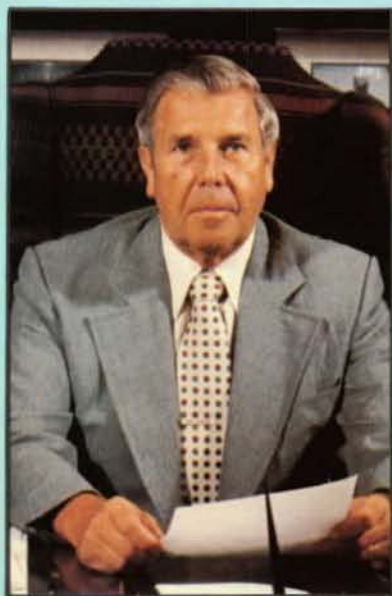




JOURNAL • FEB • 84

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EDITORIAL COMMENT



Members' Participation Vitally Needed In Local Union Meetings

It has not gone unnoticed that in the articles appearing in the "Local Lines" section of our *Journal* each month, a great number of the local union press secretaries unfailingly urge our rank-and-file members to attend their regular local union meetings. We thank and commend our press secretaries for this action and also of course for all their participation in union activities given so unselfishly on their own free time. These Brothers and Sisters most certainly do help bring unity and strength to both their local union and the Brotherhood which in turn adds to the progress of the entire organized labor movement.

Our press secretaries are definitely right, attendance by our members at the regular local union meetings as called for in the local union by-laws in accordance with the IBEW Constitution is most important.

Since the earliest days of the Brotherhood, as in today's era, one

policy promoted extensively throughout the Brotherhood and one of prime importance that is consistently called for by IBEW leadership at all levels, is the urging of members to attend and participate in the regular meetings of the local union.

The local union meeting is the place where the formal business that requires approval of the local union membership is conducted. Local unions have always conducted their personal business affairs without interference unless a local union becomes grossly negligent and does not promote the interests of its members in the IBEW.

Members should never take for granted that their participation is not needed at local union meetings. The local union officers need the backing of the members in order to guard against those interests, in and out of the union, who would destroy the democratic rights of the members within the structure of the Brotherhood. When members are absent from the meetings, they automatically forfeit their chance to participate in the current business affairs of the union. They lose the opportunity to be knowledgeable of current local activities. They lose the right to express ideas and speak out on issues affecting the local, and if they do not attend the local union meeting, the biggest loss to them is to vote on the issues as they individually may decide.

Regardless of whether or not the meeting is a regular one or a specially called one, the business in either case does require action that is taken only by the members present. And, when the members at the meeting vote on an issue, it is the prerogative of those present at the meeting that decide right or wrong, good or bad for the entire membership of the local union.

Too often members are heard to say, "The officers of the local are

doing a good job, why go to the meeting," or "Why go hear the same old stuff." And, one of the most dangerous quoted is "If the chairman would shut those radicals up, I would attend."

When a meeting is disturbed by a radically inclined loud mouth or a misinformed member who adds nothing constructive to the meeting, the officers can set the record straight. However, they need help in doing so. By being present and intelligently participating in a meeting, members can help defeat any radical nonconstructive movement that would hurt the local union which in turn might lead to hindering or helping to tear down the progressive structure of our great Brotherhood.

In today's society, there are many persons and organizations whose main objective, either for greed or profit, is to destroy organized labor. At the local union meeting plans can be formulated on how to overcome these haters of unions, and to guarantee victory over our enemies, it is important that every good, progressive-thinking member of our union attends their local union meeting and helps the officers to protect our union way of life.

Those dedicated officers and members who do fulfill all their obligations to the Brotherhood make the IBEW that much stronger. I urge all our members to join them to help advance the progress of our great union.

Charles H. Pillard
International President

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CHARLES H. PILLARD, *Editor*

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ON OUR COVER—This wintery scene is typical of much of the United States and Canada this time of the year. It should also be a reminder to the public that IBEW members are on the job 24 hours a day, seven days a week, in all kinds of weather, keeping the electric, gas, and water flowing. Must

reading for all IBEW members is the article beginning on page 14 telling of union construction workers outperforming the non-union. Copy this article and distribute it in your communities. It tells the truth on a most important topic on which the public needs to be informed.



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V8T 4E9

James R. McAvoy Appointed To International Executive Council

International President Charles H. Pillard announced that James R. McAvoy, business manager-financial secretary of Local Union 230, Victoria, British Columbia, Canada, has been appointed as an International Executive Council member to represent the IEC Eighth District. The Eighth IEC District covers all the Provinces of Canada. Brother McAvoy is replacing Brother Herbert H. Fulton who resigned from the IEC upon his appointment as an International Representative.

Brother McAvoy was born on May 13, 1934, in Blind River, Ontario, and was initiated into Local 230, Victoria, British Columbia, in April 1957. He served Local 230 as president from 1967 until 1969 and served as assistant business manager from 1969 until July 1971, when he became business manager-financial secretary of Local 230, and has been re-elected as the business manager-financial secretary of Local 230 in all subsequent local union elections. Brother McAvoy was a delegate representing Local 230 to the 29th IBEW Convention which was held in September 1970. He also attended the 30th, 31st and 32nd Conventions as a delegate and served as a member of the prestigious IBEW Law Committee at those Conventions.

Brother McAvoy is well known as a dedicated trade unionist in the British Columbia area and holds important positions in his many trade union activities.

He serves as Chairman of the IBEW British Columbia Provincial Council, Chairman of the British Columbia Electrical Industry Health & Welfare and Pension Plans, Vice President of the British Columbia Yukon Building Trades Council, is a member of the Construction Industry Advisory Council of British Columbia, member of the Canadian Federal Construction Industry Development

Council and member of the British Columbia Labor Relations Board.

Brother McAvoy is the proud father of three adult daughters. He enjoys all sporting events, but his true love is boating. All the officers and members of the Brotherhood extend congratulations and best wishes to Brother McAvoy as he assumes his new duties as an International Executive Council member.



Pictured on the left is James R. McAvoy, newly appointed Eighth IEC District member, being sworn into office by International President Charles H. Pillard. On the right is Administrative Assistant to the President Anthony Salamone.

Herbert H. Fulton Appointed International Representative

International President Charles H. Pillard announced that Brother Herbert H. Fulton, who has represented the Eighth IEC District since May 1, 1974, has resigned that office effective January 1, 1984. President Pillard also announced effective January 1, 1984, Brother Herbert H. Fulton was appointed as an International Representative and has been assigned to the First Vice Presidential District. The jurisdiction of the First District covers all the Provinces in Canada.

Brother Fulton was born on February 10, 1933, in Thunder Bay, Ontario, and was initiated into Local 339, Thunder Bay, Ontario, in June 1952. Brother Fulton served Local 339 as business manager-financial secretary from 1962-1978 and became business manager of Local 402 in June 1981 after the inside and outside units were split off of Local 339 and transferred to Local 402. Appointed by International President Pillard as the Eighth IEC District member on May 1, 1974, Brother Fulton was subsequently



reelected to the office at the 31st IBEW Convention in October 1978 and also was reelected at the 32nd IBEW Convention held in September 1982.

Brother Fulton was very active in the labour movement serving as President of Northwestern Ontario Building Trades Council, President of the Ontario Provincial Council of the IBEW Utility Locals, Canadian Secretary of the Canadian Labour Council and a member of the Board of Directors of the Lakehead Labour Center. He is also a member of the Advisory Committee of the Confederation College for the Electrical Apprenticeship Program and serves on the Board of Directors of the United Appeal in his community.

Brother Fulton and his wife Joy are the proud parents of four children and one grandson. The entire Brotherhood wishes to express thanks and gratitude for his loyal and devoted services rendered to the IBEW by Brother Fulton as a member of the IEC. All the officers and members extend congratulations and best wishes to Brother Fulton as he assumes his new duties as an International Representative.



On hand to announce the donation are, left to right, Daniel Henroid, senior vice president, Community Services of the United Way; Local 1439 Business Manager John Durham; Local 649 Business Manager Bob Whitlock; 11th District Vice President Jack Moore; Local 309 Assistant Business Manager Don Hitchens; 6th District Vice President Jim Conway; and Local 309 Business Manager Mike Faust.



Thousands of pennies represent a \$33,000 contribution to Union Electric's "Dollar More" program by members of three IBEW local unions in the St. Louis area. Here, officials of the unions dump another wheelbarrow of pennies into a growing pile of coins.

From left are Eugene McMahon, president, Local 1439; Gary Kincaid, Local 649 Negotiating Committee; Patrick Cook, Local 309 Negotiating Committee; and Thomas Kraus, Local 1439 business representative.

IBEW LOCALS GIVE "TONS" TO HELP THE NEEDY

When it comes to giving, no one can top the nine tons of pennies donated by members of IBEW Locals 309, Collinsville, Illinois; 649, Alton, Illinois; and 1439, St. Louis, Missouri, to help the needy pay their utility bills. The nine tons of pennies amount to nearly \$34,000 in each of two contract years for a total of \$68,000 and represent one penny per hour donated by more than 1,600 members of IBEW Local Unions 309, 649 and 1439 employed by Union Electric Company, Missouri's largest utility.

The donation was proposed by the bargaining unit's Negotiating Committee and ratified by the members of the three locals as part of a two-year agreement with the Company. The nearly \$21.00 per member donation to the "DOLLAR MORE" program will assist the elderly, the handicapped, the unemployed and those who are energy dependent in the St. Louis area to

pay their utility bills.

The officers, business managers and representatives of the three locals are very proud of their members for this tremendous gift to the community. The members believe this to be a positive program helping to fill the needs of the community. They demonstrated they really wanted to do something to help. It is sincerely hoped that the example set by IBEW members will inspire others in the community to give to the "DOLLAR MORE" program throughout the year of 1984.

Thinking in terms of pennies, it doesn't sound like a lot; but when you look at the volume of over three and a quarter million pennies, it really is overwhelming and illustrates the impact this contribution will have on the "DOLLAR MORE" program and the people who are energy dependent.

The donation was announced at a press conference held at St. Louis

Centerre Bank, one of the state's largest, which agreed to stack nine million-plus pennies outside its safety deposit vault to help dramatize the magnitude of the gift of the three locals. The pyramid of pennies reached more than seven feet high with a base 10 feet wide.

In town for the presentation to "DOLLAR MORE" were IBEW International Vice Presidents Jack Moore and Jim Conway. "We are extremely proud of you and members of your local organizations for the outstanding charitable contribution that has been made to such a worthwhile project," said Vice President Moore.

"I know of no other instance in our International where such a contribution has been part of a contract agreement.

"We all owe you a warm note of appreciation for being so sensitive to the needs of others," added Vice President Conway.

International Representative Dorothy Husted Honored

International Representative Dorothy Husted was honored by the Academy of Women Achievers of the Young Women's Christian Association. She was included in the 1983 class of the Academy of Women Achievers at a luncheon in honor of the recipients that was attended by over 1,500 people at the Hilton Hotel, New York City, on November 9, 1983.

International Representative Dorothy Husted was born in New York City and in her early life she and her family moved to New Jersey. Her formal education took her through elementary school and two years of instruction in the Essex County Vocational School. She had no opportunity to further her formal education and was forced by circumstances to learn and progress with the tools of her background—intellect, hard work and an unyielding desire to have a better way of life. Her very



Pictured at the Academy of Women Achievers luncheon is honoree International Representative Dorothy Husted being congratulated by Third District International Vice President John J. Barry.



International Representative Dorothy Husted, right, is pictured with Sallie Melvin, chairperson of the Academy of Women Achievers at the luncheon where International Representative Husted was honored as a Woman Achiever.

first job was at the Western Electric Plant in Kearny, New Jersey, a subsidiary of the mammoth American Telephone and Telegraph Company. Dorothy was very young, poorly prepared, on her first job, one of 30,000 other employees and starting at the lowest rung of the economic ladder. In 1942 her job was assembling telephone equipment at a rate of pay of 45 cents per hour.

Seeing the economic plight of her co-workers on the assembly line, her sense of dignity, fair play and sympathy for the underdog moved her to take action and her fighting spirit took up the cause of her fellow workers as soon as the IBEW appeared on the scene to organize these 30,000 Western Electric workers. Sister Husted's work as an inside organizer for the IBEW was a main factor in the Brotherhood gaining bargaining rights over six other unions competing for this large group of electrical workers.

Knowledgeable labor people who remember what it was like in 1947 to organize a corporation giant like Western Electric, with rival labor groups adding to Company resistance, will have some idea of the magnitude of this victory, due in no small measure to Dorothy Husted. So apparent was her dedication, perseverance, capacity for long hours and hard work, that the IBEW used her on a temporary basis to help organize Western Electric, Westing-

house and RCA plants in Indianapolis, Allentown, Reading and Lancaster, Pennsylvania; Columbus, Ohio; Shreveport, Louisiana; and Duluth, Minnesota. Her success in those organizing campaigns resulted in her appointment to the IBEW staff in October, 1953, making her the first woman to be appointed as an IBEW International Representative from the Manufacturing Branch of the Brotherhood. Today as an International Representative assigned to the IBEW's Third Vice Presidential District, which includes servicing 23 local unions located in the states of Delaware, New Jersey, New York and Pennsylvania, her duties have been to organize and help train local union leaders. Her work necessitates her involvement with the least skilled workers to the heads of the nation's top corporations, not excluding their legal brain trusts. During her 30 years as an IBEW International Representative, Sister Husted has gained the respect and regard not only from local union officers and from the membership she has valiantly represented, but also from her peers in the labor movement and the representatives of the major corporations she has dealt with. All the officers and members of the IBEW extend congratulations to Dorothy and also sincere best wishes as she continues her dedicated efforts on behalf of IBEW members and for the progress of the Brotherhood.

EXECUTIVE COUNCIL MEETING

MINUTES AND REPORT OF THE INTERNATIONAL EXECUTIVE COUNCIL REGULAR MEETING

This regular meeting of the International Executive Council was called to order by Chairman Taylor at 9:00 a.m., Monday, December 5, 1983. Other members of the Council in attendance were Pursley, McCall, Fulton, McNulty, Mulloney, Acton, Bexley and Missey.

INTERNATIONAL SECRETARY AND INTERNATIONAL TREASURER

Secretary Leigon presented financial reports covering the IBEW Pension Fund; the Electrical Workers' Benefit Fund; and the Investment Portfolio of the Brotherhood—both in Canada and the United States.

Treasurer Van Arsdale attended the meeting and assisted the IEC on several matters.

INVESTMENTS

The report of fund investment action by the International President and International Secretary since the last Council meeting was presented to the IEC, examined and approved.

FINANCIAL REPORTS

The auditor's reports for the various funds of the Brotherhood were presented to the IEC, examined and filed.

RETIREMENT OF OFFICE EMPLOYEE

The following employee of the IBEW applied for retirement. The IEC approved her request to be effective as shown:
Adriel Dungan—effective January 1, 1984

RETIREMENT OF INTERNATIONAL REPRESENTATIVE

Approval was granted by the IEC to the following International Representative requesting retirement:
Richard N. Rogers—effective March 1, 1984
(Second District I.R.)

APPLICATION FOR PRE-RETIREMENT SPOUSE'S BENEFITS

In accordance with the IBEW Constitution, Article III, Section 11(6), the IEC approved one (1) application for Pre-Retirement Spouse's Benefits.

TRANSFER OF FUNDS

In accordance with the provisions of Article XIV, Section 11 of the IBEW Constitution, the sum of \$69,590.50 was transferred from the Military Service fund to the IBEW Pension Fund covering the months of August, September and October, 1983.

IMPROPER APPEAL

The International Executive Council received one (1) appeal which, after review, was ruled to be improperly before the Council and, therefore, could not be recognized.

INTERNATIONAL PRESIDENT

President Pillard discussed with the IEC several matters concerning the Brotherhood, i.e., report of the Council on Industrial Relations' November session; Local Unions on Strike and number of members affected; Progress Meetings; Staff Training Program; report on proposed changes to regulations of Davis-Bacon and Service Contract Acts; Dues Rebate Program; Withdrawal of EEOC discrimination charges versus IBEW and 12 of its local unions; Joint National Industrial Agreement for Instrument Technicians—Clinch River Nuclear project; A.T.&T. deregulation problems; R.C.A. Service Company National Agreement; Campaign Contribution Report Program; October 1983, AFL-CIO National Convention; COPE activities; and other matters affecting all branches of the Brotherhood.

CHARGES FILED WITH THE INTERNATIONAL EXECUTIVE COUNCIL AGAINST ROBERT E. BRINK

At the June 1983, regular meeting, the International Executive Council decided to investigate charges alleging violation of Article XII, Section 4(d) of the IBEW Constitution by a former (pensioned) member of Local Union 124, Brother Robert E. Brink.

A formal hearing was conducted. During the hearing, consideration was given to the facts of the case. Statements were made by the charged party that have satisfied the local union. It is understood by the IEC that the matter is amicably resolved and therefore, no further action will be taken by the IEC.

FORMAL INVESTIGATION

A formal charge was filed with the International Executive Council. The charge alleges certain violations of Article XII, Section 4(d) of the IBEW Constitution by a former (pensioned) member of Local Union 11, Brother Fred J. Bethke. The IEC reviewed the charges and ordered a formal investigation, hearing and report.

NORMAL PENSIONS APPROVED

The International Executive Council approved four hundred and sixty (460) normal pension benefit applications, as follows:

MEMBERSHIP IN L.U.

Donovan, Jr., William P.	1	Barman, Robert G.	11	Bixby, Bertrand A.	48	Kenney, William J.	105	Cherry, Remi A.	136
Flotron, Richard D.	1	Bechtel, John J.	11	Bliven, Willard D.	48	McNulty, James B.	105	Dugger, Frank T.	136
Hepner, William H.	1	Berg, Clarence E.	11	McGuire, Walter J.	48	Aldous, Charles C.	112	Ness, Cecil G.	145
Kell, Rayford C.	1	Coover, George L.	11	Cox, Everett	51	Baldwin, Corwin A.	112	Daley, Paul E.	146
Patti, Tino J.	1	Davis, Edgar A.	11	Holmes, Coy M.	51	Copstead, Earnest A.	112	Richards, J. M.	146
Peal, Cuemilus	1	Everling, Herman	11	Peer, Charles H.	52	Jain, Theodore P.	112	Middleton, Hollis J.	159
Roberts, Prentice A.	1	Hoyte, Sr., Steven A.	11	Sturtevant, Robert M.	56	Olsen, Jens	112	Ernst, Herman E.	175
Brown, Albert	3	Johnson, Elbert	11	Espino, Charles C.	57	Talbot, Ember M.	112	Pack, Clinton O.	175
Buglino, James	3	Leatherman, Raymond H.	11	Jensen, Lerral G.	57	Stevens, Charles L.	116	Conway, Charles	176
Campanelli, Frank S.	3	Linke, William A.	11	Martin, Burton C.	57	Setzler, Henry C.	117	Edwards, Claude E.	177
Cea, William D.	3	Lyon, David G.	11	Thomas, Dave M.	57	Gosnell, Leo M.	122	Vinson, Max A.	177
Ferro, James C.	3	McDowell, James E.	11	Haack, Harvey W.	58	Mignault, Anthony J.	122	Leisner, Francis M.	181
Grosso, George P.	3	Paden, Ivan W.	11	Jagodzinski, Bruno J.	58	Tanner, Clarence R.	124	Smith, William J.	185
Hendricks, Harold H.	3	Smith, Jr., Thomas I.	11	Krause, Willard C.	58	Newell, George W.	125	Richards, Jr., Harley J.	191
Messenger, William	3	Soward, Dewitt C.	11	Mathews, George A.	59	Powell, Ralph E.	125	Vandalen, Peter	191
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Rhorne, Jacob	3	Truger, Arthur R.	11	Kerney, Charles C.	60	Kempff, Warren B.	130	Hutto, George R.	194
Seddio, Domenick M.	3	Walker, Charles W.	11	Croft, William F.	68	Lagrange, Philip E.	130	Robertson, Charles S.	194
Strimkovsky, Michael	3	Evans, David W.	18	Hubka, Ivan D.	68	Barton, Thomas P.	134	Simmons, James W.	194
Quainere, Alex	5	Grippi, Joseph P.	18	Smith, Conard E.	68	Brustir, Max J.	134	Belland, Nathaniel	211
Halian, Wesley F.	6	Nehrenz, Ronald W.	18	Smith, Edward L.	68	Grabowski, Chester J.	134	Ulmer, Thomas H.	211
Hoppe, Ernest T.	6	Allison, James D.	26	Spiker, Clark E.	68	Hassiepen, Robert W.	134	Bell, Chauncey E.	212
Leathers, Walter B.	6	Kasper, Joe	26	Barkalow, Franklin	71	Helander, Arthur L.	134	Fuller, Thomas U.	212
Ragle, Max N.	6	Lewko, Michael	26	Gang, Frederick O.	71	Johnson, Vernon H.	134	Baldwin, Frederick L.	213
Battley, William D.	9	Camren, Donald R.	34	Hobbs, Alfred D.	71	Kearney, James F.	134	Floorkow, Walter	213
Martin, Donald B.	9	Porter, David K.	35	Kelly, Donald A.	73	Kelly, Theodore J.	134	Price, Hugh S.	213
Matt, John M.	9	Williams, Richard C.	36	Cooper, Glenn L.	76	Knudsen, Arnold F.	134	Sanderson, Victor J.	213
Rowe, Donald	9	Jacobs, Sigmund	38	Hutman, George F.	76	Nowicki, Andrew	134	Turner, Charles A.	226
		Malloy, James E.	39	Reilly, Jr., James M.	76	Oconnell, John M.	134	Hartland, Edward	230
		Krynski, T. S.	40	Bunch, Joe M.	77	Pauls, Arthur H.	134	Cleary, Charles J.	235
		Mackey, Gerald F.	41	Fewell, Ellison	77	Perhalla, John J.	134	Olson, Arthur E.	242
		Terland, Pete	44	Bemis, William Y.	80	Roche, Francis X.	134	Kovach, Frank J.	246
		Reeder, Jack M.	44	Marsigliano, Joseph	81	Roth, John J.	134	Rae, Samuel R.	254
		Brown, Harold A.	46	Damon, Paul J.	86	Saksen, Ewald	134	Cook, Richard D.	258
		Hamasaki, Harry K.	46	Cameron, George H.	95	Schultz, Charles K.	134	Freeman, Thomas R.	258
		Jenkins, William T.	46	Hutchison, Will R.	95	Sklar, William V.	134	Jones, Arnold J.	258
		Lango, Birger N.	46	Campbell, John F.	95	Stack, James V.	134	Thorsteinson, John A.	258
		Pattee, Richard H.	46	Williams, Kenneth W.	101	Wilson, Joseph P.	134	Whitelaw, Thomas M.	258
		Slama, Raymond E.	47	Eisan, William	105	Young, Marvin R.	134	Hollingsworth, Jesse D.	265

Ellis, C. J.	278	Miller, John	606	McCoy, Henry M.	71	Crozier, Jerry E.	11	Fowler, Jr., Charles W.	66
Hays, Marion P.	280	Schultz, Jessie J.	606	Richards, Gordon	105	Cull, William S.	11	Kubera, Raymond A.	56
Riedel, Louis C.	280	Scobie, Robert H.	606	Stott, Herbert V.	105	East, Elmer E.	11	Martin, Jr., Louis S.	66
Shaffer, Clayte H.	280	Alley, Jr., Harmon E.	611	Hantges, Alvin H.	110	Edison, Frank A.	11	Sieck, Lester R.	66
McGovern, James A.	284	Schick, Henry S.	615	Reed, Gene S.	112	Emery, Jr., Russell E.	11	Acton, Ernest G.	68
Thornton, Woodrow W.	295	Devany, Oliver F.	617	Gowens, Albert	134	Gabler, James S.	11	Burch, Earl A.	68
Ray, Charles G.	304	Shuttera, Frank	617	Sipple, John J.	134	Griswold, Jr., Edwin E.	11	Carey, Ernest L.	68
Drifore, V. A.	306	Braham, Harold A.	623	Keck, Paul L.	165	Ham, Billy P.	11	Darr, Neal B.	68
Ohlinger, George D.	306	Marzullo, Dominic A.	640	McGough, James W.	165	Herrera, Raymond G.	11	Goldsworthy, John R.	68
Johnson, Owen A.	308	Graham, Paul	643	Williams, Roy H.	199	Hutchison, Jr., Earl T.	11	Smith, Donald W.	68
Potts, James F.	308	Barrett, James D.	647	Thompson, Irving H.	206	McKorkle, Dean D.	11	Steele, Ray E.	68
Bailey, Julian C.	312	Oliver, Everett W.	659	Orr, James D.	213	Moser, Ralph E.	11	Beams, Otis J.	71
Durney, William J.	313	Spalding, Gordon R.	659	Vetter, Robert G.	240	Phillips, Reford A.	11	Simpson, Oscar D.	71
Horton, William T.	317	Miller, Eibert E.	676	Harris, S. W.	260	Spady, Harold D.	11	Swartzbaugh, Robert E.	71
Sipes, Walter H.	324	Mintkenbaugh, Leslie G.	677	Mahl, Sheffey O.	261	Lowry, James L.	13	Buxton, Kenworth F.	73
Finnegan, Ann C.	326	Wolfe, Charles H.	683	Brown, Alray R.	265	Saunders, George D.	16	Clark, Donald P.	73
Emerson, William	332	Hudson, Joseph E.	684	White, Oscar V.	266	Mills, James E.	17	Dyer, Glenn H.	73
Roberts, Kay	332	Blahosky, Frank S.	686	Morrison, Paul E.	275	Rinehart, John A.	17	Gordon, Vern E.	73
Rowe, Wilbert G.	332	Wilkinson, James C.	697	Poleck, Jr., George	339	Boyce, Harvey W.	18	Sander, John	76
Schwehr, Francis H.	332	Ashley, James R.	702	Sweet, C. W.	339	Fudge, Charles J.	18	Bagley, Wallace N.	76
Searis, Edgar A.	340	Elkins, Albert M.	716	Logan, George L.	357	Garcia, Henry	18	Brown, Mildred L.	76
Schellenberg, Jacob J.	344	Noack, Roy T.	716	Singleton, R. P.	390	Hackett, Richard G.	18	Fisk, John R.	76
Callender, Alvin D.	347	Norris, Jack R.	723	Smith, Richard B.	408	Hetz, William L.	18	Lueck, Ross F.	76
Waterbury, Gifford W.	347	Connolly, Joseph D.	728	Brandt, Arthur G.	420	Kilpatrick, Theodore R.	18	Britton, Donald R.	77
Pallister, John F.	348	Marks, Joseph D.	728	Martin, Charles A.	455	Licon, Benjamin M.	18	Henderson, Gilbert S.	77
Munro, Charles G.	349	Perchaluk, Alfred W.	730	Schroeder, George E.	461	Lundin, Arthur M.	18	Keiso, Leonard R.	77
Watkins, Jr., Timothy L.	349	Jones, William A.	734	Simpson, Henry B.	523	Morrow, Gail I.	18	Platt, Warren N.	77
Byers, James W.	353	Adam, Sr., Frederick F.	743	Schmidt, Philip G.	543	Pivaroff, Andrew J.	18	Rozum, Joseph A.	77
Ploon, Richard	353	Purnell, Howard	756	Scott, Eubert C.	545	Warren, Jack H.	18	Wille, Chester T.	77
Work, William	353	Stone, Wilton	760	Creaser, Elliott L.	586	Wessel, Lavern A.	18	Crafton, John D.	80
Connors, Dennis A.	357	Burgess, Vernon M.	768	Ponce, Joseph B.	595	Wurzel, Max	18	Swartz, Jr., Raymond T.	81
Ellis, Nelson D.	357	Birchfield, Walter	769	Picciotto, Francis L.	598	Elsasser, Harold R.	22	Koehly, Otto C.	82
Farr, Dale F.	357	Holly, Charles C.	776	Finster, Milton	663	Prine, Wendell C.	22	Souleyrette, Ralph	82
Polley, Foster W.	357	Deacon, George E.	804	Wigglesworth, Armand F.	709	Townsend, Melvin W.	22	Dollar, Charlie A.	84
Simanek, William T.	358	Breen, Francis R.	812	Ferguson, Henry J.	768	McDonough, James J.	23	Elzam, Jr., Joe D.	84
White, Charles R.	359	Dawes, Homer	816	Watt, George D.	768	Campanaro, Anthony R.	24	Holtzclaw, Willie L.	84
Jeffers, Ervin	365	Lawrence, Henry F.	816	Doobson, Wayne H.	824	Paczolt, Michael	24	Jones, James H.	84
May, Robert C.	367	Gray, John L.	824	Clark, Harry S.	962	Radovich, Henry J.	24	Owens, Julian T.	84
Brian, William V.	369	Merideth, James W.	828	Gibbs, Samuel D.	980	Rhodes, Cecil F.	24	Dailey, Alfred F.	86
Dye, Kenneth H.	369	Barton, Leo M.	841	Finlayson, Gwendolin R.	1015	Shaffer, Jr., Lee H.	24	Macomber, George L.	86
Hardison, Arlo	369	Freshour, Auburn C.	846	Brown, Charles V.	1069	Stass, Anthony J.	25	Peck, John F.	86
Heim, George J.	369	Lotter, Allen	850	Ventura, Frank	1069	Bedner, George C.	25	Tillotson, Jr., Benjamin H.	86
McElroy, Chabonda C.	369	Leblanc, Alcide A.	861	Sell, Raymond L.	1169	Baker, Charles R.	26	Schulgen, Harry W.	98
Gestl, Rudolph R.	375	Piazza, Anthony	861	Gibbs, Henry E.	1186	Best, Otis L.	26	Dusablon, Robert H.	98
Debree, Robert P.	387	Stein, Wilson J.	861	Akerman, B.	1193	Byrd, Irwin J.	26	Grande, John A.	99
Lackey, Dick	390	Vaughn, Vernon C.	861	Jones, Robert H.	1224	Heflin, William H.	26	Scannell, P. J.	99
Slate, Morris W.	429	David, Alvin E.	867	Bidwell, David L.	1231	Sowers, Jr., Thurman D.	26	Chirchirillo, Joseph A.	100
Colten, Ray W.	436	Miller, James A.	870	Burke, Eugene P.	1319	Wynne, Joseph G.	26	Farrow, Joseph W.	103
Noel, Clinton A.	440	Boyles, William H.	903	Rieboldt, Lawrence C.	1345	Grant, Donald	32	Guerrette, Lawrence J.	103
Amelotte, George E.	441	Robinson, Wilmer E.	917	Sikorski, Michael	1371	Collins, George E.	34	Henagan, Patrick F.	103
Dawson, Robert L.	441	Fusco, Louis A.	932	Walter, Robert L.	1383	Hartzell, Warren G.	34	Vandragt, Robert G.	107
Gutmann, Leonard L.	441	Huffine, C. D.	934	Genac, Margaret	1385	Gagnon, Wilbert R.	35	Jenkins, Plant L.	108
Holmberg, Vernel P.	441	Medlin, G. D.	962	Watson, Wade H.	1427	Galinsky, Jacob M.	35	Johanneck, Francis J.	110
Lawton, John N.	441	Smith, Thomas	968	Campbell, Thomas D.	1436	Larose, Albert J.	36	Miller, Philip	110
Mattson, Harold V.	441	Schuman, Winfred C.	997	Graves, Henrietta H.	1455	Mordarski, William R.	36	Monio, William K.	110
Turner, Jr., Milton A.	441	Robbins, Fred B.	1053	Gibbs, James W.	1505	Pokorny, Frank J.	38	Stepan, Elmer W.	110
Monzingo, Robert A.	442	McCracken, E. W.	1105	Moore, Fred W.	1557	Seelbach, Louis	38	Christian, Jess E.	111
Catalano, Sam	443	Nobles, Gilbert L.	1183	Pass, Donald E.	1590	Jones, Carl T.	39	Elmgreen, Kenneth A.	111
Gersch, Leo P.	465	Adler, Lambert L.	1212	Lyon, Herbert H.	1837	Hagan, Joseph M.	40	Bean, Jr., Louis M.	112
Craze, Eucl W.	466	Cillo, Joseph P.	1220	Stonehouse, Mark L.	1970	Hamilton, Everett E.	44	Nylund, Elmer O.	112
Frame, Charles J.	466	Lercari, Charley C.	1245	Swing, Raymond H.	2104	Blankenship, Allen N.	46	Bounds, Jr., Leonard B.	116
Chiasson, John B.	479	Pinney, Alvin P.	1245			Collyer, Robert W.	46	Chapman, Odell K.	116
White, James L.	479	Clark, Marion D.	1251			Lane, John A.	46	Nimitz, Charles N.	116
Cardwell, Leslie E.	480	Raleigh, Walter H.	1316			Lynch, Olen G.	46	Booton, Howard	124
Wehring, Gustave E.	481	Kurinzl, Arnold	1319			Goodwin, Joseph L.	47	Brown, Ray L.	124
Knapp, Lloyd J.	482	Kurinzl, Bruce E.	1393			Howe, Frank G.	47	Brown, Jr., John H.	124
Long, William H.	482	Drake, James S.	1432			Robinson, Arnold D.	47	Cook, James R.	124
Grady, Allen A.	486	Reagan, Vincent	1439			Weigel, Walter G.	47	Cooper, Ralph E.	124
Schroeder, Elmer A.	494	Stegner, Charles E.	1464			English, Elvin R.	48	Eastburn, Elmer E.	124
Meloy, John P.	499	Dinan, William F.	1501			Martin, Lawrence B.	48	Marquis, Warren C.	124
Bonis, Howard L.	501	Tortora, Julio	1505			Schierman, Ruben	48	Privitera, Phillip D.	124
Bradley, Walter R.	501	Barnett, Hiram	1527			Clausen, Ira J.	49	Quick, Raymond E.	124
Sarama, Stanley F.	501	Hall, Thomas W.	1547			Gottschalk, Paul E.	51	Satterfield, Howard L.	124
Eskew, James W.	520	Mest, Albert A.	1547			Morrow, Jr., Wilbur J.	51	Walters, Delbert	124
Lorusso, Onofre M.	527	Bennett, Charles F.	1579			Eliam, Edwin E.	51	Bare, Gale	125
Sampson, Reagan E.	527	Palmer, Lester C.	1579			Gamble, Jr., Lester	52	Dana, Max S.	125
Gilhooley, James L.	529	Minter, Raymond H.	1613			Tarabar, Morris, L.	52	Davis, Charles H.	125
McDowell, Wilson R.	531	Batyski, Kenneth	1687			Hamblin, Russell	56	Dunlevy, Clair H.	125
Hatfield, Harold H.	532	Johnson, Earl W.	1710			Mitchell, Robert E.	56	Hays, Alf M.	125
Hopper, Elvin D.	532	Harris, James D.	1759			Bailey, Raymond E.	57	Korte, Francis X.	125
Kalatta, George J.	540	Murphy, Frank	1788			Chambers, Burton O.	57	Larew, Scott D.	125
Ortman, Paul J.	545	Vannarden, Fred	1788			Forsberg, Sylvan	57	Mattson, Irvin B.	125
Barnes, William D.	558	Cunningham, Allen	1837			Smith, McKay	57	Morrow, Harry P.	125
Conner, Robert V.	558	Rumo, Rego N.	1837			Walker, Ray D.	57	Noonan, Lloyd B.	125
Cornett, Malcolm L.	558	Jones, James W.	1954			Arlow, Joseph P.	58	Reed, Lawrence	125
Kroposki, Leonard	559	Garcia, Eufredo E.	2295			Ayoub, Lester T.	58	Sharrook, Jr., Frank S.	125
Mayo, Herbert K.	567	Kurzweg, Gottfried	2295			Barnhart, David L.	58	Shively, Billy D.	125
McCafferty, Francis R.	567					Bennett, John S.	58	Sweet, Roy L.	125
Florent, Noel	568					Blecker, John A.	58	Weander, Jarvie	125
Bielke, Wilbur C.	569					Bradley, Archie P.	58	Wishon, Junior	125
Borden, Nicholas	569					Crisler, Carroll I.	58	Desporte, Edward T.	130
Conley, Herman R.	569					Dickson, Jr., Sherman F.	58	Kessel, Jr., John L.	130
Schmidt, Earl G.	569					Fouchey, Tyrus J.	58	Meyers, John J.	130
Huston, Ralph E.	570					French, Robert S.	58	Stowell, Jr., William J.	130
Cooper, Thomas W.	573					Gagnon, John	58	Remeur, Robert J.	131
Keyser, Wendell G.	573					Gibbons, Robert C.	58	Allen, George W.	134
Brush, Donald D.	575					Graschuck, Albert	58	Bigelow, Carl D.	134
Ahluquist, Jack W.	577					Gruhala, Walter C.	58	Ernsting, Charles H.	134
Bellis, Sr., Merlin	577					Leblanc, Leon F.	58	Hutchings, Thomas J.	134
Klitzke, Eldo H.	577					Pierce, Kenneth R.	5	Katz, David A.	134
Lucht, Alvin A.	577					Oneall, John W.	5	Navin, Thomas M.	134
Abshire, Eugene M.	583					Outsen, Donald H.	6	Lavin, Thomas M.	134
Jenkins, Frank T.	591					Senger, Bernard	6	Liebhaber, Frank B.	134
Bacon, Ross A.	595					Lesure, Jr., Ira W.	7	Lombardo, John J.	134
Batchie, Tommie	595					Salata, Martin J.	8	Murphy, John W.	134
Browder, Leland E.	595					Wagster, Marston J.	8	Piese, Edward	134
Harbert, Thomas H.	596					Gaska, Joseph J.	9	Rhodes, James N.	134
Sinclair, Sr., Robert O.	602					Hanrahan, John E.	9	Schroeder, Joseph F.	134
Westmoreland, Moses J.	605					Miglio, Joseph R.	9	Sindel, Lawrence T.	134
Davis, Russell A.	606					Tribuzani, Dominic M.	9	Thomas, Wilbur C.	134
						Barnett, John H.	10	Trail, Henry J.	134

OPTIONAL EARLY RETIREMENT PENSIONS APPROVED

The International Executive Council approved seven hundred and sixty-nine (769) optional early retirement pension benefit applications as follows:

MEMBERSHIP IN L.U.

Burnham, Clifford W.	1
Fischer, Harold L.	1
Hoechst, Joseph F.	1
Killoren, Jack F.	1
Kohlhauff, James H.	1
Niehaus, Roy A.	1
Weissflug, Herman M.	1
Burnett, Elton E.	2
Hill, George R.	2
Manion, James	2
Schoeneman, Robert C.	2
Damiano, Nicholas	3
Kimmel, Irving	3
Kramer, Eugene A.	3
McMahon, James J.	3
Molinari, Joseph	3
Nangano, Anthony J.	3
Nowak, Peter P.	3
Presti, Anthony J.	3
Scarcella, John	3
Strom, George E.	3
Blandford, Richard L.	4
Hoffman, William F.	4
McElroy, Jr., William R.	5
Pierce, Kenneth R.	5
Oneall, John W.	5
Outsen, Donald H.	6
Senger, Bernard	6
Lesure, Jr., Ira W.	7
Andrews, Arthur H.	8
Kristich, Steve	8
Gaska, Joseph J.	9
Hanrahan, John E.	9
Miglio, Joseph R.	9
Tribuzani, Dominic M.	9
Barnett, John H.	10

Crozier, Jerry E.	11	Fowler, Jr., Charles W.	66
Cull, William S.	11	Kubera, Raymond A.	56
East, Elmer E.	11	Martin, Jr., Louis S.	66
Edison, Frank A.	11	Sieck, Lester R.	66
Emery, Jr., Russell E.	11	Acton, Ernest G.	68
Gabler, James S.	11	Burch, Earl A.	68
Griswold, Jr., Edwin E.	11	Carey, Ernest L.	68
Ham, Billy P.	11	Darr, Neal B.	68
Herrera, Raymond G.	11	Goldsworthy, John R.	68
Hutchison, Jr., Earl T.	11	Smith, Donald W.	68
McKorkle, Dean D.	11	Steele, Ray E.	68
Moser, Ralph E.	11	Beams, Otis J.	71
Phillips, Reford A.	11	Simpson, Oscar D.	71
Spady, Harold D.	11	Swartzbaugh, Robert E.	71
Lowry, James L.	13	Buxton, Kenworth F.	73
Saunders, George D.	16	Clark, Donald P.	73
Mills, James E.	17	Dyer, Glenn H.	73
Rinehart, John A.	17	Gordon, Vern E.	73
Boyce, Harvey W.	18	Sander, John	76
Fudge, Charles J.	18	Bagley, Wallace N.	76
Garcia, Henry	18	Brown, Mildred L.	76
Hackett, Richard G.	18	Fisk, John R.	76
Hetz, William L.	18	Lueck, Ross F.	76
Kilpatrick, Theodore R.	18	Britton, Donald R.	77
Licon, Benjamin M.	18	Henderson, Gilbert S.	77
Lundin, Arthur M.	18	Keiso, Leonard R.	77
Morrow, Gail I.	18	Platt, Warren N.	77
Pivaroff, Andrew J.	18	Rozum, Joseph A.	77
Warren, Jack H.	18	Wille, Chester T.	77
Wessel, Lavern A.	18	Crafton, John D.	80
Wurzel, Max	18	Swartz, Jr., Raymond T.	81
Elsasser, Harold R.	22	Koehly, Otto C.	82
Prine, Wendell C.	22	Souleyrette, Ralph	82
Townsend, Melvin W.	22	Dollar, Charlie A.	84
McDonough, James J.	23	Elzam, Jr., Joe D.	84
Campanaro, Anthony R.	24	Holtzclaw, Willie L.	84
Paczolt, Michael	24	Jones, James H.	84
Radovich, Henry J.	24	Owens, Julian T.	84
Rhodes, Cecil F.	24	Dailey, Alfred F.	86
Shaffer, Jr., Lee H.	24	Macomber, George L.	86
Stass, Anthony J.	25	Peck, John F.	86
Bedner, George C.	25	Tillotson, Jr., Benjamin H.	86</

Williamson, Gerard S.	134	Ziegler, Arthur	349	Boone, Thomas H.	584	Harbin, John	899	Bergant, Frank M.	134
Worthington, Clyde W.	136	Imray, Alex.	353	Pack, Morris A.	584	Miller, George A.	903	Dural, Edward T.	134
Hess, William H.	139	Latimer, Jr., James W.	354	Crouch, Roy D.	592	Pagano, Sylvester A.	903	Koller, Jay M.	134
Marino, Nick A.	139	Burt, Teddie V.	357	McGraw, Donald F.	592	Turner, John H.	903	Kutz, Floyd T.	134
Wagner, Everett W.	141	Fuson, Gus D.	357	Abbott, Robert E.	596	Abbott, Robert E.	915	Lesorgung, William	134
Yahn, Louis J.	141	Mabry, Jr., A. D.	357	Peterson, Elwood S.	601	Carter, John E.	915	Nocchi, Dominic.	134
Acri, Robert C.	143	Schilling, James D.	357	Burge, James L.	602	Grimes, Jr., Elbert L.	915	Schmidt, Charles R.	134
Sollenberger, Harold E.	143	White, E. L.	357	Clark, Samuel F.	602	McKendree, George	915	Zientkowski, Raymond T.	134
Beckett, Harold L.	146	Williams, Irving R.	357	Lonis, Morrison B.	602	Stephenson, William H.	915	Saconne, Frank U.	137
Vanhuffel, Francis E.	153	Purvis, Jack C.	358	Kerns, Forest M.	606	Stone, Lee R.	915	Shaffer, Ralph E.	137
Baumann, John F.	158	Craft, Raymond E.	359	McCarta, William J.	606	Williamson, Terrell W.	920	Carlson, Albin E.	160
Bewick, Everett M.	159	Kumanchik, Alfred A.	359	Riepe, Edward F.	606	Murtha, John F.	932	Ruth, John F.	160
Hill, Peder S.	159	Willis, J. B.	359	Carlson, Gilbert H.	607	Sieg, Bernard E.	932	Pontarollo, Olindo A.	180
Johns, William T.	163	Coleman, Sr., Joseph M.	363	Goodall, Joe C.	611	Cross, Lewis C.	934	Warner, Meredith H.	183
Jones, Jonathon W.	163	Tolomeo, Joseph C.	363	Hooper, H. C.	611	Fortner, George W.	934	Gerleman, Phillip W.	206
Olsen, Carl B.	163	Mantsch, Howard E.	364	Martinez, Arthur P.	611	Phipps, Brown H.	934	Sharts, R. J.	258
Sterbinsky, George A.	163	Brown, John A.	369	Adams, Clifford H.	613	Sorensen, Hans E.	944	Bellatti, Kenneth C.	271
Griffin, Richard S.	164	Hensley, Clifford C.	369	Buttington, Arthur	613	Goff, John F.	948	Bell, Joseph C.	318
Jund, Warren S.	164	Kappesser, James W.	369	Hester, Marion W.	613	Morton, Irvin W.	949	Widener, Francis M.	318
Beene, James V.	175	McNabb, Jr., Vance J.	369	Lenderman, Harold J.	613	Johns, James R.	952	Ferris, Thomas A.	326
Ireson, Thomas G.	176	Yung, Earl J.	369	Maxwell, Fredna F.	613	Melgaard, Juel	953	Neuner, Robert H.	331
Obertini, Charles G.	176	Hell, Lee C.	375	Miller, William H.	613	Burgardner, Clarence A.	969	Williams, Dwight H.	331
McClure, Wyman C.	180	Sykes, Lee V.	379	Partin, Nolan L.	613	Smith, Jack R.	970	Deitz, Dana A.	364
Schneider, Clarence J.	183	Savini, Oreste	387	Stone, Patrick C.	613	Adams, Thomas A.	979	Hines, Melvin	364
Courtney, Herbert W.	191	Pacholik, William F.	388	Tedford, Bennie L.	613	Zeranque, Jr., Joseph	995	Creel, James N.	382
Stilts, George W.	191	Leclare, Charles	401	Warren, James C.	613	Rausch, Joseph	1003	Carlson, Elmer E.	426
Workman, Howard K.	196	Taylor, Arthur D.	405	Johnson, Welbarn V.	632	Donohue, William J.	1049	Warne, Harold H.	435
Purkey, Elmond J.	197	Steinle, Jr., Felix	411	London, Charles R.	632	Rogozinski, Joseph J.	1049	McBride, Donald	455
McDonel, Alfred J.	210	Pino, Frank L.	420	Affleck, Carl L.	636	Hartford, Leslie A.	1076	Roarabaugh, Donald L.	459
Costello, Edward R.	212	French, Albert R.	428	Hale, Garland M.	637	Straub, Robert W.	1077	Williams, Dale R.	489
Gerke, Charles A.	212	Miller, Alvin W.	428	Williamson, Layman E.	637	George, Dan G.	1077	Mickesh, Keith N.	499
Hayes, Oliver J.	212	Gray, Bill E.	436	Clayton, Paul T.	640	Martin, Burnis	1077	Rickabaugh, Vernon J.	499
Penick, Luther A.	212	Jepson, Bearyl E.	436	Crowley, Winfrid M.	640	Sakech, John A.	1081	Schwartz, Lloyd C.	500
Powell, James K.	212	Foley, Jr., John F.	438	Givens, Joseph J.	640	Curran, Charles	1095	Lamkin, Jr., Harry B.	535
Puckett, Gerald M.	226	Zigmon, Alex J.	438	Lightie, Everet D.	640	Okruch, Michael	1124	Leonard, Gordon A.	561
Holtzinger, Robert L.	229	Newman, Jr., Francis	439	Wheeler, Vinton E.	640	Bear, Clarence L.	1141	Keough, Wallace P.	568
Proctor, Michael	230	Laker, Robert W.	440	Kurtz, Alvin C.	648	Jarrel, Roy S.	1141	Clark, Howard A.	591
Hind, Robert S.	231	Breed, Emmett R.	441	Vermillion, Frederick A.	649	Kahoe, Bryan A.	1141	Johnson, Robert A.	618
Painter, Ivon E.	234	Carpenter, Ross D.	441	Misco, Wayne C.	659	Loughman, Jack B.	1141	Bensenberg, Vernon A.	667
Savard, Edward E.	235	Kleidon, Charles O.	441	Miller, Richard E.	659	Ammons, Felix J.	1186	Miller, Irvin D.	695
Lindstrom, Arthur H.	242	McCarter, Robert L.	441	Patrick, James O.	659	Kaiama, Jr., William H.	1186	Armstrong, John R.	717
Vogt, George C.	242	Piper, Herbert J.	441	Phillips, Ralph E.	659	Saito, Thomas K.	1186	Beard, William M.	765
Toska, Leo V.	245	Cooley, Homer J.	442	White, Glen L.	659	Takeuchi, Kiyoshi	1186	Mitchell, Clayborn	765
Vass, Joseph	245	Gwin, Forest P.	443	Yocum, Taylor B.	659	Umemoto, Tamotsu	1186	Gatta, Vincent A.	791
Wannemacker, Harry W.	245	Hoxworth, Becher	445	Schmidt, Jr., Paul	663	Chavez, Claude M.	1199	Speights, Charles H.	850
Judy, Harry P.	246	Tanner, Mat	445	Lucas, Jr., Benjamin F.	666	Hanby, Eugene L.	1206	Heinrich, John F.	859
Robertson, William A.	246	Kimble, Dale E.	453	Kinnard, Harold D.	688	Davis, Willard W.	1220	Bartholf, Gordon H.	862
Trifilo, Tindaro S.	256	Resser, Frank S.	456	Gitschier, Metford R.	696	Hooker, George E.	1220	Holloway, Donald D.	873
Collins, William C.	258	Fredricks, William F.	477	Casford, Irvin R.	697	Young, Frank A.	1224	Fangman, Keith C.	944
Rippon, Albert B.	258	King, Erwin F.	477	Eastlee, Russell M.	697	Mashburn, James A.	1245	Gannon, Warren J.	949
Sage, Arthur E.	258	Kobler, Harold G.	477	Fossey, George J.	697	McCusley, Joseph A.	1245	Kelly, Dean V.	965
Vitanza, James E.	258	Delano, Richard L.	481	Galloway, Jr., Frank M.	697	Sherman, William S.	1245	Hazen, Floyd W.	982
Gillespie, Harry E.	260	Hammond, Martin S.	481	Knoth, James O.	697	Spears, John B.	1245	Bartholomew, George A.	1008
Brennan, Thomas	269	Hancock, Claris F.	481	Lawrence, Curtis A.	697	Douglas, Charles	1249	Gillespie, John H.	1028
Hawley, Jr., Thomas I.	269	Petty, Glenn E.	481	Pittman, Carl E.	697	McBride, Meryl L.	1249	Kaplan, Matthew A.	1035
Powell, Parnell C.	270	Schrader, Leonard	481	Schrad, Francis	697	Ward, Chester M.	1253	Cornell, Jr., William F.	1049
Booze, Oval V.	271	Vanderbeek, Harry J.	481	Decker, Robert W.	701	Arcaia, Peter A.	1260	Peters, Daniel L.	1049
Bloomquist, Jr., George A.	275	Zander, Gerald C.	481	Schwickrath, Nicholas G.	701	Yoshioka, Toshio	1260	Chisholm, John C.	1133
Greenfield, Laurence	275	Dickinson, Gordon R.	483	Seibert, Clarence H.	702	Beals, Mahlow B.	1319	Pioone, Benny C.	1153
Anderson, Jr., Edwin J.	276	O'Neill, Thomas R.	483	Spore, Howard L.	702	Shurites, Charles A.	1319	Daugherty, Finley L.	1259
Nicholas, Linfred M.	276	Pete, Frank E.	483	Nemetz, Joseph	712	Ladd, William E.	1347	Jackson, Howard C.	1339
Weich, Vern H.	276	Rohrer, Robert P.	483	Wisse, Herbert M.	712	Billings, Dorothy D.	1362	Mathers, John M.	1346
Fannin, Arthur A.	278	Mancuso, J. C.	486	Martin, Frank F.	714	Cannon, Harold K.	1393	Bazemore, Paul	1391
Sens, Milton C.	278	Sokol, A. I.	486	Gilchrist, Edward G.	716	Martindaie, Harold	1393	Russell, William N.	1393
Voeste, James B.	278	Cohn, Louis	494	Huggins, Paul G.	716	Young, Walter R.	1393	Effinger, John F.	1461
Banning, Lyle G.	280	Eguitz, Clarence W.	494	Lucario, M. B.	716	Pennock, Jesse M.	1439	Burkett, Warren F.	1469
Lohner, G. C.	280	Franz, Alfred	494	Mariatt, Jr., Charlie H.	716	Smrekar, William S.	1460	Reilly, John E.	1501
Neison, John W.	284	Humphrey, William W.	494	Bertasso, Joseph S.	724	Yost, Harold W.	1501	Reichensperge, Joseph D.	1515
Asleson, Archie D.	292	Klockman, Leonard	494	Klug, John V.	725	Austin, Joseph R.	1547	Ikenberry, Edward E.	1710
Hagen, Clayton A.	292	Walsh, Harold J.	497	Piasse, Eli J.	725	Barksdale, John I.	1547	Giroux, Roger	1739
Hylbak, Laval C.	292	Fauble, Frank W.	499	Dunworth, Damon W.	728	Rhodes, R. J.	1547	Levermoh, Harold F.	1756
Larson, Carl W.	292	Betje, Leslie W.	501	Howland, John	728	Rush, Jesse L.	1579	Guillot, Carol W.	1816
Timm, Charles H.	292	Gimbut, Anthony J.	501	Sullivan, Buell P.	728	Arpin, George C.	1631	Neal, James T.	2113
Henke, Gaylord S.	294	Cox, Ralph S.	508	Blesman, Edwin M.	754	McGuinness, Arthur E.	1631	Julian, Arthur A.	2295
Nelson, Ralph D.	294	Stegin, James M.	508	Heller, Frank J.	756	Crawford, James J.	1687	Moore, Floyd M.	2295
Coker, J. A.	295	Owensby, Sr., John N.	518	Landis, Francis H.	759	Tanner, Ellis E.	1701	Norris, Douglas E.	2346
Davis, Robert C.	302	Tysoe, John M.	518	Horton, Andrew C.	759	Rothwell, Warren F.	1703		
Legrand, Leon	302	Fanestiel, Harold	527	Knight, Jr., James H.	760	Schroeder, Clarence A.	2150		
Donaldson, Max L.	304	Richardson, Jr., Norman L.	527	McConkey, Reeford O.	760	Menard, Gerard	2253		
Glenn, Earl G.	304	Talley, Alva R.	527	McKinney, Ambers F.	760	Mignacca, Alfred	2253		
Green, Lawrence E.	304	Warren, Ralph D.	527	Sampsel, Roy L.	760	Slatter, Boyd W.	2295		
Cranford, Frank L.	307	Frageman, Henry G.	531	Smith, Edgar	760				
Murray, Ernest T.	307	Murray, James F.	531	Trent, George W.	760				
Braun, Jr., John A.	308	Switzer, Clarence W.	531	Allids, Norman O.	762				
Reed, Onel D.	308	Hutchins, Dwight L.	532	Samson, Clayton B.	763				
Papes, Matthew J.	309	Bell, Orville L.	538	Morris, Carlos T.	769				
Rhodig, Darrel A.	309	Newell, Kermit E.	538	Olson, Kerwin I.	769				
Sims, Ralph R.	309	Pierce, Leland C.	540	Whitcomb, Woodrow W.	769				
Godwin, Jr., Raymond B.	313	Schultz, Ralph E.	551	Lorick, Hughie T.	772				
Dorris, Jr., Joe G.	316	Hodge, James M.	553	McWatters, Clarence W.	776				
Nelson, Donald B.	316	Milligan, Jesse C.	553	Dirkes, Robert F.	799				
Lester, Wilbur H.	317	Thomas, Leland W.	553	Cohoon, Clifford W.	816				
Rice, Virgil O.	317	Wilcox, Adelsbert N.	557	Fox, Joseph E.	816				
Travis, Leroy	317	Hammer, Herschel W.	558	Imes, Charles E.	828				
Blackburn, James L.	318	McKelvey, Roy B.	558	Hutcherson, William S.	835				
Hession, Victor C.	319	Mitchell, John S.	558	White, Virgil H.	835				
Kariosky, Arthur	321	Wix, Edward C.	558	Shaw, Harold W.	840				
Weddington, Robert E.	323	Bourgeois, Yvon J.	561	Beicher, Eldredge W.	841				
Gilmartin, Sr., James J.	326	Smith, Nelson F.	567	Thompson, Paul G.	841				
Flynn, Robert A.	332	Carl, Cecil L.	569	Bradley, Leroy B.	855				
Gordon, Earl I.	332	D'Agosta, Santo A.	569	Quick, Richard R.	855				
Peterson, Richard W.	336	Kelly, Morris	569	Schwartz, Herman	860				
Harris, Roy D.	340	Middag, Harold K.	569	Montgomery, T. V.	861				
Irvine, Robert W.	340	Neal, Walter A.	569	Parker, Erby L.	861				
Stassi, Jack B.	340	Shrope, Leslie E.	569	Reeves, James L.	861				
Brough, Clyde B.	347	Swim, James K.	569	Pack, Bazil B.	872				
Jones, Robert W.	347	Aros, Frank R.	570	Wickline, William W.	872				
Creel, Timothy M.	349	Everett, Harold W.	573	Lowery, Jr., George E.	873				
Olson, Harry A.	349	Roviscanec, John	573	Daniels, Albert C.	876				
Vosburgh, Jr., Philip	349	Sage, Warren A.	583	Austin, Dale	890				

TOTAL DISABILITY PENSIONS APPROVED

The Council approved one hundred and eighty-five (185) total disability pensions, as follows:

CARD IN THE I.O.	FORMERLY OF L.U.	MEMBERSHIP IN L.U.
Davidian, Leon	6	1
Siern, Jr., Martin E.	6	3
Stiger, Harry E.	11	3
Schiestl, L. F.	17	3
Kreyer, Raymond H.	23	3
Lloyd, Edward A.	23	6
Beech, George	26	9
Rakevich, John	39	11
Fisher, Ray R.	46	11
Hoffman, Bruce	47	11
Hunter, William E.	47	11
Jordan, Andrew K.	49	11
Jeffery, Paul E.	51	11
Morgan, Richard M.	57	17
Guinn, Alfred J.	66	22
Butler, Jr., Fred W.	77	25
Gadberry, George C.	77	24
Kingrey, Richard S.	77	26
McTigue, John R.	77	34
Taylor, Jr., Harry	77	38
Dease, Claude T.	84	41
Pollard, Archie L.	84	41
Upton, Emory R.	88	46
Flynn, James J.	108	44
Huglin, Raymond E.	108	46
Fagan, Garland C.	111	51
Stueber, James T.		1
Caselli, Michael		3
Chambers, Gerard E.		3
Cocharelli, Richard J.		3
Banchi, Walter C.		6
Ryan, James F.		9
Barr, James W.		11
Gallent, Neri J.		11
Mathis, James A.		11
Sperry, George R.		11
Munroe, Lloyd W.		17
Hazelton, Arthur		22
Parris, James M.		25
Voncanon, Leroy		24
Hull, Jr., Harold V.		26
Boyle, Dudley B.		34
Jones, Donald		38
Lyon, James K.		41
Muranyi, Stephen M.		41
Doney, Ted R.		44
Aries, Henry L.		46
Molnar, John J.		46
Bourdoumis, Charles		51

