of the complex problems that might come up on a day-to-day basis as an electrician," he said. "In stunts, there might be a sequence that the director wants and the stunt team will have to collaborate on how to make it possible. In electrical, that could be working around an obstruction on a job site. In both cases, finding a way to achieve the intended goal safely and efficiently takes creativity."

Another similarity is the collaborative aspect. Headecker brings years of experience working on a team where precision and communication are paramount, whether it was trapeze work or a fight scene.

"Dan has brought a great base of life knowledge to our company that he can teach to the younger apprentices," Rossner said. "I like that he's not shy about telling me what he needs to do his job. And he's always willing to get in there with the apprentices to show them the right way to get the job done."

For Headecker, coming into the trade at a later point in his career brought challenges as well as rewards, and it's made him eager to share what he's learned with the apprentices coming up behind him.

"I remember a lot of my 'lightbulb' moments when someone was explaining something to me or showing me how to do a certain task. Being able to give that same

moment to someone else is a lot of fun for me."

That affinity for working with the next generation of IBEW members, whether young or old, hasn't gone unnoticed.

"He literally gets excited to pass along his knowledge and experience, showing every day that mentorship matters," Local 230 Business Manager Phil Venoit said. "These are the traits of a real leader and brother in the IBEW."

Working on Vancouver Island has brought another perk with it: being closer to family and friends.

"It's been great being home," said Headecker, who lived in British Columbia as a teenager and still has relatives in the area. "Before, I would get back about once a year for the holidays, and I kept noticing how my family was getting older and I wasn't around to see it. Now I can see them grow up. It's been really nice." ■

Local 326 Members Earn Better Contract, Strengthen Grid

IBEW members played a pivotal role in transitioning Massachusetts' Salem Harbor Power Station from a coal-fired plant to natural gas. Lawrence Local 326 members keep it running efficiently by performing highly technical work at a superior level.

That's paying off with an improved contract and a successful organizing drive at another nearby energy facility, all while keeping the grid strong in the Bay State.

"It all comes back to the members," said Bill LePelley, who was elected business manager in June 2022.

"As I went through our files during our contract negotiation, there were no entries there [regarding problems or disciplinary issues]. Nothing. During my first year as business manager, I never received a call about any problems."

Despite being new to the business manager role, LePelley and his staff, with help from the Second District office, negotiated a one-year extension with then-parent company Footprint Power that ensured that members covered by the agreement receive an immediate 5% increase in wages.

Later, members voted to accept a new three-year deal, which guarantees a 12.5% raise over the length of the contract. Castleton Commodities International purchased the facility earlier this year.

Employees at a Wheelabrator facility in nearby North Andover took notice. They voted to accept Local 326 representation in January. Negotiations for a first contract were ongoing as of press time.

"It's been a breath of fresh air to work with this local and the attention to detail these members bring to the job," Second District International Representative Ed Starr said. "Going into negotiations, we were able to get these people paid more of what they're worth."

Local 326 is a utility local and has about 500 members, including 18 working at the Salem Harbor plant. The original coal-burning facility was built in the 1950s and expanded several times.

Three employees, all IBEW members, were killed when a high-intensity water pipe exploded in 2007. The current plant includes a memorial to them.

Footprint purchased the facility in 2012. It was taken offline in 2014 and demolished. The new facility completed commissioning and went commercial in 2018.

Salem Harbor is what is referred to in the industry as a peaker plant, meaning that it only is used when electricity is at peak demand, usually in the winter and summer months.

Geoffrey Winn Jr., a third-generation IBEW member who has worked in the industry for 22 years and now serves as a Local 326 steward, noted that it can be online 10 minutes after being called into service and needs just 90 minutes to reach the desired output for the grid. That process took 12 hours



Second District International Vice President Mike Monahan, left, inside the Salem Harbor Power Station with Lawrence, Mass., Local 326 steward Geoffrey Winn Jr., an operations and maintenance technician.

or longer when Salem Harbor was a coal-fired facility.

"We generate electricity much faster, more efficiently and emissions are cleaner," said Winn, an operations and maintenance technician. "We're able to do it with less people. It's really night and day."

It's not work that just anyone can pull off.

The majority of IBEW members there have degrees in energy systems and facilities management. Winn credited the company for providing the necessary training for employees transitioning to a natural gas facility.

"In gas, you have a lot less people," said Winn, who transferred for 3½ years to another facility that was using natural gas before returning to Salem Harbor ahead of its recommissioning. "The technology is better. In some ways, you have more hats to wear, but you do have a lot more control of the plant through the control room."

Natural gas is much cleaner than coal but is considered a fossil fuel by the Department of Energy. However, it is a crucial technology to aid in the transition to clean energy, especially in areas underserved by solar, wind and nuclear power.

Second District Vice President Mike Monahan noted that those technologies — especially solar and wind — are underdeveloped in New England compared to most of the country. Politico reported in 2021 that about one-half of the region's power relied on natural gas. Most of that work is performed by union members.

"It's an honor to have our members operating these plants," said Monahan, who recently toured the facility. "It's good to see. It's cleaner than coal. It's cleaner than wood. It's cleaner than methane."

LePelley echoed those thoughts.

"It's a viable way of producing electricity," he said. "I don't think people realize how clean this technology is. [Salem Harbor] is the kind of place all politicians need to visit. It's good for the taxpayer, and it keeps people working with good-paying jobs."

Monahan also credited Starr and LePelley for working together to get an improved contract for the members at Salem Harbor in a short time after LePelley's election.

"We got a healthy raise, but just as important to me, we got some language in the contract that we wanted," Winn said. "We were able to put some stuff in writing that will allow us to hopefully maintain and strengthen our benefits going forward."

Besides LePelley and Winn, other Local 326 members who served on the contract negotiating team were Stephen Heath and Dave Jozokos. ■

'Here for Whoever Needs a Hand': Local 43 in the Community

Members of Syracuse, N.Y., Local 43 are making a big difference in their community, from providing much-needed electrical upgrades for a local nonprofit to a high-profile role in a charity golf outing.

"Our members love to give back," Local 43 Business Manager Al Marzullo said. "And when it comes to our children, we'll do whatever we can to help."

The local's charitable work takes a number of forms. In one case, they slashed a youth center's utility bill by doing some simple electrical upgrades.

"I thank God for them," said Mary Nelson, who runs the Mary Nelson Youth Center in Syracuse, of Local 43 to WSYR, a local news outlet. "We got people in our community who care about our families."

Thanks to the efforts of some dedicated members who installed more than 60 new drop-in lights, switching them to LEDs, the center's electric bill dropped from almost \$1,000 a month to just over \$150.

"That high utility bill every month was my biggest operational expense," Nelson said. "I'm very grateful and thankful."

About 10 members performed the work as part of the United Way's Day of Caring in August. Marzullo said the local chose the center in part because of the relationship they had already established.

"We've been helping the center for a few years now," Marzullo said. "They're a part of our community, and they're doing a lot of hard work to make it better."

CIRCUITS *continued on page 10*

CIRCUITS *continued*



Members of Syracuse, N.Y., Local 43 volunteered their services for the United Way's Day of Caring, one of many events the local participates in. "Our members get a deep sense of pride from giving back," Business Manager Al Marzullo said.

The youth center works to break the cycle of poverty by focusing on education, health, career assistance, mentorship, and direct services like free legal counseling and food giveaways. Marzullo said the nonprofit organization has been on his radar since he was introduced to Nelson by the wife of former Syracuse University basketball coach Jim Boeheim about three years ago. The Boeheims run a foundation that Local 43 is involved with, which led to the introduction. Knowing that their work has helped Nelson dedicate more funding away from costly power bills and toward its programming has been a great reward, Marzullo said.

"When she called me to tell me about the bill, she called crying," he said. "I told her, 'Mary, that's what we do.'"

For Local 43, it's just one example of its members' dedication to volunteering and helping those in need. In addition to the Day of Caring, the roughly 1,500-member local has donated approximately \$60,000 to the United Way, divided among three upstate New York chapters. Other charity recipients include Habitat for Humanity and organizations focused on cancer and children with serious illnesses.

"Our members get a deep sense of pride from giving back," Marzullo said. "We don't do it because the work itself is particularly challenging. It's about getting that shared sense of community. That's really what it's all about."

Local 43 also serves as the presenting sponsor of the annual Upstate Towsley Pro-Am golf tournament along with the Finger Lakes chapter of NECA. Despite some inclement weather this year, the event, held in August, raised over \$200,000 for adolescent mental health programs at Upstate Medical University.

"This is money that will go a long way toward combatting the stigma surrounding mental health, especially as it relates to our children," Marzullo said.

The event, which draws other New York IBEW locals, members of the building trades and other unions, and various businesses and community members, has special significance for Local 43 since it also honors former Business Manager Bill Towsley. Now deceased, Towsley served on the hospital's board and was widely regarded as a community leader.

"We're proud to continue Bill's legacy of contributing to our community and doing our part to be the rising tide that lifts all boats," Marzullo said. "Sometimes people think we're just a bunch of construction workers, but we're

neighbors, too, and we want to help. We're here for whoever needs a hand." ■

No 'Miracle' Needed: N.Y. Electricians Ably Update Olympic Venue

When the aging site of the 1980 Winter Olympics at Lake Placid, N.Y., needed modernizing, the officials who oversee the sports complex knew they could trust the IBEW's electricians from Watertown Local 910.

"This was the first major upgrade there since 1980," said Local 910 Business Manager Travis Flint of the recently completed project. "We helped the whole place get to modern international sporting standards."

Lake Placid was the home of the 1932 and 1980 Winter Olympics, and most of the buildings on the site were built for the 1980 games, said Assistant Business Manager Dave Hoover. The sites "had only been lightly touched" since then, he said, with routine electrical maintenance handled by Local 910 members.

Olympic venues often are torn down or abandoned afterward because it can be expensive to maintain facilities that aren't expected to be used much again, if ever. Following the 1980 games, though, U.S. Olympic officials and other organizations kept using the Lake Placid campus as a training center focusing on winter sports like bobsled, luge and skiing.

Over the past several years, to attract athletic events to Lake Placid, the state of New York has invested more than \$600 million to modernize the sports campus. The strategy began to pay off in 2018 when the International University Sports Federation selected this village of 2,300 year-round residents as host of the 2023 World University Games. The biennial, 11-day competition was set to gather nearly 1,400 students representing 46 countries — the largest

collection of athletes in Lake Placid since the 1980 games.

For nearly two years leading up to the university games, about 60 Local 910 electricians and apprentices, plus some travelers, worked with signatory contractors to help install new snow-making and ice-making systems, ice-melting mats for stairs and walkways, and a chair lift.

"We were under a high-stress and tight timeline," Hoover said. "One of the hardest things for us was that the site had to remain open for tourists and spectators while we worked."

On this state-managed job, which was covered by a project labor agreement, the Local 910 members also upgraded lighting systems and electrical panels in buildings such as the Herb Brooks Arena, the site of the 1980 Olympics' "Miracle on Ice."

This "miracle" took place on Feb. 22 that year, when the men's hockey teams from the U.S. and the Soviet Union, the heavily favored defending champion, competed in the semifinal medal round. As the third period wound down and the U.S. team battled successfully to hold on to its hard-fought 4-3 lead, ABC sportscaster Al Michaels exclaimed, "Do you believe in miracles? Yes!" The U.S. went on to win the gold medal, beating Finland in the final.

Joy-filled spectators that evening had turned whatever paper was handy, including tickets, into confetti. Hoover said that during the renovations, Local 910's electricians found a ticket stub from that game resting atop a light fixture. After some sleuthing, "we figured out who it belonged to and mailed it to them," he said.

Winter sports athletes continue to train at Lake Placid year-round. Since the World University Games, the campus has hosted major events such as the World Synchronized Skating Championships in March, and the World Figure and Fancy Skating Championships were held there. Hoover believes it's not out of the question that the U.S. could someday bid to host or co-host a third Winter Olympics at Lake Placid, placing Local 910's handiwork on display for a global stage.

Meanwhile, the site's administrators have asked the state to allocate about \$150 million per year for maintenance and updates. "The renovation and upkeep of these facilities should go on for the foreseeable future," Flint said. "We're proud to be associated with a venue that has so much history and significance." ■



Watertown, N.Y., Local 910 members have helped modernize Olympic venues in Lake Placid like this historic hockey arena.

TRANSITIONS

APPOINTED

Jon E. Rosenberger Jr.



Fourth District International Representative Jon Rosenberger, described by colleagues as having a special knack for forming meaningful professional and personal relationships, has been appointed by International President Kenneth W. Cooper as director of business development, effective Sept. 1.

Rosenberger, a member of Cumberland, Md., Local 307, replaces Ray Kasmak, who retired.

"You have to develop relationships to get more business, and Jon's a natural," said Kasmak, who was the union's first business development director. "He has a mind for business and such a disarming personality. I'm really pleased he's taking over."

After Rosenberger graduated from Cumberland's Allegany High School, he got a job with a nonunion electrical contractor, but by 1990, he realized that nonunion work didn't suit him.

"I got sick and tired of being sick and tired," Rosenberger said. "So, one day I walked into the Local 307 union hall and met a man named Brian Malloy," who was then a Local 307 assistant business manager. "Best thing I ever did."