Blackwell, Earl L.	53	Thompson, Clarence E.	676
Robinson, Charles L.	55	Miller, Jr., Thomas R.	683
Alderman, Chester N.	58	Heinberger, Harry R.	688
Lambert, Joseph F.	58	Holt, Vernon R.	695
Rainey, Leon H.	59	Bilski, Harry	697
Sorensen, Carl S.	66	Hutziez, Hugo D.	702
Townsend, T. J.	66	Jones, James F.	702
Rio, Lynn K.	68	Wynn, Paul.	702
Cunningham, Robert R.	70	Holter, Howard C.	714
Perry, Jr., Hiram R.	77	Ostrander, Benjamin	724
Woroch, Frank E.	77	Forbes, Douglas P.	728
Jackson, John D.	82	Cunningham, Robert F.	760
Gough, Warren L.	95	Morris, Clarence E.	760
Hickman, B. H.	95	Croucher, Glen L.	768
Smith, Howard R.	95	Watkins, Norman A.	768
Groome, Francis J.	98	Netherlin, Lewis L.	769
Sweeney, Edmund D.	98	Grady, Francis W.	841
Martin, George C.	99	Beavers, Jr., Elbert R.	846
Howard, Orville E.	100	Wilson, Joe A.	846
Owens, Jr., Cecil	100	House, John W.	855
Ryan, James E.	102	Kranz, Willard W.	873
Converse, John D.	103	Bern, Marvin A.	880
Kelly, Joseph T.	103	Horn, Bobbie R.	889
Prindeville, Francis E.	103	Shackelford, Troy L.	917
Ferguson, Robert V.	110	Ratcliffe, Maynard F.	934
Johnson, Boyd E.	110	Hokanson, Alden D.	949
Roberts, Melvin L.	111	Brown, Jimmie D.	952
Holm, Gordon V.	125	Kraft, William E.	953
Smith, Joseph F.	126	Marshall, Robert L.	953
Blaney, Jr., James P.	134	Wilson, Paul D.	966
Crooks, Robert W.	134	Spencer, Claude	1245
Dillon, Jr., Leo J.	134	Delmar, Jr., John	1249
Donnelly, Jr., John J.	134	Ill, Joseph M.	1260
Frangiamore, Sam P.	134	Pegram, Virgil D.	1340
Nolan, Robert W.	134	McGhee, William H.	1393
Roberts, William F.	134	Burden, Robert D.	1516
Ross, Mitchell	134	Young, Herbert W.	1516
Prisola, Michael J.	136	Carter, Carl D.	1701
Namadan, Thomas R.	140	Aiken, Eugene	1863
Parrick, Harold	145	Gaddis, William H.	2148
Cerney, William H.	176		
Coan, Robert H.	176		
Moody, James T.	177		
Crow, Truett R.	194		
Feldhaus, Lawrence F.	212		
Schulte, William	212		
Bailey, Albert	246		
Grover, Ronald E.	259		
Johnson, Glenn E.	265		
Epperly, James A.	280		
Dahl, Arthur D.	292		
Fraser, Gayle W.	292		
Heard, Grant B.	295		
Carey, Francis W.	300		
Quattlebaum, Milton E.	305		
Heckwolf, Joseph E.	308		
Dalton, Basil A.	317		
Gilkinson, Paul T.	317		
Harris, Jack	317		
May, Glen	317		
Lisi, Pierno A.	325		
McKiligan, Peter A.	325		
Hickson, Frank R.	326		
McHenry, Andrew J.	340		
Signs, Donald L.	347		
Shushan, Leon	349		
Alsbrooks, Jach M.	357		
Schefflin, William B.	387		
Boa, Joseph M.	400		
Amundson, Ronald C.	413		
Allen, Aleck M.	418		
Bingham, Phil J.	428		
Krupp, Richard K.	441		
Copeland, Nathan	446		
Donovan, John R.	474		
Azvedo, Duane H.	477		
Owens, William T.	477		
Roberts, Otho E.	480		
Durbin, Howard R.	481		
Willard, Jr., William N.	482		
Duprey, Paul J.	486		
Ruffin, Howard J.	494		
Zwiefelhofer, Bernard.	494		
Hall, Nicholas	497		
Zipperer, Jr., Dessie L.	508		
Homesley, Otis L.	520		
Bagby, Herbert M.	527		
Bridgers, Kenneth W.	553		
Clay, Branch C.	553		
Dyck, Harry H.	569		
Brown, William L.	586		
Richmond, William D.	595		
Dunn, John C.	602		
Barlow, Wilton D.	605		
Hill, Jr., James E.	605		
Paizer, Leonard F.	607		
Owens, William J.	617		
Varley, John J.	629		
Bowles, Harry H.	637		
Doucot, Peter H.	640		
Forman, Howard E.	640		
Vasquez, Florentin R.	640		
Partain, Fred S.	647		
Sheffer, Boyd G.	647		
Lamb, Raymond L.	659		
Smith, Harold H.	666		
Downey, James H.	672		
Coppie, Joseph N.	676		

PAYMENT OF DEATH BENEFITS - RETIRED MEMBERS

The International Executive Council approved payment of the death benefit payable under the provisions of Article XII, Section 2 of the IBEW Constitution to the following two hundred and forty (240) non-retired members designated beneficiaries:

MEMBERSHIP IN L.U.	
Bareiter, Englebert F.	1
Deason, Richard E.	1
Borden, Ronald L.	3
Grady, Francis W.	3
Bruff, Harvey A.	3
Burke, Frank	3
Chetakov, Victor A.	3
Edelstein, Jerome A.	3
Giannini, Louis A.	3
McCann, Terence M.	3
Ogens, Harold	3
Ramos, Miguel A.	3
Samojedny, Benny M.	3
Swanglin, Freddie L.	3
Ozenich, Steve J.	5
Hubbard, Robert B.	6
Allen, Leon N.	11
Claus, Earl G.	11
Grimm, Carl W.	11
Collins, John F.	25
Meyer, Henry R.	25
Surdi, Mario J.	25
Chason, Raymond D.	26
Inge, William B.	26
Boyer, Leonard O.	32
Willard, James E.	32
Davis, Norman E.	46
Helland, Robert	46
Hooper, Malcolm C.	46
Peerman, L. B.	46
Sedenquist, Leo K.	46
Vonholloweg, Ralph M.	46
Betzer, John L.	48
Taylor, Jr., Horace F.	51
Kidrick, Robert J.	57
Stevens, Lyle K.	57
Bell, Edward J.	58
Cutcher, Jr., Andrew J.	58
Gale, William A.	58
Mourik, John V.	58
Nicholson, Harold J.	58
Peltier, Jr., Frank A.	58
Vanhee, Maurice O.	58
Baggett, James A.	59
Walker, Leonard W.	59
Deverts, Vernon A.	66
Sommerfield, Alton	66
Donahue, Robert D.	68
Horne, Clifford R.	68
Kanatzar, Jerry G.	68
Wilmot, Rodrick D.	68
Grimsley, George W.	70
Hines, Douglas C.	70
Rollins, Harold F.	71
Birka, Randy L.	77
Wootton, Cleo T.	77
Kilb, Stuart E.	79
Pullens, Elijah	79
Marx, Jr., Raymond C.	86
Buck, G. E.	89
Heeren, Jacobus J.	98
Penner, Vernon	100
Doiron, George I.	103
Harris, Ralph E.	103
Hersey, Donald E.	103
Homans, Bryce W.	103
McIntosh, Edward S.	103
Schofield, Joseph W.	104
Kelley, Wilton H.	108
Moore, Gene J.	108
Robinson, John C.	108
Rude, Michael E.	108
Finnegan, William R.	110
Mueller, John E.	110
Feague, Harry L.	111
Hood, Lhee O.	111
Scholtes, Edward	112
Silts, Vernon F.	112
Treverton, William A.	112
Hartlee, James S.	112
Sheehan, Edward J.	121
Stevens, George H.	125
Beatty, Norman H.	126
Sedivy, Joseph F.	129
Stone, James F.	130
Hopkins, Grady L.	130
Shows, Charles J.	130
Hill, Don A.	134
Cary, Bernard C.	134
Green, Robert C.	134
Reaves, Daniel P.	134
Tubbs, Royal V.	134
Starnes, Lawrence T.	134
Kuhn, Glenn S.	134
Sullivan, Leonard J.	135
Knippleberg, Robert W.	1003
Curenton, Randle E.	1055
Cox, Edward J.	1057

Hulback, Laverne L.	150
Colson, Herschel W.	158
Scheer, Theodore C.	164
Brinkley, Harold E.	177
Bentz, Jerald A.	191
Sanders, Terry D.	194
McGhee, Robert D.	204
Coy, Sr., Tracy P.	212
Locke, Warren G.	234
Cable, Hubert S.	238
Littrell, Jr., Arnold W.	246
Vachon, Robert J.	256
Shannon, George H.	258
Pazdan, Walter F.	269
Burke, Alfred M.	271
Jones, Jr., David H.	278
Cannon, Robert L.	291
Hottelzer, Douglas J.	294
Brotnlee, William L.	301
Donaldson, Terry M.	301
Johnson, Paul T.	305
Jackson, Paul E.	306
Kindbeiter, James C.	313
Anthony, Ronald G.	317
Cook, Michael S.	322
Hughes, William C.	325
Higham, Kenneth C.	326
Hewitt, George O.	332
Schuchman, Phillip L.	332
Danielson, Edward A.	340
Case, Jr., John W.	349
Romano, Ernest	350
Eison, Donald J.	353
Mattlingly, Howard L.	354
Green, Jr., Richard	357
Heston, Warner D.	367
Palmiter, Louie	367
Emmitt, Asa G.	369
Eck, Warren L.	375
Garner, Robert C.	386
Thompson, Charles E.	387
Hall, Bueal S.	398
Darby, Franklin D.	400
Akin, Dennis C.	401
Dillwith, Richard J.	413
Baskin, Jr., Fred E.	429
Holman, John F.	441
Pye, Gerald T.	441
Sodders, John D.	441
Shine, Jr., James F.	456
Dailey, Donald O.	466
Moore, Troy J.	466
Dean, Donald B.	486
Johnson, Gotherd L.	488
Jong, George	494
Berliad, Isidor	494
Wirtz, Anton S.	494
Mackin, Kevin G.	502
Davis, Elijah	508
White, Paul H.	523
Stafford, Jr., Monroe M.	527
Starr, Jack A.	527
Young, James	530
Bendall, Walter F.	558
Killen, Charles W.	558
Bekeska, William	566
Renaud, Georges	569
Becker, Richard J.	569
Gardner, Allen	569
Markgraf, Frederick E.	569
Mayeux, James M.	569
Tadlock, Calvin B.	569
Ferguson, John W.	576
Parker, Ray W.	576
Adam, Guy J.	586
Dwyer, Gerald J.	590
Libhart, J. L.	591
Owens, Leon E.	592
Resmer, Julius	595
Fowler, James M.	595
Struss, Herbert F.	595
Ivey, William E.	611
Sackenheim, Larry D.	659
Martin, Donald J.	659
Lorch, Daniel	659
Ratley, Michael W.	661
Heintzelman, Raymond J.	662
Meyer, Virgil H.	682
Hills, Lester C.	697
Prothro, John T.	712
Johnson, William A.	716
Harris, Joseph L.	728
Barnhart, John F.	750
Russell, Victor L.	756
Velleux, Stephen T.	768
Lundy, Thomas B.	816
Donion, John J.	826
Robinson, John M.	852
Welcome, Jr., Harvey R.	861
Hill, Don A.	915
Cary, Bernard C.	932
Green, Robert C.	932
Reaves, Daniel P.	932
Tubbs, Royal V.	932
Starnes, Lawrence T.	934
Kuhn, Glenn S.	934
Sullivan, Leonard J.	993
Knippleberg, Robert W.	1003
Curenton, Randle E.	1055
Cox, Edward J.	1057

Black, Freeman H.	1141
Giordano, Anthony	1158
Pryor, Guy H.	1200
Ingram, Jr., Herbert M.	1249
Jackson, Wendell E.	1253
Pataky, John A.	1253
Anlu, Moses	1260
Quinn, John V.	1319
Franco, John B.	1377
Mustard, William G.	1527
Huesser, Duane N.	1547
Leitel, William M.	1547
Mowrey, Harold E.	1547
Shippy, David L.	1547
Mercur, W. G.	1687
Sexsmith, James W.	2203
Burke, Andrew J.	2330

CARD IN THE I.O. FORMERLY OF L.U.

Fraser, Richard	6
Sampson, Roscoe S.	8
Bateson, Theodore K.	11
McFall, Stanley K.	47
Carey, Edward F.	104
Buckner, Jr., Rufug G.	108
Bruhns, Karl P.	134
Stanley, Jeffery C.	171
Hammond, Russell A.	501
Huddleston, Edward J.	518
Oakley, Woodrow W.	553
Balkwill, Boyd W.	636
Janik, Roman P.	713
Johnson, Arthur W.	744
Johnston, Jr., George S.	763
Lepiane, Frank G.	768
Boyington, William R.	1141

PAYMENT OF DEATH BENEFITS - RETIRED MEMBERS

The Council approved the payment of death benefits, authorized under the provisions of Article XII, Section 2 of the Constitution to the following forty-seven (47) retired members designated beneficiaries:

MEMBERSHIP IN L.U.	
Jantzen, Jr., Edward J.	3
Perlmutter, Abraham D.	3
Warren, John W.	3
Lewis, Harlon C.	9
Mackey, Jr., Joseph A.	9
Phillips, Vernal V.	11
Chapman, Jr., Morley D.	18
Misquez, Evan	18
Starke, Roy T.	18
Mercur, Robbie R.	25
Henrickson, Lawrence D.	46
Hosea, Jr., John B.	46
Rochat, Jr., George L.	48
Benedict, Eugene D.	76
Muller, Robert C.	82
Bonanno, John F.	103
Demaria, Robert J.	103
Kruse, Allen L.	134
Miller, Louis	134
Rakich, Philip	134
Reckmo, John E.	160
Williams, Doyle M.	175
Wilson, Robert L.	202
Derr, R. J.	280
Newland, James R.	323
Emerson, William	332
Woodridge, Frank J.	369
Ralston, Robert L.	401
Roberts, Otho E.	480
Grabowski, Henry J.	494
Cassidy, Isaac R.	505
Johnson, Denman B.	510
Vogel, James C.	583
Mahanay, James O.	595
Miller, Earl E.	601
Leimbach, Rudolph G.	673
Berkshire, Robert S.	695
Foley, Billy L.	760
Potter, Clay H.	769
Gibler, Gordon L.	814
Oshita, Kenneth	1186
Calvert, Gerald	1393

CARD IN THE I.O. FORMERLY OF L.U.

Carman, Leonard G.	210
Lundy, Thomas B.	213
Donion, John J.	326
Robinson, John M.	466
Welcome, Jr., Harvey R.	761

BIRTH DATES CORRECTED

Acceptable documents were submitted, and corrections have been made in the I.O. records of the following members:

CARD IN THE I.O. FORMERLY OF L.U.	
Cream, Howard	6
Nicholson, Arthur K.	111
Morley, Paul D.	836

MEMBERSHIP
IN L.U.

Rivet, Vincent J.	1	Thorpe, Ernest	70	Daly, Terence	323	Abbott, Robert	915
Meritt, James C.	2	Hubman, George F.	76	White, Charles	359	Gilliam, Thaddeus	934
Campanelli, Frank S.	3	Kembel, Fred W.	77	Scheitlin, William	387	Hibbert, Jack	969
Citto, Robert	3	Wenrich, Jr., John	98	Shaul, Emmitt	428	Spears, Bryant	1001
Furst, Lavern W.	11	Williams, William	105	Sidor, Joseph	441	Reyes, Johnny	1186
Tarvin, Robert L.	11	Granlund, Lester	110	Picotte, James	442	Appleton, Parmie	1245
Haley, Edgar J.	17	Lester, Walter	120	Hooks, Ferrell	446	Kissick, Charles	1253
Colley, Jack C.	24	Leopold, Otto	125	Radecky, George	456	Arcala, Peter	1260
Hendrickson, Bernard	25	Kornstein, Leon	134	Wood, Kenneth	474	Batyski, Kenneth	1687
Byrd, Irwin J.	26	Gilmer, Jr., Lotus	136	Lawrence, James	558		
Cierniak, Edward S.	26	Musal, Clarence	145	Hill, Jr., James	605		
Boyle, Dudley B.	34	Lazarz, Steve	160	Hester, Marion	613		
Brown, Harold A.	46	Izbicki, Anthony	163	Richardson, Charles	613		
Pearman, Lynden S.	52	Cerney, William	176	Williamson, Layman	637		
Dyer, Cecil D.	58	Belland, Nathaniel	211	Noesges, Harold	704		
Hinsberger, Clayton L.	58	Kreidler, Jr., George	212	Sisson, John	733		
Mays, Edward A.	58	Schraver, Clarence	234	Conner, John	760		
Ayers, Thurman	59	Crick, Alvin	295	Samson, Clayton	763		
Rio, Lynn K.	68	Stephens, Edward	311	Netherlin, Lewis	769		
		Gray, Henry	313	Grady, Francis	841		
		Blackburn, James	318	Montgomery, T. V.	861		

BIRTH DATE NOT CHANGED

Request for change in the International Office of the following was denied:

MEMBERSHIP
IN L.U.

Nash, Haskelle J. 617

THE NEXT REGULAR MEETING

This regular meeting of the International Executive Council was held in the Officers' Conference Room in the Headquarters Building, Washington, D.C. The meeting adjourned Friday, December 9, 1983, at 5:00 p.m.
The next regular meeting will commence at 9:00 a.m., Monday, March 5, 1984, in Washington, D.C.

FOR THE INTERNATIONAL EXECUTIVE COUNCIL
James F. Mulloney, Secretary
International Executive Council

MONDALE FOR PRESIDENT

by John Perkins

National Director, AFL-CIO
Committee on Political Education

Right now, and for the months immediately ahead, nothing we can do is more important or has more far-reaching consequences than our campaign to help Walter Mondale win the Democratic Presidential nomination.

The endorsement is a deeply serious effort in a very serious and important process which we hope ultimately will result in election to the Presidency in 1984 of the candidate we honestly feel can best serve this nation and its people, and in defeat of an incumbent President who we sincerely believe has served the nation and its people unfairly, unfeelingly, unwisely and unwell.

The journey to those two goals begins, like the journey of a thousand miles, with the first step, which was the endorsement of Walter Mondale.

Let me mention a couple of things that our endorsement is not:

We are not engaged in any macho exercise in political muscle-flexing. We've been around a long time. Our credentials are solid. We don't have to posture.

We are not trying to capture control of the Democratic Party. We have no more wish to control a political party than to be controlled by one.

Our work is certainly not an adjunct of the campaign of the candidate himself. He's running his own show among Democratic voters at-large, without any kibitzing from us, and we're running ours, among our members, without any kibitzing from the candidate or his campaign staff.

The AFL-CIO's endorsement of Mondale is not, in any respect, a rejection, a repudiation or even a criticism of the other candidates for the Democratic nomination.

All are good men. All, to differing degrees, have records of decent concern for the well-being of working Americans and needy Americans.

We commend all of them, but we recommend Walter Mondale as the stand-

out candidate in a good field. Look at his credentials and his record over his twelve years as a United States Senator and his four years as Vice President of the United States:

As a Senator, he voted 93 percent "right" for working people, their families and their unions on the official AFL-CIO voting record.

As Vice President, he was a strong voice within his administration for issues of critical importance to workers.

There isn't a working family in the United States who hasn't benefitted from one or more of the things Walter Mondale fought for and accomplished in the areas of health care, education, nutrition, child care, civil rights, women's issues, job safety and health, job-creating measures, transportation, minimum wage, Davis-Bacon protection of the standards and wages of building and construction workers, public employee rights, unemployment compensation, workmen's compensation, environmental protection, and energy independence.

While Walter Mondale always was and remains his own man, we can never forget that his mentor was one of the most decent and concerned humans who ever graced the political stage.

Walter Mondale was Hubert Humphrey's political protege and then his close political ally and personal friend and confidant because they shared a vision of a caring nation.

What Walter Mondale has fought against tells as much about him as a man and a candidate as what he fought for.

He has fought against special tax privilege for corporations and wealthy individuals;

Against the almost boundless power of big oil;

Against the rape of our public lands by private interests;

Against the nay-sayers and doom-criers and union-busters of the right wing who saw nothing good in the presidencies of

Franklin Roosevelt, Harry Truman, John Kennedy, and Lyndon Johnson, and nothing but good in those of Millard Fillmore, William McKinley, Calvin Coolidge and Herbert Hoover.

That's Mondale past. Mondale future is the important thing we have to consider now. There is every sign and token that he is as close to us today as he has been throughout his many years in politics.

He's for a full-employment law—with teeth in it—and for jobs for all who want to work. There is no chance that he would brush off 10 percent unemployment as nothing but an inconvenient statistic.

He's for rebuilding America's stricken basic industries. He knows, as we know, that they are not only the source of millions of jobs, but the foundation of our economic strength and our military strength. If they crumble, there goes the rest of it.

He's for fair trade that is as beneficial to American workers and American-made products as it is to the countries we trade with. He will not stand by expounding empty dogmas about "free trade" while a raging flood of imports drowns the jobs of millions of American workers.

He's for better education, better health and better nutrition programs. He's committed to job-creating step-ups in housing programs, highway and bridge repair, to modernization and extension of our transportation systems. These are issues that govern millions of jobs and affect the health, welfare and jobs of millions of us.

He is with us—with working people and needy people and small business people—and he understands and supports the aspirations of just-plain-people everywhere.

Some pundits and even some candidates are seeking to label Walter Mondale as a captive of "special interests"—
(Continued on Page 64)



SAFETY TIPS

for you and your family

LAWS ARE SAVING OUR CHILDREN

Strange as it may seem, it is taking legislative action at the state or provincial level to force many to take the precautions necessary to prevent serious injury or death to their own children!

Although child restraints, which must be securely fastened in motor vehicles, have been available for many years, it has taken these laws to convince parents to use them. As of January 1, 1984, 41 states and the District of Columbia had some kind of legislation that requires child restraints or seat belts for children. Of the remaining states, Alaska, Iowa and Vermont have such legislation pending, carried over from 1983. Utah and Idaho each have bills drafted to be introduced in their legislatures in 1984. Only South Dakota, Texas, Louisiana and Wyoming remain with no action currently planned. Several states are planning on considering amendments to their laws this year, most of which extend the coverage or strengthen the laws in some way.

When such laws are passed, there are always some who oppose them, saying that the installation of such equipment, as well as its use, should be up to the individual parent or driver. When these people speak out, it seems to be primarily from lack of understanding of the danger of not using the restraints. They do not realize, for example, that a 15-pound baby in a 20-mile-an-hour crash is thrown forward with the force of a 300-pound weight. The impact is the same as for a three-story fall onto a concrete sidewalk!

Approximately 1,500 children under the age of five are killed each year, and another 60,000 are injured in automobile accidents in the United States. Most of these child deaths and injuries are preventable. Experts state that more than 80 percent of these fatalities could be avoided by using effective child restraints!

One family in Illinois was riding in a station wagon on the way to the children's grandparents' home to leave

their children there while the parents went out for the evening. It was their 2-and-a-half-week-old daughter's first ride since being brought home from the hospital. The baby's grandmother was sitting in the back seat, holding her in her arms. As they drove on a divided highway, an approaching car came across the median strip and hit their car head on. Not one of the passengers was wearing a seat belt, and the little girl was not in a child restraint, even though the family had one at home that they had planned to install. All of the passengers were injured, the baby worst of all. The woman driving the car which struck them was killed instantly.

This baby spent almost all of her first year in the hospital's intensive care unit. In addition to massive brain damage, she cannot breathe by herself, and must be on a ventilator 18 hours a day, and the other six hours she is on a pacer which stimulates her diaphragm. Every two hours her lungs must be suctioned to remove water and mucus. Every four hours she must be catheterized to remove residual urine from her bladder, because her muscles do not function properly. A tube is in her stomach so that she can be fed through it, and her heart beat is constantly monitored by a device that sounds an alarm if it drops below 65 beats per minute.

After 51 weeks in the hospital she went home, with her parents completing training in the use of the equipment and procedures necessary to keep the little girl alive. The extent of her brain damage is still not known. Special nurses to care for her have to be present at all times. The parents constantly watch over her during the night hours they have not been able to secure nurses for. The doctors have not held out much hope for the future. They have told the parents that the child will need the ventilator for the rest of her life.

The parents of this child say they

would have used a child restraint if a law such as the one now in effect in their state had existed then. They said they had read articles full of facts and figures about child restraints, but had never heard of a case such as theirs. They feel that if they had, their child restraint would have been used, instead of sitting on a table in their living room.

All car seats now being sold in the United States must meet federal requirements. Some of those sold a few years ago do not. In addition, many infant carriers or seats were not designed or meant for use in a motor vehicle. To be effective they must be properly designed and installed in accordance with the manufacturer's instructions.

All babies and young children should ride in these federally approved child restraints. Adult seat belts are not a suitable substitute! Such belts focus the collision forces on the pelvis and lower torso, and children whose pelvic bones are not yet sturdy could suffer serious abdominal and lumbar injuries in a collision.

An unrestrained child is a hazard to everyone in the car. A collision could turn such children into flying missiles. Many children have been crushed when adults holding them have been thrown forward against them.

Certainly all parents should be anxious to protect their children from injuries like the one above, whether a law in their state requires it or not!



1984 Most Important Year in Labor History

By Richard J. Calistri, Editor, *Labor Newspaper*

This year, 1984, may be one of the most important years in the history of the labor movement. It is an election year, a time to use the ballot box to turn around current political policies which center on union-busting techniques and on the demeaning and downgrading of the worker of America, their skills and their contributions to the nation.

This is the year when workers must resolve to take actions designed to enhance the quality of their lives and to right the wrongs foisted off on them by a seemingly uncaring political climate in Washington.

As one labor leader put it recently, "the enemies of the trade union movement are taking advantage of the drastic economic and political problems we face today and are spending millions and millions of dollars on union-busting activities to weaken organized labor and to prevent unions from making further gains at the bargaining table that would bring more and more improvements for our members."

But these enemies are at work not only at the bargaining table but in every facet of workers' lives. And not just active workers, but retirees as well. For evidence, witness the administration's battle to destroy the Railroad Retirement System and its lack of action to kill legislation favoring the job-destroying coal slurry pipeline bill—two battles which railroad workers and their unions won in Congress.

Also witness the lack of administration action to prevent such union-busting tactics as are now being engaged in by such companies as Continental Air Lines, using the nation's bankruptcy laws to literally destroy the work force.

Organized labor, working under the umbrella of the AFL-CIO, has already endorsed a favorite son candidate for the 1984 presidential run for the roses. He is former Vice President Walter Mondale, a candidate worthy of the consideration of every working American.

However, Mondale is not the only candidate worthy of your examination. Nearly all of the Democratic candidates now running have pledged themselves to the cause of workers—and thereby to the well-being of the

nation.

A turn-around in presidential policies is necessary if workers are to avoid being returned to the two class system of master-slave, haves and have nots, wealthy and destitute. But the struggle doesn't end in the choice for the top job. All of us must also be concerned—and mightily—with the make-up of the next Congress.

If workers are to achieve their goals they must have the help of a Congress which recognizes their needs and is willing to act upon them. Looking at the record, we can easily understand that it does little good to have a Senate, as we now have, or a House of Representatives which adheres strictly to the anti-worker policies of the administration.

The best way to change this situation is at the ballot box. If workers are to turn back such policies, then workers must start thinking right now of how they will vote in November, 1984. Then, on election day, they must vote for the candidates who best fit their own ideas and philosophy.

But, in 1984 more than ever, voting right at the ballot box may not be enough. Workers must insure that the right candidates are nominated and have the financial means to conduct a proper campaign. In other words, all of us must dig down into our pockets to help the candidates

of choice with some cold hard cash.

That does not mean that we have to stuff our favorite candidate's pockets with our paychecks. Probably the easiest way to help out financially is through our unions' political action or political education committees and probably the best way to work with such committees is through regular contributions through payroll deductions, where possible.

Bear in mind that your union wants the same things you want and your union's political education committee is most knowledgeable in knowing exactly how to help your candidates.

Actually, making political contributions through your union's political committee takes you back to the old adage: We can do together what none of us can do alone. Pooling resources means that none of us have to suffer any great financial drain to help elect the men and women who can help us retain our living standards and help us to lift ourselves out of the promised subjugation.

If you're not on a payroll deduction plan already for a buck or two a week, you ought to be. If you can't be on such a plan, contact your local union to find out just how you can make regular contributions.

After all, the future you save may be your own—and that of your family.





Washington Labor Report

AFL-CIO Rejects Reagan Administration's Predictions for Solid Economic Growth

The AFL-CIO, in the lead article in the January 7, 1984 edition of the *AFL-CIO News*, has rejected the Reagan Administration's forecasts of solid economic growth over the next six years, calling them "iffy" and questionable and warned that a new downturn is in prospect unless there is a sharp shift in national economic policies. The Federation's Department of Economic Research told a group of Washington journalists that organized labor has "reasons for doubt about the durability of the cyclical upswing—even through 1984—and certainly about the vitality of the American economy on a longer range basis." The AFL-CIO stressed that the economy is moving into a post-recovery stage with high unemployment and underemployment, and there is an increasing drag on future growth from the adverse balance of trade. In the absence of a viable tax policy, the AFL-CIO said that the Federal Reserve Board can be expected to use its traditional money-tightening, high-interest rates will lead into the next recession.

Labor Department Wage Protection Rule Changes Delayed Pending Court Action

The Labor Department has temporarily pulled back controversial new regulations that organized labor charged will gut the Service Contract Act if they take effect. The department's deferral of the effective date of the regulations from Dec. 27 to Jan. 27 came on the heels of a lawsuit filed by the AFL-CIO and eight affiliates to stop the Reagan Administration from putting the changes in place. The delay is part of an agreement by the parties to the suit to aid in getting an expedited decision. The U.S. District Court for the District of Columbia will hear the case Jan. 13. Joining the federation in the suit are the AFL-CIO Building & Construction Trades Dept., Machinists, IBEW, Laborers, Service Employees, Transport Workers, Carpenters and Seafarers. Each of the unions has members employed by private firms that have government contracts to provide services to federal agencies. The AFL-CIO's request for an injunction to block the rule changes asserts that the new regulations demanded by the Reagan Administration violate the intent of the Service Contract Act and go beyond the Secretary of Labor's authority to implement laws passed by Congress.

If the Reagan Administration has its way, a wide range of wage protections for service workers—many already low-paid—would be reduced or cut entirely, the AFL-CIO said.

Good Thought for the New Year—One Vote Does Count

A lot of folks out there still aren't convinced that one vote counts. Maybe some will never be sold on the notion. But there's a group of candidates and voters in some Ohio communities who learned it as a result of last November's elections, and if close ones crop up in one state, they crop up in 50. One vote does count, and that's a good thing to keep in mind as we head into an important election year. In Pickaway County, Ohio, it was two weeks after the Nov. 8 balloting before the election board was able to certify that John Jenkins was re-elected mayor of Circleville. That's because they had to check, double-check and triple-check and at last they could say, yes, Jenkins won with exactly one vote more than his opponent, 1721-1720. In Lake County, Ohio, election officials flipped their lids when they noted that two contests wound up in a tie. They

decided to flip a coin to determine the winners. In one council race, incumbent Glen Kanaga called the toss correctly to break the 698-698 deadlock he was in. A 607-607 tie for a seat on the charter review commission was settled when Jonni Clemett called the coin toss wrong, losing thereby to her opponent James Mathewson. *Some folks are going to read the above and say, "Yea, sure, but you're talking about piddling little offices. I'm underwhelmed. Show me where one vote counts so much in a real important election." Well, to begin with, there's no such thing as a "piddling" office. They all count for something. In addition, some "real important elections" have been mighty close. Back in 1880, James Garfield just made it to the presidency over Winfield Hancock by a vote of 4,606,159 to 4,604,261. That's a mere 1,898 votes out of 9,210,420 votes cast, a winning percentage of 50.01. John F. Kennedy fared much better. He defeated Richard Nixon in 1960 by an average of a little less than one vote per precinct nationwide. Nixon made it up eight years later. He topped Hubert Humphrey by merely two votes per precinct on average.*

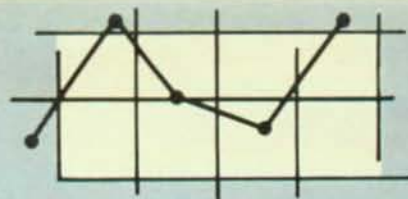
AFL-CIO Charges OSHA Report on Inspections Is Inflated

The Occupational Safety & Health Administration is continuing its "public relations ploy" of showing inflated numbers on worksite inspections when the true measure of the agency's effectiveness--the number of workers covered--has declined by 45 percent since fiscal year 1980, Margaret Seminario, the AFL-CIO's job safety specialist, charged recently. In releasing preliminary data for fiscal 1983, OSHA Administrator Thorne G. Auchter said his agency is "on track for making the American workplace even safer and more healthful in coming years. . . ." He pointed out that federal inspectors had visited 68,577 work sites in FY 1983 and 63,363 in FY 1980. Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, noted that 10,368 of the worksite inspections really were "records" inspections. Thus, the actual inspection total is only 58,209, over 9 percent less than the FY 1980 figures. "The Reagan Administration is grandstanding and cheerleading, when an honest review of the inspection numbers shows there is nothing to cheer about," Seminario said. While OSHA touted its increased emphasis on construction site inspections, Seminario said this "artificially skews" the inspection figures because of the way OSHA counts those inspections. Each contractor or subcontractor at a job site is counted as an individual inspection, meaning fewer job sites have to be visited to "artificially" increase the inspection total. The key to the agency's effectiveness, Seminario declared, is the number of workers covered by its inspections. That number has dropped more than 45 percent from 3,699,862 workers in FY 1980 to 2,032,358 in FY 1983, she pointed out. Nearly every figure relating to OSHA's inspection program has declined under the Reagan Administration. Manufacturing inspections are down 30 percent; maritime inspections, down 22 percent; follow-up inspections, down 86 percent, and worker complaints, down 51 percent, she noted.

Walter Mondale Sets Key Campaign Themes in Major Address Before Press

Walter F. Mondale opened his 1984 campaign for the U.S. presidency by affirming his commitment to liberal domestic goals and pledging to "take charge"--as President--of the nation's foreign policy and reduce the risk of nuclear war. Kicking off the campaign year with an address to members of the National Press Club in Washington, Mondale dealt directly with criticism of his appeal for support among broad-based groups labeled by the media as "special interests." Most prominent among these is the AFL-CIO, which has endorsed Mondale's candidacy for the Democratic presidential nomination. Mondale spelled out his own concerns--the "millions of unemployed who ought to have jobs," the millions of young people "who need a good education but are being denied it by the Reagan Administration," the need to turn around the Reagan Administration's "shameful record" of civil rights laws, protection of the environment, enactment of the Equal Rights Amendment, an all-out attack on hunger and poverty, and the use of defense and national strength "to keep the peace and . . . reduce the risk of nuclear war." He used the Press Club speech to project the key themes of his campaign--"a more competitive economy, a more just society, and a safer world"--and focused the bulk of his address on the last of the three.

department of Research and Education



Union Construction Workers Outperform Non-Union Workers

Periodically, we hear or read trumped-up charges that union construction workers are not productive and that non-union workers are taking jobs away from union workers because the non-union workers are more productive, even while working for less than union workers. Invariably, when studies are conducted, they prove that such charges are false. Another recent study confirms the fact that union construction workers outperform non-union construction workers.

In 1983, Dr. Steven G. Allen of the Department of Economics and Business, North Carolina State University, prepared a working paper, "Unionization and Productivity in Office Building and School Construction," for the National Bureau of Economic Research that corroborates his earlier study, "Unionized Construction Workers Are More Productive."

1979 Productivity Study

The earlier study of construction worker productivity was conducted for the Center To Protect Workers' Rights and found a large, positive union productivity effect in the construction sector. In Dr. Allen's words, "This study finds that output per employee is at least 29 percent greater in unionized establishments in construction. If this extra productivity is entirely attributable to labor, then union members are at least 38 percent more productive than other workers in construction."

The 1979 study found no significant difference in annual hours worked between union and non-union construction workers. It confirmed the fact that the wages of union construction workers are higher than those of comparable non-union construction workers, but pointed out that "The productivity results imply that these wage differences reflect differences in efficiency, rather than monopolistic control over the work place."

Dr. Allen wrote that "Construction unions provide public or collective services benefitting both contractors and workers, such as training, job information, and *esprit de corps* which would otherwise not be produced in their absence." He added, "Unions are concerned, not only with wages and employment opportunities, but also with the physical conditions of the work place, the systems used to assign workers to jobs, the provision of training, and the

availability of channels to settle disputes between workers and the employer, along with a host of other facets of the employment relationship." Furthermore, Dr. Allen stated, "Craft unions have played an active role in training new workers and reducing job search costs for both contractors and members, which should serve to increase productivity."

1983 Study

Dr. Allen's 1983 study examined the difference in productivity between union and non-union contractors in two facets of the construction industry: 1) commercial office buildings and 2) elementary and secondary schools. He concluded positively, "The popular belief that the building trades unions reduce productivity in the industry is soundly rejected in both samples."

He found that union workers were 38 percent more productive on office building projects in terms of square feet con-

structed per man-hour and 20 percent more productive on the school projects when value added per man-hour production was measured. His calculations were adjusted for capital-labor ratios, observable labor quality, region, and building characteristics.

Equally as important, Dr. Allen found that, in office building projects, the difference in productivity—which reached 51 percent when measured in terms of value added, rather than square feet—exceeded the higher wage rates paid to union construction workers. He credits "superior training, lower supervisory requirements, reduced recruiting and selection costs, and better management in the union sector" as productivity advantages for union construction workers.

Union Workers Well Trained

The evidence speaks for itself. The findings of Dr. Allen and the periodic studies conducted by other authoritative

CONSUMER PRICE INDEX—CANADA AVERAGE

SOURCE: STATISTICS CANADA

NOVEMBER, 1983

1981 = 100

Month	Year	All Items Combined	Food	Housing	Clothing	Transportation	Health & Personal Care	Recreation & Reading
November	1983	119.2	112.1	122.3	111.4	121.3	120.1	118.0
October	1983	119.2	112.7	122.2	111.1	121.1	119.7	117.9
September	1983	118.5	111.5	121.4	110.6	121.6	119.5	117.7
August	1983	118.5	112.6	120.8	110.3	122.6	119.0	117.3
July	1983	117.9	112.7	119.9	109.7	122.0	118.8	116.9
June	1983	117.4	112.0	119.5	110.2	121.4	118.2	115.3
May	1983	116.1	111.8	119.3	110.1	115.3	118.2	114.9
April	1983	115.8	110.0	119.3	110.0	116.8	117.7	114.1
November	1982	114.4	108.7	116.9	108.0	118.1	114.4	112.9
November	1981	104.2						
November	1980	92.9						
November	1979	83.5						
November	1978	76.3						

NOTE: Canada's Consumer Price Index for all items remained unchanged at 119.2 for the month of November. The increase during the past year was 4.8 points, or 4.2%.

Percent change between two dates is calculated by subtracting the index number for the earlier date from that for the later date and dividing the result by the index number for the earlier date, then multiplying by 100.

EXAMPLE: For the period of November 1982 to November 1983: $119.2 - 114.4 = 4.8$ index points; 4.8 divided by $114.4 = .042 \times 100 = 4.2\%$.

Prepared by: Department of Research and Education, IBEW, December, 1983.

professionals only confirm what we in the building trades have always known—that capable, trained, and skilled union workers are more productive than non-union workers. All union building and construction trades insist on apprentice and journeyman training. The apprenticeship training system, in most cases jointly administered with contractors, indentures young apprentices who must work on the job under the supervision of journeymen and attend, as a rule at night and on their own time, formal classes with textbook instruction and regular testing. Thus, the system trains and develops skilled craftsmen who, upon completion of their apprenticeship, become certified journeymen. Apprenticeship training is compulsory; those who cannot make the grade are not graduated and do not become union journeymen. The non-union construction sector has nothing to match nor even approach this system. Most non-union construction workers have had no formal skill training and schooling, a fact that is reflected in their lower rate of productivity and acceptance of lower wages.

Journeymen are well-rounded workers who have been trained to work in all phases of their particular occupational trade. Theirs is not a fragmented trade, for each journeyman has attained a high caliber of skills which he can apply in

many areas of any given job. He is not restricted by specialization; in fact, he can perform a full gamut of duties, which adds to his proficiency and productivity. Journeymen don't constantly need to be told what to do. They require less assistance and supervision, a cost-savings feature to employers.

Unions are a ready source of capable, trained, skilled journeymen as the need—sometimes, on short notice—arises. They minimize the recruiting and screening process for employers, another cost-savings feature. Unions, with their adequate supply of skilled workers, permit management to plan construction projects and schedule work assignments more efficiently, which also contributes to the higher productivity rate of union workers.

Journeyman Training

Union workers who have attained the rank of journeymen are not content to stop their education and training upon completion of their apprenticeship. They know that continuing education and training for the updating of their skills, often throughout their working lives, are essential to their jobs, to the success of their employers, and to their own and their families' livelihoods. They enroll in journeyman skill improvement courses as a natural part of their responsibility

as journeymen. Within the IBEW alone, approximately 11,000 members participate in skill improvement programs annually. Thus, we find IBEW journeymen giving of their own time to take courses in welding, air conditioning and refrigeration, process control and instrumentation, blueprint reading, motor control, semiconductor electronics, theory, fiber optics, solid-state fundamentals, conduit bending, electrical theory and mathematics, the National Electrical Code, electrical construction management, etc.

In addition to being aware of the importance of continuing their education and updating their skills after their years of apprenticeship, union journeymen are also aware of the necessity for union contractors to remain viable and competitive in the industry. Therefore, they make sure they know their trade, they take pride in their trade and industry, and they adhere to the policy of a fair day's work for a fair day's pay. There is a bond of mutual understanding between workers and contractors to promote union construction for the continuing well-being of all concerned, their families, and the economy. Unionized contractors, estimators, superintendents, and supervisors have also come through the ranks. They know, from experience, the need and the value of formal apprenticeships and ongoing education and training throughout one's life. They realize that, because of union construction workers' skills and high level of productivity, many union jobs finish ahead of schedule, at additional cost savings to the contractor and to the user.

Union construction workers can also take pride in the fact that, in addition to all of their other community interests and activities, they assist in the development of vocational education programs for youths in their communities. Most definitely, through their training, skills, and productivity, they outperform non-union workers. America's trades unions contribute mightily to the well-being of our nation's economy.

REVISED CONSUMER PRICE INDEX FOR URBAN WAGE AND CLERICAL WORKERS UNITED STATES CITY AVERAGE

SOURCE: U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
REFERENCE BASE, U.S. AVERAGE 1967 = 100
NOVEMBER, 1983

Month	Year	All Items Combined	Food	Housing	Apparel & Upkeep	Transportation	Medical Care
November	1983	301.4	292.6	324.5	199.7	308.2	362.9
October	1983	301.3	292.9	325.2	199.8	306.9	360.9
September	1983	300.8	292.6	325.3	199.3	305.5	359.2
August	1983	299.5	292.2	324.3	196.3	304.1	357.9
July	1983	298.2	292.1	323.1	194.0	301.9	355.6
June	1983	297.2	292.2	322.3	194.7	299.6	353.3
May	1983	296.3	292.6	321.3	195.3	297.5	352.1
April	1983	294.9	292.1	320.3	194.8	293.5	351.2
November	1982	293.2	286.6	319.6	194.4	297.3	339.8
November	1981	280.4					
November	1980	256.4					
November	1979	227.6					
November	1978	201.8					

NOTE: Consumer Price Index for all items increased 0.1 points during the past month, or 0.03%. This equalled an annual rate of increase of 0.36% (0.03 x 12). The increase in CPI during the past year was 8.2 points, or 2.8%.

Percent increase between two dates is calculated by subtracting the index number for the earlier date from that for the later date and dividing the result by the index number for the earlier date, then multiplying by 100.

EXAMPLE: For the period of November 1982 to November 1983: $301.4 - 293.2 = 8.2$ index points; 8.2 divided by $293.2 = .028 \times 100 = 2.8\%$

Prepared by: Department of Research and Education, IBEW, December, 1983.

YOUR TOOL FOR POLITICAL ACTION IN WASHINGTON, D.C.



IBEW-COPE



Address by Former Vice President Walter F. Mondale To the 15th Constitutional Convention of the AFL-CIO Thursday, October 6, 1983 Hollywood, Fla.

Thank you very much, Lane, for that very kind introduction. It's an honor to be introduced by one of the labor statesmen of the world and one of the giants of our time, my dear friend, Lane Kirkland.

To those who make up the General Board of the AFL-CIO, and if I may single out one delegation—my dear friend, Dave Roe, and the delegates from my beloved state of Minnesota—thank you, thank you, my friends, for joining me in this campaign and for demonstrating your confidence in my candidacy and in my upcoming Presidency.

As I came into the hall and shook your hands, I was struck by how many of you I've worked with all my life. We've been together all of these years. We'll be together in this campaign, and we'll be together in making America work again.

I've come before you many, many times, but this time it's different. This time I'm coming before you as the candidate who will be nominated and elected President of the United States.

Help Rebuild America

Today I'm asking you to join my national campaign to rebuild America. Your country needs you again. Your hands built America. Your struggle changed our country. Today there are millions of Americans who may never hold a union card who stand in your debt—the children in schools, the seniors in dignity, the minorities in the middle class and not in the back of the bus.

In fact, today every American who holds a safe job, works decent hours, and earns decent pay is standing on your shoulders.

Yesterday the world was reminded again of the importance of free unions to a free nation when the Nobel Peace Prize was awarded to Lech Walesa for his fight on behalf of the unconquered longing of all people for peace and freedom. And that is why I'm for free unions, not just in Poland but in the United States of America.

That is why when this Administration says what our nation needs is a union-free nation, I tell them what we need is a nation of free unions.

As everyone in this room knows, 1984 is an election that we dare not lose. The question before us today is not what I can do for you or you can do for me, but what we can do together for our country.

The question is not whether you win or Mondale wins, but whether America wins again.

When I grew up, it was always assumed that each generation would do a little

bit better than the one before. But today, for the first time, Americans are not sure that this will be true for their children. A generation ago, our country stocked the shelves of the world. Now, it's the other way around. Once our country felt self-sufficient, now we feel vulnerable to cartels. Once our country made room for our kids, today they're afraid of being shut out.

Mr. Reagan has a theory about why we have slipped. He thinks it's because American workers are lazy, so he weighs the help-wanted ads as though millions of Americans would rather get handouts than paychecks. He tries to tax unemployment insurance to "discourage" unemployment. And he puts us through two years of double-digit recessions as though punishing you is good for our country.

He is dead wrong.

Look around this convention hall. You don't see any sign saying, "Give us welfare." You don't hear Americans saying, "We want someone to take care of us." What you do hear Americans saying is this: "We want to work. We want a job. We want to have a chance to work for ourselves and our family, and to stand on our own two feet and to contribute to our country's renewal." That is what the working men and women of this country are asking for.

And we're ready to build the strongest, most productive economy in the world again. That's what our campaign is all about. We're ready to work for America, and I'm ready to be the President who puts America back to work.

The time has come to restore, restructure and renew the American economy. To those who say we can't do it, I would remind you that this is the country that rebuilt Western Europe; this is the country that rebuilt Japan.

And now is the time for us to rebuild the United States of America.

Undo Reaganomics

To do so we must first undo Reaganomics. We can dig our way out of one term of Reaganomics, but four more years will mean that our kids may never see an America as confident and hopeful as we did. Unless we act for the rest of the 20th century, Mr. Reagan's \$200 billion deficits will clamp a ceiling on our economy. We may never sustain long-term economic growth. Real interest rates won't fall. Young families won't be able to have affordable housing. Housing starts won't last. Plants won't be modernized. New business won't find capital. Our currency values will be way

out of line, and one out of six workers, those who depend upon exports, will be an endangered species. More farmers will be ruined. Exports will keep plunging. Imports will keep being sucked in, and our kids will pay the interest on the \$1 trillion that Mr. Reagan borrowed for the rest of their lives.

We should be getting ready for the next century and not mortgaging it. We should be helping workers to acquire new skills, not helping conglomerates to acquire new companies. We should be deepening our harbors, not our tax havens. And we should be sheltering American families, not corporate profits.

It's no secret what Americans want from the economy. We want jobs, low inflation, reasonable interest rates, fair taxes, and steady, long-term growth. I will build this campaign on my plan to achieve those objectives, and here it is:

First, I will insist on a sensible budget for our country. I will chop the deficits down, rebuild the revenue base, and with a responsible fiscal policy I will insist that the Federal Reserve Board provide civilized interest rates that promote long-term economic growth.

Second, I will demand a strong new trade policy for our country. Much of our future is trade. I will match other countries' export subsidies product-for-product and dollar-for-dollar. I will press our multinationals to keep those high-quality jobs, our future, here at home. I will tell our trade competitors that they must open their markets as wide to us as we open ours to them.

Third, I will invest in our future again. I will create a capital budget to rebuild our highways, our bridges, our cities, our ports—our infrastructure. I will strengthen our schools and insist on standards. I will get our edge back in science and research, and I will make certain that this next generation of Americans is positively the best educated, the best trained, and the best equipped in the history of our country.

Industrial Renewal

Fourth, I will bring business and labor together to work for industrial renewal. I will ask everyone to bring something to the table. To the management, I will say: "Invest again in people and plants, not paper assets and wasteful mergers." To workers, I will say: "Let's put quality and productivity first." To all Americans, I will say: "I will be right there at the table myself." I won't take a nap while our industrial base slides. I'll be with you all the way. I won't blame government. I'll use it. Government does not

belong on your back, but it does belong on your side, and that's where it's going to be again.

Finally, I will win fairness for your workers. None of us expects life to be an easy ride. Our parents struggled for what they achieved, and so must we. But what we insist on in America is that everyone pitch in equally to build that future. The burden must be fairly shared.

I'm a preacher's kid. I was brought up to see the difference between right and wrong, and what's happening to the average American today is wrong.

When gas supplies are on the rise, it's wrong for your utility bills to go through the roof.

When your payroll tax, sales tax, telephone tax, gas tax, real estate taxes are going up, it's wrong for 90,000 profitable corporations to go tax free.

When workers make concessions to keep firms afloat, it's wrong for corporations to use bankruptcy laws to bust unions, break contracts, and duck liability. (Standing ovation.)

Abraham Lincoln once said that ours is a government of the people, by the people, and for the people. But what we've got today is a government of the rich, by the rich, and for the rich, and we've got to change it.

Mr. Reagan didn't cut taxes. He cut America. Reaganomics is dividing us into two Americans, one at the very top, that thin veneer of the wealthiest who are doing better and better, and the other for the rest of America who are doing less and less well.

Reagan Shifted Taxes

Reagan didn't cut taxes, he shifted them. He gave himself a \$91,000 tax cut and asked you to pay the bill. It works this way: If a person is making \$200,000 a year, he'll get back \$60,000 each year in real tax relief. But if you're earning \$25,000 a year, your taxes, when you count them all up, go up by \$185. It's bad enough to give wealthy Americans enough tax relief to buy a new Rolls Royce every year, but it takes gall to ask you to buy the hub caps.

To all working Americans who are being hurt today, I say that I am on your side. To all Americans who demand a decent future for their children, I'm on your side. To all Americans who waited long enough for social justice, I'm on your side. And to all Americans overwhelmed by problems beyond their capacity to handle, the unemployed, the sick, the aging, and the handicapped, I'm on your side.

Tax The Wealthy

Right now, today, if I were President, I'd close these loopholes and make the

wealthy pay their fair share of the taxes. I'd slap a lid on health costs and make sure health providers get what they deserve and nothing more. I'd clamp down on utility bills and see that no American has to choose between heating and eating. I'd enforce workers' rights and fight for the adoption of the Labor Law Reform Act. (Standing ovation.)

I would crack down on civil rights violators. I'd make sure race or sex had nothing to do with pay or success. I'll fight to get the drugs off the streets and put the crooks behind bars. I'll use the super-fund to clean up toxic waste. I'll enforce the environmental laws of the land. And I'd get James Watt's oily fingers off our beaches and our trees.

The first term of the Mondale Administration will end in 1989.

By the end of this decade, I want to walk into a classroom in America, ask the brightest student what career he or she is planning, and hear many of them say, "I want to be a teacher."

By the end of this decade, I want to walk into any public health clinic in America and hear a doctor say, "We haven't seen a single hungry child this year."

By the end of this decade, I want to go to the most competitive companies in America, ask them what their secret is, and get this reply: "We listen to our workers on the shop floor, not just to our executives on the top floor."

By the end of this decade, I want to walk into any store in America and pick up the best product of the best quality, of the best price, turn it over and read: "Made in the U.S.A."

By the end of this decade, I want to say to a Supreme Court that I appointed, "Justice is in good hands."

At the end of this decade, I want to go to my second Inaugural and raise my right hand and swear to preserve, protect, and defend the Constitution of the United States that contains the provisions of the Equal Rights Amendment.

And for the rest of the decades of my life, I want to recall my proudest achievement, how I kept America strong and free, but used that strength to reflect American values around the world and pull us back from the nuclear abyss.

I grew up poor in southern Minnesota. My father was a minister, my mother a music teacher. We never had a dime, but our home was rich in the things that count—our love, our faith, the music, and caring of neighbors, one for another. We were never alone.

At the core of my being and at the center of my Presidency there would be a philosophy profoundly different from the one dictating our lives today. I do not believe that America was meant to

be a jungle where only the fittest or the richest prosper. I do not believe that America is just for people on the make. America was meant to be a civilization, a community, a family, where we belong to each other, care for each other, and depend on one another.

Our history speaks to us. "We the people," says the Preamble to the Constitution—not just white, not just men, but all of us. To establish a more perfect union, not 50 separate nations, but one strong United States of America.

To establish justice, not just order—they've got order in Russia—but justice. And then it says, "To provide for a common defense and to promote the general welfare." It does not say to provide for a common defense or promote the general welfare. It says both, and we need a President who understands that.

I grew up believing that there's a bargain in life in our country. When you work hard, when you pay your taxes, when you're a good parent and citizen and obey the law, when you play by the rules, you have a right to expect certain things in our country—a safe job, a decent income, a safe community, good schools, clean air and water, a chance to enjoy life, a cushion against problems that overwhelm you, a secure retirement, a government that cares, a strong country that's free and at peace.

That's the American promise that I believe in, and that's what I fought for all my life. I have a vision for our country, and I know how to lead us there. I know where the talent is. I know the Congress. I know the White House. I know how to shape a government. I know how to defend this country. I know how to search for peace. I know who our friends are. I'm on to our enemies. And I know myself and I am ready, I am ready to be President of the United States.

I am ready, and so are the American people. I have traveled our nation more than any living American. I know your communities. I have been in your homes and your shops and in your plants. I have walked in your neighborhoods, and I've learned from you.

Americans want our edge back. We're ready to do our job for our country, and to achieve greatness we'll give greatness. We will reject the second rate, the shortcuts and the selfishness. We're ready for a season of excellence. We're ready to work for America.

And so today, I'm asking for your help in this great national campaign to rebuild America. There is no reason on earth for America to fear the future. We have everything we need except a leader, and I will be that leader, and if you will help me, together we will help America.

Thank you very, very much.

LOCAL LINES

Stress Is A Killer

L.U. 1 (j,em,spa&rts), ST. LOUIS, MO.—The noun stress is defined by Webster as "a factor that induces bodily or mental tension." As is typical in the airwave media, this condition is stereotyped from the soap operas to prime time as an exclusive state of the professional person; the executive-tycoon-wheeler-dealer is portrayed by virtue of social rank (or possibly caste) as having a monopoly on this inner tension—but the opposite is true. Citing the Surgeon General's Report, "Healthy People", there is more stress in the workplace than there is in the penthouse.

To define workplace stress would be to divide the subject into two terms, physical and mental. The physical stress is a reaction to outside stimuli, the aggravation one feels from excess noise levels, pollutants, extremes of heat and cold or sudden changes, or the myriad choice of things that make one uncomfortable. Mental stress is a different animal, it is invisible and insidious because there is nothing that can be really pinned down as the aggravator, and it is dangerous because it causes normal bodily functions to alter and physical changes to occur inside.

The adrenal gland with which nature has endowed us releases adrenalin into the blood stream for sudden energy, and is a healthy, physical response to danger or excitement, but the exterior portions of the gland (the adrenal cortex) in conjunction with the pituitary gland produce a substance called cortisol as a response to mental aggravation—the immediate results are a slightly altered metabolic state, an increased heart rate, and possibly that feeling of a lump in the throat or knot in the stomach that precludes anger. The continual day to day release of cortisol into the body seems to facilitate the long term failure of the bodily immune system, other effects include ulcers, colitis, migraine headaches, respiratory difficulties, high blood pressure, insomnia, fatigue, strokes, and heart disease, and each affliction is potentially an effect of daily mental stress.

Causes of mental stress often include economic uncertainty and insecurity, the person has a job and the paycheck is needed, but how long will it last, or how soon is the layoff coming? Work in an area is getting slow and it may be time to travel again, but no other area is doing very well either, so it looks like an unemployment check may be the sole means of income for an indefinite period.

Rotating shifts may add to the stress factor as they do cause bodily changes and disrupt the body clock—they also can cause family complications because the stress does not end with the shift and is often taken home. Add in a factor of a repetitive and boring task during the workday and you have a person who may get a little surly and heedless of his own safety or that of others—the next step may include a tail chewing by his foreman or supervisor. Put a few combinations like this together and you can see that mental stress can have a snowballing effect.

Isolation and lack of communication can also add to the buildup of inner tension. If a person feels alone and lacks a knowledge of or information flow concerning his economic future, a sensation of alienation develops, sometimes hostility. The net effect is a "blame the victim" attitude; the supervisory level tends to feel that there is something wrong with the person or that he is useless while the worker feels the foreman is a rotten son-and-so or that the company is no good—therefore a widening mental chasm and an escalating hostility between the worker and the person who has

control over his livelihood.

Sudden changes in the status quo can increase personal turmoil incredibly, the health and welfare benefits have been cut due to rising insurance premiums; another work force will be doing what has been traditionally your job, the company has decided to shift the bulk of its operation to Taiwan!

ROBERT EGAN, P.S.

Local Leaders Attend Foreign Conferences

L.U. 3 (i,o,em,u,govt&mo), NEW YORK, N.Y.—In recent years the demand for labor and management representatives from Local 3 and the Joint Industry Board has been met with the acceptance of invitations to visit many foreign countries as spokesmen for the electrical industry in New York City.

Recently the financial secretary of Local 3, Harry Van Arsdale, Jr., was the invited guest of the Moral Rearmament Conference in Switzerland. Local 3 Business Representative William Gillin and employment director of the Joint Industry Board, Robert McCormick, were welcome guests at a goodwill conference in Japan where they were called upon to describe the combined functions of Local 3 and the Joint Industry Board.

Assistant Business Manager Louis Stein and Business Representative Walter Ineson were also invited to be part of a fact-finding commission on the industrial and economic developments in Israel.

Treasurer of Local 3, Lafayette Jackson, and Business Representative Bernard Rosenberg attended a world-wide conference in Switzerland where they met with the Dali Lama, spiritual leader of over 200 million Buddhists. Also on their trip they had the pleasure of meeting Mahatma Gandhi's grandson, Mr. Rajmohan Gandhi of India.

From October 15 through October 30, . . . "In a unilateral exchange of ideas to promote a greater understanding of international labor relations between the United States and the Federal Republic of Germany, an unprecedented educational program for young labor leaders was held in Sprockhuel, West Germany. Representing Local 3 in the study tour, which is coordinated by the United States Youth Council Labor Desk and funded through a grant from the United States Information Agency, was Chairman of Local 3's "A" Apprentice Advisory Committee Peter Manno.

Before embarking for West Germany from Washington, D.C., the delegation participated in a series of in-depth briefing sessions with various United States government agencies and the Department of International Affairs of the AFL-CIO.

Although there were many topics to be discussed, concerning the multi-faceted principles of International Affairs, the main objective of these discussions was to familiarize the study group, by presenting them with a comprehensive view of labor's influence in international affairs and the role the labor movement plays in the education of its members to perceive the strategic policies which affect today's complex economic trends, both here and abroad.

While in Germany, Manno and the group were hosted by the workers educational organization "Arbeit und Leben", (translated Work and Life) which is the counterpart of the United States Youth Council Labor Desk. The curriculum established by the Arbeit und Leben, for the Youth Council, included conferences with trade union officials and labor educators to discuss the German Labor Movement and educational programs prepared by the unions for their members.

In lieu of the rapidly changing economic trends of today, and tomorrow, this fact-finding tour was inaugurated to impress upon young labor leaders the fact that there is no luxury of time when dealing with the universal problems which the trade union movement presently faces, and that only in the spirit of Brotherhood, both nationally and internationally, can trade unionists encounter the struggle, for advancement and dignity, which they will be faced with in the future."

EDWARD H. SULLIVAN, P.S.

Pins



Members who were recipients of 25- and 30-year service pins at the picnic.



Recipients of 35-year and retirement pins.

Annual Family Picnic Held; Pins Awarded

L.U. 16 (i), EVANSVILLE, IND.—On September 23 the Annual Family Picnic was held at Twin Towers Grove in Evansville. As is always the case there was plenty of barbecued ribs, chicken, sliced pork and all the trimmings. A very large crowd was on hand to partake in not only the culinary delights but also to engage in conversation with old friends and become acquainted with some of our newer members. As is the custom at each picnic, service pins were presented by our business manager, Mal Hoover, Sr., distributed pins to the following members at the presentation ceremonies. Those presented with 25-year pins were Del Baker, Jerry Chastain, Jim Kaho, Bob McAlhane, George McKibben, Jerald Moore, Larry Schaefer, Tom Thurler and Jim Underwood.

Recipients of 30-year pins were Larry Bell, Don Deeg, Marlin Hopper, Ed Horstman, Willard Huebschman, Don Koester, Jim Pierce, Carroll Schapker, Frank Stevenson, Herman Stock, Millard Thurman, Kenny Williams, Ralph Worland and Bill Worman, Sr.

Thirty-five year pins were presented to Cedric Apple, Maurice Bowman, Bill Collins, Norm Dierlam, Don "Humpty" Harris, John McQuay, Bill Schiff, Norm Schmitt, Ed Scraper and Bud Wildridge.

Brother Hoover presented retirement pins to Norm Allen, Ernie Cauvel, Ray Chenault, Jacob Collins, Del Deeg, Lynn Hall, Murle Hostetter, Leo McDonald, Jimmy McManis and Vernon Pierce.

Mr. Frank McCloskey, a congressman who has proven to be a good friend of labor, was a special guest at the picnic. He presented a United States flag to our president, Larry Scott. The stars and stripes will be put on display in our hall. I would like to thank Congressman McCloskey for not only taking time from his hectic schedule to attend our picnic but also for the concerted efforts on his part to aid organized labor in the House of Representative.

After all was said and done I think that this was probably one of the better picnics we've had in years, which was due in part to the fact that the weather was absolutely perfect. The other reason for success was the superb job done by the Executive Board and their cohorts in planning and setting things up so that the rest of us had nothing to do but enjoy the festivities.

I wish to extend to the families of Brothers Bill Phillips and Charlie Ruschmeier my most sincere condolences. These two men were retired and passed from our midst a few months ago.

As a reminder to all our members, our union meetings are held the first and third Fridays of every month.

STEVE HENNING, P.S.

Party



The one and only Santa Claus with Business Manager Pete McManus at the Local 17, Detroit, Mich., Children's Christmas Party.



John Nolan, administrative assistant to Pete McManus, in the midst of children watching the magician at the Christmas party.

Local's Party A Success; Cable System Held Up

L.U. 17 (o&u), DETROIT, MICH.—This will be a short article this month, as there isn't too much to report. Negotiations with the city Public Lighting Department are still on hold pending settlement with the building trades. On the 6-17-A agreement still nothing is new. We are starting to get some work on the 6-17-B agreement at Selfridge Air Base and are doing some street lighting. We had over 800 names on the 6-17-UTT agreement and in May of 1983 closed the referral books. Through the months and the process of elimination through the renewals, the books now contain approximately 150 men, and these men have been renewing their names every three months since 1981 and 1982. We anticipate putting on a few more crews the first of 1984.

The city of Detroit has not started building the cable system. It seems like I've been writing about our anticipated cable work for the last year. At the present time the franchise is being held up between the city council, the mayor's office, and the usual other legalities. One day, I'll report we have this work.

We held our Children's Christmas Party on Saturday, December 3, and it was quite a success. Our Santa even made the local papers. By the way, Santa, thank you for me and the entire membership for your years of being Santa. The children, I know, really feel you are the "true Santa."

Until the next article work safe, don't strain, and enjoy! God bless.

PETE MC MANUS, B.M.

Refreshments



A few of the Brothers of Local 22, Omaha, Neb., enjoy refreshments after one of the general meetings. From left to right are Walt Olecoski, Ken Voss, Mike Meysenburg, and Jack Meysenburg.

Officials



Pictured here are the local's officers and Executive Board members. Back row, left to right, are Leon Timmerman, Lyle Freeburg, Business Manager Earl Oliver, and Bill Nary; front row, left to right, are John Grosso, President Walt Smith, Vice President San Scarpello, and Chuck Seaman.

Local 22 Helps Raise Money For Mondale

L.U. 22 (i,rts&spa), OMAHA, NEB.—This past weekend was a money raising event for the Walter Mondale campaign. House parties were held all over the area including one at our Vice President, Sam Scarpello's. The building trades used Local 22's hall and put on a wine and cheese party for the event. Not too many people showed up because of the icy streets that appeared that afternoon. Also a five minute program was to be aired by CBS, but this was preempted in this area so things didn't work out so well. Maybe better luck next time.

At the time of this writing our areas here in Nebraska and Iowa are full of ice and snow. This of course slows the construction field down some more and makes matters worse for the employment of our Brothers and Sisters.

HARRY E. MINDRUP, P.S.

Four Members Retire

L.U. 23 (u), ST. PAUL, MINN.—The Executive Board wishes you a Very Happy New Year. As we go into the new year, we hope to see you at our monthly meetings. It could be one of your new year's resolutions. Why get the news second-hand when you can be right there? You will even be able to help make decisions. Be a part of something that is happening!

We wish to congratulate the following Brothers on their retirement and wish them good health

Beer Fest



Local 23, St. Paul, Minn., held a beer fest in October. Business Manager Joe Plumbo is shown talking to some of the members.

and many happy years. Brothers John C. Ries, Charles W. Coleman, Charles R. Hansen, and James J. McDonough, Jr.

We had over one hundred Brothers at the beer bust. Fun was had by all. The grand prize—a TV—was given to Mike Masanz. Also, five union jackets were given away. Winners of the union jackets given away at the monthly meeting were Linda Bortz and Joe Plumb.

If you have any news that you would like to see in the *Journal*, or have news that you want the other Brothers to know, please let me know.

JAMES DEFIEL, P.S.

Local Stages Two Successful Events

L.U. 24 (i,spa,es&catv), BALTIMORE, MD.—On October 22, 1983, the Local 24 Entertainment Committee sponsored its Semi-Annual Bull Roast in the Champagne Room of our Headquarters Building. The event was catered by Martin's, and music was provided by the band Saturday. The buffet was delicious, beer and soft drinks were served, and everyone agreed that the variety of music and refreshments provided made this a most enjoyable evening.

Saturday, December 10, our local held its Annual Children's Christmas Party in our Headquarters Building. Volunteer members and officers began arriving as early as 8:30 a.m. to begin setting up and preparing for the party, which ran from 11:00 a.m. until 4:00 p.m. Members arrived with their children and were treated to a fun-filled day. Hot dogs, french fries, and soft drinks were served. Popcorn and cupcakes were also available, and the children were entertained by movie cartoons and a puppet show. Each child that sat on Santa's lap had his/her picture taken and was presented with the picture and a \$5.00 gift certificate and a toy. Thanks are due the officers, the Entertainment Committee, and the chairman, Chico Voso, for a job well done. Special thanks to our two Santas, Paul Kendall and Ernie Mills, and the officers and the committee who participated in the planning and directing of this event.

It is in the true spirit of brotherhood that we close 1983 and, along with the officers and members, I would like to wish everyone a Healthy and Prosperous New Year.

ROGER LASH, JR., P.S.

Bargaining Rights Won At New Convention Center

L.U. 26, (i&es) WASHINGTON, D.C.—The weather on the local scene has been good so far this winter. The job situation is still one of ups and downs with minor changes in the total number unemployed.

Under the most adverse conditions put on us by this Administration, however, we have still been able to organize a new contractor and sign others who have gone into business. The new year appears to hold more promise for our industry, but don't let this election year prosperity fool you. It's the same characters who brought us unemployment,

high-to-impossible interest rates and unprecedented high deficits. So beware! Support the candidates endorsed by organized labor. If you are not registered to vote, it is most important that you take care of this matter immediately. This very important election will be here before we know it. Organized labor and COPE need your participation in order to keep the working people of this country strong.

The local union has been successful in winning bargaining rights at the new Convention Center facility here in the nation's capital and we look forward to a successful conclusion of an agreement in the near future.

We are pleased to report that electronics, the major growth factor in our industry, is proceeding just fine. Our school program of electronics is one of the finest in the country and has attracted many of our journeymen to this class. We are most proud of the quality of expertise of those members completing these courses.

WADE SHERIFF, B.M.

Members Donate Time For Christmas Decorations

L.U. 34 (i,em,rt,spa&catv), PEORIA, ILL.—The Christmas season was made a little brighter this year thanks to the efforts of Local 34. Members donated \$4,200 worth of labor to check the 1,800 sets of Christmas lights and \$10,000 worth of labor to string 150,000 feet of wire and 63,000 individual lights. On November 12, 35 men and 5 area contractors put up the display. The men who donated their time were Mark Ayers, Phil Belcher, Jim Capes, Pat Carroll, Marty Clinch, John Cole, Robert Dean, Robert Deck, Richard Dingleline, Lyle Doubt, John Endres, Robert Epley, Craig Espinosa, Eric Espinosa, Mike Everett, Buddy Gibbs, John Gruber, Greg Happ, William Heitzman, John Howe, Paul Johnson, Bruce Kramer, Steve Kuntz, Leonard Lasco, Don LeRoy, Roger LeRoy, Edward Light, James McGrew, James McGrew, Jr., Darrell McIntyre, Hugh McWhirter, Jerry Martin, Mike Miller, Dick Monti, Nova Pauley, Ray Penn, David Potts, Jim Puckett, Dale Reaktenwalt, Bill Riggs, Donald Ringenberg, Gerald Schrodt, Gerald Swape, Mike Snyder, Christopher Stewart, Gerald Swardenski, Dick Towles, George Vanderhei, Don Willis, Joe Willis and Bill Wingfield.

Area contractors who donated the use of \$250,000 worth of equipment were Oberlander Electric, Bud Ruff Electric, J. C. Schaefer Electric, Puckett Electric and Foster-Jacob Electric. Oberlander Electric also donated the wire and supplies. Thanks to everyone who helped!

With all the bad news these days, I thought it was time for a little humor. The following was given to me by my tool buddy, Dave Sherman, of Local 890, Janesville, Wisconsin.

THE TEN COMMANDMENTS

- (1) Beware the lightning that lurketh in the undischarged capacitor, lest it cause thee to bounce upon thy buttocks in a most untechnician-like manner.
- (2) Cause thou the switch that supplieth large quantities of juice to be opened and thusly tagged, that thy days on this earth may be long.
- (3) Prove to thyself that all circuits that radiateth and upon which thou worketh are grounded and thusly tagged, lest they lift thee unto radio frequency potential and causeth thee to discharge messy fluids.
- (4) Tarry not amongst those fools that engageth in intentional shocks, for they are surely nonbelievers and are not long for this world.
- (5) Taketh care that thou usest the proper method when thou taketh the measure of a high-voltage circuit, lest thou incinerate both thyself and thy meter, for verily, though thee host not maketh profit for thy shop and can easily be replaced, the test meter doth have worth and, as a consequence, bringeth much woe unto thy contractor.
- (6) Taketh care thou tampereth not with safety devices and interlocks for this incurreth the wrath of the safety inspector and bringeth the fury of OSHA upon thy head and posterior.

(7) Work thou not upon energized equipment, for if thou doest, thy fellow workers surely will buy beer for thy widow and console her in other ways.

(8) Service thou not equipment alone, for electrical cooking is a slow process and thou may sizzle in thine own fats for hours upon a hot circuit before thy maker sees fit to end thy misery.

(9) Trifle thou not with radioactive tubes and devices lest thou commence to glow in the dark like a lightning bug and thy wife haveth no further use for thee except thy wages.

(10) Thou shalt not maketh unauthorized modifications to equipment, but cause thou to record all changes made by thee, lest thy successor tear his hair out and go slowly mad in his attempt to decide what manner of creature hath made its nest in the wiring of such equipment.

Beside being funny, there are some truths in these ten commandments, so read them through once more and see the serious side.

Until next month, be union, buy union and show up at your local union meeting!

GREGG HAPP, P.S.

Volunteers



Pictured here are volunteers from Local 41, Buffalo, N.Y., who worked on the Ronald McDonald House project; front row, left to right, are Bud Kleir, Lou Cannizzaro, and Jesse Marchinda; second row: Charlie Reich, George Stillwell, Dave Brunner, Red Eye, Gene Beamish, and Dave Bartkowiak; back row: John Kirbis, Steve Jablonski, Bob Kirbis, Paul Braunsheidle, and Milt Ast.

Local Launches Scholarship Program

L.U. 41 (i,se,lm&spa), BUFFALO, N.Y.—Next month, particularly Saturday, March 31, Local 41 will once again begin a new commitment. Throughout our local's history, education and the importance of continuing education, has always been a subject of great concern and met head on in various ways. Saturday, March 31 at 7:00 p.m., Local 41 will have its first annual Scholarship Awards Dinner-Dance.

By now everyone has received the fine point details outlining the conditions for eligibility and participation. The importance of having a Scholarship Award program in place cannot be lost, because it can and will mean so much to all of us in future years. The recipients of the scholarships will never forget the help they received from Local 41 in continuing or completing their education. The idea of getting together at a social event such as this can also serve another purpose; Local 41 and its members have never been known to let a chance for a party slip by. Please support yourself and enjoy an evening with your Brothers and Sisters.

Last December 9 Local 41, and in particular the volunteers who worked on the Ronald McDonald House project for Children's Hospital, were thanked for their many, many hours of time spent in making a dream come true. Now people from all over the country can and will be able to use one of the finest child care treatment facilities in the world. When necessary, they will be able to be housed near their children during what is often a life-threatening time. We all at one time or another face a family crisis; with young children it's even more traumatic, and this opportunity now made available to ease in some way either the financial or emotional strain of a child's hospitalization can and will be a great relief to those who need it most.

We can use the fine example of the volunteers

at the Ronald McDonald House to make the Scholarship Award Dinner the success it should be. We can enjoy each other's company and help our never-ending commitment to higher education. Now is the time.

ROBERT P. KASZUBOWSKI, P.S.

Construction In a Dry Spell

L.U. 42 (o,catv,rtb&govt), HARTFORD, CONN.—It looks like our winter season has set in without much of a season for construction. This must be one of the longest dry spells on record. Since the oil embargo of 1973, that converts to ten years of hanging on with varying degrees of desperation. If it wasn't for the different federally funded jobs, we would most certainly be out of business by now.

Fortunately, we have been able to do some railroad communication along with traffic control over the last few years. We have also been very fortunate in being able to maintain at least one distribution crew in Vermont which is where we have been able to train and top out a couple of good apprentices. Our sister locals have been a great help over the years and we do owe a debt of gratitude to them.

The construction people have taken a terrible beating. I do hope we are over the hump and can possibly look forward to the future with some sort of hope. Our people are scattered far and wide and quite a few are still out there waiting to come home.

We have recently finished a small distribution job in western Massachusetts and currently there is another one out to bid. Possibly this may be the beginning of better things to come.

We certainly have paid our dues. We are not the only ones, look at the Patco demise, the Continental Airline mess and as of this writing, Greyhound. There is a wave of anti-unionism sweeping across this country today. We are going to have even tougher battles to face. We must do our share to oust Ronald Reagan and his crowd from the White House, as he has shown his true colors again and again. His Administration is anti everything we stand for. The American Way, freedom of choice and right to be union. That is all the worker has in his or her behalf and they are working on those rights every day. We must do our share when the '84 election comes around.

We have started a new vacation fund, effective Jan. 1, 1984. There will continue to be a 4 percent deduction from your pay forwarded to the local for handling. Interest will be paid on all accounts and withdrawals will only be allowed the first two weeks of June and the first two weeks of December. We are pursuing a better service for our members and hoping to pay a considerably higher interest rate than the old plan.

We have recently signed the production unit agreement at Channel 24, which is a short one. We will be renegotiating a new one in early spring along with the engineers' contract. We are currently in the throes of negotiating the Asplundh agreement in western Massachusetts and it does not look that good. It will be a tough fight.

That's all I have for this issue. So lets look forward to a better year.

Be American, buy American.

JAMES D. FRASER, P.S.

Voter Registration Important for the Future

L.U. 48 (i&rt,rt), PORTLAND, ORE.—The election year is upon us, bringing the hope that a political solution can be found to the economic doldrums we face in the construction industry. With government jobs being such a large part of the present market, we need stronger Davis-Bacon laws and better enforcement of them to assure union members of those jobs. Increased funding for more electrical inspectors is needed to protect the public from fly-by-night contractors who use anyone they wish to do electrical work. Improvement of occupational safety laws is needed with respect to

chemical and asbestos work environments. We need workers' compensation laws that don't penalize union contractors because they pay better wages. These are only a few of the problems we face that can be solved politically.

You and your family can help solve these problems and more by getting involved in the political process. The first thing we all need to do is get registered to vote. In Oregon, this can be done by mail with an application card available from post offices, county offices, or the union hall. In Washington, you need to find a registrar. A registrar is a trained volunteer who will assist you in filling out the application. They can be found at most firehouses, county courthouses, or at the union hall. A number of our Washington PAC members are registrars. For those of us with a little more time and commitment, becoming a precinct committee person is an important step towards active involvement in the political process. A precinct committee person makes sure his neighbors get sample ballots and candidate literature prior to the election. Precinct committee persons are elected in the primary election years. If many positions are left unfilled, appointment by the county party are sometimes made.

In Oregon, there are a minimum of two precinct committee people for each party—one male and one female. Precinct committee people are truly the grass roots of the party. They are members of the county party which meets monthly to endorse candidates, set the platform and elect delegates to the state and national conventions.

In Washington, there is only one precinct committee person for each party. Platform and delegate selection is done at caucuses starting at the precinct level. All registered voters can attend the caucuses. Both of our Political Action Committees have active precinct committee people who will be happy to answer questions and assist you and your family members in becoming precinct committee people. More information is available from your county courthouse and county party headquarters.

Congratulations to the members of our Washington Political Action Committee. Through their effective phone calls to all IBEW members in Clark County and their mailings to union members, Clark County was the only county in Washington to carry Mike Lowry in the recent senatorial election. It shows that with a little involvement, we can make a difference.

TOM HARPOLE, P.S.

Brothers McCormick and Stammer Honored

L.U. 49 (rtb,rt,as,mt,ees,em&spa), PORTLAND, ORE.—Congratulations to Brothers Orville McCormick and Roger Stammer. It is always a pleasure and an honor to participate in events giving recognition to our Brothers and Sisters for their dedication to the IBEW. That pleasure and honor is greatly enhanced when we hear those Brothers and Sisters respond by saying, "Thank you, IBEW."

Brother McCormick was honored at a dinner to mark his retirement and receive his 40-year pin. He joined Local 48 in November 1943 and transferred as a charter member to Local 49 in 1948. In 1950 he went to work for Manchester-Chandler Company, now named G. B. Manchester Corporation, as a sound communications technician.

Brother Stammer received his 20-year membership pin, he has served his local as a shop steward, a unit officer, and on the Election and Negotiating Committees. He is employed at ITE Electrical Products, a division of Siemens-Allis, Inc.

Local 49 is extremely proud of these two Brothers. They truly represent everything the IBEW is about.

Brother Orville McCormick, I am sure, will continue his closeness with the IBEW in retirement and Brother Roger Stammer will continue to be a person dedicated to the IBEW and continue to be the best in his chosen field of work.

DONALD R. SHAFFER, B.M./F.S.

Brothers Honored



Brother Orville D. McCormick, third from right, was honored at a retirement dinner. Also shown, left to right, are Steve Oaks, owner of G. B. Manchester, and his wife Pat; former owner Brooks Manchester and his wife, Frances McCormick and Brother McCormick; Herman Teeple, International Representative, Ninth District; and Don Shaffer, business manager, Local 49, Portland, Ore.



Brother Roger D. Stammer receiving his 20-year pin from his father-in-law Herman Teeple, International Representative, Ninth District. Shown, left to right, are Brother Stammer's wife Anita, Brother Stammer, Herman Teeple, Betty Teeple, and Donald Shaffer, business manager, Local 49.

Float



Members of the Decatur Unit of Local 51, Springfield, Ill., prepare their float for participation in the Labor Day parade, Solidarity Day III, Decatur, Illinois.

Fish



Brother Larry Hemmens, Rockford, Ill., General Tel member, with his "catch of the day" from a fishing trip to Sheboygan, Wis., this summer.

Scribe Reflects on the Importance of the Union

L.U. 51 (o,u,t,catv&rtb), SPRINGFIELD, ILL.—As winter passes and one warms by the fire with their favorite beverage, it is often a time to reflect what life has brought; what we have made of it thus far,

the good, the memorable, along with the bad. A time to give thanks for the friendships we have gained and a time of regret for the enemies we have made. For one of the most important values of life, we must never forget who and what we are, nor be ashamed to say *I am union*. For we are the union. Because of the Brotherhood we have been able to attain a rewarding standard of living for ourselves and our families. We are able to provide, to work, exercise our rights by voice and action, to help lay the foundation and build for our own destiny, not only for ourselves but those who follow.

As we enter the crossroads of the 1984 election year, let us not sit back and do nothing, for if we do not register, support, vote and elect candidates who support the policies and goals of the union working man and woman, the Reaganists will achieve through legislation and the courts what they have not been able to secure in concessions at negotiations and in arbitrations. Let us not leave less to those that follow in our footsteps, than we have received from those that have provided for us today.

Attend your local union meetings and support your local's Political Action Committee. This is where it all begins!

DOM RIVARA, P.S.

Notice: Members Who Worked In Jurisdiction of Local 53

L.U. 53 (o,u&rts), KANSAS CITY, MO.—Local 53 is in the process of terminating its pension fund known as the Joint Outside Electrical Workers Retirement Plan. Under the termination, participants will receive a cash-out of their account balances.

Local 53 does not have current addresses of many members of sister locals who worked in our jurisdiction during the period in which the plan was in effect, 1967-1983.

If you believe that you may have participated in our Pension Fund, please immediately contact in writing Lyle K. Query, Administrator, Joint Outside Electrical Workers Retirement Plan, 1100 Admiral Boulevard, Kansas City, Missouri 64106.

It is planned that the cash-out will occur on January 31, 1984, so Local 53 needs the current addresses as quickly as possible.

JIM LYNCH, P.S.

Brother McAfee Becomes Training Director

L.U. 59 (i,o,u&em), DALLAS, TEX.—On January 1, 1984, Brother A. C. McAfee, a 23-year member of Local 59, took over as training director of the Dallas Joint Electrical Apprenticeship and Training Program.

Brother McAfee brings to the job considerable expertise in apprenticeship and teaching. A. C. finished his electrical apprenticeship in the Dallas program in 1963, serving on the Apprenticeship Committee as a representative of labor for a three year term, and then started his teaching career with electrical apprentices in 1968. This background very well qualifies Brother McAfee for the position of training director.

Not only has Brother McAfee been active in apprenticeship for many years, but he has been active in the electrical industry, having served as a journeyman, foreman, general foreman, superintendent, project manager, and project coordinator. Expertise in the industry he has. We are proud of Brother McAfee and wish him every success in his new and challenging position in the electrical industry.

Local 59 sponsors a golf tournament for the membership about twice a year. This fall's tournament was the usual gala good time and fun-filled day for the participants. Ray "Smooth Swinging" Barnes took top honors with first place in first flight, with Frank Moreno, Tom McKenzie, and Willie Claiborn putting the pressure on him. First place in the second flight was Bill "Sand Bagging" Bolton, with Cliff Steward, Don Christy, and Burt

Director



Brother A. C. McAfee, Local 59, Dallas, Tex., the new training director of the Dallas Electrical JATC.

Ball Team



Here are the members of Local 59's softball team: front row, left to right, Brothers Jack Cole, Greg Mitchell, John Abbott, "Socks" Smith, Gerald Mathews, Jackie Whitley, and Laren Siegler; second row, left to right, Brothers Mike Plattero, Calvin Carlen, Bo Slagle, Willard Crenshaw, Del-fino Campos, Johnny O'Daniels, Steve Renfrow, Mike DeVoe, Phil McCabe, Steve McNeal, Mike Black, and Ronald Scott, Jr.

Ervin close on his heels. Third flight found Steve Renfrow the top player, with Randy Howell, Jim Miramontes and Jerry Harvey the challenging crew. Longest drive honors went to Richard Cox while Otis DeRosset managed to put the little white pellet closest to the hole.

Local 59's slow-pitch softball team established somewhere around a .500 season in the won-lost column, but with a 1.000 percent season when it comes to fellowship and good sport enjoyment. The won-lost column was not all that important as compared to the fun and exercise the Brothers received. Brother Robert Kubelka was the long ball hitter while Jack Cole was the most consistent hitter in his trips to the plate. All in all, they did a good job of representing the IBEW and had some fun doing it.

R. P. O'RILEY, P.S.

Apprentices Graduate; Receive Awards

L.U. 68 (i), DENVER, COLO.—November 11 was a red-letter day, and one to remember for 80 of our new journeymen. The awarding of Certificates of Completion for their apprenticeship training saw the turnout of our newest journeymen and wiremen, plus one signman. This year's event was held at the Executive Tower Inn, with the night's honorees and their guests enjoying a hospitality time, followed by dinner.

Ron P. O'Riley, training director for the Dallas, Texas, Electrical Apprenticeship Program, was the guest speaker for the evening. He delivered a sermon-type address, using the National Electric Code Book, as the electrician's Bible, with the virtues of compliance a goal, and non-compliance as doomed to a day of reckoning with inspectors, county and state, whatever the location.

Several of the new graduating journeymen were recognized for outstanding achievement while in the program. Brother James R. Perizzolo, who held the highest grade point average, along with no absenteeism during the four years, was awarded

Instructors



Local 68, Denver, Colo., apprenticeship and journeyman training instructors Bob Hartman (left) and Jack Anderson seem to be talking shop.

Award



Denver apprenticeship and training staff member Phil Johnson is shown with committee member Gary Weekly preceding the "Roy Kennedy Award" (shown) to James Perizzolo.

the Roy P. Kennedy Award. Brothers Matthew G. Terlep, James R. Hammack, Jr., and Joselito L. Estudillo were recognized for no more than one absence during the four-year program. A grade point average of 96.3 was enough to earn Norman Lautenschlager leader of the class, with Brother Peter S. Dunbar following a close second with a score of 95.7. In the Residential Program, David Gustin received his award for a grade point average of 91.2. This year's graduating class had 22 of its number carry a grade point average of over 90 percent. As the saying goes, our apprentice class gets better every year, each one more learned than the year before. With our ever changing industry, our life's blood for the future.

JOHN M. BURKE, JR., P.S.

Honorees



Shown are some of the Local 70, Washington, D.C., members receiving service pins: left to right, back row, are Brothers Kenneth W. Gabrielsen, Michael J. Fowler, James H. Taylor, Sr., William A. Holman, and Marion G. Eubank; front row, left to right, are Brothers John R. Elliott, Robert L. Fincham, Sr., and Richard L. Glasscock.

Members Receive Service Awards

L.U. 70 (o), WASHINGTON, D.C.—Service pins were presented to Local 70 members at our November 1983 meeting. Brother John R. Elliott received a 40-year service pin. Those receiving 35-year service pins were Brothers Olin G. Blevins, Henry Donnachie, James A. Eubank, Jr., Robert L.

Fincham, Sr., Richard L. Glasscock, Earl B. Kahle, and George S. Miller, Jr. Twenty-five-year service pins went to Brothers Marion G. Eubank, Talmage R. Eubank, Wayne Foor, and Robert H. Stuckey. Twenty-year service pins went to Brothers Albert J. Clopton, John A. Goldizen, Richard H. Russell, and Marshall O. Tomlin. Fifteen-year service pins went to Brothers Michael J. Fowler, Kenneth W. Gabrielson, William A. Holman, Ronald V. Kimble, William A. Moore, Larry R. Nesselrode, Charles H. Scheidt, Jr., James H. Taylor, Sr., Larry K. Tickle, George J. Wallen, and William G. Newman.

I hope everyone had a nice Christmas and that 1984 will be a healthy, prosperous year for all. Let's all join together, fight for unions, and attend our local meetings.

CHARLES H. SCHEIDT, JR., P.S.

Work Scene Bleak

L.U. 73 (i,c&em), SPOKANE, WASH.—Once again "Old Man Winter" is upon us in the Inland Empire. Our work picture seems as bleak as the weather. With 140 men on Book I, and Book II not moving in three years, the scene can only improve, we hope.

The renovation project at Kaiser/Trentwood has been some relief for a few of our local's Brothers. Hopefully more will be needed on the project when spring arrives.

Let's have a Solidarity Day every day!

ALVIN E. KRUSE, P.S.

Members



Rocky Owens, member of Local 76, Tacoma, Wash., working on manhole terminations at Satsop Nuclear Plant.



Spud Anderson with Local 76 member Ed Young showing off last season's mule deer trophies.

Scribe Reports On Joblessness, Party

L.U. 76 (i,em,rts&spa), TACOMA, WASH.—Greetings from Local 76. Here it is February already, another month the labor movement has suffered under Reaganomics.

Local 76, like many other locals across the United States, has many members on the books with no short-term relief in sight. This all proves even more that we must strive to elect officials in government that are willing to back the needs of the working people. A main goal for every IBEW member for 1984 should be the election of the right party in the White House.

I recently attended the end-of-the-year party for our retired members and was very pleased to see the pride showing through on the faces of those members. Many thanks to all who worked to make the event a success.

Take care and work safely.

FRANK BETROZOFF, P.S.

Look to the Positive, Says Writer

L.U. 77 (o,u&mt), SEATTLE, WASH.—As you read this article we will be well into 1984. However, reflecting back into 1983 I feel the local has accomplished a number of things on behalf of the members we serve.

We have organized two clerical units, one at Northern Lights Electric Cooperative in Sandpoint, Idaho, and another at Franklin County Public Utility District.

We also negotiated an accretion agreement with the Washington Water Power Company to cover the new thermo steam generating facility at Kettle Falls. The combinations of these activities have totaled approximately 75 new bargaining unit positions under our jurisdiction.

In light of the poor economy and difficulties that labor is facing today at the bargaining table we are able to survive 1983 negotiations without a lot of take-aways, or decrease our hourly wages that so many other unions experienced during this past year.

Another accomplishment on behalf of the members was the adoption of the underground electrical workers safety rules by the Department of Labor and Industries, especially with the requirement of two qualified electrical workers necessary to operate and energize load break elbows. This issue had long been a controversy and was finally resolved in favor of the union's position.

We also instituted a quarterly union newspaper which will provide a better line of communication and information about matters concerning the local and organized labor as a whole.

We survived the 1983 Washington and Idaho State Legislatures without any extensive detrimental legislation against labor or the local, due in part to our retaining a full time lobbyist to protect the interest of Local 77.

We were able to add a word processing program to our computer system that will improve the operating efficiency in our local union offices.

These are just a few of the accomplishments that were made during 1983. Too often we reflect on the unsolved problems and neglect to realize the progress that has been made, even though at times it seems slow we are not standing still.

May the New Year provide an abundance of good things in life and a renewed determination to continue to fight for the dignity of the working men and women of our country.

CHARLES P. SILVERNALE, B.M.

Negotiations Proceed; Secretary Mourned

L.U. 80 (i,o,rts&spa), NORFOLK, VA.—A lady whom we all have come to respect, love, and appreciate has been taken from us. Mrs. Anna Wallace Waterfield, age 72-plus, went to be with the Lord on December 4, 1983. A bout with cancer for several months finally took its toll. Mrs. Waterfield will be greatly missed by all who knew her. She had served Local 80, and more business managers than I care to name, as office secretary for over 40 years. Only within the past few months she was unable to work. Every now and then a member would ask her how long she had worked for Local 80, she would say with a smile, "I was here before B. G. (B. G. Castles), but not before B. C." This lady never forgot a name or a face. Business Manager W. R. Sykes said she was known as Local 80. Yes, she was; all the journeymen and apprentices were part of her family. Over the years she paid union dues out of her pocket many times to keep a member from going suspended, she was that kind

Secretary



J. D. Hollomon, Jr., and Anna Wallace Waterfield (deceased), office secretary of Local 80, Norfolk, Va., smile for the camera not too many months ago.

Honorees



The following Brothers recently received their 30-year pins: first row: Sam Motley, Bill Driskill, John Crafton, Tommy Farmer; second row: Lee Eyer, Jerry Byars, Sr., James D. Hollomon, Jr., Raymond Van O'Linda.

of a lady. She loved to do for others. A void has been left in Local 80, but we are all richer for having known and worked with her. Our remembrance of her will always be in our hearts.

The other night at the Ladies Auxiliary meeting, I overheard one of our dear ladies tell another, "I've reached that mid-point in life . . . somewhere between 'The Blue Lagoon' and 'On Golden Pond' (what age would that put her?)."

All you Brothers and Sisters remember that union meetings are now held on the second Saturday of each month, beginning at noon. So far, there have been one hundred or more to attend at each of the Saturday meetings. This has helped our out-of-town members to be present and take a more active role.

Negotiations are well underway with the contractors. Brothers John Kneece, III, Sam Motley, and Richard Sykes were appointed to the Negotiating Committee by President Jack Hicks. They will need our help, prayers, and support before negotiations are over. We wish them well in a time when things look bleak.

Our motto for the negotiations could be and should be: "Believing In Each Other, Achieving With Each Other, Succeeding Together."

A recent study by the National Bureau of Economic Research has found union construction workers 38 percent more productive in office projects and 20 percent more efficient in construction of school buildings.

From the Wise Old Journeyman comes this bit of wisdom: "If you have tried to do something and failed, you are vastly better off than if you had tried to do nothing and succeeded."

From our Safety Committee comes this wisdom: "All the safety slogans, programs, lectures, and safety devices in the world cannot prevent even one accident. Only you can do that."

Remember our sick and retirees in your prayers. The following are reported ill: Louis Ricks, heart attack; Lewis Parks, automobile accident; Frank Bass, stroke; Bill Leach, surgery.

Let's not forget Valentine's Day, a box of candy, a card, or just a big hug and kiss can mean so much. Happy Valentine's Day to each of you.

Word to the wise: "Peace I leave with you; my

peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid." (John 14:27)

J. D. HOLLOWON, JR., P.S.

On Job



Installing conduit on hospital project are Joe McGrail, left, and Tom Joyce, members of Local 81, Scranton, Pa.

Hospital Expansion Helps; Local Consults With Employers

L.U. 81 (i), SCRANTON, PA.—The members of Local 81 have been fortunate to get relief from the prolonged unemployment in our area, due to a large expansion project at the Robert Packer Hospital in Sayre, Pennsylvania, which is 90 miles from the city of Scranton. Four individual projects at the hospital are currently employing 30 of our members. The largest employer is Dandrea Electric from Rochester, New York. Joe Loughman, general foreman, is doing an outstanding job in keeping their project moving on schedule. A new mental health building, as well as an addition to the existing hospital is being done by Matco Electric from Binghamton, New York. Bruce Kennedy is the general foreman on this job. Johnson Controls from Wilkes-Barre, Pennsylvania, is also doing a large job with Tom Ahern handling the duties. The Animal Research Building project, being done by Bouille Electric from Elmira, New York, is coming to completion. Local 81 member Vic Caudullo, Jr., did a great job for us on this project. We are grateful for the opportunity to perform the work at these jobsites.

At the present we are experiencing the same problems that most of the locals in the nation are. The lack of respect for the utilization of union contractors, employing members of the trade union movement, is an ever-growing problem with no sure cure. Like many others, we are meeting with our employers to develop methods to be competitive with non-union contractors. In doing this, we must never lose sight of the many years of hard negotiations and of the trust that has been shared between labor and management to get where we are today. We must prevent the total destruction of our wages, benefits, and working conditions and also compete with the many non-union elements and attitudes which now exist.

Complete understanding by the rank-and-file members, as well as the employers and their organizations must be had, and the notion that you can dot every "i" and cross every "t" can't prevail. Different methods and ideas will have to be applied on a situation-to-situation basis. All of us must prepare not to get everything we want, but we must do what is morally right for the majority of the members we represent.

JOHN J. McNULTY, B.M.

Brother Gurley Honored With 35-Year Pin

L.U. 84 (o,u,t&catv), ATLANTA, GA.—Business Manager J.W. Giles presented Brother E.S. Gurley with a 35-year service pin. Brother Gurley is an electrician working in the substation construction department with Georgia Power Company. He has been a member of Local 84 since 1946. Brother

Pin



Brother E. S. Gurley of Local 84, Atlanta, Ga., was presented his 35-year pin by Business Manager J. W. Giles.

Meeting



Shown in this picture with J.W. Giles and E.S. Gurley is Sam Maddox, the Atlanta Unit Chairman.

Gurley received his award during a recent Atlanta unit meeting.

Approximately 600 members of our local union have more than 20 years of dedicated service. During the next five years, there are a number of members who will be eligible for 25-year service pin awards. J.W. has already taken necessary steps to identify those members who will be eligible. Presentations will be made in the future as soon as he obtains the approximate number of pins.

Remember reading the article in the November issue, announcing the new business manager and Executive Board members? Well, I failed to announce the names of four assistant business managers. On August 1, 1983, Brothers Dan Adams, Fielding Gurley, Dennis Westbrook and myself (Larry Towns) accepted the responsibility and honor of assisting J.W. in the performance of his duties as your business manager. We have combined our knowledge and effort to represent members of Local 84 to the best our capacity will allow. We thank you, the members, for the enthusiasm and support that's been demonstrated in the last few months. It's a real privilege to serve in your behalf.

Mutual concern for wages, hours, and working conditions demand that you and I share the responsibilities to keep ourselves informed and identify ways to make improvements in these areas. If we all get busy and do our fair share the future will be filled with success despite the number of problems we face.

It always saddens me to hear someone say, "What's the union doing for me?" The other side of the question might be, "What am I doing for the union?" It really is a two way street. Don't complain, lend a helping hand and voice.

February is always a refreshing month to take time out to re-examine and re-organize our goals and priorities. If you do take time for this sort of thing, consider the following thought:

The 1980's is described as a period of exciting times as well as changing times. You and I are a part of, as well as working in, these times. Our industry is also changing with these times. So, while you and I are living and working in exciting and changing times, we are also in the center of tremendous changes—changes coming so fast, some management and some workers have immense difficulty believing those tides will affect them.

Our options of what we can do are limited to two—either swim with the tides of change, or be engulfed and drowned by them. It takes a special

kind of person to recognize the realities and effects of these changing times. We should never let ourselves get caught in the trap of taking things for granted. Especially our jobs!

LARRY R. TOWNS, P.S.

Mourned



Pictured is Arthur Bruczicki, a 76-year member of Local 86, Rochester, N.Y., who recently died.

Scribe Writes of Member's Accomplishments

L.U. 86 (i, rts, em & spa), ROCHESTER, N.Y.—We of Local 86 and his many friends of labor are shocked and saddened at the death of our dear Brother Art Bruczicki. While Art led a very full and long life, it's hard to believe that his wit and wisdom has passed on forever. However, we who knew him can and will cherish the legacy he left all of us. He was our patriarch, a man's man; a legend in his own time. The legacy he left us is simple—be strong, be firm, be kind, be gentle, be good, and above all take care of your Brother. He lived by these words as we all know, and I'm sure his Maker has provided him his proper place in eternity.

Art was born March 24, 1890, and was initiated into IBEW Local 86 on February 11, 1907. As a young journeyman, he became very active in union affairs, serving on many committees and holding many elected offices including Executive Board member, president, and business manager (1931-1940). As business manager during the depression years, the local under his charge looked out for their members, providing soup lines and other brotherly acts. It should also be noted that when expenses were taken care of and there was no money left, he went without pay. Art for many years was secretary for the Allied Building Trades of Rochester, and up until this year was secretary for the Retirees of Local 86, holding that post since their inception in 1960. As a fitting tribute to Art, the local dedicated the meeting hall in his honor. "Art Bruczicki Hall" will forever be a tribute to his many contributions.

Aside from his many achievements, he was first and foremost a very caring person, and up until a very few months ago at age 93, rain or shine, he would go out routinely visiting the sick and less fortunate, bringing them fruit, walnuts, and always good cheer. Art was always a doer, never one to sit back and let the other guy do it, always available when needed, one you could always count on. To know this fine man and to be considered his friend is a cherished thing and, personally speaking, one that I will treasure forever. And so to Art Bruczicki, Card No. 113878, your time has come. You have paid your dues and you will be missed by all of us. You now have rejoined your lovely wife Lucy whom you lost this past March—your final reward. God bless you, friend and Brother.

RICHARD MITCHELL, P.S.

Children's Christmas Party Is a Huge Success

L.U. 90 (i&em), NEW HAVEN, CONN.—To the delight of over 90 children our local held its first children's Christmas party. The event was held at the Labor Temple in New Haven. With appearances by Santa (Lee Bailey) Santa's elf (Margie Everts) the Cookie Monster (Jim Carew) a magician and

Christmas Party



Season's greetings to all from Santa at Local 90, New Haven, Conn.



A rewarding hug for Santa from Shana Wearing.

clown, the children were put in the Christmas spirit. Gifts were presented from Santa to all children attending. Musical entertainment for the festive occasion was supplied by Brother Don Walcsky of Local 488, Bridgeport, to whom our appreciation is extended. Our thanks also to committee chairman Ken Berkmoes and his committee, John Giorgio, John Wolcheski, Andy Siminow, Mike Brown, Joe Rizzo and Dave Luft.

Our annual Thanksgiving and Christmas collection for the needy was a complete success as reported by business agent Jerry Esposito. Presents and food baskets were distributed to the under privileged. The generosity that was displayed by the members of the IBEW will always be remembered by those who are less fortunate.

I'm sure by now we're all aware of the remarks made during the Christmas season by President Reagan's White House counselor Edwin Meese III. In reference to why some people go to soup kitchens "because the food is free, and that's easier than paying for it." He also claimed that there is no "authoritative evidence" that there are hungry children in America. The turbulence caused by this man shows how distant members of Reagan's administration are with reality. It appears again as it has so often in the past that the wealthy have priority.

This is a follow up to an informational sheet which was sent out to all members last year about Richard DeVos, co-owner of Amway Co., who is also a member of the Republican National Committee and an anti-union activist. His Amway Company was fined \$20 million by the Canadian Government for fraud charges. By paying the fine, criminal charges against four top Amway officials were dropped.

Support your union, attend meetings.

ROBERT CORRARO, P.S.

Apprentices Graduate; Instructor Receives Award

L.U. 98 (i&em), PHILADELPHIA, PA.—On Saturday, October 1, 1983, the Joint Apprenticeship and Training Committee of Local 98 and the Penn-Del-Jersey Chapter of NECA paid tribute to 47

graduating apprentices at a banquet in their honor at the Franklin Plaza Hotel in Philadelphia.

Following a delicious dinner, the graduates and guests were welcomed by Robert Bauer, chairman of the Apprentice Training for the Electrical Industry, who introduced the speakers for the evening. These included Jim Mackin, business manager for Local 98, Joe Sparks, International Representative of the Third District, and Jack McNulty, International Executive Council member and business manager of Local 81 in Scranton, Pennsylvania. The last speaker of the night, Norman O'Hara, a representative of the Department of Labor, Bureau of Apprentice Training, was not there to give a speech but an award. The award was an "Outstanding Meritorious Award for Apprentice Training" and was given to Local 98's apprentice training director and first-year instructor, Norbert R. Davis. Norm received his plaque to a standing ovation and thanked Mr. O'Hara for the honor bestowed upon him.

After the short speeches, President Fred Compton introduced each new journeyman to the applause of the audience. Norm Davis, JATC director, was the presenter of the awards for the evening. The "Highest Average Award" went to John Kline for having the highest overall scholastic average for the four year apprenticeship. The next award was for the "Most Improved Apprentice," and this year's recipient was John Pharo.

With the ceremonies concluded, it was time for the graduates to enjoy themselves, as they did by drinking and dancing into the early hours of the morning.

This year's graduating class included Kathleen Pengelly, the first woman to complete our apprenticeship program and become the first woman journeyman in Local 98. We would like to congratulate all the graduates and wish them a successful future.

HENRY MURRAY, JR., P.S.

Local 99 Celebrates Annual Dinner-Dance

L.U. 99 (i&govt), PROVIDENCE, R.I.—On October 29, 1983 at the Venus de Milo Restaurant, over 1,000 Local 99 members and friends were in attendance at the gala eighth annual dinner-dance. Also attending as guests of the local union were Business Managers Kenneth Leech, Local 35; Giro Esposito, Jr., Local 90; Rosario J. Grillo, Local 96; Joseph Marchese, Local 208; Francis Carroll, Jr., Local 488; Rui M. Carrinho, Local 1274; and James F. Kiley, Local 2323, International Representatives of the IBEW and representatives of the State AFL/CIO and their lovely wives. Unfortunately, the business managers from our sister locals in Massachusetts were unable to attend because they were attending the Massachusetts AFL/CIO Convention. We send our best regards to them and are sorry for the conflicting dates of events.

The highlight of the evening was the awarding of eight television sets raffled off as door prizes along with other prizes donated by the Lowe and Gelsomino families.

Business Manager Richard E. Stromberg was honored by the presentation given to him by Business Manager Frank Carroll of Local 488 and Business Manager Joseph Marchese of Local 208, who made the presentation on behalf of themselves and Business Managers Kenneth Leech of Local 35 and Giro Esposito of Local 90. The presentation was a pen set inscribed "To Business Manager Richard E. Stromberg, Local 99 from CIMBA-RI—Man of the year" which was honoring our business manager for the formulation, coordination, and development of the unity between the local unions through the organization of CIMBA—where all of our local unions are working in complete unity to protect the interests of all our members.

Also, this year we were honored to have with us many of our Brothers who have been in the local union for 20 years and over. In appreciation of their years of loyal and dedicated service the local union presented these Brothers with service pins. Certainly, without their support and unity shown through the years this local union would not have

achieved the wages and benefits that we all now enjoy.

Presenting the service award pins with Business Manager Richard E. Stromberg was his lovely wife, Roberta Stromberg, President Earl J. Curtin, Financial Secretary Alfred Spaziano, Treasurer Carmine Gelsomino, and Executive Board Chairman Richard Irace. Congratulations to all for a job well done!

On the Monday following the dinner dance, October 31, 1983, the local union received a Mailgram from the White House inviting Business Manager Richard E. Stromberg to a briefing with senior officials of the National Security Council and others, covering recent events in Lebanon and Grenada. The local union once again is proud of our many accomplishments and certainly the honor of having our Business Manager invited to the White House is most gratifying. A copy of the Mailgram is listed below:

TO: Richard Stromberg, Business Manager L.U. 99
Chairman-State Apprenticeship Council
14 Jefferson Park, Warwick, R.I. 02888

As a result of the fast breaking events in Lebanon and Grenada, you and your representative are cordially invited to attend a briefing to be held in Room 450, Old Executive Office Building, The White House, on Wednesday, November 2, 1983 at 9:30 a.m. The briefing will be conducted by senior officials of the National Security Council, State Department and The Department of Defense. This briefing is being offered as a means of informing leaders in the United States as to recent events and future policies in those two countries and U.S. policy perspectives for the future.

Faith Ryan Whittlesey
Assistant to the President
For Public Liaison

WALTER PERRY, P.S.

Scribe Reports On Transfer Of Funds, Work Scene

L.U. 100 (i,o,em&rts), FRESNO, CAL.—At our November union meeting, our membership voted to move the Vacation and Pension Funds to the Electrical Workers Credit Union. The transfer of funds will take place as soon as the trustees get the details worked out.

Business Agent Marvin Jordan reported that the work situation wouldn't pick up until after the first of the year. He also reported that the Joint Apprenticeship Training Committee is going to reestablish a two-year electrical program as a prerequisite to entering the Apprenticeship Program.

A California Legislative Committee has been investigating contractors that are underpaying, making cash payments, and forcing their employees to donate time, etc., on prevailing wage jobs. A couple of our local union contractors and some non-union workers testified before the committee. Hopefully, with the testimony given, the bids on prevailing wage jobs will be closely looked at and the contracts awarded to legitimate union contractors that pay the prevailing wage.

Business Agent Marvin Jordan was successful in having a non-union electrical contractor removed from the Fashion Fair Mall Extension Project through cooperation of the general contractor, Local 100 members, and all union crafts on the job. A non-union sign company signed the collective bargaining agreement before performing any work on the project. At a time when we're losing a significant amount of work to non-union contractors, it's nice to be able to get some back.

BURLEIGH J. MAPLES, P.S.

Local Grateful For Assistance

L.U. 102 (i&o), PATERSON, N.J.—Brothers, as of this writing all members are working, although some were on short term jobs and quite a few were still working out of town in neighboring locals. I

wish to express the thanks of all of us to our sister locals, Local 3, Local 164 and Local 581 for their assistance in employing our Brothers. We have been treated especially well. Thank you, the good deeds will always be remembered.

Not much news out of our local now but even though we are quiet, news concerning unions and union busting scream out at us from the pages of our newspapers. It seems as if unions and union members are under constant attack and in fact they are. As even the smallest union is broken or ruined—so it happens to all of us. The chain gets weaker and more stress is put upon the remaining links. We need to unite now more than ever; petty difference must be put aside or the whole union movement will slowly sink beneath the tides of the anti-union, anti-worker sentiment engulfing the country now.

LIONEL COUTURIER P.S.

Trade Unionists Rally For Greyhound Workers

L.U. 103 (i,u,&cs), BOSTON, MASS.—Members of Local 103 and thousands of Massachusetts trade unionists rallied in the streets of downtown Boston to show support for the striking ATU Greyhound bus drivers. On November 23 the Massachusetts AFL-CIO called upon the rank and file to rally and march by the Greyhound terminal in a peaceful manner. Our purpose was to send a message of strength and solidarity to the Greyhound management and to all anti-union forces in the United States. There is no way that organized labor is going to stand by and watch the right wing, Republican, anti union forces dismantle us one piece at a time. It is quite obvious that their plan is to target the smaller affiliates of the AFL-CIO and have management show up at the bargaining table with a take-it-or-leave-it attitude and hire strike-breakers to put added pressures on the union. These anti-union corporations have started their war against workers of America and were given the go ahead by Reagan when he fired the air traffic controllers and completely wiped out a union. It is apparent that they have their plan laid out and their strategy well figured.

This is why it was so reassuring to see more than 5,000 trade unionists give up a morning's pay and show up on such short notice to help our Brothers and Sisters who have been forced out into the streets. Even before the Wednesday morning rally many of Local 103's members were giving up pay and their free time to man the picket lines, after Greyhound began hiring strikebreakers to do the driving. Brother Doug Dorian, Local 103, and a UA member, were hurt on Friday before the rally. Brother Doug was pushed down and trampled by a riot horse, while the UA brother was actually knocked down in front of a bus and nearly crushed. We are happy to report that both were not seriously hurt, but believe me, the Brother who was knocked down in front of the bus is a lucky man. I was several feet away from him and saw him actually under the front end of the moving bus; luckily we were able to stop the bus before the wheel had a chance to crush him.

Unfortunately we cannot report the same for Brother Ray Phillips who was a member of the ATU, Local 1043, Cleveland, Ohio. Brother Ray was run down and crushed to death by a scab driver when walking on 1043's picket line. Ray Phillips leaves a wife and two children, plus two children from a previous marriage. His former wife was killed in a train crash. The bus ran over Ray's legs, continued on and ran over his head, crushing him to death. The scab driver then proceeded to accelerate on his instructor's command. A police officer chased the driver for three miles before the coach came to a stop. Donations can be sent to Local 1043, ATU, 1538 Payne Avenue, Cleveland, Ohio 44114.

ATU Local 1205, Boston, Massachusetts, would like to thank all IBEW Local 103 members who have assisted them in these hard times. Also, Local 103 would like to thank all our members who answered the call to help. Those of us who got involved were not only fighting for the survival of

the ATU, but for the survival of all organized labor. Again I would ask that we all think twice when we shop. We must put America back to work in order to avoid situations such as the Greyhound one. My theory is this: Greyhound would not have received over 60,000 applicants to strikebreak if these people already had jobs to feed their families and pay the rent. By no means am I sticking up for scabs, but in fact what I'm suggesting is that if we help put America back to work, we will be successful in stripping the union busters of one of their major tools—strikebreakers.

KENNETH NADEAU, P.S.

65-Year Award



Receiving his 65-year pin from Business Manager John T. Thoemke, Local 110, St. Paul, Minn., is Walter Nickel, middle. Retirees Club President Rudy Vierath is on the left.

Local Awards Pins; Appoints New B.M.

L.U. 110 (i,em,rts&spa), ST. PAUL, MINN.—Local 110 again sponsored the Annual Fall Luncheon for the retired members of the local on November 3. We had 100 retirees and guests in attendance. The luncheon also gave the local a chance to award service pins to our long-time IBEW members.

By a cooperative effort of St. Paul Chapter, NECA, and the local, electrical code books are again being supplied to 110 journeymen and apprentices.

Local 110 has a new business manager. Brother Clyde Millerbernd has been appointed by 110's Executive Board to complete the unexpired term of Brother John Thoemke, who resigned.

Live Union, Be Union, Buy Union.

CLYDE MILLERBERND, B.M.

Linemen



Pictured are journeyman lineman Eldan Crone and apprentice lineman John Loose, members of Local 111, Denver, Colo., who are employees of Morgan County Rural Electric Association.

Dispute Settled; Line Agreement Ratified

L.U. 111 (o&u), DENVER, COLO.—In a dispute between Local 111, Commonwealth Electric Company, and Dominion Construction Company, the U.S. District Court awarded a favorable settlement to Local 111.

The dispute evolved from the employers arbitrarily moving shopping points requiring a \$12-per-day subsistence to a location they felt would result in exclusion of subsistence allowance. This action was taken without the consent of the local union.

The settlement involved many of our members, as well as traveling Brothers working in our jurisdiction during 1981-82, on a transmission project in Leadville, Colorado. The members of these projects have or will receive monies in amounts ranging from \$12 to \$1,650. Presently, the companies have an admitted liability owing the following sums: Dominion Construction, \$15,636, and Commonwealth Electric, \$75,852. Those men affected by this project have been notified by this office regarding their settlement. If you have not received your notice, please contact John L. Davis, assistant business manager, immediately.

During the latter part of February, there will be a First Aid and CPR Course offered to the Mountain States Apprentices in the Denver area and construction members needing to update their current cards. Please be sure to contact this office to register for the classes.

The Colorado Statewide Line Agreement was ratified during the month of November. This is a nine-month agreement that allows the 35-cent-per-hour increase to be paid by the contractors, effective January 1, 1984. There was no wage increase, although the 35 cents calculates to approximately 2 percent benefits earnings. The nine-month agreement came about to combine this agreement with the Utility Construction Agreement. Negotiations on the newly combined Construction Agreement should commence in July of this year.

Other negotiations that are presently in progress include Sturgeon Electric Garage, Union Power Garage, and Morgan County REA. Negotiations to start in the near future include Asplundh Tree Company, Davey Tree Company, Nelson Tree Company, and Wright Tree Company.

Colorado-Ute Electric Association, Inc., will be closing down their Nucla Generating Station in March of this year. The station will be closed for generating purposes indefinitely. The company is studying the feasibility of converting the station to a fluidized bed boiler system. If they decide to go with this unit, there will be extensive modification of the Nucla Station and the station will not be back into generating service until the late 1980s.

We have had far too many accidents involving our members in the past few months. The accidents have involved electrocution by induction, serious flash burns, and direct contact. I am sure we are all aware that many different circumstances create and eventually result in accidents. When we report to our work location there should be 100 percent mental as well as physical safety attitudes given of ourselves and fellow workmen, in order to maintain the highest safety standards.

Work safe, attend your union meetings.

JOHN L. DAVIS, P.S.

Many Members Idle; Hunters Are Successful

L.U. 112 (i), KENNEWICK, WASH.—As the snow flew this winter, so did some of our local Brothers, in search of work. Several Local 112 members have left the jurisdiction to find greener pastures. Of course, any ole pasture would do as long as it had work. Hank McDowell left for New York in mid-December. I hope New York is ready for this. Good luck to all our Brothers on the road.

There were 225 local Brothers on the out-of-work list to greet Santa this year, with another 120 travelers also on Book I. Many of the travelers understand our situation with so many local people on the bench; however, there are a few of those card carriers that barely carry themselves above a horizontal position. They have filed NLRB charges against Local 112 for alleged discrimination in our referral procedures. They feel they should be working when local people are on the bench. Other locals beware of these Brothers from the earth. Don't let them cause you the grief that they have dealt us.