Rosenberger was soon initiated into the local, whose jurisdiction covers the three counties of Western Maryland plus West Virginia's eastern panhandle. After he topped out of his apprenticeship, he ran successfully for the first of two stints as Local 307's recording secretary. Additionally, he served on the local's volunteer organizing committee, "getting our members engaged and bringing the rank-and-file together," he said.

Rosenberger continued to work as a journeyman wireman, occasionally as a foreman, and for a few years as a traveler, picking up gigs with, among others, Pittsburgh Local 5 and Washington, D.C., Local 26. He even worked with Mansfield, Ohio, Local 688, where he was introduced to Cooper, then the local's business manager.

Around the turn of the 21st century, Rosenberger took root in Cumberland and took over as Local 307's organizer after the previous one retired. He also worked his way onto a few jobsites as a salt, helping workers gain voluntary recognition of the IBEW as their bargaining representative.

In 2007, Rosenberger was again elected as Local 307's recording secretary. He served in that role until 2010, when he was appointed by International President Edwin D. Hill to serve as organizing coordinator for Maryland; Virginia; and Washington, D.C.

"I met some of the coolest people as an organizer, talking to people and bringing in folks who are still members today," Rosenberger said. He also

served the Central Maryland Central Labor Council as recording secretary and eventually president.

In 2015, at the request of Cooper — who was by then the international vice president for the Fourth District — Hill assigned Rosenberger to serve the district as an international representative for construction and maintenance business development. Rosenberger worked first for Cooper and then Malloy, who in 2017 was appointed the district's international vice president when Cooper became international secretary-treasurer. Sadly, lung cancer claimed Malloy's life just three years later.

"I've known Jon for over 30 years, but he's pretty much been a constant in my life since my dad died," said Malloy's daughter, Breana, a Fourth District international representative. "He's a consistent and understanding friend."

Rosenberger also has a keen sense of humor, Malloy said. "He brings an appropriate amount of levity to every situation. He can talk to anybody. He fits in wherever you put him."

Kasmak agreed. "We spent a lot of time together," he said. "Working in the field all day with somebody like Jon, you'll laugh all day, but you'll also get a ton of work done."

Some recent work has included a state-by-state project that Rosenberger helped lead to build relationships with renewable energy developers, after an analysis showed room for improvement in the IBEW's onshore wind and solar market share figures.

"We put together a good team in the Fourth District," said Rosenberger, who ought to understand teamwork: In his spare time, he has served as a youth sports coach, as well as president of the Cumberland-based Tri-State Area Pee Wee Football League.

"Jon's invaluable contributions to our district will be deeply missed, yet I look forward to the positive impact he will bring to all IBEW members as he takes the business development helm," said Gina Cooper, who replaced Brian Malloy as Fourth District international vice president. "This promotion for Jon is not just a reward for his hard work; it's a recognition of his invaluable contributions and an investment in his limitless potential."

As Rosenberger moves into his new role, he plans to ride the wave of upcoming projects. "I want to get better dialed in on relationships and make as many connections as possible," he said. "Get everybody in on it."

He also wants to keep going with what his predecessor Kasmak put in place. "I had a front-row seat to watch Ray build the things he built," he said. "Ray left us a good foundation with the Membership Development and Government Affairs departments to expand our market share."

Rosenberger's family includes his wife, Terri, three children and six grandchildren. He notes proudly that his nephew Justin works as a Local 307 journeyman wireman at the Mount Storm power generation plant in Grant County, W.Va.

The officers and staff of the IBEW wish Brother Rosenberger nothing but the best as he takes on his next career challenge. ■

RETIRED

David R. Jones



After a career spanning 47 years and every corner of the nation, Ninth District International Representative David Jones retired

effective Sept. 1.

Brother Jones was born on North Carolina's coastal plain, midway between the ocean and Raleigh, in Kinston.

His father, George, was organized into Wilmington, N.C., Local 495 in 1963, when David was 5 years old. His father had been working nonunion at the chemical plant. Joining the IBEW was transformational for the family. "It gave us opportunities we couldn't have even dreamed of," Jones said. "The IBEW changed my life. It's been my life."

Just 11 days after graduating high school in 1977, Jones made the IBEW his own, joining the apprenticeship. His timing could have been better.

"Topping out in 1981, I couldn't buy a job," he said.

But he could buy a travel trailer, and a life in the trade became a life on the road for the next 12 years.

Two years in, he got married, and his wife, Leslie, joined his traveling life.

By the time his son Aaron was born, they were living in a 40-foot, two-bedroom home, a refuge on the inside no matter where the outside happened to be.

He did long calls where he wanted to stick, at nuclear plants and auto plants, and innumerable short calls where he did not.

"I stayed in Utah just long enough to get the money to get out," he said, laughing.

Jones' father had traveled some when David was young, and even took David and the rest of his family along once. But there was always a home, and it wasn't on wheels, and it was back in North Carolina.

It may surprise some people to see those words together: family and traveler. Journeymen who journey are crucial to the success of the IBEW to the big jobs and absolutely critical to contractors who come into a 350-member local with a three-year, 1,200-person job.

Travelers were his people.

"This was our family for years, and these are some great mechanics and some really good people," Jones said.

"The brothers and sisters of the IBEW have always been my closest family."

For Aaron, who went to three kindergarten and two first grades, the travelers were the constant, the roving

small town of his youth.

Aaron is now a third-generation wireman, former JATC instructor and the national coordinator of messaging and marketing in the Membership Development Department.

"He's done some amazing things I never would have thought of because I'm old," Jones said. "I wish his grandfather could see his rise."

Between 1986 and 1993, Jones and family spiraled through Las Vegas at least a half-dozen times.

Al Davis, international representative in the CIR, Bylaws and Appeals Department, said he first met Jones when he was an apprentice and Jones was traveling to a casino build in Laughlin. But he heard about Jones before he met him.

"I was on the job and heard people saying he was coming the day before he showed up. I didn't know who the hell he was. But the job knew," Davis said.

He quickly learned how you build a reputation that precedes you.

"He is a craftsman. He knew the bylaws, knew the working agreement front to back, and his opinion carried weight even when he didn't have that local card," Davis said.

He was made a steward. After years of invitations, Las Vegas Local 357 Business Manager Sam Darby finally convinced him to stay in 1993.

He accepted. In 1995, Jones was elected vice chairman of the local's Unit 1, representing all the inside wireman, taking over from Davis.

"I felt welcome," Jones said.

At 357, he came under the wing of the man he calls his mentor, Jesse "T-Bone" Bradley. Bradley asked him to be his assistant business manager in 1998, giving him the entire Strip and downtown to watch over.

When T-Bone didn't run again in 2001, Bradley once again lifted Jones up.

"It wasn't that I wanted to be business manager. I was content to be in my position. I liked it. But when you get asked by someone you respect, you step up," he said. "And we had a lot of potential."

Not, Jones stresses, because there was work undone, but because of how well they were prepared for what was coming: a tidal wave of development that saw the city's population grow by nearly half in 10 years.

The local grew from 2,300 members to 4,000 on Jones' watch. It built a new hall, which Davis called "one of the finest houses of labor in the country."

Projects in Las Vegas went from large to massive.

The real challenge, he said, was protecting all the other work. Hundreds of new members came pouring through the doors, and contractors — most notably, Sun City Electric — were desperate for workers.

Jones greeted them with a handshake, a contract and a commitment that they would all do better together.

In 2008, the local had 2,500 travelers on top of the 4,000 members and

banked 1 million man-hours every month.

After three elections, and with the wave of development long since swallowed by the Great Recession, Jones accepted an offer from International President Edwin D. Hill to come on staff in the Ninth District.

He could stay in Las Vegas and service his old local but pass the baton to the next generation. He could also leverage the relationships and experience he developed locking down the convention business in Las Vegas and bring it to the rest of the Ninth District and, later, the whole country.

"Electrical is a huge part of the displays — power drops, power distribution, under-carpet infrastructure and lights, putting up LED screens, video walls — it was 15% of our work in slow years," Jones said. "The profit margins are huge, and there is always another union that wants that work."

His biggest success, he said, was in Los Angeles, where Local 11 "deserves credit for stepping up to the task," but he helped make significant advances in San Diego and Orange County, Calif., too.

Jones was also deeply involved in Nevada politics and became a close friend and ally to then-Senate Majority Leader Harry Reid.

When Jones moved to the district office, he asked Davis to take the business manager job.

"I never thought I could do a better job than him," Davis said. "He was a leader because his word meant something. For him, it was always brotherhood in action and brotherhood first."

Please join us in wishing Brother Jones and Leslie a long, happy and healthy retirement. ■

DECEASED

Richard P. Crawshaw



Retired Sixth District International Representative Dick Crawshaw, a successful IBEW organizer who once considered a

career in professional baseball, died on Sept. 1. He was 86.

Born in the Indianapolis suburb of Beech Grove, Crawshaw played in local fast-pitch softball leagues in his youth. When he was 16, his skills caught the attention of a scout for what was then the Brooklyn Dodgers. In his obituary, Crawshaw's family recalled that his mother said he was too young for a baseball career. So instead, after high school, Crawshaw served in the U.S. Army's Signal Corps, attended Purdue University, and entered the workforce as a pipefitter for Citizens Gas and Coke (now Citizens Energy Group).

Crawshaw became a member of the IBEW nearly a decade later. In 1973, representatives of the Sixth District and

the IBEW's new Organizing Department completed a successful campaign to bring him and nearly 900 other members of the Citizens Gas bargaining unit into the union and the new Indianapolis Local 1400.

Crawshaw's chairmanship of the fledgling local's negotiations committee and his work on the bylaws committee that same year helped lead to his election as Local 1400's first business manager, a role he held until 1980. He also served as a member of the Indiana IBEW State Conference Executive Board.

His labor leadership extended also beyond the Brotherhood, including service on the Indianapolis Mayor's Advisory Committee and the Indiana University Labor Advisory Board, as well as lobbying on behalf of the Indiana State AFL-CIO.

In 1980, International President Charles H. Pillard appointed Crawshaw as an international representative, assigning him first to work in the International Office's Organizing Department and then the Special Projects Department.

Crawshaw's appointment at the request of Mike Lucas, the Organizing Department's first director, who had acknowledged Crawshaw's crucial work in the Citizens Gas campaign and recommended that he run for business manager of Local 1400.

"I thought he was one of our best business managers," Lucas said. "He was well thought of by Sixth District International Vice President Tom Malone."

Working as a field organizer, Crawshaw played a key part in numerous organizing drives, including a 1998 campaign to unionize workers at Baltimore Gas and Electric. Though it was unsuccessful, this second BGE effort helped bring the IBEW much closer to a win than the first go-round two years before, and the lessons learned in 1998 helped guide the union through two more tries — in 2000 and 2010 — before success was achieved at last in 2017.

"Richard was always serious," Lucas said. "He did his homework."

William Eads, a retired Eleventh District international vice president, worked with Crawshaw in the Special Projects Department. One campaign that came to Eads' mind was an attempt to organize workers at the Lake City Army Ammunition Plant in Independence, Mo.

"We always got the job done," Eads said. "Dick was a hard worker. He did a good job for the IBEW."

When Crawshaw retired in 2000, he spent his well-earned free time swimming, playing golf and traveling with his family in the Indianapolis suburb of Greenwood. He also was a member of Greenwood Masonic Lodge No. 514.

Crawshaw was preceded in death by his wife of 45 years, Betty, in 2004. He is survived by his second wife, Bonnie, as well as four children, 11 grandchildren and 15 great-grandchildren.

The officers and staff of the IBEW extend their sincerest condolences to Crawshaw's family during this difficult time. ■

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

IBEW broadcast technicians worked with Fox Sports to keep NASCAR on the air in the pandemic. Go to [YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker) for a video.

Vimeo

An Ohio local is booming with Intel building a massive chip plant, one of many megaprojects creating opportunity. See video at [Vimeo.com/IBEW](https://www.vimeo.com/IBEW).

HourPower

Oregon members working as tree trimmers are vital in ensuring that an area prone to wildfires stays safe. Visit IBEWHourPower.com for more.

ElectricTV

Brockton, Mass., Local 223 and NECA contractors are doing groundbreaking work on the Vineyard Wind facility off the southeast Massachusetts coast. See the video at ElectricTV.net.