At the November Tri-City Union meeting, Jim "Steelhead" Kisner was awarded a beautiful Life Saving Award plaque from the International Office of the IBEW. Jim received the life saving award

Life Saver



Jim Kisner, Local 112, Kennewick, Wash., with the IBEW Life Saving Award presented to him at the local union meeting.

Hunter



Don Wetzel with his prize bull elk.

after rescuing a woman from the river after her boat capsized. Great job, Jim.

Several good hunting stories have trickled in since the last writing. Dave Davis from Oregon got a four-point bull elk. Also, from the south of the border, Bob Friend got a spike elk and a four-point buck. Joel Harding, Bill Smith, Kurt Hughes, and Rod Whitner had good success at the Watershed this year. They got a bull and two cows. The six-point bull that Joel got had a nearly perfect rack. On the last day of the season, Don Wetzel from Yakima bagged a six-seven-point bull elk. And then there is Mike Pritchard who didn't need to go to all the fuss and expense of going to the mountains. He nailed a nice buck on the way to work on the Hanford reservation.

Assistant Business Manager Forrest Baugher returned recently from a successful fishing trip to Kodiak, Alaska. During the four days that they fished, they limited on 12-15-16 silvers.

I'm sorry I don't have any good hunting stories from Harpoon Hennessey this year. Joe had to cut his hunt short so he could be to work on Saturday.

Bechtel never ceases to amaze me. While the rest of the jurisdiction is on a 32-hour work week, they are working 7-10's and laying off.

LARRY YOUNT, P.S.

Local Presents Awards; Meets New City Manager

L.U. 124 (i,se,em,fm,rts&spa), KANSAS CITY, MO.—A luncheon for Local 124's retirees was held on Saturday, November 12. Retiree meetings are held quarterly at the local meeting hall and are usually accompanied by a guest speaker. Members brought their wives to the luncheon on the 12th and all had a great time.

Kansas City has hired a new city manager, A. J. Wilson, who replaces Robert Kipp who resigned recently. One of Mr. Wilson's first acts in his new job was to invite the leaders of the Kansas City

Awards



Presenting the trophy for the Annual Journeyman-Apprenticeship Softball Game on Labor Day is Emil Ducoulombier, business manager of Local 124, Kansas City, Mo., to Tim Zeigler, an apprentice. Edward Drake, president, is looking on.



Edward Drake, president, presenting Emil "Duke" Ducoulombier, business manager of Local 124, his 25-year service pin at the general meeting on November 9, 1983.

Building and Construction Trades Council to a closed-door meeting to establish rapport with labor. We feel this heralds a new era in relations between Kansas City government and labor, and along with the new city council elected last March, the average working man will have his voice heard.

For the first time in 18 months, the out-of-work list has dropped below 400. Work has increased only slightly, however, and with winter here, prospects don't look too good for next year.

Local 124's PAC is gearing up for the 1984 elections. Brothers, all I can say is if you didn't like the economy and the work picture the last three years, then participate in the best way you can—through your local PAC.

Forty-one members of Local 124, including Business Manager Emil Ducoulombier, received their 25-year service pins at the general meeting on November 9. Those present were Lane F. Belz, James D. Booton, Donald C. Bowlin, Richard Carrier, Wilbur Cathcart, James W. Cox, William L. Eckart, Charles Elwell, Lawrence B. Faeth, Vincent P. Heegn, Jr., Patrick J. King, Jr., Keith LaPee, Robert P. Long, Jr., Bruce K. Mills, James G. Reese, Jack R. Rogers, James Rowden, Alex Sadler, Louis Seufert, III, and Bobby D. Van Pelt. The following members were recognized for 25 years of service: Robert E. McKelvy, Jr., Jack Shawver, Marvin K. Woods, Ed Akers, Edwin L. Andler, Edgar P. Arrowood, John R. Bryant, Joe Costanza, George R. Elliott, Robert E. Horn, Charles S. Johnson, Vernon D. Johnson, William A. Miles, Jr., Ronald Sterk, Lloyd E. Baker, Bob L. Bybee, George A. Garrison, Jack Hawkins, Philip Licata, and William A. Satterfield.

ROBERT J. MALONE, P.S.

Local Welcomes New Staff Members

L.U. 125 (o,u&catv), PORTLAND, ORE.—Portland General Electric's and Bonneville Power's represented employees are set to exchange proposals with their respective companies. By the time this article reaches you, the "hard bottom-line" issues will probably be on the table.

All contracts for Local 125 are settled, and we are now in the process of starting the never-ending cycle of negotiations again.

We would like to welcome two new staff members to the local. Don Akers will be handling construction and the PUDs, REAs, and Municipals

Members



Former Business Representative "Skip" Ford, Local 125, Portland, Ore.



Shown are Local 112 members at the Bend Unit picnic.

west of the mountains. Al Stewart will be handling the same assignment east of Cascade Locks. This reassignment was made in order to stabilize the staff, and it will enable our members to benefit from a representative who will stay on a particular assignment for more than a year or so.

Many of our past representatives on these smaller assignments have suffered from "burnout"; and, hopefully, this rearranging of the assignments will minimize staff turnover. (Up to this point 5,000 to 6,000 miles a month for a representative was not uncommon.)

Deane Preston, the new representative for Portland General Electric, comes with good credentials, and we are sure that they will be readily acknowledged by the membership. Prior to Deane's transfer into Local 125, he had five years as a business representative with the IBEW. Before coming to work for Local 125, Deane was employed at North-ern Wasco PUD.

Local 125 regrets the passing of Brother Ron LaGesse. Ron was a serviceman employed by Clark County PUD for over 22 years. He was involved in a freak accident which took his life November 27, 1983. On behalf of the staff and membership of Local 125, I extend our deepest sympathy to Ron's wife and children.

BILL MILLER, B.M.

Local 130 Gets New Home

L.U. 130 (i&o), NEW ORLEANS, LA.—Above is a picture of our new home under construction in Metairie. Each of us should be proud to be a part of this endeavor. We must unite and attend union meetings regularly and participate in the union activities.

Local 130 would like to thank our Brothers and Sisters who turned out for the blood drive on December 3. We must remember that donating blood is beneficial to all of us and our families.

With the start of the World's Fair rapidly approaching, the work situation remains good. The Tenneco Job is now in full swing with about 150 electricians presently employed. After January this job should call about 20 to 30 more people and peak at about 170 electricians.

Vic Bussie, president of the Louisiana AFL-CIO, called a special one-day convention to discuss how organized labor fared in the local and statewide elections, including the debts we incurred. According to Mr. Bussie, it did pretty good. Many of our friends were elected. Governor Edwards and Lieutenant Governor Freeman both spoke at the convention. They thanked labor for its hard work helping to get them elected. Governor Edwards

New Home



Pictured above is the new home of Local 130, New Orleans, La., which is presently under construction. It has four floors and a large assembly center with a seating capacity of 700.

said that at all of the 99 stops that he made across the state, labor was well represented. He said that in the 28 years that he has been in public office, the labor phone banks are the best ever assembled.

Labor people dug down deep in their pockets to help their friends in this election. We hope to be rewarded for our efforts by having the "Right-to-Work" Law, and the Workman's Compensation Law that was passed under Republican Governor Treen's administration repealed. Brother Bussie stated that labor will go all out to try to have the "Right-to-Work" Law repealed in the next session.

The AFL-CIO is in debt in excess of \$700,000, so Brothers and Sisters, we are going to have to purchase many Pic Tickets. All of us should participate so that the burden will not fall on a certain few who are always willing to pay their way. The political situation looks good for the next eight years, so let's keep it that way by contributing our fair share.

JOSEPH PARDO, P.S.

On Jobs



Shown on the Quill job in Lincolnshire are, left to right, Dan Swan, Bernie Macrowski, Mike Sodaro, Nick Azzone, Gerry Manarik, and from Local 134, Jake Schleiss.



Shown on the St. Therese job are, left to right, Randy Ochoa, Dow Gann, and Jim Robinson, III; and Jim Wieder from Local 150, Waukegan, Ill.

Strike Nets Agreements; Coalition Formed

L.U. 134, (i,em,t,rts&spa), CHICAGO, ILL.—On October 3, 1983, Local 134, along with 19 other unions, struck the Chicago Board of Education. The strike lasted 16 school days and resulted in written agreements for some unions and a continuation of the prevailing wage rate.

The real story is the formulation of a coalition of 20 unions representing over 38,000 union members under the banner, Stand Together/Stay Together. The coalition was formed in March of 1982 by Business Manager Timothy Bresnahan who

acted as co-chairman representing all unions covered by the prevailing wage. Business Manager Bresnahan saw the need for the coalition after the Board of Education attempted to deal with each union separately. Business Manager Bresnahan knew that alone no one union would be successful and only through a commitment to stand together could the strike be successful.

This was the first time in the labor history of Chicago that 38,000 Board of Education union employees belonging to 20 different local unions stood shoulder to shoulder on the picket line with a common bond of solidarity.

All of our members at the Board of Education maintained the picket lines. Our members volunteered their services to handle emergencies; and Tim Reese, steward for the Board of Education, maintained the hot-line setup in strike headquarters. Acting as strike coordinator was Business Representative Mike Bruton.

The highlight of the strike came on October 11 when over 4,000 workers gathered at McKinley Park, first to hear from their leaders and then to demonstrate in front of the Board of Education offices.

All members of Local 134 are proud of the work of our members at the Board of Education, Steward Tim Reese, Business Representative Mike Bruton, and Business Manager Timothy Bresnahan.

CHARLES DUNNE, B.R./P.S.
TOM SINCLAIR, B.R./P.S.

IRS Ruling Unfair To Construction Workers

L.U. 136 (i,o,u&em), BIRMINGHAM, ALA.—I recently read a letter to the editor of the "Shelby County Reporter" that I feel affects every one of us. I would like for each of us to consider the contents of this letter and take the appropriate action.

"The Internal Revenue Service is unfair to construction workers in the allowance of reasonable and necessary travel expenses. It becomes necessary at times in a construction worker's life to travel to locations outside his local area of employment. This person may have lived in a given community for years. He has a home there, his children attend school there, he votes there and pays taxes there. His wife probably has a job in the same community.

All construction work is temporary in nature. If a construction worker takes a job a long distance from his home, he must either move his home and family to that job or incur substantial additional expenses, either by traveling several miles each day or by renting temporary lodging near the job. It is sometimes impossible or contrary to good business judgment to move near the job because of housing shortages, or the high cost of such housing. More importantly, construction work is inherently uncertain. Workers can be laid off with just two hours' notice. Furthermore, the worker in this situation intends to work closer to his traditional work area as soon as a job is available. The worker has only two choices: remain unemployed, or incur travel expenses in order to practice his trade. The IRS uses the so-called "one-year rule" (60-189) to disallow travel expenses, along with Revenue Rules 76-453 and 83-83. These rulings do not take into consideration all pertinent factors in dealing with each case. The result is harassment, loss of income, and needless worry for many deserving workers. Congress has in the past disallowed implementation of some of these Revenue Rulings (76-453). Why should construction workers not be able to claim the same out-of-town expenses that attorneys, CPA's, insurance salesmen and many others can claim that relate to business and mileage expenses? Even congressmen and senators are considered temporarily employed and are allowed expenses. There are currently five bills in Congress that will alleviate this problem. These are S-1352, S-1353, S-1219, H.R. 700, and H.R. 98. These bills, if passed, will settle the issue and correct the injustice the IRS has put on the construction worker. I feel this situation has been around long enough, and workers of all

construction crafts should band together and support the current legislation that's before Congress. Time is very short. Write or call your congressman and senators at once."

After reading this article several weeks ago, I checked with my congressman to see when this legislation would be brought to a vote. It appears we have until around March 1984 to gain support. This legislation is desperately needed. I urge you to get your representatives behind this legislation today.

ALBERT BURNS P.S.

Cards Issued To Use at Retailers

L.U. 146 (i&rts), DECATUR, ILL.—The Decatur Building Trades are having cards printed to be given to area retailers. The cards will let the retailer know that he has been patronized by a union employee. The purpose behind this project is to show area stores and shops the amount of business they receive from us. Hopefully they will reciprocate in kind.

This is an excellent idea and it's something we can all take part in, but like other similar plans this one won't work unless we use the cards. If a retailer shows some interest, take some time and explain to him what we are all about.

One of the greatest threats to the survival of unions is public opinion. At this time, public opinion seems to be moving against us. Some of this is due to big business propaganda portraying us as overpaid and nonproductive. But it is also in part due to union members not speaking up to defend unions. When the day comes when you are embarrassed to talk about your work or your union, this is definitely the beginning of the end.

Local 146 is involved in several projects to improve public relations in our area. Each year we donate thousands of dollars in cash donations and man-hours to local charities and civic projects. We also have a public relations committee responsible for advertising union projects past and present throughout the jurisdiction. These things are important, but our biggest public relations tool should be our members both on and off the job.

The work situation remains pretty much the same with the Clinton Powerhouse project providing the majority of our work.

CHRISTOPHER J. PROPST, R.S.

Employment Picture Improves

L.U. 150 (i,em,rts&spa), WAUKEGAN, ILL.—For the second month in a row Business Manager Roger Ankley indicated that the employment picture had improved. It's not good enough to quit your job and come running in, but the list is quite a bit shorter than last year. And, as we are in the winter months and the list is getting shorter we can expect a reasonable spring. Also there are many large office buildings just coming out of the ground around the county that will be calling for men about the time you read this article.

At the beginning of December, after a six-month wait, the local received 144 official IBEW hats. As these were a popular item, there may be some left by the time this article comes out. On a sad note, our condolences to the friends and family of Pete Servi, who passed away during November. Also, sorry to hear that Bud Miller fell off a ladder, and will be laid up for some time.

Pictured this month are the men from two different jobs. First is the Quill job in Lincolnshire. Here is a company that started in one man's basement twenty years ago, and now is a million-dollar mail order business. The men are working on a warehouse addition, but soon expect to be working on a new office building across the street. Second is the St. Therese Hospital job. This is the last of a large crew that is wrapping up a multi-million dollar addition and renovation. With this addition St. Therese is now called a medical park, featuring a doctors professional building, a 650-car underground parking area, a new critical care and

recovery ward, a new emergency facility, a chapel, a residence for unwed mothers, a hospice ward, a convent, a nursery, and a nuclear medicine department. In October I was a patient there for three days and found the care excellent. Finally congratulations to James Tobey and Bob Wanak, who graduated to journeymen in November.

STEVEN L. STRETCH, P.S.

Stewards



Shown at a Local 165, Chicago, Ill., stewards information meeting are, left to right, Bob Konock, Jim Wagner, and Charles Russ.



Other stewards attending are, left to right, Murl Foster, Betty Lewis, and Sal Galvan.

Officer Conducts Steward Meetings

L.U. 165 (t), CHICAGO, ILL.—All trials relating to the recent strike of Local 165 against the Illinois Bell Telephone Company have been completed, reports Executive Board Chairman Robert Tiggehaar. All parties charged have been notified of their trial results.

Last December, President-Business Manager Robert Dahlke reviewed the latest contract with all the local stewards, in order to explain and answer questions they may have. These meetings took place at various locations throughout the city, in order to accommodate all the stewards. Brother Dahlke explained the new grievance forms and arbitration procedures for the ATTIS and BOC companies, which come into effect on January 1, 1984, with the divestiture of the company.

LAWRENCE F. BIEHL, P.S.

Scribe Urges Members To Become Involved

L.U. 175 (i,o,em,c&mt), CHATTANOOGA, TENN.—No life is full unless it is linked to something that goes on after we are dead. If we have nothing more to live for than just to get ahead in a competitive system, then democracy will go down before other philosophies. I hope you believe this because no truer statement could be made. If you do not owe the IBEW more than it has given to you, something is wrong. If we do not have a commitment down deep within to leave this brotherhood better than we found it, we have a false impression of what it is and why we are involved in it.

How can we do this? Involvement, participation, education, voting, and giving (voluntarily contributing to COPE) for starters. COPE (Committee on Political Education) effectively keeps us (labor) in the mainstream of the American political and legislative arena. Without it, you, labor, and all who earn their living by laboring would be down the tubes. This year more than ever, we need you to involve yourself and your family in every effort

Banquet



Brother Dick Stilwell, asst. NECA Chapter manager; James Howard (Outstanding Apprentice); John Ellis (Outstanding Apprentice); and Bob Foster, assistant business manager and Apprentice Committee chairman at the Local 175, Chattanooga, Tenn., Apprenticeship Banquet.

Officer



Brother Harold Murray, former vice president and presently member of the Executive Board. Harold has run many jobs and does a good job at anything he undertakes. He is a stabilizing force in Local 175.

to change the trends that are attacking us from every angle. Please read page 24 of the November issue of the IBEW *Journal* and then do something about it. It is up to you! Since its inception the trade labor movement has sought through collective bargaining, political activism, and legislative action, to bring about a redistribution of this nation's wealth and a broader sharing in the riches of the nation.

Our hats are off to the employees of the Bellefonte Nuclear Plant (including our electricians) who gave over \$15,000 to see that over 40 families in the Jackson County area were provided \$375 per family to buy the necessities of life during the Christmas season. Labor has always and always will be in the forefront where needs of people arise. Furthermore, when labor is informed and involved, you will not find a more cooperative group anywhere in this nation. I challenge anyone to check the records when it comes to improving the quality of work. Labor has done more for the working man than all of industry put together in humanizing the workplace and bringing about job-related conditions.

Congratulations to Charles E. "Grandpa" Dunning upon the occasion of the birth of his first grandchild. Lindsay Jill Williams came into this world healthy, weighing eight pounds and nine ounces and is doing just fine (so is Sandy). Grandpa Dunning could not be prouder, and I might add, rightly so. Grandma Dunning is even prouder!

Best wishes to Brother C.O. Pack (34 yrs.) upon his retirement from the trade. Brother Pack came into the local in 1949 from one of the largest sign contractors in Chattanooga. He was responsible for the largest signs in our area and maintained them for many years. He said he is busier now than he was when he packed a lunch every day.

Wisdom: A man lives by believing something, not by debating and arguing about many things.

Remember: Fact is the ability to raise your eyebrows instead of the roof. C-U at the next union meeting. May God Bless.

C.E. DUNNING, P.S.
KEN JAMES, ASST. P.S.

Dinner Party



Local 191, Everett, Wash., members and retirees at the Annual Dinner Party.



International Representative Don Macpherson was the featured speaker at the dinner party.

Local Holds Annual Retiree Dinner

L.U. 191 (i,catv&em), EVERETT, WASH.—Local 191 of Everett, Washington, held its Annual Dinner Party for all retired members and wives on November 5, at the Elk's Lodge in Mt. Vernon. It was well attended by over 150 guests and active members.

International Representative Don Macpherson was the featured speaker of the evening, along with Business Manager Boyd McElroy. Retired International Representatives Henry "Hank" Conover and E. D. "Red" Cokeley were among the honored guests, along with retired Business Manager James Oxley and Apprenticeship Coordinator Floyd Bartlett.

Brother Foster Thompson acted as active toastmaster, and L.J. "Butch" Dougherty did the honors as retiree toastmaster. Dinner was served promptly at 1:00 with grace being offered by Brother Thompson. Interspersed throughout the program were drawings for door prizes of cash and flowers. Ten people went home with \$20 bills and ten with potted plants; but retired member Gil Haggen walked off with the \$50 door prize.

Meeting adjourned at 4:00 p.m. with promises that God willing we would all meet again on the first Saturday of November in 1984. Our thanks to Brother Roger Bradt's wife for the excellent pictures of the festivities.

LOTTIE ELKE, P.S.

Local Conducts Negotiations, Organizing

L.U. 193 (i,o,u,rts&spa), SPRINGFIELD, ILL.—I hope you and your family survived 1983 in good health in spite of the economic conditions. With 1984 being an election year, you can probably look for better times but don't let that fool you. I'm afraid if Reagan is elected for another term, unions as we have enjoyed them will be non-existent. You don't have to look very far to see what has happened to unions who have gone on strike to fight the system. They have either been busted or made drastic concessions and lowered their standards of living to survive. Don't forget that in November.

If you missed the Christmas Dance, you missed a good time. There was a large turnout and everyone seemed to be enjoying themselves. The credit this year goes to Kevin and Kathy Riker and Mike and Gayle Robinson. They put in a lot of time and hard work to put it together. Also, a special thanks to the contractors who donated the door prizes.

While we are thanking people, I would like to thank Ron Smith, Ron Shepherd, Gary Havenar, Jim Perry, and John Richmond for their help putting

the lights on the Christmas tree for United Cerebral Palsy this year, and Anderson Electric, Colvin Electric, and Egizii Electric for the use of their equipment. It was appreciated.

At this time the Negotiating Committee for the members employed by City Water, Light & Power are still trying to get a settlement with the city. They are Vance Arnold, Ted Smith, Jim Dambacher, Jim Schrock, and George Perko. It has been a hard year for negotiations.

Along with our Labor-Management Committee, we are still meeting with the contractors to come up with some new ideas on how to fight the non-union in our area. Jacksonville seems to be the hardest hit so far, but Lincoln and Springfield are getting more than their share, too. This is one of our biggest concerns. I hope we can work out a solution soon or the light commercial work will be gone like the residential. We'll be talking more about this later.

With the new law the governor signed, giving people employed in the public sector the right to collective bargaining, we are starting an organizing campaign and hope by mid-summer to have several new members in Local 193.

On behalf of Lela, Mary, Ric, and the rest of the officers of Local 193, here's hoping 1984 is a great year for you and your family.

Don't forget to register to vote. See you at the union meetings!

BILL NORVELL, B.M./F.S.

Service Pins Awarded

L.U. 197 (i&em), BLOOMINGTON, ILL.—Work is very slow in our area and seems to be getting slower. A little relief in early spring is hoped for.

The local is currently moving into negotiations with our McLean County Electrical Contractors Association. We are very hopeful for a good agreement.

Many of our members received service pins this year. Robert Branom, Steve Busick, Ron Pettigrew and Phillip Westfall, 15-year pins, Dave Brummitt, Fred Carlton, Norm Haley and Ron Umbright, 20-year pins, receiving 30-year pins are Joe Kimmons, Bob Koons, Jerry Ruhrop and Jerry Wannemacher. Retirement pins were given to Jerry Wagner, Elmond Purkey, Bernie Dietz, George Govia and John Naas.

From our Admiral Plant 15-year pins were given to Marilyn Atkins, Paul Altine and Vide Trunnell and 20-year pins were given to Ron Peifer and John Schroeder.

The only apprentice graduating so far this year is Greg Potter. Cliff Birky, Barb Kunkel, Dan Wilcox, Mark Schweitzer and Jerry Melton have finished their schooling and have taken the final test, but are waiting to put in a few more hours of working time. The JATC has also started six new apprentices this year.

We regret the passing of Maggie Lanigan. Maggie was a great help to the IBEW for several years.

We urge everyone to get out and register to vote and then go and vote.

ROBERT L. WILLIAMS, B.M.

New Officers Appointed

L.U. 214 (rt), CHICAGO, ILL.—At the regular meeting held on November 21, 1983, the positions of president, treasurer, and the two Executive Board positions were declared vacant by the temporary president, Ted Gatterdam due to the failure of the elected members to assume their positions. The existing Executive Board has appointed the following members to fill the vacant positions: president, Paul Plancon, (elected); vice president, Ted Gatterdam; recording secretary, Virgil Hagedorn, (elected); financial secretary, Charles Neary, (elected); treasurer, Ed Stokes; Executive Board, Benjamin Robles Jr., and Executive Board, M. Vil-lowok.

The members who failed to show up for their respected positions were all from the Minnesota area.

All local meetings are held the third Monday of

New Officer



Pictured is newly elected General Chairman Ellis Johnson (right) of L.U. 214, Chicago, Ill., discussing problems at M-19A Diesel Ramp with members.

each month. Try to attend and bring your suggestions.

On October 28, 1983, Local 214 held its Annual Retirement Party. Brother John Weber, general chairman, retired and was presented a watch (naturally railroad approved) by newly elected General Chairman Ellis Johnson. Brother Weber then gave a short speech of gratitude to the friends he had made through his many years of loyal service. The party then went on with everyone enjoying both food and drink.

Early in the month of October, General Chairman Ellis Johnson and myself visited shops in the Chicago area to speak with the electricians first-hand and find out some of the problems that exist. We have found out that one of the biggest problems we're facing is the temporary relief foreman. This is where an electrician works part or sometimes most of the week as a relief foreman and the rest of the time on his regular job. This brings up problems such as eligibility for overtime, workload forced on fellow employees due to his absence, and just plain conflict of interest. These problems do exist and are being looked into at this time.

In last month's issue I told you of programs that were being initiated to keep members well informed of local business. The first of these programs came in October. A speaker system was installed in the union office to allow a group of members who cannot sit in on a meeting to listen in by phone. This allows members at outlying points to better understand the operation of union business and speak out directly to the people who are working in their behalf.

Jobs are hard to find so we're glad to report in this article that Brother Jerry Powers returned to the M-19A Diesel Ramp from a long, undesired layoff.

Local 214 wishes to express its deepest sympathy to Brother Joe Pacheco on the loss of his brother Henry in October of 1983.

Remember, a union meeting needs you to be productive.

DOUGLAS M. GIROUX, P.S.

Both Sides Must Work Together

L.U. 231 (i,u,em,rtb,catv&spa), SIOUX CITY, IOWA—As of this writing it's December and it's going on eight months since the plumbers and fitters strike began here in Sioux City. For those of you who are reading this article, you may wonder just what that problem has to do with an *IBEW* journal article. Personally, I feel there is an important lesson in this strike for everyone in the construction industry. When either or both sides stick their heads in the sand and the lines of communication are closed, the end is near. Contractors are union employers because they choose to be union, not because the law says they have to be union. Once either side forgets that all problems are "joint" industry problems which require cooperation from both sides, is when the trouble really begins. Those organizations, whether they represent labor or management, that try to operate everything as though it's either black or white will eventually have a sad ending. Nothing that works well operates letter perfect. The whole world functions in those gray areas. Here in our

community, members of this union and the other building trades unions know many plumbers who have been life-long friends and it's a shame to see everything they have fought for during the last 50-plus years lost during one negotiating season. Twenty- and thirty-year employees of the same shop wake up one morning asking themselves how it ended so quickly. I don't know that anyone could say that either side is 100 percent at fault, but it's been an eye opener to us third party observers. Maybe we should all spend a little more time and effort working together to insure that we have a future.

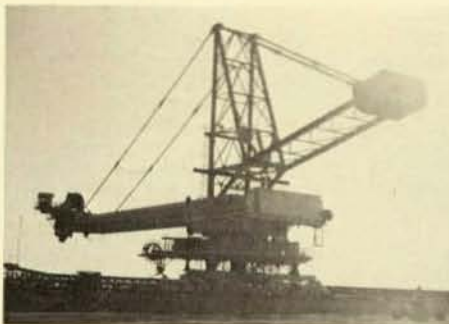
I would like to thank Local Unions 1, 3, 13, 103, 112, 257, 444, 532, 490, 639, and 714 for working our traveling members during the last year as well as all those locals I may have inadvertently missed. I guess we all hope 1984 proves to be a better year so we don't have to have any members on the road. Maybe it will start improving if we all get out and vote next year.

GARY GILBERT, P.S.

Equipment



The traveling coal handling machines at Somerset Power Plant. The machine on the left is the "stacker." It rotates 180 degrees and piles the coal 60 feet high along 1,400 feet of railroad tracks. The 3 white rooms contain the MCC's control and DC control panels for each machine.



The "reclaimer" uses the bucket wheel on the end of the boom to dig into the coal piles on the conveyor belts that feed the boilers. The control cab is next to the bucket wheel. It also travels and rotates on rails. The big square boxes hold the counterweights, 200 tons on the reclaimer. (Photos submitted by Local 237, Niagara Falls, N.Y.)

Market Recovery Committee Meets to Find Solutions

L.U. 237 (i), NIAGARA FALLS, N.Y.—The local Market Recovery Committee held a special meeting on December 1 to present a report that showed market conditions and what remedies should be taken.

The contractors and local members on this report and have agreed to keep this an on-going committee. A second meeting of the local was held January 27 for further discussion.

The union and the contractor are a partnership, and we both must do what is necessary to make ourselves competitive in today's market. The committee encourages any person who wishes to make a statement to send it to the local office, care of this committee.

The local athletic association has hats for sale

with the local patch on. Contact Dave Saph, Rich Harpham, or Jim Terreberry.

Jeff Lowes got a lesson from the Maytag repairman. After all the electrical tests he did on his new washer, he found out the water had to be turned on.

Benny Parkhill has been studying conduit sizes. It seems that he loaded and delivered some oversize three-inch conduit that measured four inches. The Brothers made a chart to help him out.

Retired Brother Dan Tymjack has completed a panel in the hall for energy management. It has timers to cut the electric unit heaters off at night with a thermostat that overrides it if the temperature goes below 55 degrees. There are individual switches to turn rooms on if they are being used at night. Thank you, Dan, for a good-working, fine-looking job.

The meetings are still held on the third Thursday at the Elks Hall. Make a New Year's resolution to attend and get involved.

JIM TERREBERRY, P.S.

Training Building



The new Steubenville Electrical JATC Building, viewed from the Local 246, Steubenville, Ohio, building parking lot, houses the SJATC offices and training facilities.

Apprentices Move to New Facility

L.U. 246 (j,o,rts,ees&spa), STEUBENVILLE, OHIO—To help keep up with the expanding needs of Local 246, the Steubenville Joint Apprenticeship Training Committee (SJATC) has moved its headquarters to the all new Steubenville Electrical JATC Building.

The new 4,400 square foot training center, located on North Court Street, Steubenville, is directly across the alley from the Local 246 building adjacent to Ohio Route 7. It contains a conference room, a training director's office, a classroom, an electrical laboratory, a welding shop, and a garage.

"The new building gives us much more classroom space," said Brother John Habash, training director. "We extended the building four extra feet to allow for a square classroom with more space between the students' chairs."

The classroom can accommodate 24 students. It also has a portable overhead projector and a permanent automatic projection screen. The laboratory has work benches with six removable practice boards and the welding shop contains four welding machines and private welding bays.

The facility is owned by the Stratford Corporation, Steubenville. The Guy Johnston Construction Company, Steubenville, was the general contractor and the Tri-State Electric Company of Steubenville was the electrical contractor.

The SJATC members are Brothers John Habash, William W. Smith, Robert Swearingin, President Anthony Shreve of Tri-State Electric, Frederick C. Jackson of Sayre Electrical, and Robert Cattrell of G. W. Cattrell & Sons Company. The instructors are Brothers Habash, Tom Straight, and Gene Dierio.

BOB L. ENSELL, P.S.

Generating Plant Closes Two Units

L.U. 249 (u), GENEVA, N.Y.—By now I'm sure everyone in our own local knows of Greenidge

COPE Drive



Pictured, left to right, are Business Manager Arnold Pinkston of Local 261, Groton, Conn., with Vinnie Blanco and Bob McQuillan, chairmen of the Local 261 PAC at Electric Boat.



Brother Tom McGovern signs COPE pledge card as Chairman Bob McQuillan and members look on. Left to right are Gary Fontaine, William Teranova, Bob McQuillan, and Tom McGovern.

talk on the importance of this fund-raising campaign and made to understand that contributions are on a voluntary basis and that a refusal to participate in the program would in no way jeopardize their standings in the local.

The monies collected will be used to help as many candidates as possible at all levels of government and to help enact laws beneficial to working people and their families. Our local, the Metal Trades Council, and the IBEW study candidates at all levels of government and will aid those that will work to keep us working. The pennies, nickels, and dimes collected will never compare to the unlimited funds opponents receive from big oil and other corporate PACs, but with the signing of your COPE card and the voting power we have, we can give them a run for their money, and in many instances the candidate of our choice will

be elected because of the donations made by working people.

The Navy awarded the Electric Boat an \$82.4-million contract to begin work on its 12th Trident submarine. Three Tridents have already been delivered.

THOMAS J. MCGOVERN, P.S.

Decorations



Local 271, Wichita, Kans., members installed the downtown Christmas decorations. Here, Brother Mike Killian supervises as Brothers Carl Lambert and Rick Gilbert hand a post fixture from a manlift.



Brother Jon Jensen rides a bucket to put the finishing touches on a 30-foot snowman.

Members Install Christmas Decorations

L.U. 271 (j,rtb,rt&spa), WICHITA, KANS.—It was the biggest turnout ever when Local 271 members and the Kansas [Wichita Area] Chapter of NECA members installed the downtown Christmas decorations, as they do every year. Some of the unemployed electricians made a long day of it by starting early on a workday morning laying out the decorations and replacing several thousand colored lamps.

The main work force arrived at 5:30 that evening

Station closing down two units by May, 1985. The two units which had a total operating capacity of 40 megawatts were placed on line in 1938 and 1942 respectively. Also, New York State Electric and Gas said that one unit each at three other steam generating plants within New York State Electric and Gas properties would be put on standby status. More information on the units to be put on standby will be available in six months.

The reasons New York State Electric and Gas will shut down these units are that they are older and less efficient, and when Somerset goes on line in the fall of 1984, substantial savings can be realized from this plan.

The local's main concern is that our Brothers' and Sisters' jobs are protected, and that everyone will remain on the properties. As you know we have an agreement with New York State Electric and Gas on situations such as this, and how they will be handled. New York State Electric and Gas told System Council U-7 that there would be discussions on this in the very near future to see how many people would be affected and in what way. As soon as any other information on this is made available, you will hear about it at your local union meeting.

I would just like to remind the linemen of our local and the other locals within our System Council, about the 12 kv memorandum of agreement System Council U-7 and New York State Electric and Gas have. This agreement explains and describes everything that can be done and can't be done while working 12 kv. Also, the clearances and the safety rules that will be adhered to while working 12 kv hot or dead. The reason I remind you about this is because of some of the discussions I have heard at the local union meetings on this topic. It seems that there are some management supervisors that have forgotten about this 12 kv agreement and the conditions in which we work it! I know this seems strange, especially when some of these very same supervisors used to be part of the bargaining unit, and work this 12 kv themselves. How fast they forget!

If any Brothers or Sisters have any questions on this agreement, or would like to refresh their memories about it, all Executive Board members have copies of this agreement, and would let anyone look at it, I'm sure. Also, in the linemen's training manual, section D-17, pages 101-108 covers this topic.

I would like to ask everyone to take their December, 1983 issue of the *IBEW Journal*, and on pages 64-65 there is an article from L.U. 1908, Cocoa, Florida, which is excellent. Take time to read it and then think about it. It will be time very well spent. I think it is time we started heeding the advice from this article, as the writer says, before it is too late.

L.U. 249's monthly meetings are the fourth Thursday of every month, American Legion, Geneva, New York at 8:00 p.m. Be there!

T. R. GOODELLE, V.P./P.S.

Brothers McQuillan, Blanco Appointed COPE Chairmen

L.U. 261 (mar,mo&et), GROTON, CONN.—Of all the phrases you have ever heard over the years, the one that has become the most prominent in the Local 261 area is "Brother can you spare a dime?" and *no*, we have not fallen on hard times. The phrase from the past was brought back to life when Business Manager Arnold Pinkston selected Bob McQuillan as chairman of the PAC (Political Action Committee) campaign at the Electric Boat. Chairman McQuillan and his assistant Vinnie Blanco and their committee of electronic and electrical stewards equipped with COPE (Committee on Political Education) deduction authorization cards started to solicit Local 261 members for funds. The authorization cards will allow the Electric Boat, as a collection agent, to deduct 10, 20, or 30 cents a week from a Local 261 member's weekly paycheck. Members, as they were approached by a union solicitor, were given a small

Address CHANGED?

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L. U. and Card No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

NAME

NEW ADDRESS

City State Zip Code

PRESENT LOCAL UNION NO.

CARD NO.

(If unknown — check with Local Union)

PENSION MEMBER

OLD ADDRESS

City State Zip Code

FORMER LOCAL UNION NUMBER

Mail To: Circulation Department
International Brotherhood of Electrical Workers
1125 15th Street, N.W., Washington, D. C. 20005

consisting of a record number of journeymen and apprentice electricians, along with thousands of dollars' worth of materials and equipment furnished by the NECA contractors.

The "Greater Downtown Wichita" organization gave everyone a free meal and had a raffle while everyone was eating. They also ran a fine "thank you" ad in the local newspaper. "Santa sure sent a lot of his helpers over here," said one little boy as he watched the installation from his Dad's shoulders.

KENNETH E. SAILOR, TR. DIR.

Negotiators



The Negotiating Team of Local 275, Muskegon, Mich., Manufacturing Unit are, left to right, Terry Horton, Tony Cotton, Bob Kahler and Bob Patterson.

Mourned



"Herbie" Hammond of Local 275 is on the right; Mrs. Kerry, his sister and mother of William Kerry, formerly of Muskegon Center; and Brother Phil Hammond of Local 107, Grand Rapids, Mich.

Local Welcomes New Contractors And Projects

L.U. 275 (i,c,t,v&em), MUSKEGON, MICH.—On November 4, 1983, one of our older retired members passed away. Herb Hammond, or "Herbie" as he was known, joined Local 275 in 1945 and was a member for 38 years. He worked on a lot of big jobs in Muskegon and also on the road, retiring in 1971. He was 76 years old and had received a 35-year pin at our awards banquet in 1982. Herb was a brother of Phil Hammond of Local 107, Grand Rapids, Michigan, and an uncle of William Kerry, a former 275 member, now in the Pittsburgh area. Our sympathy goes out to his widow and family. Among those paying their last respects to Herbie were Jim Elam, business agent; Jim Rudicil, International Representative; retired member Frank Plahutnik; and Snapper Davis. Our deer (rifle) season is on from November 15 to December 1, so I guess we will hear a lot of tall tales and noise from now on. One lucky electrician, Larry DeHaven, got a nice buck during bow and arrow season, which precedes the rifle season.

We have two new contractors in our area now. One is Jim Wirtz, a member of 275 and a very good industrial electrician; the other is EPIC Instruments from Texas, who at present has a contract project at the Gerber Baby Food Company plant. We have had some men on our local Airport Instrument Landing and Lighting Project since August 1983. Rowen and Blair, a union contractor out of Kalamazoo, has the main contract, with Belasco Electric of Muskegon being a subcontractor.

Garth Dyer is running the job for Rowen and Blair and Larry DeHaven is the steward. Our new projected Hilton Hotel project is finally off the ground. The city of Muskegon has published the notice of intent for site clearing and the financing thereof. Carly Associates has sent notices for bids with a start of construction March 1, 1984. This project will be unique in the fact that our Local 275 pledged a deal to pay 10 percent of the wages of the workmen on the project as an investment in a 10 percent interest bond or bonds in the individual's name. Whittaker Electric has had men working on a new boiler project, along with other improvements, at Gerber Baby Foods. Whittaker also is working on the former Anaconda Wire Factory. Johnny Reeves finished up the remodeling job at the K-Mart store. He did a real good job.

Muskegon Wire began negotiating its second contract with our IBEW Manufacturing Unit as of December 1, 1983. We look with great pride at this unit. Muskegon Wire is a growing company whose chief business is wire drawing and tempering wire for spring companies. On the negotiating side for the IBEW were Jim Elam, business agent of 275; Tony Cotton; Bob Patterson, deputy chief steward; Terry Horton, chief steward; and Bob Kahler, president and unit chairman.

The local received a nice letter from Doug Rood, a retired IBEW member who now lives in California. It was sure nice to hear from him and to remember the good old days. If any of you guys get out that way, I am sure Doug would be glad if you dropped in. Doug's address is 300 East Coast Highway, Newport Beach, California 92660.

May 1984 be the year for more—more work for our members that is. Don't forget the wives are planning another Valentine Award and Appreciation Party.

SNAPPER DAVIS, P.S.

At Convention



Former Vice President Walter F. Mondale greeted Minnesota AFL-CIO delegates after speaking to the Annual Convention in September. (Photos submitted by Local 292, Minneapolis, Minn.)



Listening to Mondale's speech were Local 292 delegates Owen Schleisman, Jim Glaser, Dan Barto, Dennis Johnson, and Jim Adams. Dick Larsen is not shown.

Mondale Addresses Minnesota Convention

L.U. 292 (i,e,m,r,t,b,r,s&spa), MINNEAPOLIS, MINN.—The Minnesota AFL-CIO Convention passed a resolution at their September Convention, unanimously recommending endorsement of former Vice President Walter F. Mondale, for endorsement for the presidency by the National AFL-CIO Convention in October.

The delegates attending this convention voiced enthusiastic support for Walter F. Mondale's campaign for the presidency, and in his speech to the convention, Mondale asserted that "one issue that we face together is the future of the right of people to organize, to bargain, to strike... supported by the laws of this land."

The former vice president, who is a native Minnesotan, scored the Reagan administration for giving "too much" tax relief for the wealthy while seeking "to tax unemployment insurance" in order to "discourage unemployment."

Immediately following Mondale's speech a resolution was passed urging his endorsement at the national AFL-CIO Convention at their October meeting—which convention did endorse him for presidency in 1984.

In addition to the above-mentioned delegates from Local 292, we were entitled to have delegates at the convention from our Retirees Club. They were Brothers Sidney Sanford, Earle Torkelson, I. D. Higginbotham, and Vern Sauby.

JAMES ADAMS, PRES.

CIR Decision Rendered

L.U. 294 (i,u,e,m,r,t,b,r,s&spa), HIBBING, MINN.—Our contract between our local and the Twin Ports-Arrowhead chapter of the National Electrical Contractors Association (NECA) has been decided on in Washington, D.C., by the Council on Industrial Relations (CIR).

We now have a residential agreement that we must work under which covers up to a six plex complex with an \$11.00 per hour total package. On six plex construction projects and above we have a \$21.27 total package plus sub pay of \$9.00 on jobs over \$70,000 for the electrical, bringing the total to \$30.27. The only change is that we have an increase in our health and welfare of 1%. It now works out to \$15.93 on the check and 33½% health and welfare, plus \$9.00 sub on \$70,000 or above electrical contract.

We are saddened to report the passing away of two of our Brothers. Brother Lawrence Casper died on December 2, 1983. Brother Lawrence was initiated into our local in March, 1953 and retired on June 30, 1978. Brother Oiva Pauhu died on December 6, 1983. Brother Oiva was initiated into our local in September, 1966 and retired on December 31, 1979.

All of us here in Local 294 extend our deepest sympathies to our departed Brothers' families.

We have one new job just beginning to put on men, but it will hardly clear our local members who are on the out of work list.

Hieptpas Inc. from Little Shoot, Wisconsin, was awarded a job in International Falls, Minnesota, on the Boise Cascade Paper Mill. It will last up to two years and top out at 60 men. We hope this will be just a start in our recovery to full employment. To insure our future we need to make sure all our Brothers and Sisters and their voting age families are registered and then make sure that they vote. We must get friends of labor in all political offices—local, county, state and federal—and then and only then the working class can control all political offices.

We have a battle on our hands with the largest group of union busting politicians in recent history in office. Look at Continental Airlines, Greyhound, and the loss of Patco. You can expect weakening of all our unions. There are huge companies that exist only as consulting companies to keep businesses union-free. These companies are very successful.

On a bright note, Brother Willie Spelts, former owner of the El Dorado Lounge in Virginia, Minnesota has just opened a new bar and lounge known as "Willie's," which is also located in Virginia, Minnesota. Stop in and say hi to Brother Willie.

Until next month, buy American because you are one and look for those union labels.

E. LEROY LAHDE, P.S.

New Agreement



Warren Murphy, vice president and manager of operations of Vermont Yankee Nuclear Power, and J.D. Merrigan, business manager, Local 300, Montpelier, Vt., sign the recently renegotiated agreement.

Executive Board



Local 300 Executive Board members are, back row, President E.G. Robbins, Leonard Cantin, Ed Conkey, and Michael Merrigan; front row, Larry White, Arnold Meigs, and Dave Goodall. Members missing are T. Downey and H. Hammond.

Two Members Retire; Negotiations In Progress

L.U. 300 (i&u), MONTPELIER, VT.—Two of our members have retired recently. Brother Arnold Meigs retired on October 1 after many years with Central Vermont Public Service Corporation. Arnold had been an Executive Board member representing the St. Albans Unit from 1972 until his retirement. Arnold had also served on many Negotiating Committees for his unit. He was awarded a plaque of appreciation for his long service on the E Board.

Brother Ken Donahue, also of Central Vermont Public Service, Rutland Unit, retired in August. Ken had been treasurer for the local for many years and also served on the Executive Board for the Rutland Unit for a short time before his retirement. Best of luck to both of them.

After decades of almost uninterrupted gains in wages and benefits for their members, many unions have had to grant contract concessions involving wage freezes and give-backs. In the first half of this year, major labor contracts resulted in average annual wage increases of 2.7 percent—the lowest increase in the 15 years the government has kept statistics. We are most fortunate and should take some pride in that even in these trying times, not only have we been able to hold on to all that we have, but that our officers have continued to negotiate improvements in wages and conditions. The construction and utility units continue to negotiate the best possible agreements for our members.

Negotiations are going on at Lyndonville Electric, Vermont Electric Cooperative, Washington Electric Cooperative, and Citizens Utilities. Settlements are expected soon.

Until next time, take pride in being American!!

RICHARD SPINA, P.S.

Brother Says Pray

L.U. 301 (i,o&u), TEXARKANA, TEX.—The following is an article I received in response to my request for help. It was submitted by Brother Luther S. Melton:

Okay, Pat Howell, you asked for it (items of interest). As I look through the December 1983 *IBEW Journal* and many others in the past, I can't help but be upset, amused, and downright have pity on many of the Brothers in our great organization after looking at the many letters' captions: "Work scene slow," "Work scene is not good," "Scribe writes about signs of time," and last but by no means least, "Scribe writes on state of Ronald Reagan." My, what a lot to write about!

It seems to me that the IBEW is at its worst since the Hoover days (morale, that is), it seems to me that it's as though the whole world is in one of the greatest turmoils that history has ever seen since Jesus Christ was nailed to the cross. . . . "tut-tut, don't tell me that you wish to nail Ronald Reagan to the cross." Why? Because of the lack of prayer. The mystery of the design of prayer is pointed up in Ezekiel 22:30, 31. Do you hear me? During a time of national apostasy (an abandonment of one's religious faith, political party, or cause) God said, "And I sought for a man among them, that should make up the hedge, and stand in the gap before me for the land, that I should not destroy it, but I found none. Therefore have I poured out mine indignation upon them, I have consumed them with the fire of my wrath, and their own way have I recompensed upon their heads." Here I see God seeking to avoid exercising just, and deserved, judgment. God, himself, longs to spare the nation. But, strangely, He is "helpless" without a man, without an intercessor. If no one will intercede, God cannot withhold judgment, He cannot stop communism, He cannot stop theft, He cannot stop the evils of this world.

Why should God be "dependent" upon the prayers of a man to defend our nation from the judgments which He, himself, wishes to withhold? God is the Almighty and Supreme Sovereign of the universe. He is himself the ultimate judge, jury and executive and enforcement authority. Or is He? If He longed to withhold judgment against His people, if He yearned to show mercy, why did He not exercise His supreme sovereignty and do so, regardless of the prayers—or lack of prayers—of any man? Moreover, since God's will is supreme in all things, when He wills or plans certain divine purposes such as the salvation of a soul or a revival in a specific area, why doesn't He arbitrarily go over our heads and carry out His will? Why did He set up a system which made Him "dependent" upon a man? Is this not a baffling mystery?

Take a look how close communism has been to us for a long, long time and getting even closer. Brothers, who is trying to stop it? No one. Now, I am just as much a democrat as any of you, and I am just as much a union man and more so than some, but I had rather go hungry for a year, and have done so, than from now on, or be shot to death by the communists, without putting up a fight. I remember years ago, in Local 386, we had prayer at the opening and closing of every meeting, most of the old-timers believed in prayer, and it wasn't this tongue-in-cheek prayer, either. Then they would go home and have prayer with their families, and either work or fight for their job. Believe me, that was when we were doing so well. It seems most of us are too busy to pray. We can't get enough time on the job to badmouth people, so we have a cold supper by getting on the phone and calling another Brother that we have just badmouthed and badmouth someone else to him, and of course it's a bad job before we even get out on the job (because someone else has said so) without our even trying it out first; of course, that's standard operating procedure (SOP) and then we procrastinate for two to four hours thinking about the job, and think everyone else should walk the chalk line but us.

When are you going to take time to pray and thank God for your job, Brothers? If you don't hurry, it may be too late. "And I sought for a man, and found none."

PAT HOWELL, P.S.

Scribe Reports On Productivity, Safety

L.U. 302 (i,o,rts&spa), PLEASANT HILL, CAL.—The other day I had the opportunity to read the Bechtel RLOP newsletter. This is a newsletter that tells of the condition of the Richmond Lube Oil Project at Chevron Refinery from the customer's point of view.

It was very interesting to me for two reasons. It gave me an opportunity to see how the customer viewed the union labor performance on the project, and it also gave me an insight into what the customer looks for when they rate the success of a job. Certainly production per man hour is a big consideration. There was a graph showing actual performance versus scheduled performance, and that came as no surprise. But right next to that graph were two others—one each plotting absenteeism and safety. Their concern in these areas was not as obvious to me until I gave it some careful thought. When a man is absent, another man must take his place if the job is going to proceed at a certain rate. This means that a certain segment of your work force must remain as "floaters"—able to be moved in various areas to fill in holes in manpower. Extra time and attention must be given these men to explain the job and be taken away from other necessary projects. All of this adds up to wasted time, low productivity, and wasted money. I used to think that when a man didn't show up for work he simply didn't get paid for that day. It never occurred to me that there was an extra burden placed on the job, the customer, and even union labor performance.

The safety graph showed the customer's concern with keeping the labor force healthy. Naturally we benefit by not being injured and therefore doing a better job. The customer also has to pay less insurance premiums. Safety works to everyone's benefit.

So, how did we do? Under the title "outstanding electrical performance," senior electrical superintendent Charlie Cooper noted that Wayne Neckel and his crew completed the underground high voltage cable installation, some 230, 412 feet, at a performance factor of 48. That means that it only cost 48 percent of what Bechtel thought it would cost to install that cable. Mark Delrincon and crew are nearing completion of the high voltage splicing, terminating, check-out, and energizing at a performance factor of 44! On the night shift, Kevin Hull and Chuck Trimble's crew completed the cable pulls to the control house at a performance factor of 27!

Think of how happy this must make the customer. Imagine someone coming over to paint your house and telling you that it will cost a thousand dollars, and then only charging you \$450.

A special section was given to the control house. If you could read this segment, you would see that both Bechtel and Chevron were impressed by the craft work on this very technical area of the job. This portion of the job, by the way, was not in the original contract. We were granted that work completely by virtue of the project agreement.

It should also be noted that Bechtel has initiated a policy of paying workers for their suggestions of how to do their job more efficiently. Chuck Trimble, for example, developed a piston for cleaning conduit and received a \$1,000 bond. This and the entire newsletter seems to indicate that Bechtel and other union contractors are ready, willing, and able to do battle with the nonunion elements and challenge them head-to-head on efficiency, productivity, capability, and worker-management-customer rapport.

I can't tell you how pleased I was to read this newsletter. The contractor was once again bragging about his men with customers happily agreeing. This kind of situation benefits us not only on this job, but gives us the opportunity to do the same on jobs to come.

Chevron is carefully watching the RLOP and comparing it to a similar nonunion job, also on the west coast. Our ability to perform as well as we did means even more in light of that fact.

This was our first project agreement signed in this area. Because of our willingness to go along with a few concessions, we got our foot in the door and added \$200 million in additional work to the original \$600-million job. This meant more work for our members and means more work for tomorrow. Congratulations and thank you to all that worked on that project.

BOB LILLEY, R.S.

Mourning



Local 326, Lawrence, Mass., Brother Ken Higham recently passed away.

Local Mourns Brother Higham

L.U. 326 (u), LAWRENCE, MASS.—It is always with deep regret when I report the passing of a union member. That sadness is greatly multiplied with the death of a fellow lineman with whom I've worked for nearly 30 years.

Ken Higham's heroic struggle with cancer lasted two years. In all that time his cheerful spirit never left him. He was a member of the Keystone Cancer Support Group at the Bon Secours Hospital, a group that helps other people face their battle with cancer. Ken was helping to cheer others when he could very well have been feeling sympathy for himself. Ken faced death with incredible bravery. We'll all miss him.

The politicians are winding up for this year's national elections. Make your vote count by supporting someone who'll represent your interests. Anti-labor legislation is finding its way through Washington. And it is legislators sponsored by anti-labor forces who are doing it. If anti-labor lawmakers outnumber those who believe in fair dealings with workers, it should then be no surprise when employers demand pay cuts and benefit take-aways. Our children will fight to win back the benefits that our fathers gained for us and the same benefits that we so carelessly voted away. Don't vote into national office those law makers who will take away your benefits and who will cut your pay. Vote for people who respect your rights as an American worker.

First class lineman Robert Matthews competed in the New England Kempo Stylish and Taikwando Karate Second Annual Tournament. He placed second in breaking and no-contact sparring against a very wide field of black-belt competitors. Bob operates his own karate school in Pelham, New Hampshire.

RAYMOND G. POTVIN, P.S.

Scribe Asks Members To Talk To Each Other

L.U. 332 (i&o), SAN JOSE, CAL.—Are our members talking to each other anymore? It seems to me that we have more problems with people not talking to each other now than we've ever had in the past. What I'm going to write does not apply to everyone, but please read it carefully to make sure that part of it doesn't apply to you.

Instead of taking the time to talk to his Brothers and Sisters and telling them they have a problem, some of our foremen take the easy route and lay off one Brother or Sister and hire another one from

the hiring hall. I can understand some of their reluctance to discuss a person's problem with them on the job site. As the dispatcher, I hear both sides of the story, and I know some people do not accept criticism kindly and a confrontation results. After experiencing a confrontation once or twice, the foreman is reluctant to say anything. But since our foremen, journeymen, and apprentices are all Brothers and Sisters, and in truth our union is a large family, and basically we have the same goals and expectations, hopefully our foremen will take a leadership role to educate the Brothers and Sisters who have picked up bad work habits, and take the time to find out if they or someone in their family is having a problem that is affecting their performance on the job. As construction workers, we like to believe that nothing really affects our performance on the job site. Not even if we're going through a divorce, have problems with our kids, schools, drugs, etc., or alcoholism, or sickness in the family. We like to believe that each morning when we start to work we leave these things at home. Few people can do this.

What I'm asking our foremen to do when they have a Brother or Sister that is having difficulties is that they take a little time to talk to them and find out if they have a problem or if they even realize they may have a problem. The foreman is not doing our industry a favor by just laying off a person, "reduction of work force," and sending them back to the hiring hall to be dispatched to another contractor with the same circumstances. In many cases the electrician's productivity has fallen off or has not kept up with the changes in the trade, has family problems, problems himself with alcohol or drugs, and does not realize that they have affected their job performance.

So, be concerned about your Brothers and Sisters. Spend a little time with them to help upgrade the image of our local union, the IBEW, and your contractor.

Next month, I will write about the journeymen and apprentices' responsibilities to our industry.

RICHARD R. CONWAY, P.S.

Meeting the Challenge Of Deregulation

L.U. 336 (t&catv), CHICAGO, ILL.—Deregulation and divestiture, two words that have become part of our vocabulary, along with technological advances, have brought much turmoil to our telephone industry. We have seen relocations and reassignments along with a general reduction in the work force. Our jobs have become more technical and computer interactive. These changes announce the beginning of a new era—the information age. The technologies of this era, light wave, microwave, digital, audio, and video transmission, are the technologies of communications which is our craft. Union skills are a vital ingredient and the foundation of the communications industry.

New skills will be required as the existing and newly formed companies we work for adjust to the demands of the deregulated market and continue to expand this service and product line. Members of the IBEW have always met the challenge with skill determination and spirit. It is the spirit and unity of all members that will allow us to continue to command a just wage and enhance the quality of life at home and on the job.

We are the future.

ALBERT J. FRANZEN, R.S./TREAS.

Scribe Encourages Members To Attend Union Meetings

L.U. 343 (i), LE SUEUR, MINN.—I would like to start this month by encouraging all our members to try and attend local union meetings. I realize at this time of the year the weather is unpredictable and the roads can be bad. With our local as big as it is most of us have to drive quite a distance. But let's try to get some Brothers together and carpool to the meetings. Our officers would like to see new faces and hear new ideas at the local meetings.

I would also like to say thanks to Business Manager Lloyd Hagemann for driving out to Beulah, North Dakota, and having an informational meeting for our local Brothers working out there. It made the Brothers feel that even though they are working away from home that they are not forgotten.

If any of our Brothers or Sisters have any information or pictures that they would like to see in the *Journal*, they can either get them to me or the hall and I'll try to get them in the following months.

I would like to start closing my articles each month with information on union-made products. I will have some products you should buy, some not to buy and some on the unfair list. Some products on the *don't buy* list sanctioned by the AFL-CIO Executive Council are Procter & Gamble Mfg. Co., R. J. Reynolds Tobacco Co., and Tyson Foods Inc. Watch for these products and *don't buy*. The boycott on Magic Chef, Inc. has been terminated as of September 3, 1983.

PAUL H. NELSON, P.S.

Apprentices



Pictured here are the 1981 and 1982 classes of apprentices of Local 347, Des Moines, Iowa.

Work Slow; B.M. Recuperating

L.U. 347 (i,em,rtb,rts&spa), DES MOINES, IA.—Brothers and Sisters, work in our area is slow; we have 100 journeymen and eight apprentices unemployed.

Newly elected Business Manager Howard Flatt is recuperating from a kidney transplant. We send him our best and wish him a fast recovery.

We have some old business which we haven't forgotten, so we will clear the desk. We wish to congratulate our apprentices for 1981 and 1982. Also, we want to thank Brother Frank Ketterer for the 25 years he taught our apprentices. Thanks for a job well done.

In closing we should all remember to Be Union! Buy Union!

RONALD J. BALLARD, P.S.

Brother Rynyk Appointed Business Manager

L.U. 353 (i&o), TORONTO, ONT.—Brother William G. Hardy announced his retirement as business manager of the local union at the Executive Board meeting of October 11, 1983, and then at the general meeting of October 13, 1983.

The Executive Board met on October 18, 1983, to consider the applications tendered for the position. After giving this matter due consideration, Brother Robert Rynyk was appointed to complete the term of office until the next election in June, 1984.

Bob has been involved with union activities for many years. He has participated on the Safety

New Officer



Mr. Robert Rynyk, the new business manager of Local 353, Toronto, Ont.

Committee, the Labour Council, and the Toronto Building Trades Council, as well as holding the offices of Executive Board member, vice president, president, and business representative.

Bob has a big job in front of him, and we all wish him the best.

S. KNOTT, P.S.

Award Winner



Brother DeMont Hill, Local 354, Salt Lake City, Utah, and his wife Gaye, after he received the George Meany Award for service to the Boy Scouts of America.



Shown at the presentation are, left to right, Harry Sneed, AFL-CIO Social Services representative; Ken Robinson, Utah Boy Scout Council; DeMont Hill; and Ed Mayne, president, Utah State AFL-CIO.

Two Locals Merge; Brother Hill Receives Award

L.U. 354 (i,em,mt,rs&spa), SALT LAKE CITY, UTAH—On September 1, 1983, Local 217, Ogden, Utah, was amalgamated into Local 354, Salt Lake City, Utah. Ogden had a membership of 147. Ogden will have its own unit meeting once a month, the same as the other unit at Provo, Utah. Local 354 will now have jurisdiction of the inside wireman's construction for the entire state.

DeMont Hill, a member of our Provo Unit, was honored recently at the Utah State AFL-CIO Convention. He received the George Meany Award for his outstanding work in the Boy Scouts of America movement. He has won many other awards for service to his community. Congratulations, DeMont; carry on the good work.

I regret to report that since my last article to the *Journal*, our local lost its oldest member, Jack Holder. Only last July Brother Holder received his 50-year award. I recall that at that meeting he told the members he felt we are getting too complacent. We must stick together and work for the benefit of all. Also, Al Smith, past business manager of Local 217, Ogden, Utah, for many years, passed away. Both of these Brothers were dedicated members of our Brotherhood; and now, may their souls rest in peace.

THOMAS A. BUSENBARK, P.S.

Award



Brother Leo "Porky" Rowan, left, receives award from Local 357, Las Vegas, Nev., President Cecil Wynn, Jr.

Brother Rowan Receives Award For Service

L.U. 357 (i,o&c), LAS VEGAS, NEV.—At our November general meeting, Brother Leo "Porky" Rowan was honored for his many years of faithful service to Local 357. Porky was presented with a lamp that has an electric meter for a base. The meter adds up the watts when the lamp is lit. It was presented to him by President Cecil Wynn, Jr. Porky has served on the Executive Board for 14 years, 10 years on line contract negotiations, nine years on line JATC, eight years as chief cook at our Annual Picnic, and for eight years has helped put on the oldtimers' and kids' Christmas parties.

Porky is a 42-year member of Local 357, being obligated in March 1941, which makes him one of the longest members of Local 357. When cooking the meat for our picnic, Porky uses the bar-b-que pit behind the Moose Hall 1928 on Lake Mead Boulevard. For our last picnic he cooked 300 pounds of ham and 500 pounds of beef, and ask anyone and they will tell you it came out tender, delicious, and juicy. Some credit also must be given to Porky's wife Alice who prepares those good-tasting pork and beans. On the lamp there is a tag which reads: "To Leo "Porky" Rowan for many years of faithful service to Local 357." Porky, from everyone in Local 357, we say thanks for many jobs well done and may you serve many more years.

The work scene in this area is really slow, it has never been this bad before. On a lot of days there are no calls. There are around 400 men on Book One, and it takes about three months to go out on a job. The trouble is the future doesn't look any brighter. I guess with the present administration in power in Washington things will be bad for awhile. We must do all we can to get these people out of office.

ALLEN J. GLASS, P.S.

Local Celebrates 80th Anniversary

L.U. 358 (i&o), PERTH AMBOY, N.J.—On November 12, we proudly celebrated our 80th Anniversary with a gala dinner-dance held at the Landmark Inn, Woodbridge, New Jersey. We were very honored to have with us our District Vice President Jack J. Barry, International Representatives Edward Troy, Al Giles, Grant Tate, our District IEC member John J. McNulty and their lovely wives. Many business managers, officers, brother members and guests from our sister local unions throughout New Jersey, Pennsylvania, and New York also

Awards



Brother McDonnell, Local 358, Perth Amboy, N.J., proudly displays a plaque presented to him. From left to right are Business Manager James Callahan, President Steve Sehein, and Brother McDonnell.



Business Manager James Callahan is shown reading inscription on plaque presented to Theodore Kyak of Foremost Electric Inc. as President Sehein bears witness.

honored us with their presence. Vice President Barry, on behalf of the Third District and the IBEW, congratulated Business Manager James J. Callahan, the officers, and the members of Local 358 on their 80 years of steady progress and offered his words of wisdom to all those in attendance.

On behalf of a very grateful local union, Business Manager James J. Callahan and President Stephen R. Sehein presented plaques to Brother Harry McDonnell and Mr. Theodore Kyak of Foremost Electric Inc. Brother McDonnell, a 25-year former member of our Executive Board, also served as the Board vice chairman, a member of our Negotiating Committee for approximately 20 years, and still serves as delegate to the Middlesex County Building Trades Council. He is a truly dedicated member of this local union for the past 42 years.

Mr. Kyak was honored for his many, many years of service as a member of the Raritan Bay Division of NECA, wherein he served faithfully and with distinction as a member of the Joint Pension and Annuity Committee. As a member of the Joint Negotiating Committee, Mr. Kyak could always be counted on to be a very fair and most honorable individual in the true sense of the word. Once again, we congratulate both these fine individuals for their totally unselfish attitude and dedication to the labor movement and to our local union.

We thank you, Brothers and Sisters of Local 358, and of course your really wonderful wives and guests, for your participation and cooperation in making this, our 80th Anniversary, one to remember. Many thanks again!

We are always happy to report when our apprentice Brothers have fulfilled their obligations and are recommended by the JATC to be elevated to journeyman wireman status. The following Brothers are to be congratulated: Gary Chavan, John Sherry, John Minnick, Frank Maguirk, Charles Valaer, Dominick Rella, and Kenneth Peterson. Congratulations, Brothers!

Congratulations are also in order for Business Manager James J. Callahan, who was recently reelected to another term as president of the Middlesex County Building Trades Council. A tough job to say the least, but we are sure he will do a most commendable job.

Many thanks to our delegates to the AFL-CIO Central Labor Council, Brothers Frank Lomassaro, William Lewkewitz, and Stephen R. Sehein, along

with Registrar Guy Callahan and James J. Minnick, for a job well done during the past elections here in New Jersey. A really concentrated effort was put forth by these Brothers calling our union Brothers and Sisters to get out and vote. Their efforts really paid off, all of labor's friends won election or were reelected.

The Sports Committee has been reactivated under the direction of Brothers Ed Sofield, Jr., Charles Valaer, and Peter Martiak. The success of this committee depends on our participation and support. At the time of this writing, a trip to the Meadowlands is planned.

Brother James J. Minnick reported the Golf Committee has had a very successful season and has already made plans for next year. Everyone had a good time and the scores were very impressive.

May all that we wish for ourselves be also given to our Brothers and Sisters. May we live in peace and harmony, one unto the other.

STEVE R. SEHEIN, PRES.

Register, Support, Vote For Candidates

L.U. 364 (i,em,rt,spa&catv), ROCKFORD, ILL.—Brothers and Sisters, the upcoming months before the general election will be the most important time we have faced in many years. It's important that each member not sit around and be idle during this era. If we, as a group, do not get out and do our part to elect officials that we need, then we can't complain when business goes on as usual. We, as a body, have been told many times to register, to support, and to vote for our candidates. If we don't do these things for this election, then we might see organized, union-busting business take even more jobs from us. The success of this upcoming election is up to each one of us.

The work in our area is extremely good for this time of the year. We have been able to put more travelers to work. Let's all be thankful for what we have and not take it for granted. Working together builds a strong local.

Remember to buy American and be American!!

TOM KINDRED, P.S.

Big Job



Members of Local 369, Louisville, Ky., show their families "The Big Job"—The Marble Hill Nuclear Generating Station.

Sears Builds Nonunion

L.U. 369 (i,o,u,em,rtb,rt,es&spa), LOUISVILLE, KY.—A news article recently announced that Sears Roebuck Company is planning to remodel many of its stores, and to build many new stores nationwide. Here in Louisville, Sears is building a new store, but it is being built non-union. Perhaps they have plans to build non-union in your area too. Please write to Sears, or stop in to see your store manager and let them know that you will buy

elsewhere if they continue this practice.

This past Christmas was a little brighter for some local families due to the generosity of Local 369 members, and the efforts of Local Athletic Committee members, who gave their time to purchase and distribute food to those in need.

Well, 1984 is a presidential election year. The incumbent Republicans will be telling us what a good job they have been doing. If you are a corporate executive, or a stockbroker, maybe you will agree, but life has not been so good for the working men and women in this country. Unemployment has been high, budget and trade deficits even higher. Union-busting tactics are at an all-time high. Remember what your federal government did to PATCO? Now big business has a new tactic—bankruptcy. *Newsweek* magazine recently stated that "Firms like Continental Airlines and Wilson Food Corporation have declared bankruptcy chiefly to break labor contracts."

The catalyst for this activity, it seems to me, is in the White House.

Let us make labor's voice heard in 1984, and stop this trend.

GREGG FITZGERALD, P.S.

Majorette



Pictured here is Cheryl Ann Chickey, daughter of Joe Chickey, who is a member of Local 375, Bethlehem, Pa. Cheryl Ann has won numerous top awards in twirling.

Daughter of Member Is Top Twirler

L.U. 375 (i), ALLENTOWN, PA.—The accompanying picture shows Cheryl Ann Chickey, 16, daughter of Brother Joe Chickey, from Bethlehem, Pennsylvania. She was recently chosen as one of the top five Pennsylvania state senior advanced solo twirlers and will travel to Caesar's Palace in Las Vegas in April to compete with the top twirlers in the country in national competition. This past summer she competed at America's Youth on Parade at Notre Dame University and received several awards.

Cheryl has been listed in "Who's Who in Baton" for the past seven years and has been honored at the Bethlehem Banquet of Champions for twirling. She is a holder of over 400 twirling awards. Twirling has taken her to many parts of the U.S. and also Canada and Spain. She performs at many local benefits and teaches twirling in the area. Cheryl is a Freedom High School Majorette and honor student. She would like to pursue a career in law.

Her instructors are David and Donna Cote of Penns Park, Pennsylvania, and Pam Gamelli of Springfield, Massachusetts, a former national champion.

We congratulate Cheryl for her determination and ability to be the best. Best of luck in your competition. Brother Joe Chickey has just reason for pride in his daughter's endeavors.

It is with deep regret I report the loss of Brother Warren "Pat" Eck. Pat passed away recently and we convey our deepest sympathy to his beloved wife and family.

We must continue to support those who are friendly to organized labor. Be American! Buy American! Bye now!

EDDIE MICEK, P.S.

Negotiations Under Way; Dinner-Dance Held

L.U. 396 (u&t), LAS VEGAS, NEV.—The 1983/1984 Nevada Power Plant Negotiating Committee

Presentation



During the Local 396, Las Vegas, Nev., Second Annual Christmas Dinner-Dance, Business Manager Merle Gile presents plaque to Sister Janet Savalli, accounting clerk IV, Central Telephone Company, for 33 years of continuous service in the IBEW.

will be under way as you are reading this article. The Negotiating Committee consisting of Billy Burton, Jr., qualified welder, Ronald G. Maxwell, line working foreman, L. Neal Metcalf, control operator, Robert K. Musgrove, relay electrician, and Gerald R. Simon, power meterman, are super-enthusiastic in meeting their challenge of bargaining the best possible contract under the existing working conditions.

On December 3, 1983, Local 396's Second Annual Christmas Dinner-Dance was held at the Holiday Inn, Center Strip, with approximately 1,000 members and guests in attendance. This year's Dinner-Dance Committee consisting of Mark Brown, CP National Corporation; Conrado Dominquez, Nevada Power Company; Mary Griffin, Central Telephone Company; Paul Gurtner, Nevada Power Company; Roosevelt Guy, Central Telephone Company; Betty Jasper, Central Telephone Company; John Joyce, Central Telephone Company; Angela Kastelic, Central Telephone Company; Michelle Millar, Central Telephone Company; Walt Pavlowski, Central Telephone Company; and Sharon Phillips, Nevada Power Company, truly deserve a round of applause and a special thank you for such a splendid, well-organized union social function. One of the evening's highlights occurred when Business Manager Gile presented a plaque recognizing Janet Savalli, accounting clerk IV, Central Telephone Company, for 33 years of continuous service in the IBEW. Plans and preparations are in the mill for a bigger and better party in 1984.

As part of the welcoming address given to Telephone Coordinating Councils 4 and 5 in their recently concluded conference held on December 5-7, 1983, at the Holiday Inn, Center Strip, Las Vegas, Nevada, Local 396 Business Manager Gile explained that conventions and tourism are the primary industries in the Las Vegas Valley. Central Telephone Company operators processed over 3.9 million long distance calls during the five-day Comdex Computer Convention. Normally, operators process over 600,000 long distance calls from Vegas. One day during the convention, operators processed 837,000 long distance calls. Despite this record, the number of calls did not break the one-day record set by the company operators on November 21, 1980, during the MGM Grand Hotel fire. Central Telephone Company installed 1,700 additional telephones in the Convention Center as well as the Hilton, Sahara, and Riviera Hotels to meet the demands of 80,000 conventioners.

WALT PAVLOWSKI, P.S.
JENNIE SUE SMOTHERS, P.S.

Scribe Asks Members To Attend Meetings

L.U. 398 (u), CHARLESTON, S.C.—I can't help but reminisce each month as I sit here and take in the view and see so many empty chairs and our Brothers are so few. What's happened to our meetings, as I look back through the years, and recall so many came to be a voice and not just simply ears. You sorta think of strength in numbers, well, I can truthfully say, we packed a lot of power in

the meetings of yesterday. To take a moment and look back in the past, when a few gave so much for a cause that must last. I am sure a meeting to them was a must; they were building a local to hand down to us. They believed in their endeavors, and the road was far from smooth. But with desire and unselfish brotherhood, they proved what a union can do. I can't help think, in our world of speed, we never take the time to look back and see the things we really should be thankful for—like this union for you and me.

We have a proud profession, and one that provides us well; and yet I feel for many, when the meeting night arrives, they leave what has to be done to that other guy. Let's all look in the mirror of brotherhood and pass it to those not here; and ask yourself this question, "As a Brother am I sincere?" Do I make an effort to take in my livelihood or just keep thinking everything looks good? Let us not rest upon our laurels, and take it all in stride, but take a seat at the meeting night—it is reserved for all those with pride. I'll close with a hopeful note and think that the time will come when we all can share. The night when the local members are greater than the local's chairs.

In other news, R.B. Koster and B.R. Stokes represented our local at the 1983 South Carolina AFL-CIO Convention. Also attending from our local were J.J. Sack and C.E. Brownlee.

Our local's condolences go to K.D. Taylor on the passing of his father.

Our local is planning another B-B-Q cookout early in 1984.

That is all for this month.

FREDERICK LEE SMITH, P.S./TREAS.

Candidate



Walter Mondale is pictured with members of Local 405, Cedar Rapids, Iowa. Shown from left to right are Cliff Higgins, Jim Vick, Walter Mondale, Ray Williams, and Dave Winckle.

Delegate Liaisons Appointed; Project Shelved

L.U. 405 (i,spa&rtb), CEDAR RAPIDS, IOWA—First I want to wish everyone a Happy New Year and hope all our traveling Brothers can be with their families for the holidays.

They just announced that our project for ADM and Iowa Electric and Power has been shelved for a year. That is sad because that meant some jobs for the trades.

Myself and Dow Voss have been appointed liaisons for Local 405 for the upcoming delegate selection program for Walter Mondale. We had our first meeting in Des Moines December 10 for a training session. John Perkins was there along with approximately 350 other union people from throughout the state. I will have more to report in my next letter on this.

Organized labor must have a good foundation, and this means sticking together for the good of all working people. That is why it is so important we all go to our caucuses and help Walter Mondale get the nomination and elect a good president. We cannot stand four more years of Ronald Reagan!

Unity is a must in this election for labor. I know how discouraged a person can get when you ask for help on an election and everybody seems to have an excuse not to help. I've heard every excuse you can think of for not going to a caucus or helping in other ways politically. I hope more are willing to help in this election.

The House passed a job-creating domestic con-

tent bill. Iowa had two congressmen that voted for it out of six (Congressman Leach, First District, and Congressman Harkin, Fifth District). Hopefully, Congressman Harkin will be our new senator after the next election.

Well, I'm to sign off for this time and hope everyone goes to the caucuses and we get Walter Mondale nominated at the convention and elected this fall.

See you all at the union meetings. There is a lot of work to do!

CLIFFORD HIGGINS, P.S.

Labor Must Stick Together, Says Scribe

L.U. 430 (i), RACINE, WIS.—At the National AFL-CIO Convention in Hollywood, Florida, the 794 delegates endorsed Walter Mondale for the 1984 Democratic presidential nomination. This was the first time ever the AFL-CIO made an endorsement in advance of the party primaries.

Members, if we want to get Reagan out of the White House (and we must) all labor must stick together, first in the primary, and then in the November, 1984 election. If we all stick with one candidate, we can do it.

I can't express myself enough on how important this is. As former Vice President Mondale told the delegates, "I'd enforce workers' rights and fight for adoption of the Labor Law Reform." By the end of this decade, he said, "I want to walk into any store in America, and pick up the best product, at the best price, turn it over and read, 'Made in the USA'; as all of us know, at the present time you have to really hunt for the Made in USA label. Of course, the ultimate would be if the label would say 'Union-made in USA.' I know that's asking a lot."

Another item we must think of is, there are five Supreme Court Justices that are 72 to 79 years of age and will probably be replaced in the next presidential term. If Reagan is in and he appoints, you know that a lot of decisions that will be coming out of the Supreme Court will not be in favor of labor. These judges are appointed for life, so we will have to live with their decisions for a good long time.

The president also appoints other judges and heads of the National Labor Relations Board. If these people are anti-labor, believe me, the unions will be hurting. You and I both know the Reagan administration is out to break unions, and with these appointments it can be done very easily.

Since Reaganomics, the work picture has been disastrous. We here in Local 430 have never had the unemployment and under-employment that we have experienced for the last two years.

I can't believe talking to some of our members (who haven't been laid off), they think Reaganomics is working. I can't believe that anyone is that naive.

From now until election time in November 1984, I'm sure there will be an upsurge in employment just to make more people believe Reaganomics is working. Don't let that fool you. If Reagan gets back in, you'll see more of what we have now, the rich get richer, and the middle class and poor get poorer, and unions get busted.

I know we can win in 1984 if we all vote and vote for the right person. We can't match the Republicans' money (no way), but we have the numbers and if used right we will be successful in 1984.

JERRY E. HELDING, B.M.

Local Work Sporadic; Apprentices Graduate

L.U. 438 (i), TROY, N.Y.—Greetings from the Brothers of Local 438. This is our first letter to the *Journal* in several years, but we hope to be able to write more frequently from now on.

Work in our area is sporadic. At the present time, December, 1983, all of our 132 journeymen, 23 apprentices, and 80 maintenance members are working. A majority of the work is in the mills,

Graduates



The Local 438, Troy, N.Y., JATC Graduating Class of 1983. Shown, left to right, back row are James Barrows, Michael Bishop, Arthur Frament, III, Chris Hermans, Robert Knapp, and Douglas Stevens; front row: Brent Haviland, II, Richard Cataldo, Patrick Esposito, Mark Lajeunesse, and Mark Ross. Absent from the picture were James P. Anderson, Donald J. McBain, and Mark Grogan.

Officers



The officers of Local 438, left to right, back row are Raymond Jarvis, Jr., and A. Dale Hermans, pension trustees; John Macaulay, treasurer; Douglas Wilkie and Todd Garneau, Executive Board; front row: Charles Fitch, Executive Board; James Reid, business manager; Albert Marinucci, president; Donald Cunningham, recording secretary; and James Chartrand, Executive Board chairman.

which operate "shut downs" during the holiday period for maintenance and machine up-keep.

Many of our members are electing the early retirement option, due to the present work situation. Local 438 presently has 53 retirees. The most recent include Timothy E. Shuler, Alex Zigmon, John Foley, John Maffeo, John Reilly, and Merton Chadwick. We wish them all a healthy and happy retirement.

Local 438 recently hosted a graduation party at Michael's Banquet House in Latham, New York, for the 14 apprentices. This is a fine group of enthusiastic, well groomed mechanics, many of which have already assumed supervisory positions. At our January, 1984, meeting six new apprentices will be inducted into the local. They are Robert L. Stevens, Thomas Preteau, David Verchereau, Michael Durling, David Golden, and David Beatty. Best of luck to another fine group of future journeymen.

Local 438 has been actively engaging in the IBEW-COPE campaign, with donations far surpassing previous years. We hope to continue contributing to this very important and worthwhile cause. Our financial secretary, Frederick Nirsberger, will be working diligently to canvass all of the members for the 1984 campaign endeavor, since that will be an important election year.

ALBERT MARINUCCI, PRES.

Local Celebrates 50th Anniversary

L.U. 443 (i,o&mol), MONTGOMERY, ALA.—On August 23, 1933, the charter for IBEW Local 443, Montgomery, Alabama, was signed. On August 23, 1983, we held an Open House in honor of our 50th Anniversary at our offices located at 3381 Atlanta Highway. The Open House was held from 1:00 p.m. to 5:00 p.m., during which time we also sponsored a blood drive and voter registration, both of which were very successful. Refreshments were served along with a huge cake bearing IBEW

Anniversary



Pictured is the 50th anniversary cake of Local 443, Montgomery, Ala.



From left to right, charter member W. A. "Bill" Bailey, Business Manager Ed J. Barnes, and Assistant Business Manager R. E. Ransom watch as Governor George C. Wallace signs the proclamation.

Local 443's emblem. Over 1,000 people from Montgomery and the surrounding area stopped by to pay tribute to our 50th birthday. We are very fortunate that we have a charter member living and in very excellent health, Brother W. A. "Bill" Bailey, who is 74 years young. Governor George Wallace, our master of ceremonies, presented Brother Bailey with a plaque from the local inscribed, "To Brother W. A. "Bill" Bailey, in commemoration of 50 years of dedicated and faithful service to IBEW Local 443, 1933-1983."

Other special guests coming by were Mac McArthur representing Lieutenant Governor Bill Baxley, Billy Joe Camp, Democratic candidate for Congress, Don Siegleman, secretary of state, Representative Charles Langford, Mike Morgan, Assistant Director of Labor, Hezikiah Wagstaff of the Governor's staff, Republican Mayor Emory Folmar of Montgomery, and Franklin James, Democratic candidate for mayor. News media coverage was provided by WSFA-TV.

The "Right-to-Work" law for the state of Alabama coincidentally has the same anniversary as Local 443. The law was approved August 28, 1953. The "Right-to-Work" Committee wanted Governor Wallace to designate the week of August 28, 1983, as "Right-to-Work" Week, but he said he could not do that. He did proclaim the week of August 22-28, 1983, as IBEW Local 443 Week, which indicates to me that organized labor has a little more clout with the governor than the "right-to-work" people.

Here is the proclamation: "Whereas, International Brotherhood of Electrical Workers Local Union 443 has always led the fight to improve the standard of living of all Alabamians; and

Whereas, thousands of Alabamians' jobs have been lost to out-of-state workers, foreign imports in the name of "Free Trade"; and

Whereas, today it is more important than ever to buy the products and services produced in Alabama and America by Union Workers; and

Whereas, the members of International Brotherhood of Electrical Workers Local Union 443 have

worked to ensure a Fair Wage and working conditions for all Alabamians; and

Whereas, I, George C. Wallace, Governor of the State of Alabama, wish to commend IBEW Local 443 for its continuous dedication to improve Alabamians' standard of living through ensuring fair wage and safe working conditions;

Now, therefore, I, George C. Wallace, Governor of the State of Alabama, do hereby proclaim August 22-28, 1983, as International Brotherhood of Electrical Workers Local Union 443 Week in Alabama."

E. J. BARNES, B.M.

Local to Celebrate 50th Anniversary

L.U. 459 (u,em&ees), JOHNSTOWN, PA.—Another year has come and gone, and with it has come bad times and hardships. We can only hope that 1984 is a better year. We are supposed to be seeing an economic recovery, but many are unemployed yet. I would hope many of you will resolve to help our own by keeping our money at home. If we help our auto industry, and buy good union products, we will help many in getting back to work. The more working, the better off we are all the way around.

On the local scene, Walt Gill, our business manager, is trying to open a better line of communication with our stewards. He is holding meetings with the stewards as a group and encouraging more meaningful communications. So far everyone is pleased with the results, and the bottom line is for all to serve the members better. Grievances are more complex, resolutions harder to attain, and unity is needed. He also is trying to keep the stewards more informed on each step the grievance progresses. Also of interest locally will be the celebration of our 50-year anniversary. There is a committee formed to organize the event, and we hope it's as successful as the mortgage burning was. We have come a long way since the local was chartered, and have a way to go. Some of the gains we have made were not easy, and future gains will be as tough.

I would also hope that the members of the local that are not registered to vote would resolve to do so this year. The political climate of this country is changing fast, and more and more groups are using their political power to gain a better control of their future. As citizens, consumers, and union members, we must help to see that our ideals and goals are strived for. Everything we get must be worked for.

In closing, I encourage all of you to buy union, buy American, and invite you all to attend the local's regular meeting the first Thursday of each month.

JOSEPH SANNA, P.S.

Scribe Says, "Let's Stick Together"

L.U. 474 (i, o, em, rtb, rts & spa), MEMPHIS, TENN.—Greetings! By the time this is printed we'll be cranking up for election of officers. I hope everyone conducts themselves as gentlemen or ladies—most of all as union Brothers and Sisters. We don't need to be downing our fellow members. We have enough troubles with over 200 on the books as I write this article. No telling how many by the time this is printed.

Mr. Reagan says employment is better than it has been in years. Boy, he's been looking in places that electricians don't know anything about. The law says ignorance is no excuse. I wish he wouldn't make so many ignorant statements because we're all getting tired of his excuses. Next year you will probably hear him say "give me another four years, you can't straighten the economy and unemployment out in one term." Everyone knows he hasn't straightened out anything and I'm afraid he will make it worse. Think about this—one of the first things he did was to cut government funding on synthetic fuels. As most of you know, we were to have a coal gasification plant here. Had this job gone we could have been working travelers instead

of having over 200 local Brothers and Sisters loafing.

Here's hoping we have a large turnout at our local union election. Attend your union meetings and above all buy American-made products. May God bless and keep you.

DONALD RAY BOGLE, P.S.

PEP Members



Area PEP members appearing before the Rotary Club of New York, left to right, are Eugene D. Becken, president of New York Rotary Club; Tommy Warren, president of T. Warren, Inc.; Eddie Wise, business manager of Local 479, Beaumont, Tex.; and Bruce Firkins, manager, Regional Relations, General Electric.

Crew



Hubbard Electric crew on new Holidome, Holiday Inn Hotel and Convention Center on I-10 in Beaumont are, left to right, Tommy Cooley, Steve Graham, Clyde Laird, Bill Hussey, Kenney Wilson, Lynn White, Allen Moyer, Phillip Wagstaff, and Larry Hicks (foreman).

PEP Committee Productive; JATC Sponsors Classes

L.U. 479 (i), BEAUMONT, TEX.—On October 28 Business Manager Eddie Wise and local building contractor Tommy Warren were guests of the Rotary Club of New York. They explained how the PEP Committee (PEP is short for Planning, Economic Progress) was formed in 1979 out of what was considered a need for the labor people and the business people of our community to work in harmony toward problem areas that might have a damaging effect on future industry growth. Some areas cited were work stoppages, productivity, and job absenteeism.

Brother Wise related to the group in attendance that our local building trades crafts have been doing a commendable job toward labor's part. PEP has, upon close inspection, found several instances where problems were traced to management. One instance where PEP interceded in problems on a local power plant, by opening lines of communication between labor and management, actually saved the public approximately \$60 million by having the problem areas solved and completing the power plant on time. The Financial News Network carried the taped interview which was syndicated nationally to more than 200 stations across the United States.

Several of our small jobs have recently been completed while no new jobs of size have broken. A few commercial jobs have been let but no large industrial jobs lately. We have several local members on the out-of-work books at present. Announcements of the Big Hill Project are expected soon. There is word that Texaco might begin

expansion of the Port Arthur Plant next year.

The local JATC will sponsor two instrumentation classes beginning in January. The initial response has been very favorable so far. The local newsletter will advise the membership of any new courses being offered by the JATC in the future.

DALE MILLER, P.S.

Open House



Left to right are chef Billy Joe Cross, Travis Winter, and Charles Hood at the fish fry at the open house of Local 480, Jackson, Miss.



View of guests, members and their families enjoying catfish at open house.

Local 480 Holds Open House, Fish Fry

L.U. 480 (i&em), JACKSON, MISS.—On Saturday, November 5, 1983, Local 480 held open house at our new training center. The completion of the training center was an event we have looked forward to since our new hall was completed in 1979. The new training center's outside architecture is designed to complement the hall which is located across the street. The new training center has four large classrooms and a 70-foot x 65-foot shop which contains equipment for welding, motor controls, electronic (semi-conductor), and refrigeration courses. There are currently 128 students including apprentices and journeymen.

We were honored to have Billy Joe Cross, state director of Ducks Unlimited, as chief chef, and our very own Travis Winter as assistant chef. They exhibited their proven know-how in the cooking of 250 pounds of catfish filets and tons of hush puppies for a total of approximately 430 people who came by during the hours of 12:00 noon through 6:00 p.m. in the evening.

Among the honored guests were Claude Ramsey, president of Mississippi AFL-CIO, William Wright, representative of Congressman Wayne Dowdy, Linda Aldy, John Reeves, and Emmett Owens, candidates for state representative; Mack Connors, Jr., state representative of the Bureau of Apprentice Training; Billy Hicks, apprenticeship director, Local 995, Baton Rouge; Meridith W. Tatum, chapter manager of NECA, Jackson Division; attorney John Sullivan, Sr.; and representatives from Bechtel Power Corporation, Port Gibson, Mississippi.

We are very proud of our new facility and would be delighted to show anyone around when in our area.

GARY HYDRICK, P.S.

Market Recovery Program Formed

L.U. 494 (j,em,mt,rts&spa), MILWAUKEE, WIS.—The following is excerpted from an article written by Brother Don Statz for our own local paper, the *Relay*. We feel that these are some of the steps necessary to turn the industry around.

A nationwide Market Recovery Program has been

initiated by various IBEW locals throughout the country in conjunction with NECA chapters in their respective areas. Local 494 has become involved in this program because of its goal to secure more work for our union members in the construction industry. Meetings have been held on a local, state, and Sixth District level in Milwaukee, Madison, Wisconsin Rapids, and Chicago.

Some of the discussion at the Milwaukee meeting was on how you motivate the journeymen to improve their knowledge and skills and to keep abreast of the new technology in our industry. This is a serious problem that must be dealt with and solved.

The Madison meeting dealt with proposals that would give the union contractors a better edge in dealing with the non-union element. This matter was also discussed at other meetings.

In Wisconsin Rapids the parties agreed to "portability," contractor's employees crossing local union jurisdictional boundaries. The contractor may send one man per job across jurisdictional boundaries and two men on a service truck for service work for not longer than three days.

In Chicago, the delegates heard reports from IBEW locals and NECA Chapters from Illinois, Wisconsin, Minnesota, Indiana, and Michigan.

Probably the most important conclusion made at these various meetings was that there are a number of problems in our electrical industry and the union and the contractors must become "not adversaries" but "partners" in the solution of these problems.

Market Recovery Programs are high on the agenda of building trade unions, as they continue to combat the loss of jobs to open-shop contractors. We will keep you informed of future progress.

On the brighter side, our book is moving. Well, maybe moving is too strong a word—wiggling would be closer. In the past two months we have sent out 32 members from Book I, but there are still 142 on the book.

ANDRÉ CALDIERO, P.S./B.R.

Members Donate to United Campaign

L.U. 499 (u), DES MOINES, IA.—From Council Bluffs to Oskaloosa, Iowa, a record number of Local 499 Brothers and Sisters contributed to the 1983 United Campaign. Thanks to all who responded.

On the evening of November 4, the Annual Des Moines Fall Party was held at union headquarters. This year the party honored electric and gas apprentices and Local 499 retirees. Thanks to the committee for organizing the party, particularly James Thomas and Larry Palmer.

Business Manager Jerry Dunagan urges all Local 499 members to attend Iowa political caucuses in February. With our involvement we can make a difference at the polls in November.

JAMES FITZGERALD, V.P.

Award, Prizes Are Highlights of Meeting

L.U. 500 (u), SAN ANTONIO, TEX.—If there is one union meeting that all of us should have attended, it was the December meeting. It was a time to put aside our problems and struggles and concentrate on a happy fellowship with our fellow Brothers and Sisters. A service award, attendance prizes, and great refreshments were the highlights of the evening.

A 40-year IBEW service pin was awarded to Danny Grassel by President Andy Ruffo. Brother Jack Lacey proudly spoke of the many accomplishments of Danny during his 12 years as treasurer of this local. By the way, Danny will remain at CPS a while longer, so do not hesitate to give him a personal congratulation.

The December meeting would not be complete without attendance prizes and the lucky winners were: Daniel Altmeyer, Danny Gabriel, Tommy Withers, Clarence Shodrock, Norman Jordan, Jaime Gutierrez, Juan Valasquez, George Arrambide, Jesse Rodriguez, and Florentino Lares.

The Refreshment Committee composed of Andy Ruffo, Charles Carruth, Max Hernandez, and Ray Klug did a great job of providing a food spread that satisfied the heartiest of eaters. Also thanks to the folks who pitched in to help make it a nice evening of pleasant fellowship.

ROGER KLAERNER, P.S.

Work Together to Solve Problem, Scribe Says

L.U. 505 (i&o), MOBILE, ALA.—I don't need to tell you all times are hard all over right now, but we must not give up the fight to regain the dignity and conditions we have had to give away to make us competitive with the nonunion element. We still have young and old members alike who are willing to work and make our local union something to be proud of. We have our problems just like every other organization. But the only way to solve them is to admit they exist and do something about them. In short, apprentices, come to your local union meetings and learn the operation and purpose of your union. Your union must have something put into it to receive something out of it. Never before has organized labor needed the participation of its members more than now. We are fighting for our very survival. What must your officers and informed brother members do to impress the seriousness of our position in today's construction labor market? We are not changing with the times. We must train our wiremen to the most advanced techniques along with instrumentation, and anything else that would help us to regain the work we have lost over the years. It is not an impossible task, just a very difficult one. But we must sacrifice our most valuable asset, our spare time, to put back into our local union some of what we have taken out.

It saddens me to report the deaths of two of our brother members. Brother Malcolm Rodgers, a member since August 26, 1941, died October 31, 1983; and Brother L.R. Hunt, a member since September 21, 1941, died November 19, 1983.

Buy American, buy union-made clothes, appliances, and automobiles. Support other locals striking to achieve their standards of living and wages.

DONALD L. ADAMS, P.S.

Governor



Business Manager Michael J. Counihan, right, of Local 508, Savannah, Ga., shakes hands with Georgia Governor Joe Frank Harris. Business Manager Counihan expressed the need for policies to increase growth in our industries, protect American workers, their jobs, rights and workers' health and safety.

"Open Shop" Contractors Are Growing, Warns Scribe

L.U. 508 (i&o), SAVANNAH, GA.—On November 10, 1983, Business Manager Michael J. Counihan and President Walter M. Crawford and myself met with Governor Joe Frank Harris at a luncheon sponsored by the Savannah Chamber of Commerce. During the discussion that followed, the Governor strongly supported increased ports activity strengthened by new and improved byways linking the Savannah and Brunswick areas with larger shipping areas. This in turn should have a substantial growth effect in our area producing many construction jobs.

During the month of December, 508 mourned the death of Brother William Broderick. Bill was a

Tournament



Some of 508's members who participated in Annual Trout and Bass Tournament. First row, kneeling, left to right, are Fred Ryan and son Chris; Joe Ryan and son T.J. Second row, standing, are Paul Moore, George Wallace, Robert Ryan, David Lamb, Jerry Ellis, Jerry Counihan, Tony Pagan, Bill Scott, Jay White, and Joe Pelli. Third row, left to right, are John Spence, Don Blackburn, Duke Lamb, Tony Edgerly, John Skinner, Jimmy Spence, Larry Piper, Jim Dotson, Sr., John Russell, David Parker, and Ralph Harris.

good union member for 41 years.

According to The Builders Report the dramatic growth of the "open shop" over the past decade doesn't have much to do with the free enterprise tradition of innovation, hard work, or competition. Instead, it is the direct result of a carefully crafted plan by America's biggest businesses to undermine the interests of union electricians, carpenters and plumbers.

Penalizing contractors with good labor relations, these corporate giants, working through the Business Round Table, are moving their huge construction budgets to "open shops."

According to the Engineering News-Record (ENR), "open shop contractors are having remarkable success in snaring very large projects, including a number of major industrial jobs and at least 43 power plants in the South and Midwest." As a result many union contractors—some with decades of good labor relations—have decided to jump on the union-busting bandwagon. They do it by going "double breasted." This means that, while continuing to do some union work, they set up "open shop" subsidiaries. By channeling capital and work to their "open shop" subsidiaries, "double-breasted" contractors slowly kill their union operations and destroy the building trades unions. In Dallas for example, up to 60 percent of union contractors are now "double breasted," reports ENR. Some of the biggest union firms—Flour Corp., Warren Brother Co., and Arthur G. McKee & Co.—have gone "double breasted." To bypass union hiring halls and apprenticeship programs, contractors are setting up their own non-union job referral services and training programs. All this is done, of course, with the active support of the giant corporations—manufacturers, retailers, utilities—that make up the Business Round Table. Together they seek the same thing, destruction of the unions that represent construction workers.

Congratulations on the births of new babies to Brother and Mrs. Carter Harvey, Brother and Mrs. Gerald Johnson and Brother and Mrs. Wayne Yeo.

GERALD COUNIHAN, P.S.

Scribe Reports On Union Busting In America

L.U. 518 (i,rts&spa), GLOBE, ARIZ.—As most of you know, there is a movement by management in this country, which is becoming increasingly more popular, to simply offer the union involved a settlement, laced with take-aways, upon expiration of the current agreement. When the union does the only thing it can do economically, that is, go on strike, the company simply goes out and hires new employees to replace the strikers. With over 10 million unemployed workers in this country, this is a very easy thing to do.

What is most distressing about this tactic is this is being done with the total approval of the present administration! So much so, that the "scabs" are becoming the heroes and the union strikers the bad

guys. We seem to have lost the set of values that we used to have and replaced them with a new set. This set says, "No matter that the union struggled for years to attain the benefits, conditions, and pay they were receiving, to hell with them, let's take the money and run." This shortsighted attitude is becoming more and more popular every day in this country. Companies such as Phelps Dodge, Greyhound, and Continental Airlines are at the forefront of this movement. They don't give a damn about their employees, so long as they can give their directors their annual raises. Greyhound's chief executive received almost a 10 percent raise in 1982. Phelps Dodge's chairman of the board, George Munroe, received over \$400,000 in salaries in 1982, not to mention the almost half-million dollars he received in bonuses, profit sharing, and stock ownership plans from 1978 to 1982. Yet, these companies insist that their workers take substantial cuts in wages and benefits to "keep them afloat."

There seems to be only one answer to this dilemma, get rid of that California carpetbagger who now resides in the White House. And, while we're at it, get rid of those anti-union, pro-big business congressmen who have, along with the president, convinced this country that it is the "in" thing to be anti-union.

The NLRB has a policy that requires the full five-member board to decide major issues. Because of the turnover of board members over the past several years, there are 500 major cases awaiting their decision. Also, the board has almost 1,300 unfair labor practice cases hanging. When you add this to the delays management lawyers are causing by dragging each case through lengthy and sometimes frivolous litigation, the Board has become a tool to deny employees their legal rights instead of the guarantees we thought we had under the Labor-Management Relations Act.

Who do you suppose controls the appointments to this board? It was only a few months ago that our good president appointed a lawyer who formerly headed the legal department for the National "Right-to-Work" Committee to the second most important job on the board. One writer compares this to "letting the fox guard the chicken coop."

We cannot stand four more years of Ronald Reagan. If the working people of this country would make their voices heard by voting in 1984, we won't have to.

RON MAGOON, P.S.

Elected



Douglas Zelif, son of Betty Joe Zelif of Local 543, San Bernardino, Calif., was recently elected to the National Achievement Academy of Journalism.

Brother Jack Jenkins Retires

L.U. 543 (t&mo), SAN BERNARDINO, CAL.—Greetings from supposedly sunny California!

Congratulations to Douglas Zelif, on his recent election to the National Achievement Academy of Journalism. He is a senior at Barstow High School and is currently the editor of the school newspaper. Douglas is the son of Betty Joe Zelif, a construction clerk for ConTel.

W.D. "Jack" Jenkins, installation and repair technician, Victorville, retired January 1, 1984, with 21½ years of service with ConTel. Jack was initiated by Local 47 and held membership in Local 1008 before coming to Local 543. He was president of Local 543 from 1964-1975 and served as our business manager from 1975-1980. From 1980 to

Warehouse



Site of the new warehouse in Manteca.

his retirement, he served as a steward. Jack is also a past chairman of Telephone Coordinating Council 4 and a past president of the Independent Telephone Pioneer Association. Congratulations, Jack, on your retirement, and thank you for all your dedicated service to Local 543 through the years.

We regret to report the death of Horace "Jake" Jacobs, a radio technician in Barstow. He was retired from the Air Force and worked for ConTel for 8 years. He will be missed by many.

Dudley Walton, a line construction technician for ConTel for 5 years, was recently hospitalized. This is the first time in his 33 years of working in the telephone industry that Dudley has taken time off for an illness.

Thanks to John Boswell, chairman of Telephone Coordinating Council 4 and Merle Gile, business manager for Local 396, Las Vegas, for a very good council meeting. Speaker Marilyn Teitelbaum gave an informative presentation on the duty of fair representation.

Gisele "GeeGee" Peay, daughter of Victorville operator Lori Peay, died recently as the result of an accident in which a drunk driver turned suddenly in front of the car in which she was a passenger. She was a 1982 graduate of Victor Valley Senior High School and a semi-finalist in the California National Miss Teenager Beauty Contest. Our condolences go to Lori and her family. Please remember, if you drink, don't drive. It's not only yourself that you place in jeopardy.

Manteca has a new warehouse which we moved into by the end of December. It will house installation and repair, construction (line crew and splicing), cable maintenance, teletype, central office installation, plant results and the warehouse office.

No more news for this month.

BARBARA J. RICHEY, P.S.

IT
PAYS
TO
KEEP
YOUR
HARD
HAT
ON

Having Fun



Left to right, Mike Kelly, Bernie Cominski of Local 124, Bill Schellhorn, and Jim Duffy enjoy themselves at a recent chili supper at the Mokane Inn.

Brothers



Several members of Local 545, St. Joseph, Mo., and Local 124 pose for a picture. Back row, left to right, are Nigel Graham (124), Jim Wood (545), Crayton Walkins (124), Marty Lajoie (545) and John Cockran (584); front row, left to right, are Jess Marriott (545), Doug Howard (545), D.R. Eaton (124), Damon Ruthledge (683) and Johnny Quinton (545).

P.S. Urges Members To Write In

L.U. 545 (i&em), ST. JOSEPH, MO.—Since Local 545 does not reply to my repeated pleas for information from the local meetings, I'd like for all the retired members that read this article to write or call me. Let me know what and how you are doing, including pictures.

I leave you with this thought: Apathy, the beginning of the end of a union!

DOUG HOWARD, P.S.

Locals Help Each Other; Negotiators Selected

L.U. 551 (i,o&em), SANTA ROSA, CAL.—Greetings, Brothers and Sisters, from in between the raindrops of northern California. Perhaps an inverse rain dance would be in order before we slide into the ocean without benefit of that earthquake everyone's predicting.

It is always a joy to write about examples of true brotherhood. No, contrary to some belief, brotherhood is not dead. Local 442, Redding, California, is being hit particularly hard by these hard (Republican) times. Of all people to be the first to come to the rescue, it was Local 340, Sacramento, California, a local besieged with problems of their own. The Brothers of Local 340 voted to send Local 442 the sum of \$250 per month to help see them through their financial difficulties.

Our congratulations and salutations to Local 340 for their exemplary act of thoughtfulness and generosity. It is acts like this that keep brotherhood a reality, not just a word.

Not to be outdone by Local 340, our membership voted at the November meeting to duplicate the contribution of \$250 per month to Local 442. Along with cash, we would like to also send our sincere wishes, hopes, and prayers for better times.

By this writing, it is hoped that recently retired

Brother Russ Pierce will be well on his way to a speedy recovery from heart surgery. Russ's ingenuity, mechanical excellence, and leadership abilities made him a real tribute to our trade. Our best wishes to you, Russ.

Speaking of retirees, it is always a pleasure to see the old timers take time out from their lives of leisure and attend union meetings. As well as the enjoyment of seeing the crusty old faces of former "comrades in tools," we can still benefit from the voices and votes of our "more experienced" Brothers.

The new Negotiating Committee will consist of Richard Clarey, Richard Edgington, Alan Ferris, Dow Gothard, and Patrick Jennings. Despite the excellent men involved, we know they will not have an easy time of it. We also know that the best possible job will be done.

There has been talk recently of the frequent "attacks" upon Republican politics and politicians allegedly made in this newsletter. Therefore, for now, I will ardently attempt to prevent my pen from approaching this area. Let us let their actions speak for themselves. (I tried.)

Remember, Brothers and Sisters, buy American, buy union, and support your union.

SCOTT L. GOTHARD, P.S.
DOW H. GOTHARD, P.S.

State AFL-CIO Endorses Hunt For Senate

L.U. 553 (i,o&em), RALEIGH, N.C.—Our work situation has not improved. The majority of our members are working out of other locals. Many thanks to the local unions that have given our members employment.

There is a lot of construction going on in North Carolina, but most of it is going non-union. One job that we had hoped to get was the Goodyear Tire and Rubber Company. They are building a new plant in our jurisdiction 100 percent non-union.

The North Carolina State AFL-CIO has endorsed Governor Jim Hunt for senator in 1984. This is a very important political race for the working people of North Carolina. Our present senator, Jesse Helms, is very much against organized labor, and must be defeated. I urge our members and their families to register and vote.

Due to lack of work there were not any new apprentices indentured into the apprenticeship program this year. Our apprenticeship classes are going very well. The Apprenticeship Committee, instructors, and apprentices should be commended for making our program such a success.

Remember to attend your local union meetings. They are held the second Friday of each month.

ASENATH MCLEOD, P.S.

Reynolds Metals Job Reopening

L.U. 558 (i,o,u,cavt,rtb,rt,em&spa), SHEFFIELD, ALA.—Greetings, Brothers. The big news in our jurisdiction at the time of this writing is Reynolds Metals Company's announcement of the reopening of a potline at its Listerhill division. This is an announcement that we have waited on for quite a while, and we're certainly hopeful that it is only the tip of the iceberg of better news to come.

Recently, the Tennessee Valley Authority announced a power rate reduction to industry in the valley, in the form of what they term "interruptible power." Without going into any great detail, I hope it will suffice to say that we hope this will give Reynolds Metals the incentive to open more potlines in the near future.

Quite a bit of construction work, being performed by local contractors, has been done on the Alloys side of Reynolds recently. Rumor has it that even more work will take place in 1984.

Though this news from Reynolds is certainly welcome, it is clouded with the threatened closing of the Reynolds Wire, Rod, and Bar plant. Several meetings have been held on the subject, with Reynolds asking for major concessions. It is my

understanding now that Reynolds has a new package to present to labor, but as far as I know at this time, things are still pretty well up in the air. The Aluminum Workers are taking the lead in these discussions, since they have the greatest number of members to be affected.

Work for our smaller contractors, with the exception of the Reynolds Alloys projects, seems to be the same. We consider this situation to be quite bad when compared to the volume of work we have performed in our area in the past. We have had a few small projects announced, such as a few motels and restaurants, which will certainly provide some relief. However, we are still far from providing full employment for our membership.

Perhaps in our next national elections we will get a good, Democratic president, and the working men and women of this nation will be able to have things work in their favor for a change.

Speaking of politics, we are presently in the process of forming a Political Action Committee. Brother Dan Kelley, local union president, is presently appointing members to serve on the committee. I'm very excited about this committee and feel it will be a big plus to our local union. After the committee gets into full swing, it will certainly have a tremendous influence on our area, as well as state and hopefully even national, politics!

GLYNN NURRAY, P.S.

New Apprentices



Twenty-one new apprentices were initiated into Local 586, Ottawa, Ontario, at the November general meeting.

Winners



Here are the winners of the Annual Turkey Bingo with their prizes.

Negotiations In Progress; Call For Solidarity

L.U. 586 (i,o&em), OTTAWA, ONT.—Our membership had a good year workwise, but now that winter is here, it will, as expected, drop considerably. We will be back in good shape this coming spring and summer.

All the proposals to our new collective agreement have been submitted to the CCO and are now in the process of being discussed and approved by the full committee. From all reports, it would indicate that the Electrical Contractors' Association of Ontario has joined together with other outside forces in trying to remove from our collective agreements a number of clauses, two being *union rights* and *working conditions*. All agreements are negotiable, but the union rights and working con-

ditions clauses are untouchables. Our local, as well as the whole industry, has at great financial expense, personal hardships, and continuous struggle over many, many years achieved these rights and conditions. They are never to be negotiated away in whole or part. These two clauses are the backbone of our collective agreements. Without these two clauses, you have no more Union.

The Annual Hockey Tournament is to be held in Peterborough, Ontario, this coming March 9 and 10. Our players are now rounding into shape and looking forward to the contest. I wish good luck to Brothers Bob Hill, business manager of Local 894, and all his membership in their endeavour to sponsor this tournament. It takes a lot of people, time, and hard work to put together such an event.

"It is not the start but the steady going that gets you there."

By March, 1984 we all should know which direction the CCO has taken in our quest at a new collective agreement. I should also mention that as far back as November, 1983, eight Ontario construction trades set a pattern in the industry that may lead to a cause for dissension with the remaining non-committed trades, as well as in the Provincial Building and Construction Trades Council of Ontario. These negotiations were conducted in total secrecy from their memberships. I, being a delegate on the CCO, heard only of these negotiations from the news media after they were conducted.

This conduct demonstrates the major weaknesses that prevail in the Provincial Building Trades and Construction Council. It surely cannot be called solidarity. The action of these eight trades can only lead in helping to destroy the labour movement in all parts of this country. Speeches by these same people cry out "We will not give concessions," "We will fight any such proposals." Who are we kidding? If we are to survive in our industry against management and government's decisions we must first clean up our own act. This means solidarity amongst ourselves even at great sacrifices. This is what the labour movement was built on in this country.

We now find ourselves maneuvered and limited in the area of bargaining. Will this put the CCO into a credibility gap with its own membership? The CCO must present itself with a positive attitude and seek a fair and equitable collective agreement. As in all bargaining, there must be room to compromise, but compromise does not mean concessions.

My faith in the CCO and its delegates remains as strong as ever. They will surely be tested in this year's negotiations. Let us not be our own worst enemy in this struggle.

On a more pleasant note, I would like to thank all the officers of our local for their time and effort at our annual Turkey Bingo held on December 1, 1983. It was again a great success; we had a full house attendance.

At our November general meeting we initiated 21 apprentices. In all the years that I have been a part of this local, I can say that it has served me and all my other Brothers very well and it will continue to do so. To accomplish this is no secret. "Just put a little back into what you have taken out." It's just that simple. "He is only exempt from failures who makes no efforts."

I. BARNABY, PRES.

Annual Old-Timers Night Held

L.U. 595 (i&o), OAKLAND, CAL.—The work picture is still slow, we have 180 members out of work in Book 1 and over 200 members out of work in Book 2. The work that is coming into the hall seems to be all short duration. It looks like some movement will be taking place on a few of the bigger jobs soon, however.

On the brighter side, Local 595 held their Annual Old Timers Night December 2, 1983, and a good time was had by all. All the Brothers eligible to receive a pin started the night with a sit-down dinner at 5:00, and then the rest of the membership

joined us at 8:00 for the regular union meeting. The awards presentation began around 9:00. Local 595 gives year pins and scrolls starting with 25 years of membership. We started by introducing the various guests, from International Vice President Jack McCann, and some of his staff, to representatives of sister locals around our area and some of the professional people involved in our pension plan, health and welfare plan, law firms, and others that help make Local 595 the local that it is.

We started by presenting pins to the oldest members first: S.E. Tosteson, 70 years; L.N. Stevens, Mark Narron, and E.J. Boehmer, 60 years (Brother Narron and Brother Boehmer each have two sons and a grandson in the local which makes three generations for each family). Three 55-year pins were presented to Jack Hotchkiss, H.K. Short, and F.W. Stallworth. We also had six 45-year pins, 47 40-year pins, 40 35-year pins, 38 30-year pins and 34 25-year pins. Congratulations to all the Brothers. After the meeting was adjourned a buffet table was set up and liquid refreshments were served, then everybody renewed old acquaintances, reminisced about all the old jobs and working partners until the wee hours of the morning.

PAUL D. CHIVELLO, P.S.

Retiree



Pictured is Brother Bert Rickett, Local 636, Toronto, Ontario, who recently retired from Unit 19, Guelph Hydro.

Brother Rickett Retires; Negotiations Begin

L.U. 636 (u,as,spa&rr), TORONTO, ONT.—Brother Bert Rickett recently retired from Unit 19, Guelph Hydro. Bert had been employed for over 25 years with this utility. He was very active in labour affairs and served as president of Local 548, IBEW, for seven years and as a member of the union Executive Committee. He also was chairman of the Guelph Unit and an Executive Board member when they joined 636 in 1978. Bert was also very active in the community and held various positions. The local extends best wishes for a long and prosperous retirement.

Other news on the local scene: the local is gearing up for negotiations. Because of the Provincial Restraint Program, the majority of the agreements will expire in early 1984. This will keep our business manager and representatives extremely busy.

In September, Business Manager Lorne Barr and Rene Riopel attended the first IBEW-ADT National Conference in Vancouver. He also has been looking into several buildings in the Toronto area that are for sale, hoping to find something suitable for a future office.

HAROLD VANCE, P.S.

Scribe Calls For Political Action

L.U. 639 (i,o&rts), SAN LUIS OBISPO, CAL.—Business Manager Bill Brownie is encouraging our support for political candidates which will help organized labor, after attending several informational meetings on the pros and cons of various candidates. Labor is supporting Walter Mondale as candidate for the Democratic Party for the office of president, and we hope, with your support, to

Bar-B-Que



Shown at the Local 639, San Luis Obispo, Cal., Bar-B-Que, from left to right, are Entertainment Committee members Conrad Michel, Leroy Trivitt, and Gary Duniven.



This is another picture of members enjoying the Bar-B-Que. From left to right are Conrad Michel, Randy Clark, Roy Kellogg, and Scotty McLaughlin of Local 191, Everett, Wash.

unseat Ronald Reagan, the most anti-union president we have ever had in the White House, and his anti-union staff.

We must not forget his attack on the controllers of the airlines some two years ago. And today it's the Greyhound Bus Lines he's trying to break, and he is continuing with the big ones like Phelps Dodge, whose 2,300 miners struck in July and have been replaced with the non-union. Make no doubt about it, the IBEW and the whole AFL-CIO is on his list to be smashed.

This and much more that Reagan has done to hurt labor is why we, as union members, must support our leaders at the polls now, instead of sitting back on our duffs saying, "My tummy is full now, I'll worry about the anti-union leaders when I'm the one out of work." Because then, Brothers, it's already too late. Think about that at the elections. We must support our leaders in the labor movement and back them in their bid in their tradition-shattering political offensive play to win former Vice President Walter Mondale as our president. The action in this unprecedented move by the AFL-CIO in backing a candidate for president so early only underscores deepening awareness among a broad spectrum of the AFL-CIO leadership that only by moving as one, as a whole, on critical issues can it hope to reverse the decline of organized labor.

Business Manager Brownie has in the past years continually warned us at every union meeting of what's in store for us by the Republican administration, and he has been 100 percent correct. Brothers, he's doing his homework, so let's do ours and elect the people that will help us, not destroy us. Those that voted for Reagan in '80, now is your chance to reverse that mistake in '84. As Federation President Kirkland declared, "Above all, we need unity and a sense of common purpose." And we now know how many unions have had to, and are still having to, grant contract concessions involving wage freezes and cutbacks. Remember, our negotiations are coming up, and our business manager can only show strength in negotiations if he has unity in the membership, which is the strength.

Also, there's the new breed of management consultant, better known as "union buster," against organized labor who is having a huge success keeping employers union free or ridding them of union shops altogether. Legislative priorities, such as massive public works projects and job programs are stymied in Washington by the Republican administration working in concert with a GOP-

controlled Senate. I am sure, Brothers, you could add to what I have written above and I am sure a different statement from each and every member would be no exaggeration. So let's all come to the aid of our leaders in the labor movement and get out and show organized labor's strength and support Walter Mondale and all candidates that will back us in our fight to preserve our way of life, with unionism.

Now, for the good news. The NRC, by a vote of 4-0 in Washington, has granted Diablo Canyon their low-power test license so they can load fuel at the plant and begin testing. We, who have worked so many years at the plant, are happy that we can perhaps now, after all these years, see the fruits of our labor and see the plant in full operation this year.

Have a Happy New Year and let's make this the safest year of our lives. After all, if you're disabled, it hurts your loved ones much more than you. Therefore, don't only look out for your own safety, but help to look out for others.

Remember, push your COPE tickets.

STAN GARLAND, P.S.

Wrestler



Bucky Maynard, son of Gary Maynard, member of Local 640, Phoenix, Ariz., in one of his many competitive wrestling stances.

Marchers



Led by Business Manager Dick Weiland, members of Local 640 show what solidarity means to them.

Local Active In Community Services

L.U. 640 (i,u,em,rtb,rts&spa), PHOENIX, ARIZ.—Once again the holiday season has come and gone. By the time this reading gets to press, we will have well started a brand-new year with hopefully more work for the Brotherhood than we have now. With the union-busting antics by Phelps Dodge, Continental Airlines, and just recently Greyhound Corporation, it is frightful to think about the future of organized labor.

At any rate we at Local 640 chose to support our fellow union Brothers and Sisters in the mining towns of Arizona by contributing money and food to their Relief Fund. Along with other members of various unions, we plan on showing these large corporations that solidarity is the key to the salvation of organized labor. Our intention is to show the media and the general public that we did not achieve a standard of living that we are accustomed to without the help of collective bargaining. I believe anyone who feels he could have done better on his own is very much mistaken.

Traditionally, our Community Services Committee has once again had its yearly food drive to contribute to more than 75 needy families over

the Christmas season. Many thanks have to be given to this committee since many hours of time and preparation are given by its members to make charitable deeds like this one a success. Plans are also in the making to donate labor for the construction of a church for a needy parish. I would also like to extend my congratulations to Brother Eric Copland, whose personal dedication to help the victims of the present Phelps Dodge crisis has been very rewarding.

It is always very warming to hear from or about local Brothers who chose to relocate in other areas of the country. Recently Brother Bob Robertson returned to the valley to spend some precious days with his ailing father. Unfortunately, Bob's dad passed away after a lengthy fight with cancer. Brother Robertson left the valley after his doctor's orders about five years ago and decided to settle in the Seattle area. Bob brought with him news of other 640 members such as Ron Bruce, Roger Clark, and Dan Colmer who have also made new homes for themselves in the state of Washington. It is always nice to hear about our fellow members and any such news and pictures would be well appreciated. Good luck to all of you fellows in the future. Always remember you are still a guest in another man's local, and we trust that you will act accordingly.