In Memoriam

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 Barry, P. J.	4/30/23	12 Miller, D. D.	5/30/23	58 Baker, B. W.	7/12/23	111 Smith, H. S.	6/10/23	210 Harman, J. L.	6/9/23	317 Taylor, L. D.	3/8/23
1 Bohr, D. H.	4/4/23	12 Pryor, G. L.	8/5/23	58 Bone, R. A.	7/17/23	112 Dean, D. E.	7/1/23	212 Rother, R. J.	7/17/23	322 Andrews, J. H.	3/10/23
1 Kriska, T. G.	7/8/23	13 Foster, C. M.	4/12/23	58 Callan, J. T.	3/19/21	113 Kunau, A. L.	1/20/23	213 Bemister, P. J.	8/9/23	322 Plessman, D. I.	7/15/23
1 Matthews, W. R.	1/2/23	13 Graham, M. L.	3/12/23	58 Cannon, W.	8/18/23	120 Romphf, B.	9/8/23	213 Krilanovich, M.	2/5/23	325 Klauke, W.	7/24/23
1 Pruet, K. W.	6/19/23	13 Peterson, F. L.	8/9/23	58 Collins, M.	8/2/23	124 Dureka, R. A.	11/27/22	213 Manner, C. K.	5/11/23	332 Davis, D. M.	7/28/23
1 Schaeffer, C. H.	7/23/23	14 Hanson, M. J.	7/11/23	58 Cope, M. A.	7/14/23	124 Hartner, R. D.	6/17/23	213 Rea, G. W.	7/21/23	332 Honus, J. A.	6/17/23
2 Hall, T. S.	7/1/23	17 Berry, N. R.	3/16/23	58 Cox, T. G.	3/29/23	124 Reed, G. R.	11/20/22	213 Schaedel, H.	6/28/23	332 Ksiazek, R. J.	7/2/23
2 Smith, B. L.	3/27/22	17 Carter, R.	12/16/22	58 Duzzie, C. P.	6/6/23	124 Rouen, L. T.	6/15/23	213 Tilgner, H.	11/12/22	340 Madrigal, J. H.	6/10/23
3 Barnes, R. M.	7/31/23	17 Little, E. T.	1/5/23	58 Eckstein, C. D.	7/5/23	125 Schindler, E. G.	5/3/23	213 Tough, L.	6/24/23	340 Myre, W. R.	2/9/23
3 Bennardo, F. A.	6/23/23	17 Smith, C. M.	7/23/23	58 Falconer, D. W.	8/17/23	126 Rose, T. E.	7/30/23	213 Vanderwart, F.	5/31/23	340 Sims, M. C.	7/30/23
3 Brown, K. L.	5/26/23	17 St Louis, R. K.	6/9/23	58 Gorajczyk, R. R.	8/5/23	126 Zimmerman, A. A.	6/24/23	222 Wheeler, R. E.	6/28/23	340 Witt, L. W.	8/10/23
3 Bullock, R.	7/28/23	18 Adams, E.	11/5/22	58 Grove, T. O.	7/23/23	129 Feldkamp, L. R.	5/13/23	223 Bowers, J. T.	4/14/23	342 Priddy, A. K.	3/25/23
3 Carbonara, J.	8/16/23	18 Jurn, L. N.	7/22/23	58 Malinowski, D. P.	8/5/23	130 Adams, B. R.	12/10/22	223 Fennelly, J. P.	8/16/23	343 Chirhart, K. A.	4/22/23
3 Ciriuncione, J. J.	7/7/23	18 O'Bryant, K. D.	4/1/23	58 Page, L. L.	8/21/23	130 Davenport, D. A.	7/7/23	223 Souza, F. A.	6/12/23	343 Johnson, C. E.	8/16/23
3 Conliffe, T. D.	8/4/23	20 Barr, W. J.	8/5/23	58 Ringl, C. O.	7/5/23	130 McKendall, N. J.	5/18/23	223 Wise, C. H.	8/29/23	347 Buttler, A. J.	2/4/23
3 Cooper, R. H.	5/17/23	20 Black, J. N.	5/7/23	58 Scorzelli, J. J.	6/26/23	130 Sheehan, G. P.	7/28/23	226 Duncan, L. R.	6/13/23	347 Frist, J. D.	9/3/23
3 Cristiano, P. D.	5/24/23	20 Clynch, W. M.	6/20/23	58 Stone, R. E.	11/11/22	130 White, H.	8/9/23	226 Stice, J. M.	7/2/23	347 Hampton, D. W.	1/24/23
3 Dunayer, N.	7/3/23	20 Creech, J. A.	8/4/23	60 Thompson, L. R.	7/23/23	134 Armstrong, R. L.	8/6/23	226 Turner, R. D.	8/1/23	347 Reeves, D. J.	8/6/23
3 Flanagan, T. A.	4/29/23	20 Ramirez, D. M.	2/19/23	64 Dahman, J. F.	7/17/23	134 Bijak, W.	7/24/23	229 Harman, C. E.	4/12/23	347 Torode, S. R.	7/6/23
3 Gerolimatos, D. M.	7/5/23	20 Runnels, D. W.	7/1/23	66 Barber, K. N.	7/7/23	134 Clavio, M. F.	8/24/23	231 Distefano, T.	8/12/23	349 Whitehouse, O. C.	6/16/23
3 Hospodar, G. R.	7/24/23	20 Zimmerman, R. L.	6/25/23	66 Foster, D. W.	4/11/23	134 Dunigan, A.	12/27/22	231 Gray, R. J.	8/9/23	351 Baruti, R. A.	12/30/22
3 Ilardo, E.	11/29/22	22 Cox, G. G.	7/26/23	66 White, M. E.	2/27/23	134 Elmi, E.	6/16/23	233 Placzek, L. L.	6/14/23	351 Ingraham, K. C.	8/5/23
3 Kaiser, R. C.	7/23/23	22 Criswell, J. D.	8/4/23	68 Herrick, C. K.	1/9/23	134 Faltzone, C. M.	3/8/23	233 Sickich, M.	11/9/22	351 Wolfe, T. J.	5/29/23
3 Kaltenmaier, K. R.	12/12/22	22 Flesher, W. H.	9/21/22	68 Johnston, P. E.	1/13/23	134 Fieri, G. J.	8/12/23	234 Montes, J.	6/22/23	353 Bilajac, K.	1/22/23
3 Kusenda, P.	7/20/23	22 Gasper, R. J.	7/30/23	68 Kimsey, R. A.	6/10/23	134 Graves, C. E.	8/25/23	234 Nichols, W. L.	6/14/23	353 Bowden, I. R.	3/24/22
3 Linitz, T. C.	5/10/23	22 Hunt, B. M.	7/8/23	68 Kloverstrom, J. C.	4/18/23	134 Grendzinski, C. W.	8/10/23	234 Olaeta, J. G.	8/22/22	353 DiPersio, L.	5/7/22
3 Lorenzo, P. R.	8/5/23	22 Secord, W. R.	1/27/23	68 McDuffee, L. G.	6/21/23	134 Grubisich, F. J.	7/16/23	236 Burkhardt, A. R.	5/3/23	353 Francis, A. W.	8/23/23
3 Lotenberg, M.	8/14/23	22 Suden, W. C.	7/29/23	68 Shelton, N. P.	5/10/23	134 Hayden, T. A.	8/10/23	236 Futia, J. N.	6/26/23	353 Geronimo, T. L.	6/2/23
3 Monette, R. G.	6/27/23	24 James, D. W.	7/16/23	68 Wamsley, D. R.	8/11/23	134 Jameson, R. H.	6/30/23	236 Hayes, S. W.	8/3/23	353 Luna, J.	5/7/23
3 Murray, R. P.	7/16/23	25 Barrett, J. H.	6/2/23	68 Williams, M. E.	6/22/23	134 Kearney, J. F.	7/24/23	237 Corbin, W. E.	10/23/22	353 Marinaccio, C.	7/23/23
3 Nelson, A.	3/7/23	25 Reuther, D. A.	7/30/23	70 Culbertson, T.	7/11/23	134 Koenig, J. A.	9/7/23	246 Coleman, R. S.	7/7/23	353 McDonald, R.	8/20/23
3 Nicholas, R.	7/19/23	25 Van Wold, A.	8/3/23	70 Wilborn, T. W.	8/28/23	134 Krueger, J. J.	6/16/23	246 Durbin, W. R.	7/13/23	353 McEwan, R. K.	6/30/23
3 Paten, K.	8/30/23	26 Auth, R. P.	7/15/23	71 Polewchak, S.	7/7/23	134 Lehmann, W. A.	2/16/23	252 Peters, R. R.	2/13/23	353 Myers, D. H.	8/20/23
3 Ponzio, F.	8/19/23	26 Edmonston, G. R.	7/9/23	71 Thompson, M. R.	7/29/23	134 Linden, M. J.	2/23/23	252 Rodriguez, R.	8/17/23	353 Opoka, R.	3/29/23
3 Ramlal, D. A.	3/16/23	26 Johns, T. O.	12/14/21	73 Cobb, E. L.	10/23/22	134 May, P. W.	7/15/23	254 Vela, P.	4/26/23	353 Ostrowski, J.	7/15/23
3 Ransom, J. S.	7/7/23	26 O'Sullivan, D. T.	7/7/23	73 Doud, L. F.	7/13/23	134 McCarthy, D. J.	6/17/23	258 Chafin, H. F.	7/11/23	353 Polito, J.	7/20/23
3 Sages, J. R.	6/11/23	26 Richardson, B. C.	4/9/23	76 Fay, D. R.	7/1/23	134 McMahan, T. J.	5/25/23	258 Fish, B. A.	4/21/23	353 Semple, M. G.	6/17/23
3 Salvatore, A. M.	6/19/23	26 Sutton, D. R.	8/31/23	76 Kvam, H.	1/13/23	134 Perkins, P. E.	7/15/23	258 Kruger, D. J.	7/7/22	353 Watson, A. R.	3/19/23
3 Scida, L.	8/7/23	26 Thomas, M. E.	8/17/23	77 Dawson, B. W.	7/11/23	134 Sansone, A. F.	8/20/23	258 Robertson, G. S.	12/12/22	353 Wignall, A. A.	9/4/23
3 Sica, D. R.	1/5/23	26 Thompson, N. C.	1/18/23	77 Fitch, K. H.	6/18/23	134 Taylor, L. C.	9/13/19	258 Scoles, J. B.	8/6/23	354 Martinez, G. L.	8/23/23
3 Sloboda, R. R.	11/8/22	34 Givens, R. N.	7/25/23	77 Hall, W. L.	6/30/23	134 Tomaeno, J. A.	7/2/23	265 Sabin, W. E.	8/17/23	354 Riley, B. E.	8/26/23
3 Soldatic, R.	2/23/23	34 Gunther, R. D.	9/6/23	77 Hudson, D. H.	7/25/23	134 Weber, J. G.	5/17/23	266 Barlow, B. K.	7/15/23	354 Roholt, D. B.	6/18/23
3 Spaziant, R.	1/17/23	34 Hard, S. A.	3/21/23	77 Mortensen, K. M.	6/30/23	134 Weeks, D. B.	6/13/23	269 Celinski, J. J.	4/22/23	357 Becker, H. J.	8/4/23
3 Steinbeck, J. R.	1/12/23	34 Icenogle, D. L.	8/21/23	77 Timothy, D. T.	6/8/23	139 Pyhtila, J.	7/3/23	270 Hickman, J. P.	8/6/23	357 Ireland, M. D.	7/9/23
3 Ugarte, C. M.	5/8/23	34 Veneris, M. P.	8/31/23	77 Young, J. L.	2/4/23	141 Bidka, J. R.	1/21/23	271 Cousins, W. H.	6/11/23	357 Rose, K. G.	3/21/23
3 Valle, N.	8/3/23	38 DeFranco, A. R.	3/8/22	80 Jaeger, W. B.	6/11/23	143 Gsell, G. D.	7/14/23	275 Ivinson, M. E.	6/30/23	357 Soto-Gaxiola, C. S.	7/30/23
3 Van Lenten, B. D.	11/23/22	38 Hennig, T. J.	8/11/23	80 Sawyer, M. L.	3/9/23	143 Park, F. W.	7/16/23	278 Sullivan, S. T.	5/3/23	362 Lewis, A. R.	11/10/22
3 Walling, F. L.	7/22/23	38 Jelen, R. A.	7/23/23	82 Hagan, M. P.	7/12/23	145 Thompson, M. E.	9/24/20	280 Beleke, H. W.	8/14/23	363 Clark, H. A.	2/9/23
5 Priestester, R. W.	2/17/23	38 Milstead, R. D.	12/7/22	82 Mullins, W. D.	7/25/23	146 Easton, H. E.	7/20/23	280 Landis, G. A.	6/25/23	363 Michlewski, R. J.	2/25/23
5 Seitz, P. D.	5/9/23	38 Reese, E. W.	6/27/23	82 Reigelsperger, D.	8/19/23	146 Echler, W. B.	6/8/23	280 Murdock, R. J.	5/21/22	363 Westfall, M. K.	1/1/23
5 Soldo, W. R.	6/10/21	41 Rustowicz, F.	3/22/23	84 McCollum, M. F.	10/15/22	146 Ploch, D. B.	9/2/23	280 Weathers, G.	11/4/22	364 Dolan, T. P.	1/27/23
5 Urlakis, D. W.	5/28/23	43 Gallagher, D. V.	6/24/23	84 Taylor, P. E.	6/2/23	150 Drews, R. E.	7/28/23	288 Clemens, R. D.	8/9/23	369 Bray, K. R.	8/27/23
5 Yoder, G.	7/4/23	43 Savage, J. F.	6/23/23	95 Edens, K. W.	7/22/23	150 Fritsch, S. W.	8/11/23	288 Sliemers, J. J.	7/28/23	369 Englay, S. F.	5/8/23
6 Agnone, C. C.	10/9/22	43 Ward, J. T.	7/17/23	97 Becker, L. P.	4/16/23	150 Grams, J. A.	6/22/23	291 Findlay, W. W.	3/14/23	369 Kelley, J. D.	8/6/23
6 Cileo, W.	6/24/23	44 Bykonen, C. A.	4/2/23	98 Abel, W.	6/20/23	150 Ostrander, D. E.	7/12/23	292 Brown, M. G.	8/5/23	369 Roe, S. T.	6/30/23
6 Colombo, E. G.	6/12/23	44 Nieves, A. T.	7/3/23	98 Dick, R. E.	5/19/23	153 Basinger, C. F.	7/27/23	292 Donais, L. H.	7/21/23	369 Williams, J. D.	12/17/22
6 Freeman, W. L.	4/20/23	44 Oriet, P. A.	8/8/23	98 Doughty, W. A.	4/18/23	153 Block, D. P.	7/24/23	292 Edling, C. D.	8/2/23	375 Kane, J. M.	6/21/23
6 Kerns, W. S.	8/29/23	44 Simonson, S. D.	8/9/23	98 Farrow, C. A.	1/13/23	153 Martin, D. D.	8/30/23	292 Engman, T. A.	7/7/23	375 Yenser, W. D.	4/21/23
6 Whooley, K.	1/29/23	46 Bilyeu, D. J.	12/21/21	98 Feingold, R. A.	3/12/23	158 LeRoy, J. J.	8/6/23	292 Gavic, G. S.	4/28/23	379 Hasty, N. W.	3/24/23
8 Deaton, G.	7/9/23	46 Campbell, D. M.	5/18/23	98 Golden, G. L.	6/26/23	158 Pantzlaff, L. J.	7/1/22	292 Gerger, S.	6/7/23	387 Jones, L. B.	12/23/22
8 Fetter, J. J.	7/14/23	46 Christen, D. J.	7/3/23	98 Hickey, B. T.	7/9/23	159 Larson, T. A.	1/29/22	292 Hokanson, L. G.	8/22/23	387 Nicholas, H. E.	4/18/23
8 Ganues, J. L.	7/14/23	46 Drouillard, P. T.	5/13/23	98 Kiefski, E. J.	8/3/23	160 Merrell, R. B.	1/18/23	292 Jones, M. A.	4/8/22	396 Denis, G. A.	8/19/23
8 Garcia, R. C.	7/2/23	46 Foss, E. L.	5/18/23	98 McCaffrey, J. T.	7/25/23	160 Switzer, E. D.	4/23/23	292 Schmidt, J. A.	4/6/23	396 Sledge, E. G.	8/28/22
8 Gardner, G. A.	2/1/23	46 Halady, T. J.	7/13/23	98 Patterson, D.	7/7/23	163 Gatusky, R. F.	7/16/23	292 Skeldon, D. B.	7/29/23	400 Gleeson, L.	6/1/23
8 Holden, J. L.	3/18/23	46 Hansen, G. E.	5/10/23	100 Baker, F. C.	12/6/22	163 Griffiths, C. D.	7/17/23	292 Thibadeau, D. G.	6/22/23	400 Hoffman, W. T.	10/11/22
8 Ravary, J. L.	11/29/22	46 Heaverly, D. E.	6/30/23	100 Lopez, G.	7/20/23	164 Breen, J. J.	8/19/23	292 Tollakson, A. D.	8/12/23	400 Munier, J. E.	3/19/23
8 Renfrow, L. E.	8/8/23	46 Matter, B. F.	12/16/22	102 Baram, E. L.	8/12/23	164 Corello, C. J.	3/24/23	295 Skudlark, R. R.	8/5/23	400 Palumbo, J. M.	7/16/23
8 Rippke, C. D.	1/29/23	47 Alfaro, E. A.	2/17/23	102 Gambino, A. D.	6/3/23	164 Cundari, R.	7/25/23	295 Taylor, W. E.	8/15/23	402 Lechow, D. M.	3/16/23
8 Roach, K.	7/14/23	47 Anton, L.	6/19/23	102 Pechy, R. E.	5/10/23	164 Greeley, S. M.	7/9/23	302 Buss, G. E.	6/2/21	402 Sproule, W. J.	4/1/23
8 Sanders, D. S.	8/26/23	48 Antonietti, M. S.	7/28/23	102 Rewick, P. E.	7/24/23	164 Haff, R. J.	2/21/23	302 Ose, W. E.	4/14/23	405 Burke, W. P.	8/6/23
9 Kent, R. L.	4/1/23	48 Bruggeman, D. C.	4/30/23	102 Rutan, R. H.	6/26/23	164 Kirchgessner, D. A.	7/29/23	303 Frolick, J. A.	6/20/23	405 Mills, J. J.	2/25/23
9 Kretschmer, R. W.	8/17/23	48 Fikhman, S.	7/21/23	102 Specht, W. P.	7/8/23	164 Marshall, L.	7/17/23	303 Ibey, K. M.	7/26/23	424 Dunn, S. M.	6/24/23
9 Saalfeld, R. L.	7/3/23	48 Gamache, E. P.	5/19/23	103 Cedrone, K. D.	6/19/23	175 Cox, W. R.	7/16/23	304 Brown, J. M.	1/24/23	424 Eberhardt, H.	7/25/23
9 Todhunter, G. F.	8/2/23	48 Hodges, J. M.	8/14/23	103 Collins, C. S.	7/21/22	175 Defriese, J. R.	5/31/23	305 Hefley, G. W.	7/26/23	424 Potter, C. R.	7/19/23
11 Ashton, J. T.	1/6/23	48 Leverich, J. R.	1/3/23	103 Deyoung, G. G.	7/13/23	175 Dunn, A. G.	8/10/23	305 Neuhaus, C. W.	7/4/22	426 Marquardt, J. O.	2/3/23
11 Bigelow, D. R.	7/28/23	48 Morris, J. Z.	7/14/23	103 Hulteen, C. W.	8/9/23	175 Harvey, J. B.	8/8/23	306 Hanlon, R. N.	6/27/23	428 Arambula, R. H.	6/22/23
11 Courtney, A.	7/12/23	48 Neuman, V. J.	9/6/22	103 Kergaravat, J. R.	4/13/23	175 Marable, G. K.	9/15/22	307 Crosten, E. W.	2/25/23	429 Drumright, R. A.	7/10/23
11 Germain, R. A.	7/12/23	48 Page, E. L.	9/26/22	103 McInnes, R. T.	8/27/23	175 Pittman, M. G.	9/6/23	307 Flowers, S. E.	8/22/23	429 Morris, S. H.	8/2/19
11 Hargrave, G. C.	6/4/23	48 Skerl, W. A.	2/15/23	103 McLeod, F. S.	7/18/23	175 Raye, K. J.	7/19/23	307 Snyder, C. G.	7/11/23	440 Steere, D. D.	2/26/23
11 Jorgenson, J. S.	8/5/23										