My personal congratulations are extended to Brother and Mrs. Joel Wheeler on the recent marriage of their lovely daughter Gretchen. This stunning bride became Mrs. Scott Keith on Saturday, November 26. After a delicious catered dinner and some versatile music, the happy couple left for a week's honeymoon vacation in Hawaii. Gretchen is also the granddaughter of Brother Earl Wheeler and the niece of Dave Wheeler, both long-time members of Local 640. The hospitable and happy parents played host to over 200 friends and relatives at a reception held at the local union hall after the wedding.

In the past I have enjoyed sharing with my readers special skills that are possessed by children of many of our members. This is the case of young Bucky Maynard the son of Brother and Mrs. Gary Maynard. Bucky at the age of eight years old started into a wrestling program that was coordinated by his father, and eight years later has progressed into one of the finest high school wrestlers the state of Arizona will ever see. This young lad has won tournaments all over the country, as well as constantly breaking records in his own division here at home. A junior at Thunderbird High School, here are just a few of the titles that this youngster proudly enjoys: five times Arizona State Champion in Greco-Roman and Freestyle; second in the Western Zones Competition in California, again Greco-Roman and Freestyle; first in the Western Zones Competition in California in 1981; national champion in 1981 in Lincoln, Nebraska, which consti-

tuted the Grandnationals in Greco-Roman; second in Greco-Roman in the World Team competition for 1981. As a freshman, he wrestled on the varsity team at Thunderbird, which is also a Triple-A school in athletics. This list is endless but the statistics speak for themselves. Bucky, on behalf of myself and Local 640, I sincerely congratulate you and wish you the best of luck in your wrestling career.

Well, I see I've about run out of space, so I'll close again for another month wishing everyone a prosperous and healthy new year. Let us all meet at the union meetings, and above all let's not forget our retired members.

RAY POLESKY, P.S.

B.M./F.S. Cites Duties Of Office

L.U. 647 (u), LITTLE ROCK, ARK.—Occasionally I am asked about my duties as the business manager and financial secretary of our local, therefore, I have summarized most of the duties. They are not necessarily listed in order of priority, but naturally, legal requirements must have first priority. Requirements by the International Office are next, and internal union matters are last, with the exception of grievances. Grievances must be given first priority along with fulfilling all the legal obligations of a labor organization. In order to effectively evaluate how well someone performs a job, the person must first understand what the job is. When I first took office, I did not fully understand all that was required, and I assume most members are just like me.

The business manager/financial secretary must maintain records and file reports to fulfill all the requirements of a non-profit organization, plus all requirements of a labor organization. This includes maintaining a list of members, their dues payments, collecting the International portion and forwarding it to them before the 10th of each month, administration of pension benefits for "A" members, preparing vouchers for all expenditures of union funds, including salaries of all officers, members who draw salary lost from the company while on union business as a delegate to a convention, labor school, steward training seminar, or in connection with a grievance or arbitration, etc.

He must attend all meetings of the local union, its Executive Board, the regular meetings of the Petit Jean Electric Unit, and its Executive Council, the 12th District Progress Meeting, the Utility Conference, and the International Convention, and serve as a member of the AP&L and PJEU Negotiating Committees. Also, he is expected to travel the jurisdiction of the local union. I make a trip each quarter, holding informational meetings in

Address CHANGED?

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L. U. and Card No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

NAME

NEW ADDRESS

City State Zip Code

PRESENT LOCAL UNION NO.

CARD NO.
(If unknown — check with Local Union)

PENSION MEMBER

OLD ADDRESS

City State Zip Code

FORMER LOCAL UNION NUMBER

Mail To: Circulation Department
International Brotherhood of Electrical Workers
1125 15th Street, N.W., Washington, D. C. 20005

each of the local's five geographic divisions. Total mileage for one complete round is approximately 2,600 miles.

He must negotiate lease agreements for office space, equipment, auto, etc., and arrange for maintenance of building and equipment, and obtain insurance coverage to protect the local union.

The business manager/financial secretary must also invest any excess funds not being used after monthly expenses, to insure the most return. When I took office in April of 1980, we were two months behind in sending the International Office their part of the dues, because we did not have enough money to operate. The money we did have invested was tied up in a seven-year certificate and the interest was being collected and spent to pay expenses, therefore, we were not gaining anything. I was forced to withdraw the savings and pay our bills, which resulted in a heavy penalty to the bank, but we are now in sound financial condition. Our net financial gain, including interest received, for the fiscal year ending June 30, 1983, was over \$30,000, which will allow us to start an insured money fund should we ever need to provide strike benefits to our members. Reports must be prepared, monthly and annually, and presented at each meeting of the local and the Executive Board. The records must be audited at the end of each fiscal year.

The business manager/financial secretary must cooperate with other locals and the International's Utility Department in exchange of information surveys and submit a summary report at the end of each negotiation to the vice president of our district. He must obtain bids for new contract books, or supplements, and distribute them to each member when printed. He must continually study the IBEW Constitution, BNA Union Labor Reports, our agreement and bylaws, grievance guide, and other sources of information to be able to provide sound advice to the members and protect the rights and integrity of the local. This list is incomplete, but all I have space for in this article. Other duties of the business manager, financial secretary, or other officers of a local union can be found in Article XIX of the Constitution, or our bylaws.

BOB MOORE, P.S.

New Officers Elected; Building Committee Formed

L.U. 649 (i,o,u,rts,spa&catv), ALTON, ILL.—It has been some time since anything has been mentioned about this local, but there have been many things happening since the last word reported.

The month of June brought about the local's elections. Almost all of the elected officials are newcomers. Congratulations to Brother Gary Walker, president, Brother Phil Sisson, vice president, Brother Robert Whitlock, business manager, Brother Jim Heinemann, returning as recording secretary, and Brother Jack Tueth treasurer. Brother Whitlock has performed duties previously, such as president of the local from 1971 to 1974. Also to note, there have been many changes in the Executive Board personnel. Our support goes to the Brothers as they carry out their duties.

Brother William E. Parker, retiring business manager, has decided to bring his local career to a close and go fishing. He is wished a long and healthy retirement.

Our new administration has been busy. During the month of August, local officers and Executive Board members attended a two-day leadership class at the hall. The classes were provided by the International Office and conducted by Howard Moreland, International Representative of the Sixth District staff. The purpose of the class was to inform local union leaders of the coming changes in the future of the trade, conducting trial boards, handling grievance procedures, and conducting union business in the proper manner.

September brought an arranged meeting between the local body of wiremen and linemen and Larry Lawler, administrator of the IBEW-NECA Health and Welfare Insurance Program. The meeting, arranged by Brother Whitlock, gave the wiremen an opportunity to discuss the program in depth with

Pins



Shown at the pin award presentation of Local 649, Alton, Ill., are 40-year recipients Robert Prullage and Bill Downing.



Kneeling, left to right, are 35-year recipients C. Jerden, W. Slaten, E. Kramer, and H. Kruse; back row, left to right, are R. Weatherholdt, L. Noble, E. Manns, C. Hinners, D. Doyle, C. Maguire, and H. Mathus.

Mr. Lawler. Mr. Lawler explained the financial condition of the insurance program due to the high unemployment. This caused some concern to the administrative officers, and the officers decided on a few immediate changes to help ease the strain on the money reserves of the insurance program. As some of the Brothers covered by this insurance program found out quickly, one of the changes made was the raising of the deductible portion of the insurance on major medical from \$100 to \$200. Mr. Lawler also took questions from the floor pertaining to individual claims made by the membership. It was very informative, to say the least.

Brothers Walker and Whitlock attended the Sixth District Progress Meeting held in Traverse City, Michigan, on October 13 and 14. Vice President Conway chaired the meeting, keeping things very informal. The meeting reported the status of the construction, utility, and manufacturing branches of the IBEW.

Union Electric has ratified their new two-year contract agreement. The other plants have their contracts coming up for negotiations. More on that as things progress.

The Coal Gasification and Lock and Dam projects remain the big jobs so far and are still going strong thus far.

As many members of the local know, a Building Committee was selected by President Walker. Members now serving the Committee are Charles Yancey, Union Electric representative; Chuck Wagner, Olin representative; Larry Greer, Clark Oil representative; John Malloy, wireman apprentice; Wayne Robeen, wireman; and Terry Wilhite, wireman. President Walker called the first meeting on Oct. 27, 1983. President Walker discussed an agenda the Committee might consider following, such as in what order items might be given attention. The present condition of the building was the biggest concern. The Committee discussed many options to present the union body as to the best possible move to rectify problems besieging the hall at the present time. It was voted upon for Brother Malloy and Brother Wagner to share the chairman's duties. The Committee decided to meet on Saturday, October 29, 1983, at 9:00 a.m. to make an inspection of the hall. The results were presented to the body at the December meeting. More from the Building Committee as things develop.

Brother Whitlock attended a business manager's meeting on October 24 and 25, 1983, in Champaign,

Illinois. Vice President Conway chaired the two-day meeting.

One event that will stick in everyone's mind will be the Membership Pin Awards Presentation held on November 4, 1983, at the Cottage Hills VFW Hall. Beginning at 7:30 p.m., the regular monthly meeting was conducted first, with pin presentations and dinner following. President Gary Walker read the list of pin recipients in the order of years served. The pins were presented to each member by Brother Whitlock. On top of the list with 40 years service were Brothers Bill Downing and Bob Prullage, wiremen. Other recipients will be mentioned at a later date. The real plus gained from this meeting was the attendance of the membership. At a later date, this local will honor the retirees of Local 649 with a similar awards dinner. More to come next time.

TERRY WILHITE, P.S.

Pin Awards



Brother Ed Alexander of Local 673, Painesville, Ohio, received a 40-year pin from Business Manager Ted Eland and President Ron Giangiacomo at the annual Charter Party.



Recipients of 30-year pins were, left to right, Brothers Dave Campbell, Gordon Rudd, Jr., Joe Redmond, Harold Breedlove, John Hoffman, Joe Knazek, and Don Zimmer.

Local 673 Celebrates 53rd Anniversary

L.U. 673 (i,o,u,rts&spa), PAINESVILLE, OHIO—Saturday, December 10, 1983, marked the 53rd anniversary of Local 673's charter in the International Brotherhood of Electrical Workers and an outstanding reception was held at the Normandy Party Center in recognition.

Corsages for the ladies and a continuity tester-flashlight for brother and sister members at the door started an evening of good food, terrific conversation, music and dancing, a little practical joking (just ask Brother Mark Blanks), and an overall aura of brotherhood and deserved pride in our local union.

The parents of the graduate apprentices, as guests, received the complimentary flashlight and the opportunity of seeing President Ron Giangiacomo present the new journeymen their certificates from the National Joint Apprenticeship and Training Committee.

President Giangiacomo also awarded merit badges of honor for years of service to the following Brothers: five years—Dale Woods, Bill Redmond, Dan Gallo, Ted Daly, Cliff Fenner, Gary Goodman, Luke Hale, Ron Hamric, Scott Hartman, Joel Knazek, Kurt Knight, Mirko Kristanc, John Parker, Steve Petrus, Terry Wyse, Bill Hoertz, Jr., Paul Kallio, Mike Gilkerson, Frank Booher, Kent Morgan, Michael Blazetic, Joe Davidovich, Rich Garuckas, Jr., Jerome Jasinski, and Jim Swartz. Ten years—Ed Hejma, Dave Hudec, Bill Johnson, Jim McCulloch, Bill Renshaw, Tim Sankal, and Tony

Suhadolnik. Fifteen years—Ron Adams, Bob Alex, Bob Atkins, Dave Cross, George Mansfield, Gerry Ondo, Aldo Paliska, Dick Poole, Bill Valentino, and Harry Windle. Twenty-five years—Bill Bartos, Bob Ford, Bill Safcik, George Minger, Dale Porter, and George Walters. Thirty years—Harold Breedlove, Dave Campbell, John Hoffman, Joe Knazek, Joe Redmond, Gordon Rudd, Jr., and Don Zimmer. Thirty-five years—Chester Freeman, Robert Babcox, Raemon Buck, Dick George, Bill Hannum, Sr., Carl Nosler, James Hosler, Frank Meehan, John Sankal, and Robert Covert. Forty years—Edward Alexander. President Giangiacomo then acknowledged Brother George Hoffman, a charter member, who kindly consented to speak a few words.

Prior to any local union extravaganza, whether it is the picnic, clambake or charter party, brother members of the Entertainment Committee spend many hours planning each event. Committee members Jan Echle, Gary Goodmanson, Tom Goss, Dale Porter, Jim Howard, Sr., Bob Breedlove, Les Richmond, Daryl Kelsey, and Harold Riedel can take deserved pride in coordinating an outstanding evening.

See you at the next union meeting, until then, support U.S. jobs—buy American.

JOHN NOALL, P.S.

Donors



Local 683, Columbus, Ohio, members give blood during the blood drive.

Committee



Bloodbank Committee members Ken Harris, Roy Goldbach, and Bob Golden prepare to sign up donors at the blood bank.

Local 683 Members Donate Blood

L.U. 683 (i&em), COLUMBUS, OHIO—The Red Cross Bloodmobile was at Local 683 in November, although blood donations were down from last year, the Red Cross still appreciates our efforts. Local 683 members helping with the bloodmobile were: Chairman Lowell Burton, Ken Harris, Roy Goldbach, Bob Golden, Joe Melley, Mark Goldbach, Sam Eaton, Ed Rowland, and Paul Falk.

The Local 683 25-year members held their Annual Reunion November 19. The retirees Christmas luncheon was held December 3.

We have several journeyman skill-improvement classes under way at the present time.

Work is still terrible in Columbus, and we have many of our members working out of town. Local 683 thanks those locals that have been able to employ some of our members.

TERRY NICODEMUS, P.S.

Local Pleased With Arbitrators' Decisions

L.U. 695 (u), ST. JOSEPH, MO.—Our union is very pleased with decisions given by arbitrators recently. Three grievances were filed and processed to arbitration in an effort to turn around policy changes involving transfers and layoffs initiated by an employer. All three grievances have been sustained, including an award of back-pay allowance in two of the cases.

We still have some members laid off. Hopefully the new hotel under construction and several remodeling jobs will improve the situation for us as well as our Brothers and Sisters in the construction and manufacturing ends.

Our local mourns the passing of several members recently. They include Brothers Harold Fleshman, Robert Berkshire, Ed Richmond, Vern Holt, Joe Andes, Harold Brown, Nelson Peterson, Virgil Kemp, Al Bledsoe, and Bob Thomas.

Line steward Marvin Brown has been elected president of the Lamplighters Club.

TROY SWINDLER, JR., B.M./F.S.

Local Work Scene Remains Unimproved

L.U. 700 (i,o&spa), FT. SMITH, ARK.—Do you ever feel like someone is messing with your mind? In watching the national news, the Labor Department put out the unemployment figures for November. That figure of 8.4 percent is pretty hard for this guy to swallow. I can look through the *Journal*, and I don't see any improvement in the work.

The manager of the neighborhood "Git-n-Go" says that things are very slow, and then I hear an announcement from the Salvation Army asking for people to fill a large grocery bag for a little boy or girl with toys so they might have something this Christmas. They said last year they needed 700 bags, this year they need 1,800. Now I don't know about you, but this doesn't reflect any improvement in the economy as far as I am concerned. It only tells me that an election year is coming up. You will have to ask yourself if you're better off now than you were three years ago. As for me (and my local), we seem to still be going downhill. I know how I will vote. How about you?

The work scene in the 700 area is unchanged. As the scribe from Local 68 put it in the December issue, we too have gone from bad to very bad. I see no quick turn-about. For those of you who might read this, and don't look at all the "Local Lines" in the *Journal*, I would like to point out the article written by Brother Conway from Local 332 in the December issue. For the "long haul" I think he said it all.

Buy American, buy union, buy COPE.

RODNEY GREER, P.S.

Business Manager



Pictured here is J. Harvey Fryer, business manager of Local 702, West Frankfort, Ill.

1983 Was A Busy Year for Local 702

L.U. 702 (i,o,u,uow,em,rts,rtb,spa,t&catv), WEST FRANKFORT, ILL.—As we approach the year's

end we look back on a busy year in terms of the number of negotiations and grievances handled during the year. Contracts negotiated during 1983 include inside wiremen, residential wiremen, outside agreement, CIPS three divisions plus Newton Power Station, four Southern Coops physical, and three clerical Southern Coop agreements, Pemiscott-Dunklin Electric Coop, Ozark Border Coop, Tri-County Coop, Wayne White Coop, City of Sikeston, Mo., WSIU-E Broadcasting, WSIU-C Broadcasting, Mt. Carmel Public Utilities, Illinois Consolidated Telephone, Continental Telephone, Wabash Telephone, Marion Carbondale Cable Television, Southern Illinois Cable TV and City of Flora and Mt. Vernon Industrial Electric which are both still in negotiations. In addition we have a tentative first agreement with World Cablevision of Mt. Vernon, Illinois, which was organized in 1982; and we are still negotiating at Greenville, Illinois, where we organized a manufacturing plant named KFP Inc. The staff and office of our local union thank all of you for the support you have given us this year.

DAVID MCNEELY, P.S.

Scribe Encourages High-Tech Training and Voting

L.U. 725 (i,rts&spa), TERRE HAUTE, IND.—The local union stag was held on October 1 at the Riley Conservation Club with about 100 members attending. Great fun and conversation was enjoyed by all. We hope to enjoy more get-togethers in the near future.

We would like to wish "well" to the following members that retired in the past year: Don Cannon, Benjamin Smith, John Mitchner, Richard May, Ladislav Michl, William Nicoson, Raleigh Poindexter, John Klug, John Ferguson, Rolla Walls, John Plasse, Clifford Scott, Harry Clines, and Bill Waldrip. We hope that these Brothers will enjoy their well earned retirement. They have helped many through their active years.

There has been much of a move of late to "farm out" any high-tech work to non-union "well trained" technicians. We all should push to get ourselves trained in these fields by either encouraging our local to support the training through group participation or taking it on our own to get the training at an accredited school. Some of the locals are losing a lot of work this way. The old methods are being replaced by newer, more efficient means, and we all should accept these newer methods and train ourselves so that this work can be ours.

Work here is still very slow, with more than 100 on Book One for the past several months and turnover has slowed even more. It is taking about five months to work up through the list.

Those of you that believe that the current administration is really helping should take a real close look at the stock market to see who is really making the bucks. It is not trickling down as the original idea suggested—at least not at my house. We must all remember that there is less than one year prior to the election when the next one comes around. Encourage everyone that you come in contact with to get out and vote their choice at election time.

We have two new business representatives here. They are Richard "Sonny" Enstrom and Terry Sullivan. Good luck to both of them in the tough times.

HAROLD LANDES, P.S.

Involvement in Politics Pays Off

L.U. 728 (i,o,em,rts&spa), FT. LAUDERDALE, FLA.—I am pleased to report that our increased effort in recent years in the political community, from forming a Political Action Committee (ELECTROPAC 728) to increasing our scope of influence through coalitions with senior citizens, women's and veteran's organizations, has again provided results. The recent passage by the Broward County Commission of a Prevailing Wage Ordinance on construction work, to our knowledge, is the only

Light Poles



Members of Local 728, Ft. Lauderdale, Fla., employed by E.C. Ernst, set light poles at the Coral Square Shopping Center in Coral Springs.



The approaching pole-setting rig typifies the vast changes we have experienced in the electrical industry in recent years.

pro-labor legislation passed by a local government in Florida in many a year. The extension of Davis-Bacon-type legislation to all county construction in Broward, regardless of the type of funding, is projected to encompass a billion dollars in construction work in the next five years. This change can only enhance the opportunities for union contractors to capture the lion's share of future county construction work for our members. I would like to extend my congratulations to Business Manager Jim Weldon, Broward AFL-CIO President Chic Perez, and to all the members that contributed their time and effort to this victory from its conception many months ago, through the massive post card campaign, the job site canvassing, the letter writing and our early morning demonstrations. Well done!

Our line unit will open its contract for negotiations this month and I should have a report on who has been appointed to the Negotiations Committee by next month. I would like to extend our best wishes to Brothers C. Richard "Red" Lang and Remie O. Hammond, Jr., on the completion of their line apprenticeship and welcome them as our newest journeyman linemen.

I would like to extend our sympathy to the family and friends of retired Brothers William H. Bunch, line unit, and George A. Smith, journeyman wireman, who recently passed away.

MICHAEL FORTIN, P.S.

Scribe Encourages Registering, Voting

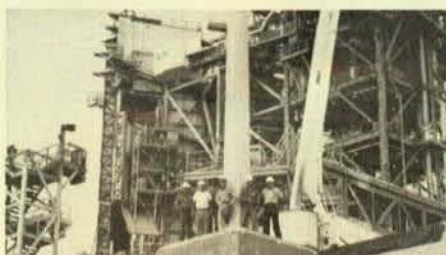
L.U. 756 (i,o&es), DAYTONA BEACH, FLA.—Making for a brighter outlook hereabouts is the awarding of the \$13-million mobile launcher platform (MLP) modification at KSC to Bechtel. Apparently, this job would have gone to the rats without the efforts of Business Manager Don Morgan and UA Local 295 Business Manager Ron Malphurs to take whatever steps necessary to insure that the project went union. Brothers, make no mistake about it, we are at war with the rats, and it is mandatory that we collectively accept changes that give us and our contractors the ability to take jobs away from them. Our priorities now lie not with what we can gain individually or nitpicking over this or that, but what we have to do to survive; and to survive, we must beat out the rats.

Brothers, all too often I speak to members that have no idea of what is going on in the local union or in local politics or in their community. We must all participate, whenever possible, in all of the above. Recent statistics from the AFL-CIO of Brevard County, Florida, showed that of 33,000

On Job



Local 756, Daytona Beach, Fla., members pictured on a job site are, left to right, Jim Akins, John Osweiler, Lee Sams, J. O. Sledge, foreman Bill McCullough, and general foreman Lloyd Lashley.



Catalytic 756 members at installation of prototype pad lighting pole at Launch Pad 39-A, KSC.

union members residing in the county, less than one-third were registered to vote, and of those registered, on an average, less than one-third voted. This means that only about one out of seven union members vote. This situation was characteristic of many areas in the United States. So in effect, when you are on the job, at the union hall or whenever union people gather, look around; six of the people you see are depending on you to vote and vote the "right way."

Our union's Political Action Committees, and other committees and councils, spend many hours researching voting records, interviewing candidates, etc., to come up with recommendations that would benefit us the most. We must take advantage of their work and vote at every opportunity, the "right way." Brothers, your vote is like your payroll deductions for your insurance, pension, and fringes. It is the large accumulation of small deductions that makes it worthwhile. We must all vote to acquire the needed accumulation. If you don't vote, you cheat yourself, your family, your fellow union members, and worst of all, you give our opponents clear sailing to a victory. I wonder where the six out of seven union members that habitually don't vote would be if upon the call for a vote of their acceptance into the union, nobody voted for them.

So come on Brothers, all you that don't vote know who you are. You have fibbed to your Brothers and others when asked if you voted or intended to vote, but you cannot lie to yourself. You be the one the other six depend upon. If you are not registered, register NOW. It's better late than never! If you are registered, VOTE! We cannot win a tug-of-war with only one out of seven pulling!

FRED C. SYMONS, P.S.

Construction Work Poor; Medical Costs Rise

L.U. 760 (i,o,u,rts&spa), KNOXVILLE, TENN.—As we go into 1984, our work has not improved much in the construction industry. We have a large number of men on the book, and there is no real way to determine when work will pick up so as to put our members to work at home.

With a lot of members working in other jurisdictions and trying to keep up two homes, this has made it hard on them and their families. The combined effects of prolonged high unemployment and the costs of living away from home rising all the time, it has become difficult on member and family. All of this is due to the construction recession of the Reagan administration. Apparently

President Reagan just doesn't care about the working people or the poor of this country, only the rich and the super-rich. The TV news says it is getting better. I don't see it for the members who have to make a living working when there is no job to work on. This is another disguised attempt on the part of the Reagan administration that will be challenged in November of this year by all working people of this country.

In the other branches of our local, the members have not had the layoff and unemployment as the construction branch has. Business Manager Earl Seivers has worked with each of the units' committees to get the best agreement under the overall economic situation. As a result, the agreements take longer to negotiate with lower increases than in years past. Brother Seivers capitalizes on quality performance and more efficient ways of work in the utility industry in all the negotiations, in order to employ our longstanding members and add new members to our ranks as needed.

One of the principal problems has been the medical benefits. Fund administrators and trustees have cited similar problems. Besides inflation, costs per claims are rising twice as fast as inflation. In some cases the members are voting to reduce wages to cover the increased costs. Others have cut benefits. Cost containment has become the biggest word in negotiating medical benefits and maintaining medical coverage with the increased costs.

GLENN F. McMILLAN, ASS'T B.M.

Scribe Explains Sickness Benefits

L.U. 824 (t), TAMPA, FLA.—Article VIII, Sections 1 and 2, in our contract between Local 824 and General Telephone Company of Florida states your sickness disability benefits agreed upon by both parties at the bargaining table. Although many employees feel these benefits allow them certain privileges for sick time, many abuse it and find themselves under disciplinary action by the company. These benefits are there to be used when needed but not abused.

Sickness, as defined in the contract, is the inability of an employee to perform work on account of physical or mental illness or injury *confining the employee to his/her home or hospital*. The contract further states that abuse of the sickness disability benefit privileges shall constitute just cause for immediate discharge.

It is important to understand your rights as outlined in this section. If you call in sick, first talk to your immediate supervisor if possible; second, if you have to leave your house or place of confinement call your supervisor and let him/her know. As stated earlier, you are confined to your home or hospital unless you notify management. Many employees have gone to the drug store or doctor when sick and returned to find their supervisor has made a visit to their residence and found the employee gone. Disciplinary action has been taken in many cases on this very situation.

Employees fired for such violations have found that arbitrators have ruled in favor of the company. With GTE setting objectives for absenteeism, it is imperative each employee understands that if you are ill and cannot perform as expected, do not report to work but do not put yourself in a defensive posture with your supervisor. Understand what sickness disability benefits mean and don't abuse them.

Congratulations go out to our business manager, Robert L. Benton, for his recent invitation to be guest speaker for Local 1357 in Hawaii. Brother Benton spoke on many matters concerning deregulation, consolidation, and computerization. All expenses were paid by the TCC-2 Council, and a very successful meeting it turned out to be.

Brother Benton will be speaking in Miami before the American Arbitration Association in November. Bob has become recognized as a very knowledgeable and informative speaker on such matters and has been requested to speak many times. Our local can be proud to have him as our business manager and leading negotiator for our contracts.

PRESTON L. BOONE, P.S.

Coal Business Appears To Be Picking Up

L.U. 865 (rr), BALTIMORE, MD.—The new officers of Local 865 are Karol Zawitoski, president, Earl T. Meyers, vice president, Paul Ricketts, recording secretary, Mark Parrish, financial secretary, and Robert Irwin, treasurer.

I hope during 1984 all of our members who are not registered to vote, will register and let their votes be counted. Also, I would like every member to make a contribution to COPE as every union member knows this is the only way we can elect members to Congress and other candidates to public office supported by labor.

We now have three coal piers in our area. Coal business is bad at the present time, but it looks like business is picking up. As far as I know we have the only ore pier on the East Coast that can handle large ships. Business at that pier is also getting better. I sure hope in the new year all of our members will be working full time. I see where the committee in Washington has okayed a bill to dredge Baltimore harbor from 42 feet to 50 feet deep, that will mean bigger ships will be loading at our piers and other piers on the East Coast.

Brother Albert Lambert, our former president, has retired on a permanent disability. Brother Lambert is well liked by all of our members.

The last two years have been rough on all of our union Brothers and Sisters throughout the United States and Canada. Maybe I should say the recession was worldwide. I think some of the railroads were hit the hardest. Anyone knows that negotiations with the railroads this time around will be tough. There are rumors floating around now that the companies will want a cut in every railroad worker's pay. I think we should all stand together and behind our chief negotiator and inform him we are against these cuts.

I know most of us support President Reagan in the invasion of Grenada. If that situation was allowed to remain, most of the islands in that part of the world would be dominated by the Russians and Cubans. Also, our hearts go out to those mothers and fathers who lost their sons in Beirut. We hope this never happens again. Our local wishes all our members and retirees and families throughout the United States and Canada a Happy and Prosperous New Year for 1984.

PAUL O. RICKETTS, R.S.

Entire Local Working; Negotiations Under Way

L.U. 873 (i&em), KOKOMO, IND.—Local 873 can finally boast that all of our local is back to work after a long slow spell. We are fortunate and count our blessings. Many of our neighbors are still hoping for full employment. Book II has about 300 men on it. We have a few travelers working, however, it doesn't look like that number will ever be depleted.

By the time this goes to press, our contract negotiations will be well under way. We are hoping for a satisfactory blend of steady employment and fair wages.

In an effort to broaden our education, 873 is now giving a Static Control Class for its journeymen. With our computer age coming on so strong, it's apparent that Solid State Motor Control is a must for inside wiremen of the future. These first couple of classes we hope will lay the groundwork for many to come.

I continually urge each and every member to be a strong union man and support your local on the job and at union meetings. Local 873 has its elections coming up in May, so let's get involved, Brothers.

MARK HUMMEL, P.S.

Work Scene Looks Good; Organizing Successful

L.U. 902 (govt), PHILADELPHIA, PA.—As we go into the new year, workload prospects for the electrical group look very good. At present, the

aircraft carrier *USS Forrestal* is in the installing phase of her overhaul. All electrical-electronic equipment removed for overhaul are now complete and being installed.

During the first quarter of 1984, three warships will enter the PNSY for their regular overhauls. The remainder of the year will see an additional four warships entering the base also for their regular overhauls. These ships all have a heavy electrical/electronic work package. The year 1984 looks very good.

As the organizing drive in Local 902 comes to an end, Business Manager Steve DiTomo reports the drive was highly successful. Our local's membership increased approximately 10 percent. Many thanks to all stewards, officers, and members who made this drive the success it was.

As you know, organizing the unorganized is an everyday affair, and our members themselves are our best organizers. Steve reports he will start another organizing drive in the near future.

PAUL J. PERPIGLIA, F.S.

Retirement



Bob Schabacker and wife Dana at their retirement party. Bob headed the Administrators, Inc., that handled the Local 915, Tampa, Fla., Vacation, Local Pension, and Health and Welfare Programs.

Brother Bowman Honored; Change In Fund Operation

L.U. 915 (i&mt), TAMPA, FLA.—The past year has brought many changes in our local union. Among them was a change in the handling of our Health and Welfare, Vacation, and Local Pension Funds. Bob Schabacker and his wife Dana have retired after seven years of capable and dedicated service. Their service was an in-house operation that afforded ready access to the membership. They were always pleasant and willing to help. We all wish them happiness and good health. Thank you for all you've done.

Our Vacation, Local Pension, and Health and Welfare Funds have been taken over by Furlong Administration, Inc. They also provide an in-house service for members' convenience. The very capable Carolyn Furlong is in charge of their operation here in Tampa. Furlong Administration, Inc., also handles other building trades programs in South Florida, as well as IBEW Local 349 in Miami. Claims supervisor Gloria Barrett has been with us for over four years and will continue to provide us with competent and courteous service. Nadine Riley is also on staff to assist with office visits and secretarial duties. We welcome Furlong Administration, Inc., to our area and anticipate the continued professionalism that Administrators, Inc., provided.

With an election year at hand, now is the time to be sure that you are registered to vote. It only takes a few minutes to register or change addresses or parties. The country as well as labor cannot afford another four years of anti-labor policies from the current Reagan Administration.

Congratulations are in order to Brother Jim Bowman. Brother Bowman was awarded Local 915's "Brother of the Year" award for 1983. Brother

Bowman was selected by our Executive Board. Each year the Executive Board reviews the members for this most honored award.

BOB KAISER, P.S.

Retired Brother Cox Mourned By Local

L.U. 932 (i&c), COOS BAY, ORE.—On November 10, 1983, our local was stunned by the passing of Brother Robert L. Cox. Brother Cox, 60, recently retired after serving almost 17 years as business manager/financial secretary of Local 932. Brother Cox was a tremendous leader and a friend of everyone. He was the rock on which our local stood for many years. We could always depend on Bob's wisdom and knowledge to make decisions that would greatly benefit the local. During my years as a job steward, Bob was always there with the answer to any problem that arose. Travelers coming through the area were impressed with the congeniality and fairness. Bob will be missed by many, not only from the local, but others as well. Our sympathy goes out to his family and loved ones.

There's nothing new to report in the way of work here. It just seems to be getting worse if anything. Lately there's been a substantial increase in the number of withdrawals and retirements, due largely to the economy I'm sure.

It might be a slow recovery, but, if anything, now more than ever we need to keep our union strong. We've fought too long to build our standard of living to where it is now, and we can keep it by staying a strong union. Without unions this country would have peasant labor like our neighbors to the south and the Orient. How would you like to work six-tens for two hundred a month? That's about what the average Korean factory workers get for building TV sets.

Let's get out to the union meetings, second Monday at 8:00 p.m. and find out what's happening. See ya there!

BILL MCCAFFREE, P.S.

Retiree



Pictured is Brother Alden Hokanson of Local 949, Burnsville, Minn., and his wife Margaret. Brother Hokanson retired in August, 1983.

Brother Hokanson Retires From Contel

L.U. 949 (u,em,t&catv), BURNSVILLE, MINN.—A retirement party was held for Alden Hokanson on August 19, 1983. Brother Hokanson retired on a disability pension. Alden was a former member from 1951 until 1976 of Local 2114 of Two Harbors, Minnesota, prior to their merger with us.

Prior to his retirement Alden was employed by Contel of Minnesota. Before the purchase by Contel, Alden had worked for the original DMIR railroad which also had the telephone in that area for many years.

Brother Hokanson has served the union in all capacities of office. At the time of the merger in 1976, Alden held the office of business manager of that local. After the merger he continued to serve.

We wish Brother Hokanson much happiness on his retirement.

LUVERN L. STERN, P.S.

Retirees



These are some of the NSP retirees of Local 953, Eau Claire, Wis., who turned out at the September meeting. Business Manager Tom Haley is in the front row on the far right.

Graduate



Robert Lodahl completed his apprenticeship as an electrician, Sub-Station Section.

Negotiations Completed; Brother Lodahl Graduates

L.U. 953 (i,u,t,em,catv&spa), EAU CLAIRE, WIS.—By the time you read this article the holidays will be over, and all of us here hope they were happy ones for all of you and your loved ones and that 1984 will be a year of prosperity and peace for all.

With the economy and the unemployment situation completely out of hand, we know 1983 was hard on a lot of you, but our turn will come to show our discontent and reverse the situation and get us back on the road to recovery. We must exercise our rights this year. Register and vote. This election could be the most important election of our lifetime. It may well determine your future and the future of your children. Your vote does count, but only if you do vote.

Congratulations to Business Manager Tom Haley and Vice President Ray Holte for a job well done negotiating the Northern States Power Company agreement and to Howard Brenholt and his committees for their success in coming to agreement in their negotiations in some of our cooperatives. Well done, men!

Assistant Dennis McMahon is presently in negotiations with the wireman and hopefully by this time he has completed the CATV agreement. Hang in there, Denny, better days are coming.

Congratulations to Robert Lodahl who completed his apprenticeship as an electrician, Sub-Station Section.

Our condolences to the Gilbert Luehka and Roy Gregory families. Gil passed away October 1, 1983, and Roy on October 30, 1983.

Until next month I'll close with this reminder: Attend your union meetings, we need your input! Buy American, union-made products.

BRUCE MICHALKE, ASST. B.M.

Brother Joe Carey Retires

L.U. 965 (u&em), MADISON, WIS.—Joe Carey retired from the Wisconsin Power and Light Company on February 28, 1983, after having completed 38 years service. A retirement party was held in Joe's behalf at the Veteran's of Foreign Wars Hall, Post 7591, on June 30, 1983. The many friends and union dignitaries who came great distances to "roast" Joe on this special occasion saluted him with remembrances, well wishes and good advice.

Party



Shown at the Joe Carey retirement (roast) party of Local 965, Madison, Wis., left to right, are past Business Agents Buzz Davies and Don Cram, retiree Joe, present Business Agent Michael "Mick" Koehler and past Business Agent Gene Samuelson.

The recollections of times past brought back memories and chuckles. The bon voyage gifts ceremoniously wrapped to confuse Joe were a hi-lite of the evening along with Joe's personal comments to his many friends and family.

Joe started with the Company on December 26, 1945, and was initiated into Local 965 on May 7, 1946. Joe's career began as a service apprentice gas and electric. He completed the apprenticeship and became a journeyman serviceman gas and electric in June 1949. He was promoted to a service specialist gas and electric in May 1958, a position he held until he retired from work at WP&L, effective March 1, 1983. During Joe's 37-plus years of service with WP&L he never had a lost time accident. According to Joe, one of the highlights in his career is working 38 years without being fired.

Joe's current hobbies are golf, fishing and bowling. Joe belongs to the VFW and the Pioneer Club. Joe said he will now concentrate on gardening, fishing, bowling, and taking trips. Joe's permanent mailing address on retirement is 1335 Central Avenue, Beloit, Wisconsin 53511. Joe's retirement calling card reads, "JOE CAREY Retired—No Phone—No Address—No Business—No Worries—No Money—No Prospects." Don't you believe it!

Joe's 37 years of membership in the IBEW have included 19 years as local unit chairman and 26 years as a member of the Executive Board. During this period Joe has served as a member of the Negotiating Committee on 15 separate negotiations and as a member of innumerable committees. Talk about dedication!

Because of Joe's vast knowledge acquired over the years our local has been fortunate to secure his services on a part-time basis in a consulting capacity with Business Agent Michael "Mick" Koehler.

Local 965 extends to Brother Carey all the best in his retirement years and a sincere thank you for the privilege of knowing, working and sharing his wisdom and self whenever needed. You're a tough act to follow Joe Carey! God bless!

MICHAEL B. GRAFF, P.S.

Some Travelers Still on the Road

L.U. 970 (i&rts), KELSO-LONGVIEW, WASH.—At this writing we still have several men working in North Dakota as well as in various other states. Those in North Dakota should be back before Valentine's Day. No telling how long the rest of our men will be gone. (Fellows, don't forget candy or flowers for the 14th!)

I checked at the hall before writing—missed Ed so I asked a couple of others what's going on that could be reported in the February Journal. "Nothing." I suppose that is a fair report, but I'd like to report on "something" so again I ask for your help in keeping me up on 970's happenings. Let the hall know when things occur so you can see them in print! Otherwise you'll have to settle for things like the 6/7 point elk Bud Gish bagged up near Packwood. Or that our shortest union meeting of 1983 took place in November, lasting a full 55 minutes. Our ladies auxiliary did a great job with the annual Christmas Party. The cookies were

home-baked! And that reminds me, gals, if something goes wrong at home and your guy is gone, call the hall. There's a list of volunteers who can come to your aid!

Our proverb for Valentine's Day: "He who finds a wife finds a good thing, and obtains favor from the Lord." PR 18-22

J.O. "HODGIE" HODGES, P.S.

Died



Business Manager W. Carroll Borskey, Local 995, Baton Rouge, La., shown with wife Audrey at the International Convention held in Atlantic City, N.J., 1978.

Brother Borskey Mourned; Bargaining Applauded

L.U. 995 (i,o,rtb,rts&spa), BATON ROUGE, LA.—Without collective bargaining, there is nothing! If, in the future, the workers underestimate its necessity and importance and trade it for other methods, then it'll mean a 48-year retreat for organized labor!

It took more years than some of us have lived to win collective bargaining and with it came the first introduction of a fair, democratic boss-worker relationship.

Without it, there would be no voice and the working masses would be subjected to each and every whim or decision made by the boss. Without it, the employer would be responsible only to himself. He or she could ignore the good worker and reward those in his favor. The employer could be a dictator in his own little world and there would be little room for human dignity and fair play. You must remember this. An employer might be very charitable to some employees, but this, my dear Brothers and Sisters, is no substitute for collective bargaining that is democratically structured.

If you don't think some corporate heads have twisted minds, get a load of this statement: "The rights and interests of the workers will be protected and cared for, not by labor agitators, but by the Christian men to whom God, in His infinite wisdom, has given control of property interests of the country." The "gentleman" who made this statement was George F. Baer. I bet he is still trying to get through the "eye of the needle"! Could be he is kneeling beside a mountain begging it to crumble down upon him!

Upon hearing Mr. Baer's comment, Teddy Roosevelt wrote these words; they are words, by the way, some of us could do well to remember. I now quote: "If I were a factory employee, a workman on the railroads, or a wage earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy, I would join in order to fight that policy; if the union leaders were dishonest, I would join in order to put them out. I believe in the union, and I believe that all men who are benefitted by the union are morally bound to help, to the extent of their power, in the common interests advanced by the union."

If "might is right," then you should realize our position without collective bargaining! Under collective bargaining the responsibility of establishing orderly procedures, determining wages, hours of work, rates of production, layoff policies, and just penalties for all would belong to both the employer and the union. Before collective bargaining, the employers were determined to render the union impotent; and I might add that they had law enforcement, the courts, legislative bodies, and in

some cases, the military, as their allies.

You may not like this paragraph, but, nevertheless, I think there is some truth in it. Collective bargaining must be flexible! It simply means that whether you freeze, back up, or move ahead, you did or will have some say-so in the decision. It is far better than them refusing to negotiate or us being told, take it or leave it. Only through flexibility can both parties walk away from the table with dignity.

On my desk, I'm looking right at it, is a label from a roll of vinyl tape. It reads, in bold letters, "Union Made"; and in letters just as bold it reads, "Made in Taiwan, Republic of China." Oh yes! It is Underwriter's Lab tested and the UL number is listed as 362K. I'm in the dark! Can someone help?

A "tip of the ole chapeau" and hearty congratulations to the City Council of Columbus, Ohio. The council just recently adopted a resolution instructing the city's division of purchasing to give priority consideration to items or services produced in the United States.

Free enterprise is no more than a political, economic doctrine; and it is supposed to allow a capitalistic economy to regulate itself in a free, competitive market through supply and demand, with little or no government intervention. Those of us who advocate no interference by government are asking to be left at the mercy and honesty of big business.

If free enterprise is so damn great, why is it necessary to have subsidies, tax loopholes, monopoly laws, and low- or no-interest loans to the business community? Why is Uncle Sam buying unproduced milk and wheat?

We cannot and must never deny a decent profit to the business community; but this profit should be made in an honorable and legal way. Corporations should use tactics and strategy that are not harmful or demoralizing to society, and in this they have been miserable failures. Big American business cost us, the people of the United States, billions each year in taxes for defense spending because, through legislated loopholes, they are allowed to sell to any enemy of this country products useful for a successful military machine.

Because of a two-month lapse between writing a story and its publication, I find it most difficult to write of severe sickness and deaths. I must, though, take exception to this rule to report the untimely death of our leader and business manager, W. Carroll Borskey. Brother Borskey had many friends in the labor movement, as attested by the Fifth District showing of business managers, International Representatives, and Vice President Dan Waters at his funeral. Brother Borskey was a leader. His tenure in office brought Local 995 from the bad times into the good times and back into the bad times. It is no bowl of cherries being a union leader and one must forsake many of his own interests to bring unity into the fold. Brother Borskey possessed the quality expected of a leader, and we all suspect that at the time of his death Brother Borskey was carrying a mental load unknown to many of us. We will miss this man, and our prayers and condolences go out to his wife and family.

As written in the constitution, the Executive Board appointed an interim business manager, Brother Rodney Ourso. Full cooperation from all of us will retain the unity we are accustomed to and bring about things beneficial to all.

Congratulations to the voters of Louisiana! In one mighty thrust we ousted a Republican governor and the four flip-flops who served him bringing disaster to the coffers of the state and ruination to its workers. I hope it is "clean" enough for you, Dave!

See you next month.

PETE MACALUSO, R.S.

Get Involved, Scribe Urges

L.U. 1028 (em), TUPELO, MISS.—Now that the holidays are behind us, maybe we can get down to some serious work on our contract. We have a lot of ground to cover before May 31.

If you were not at the last union meeting, you missed a good meeting. Once a month we have a meeting. That is 12 days out of 365. Is it too much to ask that you give up one day a month for your union? The plant where we work is full of critics. They play no ball. They fight no fights. They make no mistakes because they attempt nothing. Down at the union hall are the doers. They make mistakes because they attempt many things.

A person who makes no mistakes lacks boldness and the spirit of adventure. He or she is the one who never tries anything. They are the brakes on the wheel of progress. And yet it cannot be truly said he makes no mistakes, because the biggest mistake is the very fact that he tries nothing, does nothing, but criticizes those who do things. Which one are you, a critic or a doer?

What our local needs is more members getting involved. Those who are willing to try new things, make mistakes, and learn from them. What we don't need is more critics. Those who knock everything that anybody else tries to do. Just remember, no leader can give people everything they want all the time.

Our next meeting will be the first Thursday in March. If you come, you might enjoy it. Don't knock it if you haven't tried it.

RUBY DILLARD, R.S.

Christmas Party Is Great Success

L.U. 1102 (em), COVINGTON, KY.—We had our Christmas Party on December 3 and it was great.

I think this year's Christmas Party was a little better than last year's. There were a few more people there. The little kids had a great time and so did the big ones. Santa Claus was there again for the little ones. Everyone ate and danced and had a great time. I hope to see more faces next year.

I would like to thank President Alice Rawls again and anybody else who had anything to do with the Christmas Party. Especially the ones who baked the cakes. After it was over, the remaining food was sold real cheap.

I am still laid off work, and I would like to say hello to all my coworkers and to Tony and Austin. I hope to be back to work soon. A year is too long to be off.

I would also like to say happy birthday to Eddy.

I will close for now, hoping to have good news next month.

BARBARA SPICER, P.S.

Springerville Unit Has Meetings, Officers

L.U. 1116 (u,em&trtr), TUCSON, ARIZ.—A bit more on the picnic—everyone had a great time. We bigger kids played volleyball, baseball, pitched horseshoes, and did a lot of visiting. The younger kids enjoyed the clown and the many competitive games the Picnic Committee had coordinated for them. I did get the names of some of the first to cross the lines. The sack race (9-11 year olds): first place, Tyrone McNeill; second, Teresa Marcischak; third, Lorrie Bowman; (12 and over): first, Angela Bonavia; second, Selina Sandoval; third was a tie, Gilbert Bracamonte, Jr., and Mario Cellantano. In the three-legged race (9-11): first place, Andriana Canto and Elena Cervantes; second, Selina Sandoval and Cristi Lundin; third, Joy and Teresa Marcischak. All ages, three-legged race: first, Khari Butler and Tyrone McNeill; second, Gilbert Bracamonte, Jr., and Mario Cellantano; third, Angela Bonavia and Michelle Tenpenny. The egg carry: first place (9-11 years), Danny Cellantano; second, Lorrie Bowman; third, Michelle Makowski; (12 and over) first, Gina Makowski; second, Mario Cellantano; and third, Selina Sandoval. To the winners of the bean bag throw and the apple bob, sorry I didn't get the names, but I congratulate everyone who participated. You are all great sports, and we all are proud of you! The pinatas were great fun for all the kids. Our Picnic Committee is so great! They always do just the right things, and on

Picnic



The letters "L.U. 1116" depicted in colorful leaves from the East Coast. The members of Local 1116, Tucson, Ariz., thank the donor; they were appreciably shared by all.



Clowns always have a following, and everyone has a great time.

behalf of all who attended, thank you, we appreciate you!

The Springerville plant is growing, so the 36 members now there have a unit meeting each month. Brother Larry Orenduff resigned as vice president of our local and became Executive Board member and chairman of the Springerville Unit. Vice chairman is Brother Dave Lull. Recorder is Sister Lou Ann Bickford. Sister Cindy White resigned as Executive Board member and accepted the position of vice president. Sister Penny Conger was appointed to the Executive Board filling the seat vacated by Sister White. Congratulations to each of you! I am glad we have a unit in Springerville—it is timely.

Congratulations, too, to Bill and Terry Farmer upon the arrival of William Arthur on November 16, 1983. Brothers and Sisters, this is 1984. It is also time that you get to the meetings and find out what is going on. *It is important!*

Whatever transpires during the month is related to us at the next meeting. Nothing is being withheld, so it is your responsibility to mark your calendar for meeting nights; and it is your responsibility to attend and find out. Don't expect to come down to the hall at the last minute and find out everything; it does not happen that way. Meetings are the first Thursday of each month at 7:30 p.m.

BEA MILNE, P.S.

Member's Son Wins Marine Corps Award

L.U. 1134 (u), ELIZABETH, N.J.—Michael K. Kozik, son of Brother Mike Kozik, lineman grade one, New Brunswick Division, now a senior at Purdue University at West Lafayette, Indiana, obtained the highest average at the Marine Corps Platoon Leaders Class (PLC) training this summer and was awarded the "Commandant's Trophy" for his efforts. The 22-year-old Kozik completed the second of the two six-week training sessions with a 97.38 average to best some 400 other candidates from throughout the United States. The PLC program allows college students to attend Officer Candidate's School during the summer and decide during their senior year if they will accept active duty commissions with the Marines.

Award Winner



Michael K. Kozik, son of Brother Mike Kozik, Local 1134, Elizabeth, N.J., who received the "Commandant's Trophy" for his average at Marine Corps Platoon Leaders Class.

On Saturday, October 29, 1983, M. K. Kozik was presented with the six-foot-high trophy at half-time ceremonies of the Wisconsin-Purdue football game. The giant trophy will be housed in the university trophy room. Young Michael is a civil engineering major. He will attend the Marines' flight school after graduation from Purdue. He is a 1979 graduate of Middlesex High School. IBEW members everywhere congratulate Michael K. Kozik and share in the pride displayed by Brother and Mrs. Kozik.

See you at the next union meeting

EDWARD JOSWICK, P.S.

Brother Watson Mourned; Pins Awarded

L.U. 1205 (i,o&u), GAINESVILLE, FLA.—At the November meeting two outside applications were voted on. Both applicants were accepted. Congratulations to Daniel Wester and Kenneth R. Jones upon being accepted into Local 1205's outside department.

Pins were awarded to the following members, congratulations to all: 5 years: Steve Aldrich, Carl Beaton, Otis Fisher, Pete Greene, Terry Hamilton, and Tommy Spencer; 10 years: Don Gilland, Charles Graham, Mike Home, and Letcher Worley; 30 years: J. D. Franklin. The hat was won by Harold Higginbotham, the tag by Bones Brunelle, and the \$100 door prize was won by David Davis.

Tragedy struck in October as a man we all knew well died in a seemingly impossible accident. A. J. Watson served as business agent in Local 1205 from 1971 until 1980. A. J. was always in attendance at union meetings and active in many union affairs. On behalf of Local 1205, I sincerely give my heartfelt sympathy to A. J.'s family; and I'm sure we shall all miss him. May God rest his soul in peace.

Congratulations to Carl Beaton and his lovely wife on the birth of their daughter.

Our work situation at this time is slowing with little relief in sight. Palatka still holds the majority of our work. Our in-town work picked up slightly with GE calling for a few men. Crystal River is currently on a week and off a week. A line job is expected to start shortly and should clear the outside books and possibly relieve our increasing inside employment situation.

At our December meeting pins were awarded to the following members—10-year—Chad Preston, 5-year—Tommy Redding, 25-year—Ulysses Corbin and Warren Kelly, and 30-year—Charles Poppell. Congratulations to our five pin recipients. The hat was awarded to Ronnie Hines and the four-year level was awarded to Terry Hamilton. J. D. Franklin's name was drawn for the \$100.00 door prize. However, J. D. was not present and no money was awarded.

Congratulations to Shawn Graves and his beautiful wife, Sandy, on the birth of their child, Shauna Ashley Graves. Shauna graced this world at 6 lbs., 7 oz. Larry Langford and Clayton Graves became grandfathers. Congratulations to all.

Grief touched the hearts of all Local 1205 members with the parting of another member in as

many months. Brother Woody Hare passed away November 17. May God rest his soul in peace forever. The charter has been draped in his honor.

An informational booth was set up at the Alachua County Fair for Local 1205. James Gay and Lanny Mathis arranged and set up the booth. Others served at various times—Billy Minnick and his lovely wife, Paula, Don Dickhaut, Micky Mullins, and Shawn and Sandy Graves. Thank you members and wives for good representation.

Journeyman classes are going along well under the direction of Buck Prance, apprenticeship director. Two welding classes are currently operating. Another programmable controllers class is taking shape.

In closing, instead of seeing what our union can do for us, let's do what we can for our union. Keep the faith!

PAT ROSER, P.S.

Recipient



Shown at the George Meany Award ceremony are, left to right, Felix Rapposelli, director, AFL-CIO Community Services; Gerald P. T. Connor, president, Local 1238, Wilmington, Del.; Dave Carney, award recipient; and Sam Mento, business manager, Local 1238.

Brother Carney Receives George Meany Award

Local 1238 (u), WILMINGTON, DEL.—The only person in our state ever to receive the George Meany Award, labor's highest award for service to youth through Scouting, is our own Brother Dave Carney. Active in church, veteran, and community services and a Scout for 40 years, Brother Carney has won many awards, including the Order of the Arrow and the Silver Beaver, recently given by the DelMarVa Council of Boy Scouts of America, all reflecting the degree of his devotion to making "better citizens of the boys" while showing them, as he puts it, "the good things the world has to offer."

In presenting the award, which is a handsome bronzed medallion suspended on a red, white, and blue ribbon with an accompanying certificate, AFL-CIO Community Services Director Felix Rapposelli honored Dave Carney's dedication to young people at a United Way Luncheon here November 16. At his work location, where Brother Carney holds down the midnight shift in a power plant control room, he was praised by Business Manager Sam Mento in a ceremony attended by the company president.

As a Scout Master who is still a Boy Scout at heart, Dave Carney embodies the high values and outstanding service well deserving this award.

GAYANNA MCBRIDE, P.S.

Local 1245 Presents Program on Safety

L.U. 1245 (o,u,t,em,catv,trtr,govt&pet), WALNUT CREEK, CAL.—As part of a continuing effort to keep members up to date on the latest developments in areas of health and safety, IBEW Local 1245 has been presenting day-long shop steward workshops throughout the jurisdiction focusing on workplace stress. Members learn how to best deal with stress on the job, as well as the added stress surrounding the extra requirements and demands

Stress Workshop



Shop Stewards Dick Hoyer, left, and Dean Mooney, far right, of Local 1245, Walnut Creek, Calif., prepare for stress role-playing exercise at recent workshop with Aaron Back, center, representative from the Institute for Labor and Mental Health.



Shop stewards from the East Bay and General Construction get set to critique stress role-playing session.

placed on those members who serve as shop stewards.

The workshops involve presentations by IBEW Local 1245's Industrial Hygienist Juliann Sum, Assistant Business Manager Ron Fitzsimmons and representatives of the Institute for Labor and Mental Health headquartered in Oakland.

Response to the workshop program has been favorable, with members agreeing that stress accommodation is one of the hottest health issues of the 1980's.

JACK McNALLY, B.M.

Many Members Traveling; Contract Negotiations Ongoing

L.U. 1249 (o,u,&catv), SYRACUSE, N.Y.—For the last few months most all of our members have managed to have a job somewhere. Quite a few are still working out of our jurisdiction. However, our work this fall has been the best that it has been for some time. Some of the jobs are finishing up this month though so I suppose it will put Brothers back on the bench again.

Our Negotiating Team has just finished getting a potential agreement with our tree clearance contractors. The new agreement will be voted on by the members at several meetings around the state within the next few weeks.

We are presently negotiating a contract for the Lake Placid municipal employees and also one for Steuben Rural Electric in Bath, New York. Our "A" members agreement is about due for negotiating again also. Business Manager Andy Mihok and President Bob Langtry will have their hands full of contracts for a few months.

Our local has purchased the movie "The Last Chance" and it has been shown at one of our union meetings. It has also been let out to other groups for their viewing.

We have been hit by scab competition the same as every other construction local. Business Manager Andy Mihok is "taking the bull by the horns" and trying to remedy the situation before it gets out of hand.

RICHARD FULTON, P.S.

Labor Stereotypes Hurt Unions

L.U. 1253 (i), AUGUSTA, ME.—At one time or another, we've encountered the phrase, "attitude

Softball Team



Shown above is the Local 1253, Augusta, Me., entry in the softball tournament at Solidarity Day, September 5, 1983. Left to right are Mark Ouellette, Craig Perry, Terry Stevens, Gary Perry, Dana Lancaster, Phil Nesbitt, Steve Lancaster, Dick Lerette, Tom Nason, Stan Wallace, Kevin Nesbitt and Rick Hanlin.

adjustment hour." Who needs an attitude adjustment?

Recently, a local member mentioned to a family member that the Trade Council offered to renovate an old home into the Ronald McDonald House at no cost. The corporation refused the offer. No one knew the reason. The family member replied, "That's because they'd (union craftsmen) never show up or be too drunk." Have we ever wondered about individual no-show or lateness records? How about the alcoholic that comes on the job, who's had a few too many? Should we overlook this job hazard? How far does the membership have to go to help him? What does the client think about all this?

How many times have we heard or expressed such clichés as "Good enough, I'll never see it from my house"; "I don't care"; "Get my money, I'm not working in this garbage!"; "Union meetings are a joke"; "The scabs are taking our jobs"? Aren't we supposed to sell quality craftsmanship? Or have we become apathetic, audaciously arrogant, spoiled brats and prima donnas? Can anti-scab labor slogans on t-shirts or slashing tires and breaking headlights on foreign cars relieve our conscience? Aren't there possibilities that some feel protected, no matter the wrong, because of the membership ousting improbabilities?

Do we realize, under continual scrutiny, that the general public defines organized labor as lazy, arrogant and money hungry? Do we realize anti-labor groups take great advantages of these stereotypes? How many of us feel they are wrong? Whose job is it to prove they're wrong?

So, in summary, without self awareness, there is no unity. Without unity, there is no strength. Without strength, we cannot survive. Therefore, this basic survival equation of self-awareness plus politics equals livelihood, definitely needs balancing.

With resounding new strength, we are massively rallying for the first time to endorse a presidential candidate, former Vice President Walter Mondale, who will support labor issues. Remember, if we do not unify to voice and vote, not only will we continue to suffer under the dastardly deeds of Reagan, enjoying our jobs will be Cianbro, 3-E and David. Labor issues are not dull nor are they rhetoric, they are our livelihood. To retirees and near retirees, there must be existing continuity for future Brothers and Sisters.

This time, we need to look ahead into the future, hopefully never to suffer another myopic mistake again. We must stand together or divided we will fall. We will be falling fast if Reagan wins another term.

Now a break for local news. Brother Fred Scott's tumor has completely disappeared thanks to an early diagnosis and radiation treatments. We're all happy to hear everything worked out!

To all interested local members—an upgrade 25 Hour Programmable Controller course will be given by Brother Jeff Dauphinee. A maximum of four per class due to limited equipment. Continuous classes will be held as long as there are two people interested. Contact Brother Woody Cote for further information. The renovations to the hall are now

complete and it sure looks great. Many thanks to the Retiree's Club for their volunteer labor to make it possible.

HILDA CHOW-SCHLECHTER, P.S.

"Fearsome Five"



Pictured is the Fearsome Five from the LaSalle office, Local 1306, Decatur, Ill., who are "playing their parts as prisoners" on Halloween. From left to right are Rose Vecchi, Lois Entwistle, Anne Pellican, Jane Piccatto, Lois Helmig.

Negotiations Upcoming; Local Hit With Layoffs

L.U. 1306 (uow), DECATUR, ILL.—Very shortly, we will begin contract negotiations with Illinois Power Company. Our agreement with them expires July 1, 1984. This endeavor to maintain and to improve working conditions for our membership will no doubt keep our Negotiating Committee busy for the next few months. Let us give them our total support in every way that we can. The only improvements we receive from Illinois Power are those gained at the bargaining table.

Management has hit us again with layoffs due to '84 budget cuts, while at the same time authorizing the hiring of several additional non-union personnel in the same departments that cut union people. Hang onto your work, Brothers and Sisters! Nonunion employees are so over-staffed that they would love to do your job to justify their position. If you let management obtain part of your work, someone in 1306 will lose a job! Please help us retain our work by reporting questionable activities to your union steward.

Are you registered to vote? Is your neighbor registered to vote? Get involved in the next election. Another term of Reagan will surely destroy labor unions in this country as we know them. Supreme Court and NLRB appointments, EEOC firings, and tax cuts for the rich, all indicate the direction Reagan is going. We must take an active interest to insure that Reagan does not get re-elected.

Been to a union meeting lately? We need you. Send in your comments. I will not use your name, either.

MARY E. GRAHAM, P.S.

Safety Awarded With Savings Bonds

L.U. 1307 (u&catv), SALISBURY, MD.—During the past year I have reported on the strong push for safety both by this local and the company which employs us. Apparently working safer pays off, both physically and financially. Delmarva Power's safety record improved so much in 1983 that its president, Nev Curtis, presented everyone in the company with an award of U.S. savings bonds. All bargaining unit personnel received \$150 worth, while management employees received larger amounts, much larger amounts in some cases. I suppose the money was given not only to award 1983 achievements, but to inspire an equal or better performance in 1984. Let's try to have an accident-free New Year.

President Bob Murphy and Executive Board members Kenny Smith and Larry Fisher attended the 4th District Utility Workshop December 14-16 in Charleston, West Virginia.

I'm pleased to report that our annual visit to

Holly Center in Salisbury, Maryland, was taken on December 22 by several members and officers. There were plenty of toys, clothes, fruit and attention to go around. We also arranged to have the Delmarva Mass Choir visit and perform for everyone. We especially want to thank them for taking time to visit the Center with us. As always, spirits were high and all the residents seemed to enjoy all the festivities. Thanks to all the members who donated their time and gifts so that these people could feel the warmth and joy of Christmas.

During the summer of 1983 Delmarva Power started a formalized training program for all their linemen. The program is an in-depth one covering all phases of line work and associated equipment. There are 27 modules with each one taking about three days to complete. With such a training program in effect it is reasonable to assume that line work will be done much more efficiently and more safely in the future.

Until next month—strength in unity.

MICHAEL A. DENNIS, F.S./P.S.

Local 1339 Moves Into Own Building

L.U. 1339 (u), BUFFALO, N.Y.—Well we got it—our own home! Local 1339 is now located at 3619 California Drive, Orchard Park, New York. It was in the middle of December that the closing took place. To say it is a monumental day in the history of our local would be an understatement of grand proportion. The entire building committee deserves our thanks, headed by Lou Bohn as chairman. The committee consists of Ron Alferink, Ed Coffey, Tom Conine, Frank Flay, Rich Hubbard, Mike Kelly, and Bill McDonald. This is the proof that we are not only getting bigger, we are also getting better. Although our building needs some remodeling, the office will be operating there almost as soon as we move in. The 9,800 total square feet will of course be divided into offices and a meeting hall. When renovated, the hall not only will host our regular Buffalo meetings but we will have the ability to rent. The building is yours so come out not only to see it but to use it.

This may be a good time to answer the few members who seem to find it essential to bitch about anything this local tries to accomplish. There are those few who continually find fault with everything the officers and Executive Board members do to improve not only the local in general but its working relationship with Niagara Mohawk. I am in no way implying that the people running this local are beyond reproach but to the contrary, that they are always approachable with constructive criticism for the betterment of us all. Not attending meetings to ask questions you have only leads to hearsay and rumors that continue as an undercurrent. Even though I am an optimist, I have got to believe that those I have just referred to will not be reading this article or for that matter be present at the next regular meeting. So it is the same as spending time telling the members who do come to meetings that attendance should be improved—the ones hearing are the members who do not have to be told.

1984 is a contract year and proposals should have been in at your regular December meeting. Your Executive Board will have screened them in January and exchanged proposals with the Company. The stewards' help will be needed, as it was two years ago, with background and other specific information pertaining to their departments.

How is this for a cliché closing?—"See you at the next meeting."

MARK B. STEFFAN, P.S.

Labor's Members Must Unite, Scribe Says

L.U. 1340 (i,o&em), NEWPORT NEWS, VA.—On December 5, 1983, I attended our area's Central Labor Council's Christmas Party. Also attending were some of this area's most prominent Democratic politicians. It is refreshing to see politicians who aren't afraid to be associated with organized

labor in these conservative times. That is why we must do all we can to help our friends in politics. Labor's political influence is probably the most important tool we have to secure a brighter future. It is not only your right but your duty to exercise your political clout in a way that will benefit us all.

I've heard a few members say, "My union can't tell me how to vote" or "No one is going to tell me how to vote." Maybe so, but when your labor leaders endorse a candidate they are saying that that particular person will best represent the goals and ideals that you, as a union member, wish to obtain. So when it is time to cast your vote, the recommendation of your union leaders should be used to help you make your decision. If you are the type of person who doesn't care who your leaders endorse, then maybe you shouldn't be a union member. The labor movement can only move forward if its members are united, not only on the issues of wages and working conditions but most importantly we must be united politically.

At our November meeting our fine second-year apprentice inside wiremen were inducted into our local union. They were as follows: Larry D. Agee, Michael P. Daigneault, Danny L. Hodges, Lauren Muraca, Steven B. Slowikowski, Darin L. Swedenborg, James T. Walker. These new apprentices represent the future of our local. So let's all take the time to show them the ideals that made unions great and explain to them the moral values and personal convictions union members should have.

It seems that at every union meeting I see the same faces month after month. That is great—I commend all of you who attend union meetings regularly. Where are the rest of you? I know we have many Brothers on the road, but we have a lot of members in town who do not bother to attend the meetings. Attend union meetings, our future depends on you. Let's not be pacifists, but activists.

Remember, when you buy American-made goods you save American jobs. Buy American, the job you save may be your own.

EDDIE GOFF, V.P./P.S.

Training



Stewards from Local 1347, Cincinnati, Ohio, attending their training session in November, 1983.

On Job



Presently working out of Western Hills Overhead Distribution are members, from left to right, Robert Hansmann, vice president of Local 1347; Wardie Nichols, senior lineman "A"; and Joseph Getz, lineman "A".

Local Holds Stewards Training Session

L.U. 1347 (u), CINCINNATI, OHIO—Stewards of Local 1347 attended a training session at the union hall in November. Officers of the local keep the

stewards advised on new procedures and refresh the importance of a steward's responsibility by holding these training sessions. These dedicated people known to all of us as stewards are the "policemen" working to see that the contract is upheld. The steward of the local union knows the contract and local union bylaws so that he may benefit all the members when handling grievances or just answering questions from the membership. The steward is a link of communication between the employee and the union officers who keep communications flowing in both directions.

Members of Local 1347 are fortunate to have the dedicated stewards who take time out of their busy schedules to attend these training sessions so they can serve the membership to the best of their ability. To all of our stewards, the members of the local thank you.

Our local's meetings are held on the second Friday of each month beginning at 8:00 p.m. at 4100 Colerain Avenue. These meetings are for you, please attend.

Thanks to Dave Barbro, recording secretary, for submitting the above article.

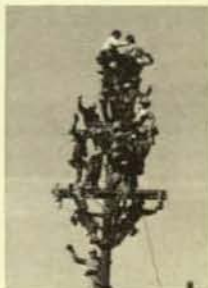
RAY JAY, P.S.

Officers



Representing Local 1367, Chicago, Ill., at the Illinois State Conference in September, 1983, were, left to right, Gabe Figueroa, recording secretary, Executive Board member; Allen Young, president; and Richard Rubas, Executive Board member, press secretary, and COPE registrar.

Graduates



Pictured are the Chicago Central Overhead Department starting first period linemen on Graduation Day, October 7, 1983.

Scribe Notes Promotions, Anniversaries, Graduations

L.U. 1367 (u), CHICAGO, ILL.—Starting with this month's article for Local 1367, in this *IBEW Journal*, I will be approaching my eighth consecutive year of reporting news for our great local next month. That will be 96 consecutive months of reporting news and events that have taken place in our three divisions, Chicago North, Chicago Central, and Chicago South. Looking back, I have seen many changes and advancements through the bargaining system. I enjoy hearing from our service annuitants and shall continue to send them the *IBEW Journal*. Thank you for your continued support and letters of encouragement.

Congratulations on their promotions to senior tree trimmers Brothers Ken Jorgensen from Chicago South to Chicago Central and Henry Gillen of Chicago South, effective in November, 1983. Best of luck is extended to both.

For their years of service, congratulations to the following celebrating company anniversaries: with 35 years underground principal conduitman William Gasparro, February 28, 1949, and underground

principal conduitman Joseph Thomas, February 15, 1949; with 30 years service, underground system recorder Ronald Konecki, February 26, 1954.

Chicago Central Overhead Department has just completed a new school for starting linemen first period. Graduation day was on October 7, 1983, and the instructors for this school were Brothers Dennis Borkowski, Ron Gould, and Bill Kozlowski. Congratulations to the following first period starting linemen: Bob Pettit, Raul Ortiz, Terry Sheridan, Carl Garza, Willie Alicea, Ken Aranda, A. Mascheri, John Griffin, Clarence Peques, Mike Ferguson, Zeik Mathews, Jim Moloney and Anthony Nevarez.

The next regular meeting of Local 1367 will be on February 8, 1984, a Wednesday, starting promptly at 8:00 p.m. at the Hillside Holiday Inn. Show your support, be present for '84. The Executive Board will meet on February 22, 222 West Adams, at 7:00 p.m.

This month we celebrate Lincoln's Birthday on February 13 and Washington's Birthday on February 20. Also this month, a very special day for the ladies, that being St. Valentine's Day on Tuesday, February 14.

In closing, remember, take the time to think, it is the source of power; take the time to work, it is the price of success; take the time to play, it is the secret of perpetual youth; and take the time to be friendly, it is the road to happiness. Do it today and not "THE DAY AFTER". Think Spring!

RICH RUBAS, P.S.

Officers



Pictured here are the officers for Local 1385, Albany, N.Y. Standing, left to right, are Dennis Riccio, treasurer; Pat Sunkes, financial secretary; Ed Bell, vice president; Don Ragone, president; and Sam Rossi, recording secretary.

New Chief Steward Appointed

L.U. 1385 (uow), ALBANY, N.Y.—We are proud to announce and welcome Fran Foland as the first woman chief steward in the history of our local. Fran is no newcomer to the union business, however; she has been active as steward in one of our largest departments for over four years, has been an elected member of our Executive Board for the past 3½ years, and has acted as secretary for that Executive Board. We wish Fran the very best in her new position as chief steward.

Once again this year Local 1385 President Don Ragone, Vice President Ed Bell, and the other officers have supported and helped the United Way campaign to raise money for the needy people who use the United Way agencies. Our people have shown their generosity again this year and are among the top donors in the Capital Area.

Every local union member should be aware of COPE which stands for "Committee on Political Education." This is especially true this year because it is a presidential election year. It is extremely important that we elect candidates who support labor positions. If you are not already signed up for COPE, please consider giving a donation which will help continue our union strength in obtaining its goals for better working conditions for all our members.

Niagara Mohawk is attempting to institute new two-man line crews on our property. This is a major problem which has concerned President Don Ragone for many months and is taking up much of his time meeting with the Company. We are hoping that this issue will be settled in arbitration

to avoid any further problems at contract negotiations this year.

The officers of our local union are very interested in safety, both at work and at home, for our members. Our president has requested safety meetings in all TOC offices so we will be informed on safety issues in order to provide a safer environment for our membership.

Let's everyone support our officers in the upcoming negotiations and attend our union meetings.

ANGIE FLEMING, P.S.

New Recreation Committee Formed

L.U. 1400 (u), INDIANAPOLIS, IND.—At the October membership meeting it was decided to form a new Recreation Committee. The members of this Committee are Jim Cox, Mike Martinic, Jay Taylor, Tom Denny, Roy Pruitt, and Bob Coffman with Tim Cooper serving as chairman. The object of this Committee is to fund and hold events that will be of a social and recreational nature for members of this local and their families.

On November 1, 1983, the Committee held its first meeting. It was decided at that time to hold a Monte Carlo Night to raise money. This event was held on December 2, 1983. The Committee provided the free food and refreshments and it was a very successful night! It wouldn't have been possible though without the help of the volunteers from the local and the help and support of their wives who contributed both at home with encouragement and on the night of the event by helping run the games and pass out food.

May this be a continuing and energetic Committee and may it always have our support!

Some of our new stewards had gone to a 10-week school and three out of four finished the course. They are Mike Albrecht, Dan Sanders, and Rick Ham. Congratulations and best wishes for continued success!

It is my sad duty to report of three deaths in our local. Jim Roberts, Vernon Ham and Ernie Freeman, all members since the inception of this local, will be sadly missed.

Remember—buy American and support your local!

MALACHY O'CONNOR, P.S.

Children



Pictured are the children of Brother Frank Stevens, Local 1402, Pittsburgh, Pa., Nikolos and Nathaniel.

Scribe To Retire; Notes Attendance Policy

L.U. 1402 (em), PITTSBURGH, PA.—With great sadness I report the passing of retiree Dolores Dabrowski. She died on Thanksgiving Day, November 24, 1983. She retired July 1980. Condolences are extended to the family.

Brother Mitchell Balant suffered severe abdominal pains at work and was diagnosed as having a perforated ulcer. At this writing he is still in the hospital. We send him all good wishes for a quick recovery and to see him back at work before long.

Brother Jerry Taylor has had another operation on his elbow as the aftermath of the motorcycle accident of September 1982. After removal of the

Steward



Brother Charles Bogner, steward on the 4-to-12 shift, at the recent union banquet.

cast and before replacing the cast, he noted a lot more movement in raising the arm to a higher level. The doctors are very pleased with his progress and are starting therapy on the arm. He will most likely return to work during the new year.

It is with mixed emotions that I must make this my last *Journal* article. I am retiring at the end of this year. I have also served as recording secretary since September of 1980. I will miss both of my assignments but, hopefully, look toward the future and get into some worthwhile projects. My hobby is oil painting, and I will return to class after I retire.

Concerning the new attendance policy which began October 1, 1983, the union and company are still trying to modify the rules. So far, even a doctor's excuse is not acceptable. The policy was drawn up in hopes of raising the attendance of a few chronic absentee members. But, whenever rules and regulations are set in motion, it affects all members even those who have near-perfect attendance. With winter here and the cold and flu season catching all unawares, absenteeism is a difficult problem to control. Down the road, after letters and days off as disciplinary action, is the inevitable specter of firing. This puts a lot of pressure on members who become legitimately ill. I hope to see some modification in the system.

With winter here utility bills seem to have no way to go but up. As regularly as the seasons, the utilities ask for rate raises.

When any member has a grievance and is being represented by his steward at a meeting with the company, he is cautioned to exercise some control over his use of bad language. The steward is advised to remove the grievant from the meeting and caution him to calm down and use better language to express himself. And, further, if the grievant doesn't listen, the steward should not return him to the meeting.

In closing, I want to heartily thank the IBEW, and the *Journal* Director, Robert W. McAlwee, for the opportunity to express myself in writing.

GENEVIEVE SHELUGA, P.S.

Workers Moving to Other Plant Sites

L.U. 1470 (em&catv), KEARNY, N.J.—What a year this is going to be for our members here in Kearny. It has all started where we are finding our people going all over—Omaha, Dallas, New River, Reading, Allentown, and other areas, and this is just the beginning.

In going to these Western Electric plants, our people will not feel strange because all plants in our system seem to operate in the same manner. Same rules, same clock, same benefits, and even the color of the checks is the same. But, of course, the pay scale is a little smaller. We miss all these dear people, but they are working and will make the 30 years and out, no penalty, and also be able to get benefits for life. It's going to be rough on some traveling long distances, but many have car pooled to make it easier in going the distance from plant to home. A few members have taken a room and come home on weekends. Some have sold their homes and bought homes in their new environment. All in all, we that are left here in Kearny

Representatives



Local 1470, Kearny, N.J., staff members pictured hard at work serving the members.



In this photo Newark and Kearny representatives are shown in a relaxed mood.

wish each one the best of health and luck.

The company is throwing hints that we will still be here until June 1985, a few people remaining and it sure will start looking like a ghost town. Cobwebs will be forming and spiders will have their freedom to roam through all the empty buildings. Perhaps AT&T might rent them, who knows? It will be like passing a cemetery, for while Local 1470 will still have Newark Gateway, Clark, Connecticut, and Meadowlands TV, perhaps we might relocate our offices close by to them. And to think we used to complain and find fault. Some of us couldn't wait to retire and of course we will miss all these faults we found because no place, but no place will there ever be good old Kearny Works.

If the empty spaces in the empty buildings could only talk, imagine what they would say on the over 50 years and the thousands of people who filled each building and floor.

Never will we forget all the memories of days and years gone by.

LISA LOPES, P.S.

Party



Retirees of Local 1484, Syracuse, N.Y., enjoy the buffet at the Pensioners Club Annual Christmas Party.

Retirees Club Membership Increases

L.U. 1484 (uow), SYRACUSE, N.Y.—Niagara Mohawk Power Corporation Pensioners Club of Syracuse held its business meeting and its Annual Christmas Party on December 6 at the American Legion, Post 41, in Syracuse, New York. Most of these pensioners were members of Local 1484 and Local 79. The more than one hundred participants were treated to a delicious buffet lunch consisting of a large assortment of delicatessen meats and salads, along with cookies and coffee.

Brother Marty Senn, former vice president of Local 79 and currently president of the Pensioners Club, welcomed the gathering. He introduced the officers and guests and asked Local 79 President

Officers



Walter Massey, Local 1484 president, left, greets John Cross, right, a former president of the local, at the Christmas party.

Ray Vallilee to say a few words. Then Walter Massey, Local 1484 president, welcomed the meeting and presented a check from both locals to Fred Cole, outgoing president of the pensioners, as a token of appreciation for a job well done.

The year closed with an increased membership of retired Brothers and Sisters, who have come to look upon their club each month as an outlet to carry on contacts with past fellow workers.

Until next month, remember to look for the union label, and come to our local union meeting the second Monday of the month.

TIBOR HELCZ, P.S.

DeLand Gets New Lineman; Brother Injured

L.U. 1491 (u), ENTERPRISE, FLA.—Brother Dan Fulton, negotiator for Local 1491, reports that negotiations are going slowly if at all, and he expects a very long and arduous confrontation. It would be to every member's benefit to be present at every union meeting to keep abreast of what's happening at the bargaining table.

The Line Department at DeLand has grown by one with the acquisition of Brother Jack Edwards. Jack comes by way of Altamonte Springs, and could easily have been drafted by the Washington Redskins to replace Dexter Manley. As a constituent of the late crew he effectively contributes his time and talent to the smooth operation of his unit. Glad to have you Jack.

When it rains it pours, and it seems another of our own has been injured. Brother Glenn Pennell was recently injured when he received severe lacerations to his hand. It seems he was turning up an anchor by hand when it slipped severely pinching his left thumb and causing ten stitches worth of damage. Brother Pennell, an avid bow hunter, has had to make some changes in his hunting habits to accommodate his temporary affliction—abstinence.

I hope that all of us can enjoy the New Year, and if any resolution can be made that can possibly be kept, I hope it's for safer work practices!

S. L. NASH, P.S.

Local Member Enjoys Outside Interests

L.U. 1501 (em&mo), BALTIMORE, MD.—Sister Barbara Zavasnik, one of our newer technicians working for the Ohio Lottery, for the past 18 years has been working part time as a managing cosmetologist, helping her husband with his home decorating business, raising three children, and, for the last eight years, teaching and performing Middle Eastern dancing. Hairdressing was always enjoyable to her, but there was no room to grow in this area, so she started to look at other fields of employment. With the advancement of computers and related electronics into almost every aspect of our daily lives, she chose electronics, specifically field service technical work as her goal. In May 1983, she graduated from Total Technical Institute in Cleveland with a diploma in Computer Hardware Technology.

Talented Member



Sister Barbara Zavasnik, member of Local 1501, Baltimore, Md., working on an Ohio Lottery terminal.



Sister Zavasnik performing the art of belly dancing at one of the Greek nightclubs in Akron, Ohio.

In June 1983, she was chosen by King Features of New York City, as one of 26 women across the country that had set and achieved a career goal. This series called "A Better Way" did a half-hour segment on each of the 26 women. One of the reasons she was chosen was because of her diverse interests and the fact that she chose a predominantly male-oriented field. In August, a field producer and full camera crew came to her home to start the taping. For three days, they spent many hours with her and her husband taping her family and their reactions to her return to school, interviewing her in depth as to her career choice, visiting and taping scenes at Total Tech, and taping her whole performance at the Sahara Restaurant, a Lebanese restaurant in Cleveland where she dances regularly. Then in September her husband Michael and she flew to New York City to finish the taping at the King Features studios. The show was aired in December 1983 on a cable channel across the country. It was a very exciting and memorable experience for her whole family.

While working as a hairdresser, one of her co-workers was from Cairo, Egypt. Barbara saw her dance an Oriental (belly dance) routine at a party, and she fell in love with the art of the belly dance. She started taking lessons at a local high school just for the exercise. Thoroughly enjoying the dance and music, she practices about an hour every day. It started as a hobby, and the thought of ever dancing in public never entered into her mind. A year after she started taking lessons, she was asked to perform for a local folk arts festival. After her first public show, she knew she wanted to continue performing, she loved it! After continuing to take lessons for two more years, she started teaching the dance and would perform for local clubs, groups, and parties. She started dancing professionally two years ago, and now dances at a number of Cleveland and Akron area clubs, to both Arabic and Greek bands. Belly dancing is a true art and one that she is very proud to be able to do well. We totally agree, as we have visited a Greek nightclub in Akron, Ohio, and enjoyed every minute of it.

DION F. GUTHRIE, B.M./PRES.

Bad Friend In Labor Relations

L.U. 1505 (em), WALTHAM, MASS.—In response to the initiative petition drive calling for the reform of the workmen's compensation system in this state, the governor has appointed a 24-member

commission to begin looking for ways to improve the efficiency and organization of the system. Among the reforms being called for are cost of living adjustments, limits on lawyer's fees, penalties for delay of payments, and rehabilitation of workers who have received a lump-sum payment. The commission is expected to complete its report by April. Congratulations to President Arthur Osborn and the Massachusetts AFL-CIO membership for their fine work in bringing about the creation of the commission. The appointment of this commission is an example of how the strength and unity of organized labor can work to make things happen.

"Dog no longer man's best friend—ask the Greyhound." By the time this article comes to print the chances are that the Greyhound strike will have been settled in one way or another, but I hope it is not forgotten. The actions of the Greyhound Company during negotiations were not an isolated incident but an example of a trend in labor relations policy that is sweeping across the business community of this nation.

One of the first things that Greyhound did was ask for wage and benefit concessions so they could compete with other bus companies. What they really were looking for was a way to increase their profits and try to destroy the union. In 1982 Greyhound reported profits of over \$19 million and raised the salaries of its two top executives to \$594,991 and \$447,084. Their plea to cut wages for parity was a dubious statement at best.

The next thing Greyhound did was to try to replace the striking drivers with scab help. These drivers were sent out on the public streets with a minimum of training and no experience. In doing this Greyhound showed its total disregard for the rights of the workers on strike as well as the safety and well-being of the general public. As of December at least three people had died in accidents involving these scab drivers. We should never forget the lengths that this company was willing to go to in their attempts to break the union.

How long are we going to allow this type of activity to continue? What we must do is press Congress to put an end to this assault on the American worker: the abuse of bankruptcy proceedings, the total disregard of the rights of workers in collective bargaining, and the general attitude in the business world that companies can do anything they want during negotiations without fear of penalty. You have to call your state representatives, write letters to your congressmen and senators, and let them know you want to put an end to this wave of anti-union activity.

The very best way to fight is to work for the election of Walter Mondale to the presidency. The election of a friend of labor to the White House could be the key victory to maintain the rights and dignity of the American worker. There is a lesson for all of us to learn from the Greyhound dispute; those things that have taken years and years of fighting to obtain can be so easily lost in a few short months.

PETER CAMERATO, JR., P.S.

Local Negotiates Recall Rights

L.U. 1535 (em), S. MILWAUKEE, WIS.—In November's issue, I reported the loss of an arbitration case involving recall rights. The arbitrator ruled that the contract was mute in the recall section. I am delighted to report that the company requested that the union meet with them and rewrite contract language on recall rights. It seems that after trying to recall people their way, they ran into problems. Thanks to President Judy Brewer and her staff, we now have a liveable recall rights section added to our contract. As President Brewer put it, "We lost the battle, but we won the war." It proves a point that working together can be beneficial to both union and management.

Good news! A few laid-off members have been recalled to their jobs. Let's hope the economy recovers so that all members will be recalled.

The deer hunting season seems to have been hard on our hunters, too. Searching for someone

who bagged a deer wasn't easy. Congratulations to Jeff Budish of Department 101, second shift. He is the only one from the shop who got a deer that I know of.

Slow is the best description of work in our shop at this time. A company notice posted in December brings hope for more work in February. Better production methods hopefully will cut the cost of the lights and bring in orders.

So much for now. Believe it or not, spring will soon be here. Soon we can put the snow shovels away and look forward to lower heating bills. Get the seed catalogs out and browse through them and plan your flower or vegetable gardens.

Next month I'll have a report on our Christmas Dance for those of you who could not attend.

February 12, 1984, is the date for the monthly meeting at Pulaski Inn at 10 a.m. I'll be there! Will you be there?

NANCY MARSHALL, P.S.

New Residential Agreement Negotiated

L.U. 1547 (i,o,u,c,rr&em), ANCHORAGE, AK.—Things have been moving right along here in Alaska. A new residential agreement has been negotiated and forwarded to the I.O. The residential hands got \$1.00 increase immediately, and .50¢ in wage and fringes April, 1984. The new Material Handlers Agreement has come after many years of frustrating negotiations. Effective immediately they will receive \$1.75 pay increase.

At the November Unit 101 meeting, we asked Bud how many active letters of assent have been signed in the last two years. Answer—57 new letters of assent have been signed making a total of 165. This amounts to a 52-percent increase.

The first organizational meeting of the IBEW 1547 "Retiree Club" met in September. Earl Plumb suggested a motto, which we all read in the Reporter, and I quote: "Old age and treachery will overcome youth and ability every time." Hear that you young whippersnappers, better get off and on! President of the Retiree's Club is Jorge Hix, vice president is Martin L. Anderson, secretary/treasurer is Ollie Giza, Executive Board members elected are Clarence Giza, Carl Jenkins, Earl Plumb. Members attending and joining the new "Retiree Club" were John Lancaster, Clyde T. Ingle, Edwin A. Dixon, Martin L. Anderson, Carl E. Jenkins, Mel Rokeburg, Melvin W. Thompson, Jorge C. Hix, Ollie Giza, Jim Watson, Earl Plumb and Earl Wright. Where were the rest of you retirees? Remember this is your club, you're the founders of this, our first IBEW Retirees Local 1547 Club, the beginning, our rock, and our foundation to build upon, just like you've been in all your years with our union. You who have worked and given your support all these many years. We salute you, all the retired Brothers and Sisters of our IBEW. We hope to make you as proud of us in the years to come as we've been of you all in all the years past. Thank you!

Our December meeting went very well, but it was still a far cry from the meeting it should have been. I'm talking about numbers; we must have approximately 3,000 members here in Anchorage, and how many were at the December meeting? 178—37 were travelers, 141 were locals, and a whole lot of those were apprentices. To the apprentices—you're to be commended, and the rest of us "old" timers—shame! If the union is ever to have the strength and unity it was always meant to have, it needs all its members supporting it. Remember—you get out of anything exactly what you put into it! It's like with the national elections, the people who are too "busy" to go to the polls, just as sure as you're born are the very same people that will stand and criticize any and all results. I know that there are Brothers and Sisters who never attend a meeting for one lame excuse or another that are constantly bellyaching. To you I say, honey, if you can't hunt, don't howl!

The Norwegians have a good motto for our people, and it sure fits good union people everywhere "Vel møtt i det nye aaret"—"To strive, to seek, to find,—but never to yield!"

LORI PFOUTS, P.S.

Brother Victor Mourned By Local Members

L.U. 1576 (u), LOWER ALLOWAYS CREEK, N.J.—Local 1576 of Salem Generating Station in Hancock's Bridge, New Jersey, regrets the passing of Brother Victor J. Watson, Jr., on November 3, 1983. Brother Victor, an active local member, was a joy to be around on and off the work site. His sense of humor and the good times will be sorely missed by all.

Condolences were made to his wife, Nancy Schuster Watson, and family at the viewing which was attended by most of the union Brothers and Sisters. Brother Victor, age 26, died of a cerebral aneurysm, after a gallant two-week struggle. His passing is a great loss to the Brothers and Sisters of Local 1576 and all the people who were counted among his friends and acquaintances.

RAYMOND HUBER, F.S.
BARBARA BRUER, P.S.

Donation



Local 1579, Augusta, Ga., Business Manager T.S. Yarbrough, center, presenting check to Noble Bubba Tedder, right, for Shriner's Hospitals for Crippled and Burned Children. Local 1579 Brother Kenneth "Bull" Moore looks on.

Electricians Contribute To Shriner's Hospitals

L.U. 1579 (i&o), AUGUSTA, GA.—On the evening of Saturday, November 26, Business Manager T. S. Yarbrough and Mrs. Yarbrough (Helen), this reporter, and Carolyn (my guest), were distinctly honored and privileged to be in attendance at the Augusta Shrine Club for an elaborate dinner and the Club's Annual Installation of Officers for the ensuing year of 1984.

Our group's invitation to this prestigious activity was initiated and extended by our own 1579 Brother Kenneth (Bull) Moore, who is, in his capacity as first vice president of the Augusta Shrine, a most devoted and conscientious worker in all their objectives in providing free consideration and care for crippled and burned children in all Shriner's Hospitals. Their slogan is, "A Man Never Stands So Tall, As When He Stoops To Help A Crippled or Burned Child."

In the course of the evening's ceremonies, Business Manager T. S. Yarbrough, from funds contributed voluntarily by electrical workers on various projects working out of Local 1579 in our jurisdiction, presented a check in the amount of \$2,628.65, to Noble Bubba Tedder, chairman of Paper Sales Allee Temples, for use directly to these Shrine Hospitals' endeavors.

Speaking on behalf of the officers and members of Local 1579, we take pleasure in offering congratulations to the Augusta Shrine Club for all contributive efforts in these commendable aims. May God continue to bestow his many blessings, both individually and collectively, and in his will and grace, grant them continuing love and support.

At a recent meeting, and under Reports of Delegates and Committees, our 1579 delegation to the October AFL-CIO Convention in Atlanta (Business Manager T. S. Yarbrough, President Hal Cromer, and Executive Board member Arbie Thomas) gave a very concise and informative report of these convention activities to our membership. It's enlightening to elect and send such conscientious delegates with the capabilities of rendering comprehensive reports. Thank you, Brothers, on a job well done.

Business Manager T. S. Yarbrough, upon returning from his first session as an appointed Council member in Washington, D.C., reports both a rewarding and informative session and eagerly looks forward to all ensuing activities in these regards.

Our work situation remains stable comparable to last report, with frequent referrals to various projects. We are looking forward to an overall buildup (manpower-wise), hopefully in the first quarter of 1984.

Concerning our contributions to the Shrine Hospitals, we are proud to add an additional amount of \$266 to our previous report.

Good night, good luck and God bless.

GENE BANKS, P.S.

Working



Working on a temporary panel at D.B. Wilson Powerhouse is Jesse Boling of Local 1701, Owensboro, Ky.

Charter Member



Voicing his opinion at a local union meeting is Ray Hayden, a charter member of Local 1701.

Local Fully Employed Through Winter

L.U. 1701 (i,o,u,&ees), OWENSBORO, KY.—Greetings and Happy Valentine's Day from Local 1701. I am happy to report that the contractors at D. B. Wilson Powerhouse indicate that there should be enough work to keep our local fully employed throughout the winter.

Dynalectric of Owensboro, who has the largest contract at the powerhouse, recently hired four crews of men to pull wire on a night shift, bringing the total number of their employment to approximately 170 men. The night shift is only for 4 to 6 weeks and should be over by the time this article is published. Dynalectric expects to be finished with their contract work in late spring or early summer.

Shambaugh Electric out of Fort Wayne, Indiana, has a few men working on check-out at the car dumper and stacker reclaimers, but the majority of their 125 are working on 3.8 miles of conveyor systems and transfer towers. Work is scheduled for completion on the conveyors in April.

M. W. Kellogg, a contractor out of Houston, currently employs 45 men with one crew working a night shift. They finished construction on the scrubbers on December 23 and have a layoff, keeping only a few for maintenance and final check out.

Ready Electric, out of Louisville, employs two crews working on a heating and air conditioning

system for all of the project and pulling maintenance for a mechanical contractor. They predict a small layoff after the first of the year but do have work for a few men up into the summer.

The NLRB will hold a hearing in Owensboro on December 16 to determine if an election is in order for the organization of Bear Electric. We hope to reach an agreement with Bear Electric before that time, but if that is not possible an election should be held before February 1.

The contract for the Big Rivers Union of Local 1701 will expire April 22, 1984. Although both sides have already exchanged proposals nothing definite can be reported at this time. It has been stated that, as usual, negotiations will be tough.

At our November meeting, three second-year apprentices were accepted into the membership of Local 1701. They are Barry Elder, Mike Williams, and Betty Parsons. At that same meeting, Dennis Hill and Mike Hagan received their Oath of Obligation as groundmen. Congratulations to these five members.

I am sad to report the deaths of Brothers Jim Bradley and Garland West. Jim was initiated into Local 1701 in January 1941. He worked out of our local for 35 years before retiring in 1976 and died November 29, 1983. Jim's son, Fred Bradley, is a member of 1701. Brother West became a member of Local 1701 on April 11, 1964. Garland has been working at the I & M Powerhouse in Rockport, Indiana. He died unexpectedly December 9 at the age of 50. Two of his sons are members of our local. Tim is a construction member and Kevin works at Big Rivers. Jim and Garland were both active in the local and will be missed. Our sympathy to the families of these men and especially to their sons who are members of our Brotherhood.

RICHARD THOMSON, P.S.

All-Stars



The IBEW All-Star Selection, from the Local 1733, Fredericton, N.B., Hockey Tournament, from left to right, are Allen Dickie, left wing, Lancaster Sub; Normand Lirette, right wing, Buctouche; Bob Freeze, defence, Dalhousie Northern Lights; Frank Melanson, defence, Buctouche; Bert Evans accepting on behalf of Doug Coates, goaltender, Lepreau; and Mike Dunfield, center, Lancaster Sub.

Hockey Tournament Is A Huge Success

L.U. 1733 (u), FREDERICTON, N.B.—The recent Hockey Tournament held in Buctouche was a huge success, thanks to the efforts of the sponsors around the area and the fine work, long hours, and plenty of hustle by people like Maurice, Andy, Donnie, and all those who unselfishly gave of their time to make this tournament a successful one. Remarks from visiting players from around the province was of the same tone: "very pleased," "well-treated," "great time," "good hosting," "will do it again." But no matter how the Buctouche boys looked after things off the ice, they gave nothing away while on the ice.

The Dalhousie Northern Lights worked the Buctouche team hard in semi-final play, and the same pressure was applied by the Lancaster Sub team in the final game. In this writer's eyes, the quick line changes and many rotations from the bench were the key pressure points and the large factors in Lancaster Sub's winning the cup, which Buctouche has won the last two years running. (There's no

Winners



Bert Evans, on behalf of Labatt's, presented hockey gear bags to Brother Delphis Legacy (center) "Best Effort," and Brother Don LeBlanc, "Best Organizer" (right).

truth to the rumor that the key plays were made while Lancaster Sub coach, Eldon Smith, was upstairs getting coffee.)

It's no wonder the Buctouche boys take to the ice as easily as they do. During the time between the semi-finals and the final, Brother Roger Daigle of Buctouche was busy with a few dozen little lads around six or seven years of age, putting them through skating practice and a lot of the basics of hockey. They really looked good, over in one corner was a two-and-a-half-year-old in a Montreal uniform showing us all what it's all about.

During the weekend tournament, Brother John Scott of Buctouche did a great job of assessing the players for the IBEW All-Star Selection which was announced at the close of the final game. The All-Stars are: All-Star goaltender, Doug Coates, Lepreau; forwards selection, Mike Dunfield, center, Lancaster Sub; Allen Dickie, left wing, Lancaster Sub; and Normand Lirette, right wing, Buctouche, All-Star defence, Frank Melanson, Buctouche, and Bob Freeze, Dalhousie Northern Lights.

On hand for the presentation of trophies and awards were IBEW International Representative Bob Whitehead and Norman Branch, branch manager of Moncton of New Brunswick Power. A presentation of special awards supplied by Labatt's Brewery was made by the business manager of Local 1733 to Brother Delphis Legacy of Dalhousie for "Best Effort" and to Brother Don LeBlanc, Buctouche, for "Best Organizer", the awards were hockey gear bags. Labatt's also sent along some of their little brown bottle awards for the team's refreshments. Our thanks to Labatt's for their support. It is hoped that next year's tournament is of the same success.

On the retirement scene, 43 of our members have opted to go early. To these members our best wishes for a long and healthful retirement are extended. On behalf of the members that remain and those that come along to fill in the positions left vacant, our thanks for all the years of being unionists and your combined efforts to achieve our present conditions, benefits, safe work habits, and our collective agreements. Our job now is to respect and protect all those things which you laboured long and hard for. We shan't forget.

BERT EVANS, P.S.

Local Mourns Brothers Crompton and Thompson

L.U. 1739 (i&o), BARRIE, ONT.—It is with great sorrow I report the deaths of two of our long-standing Brothers. Brother Walter Crompton, my brother, passed away suddenly on October 22, 1983, after a short illness, in his 54th year. Being an ardent boater and an active sub-lieutenant in the Royal Canadian Sea Cadets, he was given a military funeral with an Honor Guard of officers and cadets from his own Corps "RSCC, Barrie." A large turnout of our Brothers attended the funeral, many taking time to travel from their jobs out of town.

Brother Meaford Thompson passed away after a lengthy illness on November 22, 1983, at the age of 68. Brother Meaford Thompson was past president and past vice president of our local for many years and had just recently retired from our local a few short years ago.

Mourning



Brother, Sub/Lieutenant Walter Crompton, Local 1739, Barrie, Ont., in uniform of the Royal Canadian Naval Reserves, taken at the age of 53.

Both Brothers had many friends and will be greatly missed by our members as was evident at the large turnout of Brothers during their funerals.

On November 12, 1983, Brother Ernie Swift, International Representative from Toronto, gave a Shop Steward Training Course in Barrie with a large turnout of 20 electricians and nine apprentices from our local. Congratulations to all on presentation of their Certificate of Completion Awards.

Our work picture still remains the same and we hope it will improve in the new year.

JOSEPH S. CROMPTON, P.S.

Working



T. Tracy, Local 1837, Portsmouth, N.H., on the job at Brunswick-Topsham Hydro Project in Maine. He is taking readings on Units Two and Three which were just put on the line in 1983.



Local 1837 members B. W. Tufts and W. A. Jackson installing covers on six-inch trays at the new hydro facility. (Photos submitted by Charles H. Leduc, press secretary.)

Brother Adams Elected City Council Member

L.U. 1837 (u&rtb), PORTSMOUTH, N.H.—Brother Dave Adams, a field planner at Central Maine Power Company's Lewiston office, has been elected to serve a second term as a City Council member in the city of Auburn, Maine. Dave's competition was very well organized and had a popular candidate to run against him. Dave and several Local 1837 Brothers got busy on the telephone and on the road to bring in the votes that brought success to the campaign. Brother Dave Adams has always been a strong supporter of the various unions and their members. We wish him well in his position as Council member.

CHARLES H. LEDUC, P.S.

Local Gets Ready For June Negotiations

L.U. 1900 (u), WASHINGTON, D.C.—February is our shortest month, and before we know it March will be here! So let's not waste any time. We must get ready for June when additional duties and/or responsibilities are negotiated with the company.

We are making headway in resolving grievances, but we are still getting too many Article 16 complaints. Beware, Big Brother is watching, George Orwell's 1984 is upon us. More has come true than we care to admit to. We are faced with undercover agents, spies and a Property Protection Department that thinks it is a combination of the CIA and the FBI.

You must get more involved now. Attend your unit meetings. We signed an agreement with the company in your name, so stick to that agreement. The company doesn't need your help in trying to cut back the working force; let them try to do it on their own. Don't give them any more ammunition, and we'll have them where we want them.

We can't do it alone—help us help you, it's your job and your future and the future is now!

JOHN R. DALEY, P.S.

Delegates



Pictured are the delegates from Local 1908, Cocoa, Florida, to the System Council U-4 meeting. From left to right are Lee Grimes, Terry Kammer, President John Schantzen and Vice President Mike Brooks.

PAC Fund Registered; Stewards School Planned

L.U. 1908 (u), COCOA, FLA.—I would like to start off this month by apologizing to our membership for not having an article in last month's *Journal*. I just kept putting off writing it until I missed the deadline.

I have just returned from the System Council U-4 meeting held in Daytona. As usual the meeting was very informative. Getting together with our Brothers and Sisters from the other ten locals on our property is always beneficial and helps us realize that many of our problems are common throughout the system. I also find that being with so many active union members in one place somehow is very uplifting. It makes one feel that even with all the problems we face, and there are many, that in the end we will prevail through the efforts of these dedicated and hard-working union members. I would like to thank Local 1066, the host local, for the outstanding job they did putting this meeting together, and the fine hospitality all the delegates were shown while we were there.

1984 is going to be a very busy year for all of us in the Florida labor movement and I hope our membership will do their share of work that must be done. On our local front we still have negotiations, that at this writing have not been completed. After negotiations we will be trying to unclog the large backlog of grievances that have been building up through the years.

President Schantzen plans to hold a stewards school this year and this will require a lot of work. We also have had our PAC fund registered and we will be asking all of our members for their cooperation in this very important endeavor. We will also be hosting the July System Council meeting, and volunteers will be needed in setting up and running the meeting.

On the state scene, the Presidential Preference Primary will be held on March 13. The state legislative session starts April 3. Then we have the primary and general elections in September and November.

If labor is to have an effect on these very important events, we will need the help of our membership. The few of us, who in the past have been doing all the work, just can't do all that needs to be done. If labor is to make any gains in 1984 we must work together to get them.

In closing I would like to make a belated wish for a happy and safe holiday season to all of you.

Hope to see you at the hall on February 14 at 8:00 PM.

TERRY L. KAMMER, P.S.

Strike Ends; Members Back To Work

L.U. 1924 (u&mo), FERNANDINA BEACH, FLA.—The strike is finally over at Container Corporation of America. It lasted 12 weeks. We sympathize with the other unions involved who got less than their original offer, but were glad to get back to work.

It was Container Corporation's [Mobil Oil] goal to break the unions, and they did to a point. When they made the promise to hire new workers off the street, they did, as far away as Alabama. The Paperworkers Union petitioned for a revote on the last offer they had and accepted the contract. This swayed the other unions into a revote, and they all accepted; and the strike was over with nothing gained other than 12 weeks' loss of wages. They actually got less than the company's original offer.

The company claims that it was slow after contracts were signed and laid off about 200 people mill-wide. We are working at getting their jobs back right now. President and Business Manager George Dorsey seems to think something can be worked out.

I and the Local 1924 members who will work under this new contract would like to thank our Committee for the fine job they did. They are President/Business Manager George Dorsey, Wayne Teaster, Raymond Cook, and Chris Chandler (shop steward).

I also would like to bring to the attention of some members if you have a problem with the way our local is being run, come to the next meeting scheduled and complain. Don't do it on company property, as it helps them, not us. You are always welcome at our meetings; our officers are doing a great job.

ITT Rayonnier has returned to work also. They received a special permit to operate on a higher pollution level until their new equipment is installed to replace the old, which was destroyed by fire. This allowed them to call back most of their help.

ITT and Container together both running has begun to bring up the economy of Fernandina Beach once again.

We hope to see you all at our next meeting.

JOE KRAUS, P.S.

Local Mourns Deaths Of Two Members

L.U. 1957 (em), EAST BUTLER, PA.—Local 1957 members were saddened recently by the deaths of two of our retired members. George Bouch was 82 years old at the time of his death. George was a member of our local from 1953 till 1965. He was a janitor during his employment with Local 1957 and he was the first person to draw a pension from our local. Homer Benton was 66 when he died recently. Homer was with Local 1957 from 1970 till his retirement on February 26, 1982. Homer held many jobs during his employment and he was a powder core painter at the time of his retirement. Both men will be greatly missed by the members of our local. We extend our deepest sympathy to the families of George and Homer.

BOB POLINSKY, P.S.

Graduates



Pictured are the Tool and Die Room graduates of Local 1985, North Canton, Ohio. Left to right are Jim Gensley, president/business manager of Local 1985, Jim Radford, George Heggy, Larry Kugelmann, Tom Biedenbach, Glenn Farr, Tony Picarri, Pat Farrell, Duane Clatworthy, Ken Miller, Tim Tucker, Tim Siegenthaler, and Tom Handwork and Kevin Haverfield of the Local 1985 Apprenticeship Committee.

Members Complete Training; Local Publishes Paper

L.U. 1985 (em), NORTH CANTON, OHIO—Members employed in the Tool and Die Room completed their four-year training under the direction of the Joint Apprenticeship Committee and received their journeyman certificates from the state of Ohio. In addition, Local 1985 has issued IBEW journeyman and traveling cards to these newly accomplished members.

Along other lines, it has been quite some time since Local 1985 has submitted an article for print in this *Journal*. While the IBEW *Journal* is an extremely fine publication with a circulation of 1,000,000 and provides an excellent format for local unions to report to the entire IBEW Brotherhood, space is limited. Because the main focus of the *Journal* is designed to inform all members of the union, events of concern to all must be given top priority, but the day-to-day issues of your local union may only affect few and therefore cannot take precedence of publication. Due to limited space in the *Journal*, Local 1985 publishes a newsletter, *Your Union News*, making union news easily accessible—only the effort of reading it is necessary.

Added benefits of publishing *Your Union News* include: *Informs*—it tells local members what the local has done to protect them, what the local officers who represent them are doing, what activities are being planned, what other local members are interested in and what other area unions are doing.

Sets the record straight—written by and about local union members, its point of view is that of the local members themselves. It directly answers the question, "How does this effect affect me?" with the facts. It can address rumors started by management to divide members by presenting the workers' (and the union's) side of the story.

Educates—What better way to explain the local collective bargaining agreement is there than in an article describing the intent of contractual language by relating to an understandable, believable day-to-day workplace situation.

Reaches beyond the local union membership—while it's building pride, the newsletter historically documents issues and events for reference of future generations. In addition, our local newsletter reaches members' families, friends, and other unions and organizations, making our voice heard loud and clear.

Currently, *Your Union News* has a circulation of approximately 3,000 and is affiliated with the Ohio Labor Press Association, Midwest Labor Press Association, and the International Labor Press Association. The mailing list includes the membership, various labor unions and organizations, manufacturing local unions, and institutions located within a multi-state area. Recently, editions have been preserved on microfilm and are available in the archives of the Ohio Historical Society. For those out of state, editions have been preserved at The State Historical Society of Wisconsin.

In closing, when you don't see a local article in

the *Journal*. Look on the other side—look to *Your Union News* for detailed information that directly affects the members of Local 1985.

DON HAVERSTOCK, P.S.

Visiting



Here Jim Conway visits with Francis Normandin as President Roy Holbrook looks on.



From left to right are the president of Local 1999, Mankato, Minn., Roy Holbrook; Russ Smith, the Kato personnel manager; Pat Curely, IBEW rep; Jim Conway, Sixth District Vice President; and Steve Perry, general manager of Kato Engineering Reliance.

V.P. Conway Visits Local 1999 Plant

L.U. 1999 (em), MANKATO, MINN.—Sixth District Vice President Jim Conway was accompanied by area rep Pat Curley as he visited our new generator plant in Mankato, Minnesota. Kato Engineering has been building high-quality, custom-built generators for many years with Local 1999 contracts. Despite the recession, Kato was able to open our new plant in the spring of 1982. Since that time we had severe cuts in the labor force but we have continued our dedication to quality, and the management has been very aggressively seeking new business and developing new cost cutting designs.

Brother Conway was very happy to see the faces of many Brothers. Jim is no stranger to our local because he personally helped negotiate contracts with Kato as I.O. representative. General Manager Steve Perry was on hand to provide the tour explaining the various processes. Later Mr. Conway was invited to a cocktail hour where the local officers and shop stewards socialized. Most of the conversation concerned strategies for negotiating a new contract in September, 1984, and processing the numerous grievances resulting from layoffs.

STEVE VIAL, P.S.

Work Scene Getting Worse

L.U. 2084 (em), SYRACUSE, N.Y.—The work situation in Syracuse is still at its lowest level in years. There are approximately 400 of our Brothers and Sisters currently on layoff status. Although incoming orders are expected to improve, the forecast for the immediate future is still uncertain.

Compounding our depressed work situation is the fact that Crossroads Park, a division of Cooper-Crouse Hinds, is in the process of being sold to an investment firm from New York City. December 16 was targeted as the date of closing the sale. As a result of this sale, an additional number of our union members will also be added to the ranks of the unemployed.

JOHN M. FILAPELLO, P.S.

Representative Husted Wins Award

L.U. 2101 (em), WATERTOWN, N.Y.—We take this opportunity to congratulate Dorothy Husted, International Representative, who recently won an award from the Academy of Women Achievers for Woman of the Year.

Dorothy started her employment with Western Electric in Kearny, New Jersey, at 45 cents per hour. Her fighting spirit found a responsive organization when the IBEW appeared on the scene. Seeing working conditions so very poor, her sense of dignity and fair play was outraged. Her sympathy for the underdog moved her to action, thus making the IBEW her lifelong career.

Dorothy's duties consist of organizing workers, service to members, and training of local union officers. She also conducts local union trials and is active in contract negotiations and arbitrations, besides servicing 238 local unions.

Dorothy truly is "Woman of the Year." Congratulations!

With a little bit of luck, by the time this article gets into print, we should have our copies of our new contracts. It will be a welcome sight for everyone.

We've had a new addition to our Executive Board, Effie Mazes. Congratulations.

Some of our members have mentioned that they do not receive copies of the *Journal*. If you would like a copy, contact Wanda Ash. Give her your name and address, and you'll receive your copy of the *Journal*.

On January 14 we were proud to celebrate our tenth year as a union. Through our years together as IBEW members and our support we have made many gains. The days of \$1.90 per hour, better insurance benefits and seniority gains are among some of the benefits we can enjoy today.

Although the economy isn't the greatest now, we can still enjoy the celebration—come join us! Happy New Year to everyone.

RICKY BLACKWELL, V.P.

Business Manager Attacks Reaganomics

L.U. 2131 (em), OAKLAND, CAL.—As you know, national elections are coming upon us in short order. The AFL-CIO Convention, along with many other labor organizations, has decided to endorse candidates before the primaries. That endorsement, overwhelmingly in favor of former Vice President Walter Mondale, resulted in over 90 percent of the delegates in favor of one candidate. Labor leaders respect the privacy of the voting booth, (unions use the voting procedure internally more than any other organization in America) and don't presume to instruct the millions of union members on how to vote. However, the responsibility to recommend candidates that favor working men and women isn't taken lightly either. Mondale has consistently supported working people and condemns the Reagan Administration's "Government of the rich, by the rich, and for the rich."

Unions on both coasts have shown their outrage at the Soviets shooting down a helpless airliner full of innocent passengers. We have backed the struggling Polish labor unionists in their fight for fairness in the workplace with direct action; they refused to load Russian ships. Reagan on the other hand talks a tough game but has yet to supply even token resistance to Russian arrogance. Instead he lends military support to tyrannical dictators in the Philippines and elsewhere. And that is typical for this administration—"Look like you are doing one thing, then do something else." He loudly commends Poland's efforts for a free labor union, then destroys the American Air Traffic Controllers Union after promising support when he was a candidate. He slams the Democrats for creating national debt, then spends huge record amounts on his favorite programs, approaching \$200 billion a year. Ron promises tax cuts and then raises taxes and calls it "enhancing federal income." Of course, the "enhancing" comes from low-and middle-class pockets. This shouldn't be a

big surprise for Californians, he did exactly the same thing as governor. Who can forget his abolishing of mental illness in California by refusing to fund mental hospitals. And the list goes on—while expressing his deep sincere sympathy for workers put out of work by Reaganomics, the administration tried to tax unemployment benefits in order to "discourage unemployment." Other dandy ideas proposed by this administration include taxing employee health benefits, taxing tips, a flat tax on income, (which would naturally reduce the maximum tax on people making over \$40,000.00 a year. Who do you suppose would make up the taxes they wouldn't pay? You guessed it!). At a recent news conference, Ron said even more cuts in domestic spending are needed, but further cuts in social programs like Medicare would only increase the suffering for millions of Americans.

So, whether you agree or disagree with a recommendation from labor, it is becoming evident that Ronald Reagan is not working in your best interests.

ROGER W. LANGLOIS, B.M.

Members



Members of Local 2145, Vallejo, Cal., pose for a picture. Can you identify these brother members? Why don't you tell them you saw them in this publication?



More members of Local 2145. From left to right, an unidentified member; Bill Hallett, shop steward; and Skip Hutchinson, vice president of Local 2145.

Scribe Reports On Various News Items

L.U. 2145 (govt), VALLEJO, CAL.—Greetings, Brethren, from Vallejo. At this writing, winter is upon us. Winter in this area translates into windstorms, drenching rains, inundated streets, basements, and parking lots. Automobiles are drowned out, and mudslides take homes with them. Welcome to "sunny" California.

If you live in the Bay area, are employed, and are a renter, you may fall victim to a "game" that is in full swing in that area. Landlords are using all sorts of ruses to evict older tenants (long-time residents), in order to raise the rents to what they consider "market" rates. These "market rates" have been artificially inflated by the vast influx of immigrants that are having their rents subsidized by taxpayer-funded immigrant grants, welfare groups, and charitable organizations. Thus, the wage-earning renter, for example, in San Francisco, even if he is earning a moderately good salary, finds that he is incapable of paying the rents that the landlords know they can receive from immigrants. This is how it is in the big city.

Item in the news, captioned: Bondholder Groups Push for Repayment of WPPSS \$2.25 Billion A-Plant Debt—This makes reference to the holders of Washington Public Power Supply bonds. There was a default of payment of the bonds held on Projects No. 4 and No. 5. These bonds seemed like a reasonably good investment that paid approximately 15 percent interest to the holders. The main attraction was the fact that that dividend was tax exempt. Now, that inducement made that investment seem like a very good deal. If you know anything at all about investments, 15 percent interest would automatically place that investment in the highly speculative area. The point of the whole thing is investors that were enjoying a tax-exempt income from their investments now want the taxpayers to bail them out. If you are a taxpayer, this concerns you and you should be raising hell about that.

If you are unhappy with the pay raise that is offered to you, consider some of the alternatives. Items in the news: AC Transit Union Rejects Pay Cuts—Members of this BART transit local rejected pay cuts as a cost-reduction method of "saving one hundred and thirty-five jobs." Greyhound Union Talks Center on Concessions—The negotiations centered around employees accepting pay cuts of over nine percent over the next three years. Steeling Away—Isaacson Steel Plant will be torn down, shipped to Shanghai, reassembled, and 300 Chinese workers will be employed.

On the waterfront—the process of updating our waterfront work area is a continuous one and will become progressively beneficial to all of us. New and very modern work facilities are appearing in areas that were only recently occupied by very ancient structures that have been there for decades. They had the appearance of being historical landmarks. As productivity requirements changed over the years, so did the function of the buildings. The purpose for which it had been originally intended has been lost to antiquity. Most of them having been frequently readapted to satisfy prevailing requirements. For example, one building that was torn down very recently began its existence as a stable. In more recent years, it was a cafeteria. Other buildings still in use—one was a stable for camels; the stable for horses was used during a time when horsepower meant exactly that; the coal sheds were used to store the basic method of producing power for propulsion, during that period. Later, Otto Diesel would convince them that oil was the ultimate source of power.

What were the camels used for? I guess they provided the basic transportation to places like Reno and Las Vegas. What was the story behind the Navy using camels? Well, the great-granddaddy of the guy that sold the Navy a \$400 hammer had a used camel and donkey lot in Barstow. He drifted in the Navy yard in Vallejo to see if he could unload a few there. He met an ensign that was acting purchasing officer. He introduced himself as "The Happy Armenian," and said, "Have I got a deal for you." He commented that camels were called "ships of the desert" and pointed out the original equipment and low mileage.

The Commander was not amused, he had purchased 40 mules that did not understand English from the same guy, and now he had camels that didn't understand, either. He promptly transferred the ensign to a military outpost in Reno, as an observer. Military requirements were different in those days. The dominant skill at that time was carpenter.

The assault on your retirement program continues. You don't hear much about it, but it's still going on.

Some very kind comments on this column from Mrs. Joey Mahoney. More on that in the next column.

JOSEPH SCAVONE, JR., P.S.

New Agreement Ratified

L.U. 2252 (em), HOLLYWOOD, FLA.—Trim Track Lighting of Hialeah, affiliated with 2252, has just negotiated and ratified their new agreement, a very

good one I might add, considering the financial bind the company was in last year.

Our Christmas party, held on December 17, was a memorable one, as this was the last one we held as co-workers, due to the shutdown of the plant this year. So we went all out with a live band and all the other goodies. It also was a farewell of sorts.

Welcome back Sisters Fran Taylor and Martha Millet, and get well to all the others out there.

By pooling our Christmas and New Year's holidays, the plant was closed the week of December 26, a nice holiday vacation!

Till next time!

DORIS E. SCHAFER, P.S.

Retirees Enjoy Party; Welcome New Members

RETIREES ASSOCIATION OF LOCAL 3, NEW YORK, N.Y., N. FLA. CHAPTER—Our December meeting attracted more members and their spouses than our usual quota. The attraction was the Christmas and Chanukah party, when the meeting adjourned.