In Memoriam continued

Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death	Local Surname	Date of Death
456 Halliday, L. D.	4/25/23	558 Leech, G. W.	3/26/23	640 Tejada, M. A.	6/8/23	728 Patterson, E. E.	8/31/21	1377 Oliver, J. W.	6/18/23	I.O. (636) Riopel, R.	8/14/23
456 Jones, D. W.	7/25/23	558 Reeves, S. P.	8/3/23	640 Tilley, T. L.	4/1/23	728 Pierleoni, K. E.	2/18/23	1393 Sullivan, R.	7/22/23	I.O. (641) Day, H. L.	8/27/23
459 Bailey, J. H.	2/14/23	567 Tucker, M. E.	7/22/23	640 Whitehead, W. R.	7/21/23	728 Wilson, R. A.	8/16/23	1393 Wright, H. L.	9/8/21	I.O. (700) Halsted, F. L.	7/24/23
465 Kozak, M. A.	1/4/23	568 Goudreault, M.	6/6/23	640 Wilson, J. F.	7/25/23	733 Watjus, R. M.	7/19/23	1412 West, J. B.	10/14/22	I.O. (760) Mellon, R. L.	6/1/23
474 Hawks, W. L.	7/17/23	568 LaRose, C.	9/26/22	647 Bennett, J. M.	12/19/22	743 Carnes, W. W.	10/2/22	1426 Cicha, J. G.	8/13/23	I.O. (769) Anderson, C. A.	7/11/23
474 Seaton, J. F.	10/15/22	569 Blankartz, B. J.	4/26/23	654 Jones, R. K.	7/11/22	753 Marlay, R. J.	7/5/23	1426 Miron, E. L.	6/11/23	I.O. (1505) Noel, G. E.	6/14/23
474 Sullivan, J. J.	6/20/23	569 Dye, M. L.	6/20/23	654 Linder, T. W.	1/2/23	756 Helms, D. L.	6/1/23	1426 Olson, K. J.	4/13/23	I.O. (1531) Sullivan, P. F.	6/25/23
477 Butler, B.	2/26/23	569 Mohr, S. C.	4/30/23	659 Brei, J. L.	7/8/23	756 Rawlins, R. L.	8/11/23	1426 Volk, R.	5/9/23	I.O. (2145) Lindley, T. R.	6/6/23
477 Whitehouse, R. T.	8/17/23	569 Turner, E. W.	6/12/23	659 Conner, W. E.	8/4/23	760 Hammer, S. C.	3/12/23	1439 Maloy, T. L.	6/23/23	Pens. (I.O) Aldrich, E. P.	8/4/23
479 Whitehead, H. H.	9/22/22	570 Fuller, E. R.	7/7/23	659 Dwyer, W. R.	2/22/23	760 McClung, M. L.	7/10/23	1439 Rollhaus, P. E.	3/24/16	Pens. (I.O) Anderson, K. C.	8/30/23
479 Wood, C. E.	4/20/23	570 Heaslett, F. A.	8/11/23	659 Woodman, J. W.	7/1/23	760 McGill, G. T.	7/18/23	1455 Datillo, M. A.	6/21/23	Pens. (I.O.) Archaibeault, D. P.	
481 Coyle, D. L.	6/11/23	570 Pearcey, J. R.	12/22/22	661 Atkinson, E. L.	3/1/23	760 Skidmore, J. W.	10/21/22	1516 Clement, A. R.	7/22/23		6/5/23
481 Elliott, M.	8/3/23	577 Vande Vyver, M. A.	7/9/23	665 Keith, W. L.	7/12/23	760 Swicegood, D. D.	5/31/23	1547 Beegan, D. J.	4/12/23	Pens. (I.O) Baier, J. L.	2/12/23
481 Moats, K. G.	7/3/23	583 Hayes, O.	7/11/23	665 Odle, E. M.	5/15/23	773 Gagnon, R. H.	9/1/23	1547 Kenyon, E. A.	3/8/23	Pens. (I.O) Barkwell, N.	4/23/23
481 Ramsey, K. E.	6/30/23	584 Anderson, R. M.	3/30/23	665 Shooltz, H. J.	8/14/23	804 Krusky, B.	3/1/23	1547 McChesney, R. D.	2/19/23	Pens. (I.O) Bell, E. W.	7/1/23
481 Rogers, C.	9/27/21	584 Rooney, W. F.	11/19/22	666 Bigley, W. A.	1/21/23	816 Morefield, C. D.	7/28/23	1547 Moore, W. E.	7/18/23	Pens. (I.O) Davidson, B. L.	
481 Tekulic, J. D.	9/14/23	586 Farley, P.	5/13/23	666 Bradner, J. B.	4/18/23	816 Shaw, J. P.	2/15/23	1547 Shake, R. W.	6/23/23		11/22/22
483 Scoles, E. T.	8/15/23	586 Mitchell, E. W.	2/17/23	666 Hayes, J. K.	8/8/23	852 Ware, T. V.	7/8/23	1547 Vonnahme, J. J.	1/8/23	Pens. (I.O) Demotsis, L. J.	
488 Jasulavic, J. J.	8/15/23	586 Wilson, J. H.	7/25/23	668 Robbins, M. A.	7/30/23	855 Brewer, R. A.	3/2/23	1579 Carden, S. J.	3/28/23		12/29/22
488 Mulhair, J.	7/4/23	595 Dunnway, R. A.	5/14/23	673 Andreano, C. A.	10/21/22	873 Colbert, D. A.	7/20/23	1579 Hartfield, C. L.	7/1/23	Pens. (I.O) DeRusso, J. A.	6/4/23
488 Serreti, P. J.	10/18/22	595 Fowle, G. W.	10/28/22	673 Lillback, E. E.	10/16/22	873 McDaniel, D. L.	4/11/23	1579 Johnson, E.	12/14/22	Pens. (I.O) Effinger, J. F.	6/21/23
494 Bequest, O. C.	8/3/23	595 Gray, J. B.	7/4/23	673 Manteuffel, G.	8/29/23	873 Owens, M. L.	2/11/23	1579 Widgeon, W. H.	2/24/23	Pens. (I.O) Espey, J. W.	5/11/23
494 Burgermeister, B.	0.7/7/23	595 Metzger, J. J.	8/8/23	682 Fore, B. J.	8/7/23	876 McArthur, J. J.	5/9/23	1615 Walsh, W. J.	8/10/23	Pens. (I.O) Freeman, C. V.	6/28/23
494 Kirk, D. R.	6/5/23	601 Davison, J. A.	8/26/23	683 Corder, K. L.	7/14/23	903 Payne, C. M.	1/7/23	1852 MacNeil, L. R.	5/1/23	Pens. (I.O) Grall, J. L.	2/28/23
494 Krajnek, V. E.	7/25/23	602 Carver, J. A.	7/17/23	684 Armstrong, E. E.	5/24/21	903 Sullivan, V. R.	7/21/23	1925 Shoemaker, D. N.	7/22/23	Pens. (I.O.) Henderson, K. L.	
494 Larson, L. D.	7/8/23	602 Merritt, J. L.	2/15/23	688 Crumm, R. E.	7/20/23	904 Taylor, J. D.	4/22/23	2038 Arsenault, J. K.	6/28/23		7/28/23
499 Hendrickson, D. J.	8/30/23	602 Russell, T. W.	2/27/23	692 Canute, L. H.	4/29/23	915 Davis, W. R.	2/1/23	2085 Buerger, G.	4/18/23	Pens. (I.O) Kearns, J. A.	6/30/23
502 Dupuis, W. P.	2/12/23	605 Rankin, A. C.	7/3/23	692 Hulon, B. G.	7/9/23	915 Rhodes, H. O.	4/26/22	2085 Hohm, G.	12/4/22	Pens. (I.O) Kelly, R. F.	3/24/23
505 Toler, T. H.	5/11/23	606 Bertolini, J.	6/24/23	697 Ahlberg, J. L.	8/27/23	915 Roberts, L. S.	8/10/23	2085 Reske, W.	3/29/23	Pens. (I.O) Lindholm, V. L.	7/27/23
505 Whitehurst, W. C.	4/15/23	606 Durrance, C. R.	5/23/23	697 Bakalar, R. E.	8/7/23	915 Zistler, G. J.	12/17/22	2113 Stewart, C. G.	3/12/21	Pens. (I.O) McDonald, D. B.	
508 Achord, W. M.	12/23/22	606 Wiese, F. A.	8/21/23	697 Hagy, A. H.	12/12/22	934 Bishop, W. E.	5/13/23	2150 Bourdo, M. E.	9/11/22		12/22/22
508 Lee, J. W.	8/31/23	611 Cata, D. A.	7/6/23	701 Goliias, K.	2/10/23	934 Greene, J. C.	7/20/23	2150 North, D. C.	8/5/23	Pens. (I.O) Melarkey, H. J.	2/22/23
508 Thomas, C. W.	9/17/21	611 English, K. W.	8/3/23	701 Jeschke, P. A.	7/10/23	968 Wright, W. B.	7/8/23	2150 Teufel, D. L.	9/2/21	Pens. (I.O) Overton, F. W.	6/2/23
513 Kubow, R. W.	8/12/23	613 Boatman, R. G.	5/17/23	702 Feaman, C. P.	5/23/23	993 Grant, B. L.	6/10/23	2286 Chaisson, A.	7/12/23	Pens. (I.O) Pohlmann, E.	11/20/22
518 Manier, B. L.	6/29/23	613 Brodnax, J. C.	7/27/23	702 Pearce, K. C.	5/25/23	993 Klingner, A. R.	2/27/20	I.O. (3) Aragona, F.	2/10/23	Pens. (I.O) Robinson, W. C.	
520 Kasberg, L. L.	6/21/23	613 Cobb, S. A.	3/15/23	702 Sell, A. M.	7/12/23	993 Reinson, R. K.	3/17/23	I.O. (5) Dorfmeister, J. W.	8/2/23		3/31/23
527 Black, B. E.	8/19/23	613 Lee, R. D.	7/5/23	712 Kolback, J. H.	10/12/20	995 Portero, D. L.	8/21/23	I.O. (5) Roberts, L. M.	7/19/23	Pens. (I.O) Ruggles, M. R.	8/4/23
527 Wilbanks, B. M.	2/9/23	613 Lindsey, J. A.	8/10/23	712 Svarny, L. M.	7/21/23	1105 Dickson, S. A.	12/8/22	I.O. (32) Willeke, M. J.	1/10/23	Pens. (I.O) Rygg, L. M.	2/23/23
530 Flesher, F. J.	7/31/23	613 McGriff, C. E.	7/6/23	716 Blotz, J. L.	8/15/23	1105 Johnson, J. E.	12/4/22	I.O. (40) Botham, A. R.	6/26/23	Pens. (I.O) Sandvoss, H. J.	8/1/23
530 Rose, J.	8/18/23	613 Williams, R. V.	6/7/23	716 Boyd, J. R.	7/16/23	1105 Warden, B. A.	5/20/23	I.O. (105) Bell, B. C.	7/26/23	Pens. (I.O) Tatlock, R. G.	6/27/23
531 Gant, J. D.	5/23/23	617 Kochever, W. D.	7/29/23	716 May, R. A.	1/15/23	1116 Cutlip, R. M.	7/9/23	I.O. (115) Clairmont, N.	5/19/22	Pens. (I.O) Templeton, R. S.	
531 Wickizer, D. E.	5/7/23	617 Laine, G. F.	7/4/23	716 Moreno, J. A.	7/5/23	1116 Woodward, J. R.	2/17/23	I.O. (134) Borge, R. E.	1/23/23		10/31/22
532 Deckert, C. W.	3/10/23	617 McCracken, W. J.	5/9/23	716 Mullenix, B. L.	8/25/23	1186 Arakawa, G. K.	6/8/23	I.O. (134) Ehrhart, D. R.	6/28/23	Pens. (I.O) Toth, W. Z.	3/7/23
532 Nedens, R. W.	7/22/23	625 MacLeod, J. S.	8/5/23	716 Swan, B. R.	2/5/23	1186 Art, R. D.	8/28/21	I.O. (134) Hughes, T. M.	7/18/23	Pens. (I.O) Voltolina, L. R.	8/3/21
540 Begue, D. L.	6/27/23	625 Moore, H. M.	8/15/23	716 Trevino, A. A.	8/11/23	1186 Nacapuy, F. A.	1/21/23	I.O. (134) Reggans, M.	5/5/23	Pens. (I.O) Wade, J. L.	7/7/23
545 Wood, R. F.	6/21/23	639 Aquino, A. M.	7/12/23	716 Williams, J. R.	7/6/23	1186 Nakamura, T.	2/24/23	I.O. (146) Odle, J. L.	8/22/23	Pens. (I.O) Woll, W.	6/25/22
551 Gietzen, R. C.	5/8/23	639 Holloway, J. W.	8/5/23	721 Brown, C. R.	1/26/23	1186 Uyeda, M. S.	9/21/22	I.O. (160) Johnson, P. E.	6/26/23	Pens. (I.O) Wood, R. L.	7/13/23
551 Rocha, D. R.	7/5/23	639 Keen, J. C.	7/8/23	721 West, K. L.	9/11/23	1245 McGowan, C. P.	6/28/23	I.O. (220) Harrell, J. L.	7/19/23	Pens. (I.O) Zeuli, J.	2/1/23
557 Mendel, J. S.	6/27/23	640 Cerritelli, J. J.	12/26/22	725 Neidlinger, S. G.	8/4/23	1249 Moran, J. M.	3/31/23	I.O. (234) Hanson, G. H.	7/9/23		
557 Traverse, J. L.	8/16/23	640 Corson, A. W.	3/28/23	728 Burch, F.	7/12/23	1253 Coady, T. F.	3/30/23	I.O. (280) Spaulding, R. E.	2/12/23		
558 Cheatwood, J. R.	6/11/23	640 Fragoso, A. C.	5/7/23	728 Griffiths, R. R.	2/5/23	1288 Stewart, M. L.	12/9/22	I.O. (292) Woodward, G. W.	7/8/23		
558 Crunk, S. E.	9/9/23	640 Keams, R.	7/29/23	728 Henriksen, F. R.	6/7/23	1319 Myers, R. A.	10/21/22	I.O. (488) Logie, I. M.	8/10/23		
558 Gautney, L. L.	7/18/23	640 Lara, J. R.	7/29/23	728 Hinton, K. N.	8/1/23	1340 Morrisette, C. E.	5/9/23	I.O. (501) Hall, J. J.	6/7/23		

This list shows members for whom PBF death claims were approved in September 2023. ■

April 2023 International Executive Council Meeting

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

The regular meeting of the International Executive Council was called to order at 9:00 a.m., by Chairman Erikson, on Wednesday, April 19, 2023, in Washington, D.C. Other members of the council in attendance were Calabro, Calvey, Shirey, Finn, Wine, Chincio and Griffiths. Fourth District IEC Riley attended via audio/video teleconference.

International President Cooper
International President Kenneth W. Cooper offered reports to the members of the International Executive Council on a variety of matters affecting all branches of the Brotherhood.

International Secretary-Treasurer Noble
International Secretary-Treasurer Paul A. Noble offered financial reports covering the IBEW Pension Fund and the Investment Portfolio of

the Brotherhood both in Canada and in the United States.

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

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

Article XX and XXI Cases
There were no Article XX cases to report. There was one (1) Article XXI case.

Local Union Under International Office Supervision
There are two local unions under trusteeship, Local Union 2330, St. John's Newfoundland and Labrador, Canada and Local Union 1501, Baltimore, Maryland. The IEC authorized a six-month extension at the February 2023, meeting. No action is necessary at this time.

IBEW Consolidated Balance Sheet/Income Statement Covering the 9-month Period Ending February 28, 2023
Reviewed and Filed

IBEW Pension Benefit Fund Consolidated Statement of Net Assets Covering the 9-month Period Ending February 28, 2023
Reviewed and Filed

Retirement of Officers, Directors, and International Representatives
Lonnie R. Stephenson, International President Effective — January 4, 2023

Rodney McVicar, International Representative, First District Effective — March 1, 2023

Philip Young, International Representative, Fifth District Effective — April 1, 2023

Frank Cloud, International Representative, Fourth District Effective — April 1, 2023

Gregory DeVries, International Representative, Eleventh District Effective — May 1, 2023

David Mullen, Director, Safety Department Effective — June 2, 2023

Vested International Representative
Ellen Redmond, International Representative, Third District Effective — March 12, 2023

This regularly scheduled meeting was adjourned, on Wednesday, April 19, 2023, at 5:00 p.m. The next regular meeting of the International Executive Council will commence on August 30, 2022, in Chicago, Illinois.

For the International Executive Council
Myles J. Calvey, Secretary April 2023

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

LOCAL LINES

Seasons' Greetings

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st,w&ptc), ST. LOUIS, MO — We hope everyone is having a great fall and feels ready for the holidays. If you are traveling and helping man another local's work, be safe, and hopefully you will get some time off to spend with family during this holiday season.

My mind is starting to focus on the future, specifically a year from now when we will be choosing the person to lead our republic for four more years. I am old enough to remember the tax cuts of the Reagan administration and how retirement was adjusted from full retirement at 65 years of age to 67. Now, after the Trump tax cuts, there is earnest discussion by some to increase full retirement to age 72. What results may not be retirement at 72; maybe the compromise will be 69. Proposing an increase in full retirement age as a legislative solution means that full retirement is a focal point for these candidates and their agendas.

Elections matter. There are myriad reasons and opinions to be for or against someone. I ask that you be informed or get informed. Unions thrive when we have elected officials that listen and consider our point of view when developing policy and proposing legislation.

Kyle Hunter, P.S.

Local 11 Ratifies Contracts

L.U. 11 (i,rts,spa&em), LOS ANGELES, CA — Congratulations to the negotiating team and members of our local for ratifying both the inside wireman and intelligent transportation agreements. The new contracts immediately raise wages, increase the equipment stipend and adjust shift start times. Both call for a \$1.80 increase, with a \$2 increase every six months for the remainder of the three-year contract.

This agreement could not have been reached without the outstanding participation of the membership of Local 11. From phone calls to demonstrations, they moved the employer's negotiating team toward a fair contract.

More than 3,000 members and their families came together under a picture-perfect Southern California blue sky for our annual Local 11 picnic. The festivities included face painting, rock climbing, horseshoe games, ax throwing, cigar bar and plenty of children encased in plastic bubbles ramming into each other at full speed. The picnic was a perfect snapshot of the diversity, individual-

ity and fidelity that make Local 11 a true family.

Robert Corona, P.S.

Local 15 Kincaid Agreement Ratified

L.U. 15 (u), DOWNERS GROVE, IL — On July 27, President/Business Manager Chris Riser; Vice President Ben Busser; Business Representative Brian Daniels; Kincaid Generation chief steward Bill Hawker; and Kincaid stewards Brad Kilver, Kenny Althoff and Timmy Brown negotiated a tentative collective bargaining agreement.

On Aug. 9, the was ratified by the membership at Kincaid Generating Station. Brothers Chris Riser, Ben Busser and Brian Daniels presented a rollout to the members, and the contract was approved with a 37-13 vote. Congratulations to the members at Kincaid station, who now have an agreement for five years starting Sept. 1.

John Richards, Bus. Rep.

Local 43 Syracuse Mets Fireworks Night

L.U. 43 (em,i,rts), SYRACUSE, NY — Our local delivered checks on behalf of its membership to the United Way of Central New York, the Mohawk Valley and Greater Oswego County. The proceeds were presented at NBT Bank Stadium during our annual fireworks night at the Syracuse Mets baseball game.



Local 43 presented checks on behalf of its members to the United Way of Central New York, the Mohawk Valley and Greater Oswego County.



Ninth District International Vice President Dave Reeves, left, and International President Kenneth W. Cooper present Local 47's Business Manager/Financial Secretary Colin Lavin with the Henry Miller Award.

Thank you, brothers and sisters, for giving back to the communities we live and work in!

Jeff Cassano, P.S.

Colin Lavin Wins Henry Miller Award for Organizing Excellence

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA — Greetings, brothers and sisters. Business Manager/Financial Secretary Colin Lavin accepted the Henry Miller Award at the Ninth District Progress Meeting. This award recognizes ongoing commitment to the organizing principles upon which the IBEW was founded. Congratulations, Brother Colin.