The food consisted of beefburgers, frankfurters, potato salad, baked beans, soda pop, and coffee and cake. This event was superbly managed by Harry Greenfield as chef, Jack Chadnick, Bernie Feldman, and their lovely spouses. Everyone enjoyed this delightful surprise and had a good time.

At this time I have the honor to congratulate our former parliamentarian and board director, Henry Koster, and his lovely wife Marie who have celebrated their 57th wedding anniversary, and to our former chairman, Charles Dannels, and his lovely wife Helen who are celebrating their 50th wedding anniversary. I take the liberty to represent our club in expressing heartiest best wishes for continued good health and happiness.

The club is happy to announce the addition of the following new members: Jack Heimowitz, Jack Halperin, Lou Foodman, Bennett Gold, and Arthur Gleit. We welcome you to the club and hope you people continue to be as active with us as you were in your past performances up north.

Try not to be distressed because our administration chose the most costly way it could to fight inflation—high unemployment. The prolonged rate of unemployment is the price that American workers had to pay for the Reagan administration's economic program. It has been and continues to be a costly program for which workers pay dearly. No healthy industrial nation that wishes to bring prosperity to its people should make that kind of decision.

To all of us a Healthy and Happy New Year.

DAVID BLANC, P.S.

Scribe Reports On Chapter Meetings

RETIREES ASSOCIATION OF L.U. 3, NEW YORK, N.Y., S. FLA. CHAPTER—In the absence of President Joe Bonn, who is up north celebrating a bar mitzvah with his wife Ann, we start this message off with happy tidings. Vice President Jack Weber conducted the November meeting that was well attended by 164 people. President Emeritus Lou Chase led us in a salute to our flag, followed by Julie Schwack who displayed with reverence that peaceful thoughts and togetherness could be the answer to world salvation.

Jeff Miringoff never faltered as he delivered the minutes of the previous meeting and the past Executive Board meeting. Then Jack Weber introduced the Honorable Armand Di Angelo who first greeted his many old friends, then very calmly told us that the employment situation was very good in New York City, that our retirees pension plan is in excellent shape which is backed up by \$104 million invested wisely in gilt-edged government bonds. This was Harry Van Arsdale's baby. Many thanks, Harry. Mayor Koch of New York City talks and runs hot and cold and is lax in his obligations, especially to the working man; his empty promises for a better New York City have resulted in the

rapid growth of drabness and many potholes on the roads and streets of New York City. That old song "Give Me Manhattan" has lost its flavor. We need a mayor like the late Fiorello LaGuardia.

President Joe Bonn and yours truly received a special nod of approval by Armand for the coverage of the AFL-CIO Convention that renewed the confidence of President Lane Kirkland and endorsed Walter Mondale as the next president.

A very important question was raised by Brother Irving Dobbins about the supplementary insurance like Blue Cross-Blue Shield for the wives of the members. The answer was that the wives are covered the same as the member, and through the good graces of our union and the officers who are concerned about the welfare of our members and their wives our strong Joint Industry Board has established the Hospital and Surgical Plan with a new kind of union-made Cross and Shield.

Our new gold book has briefed us as to our rights about retirement, and we will be further enlightened about the Prescription Plan that started January 1, 1984.

If you missed this well seasoned talk by Armand Di Angelo, you missed a down-to-earth form of expression that this man is gifted with. A return visit will be greatly appreciated.

Soon it will be Sir Danny Kaye, who will be knighted for his dedicated humane work in UNICEF by Queen Margarethe of Denmark. Max Kamins is also proud that Brother Danny Kaye was the Grand Marshal at the colorful Tournament of Roses in beautiful Pasadena, California. We of the labor movement also had our parades all over the U.S. in a show of strong solidarity.

Briefly, Fred Valiche happily reported a good turnout at the Eden Roc Hotel December 11, 1983, to honor Irving Dobbins. Lou King, our financial secretary, reported a raise in rent has been requested for our meeting hall.

Harry Benfield praised our past picnic, Lester Gabriel reminded us of COPE, the AFL-CIO lifeline to fight aggression. Fred Engel briefed us on the NCSC. Forty-three birthdays were announced. Forgive me, fellows, for not mentioning all your names as this would lead to writer's cramp. Then more festivities began as Irving Dobbins and President Emeritus Lou Chase and President Joe Bonn (absentee) honored Jack Weber. This veteran of labor was recognized by Local 3 with a handsome plaque and in addition with another testimonial plaque tendered by Mayor Steve Clarke of Miami with a key to the city of Miami that dangled from a silk ribbon that was placed about Jack's neck by Mrs. Weber as Phil Alberts' camera clicked.

Now the pièce de résistance, where 12 anniversary couples were honored: Mr. and Mrs. Marcus Brambier, Mr. and Mrs. Milton Barnett, Mr. and Mrs. Joe Cambria, Mr. and Mrs. Mack Druckman, Mr. and Mrs. Max Fox, Mr. and Mrs. Max Laurant, Mr. and Mrs. Ira Rothstein, Mr. and Mrs. Frank Reid, Mr. and Mrs. Hyman Solomon, Mr. and Mrs. Abe Terach, Mr. and Mrs. Jack Weber. Mr. and Mrs. John McManus were absent and have our blessings. There was a gleam in the eyes of Irving Dobbins as he kissed all the ladies and congratulations to the men. Phil Alberts' camera clicked again.

It was a grand, memorable day. Thanks Harry and Tommy Van Arsdale, Armand Di Angelo, Joe Jacobson, Joe Bonn, Jack Weber, Lou Chase, Sam Dobbins, Irving Dobbins, Jeff Miringoff, Lou King, Fred Valiche, Herman Reiner, Herman Rich, Harry Benfield, Lester Gabriel, Sam Scherer, and our many friends. You all contributed to a very special, great day.

LOUIS BARITS, P.S.

Scribe Urges Members To Vote, Write Letters

RETIREES CLUB OF L.U. 11, LOS ANGELES, CAL.—By the time IBEW retirees receive their monthly *Journal* we will be well into the new year. We presume you all reviewed the events of the past year and have made resolutions for the new year. We wish all will experience an exciting, prosperous, and healthy 1984.

Your attention, at this time, is mainly directed to the 1984 presidential election, which is up for grabs. If all of us will register to vote, and exercise our privilege, we can anticipate leadership in the White House to improve in 1984 and into the ensuing years. We must be aware that unionism must be kept strong through educated and interested participation. In past years we have fought hard and long for the rights to bargain collectively, to provide laborers with fringe benefits, such as pensions, social security, medical and life insurance, and on-the-job safety provisions. Let us all make a New Year's resolution to keep them in force for our children and grandchildren. Write your elected officials. Urge them to carry out your wishes. Congress moves in at the last stages of bills submitted when they have already discussed and decided on their outcome. It is, therefore, up to us to be aware of the bills when they are introduced, and this information is brought to us by our very able Brother Cliff Holliday, legislative committeeman. Letters are effective.

The 1984 World Olympics will bring many IBEW retirees to California. We again extend an invitation to all to visit us at our regular monthly meetings the second Wednesday of every month at 10:00 a.m. in our Local 11 headquarters. Our city fathers and their committees are hard at work making arrangements so that visitors will find the 1984 World Olympics historically eventful.

At our last regular meeting, Nov. 9, Brother Ralph Larkin, president, opened the meeting, as usual, with a salute to our Stars and Stripes, a minute of silence in respect for those IBEW members who are no longer with us, and then requested those present celebrating birthdays to remain standing while we wish them in song many happy returns. Our Reporting Committees, all having done their homework, gave us the good and the bad news, after which Brother Dan Cohen introduced Mr. J. Bruce Kuhn, president of Baja Adventures. He showed us slides of Baja, California, and of Copper Canyon, Mexico, which were breathtaking. A few of our members had already experienced these sights in person and enthusiastically endorse such a vacation trip for all of us. We thank Brother Cohen for bringing such enjoyable programs to us. After our meeting we all congregated for a delicious lunch and socialization. New members and visitors are encouraged to join us.

ESTHER GEORGE, P.S.

Chapter Members Enjoy Bus Trips

RETIREES CLUB OF L.U. 24, BALTIMORE, MD.—We the members of Local 24 have, in the past couple of months, made two delightful bus trips. On October 26, we left the Local 24 parking lot for a day trip to Bedford Springs, Pennsylvania, a beautiful trip at that time of the year.

Leaving the parking lot, we proceeded up I-70 toward the mountains, stopped in Frederick, Maryland at a fast-food restaurant for coffee and donuts. After this brief rest we continued up I-70 over the mountains to Bedford Springs and then on to the hotel of the same name.

The hotel is a tremendous building, very long, about three stories high, and being restored. In its popular days, the '20s, I think, it was the summer vacation spot for the elite of Washington, D.C.; Baltimore, Maryland, and Pittsburgh, Pennsylvania.

We, along with two buses from other states, were led to the second floor of the hotel for a buffet luncheon that was outstanding: fried chicken, roast beef, corned beef, ham, three kinds of potato salad, and a variety of vegetables and condiments.

After lunch we strolled through the hotel and around the grounds, then back to the town of Bedford Springs for sightseeing in this quaint mountain area. But, as is the custom in most southern Pennsylvania and western Maryland towns, most of the business places are closed on Wednesday afternoon.

The trip back home was uneventful but very beautiful. The foliage was colorful and the day was bright, clear, and a little brisk. On this trip we

were honored to have with us Local 24's financial secretary, Bill Mills, and his charming wife. We hope they enjoyed the trip as much as we did.

On November 16 we and a group from the Distillery Workers Retirees Club each took a trip to Atlantic City. This was a day-long trip to visit the seaside resort and casinos, to gamble if you so desired or just to sightsee.

The day was warm, sunny, and beautiful. I, and a good many others, spent most of the afternoon on the boardwalk, strolling and gazing in all of the shop windows that line the seashore.

The casino gave everyone on each bus a \$10 roll of quarters, but I don't know of anyone bringing any quarters home.

At 5:15 p.m. we all boarded the bus for the return trip, and I think everyone had an enjoyable day.

ALFRED "SKIP" ANDERSON, P.S.

Fish Fry



Members of the Retirees Club of Local 245, Toledo, Ohio, enjoy their Fish Fry.



Neal Boise, far left, was the head chef at the Fish Fry.

Retirees Club Celebrates Sixth Year of Activities

RETIREES CLUB OF L.U. 245, TOLEDO, OHIO—The July and August meetings were held at Providence Park on the Maumee River and the August meeting at Crane Creek Wildlife Preserve on Lake Erie. I'm sorry to say that Don Roth, the skipper of the *Shawnee Princess*, has had a spell of sickness, but we are sure he will be back in '84 to pilot the steam-driven, rear paddle wheel up the mighty Maumee River.

In September we were represented in the Labor Day Solidarity Parade. Not too much walking, but all made it back to the hall for refreshments. Lou Campbell, the naturalist, was again our guest speaker at our regular meeting who commented on the wildlife in the area of our last picnic.

Our Annual Fish Fry was held in October, and our thanks to the governing members and their spouses for preparing the pickerel, to Al Boise, head chef, for cooking, and treasurer Joe Toback for securing the fish. Over 120 attended the meeting not only to dine on Lake Erie pickerel but to sample dishes from Toledo and the surrounding area's finest cooks, our spouses!

Nominations for our Governing Committee for the next two years were the main order of business.

In November we celebrated our Retiree Club's sixth year of organization. We started as a "baby", now I would say we are a "teenie bopper" and still growing. The club is up to 135 members, plus spouses and lady friends. We put the welcome mat out to Robert Perry, Olen Kinsel, Rowland Schwake, Richard Taps, H. Dannenburger, Paul Forsche, and Harry Wannemacher from the Toledo Edison, Jerry Wenger from Local 19 Edison Office Workers, and

Henry Picken from WTVG Channel 13. The early retirement program of the Edison should increase our membership.

Carol Hider, Employees Benefit manager from the Toledo Edison, was present to give us current information concerning our benefits and answered many questions from the members present.

Carl Yenrick, former business manager, stated that it's imperative that we keep the chairs full in the coming months, with negotiations around the corner and most companies looking at the welfare area to cut costs. This is one area in which we all paid the price in our working years and we say, "Don't touch."

We thank Jim Gunselman, business manager, and 245 members for providing Colonel Sanders as our main dish.

Local 245 Chairman Charlie McGhee advises that you mark your calendar now for April 27, 1984, which is the date for the Annual Dinner-Dance which you won't want to miss.

CARL YENRICK, ACT. P.S.

Scribe Discusses Club Activities

RETIREES CLUB OF L.U. 261, GROTON, CONN.—Instead of the regular meeting on October 15, we had a good attendance to our pot-luck supper with many goodies as usual, of which I won't go into detail, as I don't want those on a diet to break the habit by telling them about all those goodies. Let's say it was a pleasant evening.

Now we wish a speedy recovery to our club president, "Slim" Roessler who had the misfortune to fall and break his hip while visiting a restaurant one evening. The last report we had was the hospital put a pin in his hip and that he was improving quite well. On the sick list also is our "fish story" teller, Charles Dugas, who suffered a coronary and had to have a quadruple bypass and also a pacemaker implanted. We all extend our best wishes for a speedy recovery.

In November we had our regular meeting discussing items for the future, followed by cards and beverages.

We had another Christmas party on December 14. We exchanged gifts like we did in '82, and the wives supplied a fabulous choice of food for our Christmas pot-luck supper.

After exchange of gifts, we had a raffle consisting of money, namely \$50, \$20, and \$10 in cash.

At November's meeting we talked about long-range plans for March. We will have an election of officers, and we are discussing plans to take our wives for a lovely dinner of either baked stuffed shrimp or prime rib for the main course, and naturally the happy hour included. We hope to have a good attendance at the dinner party, so come on all you sick people and get well fast.

In April we are planning another Las Vegas Night like we had last year, which proved to be financially rewarding. It was a fine gathering, and all kinds of games were played with a large attendance of very friendly people.

DWIGHT P. GROSS, P.S.

Retirees Celebrate Christmas

RETIREES CLUB OF L.U. 349, MIAMI, FLA.—In December we had our super Christmas party, good turnout and no snow. Fred Mettauer gave the prayer. Slim Edwards led us in the pledge of allegiance to our flag. Dorothy Edwards read the minutes of the last meeting. A letter was read on the floor from Carl Taylor stating that he is not satisfied with service he is getting from the National Council of Senior Citizens Insurance, mainly that they are not paying his claims. Marty Chew, our new Local 349 president, gave us a talk explaining that Gene Brumfield, past president of Local 349, took the job as apprenticeship director. Bobby Elliot is vice president. Jack Letchfield and Skippy Braddock passed away this month. Jack Letchfield can be remembered for his telling of tall tales. Edyth Green gave a talk on the changes in Social

Security. Al Rubler read a poem on old age, which was enjoyed by everyone. A Christmas party isn't a Christmas party without presents, so we swapped gifts all in fun, and the food was so good. Mrs. Furlong baked the ham and we had everything to go with it from beans and sweet potatoes to fruit cake. Happy 1984.

TED AUER, P.S.

Anniversary



Retirees enjoying the 80th Anniversary Dinner-Dance of Local 358, Perth Amboy, N.J., are, left to right, Mr. and Mrs. Jack Banfield, Mr. and Mrs. Royal Anderson, Mr. William Fowler and guest, former Business Manager and Mrs. John C. Boll, and Mr. and Mrs. Guy Clark.

Retirees Look Forward to 1984

RETIREES ASSOCIATION OF L.U. 358, PERTH AMBOY, N.J.—Another year has become history, and our retirees are looking forward to a new year with much hope and anticipation. Most certainly Reaganomics has produced many changes in the life of the senior citizen during 1983 and the after-effect will most surely be felt in 1984 by the retiree.

During the past year, we have been most fortunate to have many speakers come before our group to further our knowledge on such subjects as finances, medication, social security, housing, HMOs, politics, and even the protection of the retiree at home and while traveling. We were also very privileged and quite honored to have with us on several occasions Mrs. Edith Edleson, a most knowledgeable person, to say the least, regarding the rights and problems facing the senior citizen. As you can readily see, President Frank Smith has been very active in trying to provide our association membership with as much information as possible to help them through these so-called "Golden Years of Retirement."

We thank the many Brothers and officers from our active membership of Local 358 who have joined with the retirees during the past year at one or more of their seminars. I'm sure the information they received made the time spent well worthwhile.

Attendance at our monthly meetings by the retirees, their wives, and guests has been excellent, and for this I must thank each and every one of you really fine ladies and gentlemen. Many thanks.

We are looking forward to celebrating the 14th anniversary of our retirees association. The retirees first met on March 21, 1970. Since then they have received their "Certificate of Recognition" Charter from our International Office in 1981, and through a membership drive in March, 1983, we have received our "charter" from The National Council of Senior Citizens Inc. The information we receive from NCSC has been most interesting and very enlightening. As President Frank Smith stated at a previous meeting, "We are now a senior family within the Brotherhood."

At the time of this writing, we must report that retiree Brother Thomas Moran is recuperating from a serious back operation. Brother Tom is out of J.F. Kennedy Hospital and recuperating at home. President Smith has asked me to convey the association's and his hope for a speedy recovery.

We thank Brothers Michael Konowicz, Sr., and John Orsoe for taking the time to attend the November meeting. The Brothers were quite pleased and stated they would try and attend future meetings.

We wish to thank Business Manager James Callahan, general chairman of the Dinner-Dance Committee and the members of Local 358 for inviting the members of the retirees association to help celebrate our Local's 80th anniversary. Your efforts, along with the members of your committee, are to be commended for a very fine tribute to our local union.

We send greetings to our retired Brothers throughout these United States. Stay informed, keep as active as possible, and enjoy good health and much happiness for a happy and most prosperous new year.

STEVE R. SEHEIN, PRES.

Meeting



Lady members of Retirees Club of Local 479, Beaumont, Tex., back row, left to right, are Aby McNeel, Faedell Norris, Lucy Force, and Violet Girouard; front row, left to right, Mildred Fail, Lorin Leggett, Sedalia Ballard, and Sibyl Ray.



At the meeting in October are, from left to right, Bruce Jacobson, club treasurer; Lee L. McNeel, president; Detective Sergeant James Singletary, Beaumont Police Force; and Johnnie Norris, vice president.

Retirees Hear Talk By Policeman

RETIREES CLUB OF L.U. 479, BEAUMONT, TEXAS—The club celebrated Thanksgiving with a dinner prepared by the lady members of our club. We all came away aware of the fact that electricians marry good cooks.

The meal was prepared by Lorin Leggett, Sedalia Ballard, Sibyl Ray, Violet Girouard, Lucy Force, Faedell Norris, Emma Davis, Veral Nerland, Marie Chelett, Mildred Fail, Aby McNeel, and Betty Fowler.

The men who overate were Dick Hanson, R. L. Webb, Leroy Fail, Bill Fowler, Johnnie Norris, Lee McNeel, Jim Davis, Howard Nerland, George Force, F. E. "Red" Mack, Carl Leggett, Loyd Ray, Wilton Girouard, A. M. Jacobson, Leo Chelett, and Jack Ballard. Wilton Girouard was named the overeater most likely to explode.

Our program consisted of a talk and demonstration on how senior citizens can prevent being robbed, mugged, assaulted, or raped by the "bad guys," who roam communities such as ours looking for potential victims. Our speaker was Detective Sergeant James P. Singletary of the Beaumont Police Force.

Brother R. L. Webb cautioned our members about the "bad guys" who have launched an all-out campaign to make the public believe that unions such as ours are responsible for the lagging economy and the lack of new construction in our area. This campaign is especially virile in our area, which is the home of so many union members.

We begin and end our meetings with a prayer, so I'll end this article with a prayer for the welfare of every family represented by our beloved symbol, "IBEW."

LEROY FAIL, R.S.

Hobby



Homebuilt aircraft (Cavalier) built by W. K. Kellum, press secretary, Retirees Club of Local 480, Jackson, Miss.

Scribe Reports On Luncheon, Hobby

RETIREES CLUB OF L.U. 480, JACKSON, MISS.—Well, the year of '83 is over. Seems like time just slips by when you have retired and are free to do things you have always wanted to do, but had to be the family provider.

Before our last meeting on Tuesday, December 6, we had a very wonderful banquet. It was supposed to be a covered-dish dinner, but the ladies just outdid themselves. Being from the South, I suppose I am just partial to Southern cooking. After the dinner we had our regular monthly retirees club meeting. It was presided over by our president, Brother Fred Tolleson, with Mrs. "Red" Magee doing a good job as recording secretary. Everyone who attends seems to have high interest in the club and speaks his or her own mind. After the regular meeting we had a meeting of the Executive Board with a full quota, which rarely happens. Could it have been the luncheon?

I was glad to see Brother Frank Worthy back as he was in the hospital during the last meeting. Brother Lewis Tisdale had an operation which turned out to be more serious than expected, but he came through okay and is at home at present. I was sorry to hear that Brother "Dub" Mangum has lost the sight of one of his eyes; some type of accident. Don't know the details. He was already paralyzed on his left side but still manages to get along with the help of a cane. Hang in there ol' buddy.

I am sure most of our retirees and members have a favorite hobby. I guess mine is unique. I am very interested in experimental and homebuilt aircraft. I joined the Experimental Aircraft Association (EAA) in 1968 and built and flew a two-place Cavalier by October 1971. Have built a two-place Cougar and am working on an ultra-light. Would enjoy hearing from any IBEW members with the same hobby. I intended to send in a picture of our members during the luncheon but the pictures haven't been developed as yet. So will substitute a picture of my homebuilt Cavalier.

W. K. KELLUM, P.S.

Club Thanks Local; Welcomes Future

RETIRED MEMBERS CLUB OF L.U. 488, BRIDGEPORT, CONN.—The Retired Members of L.U. 488, Bridgeport, Connecticut, have concluded the year of 1983 with a short meeting. Then we all retired to the dining area, where each of us partook of delightfully palatable refreshments, set up in a buffet style, by our beloved chairman, Joe Zahornacky. Then amid the reminiscences of the past, discussing the present, and hoping for a better future, we concluded the 11th year of our existence as a retirees club.

We are extremely grateful to the members and officers of Local 488 for allowing us the use of the various areas for our meeting, for our refreshment gathering place, for the use of the kitchen facilities, and for our private storage place. It is an indescribable pleasure for us to gather on the last Saturday of every month and spend a few hours in a harmonious and friendly confabulation, within the warm and pleasant quarters of our union. Ours is a small club in numerical membership, but in terms of total continuous accumulated standing in the IBEW, it ranks with the giants of our fraternity. Our paid-up membership stands at 35, but our total continuous membership of all those 35 totals 1,505 years in the IBEW. Our oldest member has 65 years and our youngest member has 36 years, all continuously accumulated. Those were by no means easy years for any of us. There were many hardships and sacrifices inflicted on all of us. There were many years of austerity and disappointments for each of us. But somehow we always managed to overcome the cruel blows of destiny.

We are now beginning the 12th year of our association, looking forward with high spirits and eager anticipation. The future holds many enigmas and adventures for us. But we feel that the best is yet to be. We are living from day to day, humbly grateful to the Almighty God for allowing us the opportunity to be still robust enough to sit as spectators on the sidelines and watch the parade of life as it continually unfolds its designs before our eyes.

STEPHEN J. HUNYADI, P.S.

Scribe Reports On December Meeting

RETIRES CLUB OF L.U. 595, OAKLAND, CAL.—The gathering on December 14 at Francesco's Restaurant for our 11th Annual Christmas Luncheon Party brought to a close a successful year of "good fellowship" and a large increase in our membership. Attendance was the largest turnout in the club's history, with the members and their wives enjoying all the festivities of the season. A new innovation was the playing of a musical background and a sing-along of Christmas carols.

Door prizes were given and the Annual Yearly Club Raffle was drawn. Participation in same for our yearly funds were purchased by our working Brothers at their Ole Timers Nite, a yearly function of Local 595, and by our retirees at the luncheon. To all, our thanks, for your contributing donations to carry on what is expected to be an even better 1984, in events and entertainment for our club.

Our president, Lyle Bolles, introduced to the gathering our guests, Business Manager Tom Sweeney, as well as his staff. Past presidents and the newly elected slate of officers and committee heads for the new year 1984 were also officially introduced.

Also brought forth, for all to see, was the large new plaque with the names of past officers and charter members inscribed. This was a gift to the club by Chester Baker. This plaque will serve the club for many future years, with the additional plates to be inscribed with the names who will follow in our footsteps.

A belated thanks was also extended to all the unsung helpers and committees whose work and efforts in the club's behalf insured the success of our activities during 1983.

Our club now looks forward to a greater series of events in 1984, and we once again in this new year extend an open hand of welcome to all retirees and those Brothers on disability, who have not joined us, to attend our monthly meetings, held the second Friday of each month in the lower hall of the union at noon.

Your wives are especially invited to join our ladies, as they, too, share in the many activities which make up our club's successful format.

Join in the "good fellowship" and renew "ole acquaintances"; don't let the months of the year slip by, or wait for "Ole Timers Nite," when we

offer all year a monthly get-together.

Our 595 Retirees Club extends to all Brothers and wives of our nationwide clubs a Happy New Year.

"BERT" KAUFMAN, P.S.

Officer Reports On Trip To Canada

RETIRES AND WIDOWS CLUB OF L.U. 683, COLUMBUS, OHIO—I recently drove to Alaska towing a 23-foot trailer. The route was Canada Route 1 from Winnipeg to Calgary, then north to Edmonton, from there the AlCan through British Columbia and the Yukon to Fairbanks and then to Anchorage. The highways are exceptionally good and most are four-lane. It was a great adventure. Those who wish to take a trailer should make reservations ahead, especially in Anchorage and Fairbanks.

While in Anchorage, I was welcomed by 683 ambassador of goodwill Earl Leadbetter and his beautiful wife Marge. Earl has been in Alaska nearly 10 years and has played host to many of our members while in Anchorage. Congratulations and many thanks, Earl and Marge.

Had a conversation with Bud Garrison, business manager, and George Hicks, president of Local 1547 retirees. Bud, George, and Dixie are to be congratulated for their endeavors in forming the retirees club and their affiliation with the NCSC. Also met Peggy Burgin, coordinator of the Teamsters club.

Any retiree who would like to motor to Alaska will find there really is not too much to it, very little difficulty from March through October. You will find the Mounties in Canada are very cooperative on road reports, etc. Contact the Canadian Embassy before leaving. They will furnish all necessary information.

At our September meeting it was unanimously agreed to change the name of our club to Local 683 Retirees and Widows Club, the purpose being to have the widows of both our retirees and active members become members of our club. This is recommended to all clubs.

BILL SHREEVE, PRES.

728 Forming Softball Team

RETIRES CLUB OF LOCAL 728, FT. LAUDERDALE, FLA.—All of you retired members should have attended last evening's meeting of Local 728. Picnic Chairman Jim Jackson displayed the trophy that will be presented to the winner of the famed "Mr. Leggs" contest. As of now the front runners are B. M. Weldon and your P.S. We hope you turn out to support one of your own. You will see the result in next month's *Journal*.

Local 728's softball team is now forming and has begun practice. We will be competing for the catcher's job. Not too many of you supported your team last year although they were a winner. They played in two leagues. Placed second in one and third in the other and were fifth overall out of sixty teams. Hope to see all of you, not only at the games but at the practice sessions. We will be playing two nights each week.

It's about time for the Local 728 blood bank party. As you know they give a dinner party when they receive twenty pints of blood. Blood Bank Chairman and President Carl Wuest presented gallon medallions to Sisters Claire Frost and Janet Fears. Also Local 728 Secretary Rosemary Inglis. Each 90 days the blood bank mobile unit is at your hall to accept donations. Now that all age restrictions are lifted we expected to see most of you retirees at the last visit. Come on down, you may one day be able to use your own blood. You will receive a free dinner and a feeling you cannot buy.

That was a grand gesture when you invited Lucy and Rosemary, Local 728 secretaries to our next dinner meeting. We are proud of you.

SAM HIGGINS, P.S.

Medical Advice, Political Action Stressed

IBEW RETIREES OF BREVARD CO. (L.U. 2088 SPONSOR)—At our November meeting the club welcomed Joseph Baker, Local 125, Portland, Oregon; Ray Johnston, Local 126, Philadelphia, Pennsylvania; and Ray Purcell, Local 134, Chicago, Illinois. Harry Brown, Local 756, Daytona Beach, Florida, came in the month before.

Our Executive Board chairman Bill Pearsall, Local 553, Raleigh, North Carolina, points out that, while our club is under the supervision and guidance of sponsoring Local 2088, Cocoa Beach, Florida, our members come from all over, having chosen this area for retirement living. Anyone who retired from the IBEW in good standing is eligible, beneficial or non-beneficial. If you are new here and interested, give Bill a call at 452-0529.

Also at our November meeting, Wuesthoff Hospital sent two medical employees to tell us about heart attack warning signals, the significance of blood pressure readings, beneficial exercises, and diet to reduce cholesterol. Member Bill Madlener, Local 9, Chicago, Illinois, made the arrangements, which included slides from the American Heart Association. Our sergeant-at-arms, Johnie Garner, Local 558, Sheffield, Alabama, carries a blood pressure testing outfit in the trunk of his car, and members can have theirs tested after meetings without charge.

During the Grenada invasion, two of our members were in touch with the action. Al Matthews, Local 501, White Plains, New York, arranged an hour conference with two amateur radio operators on Grenada for the local newspaper during the news blackout. Mark Greenwald, Local 2088, relayed messages for the State Department about the status of certain medical students whose families lived in Brevard County.

Our holiday event, held at the Econo Lodge in Cocoa, was the best yet. In sequence there was social hour, business meeting with speaker, luncheon, and distribution of gifts. The telephone committee obviously had done its job, because 43 were in attendance—a new record. Ed Reath is chairman.

The highlight was Local 2088 Business Manager Tom Ogden's message. He gave a synopsis of the local's history and current status, concluding with the political importance of retirees in next year's elections. With Reagan appointees setting policy of labor boards, employers say "Go ahead and appeal," in bargaining deadlocks, feeling confident of being backed by the government. Unless Reagan can be ousted, organized labor's future looks grim indeed.

Secretary-Treasurer Harold Simon is super at obtaining free promotional items. From the American Bank in Merritt Island, he obtained enough new blankets for each couple present to have one Full weight, soft and fluffy, extra long, made in U.S.A. How in the world did you do it, Harold? Goodie bags were also distributed and Rosa Greenwald won a fine ceramic done by President Martin Klein.

Brother Mark Greenwald told of his experience at a NASA tracking station, and Al Matthews told of hearing Grenada gunfire on ham radio. Frank E'Dalgo of Concerned Seniors for Better Government emphasized Brother Ogden's remarks about the crucial nature of the 1984 elections.

New members welcomed were Jim Evans, C. W. Fry, Don Pierce, and Tyler Tinker.

JACK D. CURRIE, P.S.

One of the best buys you can make . . . a Voluntary CONTRIBUTION to



IN MEMORIAM

Prayer for Our Deceased Members

Almighty Father, bless these our Brothers and Sisters whose names are listed here. Only yesterday they lived and laughed and worked among us and now Thou hast called them home. We miss them, dear Lord. Please take good care of them in your heavenly home. Amen.

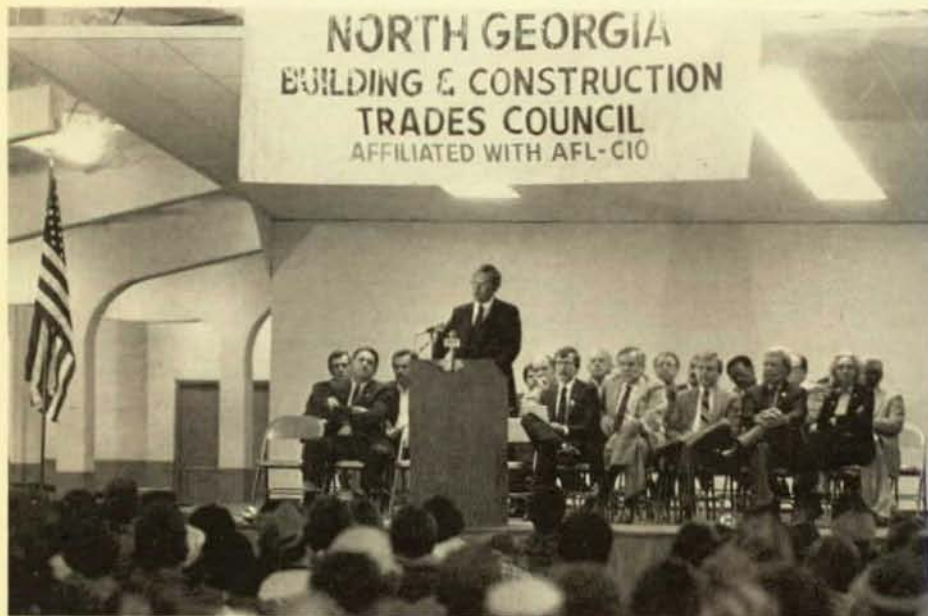
EWBA Death Claims Paid in November, 1983

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Willmering, D. F.	2,000.00	Pens (2)	Murphy, L. G.	2,000.00	Pens (134)	Alvarado, F. T.	2,000.00	Pens (485)	Gilbert, H. E.	2,000.00
2	Morris, H. L.	2,000.00	Pens (3)	Blaze, F.	2,000.00	Pens (134)	Baeuchler, H. A.	2,000.00	Pens (494)	Woodcock, A.	2,000.00
3	Diaz, B.	2,000.00	Pens (3)	Gherard, A.	2,000.00	Pens (134)	Bardwell, E. J.	2,000.00	Pens (497)	Johnson, L. F.	2,000.00
3	Viorno, J. C.	2,000.00	Pens (3)	Gross, W.	2,000.00	Pens (134)	Bernhardt, T. J.	2,000.00	Pens (501)	Reynolds, W. J.	2,000.00
6	Scholz, R. A.	2,000.00	Pens (3)	Mant, R. F.	2,000.00	Pens (134)	Brongel, A. A.	2,000.00	Pens (501)	Springsteen, R.	2,000.00
11	Russell, L. E.	2,000.00	Pens (3)	Sesnewicz, H. J.	2,000.00	Pens (134)	Johnson, L. F.	2,000.00	Pens (505)	Hunt, L. R.	2,000.00
11	Tansom, A. G.	2,000.00	Pens (3)	Sorkin, A.	2,000.00	Pens (134)	Marshall, W. E.	2,000.00	Pens (508)	Broderick, W. J.	2,000.00
26	Lederer, R. F.	2,000.00	Pens (3)	Wozniak, F. A.	2,000.00	Pens (134)	Riordan, G. J.	2,000.00	Pens (531)	Warnke, C. W.	2,000.00
38	Lundstedt, P. L.	2,000.00	Pens (5)	Kramer, R. W.	2,000.00	Pens (134)	Stepanek, G. S.	2,000.00	Pens (538)	Drullinger, D. E.	2,000.00
38	Willard, J. E.	666.66	Pens (5)	Washburn, P. W.	2,000.00	Pens (143)	Brixius, G. B.	2,000.00	Pens (540)	Baker, C. K.	2,000.00
40	Sanders, W. H.	2,000.00	Pens (6)	Berry, J. E.	2,000.00	Pens (143)	Duke, J. E.	2,000.00	Pens (551)	Corral, R. R.	2,000.00
52	Richardson, H. R.	2,000.00	Pens (6)	Crosby, N.	2,000.00	Pens (145)	Ege, L. S.	2,000.00	Pens (554)	Maine, L.	2,000.00
53	Shumate, Jr., N. D.	2,000.00	Pens (6)	Sprick, H. R.	2,000.00	Pens (150)	Servi, P.	2,000.00	Pens (558)	Jones, M. C.	2,000.00
59	Turley, Jr., J. R.	2,000.00	Pens (9)	Gabauer, H. P.	2,000.00	Pens (150)	Wohlfeil, M. J.	2,000.00	Pens (559)	Baker, H. A.	2,000.00
71	Jess, A. J.	2,000.00	Pens (9)	Messenie, P. W.	1,666.67	Pens (153)	Hacker, T. H.	2,000.00	Pens (566)	Mangin, A. L.	2,000.00
77	Voss, J. R.	2,000.00	Pens (9)	Sheeran, E. J.	2,000.00	Pens (160)	Dahly, O.	2,000.00	Pens (569)	Anderson, E. L.	2,000.00
90	Matthews, J. D.	2,000.00	Pens (11)	Denos, S.	2,000.00	Pens (163)	McDonald, A. L.	2,000.00	Pens (569)	Potts, L. C.	2,000.00
103	Thiessen, C. R.	2,000.00	Pens (11)	Dick, J. E.	2,000.00	Pens (191)	Fried, F. J.	2,000.00	Pens (573)	McFadden, D. P.	2,000.00
122	Zaremski, W. J.	2,000.00	Pens (11)	Haycock, G. E.	2,000.00	Pens (193)	Green, W. C.	2,000.00	Pens (577)	Baehman, W.	2,000.00
124	Arens, H. J.	2,000.00	Pens (11)	Jones, W. A.	2,000.00	Pens (196)	Barber, J. H.	2,000.00	Pens (584)	Ethington, L. H.	2,000.00
134	Kroner, S. J.	2,000.00	Pens (11)	Locker, R. S.	2,000.00	Pens (212)	Champ, D.	2,000.00	Pens (584)	King, E. W.	2,000.00
134	McElhenny, E. L.	2,000.00	Pens (11)	McKay, E. R.	2,000.00	Pens (212)	Gallagher, R. J.	2,000.00	Pens (584)	Owen, W. L.	2,000.00
134	Pienchner, H. A.	2,000.00	Pens (11)	Suhre, W. H.	2,000.00	Pens (213)	Bakke, L.	2,000.00	Pens (591)	Campbell, A. R.	2,000.00
143	Lehr, E. G.	2,000.00	Pens (18)	Case, J. A.	2,000.00	Pens (213)	MacKinnon, P. P.	2,000.00	Pens (591)	McKee, D.	2,000.00
145	Fischlein, D. R.	1,333.33	Pens (24)	Long, Jr., R. L.	2,000.00	Pens (215)	Mordigal, J. W.	2,000.00	Pens (595)	Maykovich, M. A.	2,000.00
177	Morgan, J. W.	2,000.00	Pens (26)	Dixon, L. E.	2,000.00	Pens (216)	Packer, F. C.	2,000.00	Pens (595)	Wells, F. T.	2,000.00
183	Boston, W. R.	2,000.00	Pens (31)	Smith, I. E.	2,000.00	Pens (224)	Vander, Jr. W. C.	2,000.00	Pens (605)	Van Landingha, E.	2,000.00
183	Shell, G. E.	2,000.00	Pens (35)	White, R. E.	2,000.00	Pens (226)	Elliott, V.	2,000.00	Pens (611)	Croy, R. J.	2,000.00
213	Prouley, F.	2,000.00	Pens (38)	Bitto, J.	2,000.00	Pens (226)	Lyon, J. C.	2,000.00	Pens (613)	Beard, S. M.	2,000.00
258	Palmer, H. A.	2,000.00	Pens (41)	Rudroff, G.	2,000.00	Pens (239)	Bitterman, A.	2,000.00	Pens (613)	Fulton, W. L.	2,000.00
278	Gandy, R. L.	2,000.00	Pens (42)	Dall, R. A.	2,000.00	Pens (242)	Wagner, W. E.	2,000.00	Pens (617)	Cameron, A.	2,000.00
292	Tomlinson, T. G.	2,000.00	Pens (43)	Vielie, C. K.	2,000.00	Pens (245)	Goldsmith, E.	2,000.00	Pens (633)	Herin, F.	2,000.00
357	Hasselfeld, E. C.	2,000.00	Pens (44)	Peterson, W. M.	2,000.00	Pens (248)	Jenkins, E. M.	2,000.00	Pens (637)	Burke, E.	2,000.00
369	Gornet, M. W.	2,000.00	Pens (45)	Kaner, D.	2,000.00	Pens (271)	Ziegler, L. E.	2,000.00	Pens (637)	McGhee, C. E.	2,000.00
387	Perez, A.	2,000.00	Pens (46)	Bethers, G. E.	2,000.00	Pens (280)	Hayes, G.	2,000.00	Pens (637)	Mustard, W. E.	2,000.00
429	Tilley, M. H.	2,000.00	Pens (46)	Hosey, D. A.	2,000.00	Pens (292)	Kaun, A. C.	2,000.00	Pens (647)	Wood, S. W.	2,000.00
473	Davis, L. D.	2,000.00	Pens (46)	Olver, F. G.	2,000.00	Pens (292)	Nelson, G. W.	2,000.00	Pens (659)	Stangland, A.	2,000.00
479	Throop, R. A.	2,000.00	Pens (47)	Kepner, K. G.	2,000.00	Pens (301)	Sewell, R. N.	2,000.00	Pens (682)	Hudson, R. L.	2,000.00
479	Martin, Jr. T. W.	2,000.00	Pens (47)	Vitale, T.	2,000.00	Pens (302)	Heatherly, H. E.	2,000.00	Pens (695)	Holt, V. R.	2,000.00
483	Williams, E. E.	2,000.00	Pens (48)	Moody, N. F.	2,000.00	Pens (302)	Prewett, E. F.	2,000.00	Pens (697)	Myer, R. E.	2,000.00
485	Douglas, B. R.	857.14	Pens (48)	Smith, K. A.	2,000.00	Pens (304)	Beck, G. A.	2,000.00	Pens (697)	Timmons, Jr. E. S.	2,000.00
531	Smiertelny, A. A.	2,000.00	Pens (49)	Bean, A. H.	2,000.00	Pens (304)	Gobie, A. O.	2,000.00	Pens (702)	Ciancy, H. W.	2,000.00
551	Cesaris, H. A.	2,000.00	Pens (49)	Simonson, E. W.	2,000.00	Pens (305)	Van Pelt, M. P.	2,000.00	Pens (702)	Musgrove, J. F.	2,000.00
569	Leonard, R. C.	2,000.00	Pens (51)	Nagel, A. F.	2,000.00	Pens (309)	Grass, J. A.	2,000.00	Pens (712)	Wiltse, H. M.	2,000.00
569	Truscott, T. E.	2,000.00	Pens (58)	Donald, J.	2,000.00	Pens (309)	Koehler, D. H.	2,000.00	Pens (715)	Marzec, J. J.	2,000.00
581	Kitchell, T. J.	2,000.00	Pens (58)	Goodman, D.	2,000.00	Pens (312)	Crook, R. G.	2,000.00	Pens (721)	Simmons, C. E.	2,000.00
595	Ferreira, G. L.	1,333.34	Pens (59)	Bennett, W. J.	2,000.00	Pens (316)	Bassett, D. D.	2,000.00	Pens (725)	Nichols, L. L.	2,000.00
606	Rossvall, J. A.	2,000.00	Pens (64)	Sieverling, W. L.	2,000.00	Pens (317)	Salyer, W. L.	2,000.00	Pens (728)	Smith, G. A.	2,000.00
618	Springborg, W.	2,000.00	Pens (66)	Goeckler, R.	2,000.00	Pens (318)	Young, E. L.	2,000.00	Pens (756)	Cummins, T. E.	2,000.00
697	Morford, D. J.	2,000.00	Pens (68)	Wakeman, R. R.	2,000.00	Pens (326)	Corliss, P.	2,000.00	Pens (757)	Zabkar, F.	2,000.00
712	McBride, D. B.	2,000.00	Pens (70)	Miller, W. F.	2,000.00	Pens (329)	Bryan, F. R.	2,000.00	Pens (761)	Eberhart, D. H.	2,000.00
714	Bakke, C. E.	2,000.00	Pens (70)	Sunday, R. C.	2,000.00	Pens (332)	Manfredi, F. D.	2,000.00	Pens (768)	Smith, J. H.	2,000.00
716	Blount, P. L.	2,000.00	Pens (76)	Burcar, C.	2,000.00	Pens (332)	Price, E. L.	2,000.00	Pens (774)	Baker, L.	2,000.00
716	Houseman, D. W.	2,000.00	Pens (77)	Hendricks, A.	2,000.00	Pens (347)	Becker, G. G.	2,000.00	Pens (794)	Komeska, J.	2,000.00
753	Derrick, J. B.	2,000.00	Pens (77)	Miller, G. E.	2,000.00	Pens (349)	Braddock, E. D.	2,000.00	Pens (799)	White, W. H.	2,000.00
760	West, T. W.	1,400.00	Pens (77)	Morgan, J. F.	2,000.00	Pens (349)	Falzarano, A.	2,000.00	Pens (813)	Lamson, R. J.	2,000.00
903	Johnson, A. V.	2,000.00	Pens (82)	Deubner, E. P.	2,000.00	Pens (357)	Funk, E. J.	1,600.00	Pens (816)	Arnold, W. E.	2,000.00
932	Cox, R. L.	2,000.00	Pens (84)	Byrd, J. G.	2,000.00	Pens (357)	Hansen, F. E.	2,000.00	Pens (817)	Clarke, R. B.	2,000.00
970	Ellis, G. W.	2,000.00	Pens (84)	McPeak, J. W.	2,000.00	Pens (358)	Solt, F. C.	2,000.00	Pens (836)	Lamay, G. W.	2,000.00
993	Ferguson, R. H.	2,000.00	Pens (86)	Bruezeck, A. G.	2,000.00	Pens (369)	Murta, J. P.	2,000.00	Pens (844)	Borchers, L. S.	2,000.00
995	Borskey, W. C.	2,000.00	Pens (96)	Harpin, P. E.	2,000.00	Pens (382)	Frick, J. R.	2,000.00	Pens (844)	Keller, C. R.	2,000.00
1002	Farmer, N. J.	2,000.00	Pens (98)	Fite, J. J.	2,000.00	Pens (387)	Nobles, B. V.	2,000.00	Pens (862)	Watson, S. J.	2,000.00
1002	Riedel, B. B.	2,000.00	Pens (98)	Kielski, J.	2,000.00	Pens (390)	Burnette, J. H.	2,000.00	Pens (872)	Hood, W. W.	2,000.00
1149	Daze, E.	2,000.00	Pens (98)	Urban, F. E.	2,000.00	Pens (398)	Hair, C. M.	2,000.00	Pens (903)	Cornibe, N. E.	2,000.00
1205	Watson, Jr. A. J.	2,000.00	Pens (99)	Abbatamarco, A. J.	2,000.00	Pens (409)	Brown, H. E.	2,000.00	Pens (915)	Gossette, H. L.	2,000.00
1220	Lyman, H. T.	2,000.00	Pens (99)	Duhamel, O.	2,000.00	Pens (409)	Maddox, E. J.	2,000.00	Pens (949)	Olson, J.	2,000.00
1316	Arrington, J. H.	2,000.00	Pens (99)	Ewart, W. C.	2,000.00	Pens (414)	Lewis, C. A.	2,000.00	Pens (952)	Bastie, H. J.	2,000.00
1379	Milton, N. L.	2,000.00	Pens (99)	Lipson, W. T.	2,000.00	Pens (420)	Booth, W. A.	2,000.00	Pens (1001)	Prim, Jr. F. B.	2,000.00
1393	Cissell, B. L.	2,000.00	Pens (102)	Shortway, B.	1,600.00	Pens (429)	Camron, J. C.	2,000.00	Pens (1012)	Roalkvam, G. M.	2,000.00
1788	McCormack, T. M.	2,000.00	Pens (102)	Yugel, F. D.	2,000.00	Pens (432)	Hulbert, F. L.	2,000.00	Pens (1141)	Eddings, A. M.	2,000.00
1788	Roszier, O. O.	2,000.00	Pens (103)	Jones, J.	2,000.00	Pens (439)	Ferry, B. C.	2,000.00	Pens (1149)	Benedetti, F. A.	2,000.00
1 O (134)	Radoli, J.	2,000.00	Pens (104)	Schulze, E. A.	2,000.00	Pens (474)	Walsingham, R. L.	2,000.00	Pens (1159)	Reznick, B.	2,000.00
1 O (1377)	Newman, A. A.	2,000.00	Pens (105)	Brown, L. A.	2,000.00	Pens (481)	Ehrgott, A. P.	2,000.00	Pens (1181)	Moore, H. R.	142.85
1 O (1629)	Bailey, K. C.	2,000.00	Pens (112)	Miller, E. B.	2,000.00	Pens (481)	Parish, C. H.	2,000.00	Pens (1186)	Reddick, F. A.	2,000.00
1 O (1882)	Anning, O.	2,000.00	Pens (116)	Deisher, O. L.	2,000.00	Pens (483)	DeMaris, H. W.	2,000.00	Pens (1224)	Hoff, R. S.	2,000.00
Pens (1)	Froemsdorf, H. C.	2,000.00	Pens (124)	Sanders, E. E.	2,000.00	Pens (483)	Hickey, K. S.	2,000.00	Pens (1241)	Lighty, R. D.	2,000.00
Pens (1)	Strahl, A.	2,000.00	Pens (126)	Hassinger, H. W.	2,000.00	Pens (483)	Linstrom, C. A.	2,000.00	Pens (1245)	Amend, H. W.	2,000.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
Pens. (1249)	Boliver, L. N.	2,000.00	Pens. (I.O.)	Bateson, N. V.	2,000.00	Pens. (I.O.)	Heishman, E.	2,000.00	Pens. (I.O.)	Porucznic, A.	2,000.00
Pens. (1259)	Brink, Jr., B. A.	2,000.00	Pens. (I.O.)	Baule, M. C.	2,000.00	Pens. (I.O.)	Hoffman, C.	2,000.00	Pens. (I.O.)	Richie, B.	2,000.00
Pens. (1319)	Moriarty, C.	2,000.00	Pens. (I.O.)	Bean, H. L.	1,000.00	Pens. (I.O.)	Holmquist, E. W.	2,000.00	Pens. (I.O.)	Riddell, J. G.	2,000.00
Pens. (1330)	Foge, E.	2,000.00	Pens. (I.O.)	Benson, C. C.	2,000.00	Pens. (I.O.)	Hunt, L. A.	1,500.00	Pens. (I.O.)	Selby, R. D.	2,000.00
Pens. (1352)	Stempowski, H. A.	2,000.00	Pens. (I.O.)	Brooke, J.	2,000.00	Pens. (I.O.)	Jaeger, A.	2,000.00	Pens. (I.O.)	Strong, T. M.	2,000.00
Pens. (1393)	Sutherland, W. R.	2,000.00	Pens. (I.O.)	Colton, K. M.	2,000.00	Pens. (I.O.)	Kirwan, J. J.	2,000.00	Pens. (I.O.)	Venard, C. J.	2,000.00
Pens. (1425)	Huy, H.	2,000.00	Pens. (I.O.)	Daudelin, R.	2,000.00	Pens. (I.O.)	Klein, R. C.	2,000.00	Pens. (I.O.)	Vollmer, R. C.	2,000.00
Pens. (1501)	Saylor, F. R.	1,000.00	Pens. (I.O.)	Domski, E. J.	2,000.00	Pens. (I.O.)	Lee, W. A.	2,000.00	Pens. (I.O.)	Weaver, D. B.	2,000.00
Pens. (1547)	Silvers, C. W.	2,000.00	Pens. (I.O.)	Elliott, C. H.	2,000.00	Pens. (I.O.)	Lilley, S. H.	2,000.00	Pens. (I.O.)	Yngsdahl, D. B.	2,000.00
Pens. (1703)	Purvis, W. E.	2,000.00	Pens. (I.O.)	Finley, S. R.	2,000.00	Pens. (I.O.)	Marco, Jr., J. A.	2,000.00	Pens. (I.O.)	Yount, A. C.	2,000.00
Pens. (1880)	Homerding, H. B.	2,000.00	Pens. (I.O.)	Flynn, J. F.	2,000.00	Pens. (I.O.)	McClure, J. I.	2,000.00	Total Payments		\$710,099.99
Pens. (1982)	Hanson, H. R.	2,000.00	Pens. (I.O.)	Gallas, J. F.	2,000.00	Pens. (I.O.)	Miles, J.	2,000.00			
Pens. (2017)	Metzger, H. M.	2,000.00	Pens. (I.O.)	Glass, G. L.	2,000.00	Pens. (I.O.)	Minks, D. L.	2,000.00			
Pens. (I.O.)	Anderson, R. H.	2,000.00	Pens. (I.O.)	Hald, R. E.	2,000.00	Pens. (I.O.)	Ott, W. S.	2,000.00			

International Brotherhood of Electrical Workers—Pension and Death Payment Report

	IBEW PENSION BENEFIT FUND	ELECTRICAL WORKERS' BENEFIT ASSOCIATION	NATIONAL ELECTRICAL BENEFIT FUND
NUMBER ADMITTED TO PENSION LAST MONTH	469		395
TOTAL NUMBER ON PENSION	76,465		34,370
TOTAL PENSION PAYMENTS LAST MONTHS	\$ 4,310,995.15		\$ 6,585,967.78
TOTAL PENSION PAYMENTS LAST 12 MONTHS	\$51,371,855.01		\$73,109,180.14
DEATH BENEFITS PAID LAST MONTH	\$ 98,861.16	\$ 893,199.98	
DEATH BENEFITS PAID LAST 12 MONTHS	\$ 1,276,173.96	\$10,466,218.77	



IBEW Director of Organizing Michael Lucas is shown addressing a meeting where more than 1,500 union construction workers attended an organizing rally held in November 1983 by the North Georgia Building & Construction Trades Council to approve a one-cent-per-member dues assessment for Project Phoenix. NGBCTC Business Agent Charlie Key reported Project Phoenix is a special building trades effort to "recapture traditional union work in the construction industry, and organize the untapped source of new jobs generated by non-union builders." Project Phoenix will be conducted on four fronts: public relations, litigation, political education and organizing. Two keynote speakers at the rally were IBEW Organizing Director Michael Lucas and Atlanta Mayor, The Honorable Andrew Young. Brother Lucas stressed the need for greater unity among building trades unions, and pledged support for the program for international construction unions. Mayor Young urged the rank-and-file union members to organize their "political strength" to nominate Walter Mondale as the Democratic presidential candidate, and to defeat Ronald Reagan. He also attacked right-wing groups which "blame labor and working people for the problems of our nation." Other prominent Georgia labor leaders also spoke at the rally.

MONDALE FOR PRESIDENT

(Continued from Page 9)

meaning us—and that is pure, unadulterated hogwash. In the vocabulary of politics, "special interests" mean exclusive interests, and there is nothing exclusive about the concerns of the labor movement. What we want for ourselves—jobs and justice, decent health care, decent housing, better education, better nutrition, fair wages, fair taxation—we want for all our fellow citizens, bar none.

We have a "special interest" in all the people of the United States, an interest that is not shared by the present administration and its supporters who are accusing us of their own faults.

**WORK
SAFELY
WEAR
YOUR
HARD HAT!**

REFLECTIONS

A Lineman's Wife

A lineman has a hell of a life,
But then again, so does his wife.
While he climbs his poles and
strings his line,
She's home wondering if he'll
make it home on time.
She cooks his supper; only to sit
and wait,
Then the call comes—"Honey, I'll
be home late."
We cook a lot of suppers that go to
waste,
But when a line is down, it just
can't wait.
So the next time you're feeling
sorry for the lineman and the
rough way he has to go;
Just remember his poor wife, she
does too and I ought to know.
My father is a lineman, my brother
is too.
Then when I got married, what
does my husband do?
He joined the local and is a
lineman, too.
So I know the lineman has a hell of
a life,
But take it from me: so does his
wife.

Juanita M. Bragg
Daughter of Charles V. Bragg, sister of Charles M.
Bragg, wife of Edward L. Bragg
Local 71, Columbus, Ohio

Lifetimes

My little girl thinks time is slow,
"Mommy, will I never grow?"
For me the time goes much too
fast,
An hour or two and the day is past.
But fast or slow, we each must do
All that we can 'til our time is
through.
The world counts not the years we
live,
But rather the help and joy we
give.

Bonnie Cox
Wife of Mark Cox
Local 57, Salt Lake City, Utah



From Canada

When we open the *Journal*, week
after week,
There is something that always we
seek.
It's a poem originating from a
Canadian local,
But it appears we Canucks are not
very vocal.
I just want to make sure you
Americans know
That our land is not just igloos, ice
and snow.
We, too, have towns and cities
with traffic and crime,
But now we live in the country and
it is sublime.
My husband leaves early when it's
still dark,
So I can enjoy our new property,
just like a park.
Our maples change colours in the
fall of the year,
The red, orange, yellow make us
thankful we're here.
But best for me is a man on whom
I rely,
Together every problem we can
surely defy.
He'll say it's corny if I say any
more,
So I'll just wait till he comes
through our door.

Marian Yorke
Wife of N. Richard Yorke
Local 353, Toronto, Ont.

Essence of Love

Soft with the softness
of summer breezes—
red with the redness
of ruby roses,
sweet with the sweetness
of honeyed phrases,
love has an essence
that springtime discloses.
Just as the hummingbird
comes to the feeder—
so comes the lover,
sipping love's potion.
Much like the bud
that is bursting and blooming,
he offers his heart
that is pent with devotion.

Virginia Blakemore Moody
Wife of Dwight L. Moody
Local 412
Kansas City, Mo.

Texas

I'm getting kind of weary,
Guess that I am getting old,
I'll be heading back to Texas,
Where the sun's like melted gold.
Now, I know a certain sacred spot,
Where no foot but mine has trod,
Where you can gaze across the
prairie
And feel at peace with God.
I want to see stretched out before
me,
The cotton white as snow,
The cattle nearby grazing,
The finest you can grow.
I'll build myself a little cabin
Beneath a Texas sky of blue.
I'll light my pipe, and set me down,
And dream the whole day through.
When at last I am too old and
weary
Upon this earth to stay,
Let me enter the gates of glory with
The passing of a Texas day.

Paul Murphy
Retired member of Local 520
Austin, Texas

How To Use Your Infant Car *Safety* Seat

**Buckle
Your Baby
Into the Seat
Buckle
Your Seat
Into the Car**



How To Use Your Infant Seat:

1. Put your baby in the infant seat and place the *harness* over each shoulder.
2. Slide the *clip* on the harness strap up over your baby's chest until comfortably snug.
3. For newborns, place a rolled towel or blanket on both sides of baby's head.
4. Place the car seat backwards in the car. Your baby should face the rear of the car.
5. Pull the adult *safety belt* across the infant seat and insert it through the opening on both sides of the seat. Buckle the safety belt.
6. If the adult safety belt has a *shoulder strap*, tuck the shoulder strap between the infant seat and the seat of the car.
7. Adjust the safety belt so that it holds the infant seat tightly. Consider purchasing a locking clip for safety belts that cannot remain tight when buckled across the infant seat.

What Else Should You Know?

- The infant seat *must* face the rear of the car.
- The infant seat can only be used with babies weighing up to 20 lbs.
- The safest place for your baby to ride is in the back seat of your car. If you must use the front seat make sure the head rest is down.
- Do not use the center of the backseat if it has an armrest or if the baby would face an area in the seat which is not padded.
- The infant seat gets very hot in the sun; cover it with a blanket or towel if you leave the car in a sunny area.
- Never leave your baby unattended in the car.

Editor's Note: Information for this safety poster comes from material by PROJECT KISS: Health Education Center, Maryland Department of Health & Mental Hygiene, Baltimore, Maryland.



An IBEW Monthly Safety Reminder