Here are our local's updates:

- With respect to Southern California Edison, arbitrator Nancy Huff issued her ruling in the three Saddleback discharge cases, ordering all three to be reinstated without back pay. The company has made a counteroffer on the system operator paragraph M.
 - Mike Phillips demotion case was settled prior to arbitration with full reinstatement and \$29K.
 - Production specialists voted 69-42 in favor of representation.
 - In the City of Anaheim-General case, we are going to a state mediator before we reach impasse.
 - Negotiations continue with Professional Management Group. Part-time customer service is connected to the Anaheim General Group for economics.
- Local 47's motorcycle run Sept. 23 was a

huge success. The family Christmas party is Dec. 2, and we'll see you there.

We're sad to report the deaths of Terion Alexander, Luis Anton, Greg Fillpot, Dean Francisco, John Green, Robert McPherson and Shane Slaght. Our condolences and prayers are with their loved ones.

Work safe and buy union!

Mitch Smith, P.S.

Local 51's Top Priority in Illinois Legislation

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL — This past spring, legislation was introduced that would give our incumbent utilities the right of first refusal, or ROFR, to continue building federally required transmission projects. Due to a federal rule called FERC Order 1000, states must pass a law allowing the incumbent's ROFR, or the federal rule requires a competitive bid process for projects going forward.

The majority of MISO states (the regional transmission operator serving Southern Illinois) have already passed such laws. While the ROFR law passed both chambers, the governor vetoed it. The IBEW in Illinois will make overriding this veto our top priority. We cannot afford to allow out-of-state, nonunion contractors to gain advantage and take this work.

At the time of writing, Clinton Power Station was gearing up for an approximate 27-day refuel outage. About 850 temporary workers will be brought on site to help staff the outage. Clinton is a single-unit reactor that can produce up to 1,080 MW of zero-emissions energy, which is enough carbon-free electricity to power the equivalent of 800,000 homes.

Happy holidays to our IBEW families!

Karlene Knisley, Bus. Rep.

Good Times, Again

L.U. 55 (lctt,o,u&c), DES MOINES, IA — Hello, brothers and sisters, I have been very ill for the last year, but I am doing well now, and I will take some pictures again for the next issue. Remember to go to the Christmas party this year. Kids and family members are all welcome. We still have a retiree breakfast at Perkins on East Euclid every second Monday of the month at 9 a.m. We sit and visit for a couple of hours and see people we used to work with. It's a lot of fun. We hope to see you there.

We still have lots of work. See you next time.

Myron Green, P.S.

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

Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd local number schedule. They can be submitted by designated press secretaries or union officers via our online form. For deadlines and questions, please visit ibew.org/media-center/submitting-local-lines or email locallines@ibew.org.

We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are made by our editorial team. Please adhere to a 200-word limit.

If you have an idea for an Electrical Worker story, please contact the Media Department at (202) 728-6219 or media@ibew.org.

Trade Classifications

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

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

Jacob DeLorenzo Named ALBAT Apprentice of the Year

L.U. 71 (lctt,o&rtb), COLUMBUS, OH — Our local would like to take this opportunity to congratulate sixth-step apprentice Jacob DeLorenzo for becoming the ALBAT apprentice of the year. Jacob was initiated into Local 71 in 2019 as a groundman and was indentured into the apprenticeship Sept. 8, 2020. He has been a member of the IBEW in good standing since he joined in 2019. Congratulations, Jacob!

The 2020 Local 71 family picnic at Cedar Point was a success. The sun came out after a bit of rain in the morning, and more than 1,600 members and their families gathered for lunch in the picnic area and enjoyed rides in the park. Local 71 would like to thank everyone who could join us.

Our local's website has launched! Thanks to Business Manager Todd Kessler and his team for all the hard work that went into this project. It's been a long time coming, and this is just the beginning. If you haven't visited the site, check it out at ibew71.org, and don't forget to download the app. You can do more from the website now, from paying dues to signing the books. Currently available jobs and online bidding are not available, but they are coming. Let President Walter Gribble III know what you think, as he put a lot of work into this relaunch and would like your feedback.

Happy and safe holidays, and remember: a good day's work for a good day's pay, take pride in your work, and strive to be the best!

Matt Bruggeman, Bus. Rep.



Matt Bruggeman presents Jacob DeLorenzo with the ALBAT Apprentice of the Year Award on behalf of Local 71. Congratulations, Jacob!

Local 103 Powers Gillette Stadium's New Digital Scoreboard

L.U. 103 (cs,i&ptc), BOSTON, MA — NFL football is back, and our local's members finished a new \$225 million expansion of Gillette Stadium's north end zone, just in time for the upcoming season. This milestone signifies the biggest improvement project at Gillette since the stadium opened more than 20 years ago. It includes the installation of the largest outdoor video board in the U.S., as well as more hospitality and concession space for games and concerts. Local 103 and NECA are proud to be powering Gillette as official partners of the six-time Super Bowl champion New England Patriots.

Local 103 also ratified a new five-year contract with NECA Boston that included historic wage increases, increased health and pension benefits, a new network tech/system tech classification, optional four 10-hour days, and referral procedure language.

Jim Fleming, P.S.

Tim Titus Receives Founders' Award

L.U. 125 (lctt,o,t,u&ptc), PORTLAND, OR — Organizer and Business Representative Tim Titus received the IBEW Founders' Award during the Ninth District

Progress Meeting. Tim's dedication to organizing has been demonstrated over the years as he works tirelessly to bring new members into our ranks.

"Tim's commitment to organizing reflects the spirit of our founding fathers," said Local 125 Business Manager Travis Eri. "He truly has changed the lives of countless individuals by organizing them into the IBEW."

As those who know him best would expect, Tim is humble about this award. "We have a great business manager who has hired a fantastic staff. This award is not about me, but everyone at Local 125," Titus said, and he was quick to acknowledge support from our clerical staff.

Organizing is the first object referenced in the IBEW Constitution. Through organizing efforts led by Eri and Titus, Local 125's focus on growing our union is evident. Local 125 also received recognition as a top-performing local for organizing eight new contractors.

Thank you to our members who continually show up, work safely and demonstrate why we truly can say the IBEW is the right choice.

Marcy Grail, A.B.M.



Local 125's Tim Titus received the IBEW Founders' Award at the Ninth District Progress Meeting.

Local 131 Celebrates Retirees

L.U. 131 (i,rtb,rts,se&spa), KALAMAZOO, MI — The work outlook is steady in Kalamazoo. Several projects are keeping the book clear. Travelers are working in the jurisdiction. The new members' breakfast was a lot of fun in September.

Local 131 will celebrate our retirees at a Christmas luncheon scheduled for Dec. 20. Call the hall for information. Our recent retirees include Chris Harvey, Steven Himshoot, Jeffrey Pojar, Thomas Van Domelen and Chris Wolf. Enjoy retirement. This is what years of hard work provides.

I also want to extend my gratitude to those of you who are celebrating your anniversaries of membership, including former business manager and mentor Richard L. Redford and Raymond J. Stone (65 years of service) and Joseph Beall, Joseph Bennett, Robert Cook, Larry Smith, Paul Stewart and David Stratton (55 years of service).

With holidays quickly approaching, keep safety in mind and look out for one another on the job.

Morris A. Applebey, B.M.



Local 141 wishes Thomas L. Conner, retiring business manager, a long and healthy retirement.

Local 141 Business Manager Thomas Conner Retires

L.U. 141 (ees,i,o&u), WHEELING, WV — Greetings, brothers and sisters. As of this writing, we have 17 members on Book 1 and have gone through Book 2 to fill calls. Thank you to all of our traveling

brothers and sisters who are helping Local 141 to man our work.

We would like to highlight the career of retired Business Manager Thomas Conner. Brother Conner began as an inside wireman apprentice in 1986 and completed his apprenticeship in 1990. As a young journeyman wireman, "T.C." began serving as a Local 141 officer by sitting on the examining board. He served on the board until he was elected recording secretary in 1993. He also served as training director for the local from 1999 to 2014.

Brother Conner further deepened his commitment to Local 141 when elected president in 2005. He served as president until 2014, when he won a contested election for business manager. He then served three consecutive terms as business manager until his retirement in September, with 36 years of service.

Local 141 wishes Brother Conner a long and healthy retirement!

Kurt "Bug" Reed, P.S.

Good Times Keep Rollin'

L.U. 237 (i), NIAGARA FALLS, NY — Our local would like to congratulate the graduating classes of 2023. Both the inside and residential classes graduated in May, celebrating with a ceremony and dinner. Our inside wireman class includes Nate Blaszcak, Chris Brown, Kevin Duance, Jim Eodice, DJ Gardner, Brandon Lum, Desai Mathews, Joe Mundier, Colten Reuillard, Tom Ryan, Phil Violanti and Josh Vivian. Joe Mundier received the Top Apprentice Award. Our residential class includes Rob Barton and Ben Conde. The 2023-24 school year is underway with a new full-time training director, Kurt Bingham. We'd like to wish Kurt, the teachers and our apprentices the best of luck!

Summer was not only a busy time for our local in terms of workload, but also in terms of union and community-related events. In August and June, we hosted our family picnic and family campout. In September, we held our stag campout, stag picnic, disc golf tournament, and our first political steak-and-ale night. Events like these create a strong brotherhood and are essential for building lasting relationships with other members and the community that we work in and depend on.

June brought some wonderful news for our local's members and their families, when the Pension Benefit Guaranty Corp. approved the application to the special financial assistance program by Local 237's pension plan, which covers 430 participants.

President Joe Biden's American Rescue Plan Act of 2021 included the Butch Lewis Emergency Pension Plan Relief Act, which aids financially troubled multi-employer pension plans. The approval of this application means our plan will receive \$32.2 million through funds allocated by the American Rescue Plan. The approval of the special financial assistance allows the plan to restore all benefits suspended under the Multiemployer Pension Reform Act of 2014, as well as payments to retirees to cover prior benefit suspensions.



Local 257 congratulates its 2023 graduates!

We'd like to thank Sen. Charles Schumer, Sen. Kirstin Gillibrand and Rep. Brian Higgins for their steadfast dedication to the union workforce. With this news, Local 237's future looks as bright as ever, and we look forward to continuing to be an active part of our community.

Brandon Lum, P.S.

Local 245 at Toledo Labor Day Parade

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH — As of this writing, we are days away from another Labor Day parade in downtown Toledo, where our members walk with their families to illustrate the power of collectiveness and celebrate the history of the labor movement.

Local 245 members recently spent an afternoon together cheering on our hometown baseball team, the Toledo Mud Hens. Even with the extreme temperatures, the turnout was great, and the Hens brought home a win.

Local 245 successfully organized RKR Traffic Control and the City of Bryan Street Department, and we are negotiating both first agreements. Additionally, our local is negotiating a successor utility agreement with Toledo Edison/FirstEnergy.

We would like to thank our members for all the extra hours they have put in over the summer. A special thank you to our member support team for making all of this possible.

Brian Gendaszek, P.S.



Local 245 members recently spent an afternoon together cheering on our hometown baseball team, the Toledo Mud Hens.

Local 257 Graduating Class

L.U. 257 (em,i,rtb,rts,spa&t), JEFFERSON CITY, MO — Congratulations to the graduating class of 2023! Work has been busy in Jefferson City, and our new journeyman wiremen will help ensure that it's being done safely and professionally while instilling IBEW values and skills to the next generations. Local 257's new journeyman wiremen are Mark Alderman, Jordan Baumhoer, Shane Brown, Adam Brunk, Steven Clutter, Clayton Croy, Thomas Faulkner, Garrett Griggs, Justin Haines, Aaron Kinder, Alex Phillippe, Mark Piskulic, Mark Sanson, Johnny Stanley, James Stevens and Justus Zumbel.

Joel Vanderslice, P.S.

LOCAL LINES

Local 269 Offers Fun for All

L.U. 269 (i&o), TRENTON, NJ — Every local is made up of individuals with different tastes in food and music, who support different sports teams, and with varying outlooks on life. Yet our brothers and sisters set aside their differences and gathered on Liberty Lake in Bordentown, N.J., for the annual Local 269 family picnic. There were games and activities for the kids, including paddle boats on the lake. We had an endless supply of burgers, dogs, ice cream, and, of course, littleneck clams with drawn butter and boiled jumbo shrimp. There were plenty of cold drinks available, including a beer truck.

Each member received a golf umbrella with the Local 269 logo, and a flying disc was given to the youngsters. Laughter and lively conversation filled the air, accompanied by music from the DJ booth. The weather cooperated for the most part, and the members and their families enjoyed themselves to the fullest, on a day without arguments or gripes or any drama. All around, a good day indeed.

Brian Jacoppo, P.S.



Local 295 Business Manager William French, left, presents Billy Copeland, right, his 75-year service pin.

75-Year Member Awards

L.U. 295 (em,i,o,rtb,rts,spa,u&lctt), LITTLE ROCK, AR — Two distinguished members of our local, Brothers Billy Copeland and William “Gene” Denton, recently received their 75-year service pins. Gene served as business manager from 1972 to 1989 and has a lasting legacy with sons and grandsons in the IBEW. It was an honor to present service pins to these two members at our annual picnic.

William French, B.M.



Local 269 members and their families gather under the big tent at the annual picnic.

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Local 309 Is Flourishing

L.U. 309 (i,lctt,mo,mt,o,rts,spa&u), COLLINSVILLE, IL — Due to the hard work and productivity of our members and contractors, our local is flourishing. Local 309 has retained the top market share in the IBEW, a distinction we have shared with Jamestown, N.Y., Local 106 for the past five years. The work picture is very positive, as well. Some upcoming projects include Air Mobility Command at Scott Air Force Base, Touchette Regional Hospital, the Health Sciences building at Southern Illinois University Edwardsville, the Illinois State Police Metro East regional headquarters, the Gulfstream Aerospace Corp. facility at St. Louis Downtown Airport, FanDuel at Fairmount Park and the addition to Hillsboro High School.

This summer, the inside group negotiated a new contract that achieved a \$7 increase over two years. Local 309 celebrated with our families at the annual night at a Gateway Grizzlies baseball game. We continue to look for opportunities that socially enrich our members' lives. Mark your calendars: Breakfast with Santa is scheduled for Sunday, Dec. 3.

Carlos S. Perez, A.B.M.

Be Thankful

L.U. 343 (i,spa&st), LE SUEUR, MN — Happy Thanksgiving, brothers and sisters! We take many things in life — our jobs, homes, lifestyles, friends and families — for granted. But in an instant, our daily lives can be turned upside down and forever changed. As union members, we are not immune to bad events, though we are more likely to be able to weather the storms. Our union insurance offers professional help for a number of life's challenges. Our union brothers and sisters will lend a hand or an ear in our times of distress. Our union hall provides us with services and resources for our education, working careers and retirement. Be thankful for all the union does for us.

When we became members of the IBEW, we all repeated an oath and signed an obligation card stating, "I will bear true allegiance to it (the IBEW) and will not sacrifice its interest in any manner." On Nov. 28, 1891, 10 electrical workers took an oath and founded an organization that is today's IBEW. Be grateful for all the good things we have, and enjoy the four-day Thanksgiving weekend.

Spend it where you earn it — buy Made in the USA.

Thomas Small, P.S.

Local 347 in Boom Times

L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, OH — LaborFest 2023 was a big success. Work in our local is still thriving, evidenced by the fact that incoming apprenticeship classes are 120 strong. This record enrollment breaks last year's record.

There's no question that Local 347 is in boom times. There are still work calls going unanswered. Data centers are a hot commodity in Des Moines.

The local continues to support Make-A-Wish, the charitable organization granting wishes to children who are critically ill. This year's Jolly Holiday Lights event will be in a new location, the Outlets of Des Moines in Altoona. Stay tuned for volunteering opportunities.

"The only effective answer to organized greed is organized labor." — Thomas Donahue

Mike Schweiger, P.S.



Local 347 members walk the Labor Day parade in Des Moines, Iowa.

Juneteenth Celebration at Local 357

L.U. 357 (c,i,mt&se), LAS VEGAS, NV — Our members got together June 17 for a Juneteenth celebration, the federal holiday commemorating the end of slavery in the United States. The event took place at our union hall and was hosted by our local Electrical Workers Minority Caucus committee. It was an evening of games, good food and friendship. Many of our founding EMMC Local 357 members were in attendance.

We honor the leadership of these members who have contributed to help fight for the working class and raise up our community. It was an enjoyable evening to commemorate this important part of our history and culture.

Julie-Ann Peebles, P.S.



From left, Cleandrew Threats, Willy Cherry, Edwin Evans, Julius Dotson, Madison Burnett, Dalton Hooks, James Halsey, All Harris, Theo Jefferson, Gene Collins, Dennis Williams and Melvin Rosemond celebrate Juneteenth at the Local 357 hall.

Congratulations, Local 453's New JW's and Officers

L.U. 453 (govt,i,rtb,rts&spa), SPRINGFIELD, MO — We would like to congratulate our newest journeyman wiremen and our new officers. The graduating class of apprentices this year includes Jayden Hopkins, Max Indyushkin, Andrew O'Neal, Alex Smith, Chris Smith, Alex Stroud, Joe Vinyard and Clay Whitener.

Our officers for the next three years are President Joey Baker; Business Manager/Financial Secretary Kevin McGill; Vice President Andrew O'Neal; Treasurer Matt Wilson; Recording Secretary Bryan Hensley; executive board members Brandon Atchison, Scott Freeman, Zach Hohlt, Mike Horton, Randal Hyde, Cody Mueller and Corey Stallcup; and examining board members Max Indyushkin, Darin Johnson and Dwayne Rose.

Thank you to for the hard work and dedication of our graduates and to everyone whose name was on the ballot wanting to further the cause of our union! Local 453 appreciates the work that our members and traveling brothers and sisters are doing to help us man our jurisdiction.

Troy Schindler, P.S.

IBEW 481 Summer Celebrations

L.U. 481 (ees,em,i,mt,rts,s&spa), INDIANAPOLIS, IN — Over the summer, our local celebrated the latest group of graduates from the Electrical Training Institute of Indianapolis. It was a great night for the new journeymen and journeymen to come together to celebrate the end of their apprenticeship journey and look forward to the start of the next step in their career: becoming the IBEW's next generation. Congratulations to all the graduates, and good luck to each of you as you continue your career in the greatest union around.

Local 481 celebrated the Labor Day weekend with a member picnic at the Indianapolis Zoo. With more than 1,900 total attendees, it was a great way for all members to celebrate the holiday. The event was by far the most attended that we have had in years, and it was a good time for old friends to reconnect, relax and have some camaraderie over a meal.

Thanks to all who attended, and please continue to stay involved and engaged in your union. It is only as strong as the members make it!

Blake Andrews, R.S.

Local 483 Shop Stewards Unite

L.U. 483 (catv,lctt,o&u), TACOMA, WA — A huge shout-out to all our local members who attended our recent shop steward Level 1 training. This training, presented by International Representative Tracy Prezeau, was filled with information and



Members from Local 483 attended shop steward Level 1 training.

knowledge on what it means to be a shop steward. We were thrilled to appoint six new shop stewards after this training and can't wait to see what's to come from Prezeau at our shop steward Level 2 training.

Local 483 is extremely grateful for the new and continued support we receive from our members and shop stewards. You consistently represent our local with the utmost valor and grace.

Byron Allen, B.M.

Local 601 Annual Softball Invitational

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL — Our local would like to thank everyone that came to our annual softball invitational. It was our first time at a new location and a great success. We'd like to thank all 10 Illinois locals that came out and played: Local 134, Chicago; Local 145, Rock Island; Local 146, Decatur; Local 150, Waukegan; Local 176, Joliet; Local 193, Springfield; Local 197, Bloomington; Local 364, Rockford; Local 461, Aurora; and Local 649, Alton.

Congratulations to Local 649 for clinching the victory over the defending champions, Local 134!

It was also last tournament for the captain of Local 601's team, Kevin Carroll. We wish him a happy retirement from softball.

Luther Baker, P.S.



Local 601's softball invitational team, front row, from left, Dominik Harmon, Brytt Hollowell, Tyler Tester, Blake Withers, Mike Ha; back row, from left, Brock McGraw, Kevin Carroll, Toby Traxler, Dustin Broga, Travis Spencer, Dustin Lard, Chris Shields, Ryan Munsterman, Jake Hughes and Rick Mueller.

Local 611 Celebrates JATC Graduates

L.U. 611 (catv,es,govt,i,lctt,o,spa,t&u), ALBUQUERQUE, NM — Recent graduates of the JATC program received their diplomas on Aug. 19: Derek Ackels, Daniel Alvarenga, Lane Becenti, Nathan Bland, Tyler Burton, London Cabada, Timothy Cashmer, Calet Demoines, Felipe Diaz, Dominic Garcia, Robert Garcia, Thomas Geusz, Julian Gonzalez, Eliana Hough, Dev-Amrit Khalsa, Benjamin Larkin, Daniel Lucero, Gary Martinez, Brandon Morgan, Nolan Nacki, Sean Nacki, Dominick Nevarrez II, Daviana Ortiz, Vincent Petrella-Peters, John Salazar, Brandon Sanchez, Carlos Sanchez, Dyonne Sedillos, Sean Simonoff, Alex Sisneros III, Kody Trout and Samuel Wilcoxon.

This year had a mid-term graduating class: Julio Aguayo, Nathan Ayala, Nathan Barela, Darrell Beck, Ayden Castillo, Marc Crowder, Lloyd Ferran, Thomas Garcia, Zachary Grover, Dwight Jaramillo, Patrick Kline, Aaron McConnell, Charles Moore, Gabriel Padilla, Kyle Powell, Malachi Rademaker, Timothy Rosser, Frank Skinner, Phillip Tapia,

Sarah Tramp, Ian Vallo, Victor Villarreal II and Tamica Ybarra.

The two outstanding apprentices of the year were Derek Ackels and Malachi Rademaker, and the CS Mitchell Award was given to Nathan Gilbert. Congratulations to all of the graduates and the award winners.

This year's Labor Day picnic was once again held at Balloon Fiesta Park with lots of food and games for the kids.

On behalf of Local 611, I extend condolences to the family and friends of Donald Cata, Melecio Martinez, M. Pagan,

Victor A. Romero, David L. Sheets, Kris Tabaha and Brad Vester.

Don't forget to attend your local and unit meetings.

Darrell J. Blair, P.S.

NW Line JATC Grand Opening

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR — The Northwest Line JATC's grand opening was Aug. 25. This state-of-the-art facility was built in partnership by the IBEW and NECA, both investing in the future of our workforce to teach and ensure safe work practices throughout our industry, from line construction to line-clearance tree trimming.

Local 659's line construction work has picked up significantly due to forest fires that have devastated the power grid. Our largest utility has been installing Hendrix tree wire to mitigate the fire issues.

If any lineman is interested in adding another tool to their toolbox, the Northwest Line JATC offers hot-stick training to those interested. Go to nwline-jatc.com or call 360-816-7100 for more information.

James Davidson, A.B.M.



Local 659's line construction work is in demand, and the newly opened Northwest Line JATC's facility includes an indoor pole yard for training.

Summer Here, Summer Gone

L.U. 683 (i&ptc), COLUMBUS, OH — Leading up to Memorial Day, our local's RENEW committee hosted its inaugural cornhole tournament, and the evening of bags, beer and brotherhood was well attended and successful. The Chuck Bland memorial fish fry took place the first Friday in June with great turnout and weather. The fish fry is one of our longest ongoing traditions and continues to be popular.

The RENEW committee took the momentum from the first tournament and hosted another at the end of August. We are hoping this busy summer will spur more events and participation in the future.

Local 683 officer elections were in June. Congratulations to all of the successful candidates, and thank you to all who participated in the process.

Work continues to be plentiful in our jurisdiction. There are three utility-scale solar fields driving a majority of the calls, along with the Ohio State University Medical Tower. With the announcement of multiple hospital projects, additional solar fields, data centers and a new terminal at John Glenn Columbus International Airport, we expect to remain very busy in the future.

Mike Morey, Pres.



Local 481 congratulates the recent graduates of the Electrical Training Institute of Indianapolis!



Local 611 members enjoying the Labor Day picnic with Business Manager Alfonso Martinez.

LOCAL LINES

Burgers, Bumper Cars, Bingo and Brotherhood

L.U. 725 (i,rts&spa), TERRE HAUTE, IN — Our local held its annual family picnic at Bogey's Family Fun Center on July 15.

Brothers and sisters and their families had exclusive access to the entire facility. The day featured bingo games with tables full of prizes for everyone in the family, bumper cars, go-karts, batting cages, water wars, video games, putt-putt golf, a playground featuring two super slick slides, a kangaroo room, a challenge path, an elastic tunnel and more!

For lunch, everyone enjoyed barbecue with hamburgers and hot dogs and a wide variety of delicious sides and amazing desserts.

The event was a huge success that couldn't have been possible without the hard work of several people: Jim Fellows, Chris Fox, Tasha Hayne, Brent McCoy, Kevin Stewart, Stacy Thompson and Jerry Woodfall went above and beyond to make sure our members and their families had a fun-filled day.

Dickson Hunley, P.S.



Members enjoying putt-putt golf, one of the many events offered at Local 725's annual family picnic in July.



From left, Local 903 President Luke Newman, Brandon Bounds, Raymond Ford and Business Manager Brian McMurry. Congratulations to Brothers Bounds and Ford, apprentices of the year!

Local 903's Apprentices of the Year

L.U. 903 (ees,i,o&lctt), GULFPORT, MS — Our local has graduated an average of 20 apprentices yearly for the last 20 years from the apprenticeship program that dates from 1949. On June 2, 22 remarkable individuals celebrated the completion of five years of rigorous study. These young journeyman wiremen persevered through a pandemic to serve the Pine Belt area's commercial and industrial needs with pride and excellence.

Local 903 congratulates the following graduates: Brandon Bounds, Ricky Burdine, Daniel Charlotte IV, David Cooper, Brianna Crusoe, Eric Daigle, Raymond Ford, Laquenton Goins, Isaiah Green, Joseph Grovesnor, William Laughlin, Kendall Leake, D'Artagnan Lee, Tyler Maxwell, Alexander McCurdy, Colby Naramore, Charles Sample, Tyler Seymour, Taylor Shea, Sean Stribling Jr., Skylar Sumrall and Chay Wilson.

Brian McMurry, B.M.

Congratulations, Brother Kevin Zylks

L.U. 995 (i,o,rts,spa,lctt), BATON ROUGE, LA — With immense pride and joy, we congratulate Kevin Zylks on his new role as P&I lead organizer.

Kevin began his journey with the staff of Local 995 as membership coordinator in July 2019, a role he embraced with enthusiasm and determination. Over the years, he has been a valuable asset to our team, consistently exceeding expectations and

contributing significantly to our growth. His dedication to fostering connections, building relationships and enhancing the member experience was exemplary. With his promotion to the role of international lead organizer with the Membership Development Department, Kevin is set to embark on a new and exciting chapter in his career.

At Local 995, we are incredibly proud of Kevin's achievements and can't wait to witness the positive changes Kevin will undoubtedly bring to our parent organization. This is not just a promotion; it is a recognition of exceptional talent and potential to shape our organization's future.

We extend our heartfelt congratulations to Kevin Zylks on this well-deserved appointment. May your new role bring you even greater success and fulfillment, and may your journey continue to inspire all of us to grow the IBEW every day. We eagerly anticipate the great things you will achieve in the future, and we are proud to have you as a shining example of our organization's excellence. Congratulations, once again!

Jason Dedon, B.M.



Local 995's Kevin Zylks, left, who recently was named a P&I lead organizer, with Business Manager Jason Dedon.

2023 Ohio Rodeo

L.U. 1347 (ees,em,u&ptc), CINCINNATI, OH — On Aug. 12, our local and Locals 1466 and 2359 attended the Ohio rodeo. At this first year of the rodeo, the level of excitement and involvement from the brotherhood was overwhelming. Local 2359 took first place in the journeyman class and the apprentice class. Next year will be open to

anyone from the IBEW who wishes to participate. Our rodeo committee is working on the details for the 2024 rodeo, and "save the date" info will go out soon. We hope to see everyone there.

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

Local 1547's Darrell Aspelund Receives Gold Pan

L.U. 1547 (c,em,i,o,t,u,lctt&ptc), ANCHORAGE, AK — Shop Steward Tim Matson presented retired power plant operator Darrell Aspelund with a gold pan in recognition of his 47 years of membership with Local 1547 and his work at Naknek Electric Association, seen in the accompanying photo below.

Melinda Taylor, Comm. Dir.



Retiree Darrell Aspelund receives a gold pan in appreciation for his years of membership with Local 1547.

Transitioning in Augusta

L.U. 1579 (i&o), AUGUSTA, GA — It's a transitional time here in Augusta as we finish Unit 4 at Plant Vogtle and begin mobilizing a majority of our workforce to the Savannah River site with either our prime contractors (Savannah River Nuclear Solutions and Savannah River Mission Completion) or at the Savannah River Plutonium Processing Facility. The SRPPF project will finish the demolition stage at the end of the year, and hopefully we will move to the new construction phase, which should employ about 300 electricians at peak and last approximately eight years.

We want to thank our traveling brothers and sisters who spent time in our jurisdiction, enabling us not only to man work on the big projects, but also to allow our in-town contractors the workforce that they needed to keep afloat and maintain a piece of the market share. We appreciate your efforts, wish you the best on your travels and hope to see you back this way again.

We congratulate our members who received service pins at our August meeting. Pins were handed out for service five years and up. Thank you all for your dedication and hard work. A very special thank you to Brother Thomas George Ashmore, who received his 70-year pin.


"The dictionary is the only place that success comes before work." — Vince Lombardi

Mike Greene, Pres.



Members from Locals 1347, 1466 and 2359 celebrate wins at the 2023 Ohio rodeo.





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GROUND^{ED} IN HISTORY

The IBEW's Commitment to Veterans

The IBEW has a long history of welcoming veterans, with programs like VEEP and Helmets to Hardhats giving a fast track to the skilled, disciplined members of the U.S. and Canadian armed forces.

This pathway was built up over decades. The Second World War was a crucial turning point.

In 1941, the IBEW and NECA created the National Joint Apprenticeship and Training Committee to develop and standardize training for the electrical industry. It turned out to be a fortuitous investment because in the 10-year span following World War II, IBEW membership nearly doubled, growing from 360,000 in 1945 to 648,000 in 1955. Although we don't have an exact number, this dramatic increase presumably included thousands of discharged veterans looking to transition to the trades. It was clear that a path was needed to incentivize and assist these service members in making that change.

In 1970, at the height of the Vietnam War, President Richard Nixon authorized the first such program at the federal level, Jobs for Veterans. In 1971, IBEW International President Charles H. Pillard was appointed by the secretary of labor to serve on the program along with dozens of other labor and industry leaders.



International President Charles H. Pillard served on the White House's Jobs for Veterans program in the Vietnam War era.

The program's goal was to develop joint labor-management training programs to help veterans increase their job opportunities. At the time, more than a million people per year



"Through the IBEW apprenticeship programs, you have made Helmets to Hardhats the most effective veterans' employment program ever in the history of the United States."

— Marine Maj. Gen. Matthew Caulfield, former executive director of Helmets to Hardhats

were leaving the military. As stated in the March 1971 issue of *The Electrical Worker*, "the need for this program is emphasized by the fact that most of these veterans will be seeking their first full-time jobs, and most are in the 20-24 age group where the labor market is very competitive." Pillard was particularly suited for the project. Not only was he a veteran himself, but he was also the co-chairman of the NJATC. He served on the program until his retirement in 1986.

Though it took several years to develop, one of the first major veterans programs to arise from a joint labor-management effort was Helmets to Hardhats in 2003. Still going strong in the United States and Canada, this program was designed to help veterans transition into the construction industry by allowing them to receive credit for their military training at registered building trades apprenticeship programs, including the IBEW.

At the IBEW's 37th Convention in 2006, it was announced that more than 2,000 veterans had joined the union after registering through H2H. Speaking at the convention was Marine Maj. Gen. Matthew Caulfield, executive director of H2H. "There's one group of veterans, 20- to 24-year-olds, that have an unemployment rate of 18%," said Caulfield, echoing the same concerns of the 1970s. "And I will point you to a group that is now doing something about it: the unionized workforce in the construction industry. Through the IBEW apprenticeship programs, you have made Helmets to Hardhats the most effective veterans' employment program ever in the history of the United States."

Encouraged by this success, local unions across the country began forming their own veterans committees that coordinated recruiting efforts with H2H. Regional NJATCs started rolling out an accelerated training program called Veterans in Construction Electrical. Designed through a joint IBEW-NECA effort, VICE is a 14-week program to give veterans a jump-start in the electrical industry, with most graduates being dispatched to their first job within a couple of weeks.

Building on this progress, two

new initiatives were announced at the 39th IBEW Convention in 2016. One was Veterans in Energy, a program developed by the Utility Industry Workforce Initiative to provide career resources to veterans looking to enter the utility industry, where about one in 10 workers are veterans. Through VIE, the IBEW works with employers to help veterans transfer their military skills and apply for apprenticeships through the Troops to Energy Jobs website.

The other announcement was for the Veteran's Electrical Entry Program (VEEP). Designed by the Electrical Training Alliance (formerly NJATC), it began as a three-year pilot program offering veterans electrical training during their final six months of active duty, after which they were given direct entry into an IBEW apprenticeship. Delegates at the convention passed a resolution encouraging the IBEW to work with the ETA, the military, H2H and local union veteran groups to develop the VEEP curriculum. "For this veterans' initiative to move forward," said International President Lonnie R. Stephenson, "there must be commitment from local unions and JATCs."

At the end of the pilot period, the program had borne fruit. In 2019, the JATC of Local 1547 in Anchorage, Alaska, became the first to offer the VEEP curriculum. As home to Joint Base Elmendorf-Richardson, Anchorage was a perfect place to start. "It takes a lot of the uncertainty out of the transition back to civilian life," said ETA Executive Director Todd Stafford in the August 2019 issue of *The Electrical Worker*. "In Anchorage, we'll be able to take the huge reach of the IBEW-NECA partnership and give these vets the opportunity to get a head start."

The IBEW continues to be directly involved with each of these programs. Since the last convention in 2022, the International Office created a Veterans Committee, which sends representatives to each district to assist locals in setting up their own committees. This will facilitate a much stronger connection to veterans' programs and open up more job opportunities. U.S. and Canadian veterans have given us so much, and the IBEW will always be there to give something back. ■

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.



International Brotherhood of Electrical Workers

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

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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.

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WHO WE ARE

Retired Illinois Member Receives Bronze Star for Service in Overlooked Vietnam War Unit

Edward Aldrich and the men he fought with in the 720th Military Police Battalion during the Vietnam War finally reached a point where they thought their service would never be recognized.

Instead, they received one of the highest honors of all.

The retired Joliet, Ill., Local 176 member was presented with the Bronze Star for Meritorious Service along with the other surviving members of the battalion's B Company during a ceremony at the U.S. Capitol on July 23.

"It was very emotional, and I was humbled," Aldrich said. "I was proud to be with my guys. It's closure."

The Bronze Star is awarded to U.S. servicemembers for heroic achievement on the battlefield. That seems an apt description for Aldrich and other members of B Company in 1969-70.

Nicknamed "The Bushwhackers," they were assigned to disrupt enemy attacks in a 22-square-mile tactical operations area near Long Binh Post, the largest military installation in South Vietnam. U.S. command and others fighting in the region had identified the area as vulnerable to enemy attack.

This wasn't your normal combat unit. For reasons that still aren't clear to Aldrich and others, they are the only military police unit in American history to be specifically assigned to combat infantry duty.

"Why did this happen?" Aldrich asked. "We never exactly knew."

This Wasn't Directing Traffic

Knowing he was likely to be drafted after graduating from high school in 1967, Aldrich enlisted and asked to be assigned to a military police unit because he was interested in a career in law enforcement.

He went through basic training and attended IAT-MP school before being assigned to Fort Sam Houston in San Antonio.

"I thought I would be directing traffic in downtown Saigon," Aldrich said, referring to the then-South Vietnamese capital now called Ho Chi Minh City.

Instead of directing traffic, the 20-year-old Aldrich was patrolling small villages and making his way through the hills and swamps, fighting off the enemy. One particularly harrowing experience came along the Trae Bong River when the battalion intercepted Viet Cong boats. He could smell and feel the hot casings fired by two Huey helicopters just over his head while his



"The best thing I ever did was to get involved in the apprenticeship," he said.

A Special Trip to Washington

The unique nature of their unit might have contributed to Aldrich's company not being recognized earlier. He and others reached out to the Army and other public officials over the years requesting the Combat Infantryman Badge, which is given to soldiers who fought in combat. They seemed to meet the definition. They were a boots-on-the-ground infantry unit that also had its own patrol boats, the Boston Whalers.



Retired Joliet, Ill., Local 176 member Edward Aldrich was awarded the Bronze Star during a ceremony in the U.S. Capitol on July 23.

At left, Brother Aldrich on patrol with the Army's 720th Military Police Battalion during the Vietnam War.

They never got it because they were considered a military police unit, Aldrich said, and they had given up hope of any recognition.

"That ate at me all these years," he said. "It was frustrating."

So consider him pleasantly stunned when he was told earlier this year that the surviving members would receive the Bronze Star in a Washington ceremony this summer.

"When I first heard about it, I thought they were going to make the presentation in something like a Holiday Inn or a banquet hall," Aldrich said.

Instead, with the help of Ohio Rep. Robert Latta — whose office worked to get the men their overdue honor — Aldrich joined 54 other members of the 720th MP Battalion for a ceremony in the Capitol itself.

Also on hand was his wife, Margie, along with Barry and Ryan, their two sons, who are now Local 176 business representatives.

"You could see what this meant to everyone," Barry said. "Guys were breaking down all throughout the ceremony."

Barry Aldrich said a particularly poignant moment came when the honorees and their families returned to their northern Virginia hotel afterward

for a celebration.

Many of them had asked for years — even decades — for some kind of recognition. Now that it had been achieved, and with an average age of 76 among the surviving members, many realized it might be the last time they see each other.

"The Bronze Star kind of felt like the finish line for them," Barry Aldrich said. "There was a feeling they were not going to be able to top that weekend. There wasn't a dry eye in the place, I can tell you that."

Edward Aldrich could not stop thinking about Margie, his wife of 54 years.

"She is my rock," he said. "My dad was married three times while I was growing up. I brought in a lot of bad, dark stuff. She is the one that made me want to excel."

The IBEW Is a 'Great Thing'

Now 74, Aldrich may be retired, but he still takes an active interest in the IBEW and Local 176. He and his two sons each have homes near a 68-acre property that has been in the family for three generations. Barry said it's not uncommon to see his father with a chainsaw clearing tree damage following a storm.

The elder Aldrich treasures the comfortable lifestyle that IBEW membership afforded him, but he's concerned that younger members don't understand the sacrifices made for those benefits. He encourages them to continue to fight for them.

"I don't know why people don't get it," he said. "This is a great thing. The guys that came before us did their homework."

Before leaving Washington, Aldrich and his family visited the International Office, where he spent time with International President Kenneth W. Cooper, International Secretary-Treasurer Paul Noble and Sixth District International Vice President Michael Clemmons.

Clemmons is a former Local 176 business manager and has known the Aldrich family for nearly 30 years.

"Brother Aldrich is a terrific example to all our members when it comes to service to country," Cooper said. "I congratulate him on this tremendous honor, and I'm thankful he and his family got to receive it inside the Capitol. It serves as a reminder of the costs paid by all our military families in the United States and Canada. We'll continue to do everything we can to ensure they have a home in the IBEW." ■